



ISO 45001 – State of Play

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Presenter Profile

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Webinar Outline

- Where is ISO 45001 up to?
- ISO 45001 draft International Standard
 - Focus Areas
 - Structure
- Key differences - AS/NZS 4801
- Key differences - OHSAS 18001
- What you need to do
- Questions

Where is ISO 45001 Up To? <https://committee.iso.org/pc283>

Oct 2016

- Original target date for publication

Feb 2017

- Meeting Vienna
- DIS2 Required

May/June 2017

- DIS2 Released
- Start 12 week “ballot”

Sept 2017

- Next meeting/ Ballot closes
- If limited comments – No FDIS
- If lots - FDIS

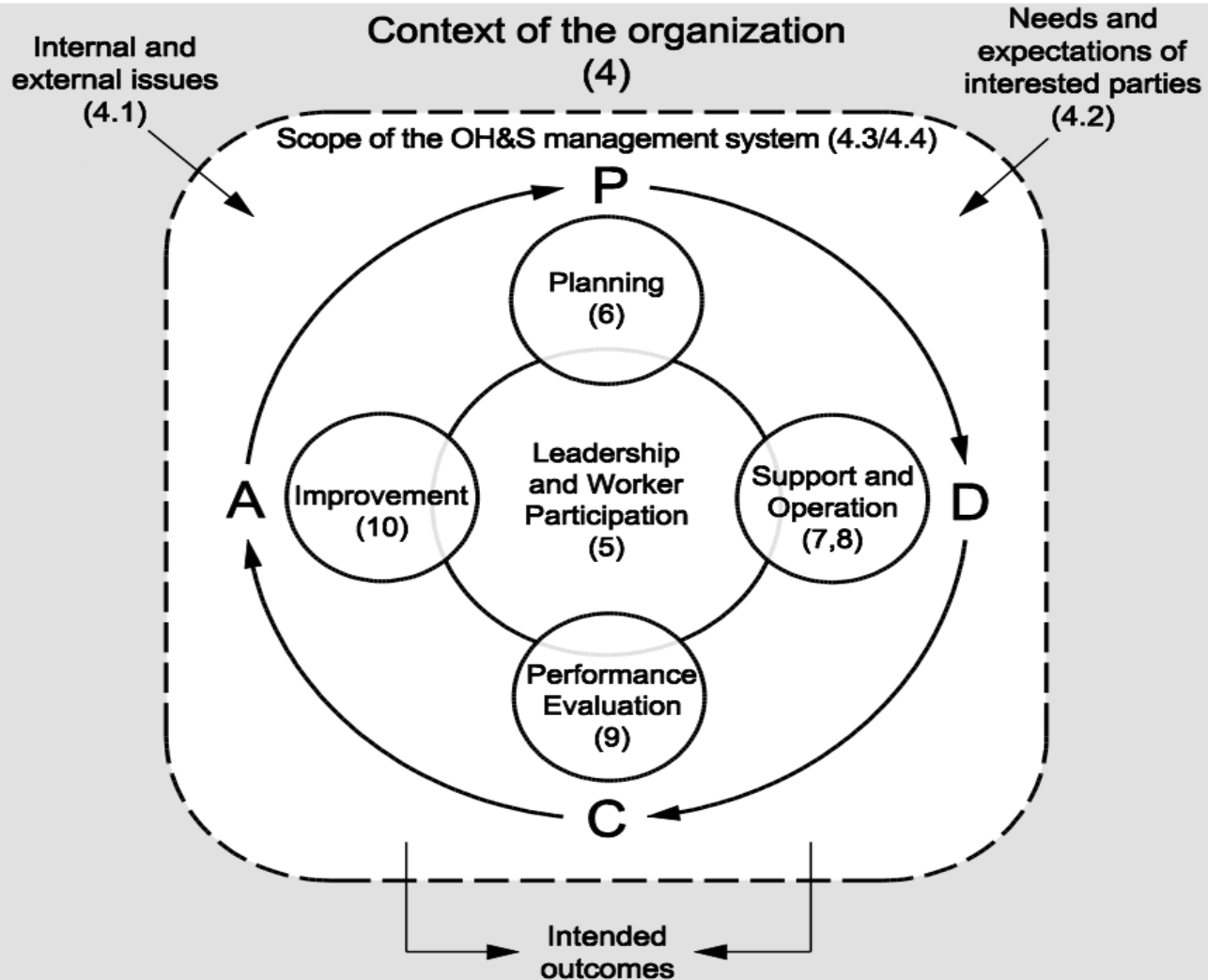
Oct/Nov 17

- If no FDIS – Published October/ November 2017

March - Oct 18

- If FDIS – published Feb-March 2018 (earliest) to October 2018 (latest)

ISO 45001 DIS – Structure



Annex SL - “High Level Structure” for all management system standards.

Introduces:

1. Common structure.
2. Common terminology.
3. Common requirements.

1-10 Clause Structure - Won't change

ISO 45001 DIS – Focus Areas

1. Leadership
2. Risk and Opportunity – System Performance
3. Worker participation
4. Outsourcing
5. Context of the organisation
6. Interested parties

ISO 45001 – Focus Areas - Leadership

- ✓ “Top Management” to “Leadership” (words matter!).
- ✓ 0.3 Success Factors - leadership.
- ✓ Dedicated Section (Section 5)

- ✓ 5.1 extends accountabilities:
 - “Overall responsibility and accountability for worker protection”
 - Alignment of policy/objectives with strategic direction
 - Integration of OHS system into business processes.
 - Active participation of workers
 - Supporting others to contribute to effective OHS system
 - Leading a supportive *culture*

ISO 45001 – Focus Areas – Risk and Opportunity

- Risks and Opportunities – **System Level**
- 45001 v. 4801 and 18001 – Hazards > Risks > Controls
- ISO 45001 – system level risk – risks and opportunities that affect ability of your OH&S Management System to achieve its *intended outcome*



ISO 45001 – Focus Areas – Risk and Opportunity



ISO 45001 – Focus Areas – Participation

- **Worker:** *person performing work or work-related activities under the control of the organization*
- **Participation:** *Involvement of workers in decision making processes in the OH&S Management System*
- 0.3 Success Factors
- Section 5 – Leadership and *Participation*
- Reinforced across a number of requirements:
 - 5.1 Leadership and Commitment e) – ensuring participation.
 - 9.3 Management Review
 - 10.1 Incident, Nonconformity and Corrective Action
 - 10.2.1 Continual Improvement Objectives

ISO 45001 – Focus Areas - Participation

- Specific Requirement – **5.4 Participation and consultation**

“Shall Give additional emphasis to participation (d) and inclusion (e) of non-managerial workers in determining:

- Mechanisms for participation
- Needs of competence and training
- Information to be communicated
- Needs and expectations of interested parties
- Policy and objectives
- Roles, responsibilities, accountabilities & authorities
- Application of legal requirements
- Controls for outsourcing and contractors
- What is measured
- Audit programs
- Continual improvement processes
- Provide mechanisms, time, training & resources for participation
- Identify and remove obstacles to participation.



8.3 Outsourcing

- Outsourced processes and associated activities affecting the OH&S Management System are to be controlled (e.g. welding, spray painting).
- Type and degree of control shall be defined.

ISO 45001 – Other “Success Factors”

- Communication and consultation
- Suitable resources
- Clear policy direction > compatibility with strategic direction.
- Integration of OH&S system > standard business processes.
- Objectives that align with OH&S policies and hazards and risks.
- Effective OH&S hazard identification and control of risks.
- Awareness of legal and other requirements.

Section 0.3 ISO DIS 45001:2016



ISO 45001 v. AS/NZS 4801 or OHSAS 18001

1. New
2. Consolidated
3. Modified
4. Relocated
5. No/limited change

ISO 45001 – What's New



NEW

- Understanding the Organisation and its context (4.1)
- Understanding the needs and expectations of workers and other interested parties (4.2)
- Assessment of risks to the OH&S Management System (6.1.2.2)
- Identification of OH&S opportunities (6.1.2.3)
- Planning to take action (6.1.4)
- Evaluation of compliance with legal and other requirements (9.1.2)

ISO 45001 v. 4801

CONSOLIDATED – AS/NZS 4801:

- Management of Change (4.3.4, 4.4.3, 4.4.6.2, 4.5.2)
- Outsourcing, Procurement and Contractors (4.3.1, 4.3.2, 4.4.6.2 and 4.4.2, 4.4.1.2)
- Continual Improvement (4.2, 4.3.3, 4.4.1.1, 4.4.1.2)

ISO 45001 v. 4801

MODIFIED: AS/NZS 4801

- Scope (4.3)
- Leadership and Commitment (5.1)
- OH&S Policy (5.2)
- Organizational roles, responsibilities, accountabilities and authorities (5.3)
- Hazard Identification (6.1.2.1)
- OH&S Objectives (6.2.1) and Planning to Achieve (6.2.2)
- Information and Communication (7.4)
- Operational Planning and Control (8.1.1)

ISO 45001 v. 4801

MODIFIED: AS/NZS 4801

- Emergency Preparedness (training, communicate to workers, contractors, emergency services, community*) (8.6)
- Monitoring, measurement, analysis and evaluation (9.1)
- Internal Audit
- Management Review (9.3)
- Incident, Nonconformity, Corrective Action (9.1.1) (participation, communication)
- Continual Improvement (10.2)

ISO 45001 v. 4801

RELOCATED: AS/NZS 4801

AS/NZS 4801:2001	ISO 45001:2016 (DIS)
4.2 OH&S Policy	5.2 OH&S Policy
4.3.2 Legal and other requirements	6.1.3 Determination of applicable legal requirements and other requirements

ISO 45001 v. 18001

CONSOLIDATED – OHSAS 18001:2007:

- Management of Change (4.3.1; 4.4.3.2; 4.4.6; 4.5.3.2; 4.6)
- Outsourcing, Procurement and Contractors (4.2; 4.3.1; 4.3.2; 4.4.1; 4.4.2; 4.4.3.2; 4.4.3.1; 4.4.6)
- Continual Improvement (4.1; 4.3; 4.3.3; 4.4.1; 4.4.2; 4.5.3.1)

ISO 45001 v. 18001

MODIFIED: OHSAS 18001

- Scope (4.3)
- Leadership and Commitment (5.1)
- OH&S Policy (5.2)
- Organizational roles, responsibilities, accountabilities and authorities (5.3)
- Hazard Identification (6.1.2.1)
- OH&S Objectives (6.2.1) & Plan to Achieve (6.2.2)
- Information and Communication (7.4)
- Operational Planning and Control (8.1.1)
- Hierarchy of Controls (8.1.2)
- Outsourcing (8.3)
- Emergency Preparedness (8.6)
- Monitoring, measurement, analysis & evaluation (9.1)
- Internal Audit (9.2)
- Management Review (9.3)
- Incident, Nonconformity, Corrective Action (9.1.1)
- Continual Improvement (10.2)

ISO 45001 – New Terminology

- Worker 3.3
- Participation 3.4
- Consultation 3.5
- Requirement 3.8
- Top Management 3.12
- OH&S Opportunity 3.22
- Outsource 3.29

ISO 45001 – What's Familiar

- **Plan-Do-Check-Act** – still fundamental “systems” model.
- Intent – framework for managing prevention of death, injury, ill-health
- Role of top management (enhanced)
- Hazard, risk, controls focus
- Planning and policy
- Legal requirements
- Improvement – objectives, action planning, monitoring.
- Awareness, consultation, competency needed
- Resources required to support system
- Monitoring, evaluating, analysing OHS performance and improvement

ISO 45001 – Transition

- Anticipated:
 - Will replace AS/NZS 4801 and OHSAS 18001
 - 3 year transition period (no formal announcement as yet)

ISO 45001 – What You Need to Do

- Understand changes and new focus areas
- Educate your Top Management Team – increased accountability and commitment
- Gap Analysis
- Keep up to date with what's happening – publication and release of the new Standard
- Discuss with your Certification Body how and when to migrate to the new standard.

ISO 45001 – Resources

- [lrmsystems.com.au/ resources](http://lrmsystems.com.au/resources)
- Documented information required by ISO/DIS 45001.2
- ISO/DIS 45001.2 v. 18001:2007 Comparison Table
- ISO/DIS 45001.2 v. AS-NZS 4801:2001 Comparison Table