

ISO 45001:2018 Occupational Health and Safety (OH&S) is here, are you ready

The objectives of most organisation are to provide services and in return make profit. Thus, the employees are perceived to be resources towards producing these services and how employees interact with their environment in a safe and healthy way is not always topmost priority.

[Statistics published by the ILO](#) (International Labour Organization) indicate that: “more than 2.78 million deaths occur annually due to occupational accidents or work-related diseases, in addition to 374 million non-fatal injuries and illnesses, many of which result in extended absences from work.”

The responsibility of employee health and safety lies with the organisation, [with various countries now](#) enforcing respective Health and Safety regulations, organisation should soon rather than latter start implementing health and safety management system.



The publication of ISO45001:2018 on March 2018 by International Organization for Standardization (ISO) changes the health and safety lands scape by providing a universal best practice requirement for Occupational Health and Safety (OH&S) and denotes the phasing out of OHSAS 18001 which it was derived from.

ISO45001:2018 Overview

Background

The intention of the standard is to prevent work-related injuries and health, by developing and implementing an OH&S policy and objectives, applicable legal and other requirements of the standards.

Principles

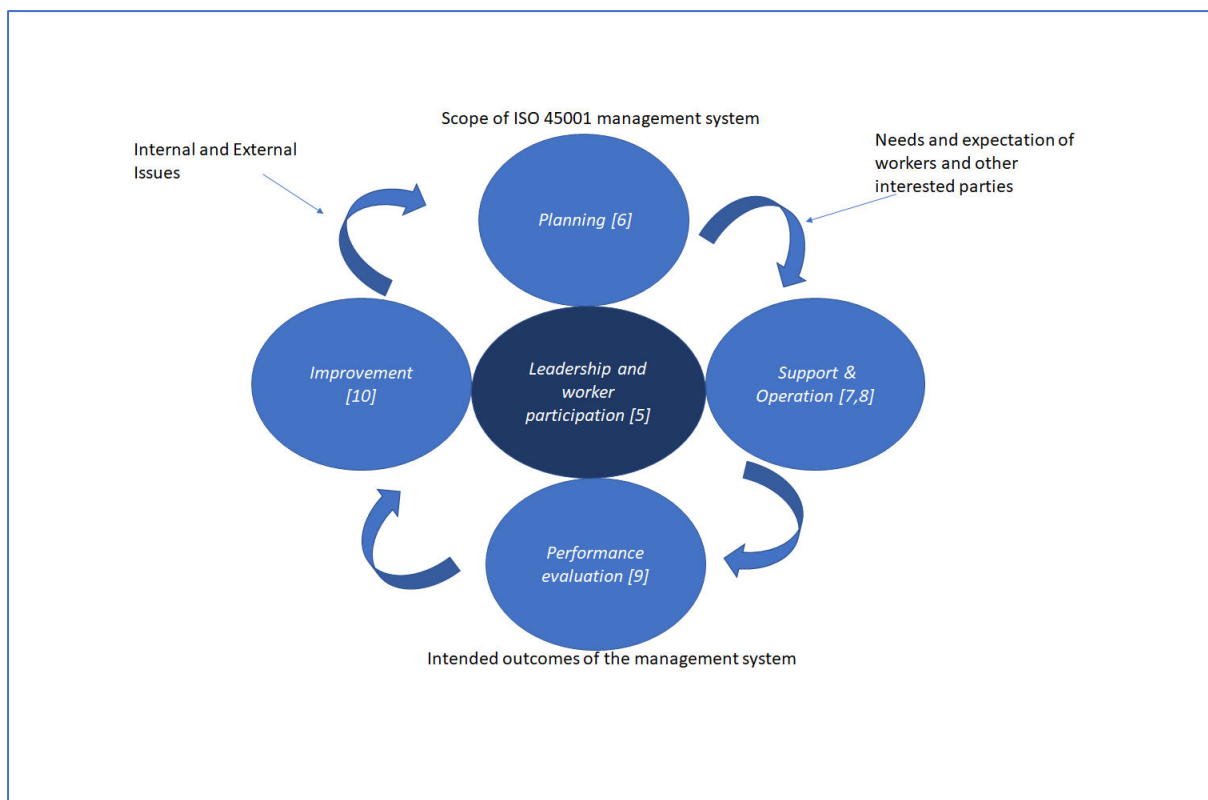
- *Continual Improvement of OH&S and root cause analysis*
- *Provide safe and healthy working conditions to prevent work-related injury and ill health;*
- *Satisfy applicable legal requirements and other requirements;*
- *Control OH&S risks by using a hierarchy of controls;*
- *Ensure the participation of workers and other interested parties in the OH&S MS.*

Integration with other ISO Standards

ISO 45001 is the first Occupational Health and Safety Management System standard to be fully compliant with the new guidelines of the Annex SL and to have a common content structure and terms and definitions to other management system standards. This means that ISO 45001 is fully aligned with all other management systems (related) standards that have also adopted the Annex SL framework.

ISO 45001 high level structure following these clauses, as illustrated in figure below:

- Clause 4: Context of the organization
- Clause 5: Leadership and worker participation
- Clause 6: Planning
- Clause 7: Support
- Clause 8: Operation
- Clause 9: Performance evaluation
- Clause 10: Improvement



ISO 45001 Management System Certification

There is no single scheme for implementing ISO 45001 and achieving certification that will work for every company, but there are some common steps that will allow organizations to balance the often-conflicting requirements and prepare for a successful certification audit. Whatever methodology used, the organization must adapt it to its particular context (requirements, size, scope, objectives, and so on). The methodology below is based on best practice and guidelines of ISO standards, which also meets the requirements of ISO 45001.

1. Plan	2. Do	3. Check	4. Act
1.1 Initiating the QMS	2.1 Organizational Structure	3.1 Monitoring, Measurement, Analysis and Evaluation	4.1 Treatment of Non-conformities
1.2 Understanding the Organization	2.2 Document Management		4.2 Continuous improvement
1.3 Analyze the Existing System	2.3 Design of Controls and Procedures	3.2 Internal Audit	
1.4 Leadership and Project Approval	2.4 Communication	3.3 Management Review	
1.5 Scope	2.5 Awareness and Training		
1.6 Security Policy	2.6 Implementation of Controls		
1.7 Risk Assessment	2.7 Incident Management		
1.8 Objectives, Targets and Programmes	2.8 Operations Management		

Conclusion

Making the decision to implement an Occupational Health and Safety Management system based on ISO 45001 is often a simple one, as the benefits of it are clearly documented and the advantages heavily outweigh the decision not have a sound health and safety management system in place.

Author.

Dr Abiola Abimbola, Director of NetHost Legislation is a highly seasoned, motivated and professional person, with over 20 years of experience in the field of ISO Compliance. He is an excellent communicator and public speaker, with the ability to present complex technical issues simply. He has a distinguished academic background and professional career, with over 30 publications on compliance, best practice standards and 100 training/presentations and has provided certification for best practice standard in Africa and Europe. Interested in ISO 45001/14001/9001/27001 training or certification of your company, contact info@nethostlegislation.co.uk
