ISO 45001: New Occupational Health and Safety Management System

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ISO 45001: OHSMS

• Over 7,600 people die each day from work-related accident or disease - that’s over 2.78M every year

• Burden of occupational injuries and diseases is significant (economic, social, and political), both for employers and employees

• ISO 45001 provides framework to improve employee health and safety, reduce workplace risks and create healthier and safer working conditions, all over the world

ISO 45001: OHSMS

• Standard follows other generic management system approaches: ISO 14001 and ISO 9001

• Consideration of other International Standards:
  • OHSAS 18001
  • ILO’s OSHMS Guidelines
  • Various national OHSMS standards (i.e. ANSI Z10)

• Applicable to all organizations, regardless of size, industry or nature of business and supply chain
ISO 45001: OHSMS

• Benefits for business
  • Reduction of workplace incidents, illness and disease
  • Reduced absenteeism and staff turnover, leading to increased productivity
  • Reduced cost of healthcare and insurance premiums
  • Creation of health and safety culture
  • Employees take an active role in their own OHS
  • Reinforced leadership commitment to proactively improve OHS performance
  • Meet legal and regulatory requirements
  • Enhanced business brand, image and reputation
  • Improved staff morale and loyalty
  • Improved product quality and/or service

ISO 45001: OHSMS

• Standard is a risk approach to health and safety involving multiple stakeholders
  • Management – Leadership policy decisions on how implement the risk controls to avoid, reduce (prevent, adapt, mitigate), transfer or retain the risk
  • Cross-cutting aspects – Communicating the risk, engaging with stakeholders, considering the context in open, transparent and inclusive communication; engage stakeholders to both assess and manage risk; and be fully account for the societal, economic, and political context of both risk and the decision
ISO 45001: OHSMS

• Standard applicable to many aspects of health and safety…

  • Handling, use, transport, storage of hazardous chemicals
  • Research, development, and product safety
  • Physical agents (e.g. light, noise), radiological agents
  • Human factors and ergonomic working conditions
  • Safety behavior, culture and accountability
  • Property damage from environmental waste, ambient discharge, and contamination impact
  • Indoor, environmental and workplace air quality
  • Total wellness and well-being programs
  • Procurement and supply chain management
  • Process, equipment/machinery, and operational safety
  • Mishap investigations and return-to-work program
  • Training, education, and certification of the workforce
  • Inspections, surveys, and audits of jobsites and facilities
  • Recording and communicating workplace incidents
  • Selection and use of hierarchy of control measures

An emerging global standard on OHS risk management

ISO 45001 OHSMS Update and Overview

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An Overdue Advance in OHS management

**Arrival of ISO 45001:2018** *The new global standard in management systems for improving OHS Performance*

93% ISO vote to approve

Over 70 countries involved in development

A Diversity of OHSMS needs
So what exactly is a management system?

A management system explained:

- An overall management system is the sum of the management subsystems (processes) .. as well as their interrelationships
- Each company possesses an overall management system

Management system: set of interrelated or interacting elements of an organization to establish policies and objectives and processes to achieve those objectives

Annex SL

Potential for changing the market is real

“ISO 45001 Std is one of the most significant consensus standards-development activities of the last 50 years, and it has the potential to improve occupational health & safety management on a global level.”

S. Joe Bhatia, ANSI CEO

ISO 45001 is likely to replace or at least integrate with current OHSMS standards such as

- OHSAS 18001 and ANSI ASSE Z10 and it will
- serve as the framework for OHS legal and “other requirements”
History AIHA’s influence on OHSMS

- 1996 OHSMS: An AIHA Guidance Document
- 2001 ILO Guidelines on OHSMSs
- 2005 ANSI/AIHA Z10 OHSMS (revised 2012)*
- 2007 OHSAS 18001: OHSMS– Requirements
- 201X ISO 45001: OHSMS: Requirements with Guidance for Use

* AIHA Standards Development Organization and Secretariat

Need for an ISO OHSMS standard?
Core requirements between major OHSMS are generally there.

ISO 45001 DIS2
1. Scope
2. Normative References (n/a)
3. Terms and Definitions
4. Context of the Org new
5. Leadership & Worker Part..
6. Planning
7. Support
8. Operation
9. Performance Evaluation
10. Improvement
Annex

* Used as the basis for the “working draft”

ANSI/AIHA/ASSE Z10 (2012/2017)
Management Ldrs & Emp Participation
Planning
Implementation and Operation
Evaluation and Corrective Action
Management Review

OHSAS 18001 (2007) *
OHS Policy
Planning
Implementation & Operation
Checking
Management Review
The benefits of an effective OHSMS

A compelling reason for an ISO OHSMS
Reducing the number of injury, illnesses & fatalities

- 2.78* million workers fatally injured due to work (up from 2.2M in 2005)
- 374 million non fatal work related injuries and illnesses
- The figures equate to around 7722 fatalities per day, 365 days a year.


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Note: Most are due to occupational disease
Another benefit of an effective OHSMS

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Integration into the business
Social responsibility, reputation, decreasing costs, sustainability, productivity and organizational efficiencies & effectiveness

Managing OHS risks as you would other business risks

Harmonization: the ability to integrate
Together, elements of an OHSMS = a compendium of interconnected processes
What does this standard cover?

45001 specifies OHSMS requirements, (not performance criteria) to proactively improve its OHS performance

- other aspects of health and safety are optional (e.g. employee wellness/wellbeing)
- does not address issues such as product safety, property damage or environmental impacts
- Applicable to any organization

What’s inside the standard ....

ISO 45001
1) Scope
2) Normative References (n/a)
3) Terms and Definitions
4) Context of the Org
5) Leadership & Worker Participation
6) Planning
7) Support
8) Operation
9) Performance Evaluation
10) Improvement
11) Annex
ISO 45001: Overview

- Brief overview of the structure and content of ISO 45001

- ISO 45001 - Success factors and how they relate to Industrial hygiene practice
ISO 45001 Structure and Content

Plan
4 Context of organization
5 Leadership
6 Planning
7 Support

Do
8 Operation
9 Performance Evaluation

Check

Act
10 Improvement

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ISO 45001 Structure and Content

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ISO 45001 Structure and Content

Plan

4. Context of organization
- Understanding of the organization and its context
- Expectations of workers and other interested parties
- Scope of management system
- OHS

5. Leadership
- Leadership and commitment
- OHS policy
- Risk and opportunity identification
- Participation and consultation

6. Planning
- OHS objectives and targets
- OHS programme

7. Support
- Resources
- Competence
- Awareness
- Information and communication
- Documented information

8. Operation
- Operations of Planning and control
- Management of Change
- Outsourcing
- Procurement
- Contractors
- Emergency Preparedness & response

9. Performance Evaluation
- Documentation
- Audits

10. Improvement
- Incident, non-conformity and corrective action
- Continual improvement
ISO 45001 - Definitions

• **Worker** -- person performing work or work-related activities that are under the control of the organization

• **Participation** -- involvement in decision-making

• **Injury and ill health** -- adverse effect on the physical, mental or cognitive condition of a person

• **Incident** -- occurrence arising out of, or in the course of, work that could or does result in injury and ill health

• **OHS risk** -- combination of the likelihood of occurrence of a work-related hazardous event(s) or exposure(s) and the severity of injury and ill health that can be caused by the event(s) or exposure(s)

ISO 45001 - Success Factors

Top Management

• Provides leadership and commitment, and assigns responsibilities and accountability

• Develops, leads and promotes a culture in the organization that supports the intended outcomes of the OHS management system

• Allocates the necessary resources to operate and maintain OHS management system:
  - Financial
  - Time
  - Competence
  - Documentation
ISO 45001 - Success Factors

Communications

- Top management develops and communicates OHS policies and objectives compatible with the overall strategic objectives of the organization includes commitment to:
  - Eliminating hazards and reducing OHS risks
  - Continual improvement
  - Fulfilling legal obligations

- Top management consults with workers and encourages their participation in the OHS management system and, where they exist, includes workers’ representatives.

ISO 45001 - Success Factors

Identifying and controlling hazards, risks and OHS opportunities

- An effective reporting system exists for reporting of injuries, illnesses, near misses, hazards, and concerns
- Incident investigation
- Risk and opportunity assessment
- Hierarchy of controls
- Management of change
- Emergency planning
ISO 45001 - Success Factors

Performance monitoring and continual improvement

• Continual performance evaluation and monitoring of OHS management system to improve performance

• Establishing criteria/metrics that track performance related to:
  ▪ Identified hazards, risks and opportunities
  ▪ Established objectives and goals
  ▪ Legal and regulatory requirements

ISO 45001 - Success Factors

Performance monitoring and continual improvement

• Internal audit
• Management review
• Integration of the OHS management system into the organization’s business processes
• Feedback to other processes in OHS management System to improve them and OHS performance
ISO 45001 – IH Opportunities

Implementation of ISO 45001 presents significant opportunities for Industrial Hygiene

- **Opportunities** to raise awareness of IH issues with both workers and top management
- **Opportunities** to have all workers and management contribute to the recognition, evaluation and control of occupational health hazards
- **Opportunities** to Integrate IH practice into your organization’s business processes

IOHA 2018 and ISO 45001?

**Context of the Organization**

- Capability in IH
- Risk reduction
- Empowering SMEs and Workers
- Exposure modeling & characterization
- Confidence in testing
- Labor side Agreement
- Aging workforce
- Respiratory protection
- Control banding
- Physical hazards, noise, vibration, heat stress
- IH Program management
- Ebola virus

**OHS/OHSMS Risks and Opportunities**
Moving forward with an ISO OHSMS “risk” management tool

Industrial Hygiene (IH) is a science and art devoted to the anticipation, recognition, evaluation, prevention, and control of those environmental factors or stresses arising in or from the workplace (reference AIHA)

Managing “risks”, not just numbers or just “compliance”

More than any other OHSMS before it

ISO 45001 2018 Structure
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Enhancements
- Context of the organization
- Harmonization
- Integration within the organization
- Promoting a OHS oriented culture
- Total “worker” involvement
- Leadership, not just management
- Control of OSH Processes
- Risks and Opportunities
- Procurement: Goods, Services: Outsourcing/Contractor
Greater “risk” management thinking

Risk as the “effect of uncertainty” with opportunities as “improvements in performance”

Stronger ties to:

- Context of a system tied to business risks including considerations for internal/external issues and those affected by the OHSMS

Greater “risk” management thinking

Risk as the “effect of uncertainty” with opportunities as “improvements in performance”

Stronger ties to:

- Harmonization with other management systems
- Integration with the business processes

Control of OHS processes not just hazards
Greater “risk” management thinking

Risk as the “effect of uncertainty” with opportunities as “improvements in performance”

Stronger ties to:
- Enterprise wide participation & consultation including contractors, partners and suppliers
- Enhancing the culture of the org relative to OH&S –

Sustainability and Continual Improvement

Speaking of continual improvement….

There’s more to come from the ISO 45001 TC 283

From one standard to a family of standards and guidance

- Implementation Handbook (Small and less experienced)
- Psychological Health and Safety
- Possible Future work
  - Full implementation guidance standard
  - Performance indicators/metrics
  - Incident investigation
A Word About ISO Certification

It’s about a tool for improving OHS Performance
Closing Thoughts

*ISO 45001 provides an opportunity for you to expand the application of your risk management skills to a broader application within your organization for the overall improvement in OHS Performance.*

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