



ISO 45001:  
**Answering your  
frequently asked  
questions**



# Frequently asked questions

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## 1. What is ISO 45001?

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ISO 45001:2018, first introduced in 2018 to replace BS OHSAS 18001, specifies the requirements for an occupational health and safety (OH&S) management system and provides guidance for its use, enabling businesses to develop and maintain safe and healthy work environments by preventing workplace injury and ill-health. ISO 45001 also helps businesses to continue proactively improving their OH&S management system.

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## 2. What are the benefits of ISO 45001?

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### A healthier and safer workforce

ISO 45001 aims to reduce work-related incidents and focuses on creating a health and safety culture whereby employees are encouraged to take an active role in their own OH&S. This – underpinned by strong leadership with demonstrable commitment to OH&S – helps to create a culture of safety, resulting in reduced staff turnover, increased morale and improved staff retention rates – as well as making their work environment both safer and healthier.

### Maximise productivity

ISO 45001 helps your organisation understand risk profiles through a systematic process to keep your workforce healthy and safe, thereby reducing absenteeism and staff turnover, leading to increased productivity.

### Compliance and a commitment

ISO 45001 provides a clear framework to manage your regulatory and legal obligations. Implementing a robust OH&S management system can help to deliver stakeholder confidence, thereby improving your brand reputation and providing a competitive advantage when bidding for contracts.



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### 3. What is ISO 45001?

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ISO 45001 certification is hugely important when meeting and complying with regulatory requirements and implementing a bespoke OH&S management system for your organisation. ISO 45001 helps to build a tailor-made solution specific to your organisation, allowing you to target areas that have been identified as problematic or risky and manage the threat that these risks may pose. ISO 45001 also provides an important framework for identifying and managing risk as your organisation's context changes – business growth, for example – and predicting potential risks that could impact your business in the future.

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### 4. How do I get ISO 45001?

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For organisations looking to evaluate their current OH&S management system (OHSMS) against ISO 45001, you can work with an LRQA auditor to identify critical or high-risk areas of your OHSMS, alongside specific vulnerabilities. This can either be delivered on-site or remotely and helps determine the scope of your ISO 45001 management system, giving you the flexibility to focus on areas critical to your operations.

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### 5. Can I integrate ISO 45001 with other management systems?

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ISO 45001:2018 follows the Annex SL framework, the high-level structure for modern ISO Standards. The Annex SL structure ensures consistency and compatibility between the different management system standards and allows for a straightforward and harmonised implementation of multiple standards (integrated management systems). ISO 45001 easily integrates with all new and revised ISO management system standards, such as ISO 9001 and ISO 14001 and ISO 27001.



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## 6. What is ISO 45003?

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Published in 2021, ISO 45003 is the first international standard addressing psychological health safety and wellbeing at work. ISO 45003 is a guidance standard providing recommendations (not requirements) for organisations of any type, size, and in any sector and can be used as a stand-alone guidance document or can be used as a guide to help an organisation meet the ISO 45001 requirement to manage the psychological health and safety of workers.

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## 7. Why is ISO 45003 important?

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- As organisations become more effective at managing physical risks in the workplace, psychosocial risks can become a more significant component in overall OH&S risk.
- Today's workers, especially the younger generation, are more aware of their psychological health and expect their employer to support their psychological health and wellbeing. Organisations must address these expectations to ensure they can attract and retain the talent they need to sustain their activities.
- Workers subject to psychological risks such as stress, insecurity or trauma are more likely to make mistakes, including errors that lead to accidents causing physical harm to themselves or others.
- In the service sector, psychosocial risks are often more significant than those from physical hazards. This includes jobs with a particular vulnerability to psychological harm – such as the emergency services.



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