LRQA

ISO 45001: Overview guide

A solid health and safety framework for a changing world of work

Making the world of work safer and healthier for all

Things change; that is a fact. Whilst external factors that are often out of our control may impact our world of work, one thing remains constant; you want your employees to be safe.

ISO 45001 certification can help you achieve this by reducing workplace related risks and providing a solid framework for the health, safety and well being of your employees – irrespective of your organisation's size, sector or geographical location.

ISO 45001 is the international standard for occupational health and safety (OH&S) management.

It combines the technical strength of existing OH&S standards with the high level structure of other international standards like ISO 9001 (Quality) and ISO 14001 (Environment), which makes ISO 45001 easier to integrate with other business management systems.

Five megatrends are driving significant change in the world of safety:

1. Artificial intelligence, robotics, automation, data and monitoring are playing a significant role in preventing harm and reducing safety risks.

2. Analytics allows us to understand patterns across vast amounts of data to help us look ahead and predict accidents before they happen.

3. While we've traditionally viewed risks as physical, now we're seeing the rise of 'soft risks' such as stress, fatigue, mental health and well-being significantly impact safety.

4. How do we manage generational challenges in the workplace and adapt to the gig-economy?

5. Research is shedding new light on well-established safety theories. We need a fresh and informed perspective on safety theories and how we manage contemporary safety challenges.

Benefits of ISO 45001 certification

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 the work environment both safer and healthier.

Reduce overall costs

ISO 45001 easily integrates with all new and revised ISO management system standards, such as ISO 9001 and ISO 14001, as it shares the same high level text and common structure.

This means you can potentially save time and reduce disruption by consolidating both your internal audit process as well as the certification audit. In addition, compliance to ISO 45001 can often result in lower insurance premiums as you are able to demonstrate your commitment to health and through improvements in your safety performance.

Compliance and a commitment to excellence

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.

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.

Identify and mitigate risk

ISO 45001 requires organisations to establish and maintain processes to identify and manage potential emergency scenarios, such as response to incidents and emergencies and how to prevent and mitigate any associated risks and impact on the work environment.

> " ISO 45001 reinvigorates you to look at your efficiencies and ways of working. As a forward-thinking organisation, you're looking to see how you can improve, how can you deliver excellence. The process has enabled us to review what we do and how we do it and make sure we are doing it safely and efficiently.'

Peter France
CEO, ASCO

Annex SL: A common framework to align and integrate your management systems

ISO 45001 provides a framework for managing OH&S risks and opportunities to prevent work-related injuries and illness and to provide safe and healthy workplaces.

ISO 45001 follows the same common high level text and structure as all new and revised ISO management system standards – referred to as "Annex SL".

There is also a greater emphasis on worker participation and consultation and on a process approach to OH&S.

Many organisations use and are certified to multiple management system standards. This has led to organisations seeking to combine or integrate their management systems in an effective and efficient manner.

Essentially, it defines how all future new and revised management system standards will be structured.

If your organisation uses any of these standards, the following structure will be familiar:
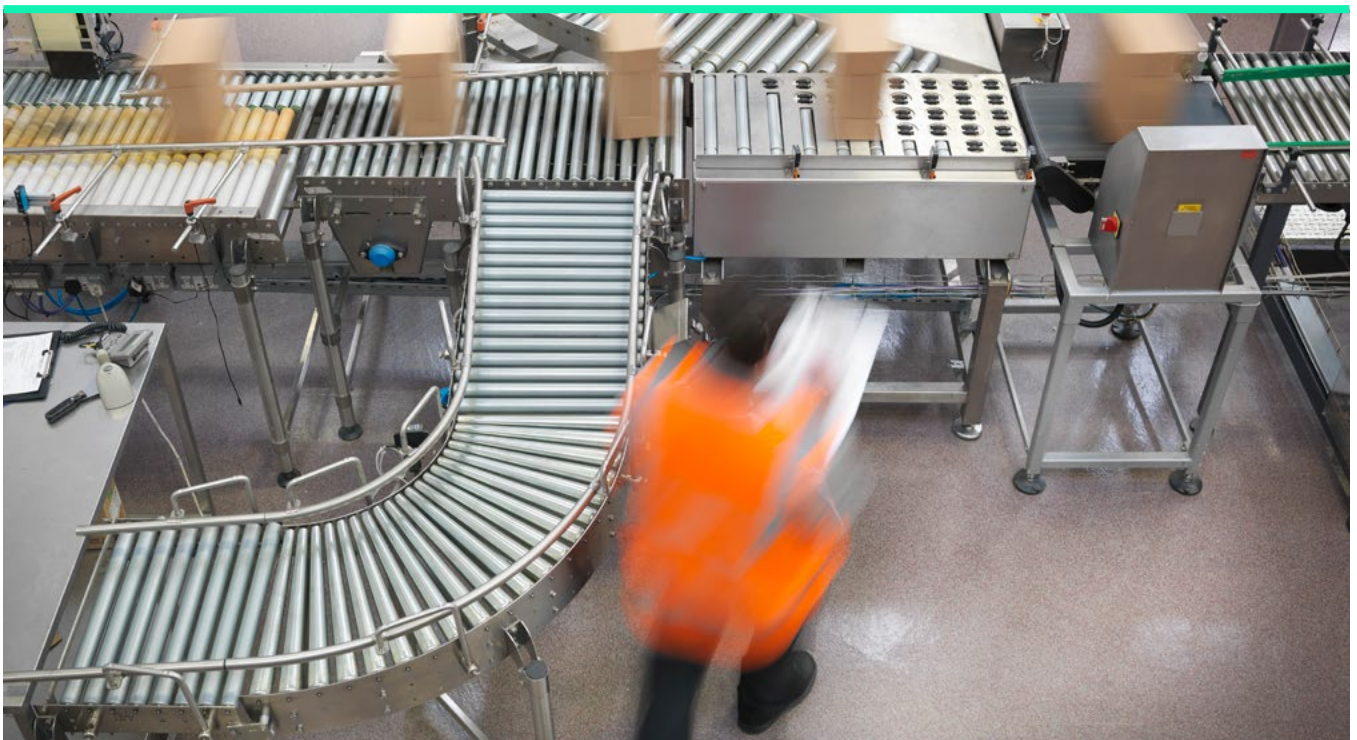
1. Scope
2. Normative references
3. Terms and definitions
4. Context of the organisation
5. Leadership
6. Planning
7. Support
8. Operation
9. Performance evaluation
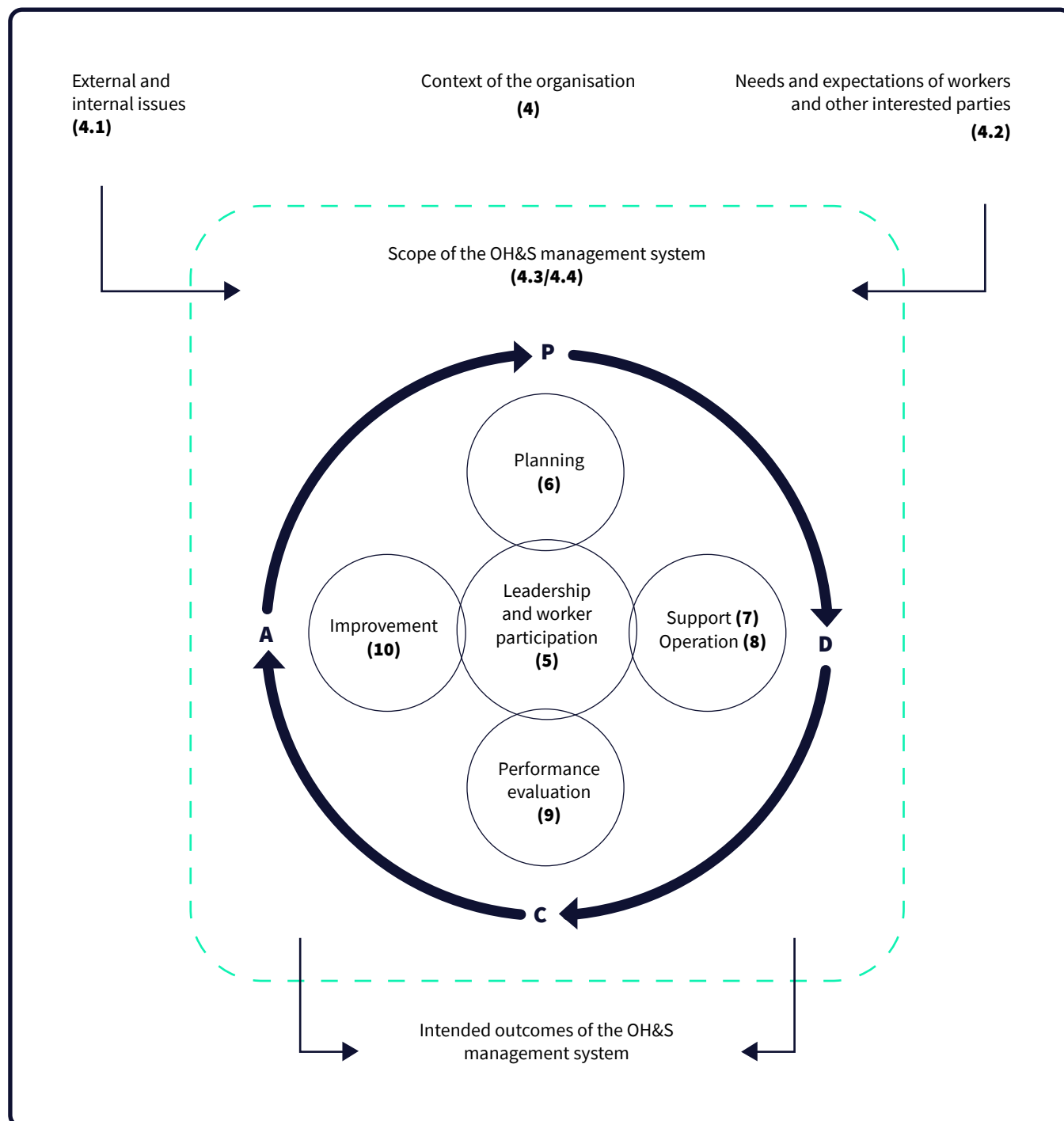10. Improvement

Annex SL states that:

"An effective management system is usually based on managing the organisation's processes using a Plan-Do-Check-Act approach in order to achieve the intended outcomes."

In addition to the Annex SL structure, ISO 45001's OH&S-specific requirements include:

- Participation and consultation of workers

- Identification of applicable legislation and verification of compliance

- Identification, evaluation and control of OH&S hazards

- Control of outsourcing, procurement and contractors

- Emergency preparedness and response

Applying the Plan-Do-Check-Act (PDCA) cycle to ISO 45001

External and internal issues
(4.1)

Context of the organisation
(4)

Needs and expectations of workers and other interested parties
(4.2)

Scope of the OH&S management system
(4.3/4.4)

P

A

D

C

Planning
(6)

Improvement
(10)

Leadership and worker participation
(5)

Support **(7)**
Operation **(8)**

Performance evaluation
(9)

Intended outcomes of the OH&S management system

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ISO 45001 key requirements

Context of the organisation

ISO 45001 requires organisations to look beyond the health and safety issues that directly impact them and to consider their impact on wider society.

Each organisation is unique, so context is important. The intended purpose of an Occupational Health and Safety Management System (OHSMS) is to enable an organisation to enhance its OH&S performance applicable to the activities, products and services it provides. Therefore, an OHSMS should be designed and implemented to meet the specific needs of the organisation, considering its activities, associated hazards, compliance obligations, its interested parties, products or services and the business environment in which it operates. It must be noted that these context considerations must not be solely limited to OH&S factors.

For an OHSMS context includes business environment, internal factors, such as organisational culture and capabilities, strategic direction, and external factors, such as socioeconomic conditions under which it operates.

To better understand your businesses context you may find techniques such as 'PESTEL' and 'SWOT' useful.

Leadership and worker participation

Senior management needs to be able to demonstrate a clear commitment to health and safety.

Where top management already plays an active role in driving OH&S management forward, the changes will formalise what is happening now. However, for those organisations where top management has effectively devolved responsibility for OH&S management, the effect will be significantly greater.

Auditors will seek evidence that top management has participated in establishing, implementing and maintaining the OH&S policy.

The policy is how top management communicates its intentions for managing and improving their organisation's OH&S performance and company culture.

Emphasis has also been placed on ensuring the participation of workers in areas such as determining the mechanisms for their consultation and participation; identifying hazards and assessing risks and opportunities and determining actions to eliminate hazards and reduce OH&S risks.

Risks and opportunities

Planning, found in section six of ISO 45001, plays an integral role in addressing risks and opportunities and focuses on how your organisation can prevent or reduce undesired effects, including hazards and legal requirements so that you can still achieve your objectives. Don't forget to look at the positives, the opportunities for your organisation and how to optimise them.

OH&S throughout the supply chain

ISO 45001 requires organisations to consider the health and safety issues affecting the wider supply chain – both in terms of being an interested party and more clearly in the clauses covering procurement.

The process of managing outsourcing, contractors and procurement arrangements has been made explicit, which should lead to better risk identification and greater efficiency for a wider group.

Improvement

Organisations must actively seek out and realise opportunities for improvement that will facilitate the achievement of the intended outcomes of the OH&S management system. They must consider the results from analysis and evaluation of its OH&S performance, internal audits, evaluation of compliance and management review when taking actions to improve performance. Improvement can arise from corrective action, continual improvement and innovation.

Audit and training services

We offer a range of on-site and remote audit and training services suitable for organisations of all sizes and from all industries, designed to help you get the most from ISO 45001. We work collaboratively with you to design the best audit and training options for your business.

How we can help?

Training

Many of our courses are delivered as eLearning or in a virtual classroom environment, structured to meet your learning objectives at a pace that works for you - wherever you are in the world. Alternatively, we can customise a solution against your organisation's training needs. We also deliver public courses.

- Introduction to ISO 45001
- Implementing ISO 45001
- ISO 45001 Internal Auditor
- ISO 45001 Auditor/Lead Auditor
- Introduction to integrated management systems

Remote Audit

Using secure remote technology we deliver the same high-quality audit services that were previously only available as on-site audit. Our ISO 45001 audit services will consist of a blend of remote and on-site audit activities providing you with an unrivalled level of insight and expertise.

- Fast & flexible
  - Audit dates can be agreed and delivered quickly, minimising on-site disruption.

- access to technical experts, with multiple stakeholder participation now possible.

- Safe & sustainable
  - Reduced risks for people travelling to hazardous or hard to reach locations.
  - A smaller carbon footprint and a more environmentally friendly delivery method.

- Excellence & expertise
  - Audit outcomes and accredited certification through robust processes and technical expertise.
  - Secure, easy-to-use, online platforms to protect your information and your audit integrity.

Gap Analysis

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.

Certification and Audit

ISO 45001 certification from LRQA demonstrates to your key stakeholders that you have a robustly designed and implemented management system for keeping your employees healthy and safe and that it has been audited to the highest standards.

Integrated Audit

Organisations with multiple management systems for example quality, environmental and information security management, can benefit from coordinated audit and surveillance programmes, avoiding duplicated effort and reducing disruption.

Assurance Services

LRQA delivers certification, validation and verification audit services to all the world's leading standards and schemes covering environmental, sustainability, energy management, business continuity, cyber security and more.

Impartiality

We maintain our impartiality by proactively managing conflicts of interest across all LRQA businesses including those which may exist between consultancy and third-party certification services.

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YOUR FUTURE. OUR FOCUS.

About LRQA:

By bringing together unrivalled expertise in certification, customised assurance, cybersecurity, inspection and training, we've become a leading global assurance provider.

We're proud of our heritage, but it's who we are today that really matters, because that's what shapes how we partner with our clients tomorrow. By combining strong values, decades of experience in risk management and mitigation and a keen focus on the future, we're here to support our clients as they build safer, more secure, more sustainable businesses.

From independent third-party auditing, certification and training; to consultancy services; to real-time assurance technology; to data-driven supply chain transformation, our innovative end-to-end solutions help our clients negotiate a rapidly changing risk landscape – making sure they're shaping their own future, rather than letting it shape them.

Get in touch
Visit **www.lrqa.com/au** for more information
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