
OVERVIEW – ISO 45001 TRANSITION

SAFETY RISK MANAGEMENT CONSULTANTS – “YOU’RE IN SAFE HANDS”

OVERVIEW

- Purpose
- Objective



INTRODUCTION

1. The new International Standard 45001 (OH&S MS) will replace the current OHSAS 18001 standard.
2. Development of the ISO 45001 standard began in 2013, and publication is anticipated in 12 March 2018. There is a three-year transition period starting from the point of publication.
3. Intended outcome of ISO 45001 as per the OHS Policy commitments
 - Eliminate hazards and reduce risks
 - Continual improvement of OHS Performance
 - Fulfillment of Legal & Other requirements (Compliance Obligations in other standards)
 - Achieve OHS Objectives
 - Consultation & Participation with workforce and or employee representatives

- **4 Context of the organization**
- **4.1 Understanding the organization and its context**
- **4.2 Understanding the needs and expectations of workers and other interested parties.**
- **4.3 Determining the scope of the OH&S management system**
- **4.4 OH&S management system**

- **5 Leadership and worker participation**
- **5.1 Leadership and commitment**
- **5.2 OH&S policy**
- **5.3 Organizational roles, responsibilities and authorities**
- **5.4 Consultation and participation of workers**

ISO 45001 CLAUSES

- **6 Planning**
- **6.1 Actions to address risks and opportunities**
 - **6.1.1 General**
 - **6.1.2 Hazard identification and assessment of risks and opportunities**
 - **6.1.3 Determination of legal requirements and other requirements**
 - **6.1.4 Planning action**
- **6.2 OH&S objectives and planning to achieve them**
 - **6.2.1 OH&S objectives**
 - **6.2.2 Planning to achieve OH&S objectives**

ISO 45001 CLAUSES

- **7 Support**
 - **7.1 Resources**
 - **7.2 Competence**
 - **7.3 Awareness**
 - **7.4 Communication**
 - **7.4.1 General**
 - **7.4.2 Internal communication**
 - **7.4.3 External communication**
 - **7.5 Documented information**
 - **7.5.1 General**
 - **7.5.2 Creating and updating**
 - **7.5.3 Control of documented information**

- **8 Operation**
- **8.1 Operational planning and control**
 - **8.1.1 General**
 - **8.1.2 Eliminating hazards and reducing OH&S risks**
 - **8.1.3 Management of change**
 - **8.1.4 Procurement**
- **8.2 Emergency preparedness and response**

- **9 Performance evaluation**
- **9.1 Monitoring, measurement, analysis and performance evaluation**
 - **9.1.1 General**
 - **9.1.2 Evaluation of compliance**
- **9.2 Internal audit**
 - **9.2.1 General**
 - **9.2.2 Internal audit programme**
- **9.3 Management review**

- **10 Improvement**
- **10.1 General**
- **10.2 Incident, nonconformity and corrective action**
- **10.3 Continual improvement**

- **What's new and different in the ISO 45001 compared to OHSAS 18001?**

NEW AND DIFFERENT

- Easier integration with other standards since the structure (HLS) will be identical.
- Focus on process approach
- Same commitments of ISO 18001 to regulatory compliance
- Leadership and culture

NEW AND DIFFERENT

- Documentation flexibility
- Greater Importance on Hierarchy of controls
- Proactive strategic approach
- ISO 45001 focuses on identifying and controlling risks, rather than hazards, as it is required in OHSAS 18001
- Some of the terminology will use similar approaches of other management systems while also maintaining a different specialized approach on OH&S management system

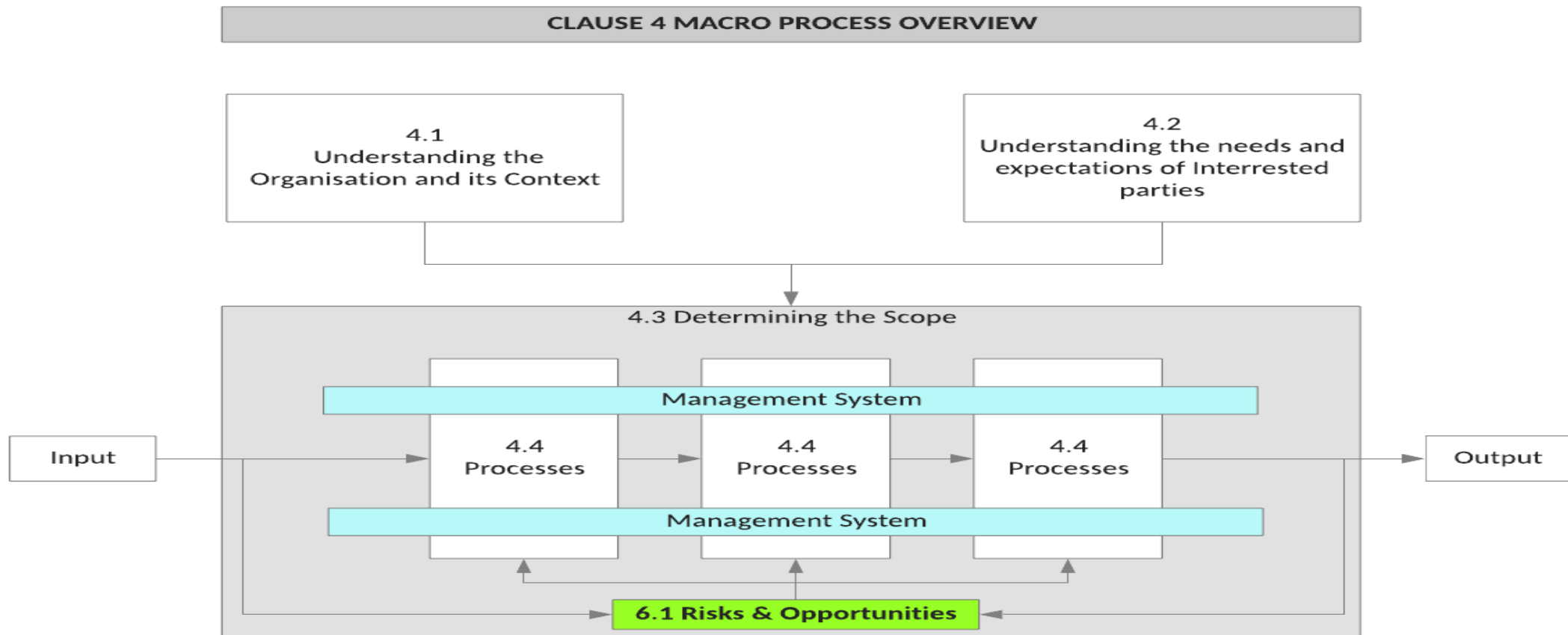
NEW AND DIFFERENT

- Risk-based thinking is one of the major changes in ISO 45001 compared to OHSAS 18001.
- Better focus on stakeholders is another change in ISO 45001:2018.

NEW REQUIREMENTS

- NEW REQUIREMENTS IN DETAIL:
 - 4.1 Understanding your organization and its context
 - 4.2 Understanding the needs and expectations of interested parties
 - 6.1.1 Risk & Opportunities – although risk assessment is not new, there is an expanded focus
 - 8.1.2 Hierarchy of controls
 - 8.2 Management of change
 - 8.3 Outsourcing
 - 8.4 Procurement
 - 8.5 Contractors

CLAUSE 4 & CLAUSE 6 RELATIONSHIP



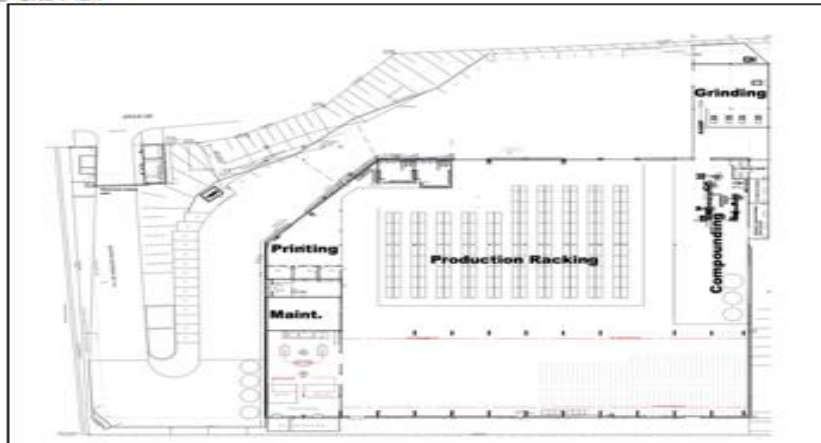
4.1 Understanding your organization and its context

- Context of the organization is a new concept compared to OHSAS 18001
- Internal issues
- External issues
- The above must be considered when determining the scope of your OHS MS.
- Clause 4.1 incredibly value-adding in preparing for the Clause 6 Planning

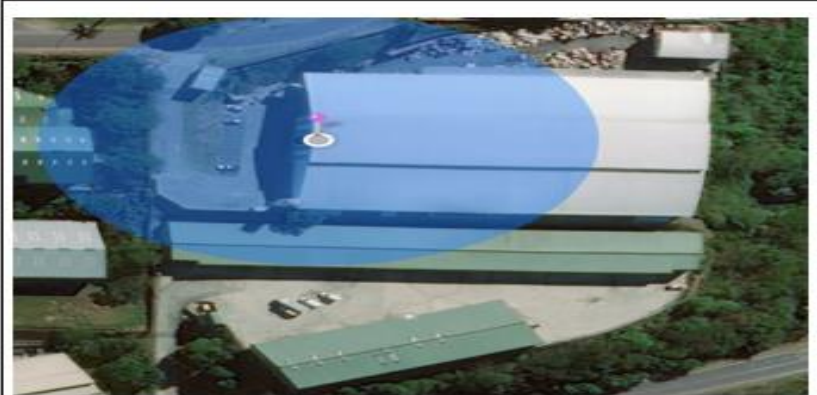
CLAUSE 4.I TOOL - DISCOVERY

4.4_Organisation Discovery - ~~Benroplast~~ - 16 August 17

Site Plan



Aerial Photograph



4.4_Organisation Discovery - ~~Benroplast~~ - 16 August 17

Certification Scope - ~~Bursa~~ - ~~Reproplast~~ (outsourced process)

Confirm scope statement 222

Shift Patterns:

1. How many shifts and from what times
 - a. 07h00 – 17h00 – Factory permanent staff
 - b. 06h00 – 18h00 – Factory staff (2 days on two days off)
 - c. 18h00 – 06h00 – Factory staff (2 days on two days off)
 - d. 08h00 – 17h00 – Admin staff

Geographic Areas/ Occupations/ Task/ Activities/Plant & Equipment/ Materials & Substances:

2. Processes (Start to finish)
 - a. Procurement - ~~Zolile~~
 - b. Planning - ~~Tashah~~
 - c. Sales & Marketing - ~~Nolens~~
 - d. Finance - Steven Owen
 - e. R&D / Lab - Stephan
 - f. Receiving - Internal & External Provider – complex – Tash/
~~Thabani~~
 - g. Value Stream:
 - i. Recycling - Stephan
 - ii. Injection Molding - Seth
 - h. Cross cutters to support the value stream:
 - i. Maintenance - Anthony
 - ii. HR – Supported from ~~Paipas~~ Group -
 - i. Outputs to the Value Stream:
 - i. Waste
 - ii. Products
 - iii. Dispatch – External service provider

Confirmation of Facilities:

1. Toilets with showers and lockers
2. Canteen – COA from the Environmental Health practitioner
3. Kitchens

Declare - Non-Routine Processes & Activities:

1. Breakdowns & non-routine maintenance

Confirm Work Environment Stressors:

1. Noise
2. Lighting
3. Ventilation
4. Thermal Stress
5. Hazardous Chemical Substances
6. Vibration
7. Ergonomics

Confirm Plant & Equipment: (add or remove from the list below as required)

CLAUSE 4.I TOOL - DISCOVERY

4.4_Organisation Discovery – ~~Repronlast~~ – 16 August 17

1. Bench grinder
2. Portable grinder
3. Ladder
4. Machine press
5. Eccentric press
6. Guillotine
7. Gantry Crane – x 3
8. Chain block & Tackle x 2
9. Forklifts x 2 (Diesel) – flammable storage) potential for additional leased
10. ~~Baggies~~ – x 2 (Battery charging)
11. Block & Tackle
12. Arc Welding
13. VDU's – Visual Display Units – Lap
14. Drill Press
15. ~~Cut~~ off saw
16. Stacking & storage - Racking
17. Driving vehicles
18. Portable electrical tools
19. Printers
20. Injection Molding Machines x 21
21. Granulators x 4
22. Shaft shredder x 1
23. ~~Agglomerator~~ x 4
24. Extruders x 4
25. Pallet Jacks x 10 manual + 1 x electric
26. Scales
27. Screen cleaning oven x 1
28. Transformers x 4
29. Hand tools
30. Portable Electrical tools
31. Lathes
32. Truck & 2 Trailers
33. Company ~~Bakkia~~
34. Molds 50-60
35. Silos x 14 – possible confined spaces
36. Chillers x 4
37. Air receivers x 1
38. Compressors x 2
39. Debagging x 1

List of Gardening Activities: - Outsourced

1. Lawn Mowers
2. Chain Saws
3. Weed eaters
4. Brush cutters

List of Substances & Materials: (list all Chemicals)

1.

Current understanding or previous SHEQ Incidents Trends:

1. Near Misses – Occurring but limited measurement
2. First Aid Incidents – Occurring but limited measurement
3. Reportable Accidents – Limited reportable
4. Environmental Incidents – None

4.4_Organisation Discovery – ~~Repronlast~~ – 16 August 17

5. Quality:
- a. Non Conforming Product or service:
 - i. Internal contamination
 - ii. General mechanical failure of product
 - iii. Aesthetic issues
 - iv. Machinery not running to SOP
 - b. Raw Materials

List of Potential Emergencies (Confirm emergencies by virtue of activities i.e. if you have flammable substances you could have fires)

1. Fires & explosions
2. Vehicle accidents
3. Fatal & serious accidents
4. Hazardous substances spills
5. Hazardous substance release
6. Pressure release
7. Strikes, riots & civil unrest
8. Armed Robbery
9. Bomb Threat
10. Flooding – due to Sprinkler Installations

General Types of Contractors used: (list Contractors performing work on site & type of work)

- Air Conditioning
- General Building Maintenance
- Technicians – OEN
- Security – DSG (guarding) – Blue (armed response)
- Gardening
- Pest Control – EcoPest
- Durban Solid waste
- Pristine
- Sani Tech
- Fine Scrap
- Enfield – Old oil
- Servest
- Fire Check
- Mupact – recycling
- Gascor
- Air training
- Natal Crane Services
- Natal Scales
- Battery Plus
- Chillers – Thermal Dynamics, DJ Thermal
- Transport – Ashes's, Renwood, Crusaders/ Solonj/ Cape Beronda/ DSV
- Lovemore Bro's

External Issues affecting the Organisation:

Neighbors: Who are your neighbors and do they present a risk i.e. an explosive or chemical factory

1. Continental Compounders – PVC – Kuluca

CLAUSE 4.1 TOOL – ORGANIZATIONAL CONTEXT

4.4.1 UNDERSTANDING THE ORGANISATION AND ITS CONTEXT

No	Issue Affecting Organisation	Int/ Ext	Affects SHEQ	How does the Issue affect the Intended outcome	How will we consider the Issue in our IMS Planning
1	RSA Legislation	EXT	SHEQ	Regulates our products and services	Legal Register & System Procedures
2	Currency Value	EXT	SHEQ	Affects margin and stock levels	Forward purchasing - Pailpac
3	Petroleum Price	EXT	Q	Affects margin and stock levels	Procurement Process
4	Inflation	EXT	Q	Affects margin and stock levels	Procurement Process
5	PSIRA - Security	EXT	SHEQ	Cost of security	Procurement Process
6	Availability of recycled plastic	EXT	Q	Production planning, sales and margin	Procurement Process
7	Supply of virgin material	EXT	Q	Production planning, sales and margin	Procurement Process
8	Recession	EXT	SHEQ	Affects margin and sales - short time	Procurement & Operations Process
9	Customers	EXT	SHEQ	Product requirements, quality, costs, delivery	Planning Process
10	Suppliers / Contractors	EXT	SHEQ	Product requirements, quality, costs, delivery	Procurement Process
11	Mold	INT	SHEQ	Quality, production planning	Resource Process
12	Staff retention - Confidentiality	INT	Q	Resource availability	Resource Process
13	Stock control	INT	Q	Cash flow, safety, space	Planning Process
14	Maintenance	INT	SHEQ	Production, SHEQ	Resource Process
15	Parking	INT	S	Space and movement	Operations

4.2 Understanding the needs and expectations of interested parties

- Needs and expectations expressed by the stakeholders
- Reflection of work and understanding of the needs and expectations of different stakeholders.
- ISO 45001 tells us that we need to identify:
 - needs
 - expectations
- Stakeholders of an OH&S Management System
- Legal & Other Requirements (compliance obligations), i.e. Mandatory

CLAUSE 4.2 TOOL – NEEDS OF I&AP LINKED TO COMPLIANCE

4.4.2_Needs of Interest Parties					
No	Interested Party	SHEQ	Requirements of interested Party's	Compliance Obligation Yes/ NO	How requirements will be considered in the IMS
1	Customers	SHEQ	Customer requirements (SHEQ)	Yes	Operations Process & Auditing Process
2	Suppliers	Q	Quality, Cost , Terms of Payment	Yes	Req will be incorporated into Auditing Process
3	SETA's	Q	Accreditation requirements	Yes	Req will be incorporated into Auditing Process
4	SARS	Q	Vat, Tax , PAYE requirements	Yes	Req will be incorporated into Auditing Process
5	Certification Body -	SHEQ	Certificates use	Yes	Req will be incorporated into Auditing Process
6	Landlord	SHEQ	Rental & conditions of use	Yes	Req will be incorporated into Auditing Process
7	Employees	SHEQ	Business sustainability, financial + OHS	No	Management review will clarify business status
8	South African People DWAF	SHEQ	Safety Health & Environmental Compliance & Management	Yes	Req will be incorporated into Auditing Process
9	Dept of labour	SH	Accreditation as First Aid Training Provider (Dept of Health)	Yes	Req will be incorporated into Auditing Process
10	Shareholders	SHEQ	Profit, Governance	Yes	Req will be incorporated into Auditing Process
11	Bank	Q	Profit, FICA,	Yes	Req will be incorporated into Auditing Process
12	PCA - Plastic	SHEQ	Bargaining council	Yes	Req will be incorporated into Auditing Process

6.1.1 RISK & OPPORTUNITIES

- This clause has been revised and combines some of the clauses of OHSAS 18001 (Clause 4.3.1, 4.3.2, 4.3.3) resulting in a broader concept that includes opportunities and measures of effectiveness.

ORGANISATIONAL VALUE SOURCES	ORGANISATIONAL VALUE OR OPPORTUNITY ANALYSIS		ORGANISATIONAL VALUE OR OPPORTUNITY ANALYSIS					OPPORTUNITY OR VALUE ENHANCEMENT STRATEGY		OPPORTUNITY ACTION PLANNING			
	Value sources or opportunities that enable or leverage the ability of the organisation to achieve the intended outcomes of the IMS	What is the consequence should the value be unlocked, i.e. what happens or can happen?	Extent	Duration	Intensity	Likelihood	Significance	Management to make the following risk treatment decision based on the preceding analysis: a) Terminate, b) Treat, c) Tolerate, d) Transfer (allocate), e) Maintain, f) Get more information	Select with management the most appropriate management instrument: a) Objectives and programmes with KPIs, b) Any options under the operational control hierarchies, c) Support (Resources, competence, awareness, communication) d) Emergency plan, e) Monitoring and measuring	What	Who	By when	How
Issues: internal	Issues: internal	Demonstrate that we are the market leader, thought leader	O	L	4 or 5	H	M	E) Maintain	A) Objectives	Project Implementation	SRM & HC Staff	end 2016	IMS Project implementation
Issues: external	Issues: external	Greater sales ability	O	L	4 or 5	H	H	E) Maintain	A) Objectives	Merchandising & Marketing	Merchandising & Marketing	Ongoing	Market analysis & planning
Issues: external	Issues: external	Greater sales ability	O	L	4 or 5	H	H	E) Maintain	A) Objectives	Sales & Marketing	Sales & Marketing	Ongoing	Marketing Plan & Sales Focus
Issues: external	Issues: external	Customer satisfaction & Profit / reduction of loss	O	L	4 or 5	H	M	E) Maintain	A) Objectives	IMS Continual Improvement	SRM & HC Staff	End 2016	IMS Project implementation
Issues: external	Issues: external	Customer satisfaction & Profit / reduction of loss	O	L	4 or 5	H	M	E) Maintain	A) Objectives	Staff Training Plan & Assessment	SRM & HC Staff	End 2016	IMS Project implementation
Issues: external	Issues: external	Customer satisfaction & Profit / reduction of loss	O	L	4 or 5	H	M	E) Maintain	A) Objectives	Audits - Compliance & Conformance improvement	SRM & HC Staff	End 2016	IMS Project implementation

8.1.2 Hierarchy of controls

- In the hierarchy of controls, the need to have controls to reduce the risks in terms of safety and health at work at the lowest level possible, is introduced. The hierarchy of controls is based on risk management principles.
- Some organizations might introduce this clause requirement into their Clause 6.1.2 Risk assessment, by incorporating its approach to hierarchy of controls in the risk assessment

Name	Hazard	Consequence	SHEQ	Whos at risk	Inc History	C	L	PR	Engineer	Admin	PPE	Effective	C	L	PR	Action	Legal
Human Health - Leptospirosis (Rats)	Rodents (urine)	Disease & bites	H	Consultants, clients, contractors and visitors	Low	5	5	25	Medical Treatment & Innoculations / Rat Traps	Risk Assessment, First Aid Protocol (Emergency Plan) Staff Training, Competency Assessments, Audits & Reviews	Safety Boots , clothing (respirator in high contact areas)	Good	2	4	8	Tolerate & Maintain	OHS Act S 8 13; 14; ; 24 ;37 - HBAR
Human Health - Malaria	Malaria	Illness & Fatalities	H	Consultants	Low	5	5	25	Medication	Risk Assessments, Work Instructions, Staff training & Competency Assessment, Induction & Awareness Training, Audits & Review	Clothing and inspect repellent & mosquito nets	Good	4	4	18	Tolerate & Maintain	OHS Act S 8 13; 14; ; 24 ;37 - HBAR 4; 5; 6; 8

8.2 Management of Change

- Planned changes that impact OH&S performance.
- Unexpected hazards and an increase on risk profile do not happen as a result of change recently implemented in the company.
- Perform a change risk assessment in order to identify risks to the OHS Management System prior to the implementation of those changes.

8.3 Outsourcing

- Outsourcing processes shall be controlled and monitored
- Define the controls that will apply to the outsourcing company
- Evaluate the outsourcing provider and check what controls they implement
- Consider the risk involved when outsourcing its activities.

8.4 Procurement

- Implement controls when purchasing goods they conform to the requirements of its OHSMS.
- Controls apply to any product or services that the organization purchases.

8.5 Contractors

- Establishment of the coordination of activities
- Verification that the contractors are able to perform their tasks
- Examples
- Contractors comply with the company's OHSMS

- 4.3 - The Big Scope Question
- Consultation & Participation

SUMMARY -

SAFETY RISK MANAGEMENT CONSULTANTS – “YOU’RE IN SAFE HANDS”

QUESTIONS

TEST YOUR UNDERSTANDING OF THE COURSE WORK

THE END

SAFETY RISK MANAGEMENT CONSULTANTS – “YOU’RE IN SAFE HANDS”

ALL ACCIDENTS ARE PREVENTABLE – WORK SAFE 1ST TIME EVERY TIME