Summary of Topics to be Presented

1. OS&H Programs vs. OS&H Management Systems
2. Background about Management Systems
3. Justification and the model on which the ANSI Z10 is based
4. Elements of the ANSI Z10 Standard
5. Comparison of the Z10 std. against other renowned Management System Standards
6. Speculation about the future of the ANSI Z10
OS&H Programs vs. OS&H Management Systems

**Programs**  
Focus on compliance

**Systems**  
Focus on performance

**Feedback Loop**  
(evaluation mechanisms, performance, organizational and worker S&H continual improvement)
OS&H Programs vs. OS&H Management Systems

- Programs are required by governmental entities
- Programs are simpler than OS&H systems
- Systems are voluntary and contain more substance; they are proactive
- Programs do not reflect system-thought or structures; they are reactive
- Programs are contained within a system
Examples of two OSHA Programs

**Hazard Communication**
- Hazard determination
- Written hazard communication program
- Labels and other forms of warning
- Material safety data sheets
- Employee information and training
- Trade secrets
- Appendices

**Hearing conservation program**
- Monitoring
- Employee notification
- Observation of monitoring
- Audiometric testing program
- Audiometric test requirements
- Hearing protectors
- Hearing protector attenuation
- Training program
- Access to information and training materials
- Recordkeeping
- Appendices
OS&H Programs vs. OS&H Management Systems

- Hearing Conservation Program
- Respiratory Protection Program
- Hazard Communication Program
- Confined Space Program
Examples of Management Systems

ISO 9001
1987

ISO 14001
1996

BSI 8800
1996

OHSAS 18001
1999

ILO OSH/2001
2001

ANSI Z10
2005

ISO?
OHSMS Examples

- ANSI Z10
- OHSAS 18001
- ISO 9000
- ILO
- OSHA VPP
- Country Codes
- Industry Specific
How are they being used?

OHSMS USES

- Program Design
- Marketing
- Supplier Evaluation
- 3rd Party Certification
- "Common Language"
- Self Assessment
- Regulatory Enforcement
Why Another U.S. OS&H Standard?

Until 2005

- The U.S. had no consensus standard in OS&H management systems

- The U.S. had no OS&H management system standard that would be compatible and comparable to national and international standards
Why Another U.S. OS&H Standard?

U.S. businesses environment is different
- Legal environment
- Labor relations

- Improve H&S in cost-effective manner
- Help to integrate quality, environmental and H&S systems
- Consensus process = ownership by all
- Harmonization will help U.S. businesses
- Enhance U.S. input to the international process
Z10 Development Approach

- Adapt principles from the most relevant approaches into a standard compatible with principal international (e.g., ISO) & national (e.g., OSHA VPP) standards

- Establish a voluntary consensus standard

“Some organizations already have developed an effective OHSMS appropriate to their needs but that may not conform precisely to this standard. In those instances, the standard may serve as a voluntary tool to identify possible opportunities to improve their systems.”

ANSI Z10 Standard

- Voluntary Standard
- Continual Improvement
- Layers of Implementation
- OHSMS Cycle
Title: *Occupational Health and Safety Management Systems*

Secretariat: American Industrial Hygiene Association (AIHA)

Was developed by the ANSI Accredited Standards Committee Z10, 40+ members from industry, labor, government, special groups.
Z10 Committee was balanced

AAOHN
AFL-CIO
AFSCME
American Chemistry Council
ACOEM
American Foundry Society
Alcoa, Inc.
American Industrial Hygiene Association
American Petroleum Institute
American Society of Safety Engineers
American Textile Manufacturers Institute
Andrx
Baxter Healthcare Corporation
Cornell University
Deere & Company
Department of IR State of California
The Dow Chemical Company
Duke Energy
FIRECON
General Motors Corporation
Goodyear Tire and Rubber Company
IBM
ITT Industries

Liberty Mutual Insurance Group
Marshfield Clinic
National Association of Manufacturers
National Nuclear Security Administration
National Safety Council
New York State Dept. of Transportation
NIOSH
North Carolina Dept of Transportation
Organization Resources Counselors, Inc.
OSHA
Safe State Programs, Univ. of Alabama
Service Employees International Union
The Center to Protect Workers’ Rights
United Auto Workers International Union
United Food and Commercial Workers International Union
United Steelworkers of America
United Technologies Corporation
University of South Florida
US Army Center for Health Promotion & Preventive Medicine
US Chamber of Commerce
VPPA
Emphasis of ANSI Z10 Std.

Characterized by continual improvement and systematic elimination of underlying or root causes of deficiencies
What ANSI Z10 is and is not

- The ANSI Z10 Std is not just another OS&H program, it’s a OS&H management system.

- The Z10 is a national consensus standard and not an OSHA regulation.

- The Z10 was not designed as an audit tool.
The ANSI Z10 OHSMS Model

Layers of Management System Implementation

- Level I
  - Why

- Level II
  - What, when, where, who

- Level III
  - How

- Level IV
  - Records
Z10 Scope, Purpose and Application

Scope
- Minimum (OHSMS performance) requirements

Purpose
- Management tool to reduce risks of injury, illnesses, fatalities

Application
- Organizations of all sizes & types of businesses
Major Elements of the ANSI Z10 Standard

1. Management leadership & Employee participation
2. Planning
3. Implementation of the OS&H management system
4. Evaluation and corrective action
5. Management review
ANSI Z10 OH&S Management Systems Model

- **Policy, Mgmt Leadr & Employee Participation**
- **Management Review**
- **Implementation & Operation**
- **Evaluation & Corrective Action**
- **Planning**
- **Do**
- **Check**
- **Act**

**continual improvement**

Employee H&S
Productivity
Satisfaction
Image

Hazard Risks Incidents Comp cost Lost time
Elements and sub-elements of the Z10 Standard

Management Leadership
- Occupational Health and Safety Management System (OHSMS)
- Policy (documented, employee protection & participation)
- Responsibility and Authority (implementation, maintenance, performance of OHSMS, provide resources)

Measuring its Effectiveness
- Inclusion of an OHS management system in the business plan, visible participation, system tasks performed, time spent on workplace OHS
Elements and sub-elements of the Z10 Standard

Employee Participation

- Involvement in OHSMS by all employee levels of the organization
- Resources and time to participate in planning, implementation, evaluation, corrective & preventive action
- Access to relevant OHSMS information

Examples of Employee Participation

- Incident investigations, procedure development, OHS-related audits, training development, job safety analysis, planning process, OH&S committee involvement
Elements and sub-elements of the Z10 Standard

Planning

Goal is to identify and prioritize OHS risk/issues and to develop risk reduction objectives and implementation plans consistent with the organizational policy

- Initial Review
- Ongoing Review
Elements and sub-elements of the Z10 Standard

Planning (cont’d)

- Assessment and Prioritization
- Objectives
- Implementation Plans and Allocation of Resources
ANSI Z10 OH&S Management Systems Model

continual improvement

Policy, Mgmt Leadr & Employee Participation

Management Review

Plan

Hazard Risks Incidents Comp cost Lost time

Implementation & Operation

Check

Evaluation & Corrective Action

Do

Act

Planning

Employee H&S Productivity Satisfaction Image

continual improvement

Act

Plan

Check

Do
Elements and sub-elements of the Z10 Standard

Implementation of the Occupational Health and Safety System

- OHSMS Operational Elements
  - Hierarchy of Controls
  - Design Review and Management of Change
  - Procurement
  - Contractors
  - Emergency Preparedness
- Education, Training, and Awareness
- Communication
- Document and Record Control Process
ANSI Z10 OH&S Management Systems Model

Policy, Mgmt Leadr & Employee Participation

Employee H&S
Productivity
Satisfaction
Image

Act
Management Review

Plan
Planning

Check
Implementation & Operation

Do
Development & Operation

continual improvement

Evaluation & Corrective Action

Hazard
Risks
Incidents
Comp cost
Lost time
Elements and sub-elements of the Z10 Standard

Evaluation and Corrective Action

- Monitoring and Measurement
- Audits
- Incident Investigation
- Corrective and Preventive Actions
- Feedback to the Planning Process
Elements and sub-elements of the Z10 Standard

Management Review

- Review Process Requirements
- Review Elements and Outcomes
- Review Follow-up
17 Annexes (Appendices) of the Z10 Standard (Practical Examples Included)

1. Policy
2. Responsibilities
3. Employee Participation
4. Initial/Ongoing Review
5. Assessment and Prioritization
6. Objectives/Implementation plans
17 Annexes (Appendices) of the Z10 Standard

(Practical Examples Included)

7. Hierarchy of Controls
8. Design Review/Management of Change
9. Procurement
10. Contractors
11. Emergency Preparedness
12. Incident Investigation
17 Annexes (Appendices) of the Z10 Standard (Practical Examples Included)

13. Monitoring and Measurement
14. Audits
15. Management Review
16. Standards/Guidelines Comparison Chart
17. Z10 Conformance Checklist
   Bibliography
ANSI Z10 Summary

- Performance-based Consensus Standard
- Fairly Brief -- No “Sub-standards”
- Management Systems Standard
- Blends with ISO and other OS&H Standards
  e.g., OSHA VPP, ILO OHSMS, OHSAS 18001
  - Meets the requirements of 29CFR 1969, and Exec Orders 12196, 13148
- Fits All Business Sizes
- Incorporates Continuous Improvement
Comparison of ANSI Z10 Standard against other Management Systems

Government
- Australia Safety Map
- European Union—EEC 1836/93
- OSHA Voluntary Protection Program (VPP)

Professional Organizations
- American Chemistry Council – Responsible Care
- American Petroleum Institute – EHSMS
- American Industrial Hygiene Association – OHSMS
- Japanese Industrial Safety and Health Association – OHSMS
Comparison of ANSI Z10 Standard against other Management Systems

Nation-State standards-making body

- **British Standards Institute** - BS8800
- **Australia/New Zealand Standards Institutes** - AS/NZ 4801
- **Spanish Standards Institute** - UNE 81900

International Organizations

- International Organization for Standardization - ISO 9001
- International Organization for Standardization - ISO 14001
- **International Labour Office** (ILO) – OHSMS
- OHSAS 18001
The ANSI Z10 compares favorably against all the management system standards. It shares all the 16 major variable elements and sub-elements of the U.S. AIHA OHSMS and the Australia/New Zealand OSH Std.
Benefits of the ANSI Z10 Standard

- It can reduce workplace risks, injuries, and improve bottom line
- As a voluntary consensus standard, it is compatible with quality and environmental management system standards
- It aligns with other U.S. and international guidelines for OHSMS
- Its approach aims for long-term solution to eliminate causes of deficiencies
- Its OHSMS cycle can reduce hazards, risks, improve productivity and financial results
Current Status of the Z10 Standard

- The ANSI Z10 Standard was approved by ANSI in July 2005 and was printed in Sept. 2005

- **Future speculation:**
  - Adoption by many organizations (happening now)
  - OSHA could adopt the Z10 under the OSH Act, Section 6, and enforce it under Section 5(a)(2)
  - OSHA State-Plan States may enforce it under the General Duty Clause [5(a) 1]
  - Insurance companies may require it for their clients
  - ISO may adopt it
  - “Certifications”/Registrations by AIHA
Availability of ANSI Z10 Standard

The ANSI Z10 standard is available from:

- American Industrial Hygiene Association
  www.aiha.org
- American Society of Safety Engineers
  www.asse.org
Acknowledgment

- To the ANSI Z10 Committee, of which I was a member, for their hard work in producing this American Standard.

- Several members of the ANSI Z10 Committee and particularly Alan Leibowitz, Chair of Z10 for sharing some of their slides.
Thank You
What EH&S Professionals Say about ANSI Z10*

“Without a doubt, implementing Z10 was worth it. VPP gets employees involved in OHS management like never before, but Z10 can get managers and staff and employees working together like never before.”

“I came out of the Z10 implementation experience believing that the standard would serve as the key model in the foreseeable future of the OHS management in the U.S.”

Kyle Dotson, MS, PE, CSP, CIH
President and Principal Consultant, Dotson Group, LLC
San Jose, CA (kyle@dotsongroup.com)

*Synergist*, Vol.18, Number 5, p. 75, May 2007
“Thus, for companies that aspire to obtain VPP status, adoption of ANSI Z10 may help to jump-start the application process and may foster participation by smaller companies which might otherwise be without adequate guidance on how to design and implement such management systems.”

Adele L. Abrams, Esq., CMSP

* The Compass, ASSE Newsletter, Special Issue ANSI Z10, Spring 2007
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