Helping Manage Workplace Safety
Are You In?

9 April 2019

SAFER, SMARTER, GREENER

Webinar Agenda

1. Introduction to the ISO 45001 Standard – Expected Schedule

2. Why ISO 45001 Model?   Benefits

3. Key changes in ISO 45001 compared with OHSAS 18001

   – Leadership- Participation of Workers

   – Risk-Based Thinking with Strategic Planning

   – Operational Control

   – Performance Evaluation

4. Implementing with a 3 step process – Identify, Insure, Improve

5. Q&A

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OUR PURPOSE

TO SAFEGUARD LIFE, PROPERTY AND THE ENVIRONMENT

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DNV GL - Global reach – local competence

150+	300+	100	12,500
years	offices	countries	employees

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DNV GL : Focused on your future

Tomorrow's successful companies will create value by meeting the world's **social**, **economic** and **environmental** needs.

We help you build **Sustainable Business Performance** through our global certification, verification, assessment and training services.

SUSTAINABLE VALUE and STAKEHOLDER TRUST

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The standard – ISO 45001

"Occupational health and safety management systems — Requirements with guidance for use"

- The overall aim of the standard is to enable organizations to provide a safe and healthy workplace, by preventing work-related injury and ill health, as well as proactively improving the OH&S performance

- The standard is applicable to any organization regardless of size, type, and activity

- The standard does not state specific criteria for OH&S performance, nor is it prescriptive about the design of an OH&S management system

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From OHSAS 18001 to ISO 45001 – DNV GLs contribution

- OHSAS 18001 and 18002 (guideline) was developed and maintained by the OHSAS Project Group

- Since its foundation (late 1990s) DNV GL was an active member of the Project Group and a co-author and contributor to the content of the standards (also acknowledged in the documents).

- The primary aim of the Group was to seek the development of a OH&S management system standard by ISO.

- ISO accepted mid-2013 a New Work Item Proposal from the Project Group to develop such standard

- DNV GL has actively participated in the ISO Working Group to develop the new ISO 45001, representing IIOC as Liaison Member

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Migration from OHSAS 18001 to ISO 45001 - Timeline

- OHSAS 18001 ceases to be valid 3 years after publication of ISO 45001 (March 2018). OHSAS certificates therefore need to be migrated to ISO 45001 within these 3 years, as all OHSAS certificates will cease to be valid after March 2021.

- DNV GL will only be allowed to issue only accredited ISO 45001 certificates, e.g. RvA, UKAS, ANAB, ACCREDIA, DAKKS, etc.

- Accredited OHSAS certificates can be migrated to ISO 45001 during a scheduled OHSAS periodic or recertification audit in the 3 year period.

- A draft document from The International Accreditation Forum (IAF) indicates a minimum of 1 auditor man-day to be added when migration audit is done in conjunction with a scheduled periodic or recertification audit. Additional time is to cover existing and new requirements implied by ISO 45001

- If you currently hold a DNV GL non-accredited OHSAS certificate the best approach is probably to transfer to an accredited OHSAS certificate before migrating to ISO 45001. Your local DNV GL office will inform you with more details on this process.

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Why ISO 45001 Model?

Benefits

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Jayne Pilot, Pilot Performance Resource Management Inc.

- Certified Auditor

- Consultant/Speaker/Author/Trainer in Management Systems.

- Author: "Driving Sustainability to Business Success-DS Factor", Wiley & " ISO 9001" Quality Management System - Implementation & Integration Guide - Specialty Technical Publishers

- 30+ years Health & Safety (EHS), Quality, Environmental, Management. Work Experience, 35 years in business improvement.

- Awards: Top 50 Eligible Board of Director Candidates, Top 100 Women in Canada, Awards of Merit Outstanding Business – City of Brampton & Board of Trade 2006, 2002
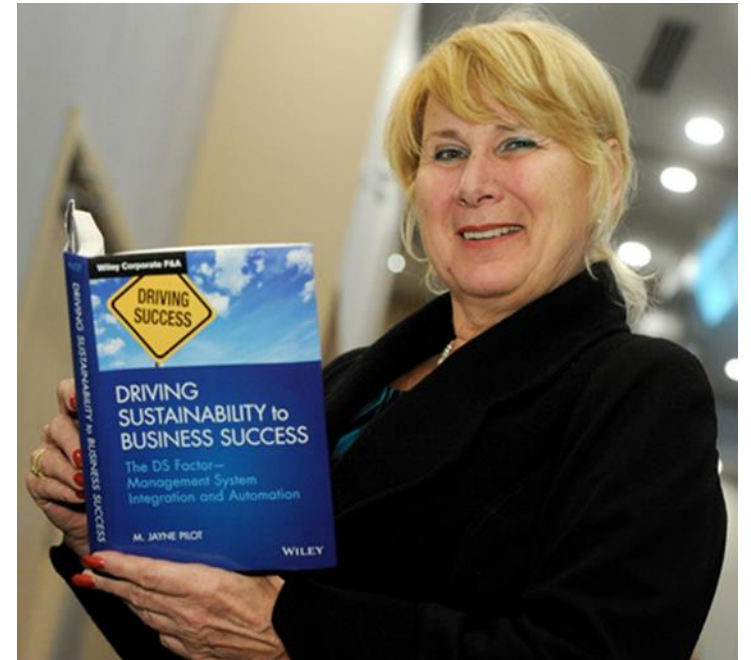
Jayne Pilot, EP(CEA), EP(EMSLA), CPEA, President Pilot Performance Resources Management Inc. www.pilotims.com

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Safety and health at work

Every **15 seconds, a worker dies** from a work-related accident or disease. Every **15 seconds, 153 workers** have a **work-related accident**.

Every day, 6,300 people die as a result of occupational accidents or work-related diseases – more than 2.3 million deaths per year. 317 million accidents occur on the job annually; many of these resulting in extended absences from work. The human cost of this daily adversity is vast and the economic burden of poor occupational safety and health practices is estimated at 4 per cent of global Gross Domestic Product each year.

The ILO aims to create worldwide awareness of the dimensions and consequences of work-related accidents, injuries and diseases and to place the health and safety of all workers on the international agenda and to stimulate and support practical action at all levels.

Decent work is safe work.

www.ilo.org

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Leadership & Worker

OH&S
At Heart of your business

Risk Based Model
Comply with
Regulations

Performance - Reputation

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Key Changes

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New/Updated Changes
ISO 45001 – OHSAS 18001

1. **Enhancements:**

   – **Integrated approach** - clarity & compatibility with other management system standards. Running a sustainable organization

   – **Use of a Common structure: Annex SL** and terms

   – **Process based not procedure based**

   – **Management System Model changed**

   – **Terminology**

Management Systems

Universal High Level Structure
follow ISO Guide 83 "Annex SL"

Clause 1	Scope
Clause 2	Normative References
Clause 3	Terms and Definitions
Clause 4	**Context of the Organization**
Clause 5	Leadership
Clause 6	Planning
Clause 7	Support
Clause 8	Operation
Clause 9	Performance Evaluation
Clause 10	Improvement

Occupational Health & Safety Management System (MS) Model ISO 45001:2018

OHSAS 18001:2007
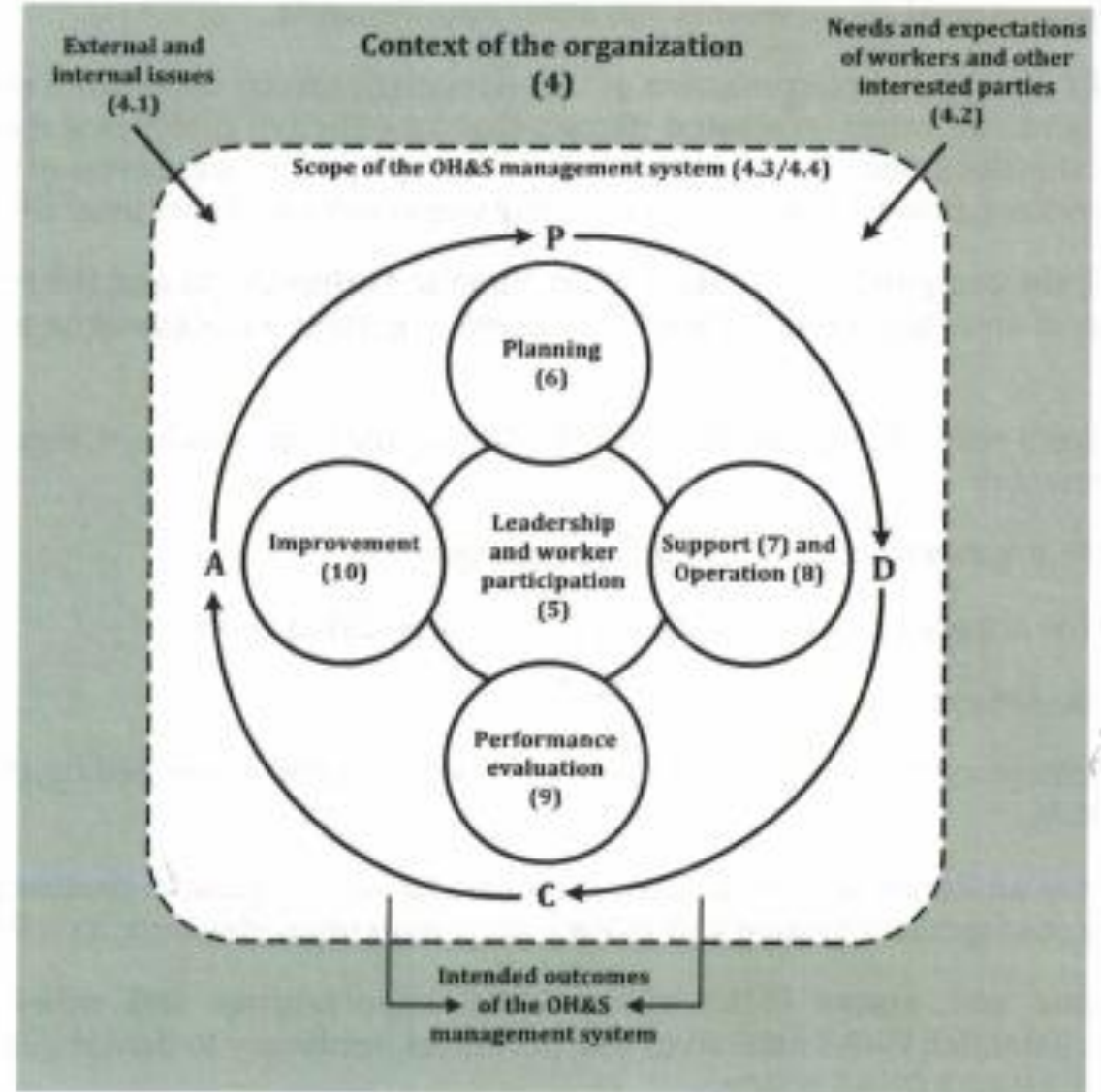
ISO 45001
Clauses
Sub-clauses

ISO 45001:2018
Clauses & Sub-clauses

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1. Scope
2. Normative References
3. Terms & Definitions

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4. Context of Organization

4.1 Understanding Organization & Context
4.2 Understanding Needs & Expectations of Workers & Other Interested Parties
4.3 Determining Scope of OH&S MS
4.4 OH&S MS

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5. Leadership & Worker Participation

5.1 Leadership & Commitment
5.2 OH&S Policy
5.3 Organizational Roles, Responsibilities & Authorities
5.4 Consultation & Participation of Workers

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6. Planning

6.1 Actions to Address Risks & Opportunities
   6.1.1 General
   6.1.2 Hazard Identification & Assessment of Risks & Opportunities
   6.1.3 Determine Legal & Other Requirements
   6.1.4 Planning Action

6.2 OH&S Objectives & Planning
   6.2.1 OH&S Objectives
   6.2.2 Planning to Achieve OH&S Objectives

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10. Improvement

10.1 General
10.2 Incident, Non-conformity & Corrective Action
10.3 Continual Improvement

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9. Performance Evaluation

9.1 Monitoring, Measurement, Analysis & Performance Evaluation
   9.1.1 General
   9.1.2 Evaluation of Compliance
9.2 Internal Audit
   9.2.1 General
   9.2.2 Internal Audit Program
9.3 Management review

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8. Operation

8.1 Operational Planning & Control
   8.1.1 General
   8.1.2 Eliminating hazards & reducing OH&S risks
   8.1.3 Management of Change
   8.1.4 Procurement
8.2 Emergency Preparedness & Response

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7. Support

7.1 Resources
7.2 Competence
7.3 Awareness
7.4 Communication
   7.4.1 General
   7.4.2 Internal Communication
   7.4.3 External Communication
7.5 Documented information
   7.5.1 General
   7.5.2 Creating & Updating
   7.5.3 Control of Documented Information

Terminology

Hazard	Source with a potential to cause injury & ill health	
Risk	Effect of Uncertainty (+ or -)	
OH&S Risk	Combination of the likelihood of occurrence of a work-related hazardous event(s) or exposure(s) & severity of injury & ill health that can be caused by the event(s) or exposure(s)	
OH&S Opportunity	Circumstance or set of circumstances that can lead to improvement of OH&S performance	
Injury & ill health	Adverse effect on the physical, mental or cognitive condition of a person	Note: adverse effects include occupational disease, illness & death.

Ref: ISO 45001:2018

Terminology

Documented information	Information required to be controlled & maintained by an organization & the medium on which it is contained. Note 1: can be in any format & media, & from any source. Note 2: Can refer to: a) MS, including processes b) Information created (documentation) c) Evidence of results (records)	Term used now for documentation, documented procedures, records "retain documented information as evidence of... meaning to retain "records"; "shall be maintained as documented information – means documents, procedures.
Preventive Action		Not used

2. **Context of Organization**

   2. Understanding of external & internal issues

3. **Workers & Other Interested parties**

   – Focus on involvement of workers (consultation & participation).

   – **Identification of who your interested parties are & their needs/expectations**

   – **Understanding their needs & expectations**

Understand the Context
of Your Organization (4.1)

Internal
Influences

External
Influences

Corporate
Influences

Who Are Your Interested Parties?

"person or organization that can affect, be affected by, or perceive itself to be affected by a decision or activity"

Internal

Top Management
Managers
Supervisors
OH&S Representative
IMS Co-ordinator
Workers – Employees
Worker Representatives

External

Customers, End Users
Regulators for Government
Legislation/Enforcement
Suppliers
Contractors, Sub-contractors
Services - medical
Agencies/Associations
Unions
Stakeholders – Insurance
Industry Watchdogs
Society - Social Media, news media
Neighbours, Community, Visitors
Emergency Services, Healthcare Professionals
Media, Business Affiliates, NGOs

Corporate

Owners, Parent Co.
Competitors
Investors, Shareholders
Business Partners
Boards of Directors

Interested Parties
Needs & Expectations   (4.2)

- Responsibility: customers, corporate office, investors

- Influence: pressure groups, competitors

- Dependency: workers, employees

- Representation: OH&S Representative, trade unions

- Authority: regulators

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Interested Parties

1. **Identify relevant interested parties – spreadsheet, (column for Interested parties, needs & expectations). Prioritize their relevance – PI Rank: power/interest, Determine objectives and their priority.**

Interested Party	Needs & Expectations	PI Rank	Objectives	Priority

Examples of requirements of relevant interested parties are:

- industry codes & standards
- agreements with community, government groups
- statutory and regulatory product requirements
- memoranda of understanding
- permits & licenses
- order issued by regulatory bodies
- treaties, conventions, protocols
- voluntary principles or codes of practice
- labeling & health & safety commitments
- policies for employees

Consultation & Participation (5.4)

Emphasis:

- What is mechanism or process for participation & consultation in the development, planning, implementation, performance evaluation & actions for improvement of OH&S MS?

  - Worker involvement in risk identification & assessment, actions to control hazards & risk, investigating incidents, nonconformities & involved in corrective actions

- Information (what & how) to be communicated to workers.

  - Provide timely access to clear, understandable & relevant information about the OH&S MS, training, resources necessary to be consulted in – i.e. Policy

- Determine & remove obstacles or barriers to participation

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Copies of Consultation & Worker Participation outlined in the standard are available from jpilot@pilotims.com

Consultation (5.4)

Emphasize consultation on following:
1. Determine needs & expectations of interested parties (4.2)
2. OH&S Policy (5.2)
3. Assigning Organizational roles, responsibilities & authorities (as applicable) (5.3)
4. Determining "how" to fulfil legal & other requirements
5. Establishing OH&S objective & planning to achieve
6. Determining applicable controls for outsourcing, procurement & contractors (8.1.4)
7. Determining what needs to be monitored, measured & evaluated (9.1)
8. Planning, establishing, implementing & maintaining audit program (9.2.2(
9. Ensuring Continual Improvement (10.3)

Worker Participation (5.4)

1. Determine mechanisms for consultation & participation
2. Identify hazards & assessing risks & opportunities (6.1.1, 6.1.2)
3. Determine actions to eliminate hazards and reduce OH&S risks (6.1.4)
4. Determine competence requirements, training needs, training & evaluating training (7.2)
5. Determine what needs to be communicated and how this will be done (7.4)
6. Determine control measures & their effective implementation & use (8.1, 8.1.3, 8.2)
7. Investigating incidents & nonconformities & determining corrective actions (10.2)

4. **Leadership & Management Commitment**

    – greater emphasis for involvement in MS, ensures motivation towards goals.

    – Ensure communication & understanding by all parties

    – Achieve intended outcomes.

5. **Planning - Objectives & Performance based**

    – Align policy, objectives with planning strategy of organization

    – Measurable

    – Achievement evaluated during performance reviews

    – Documented information retained about objectives & plans.

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Planning Emphasis (6)

When planning OH&S management system (MS)
- Refer to "Context of Organization" (4)
- "Understand Needs & Expectations of Workers & interested parties (4.2)
- Determine Scope of your MS (4.3)
- Identify risks & opportunities (6.1.2)

Policy Statement (5.2):
- Commitment to provide

Set OH&S objectives (6.2)

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Leadership

Setting of objectives & action plans for business strategies of organization to grow & improve business operations.

Overall Responsibility & Accountability
1. Policy, Objectives
2. Legal & Other, Risk Management, Operational controls
3. Resources
4. Communication, Roles, Responsibilities
5. Consultation & Participation (workers) needs, provide training
6. Monitoring & measurement– continual improvement
7. OH&S culture
8. Protection
9. Audits, Management Review

Ref: 1

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"Leadership" | Driving Success

"Top management recognize the priority of occupational health & safety management – an integral part of its business success.

Management leads by establishing vision, policy, objectives, programs and practices to ensure its commitment to prevention of injury and ill health, by minimizing and controlling its risks and improving its OH&S performance."

Consultation/participation of workers can be key factors of success of OH&S MS (2 way communication). Workers contribute to decision-making process on OH&S performance measures and proposed changes. (reporting hazardous situations – preventive measures.

Legal emphasis has been on worker's right to know, to participate in health & safety activities and worker-management committees, and to refuse hazardous work.

Referenced from "Driving Sustainability to Business Success", The DS Factor.

Occupational Health & Safety Principles for Driving Business Success. Chapter 8.

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"Driving Sustainability to Business Success"
Assess & Reflect

1. As a leader, what questions do you ask your people in order to look at new opportunities, new solutions, performance tied with Occupational Health & Safety?

2. Do you ask "what is missing", from your OH&S MS in order to improve?

3. Do you ask your management team for input to your biggest challenges?

4. Do you stand up for what is best for your employees?

5. Are you unafraid to put your job on the line when the Board of Directors are of the opposite mindset?

6. What innovations have you put in place?

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Planning - Objectives & Measurement (6.2)

Take into account requirements, **risks & opportunities, results of consultation with workers.**

Objectives can be strategic, tactical or operational. Set at facility, project or process level & operational objectives at activity level (ex. Enclosure of machine area to reduce noise)

Objectives need plans

Ref:

Be communicated. Retain documented information.

6. **Risk & Opportunity management - Planning**

   – Identify organization's risks & opportunities that

   - contribute to enhancement of health & safety of employees & performance improvements.
   - review your Legal & Other requirements

7. **Preventive action removed** from – Improvement no longer Corrective/Preventive Actions.   Now preventive action   undertaken in risk process.

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Opportunities (6)

Opportunities address:

- identification of hazards
- system improvement strategies
- integration of OH&S requirements at earliest stage in life cycle
- new technologies to improve OH&S performance
- improving visibility of top management's support
- benchmarking

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Risk based thinking.   Use of Control Plans

Participation of workers in the planning process when determining risks & opportunities (6.1.1)

Before changes (permanent or temporary) **take place,**

Maintain documented information. **Achieve continual improvement.**

Assess risks from the **identified hazards**, taking into account **legal** & other requirements.

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Changes Ahead
What risks might these changes Introduce?

1. Grey Tsunami – aging population

2. Immigration – movement of people

3. Globalization

4. Non standard patterns of Employment

5. Information & Communication Technologies

6. Social Expectations

Are you Engaging Stakeholders?   How?

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Hazard Identification/
Assessment of Risks

- Are you **observing & discussing hazards with workers**? Consultation
- Are you considering those in vicinity of workplace who could be affected by activities (**contractors, neighbours, transport drivers or service personnel)?**
- Do you **provide training**, ensure **resources** meet existing or changing needs?
- Consider **risks tied with procurement** of new or improved equipment or supplies?
- Monitoring & communication of **new legal requirements**
- **Training** – new requirements, meeting legal requirements.

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Significant OH&S Hazard Diagram

Chemical
Mists/aerosols, gases, vapors, fumes, smokes, dust/fibers

Toxic, corrosive, explosive, reactive, unstable, carcinogenic, reproductive hazard, irritant, sensitizing, nerve or tissue damage

Emergencies - Safety
Explosions, Fires
Natural Disaster, weather
Spills, Clean-Ups

Company

Ergonomics
Repetitive motion injury (RMI)- poor posture, lifting – back ache/strain-heavy loads, improper manual material handling: fatigue, incorrect seating or work equipment; Perceptual confusion or overload. Eyestrain/headaches- poor lighting, glare/flicker on computer screen;   perceptual confusion or overload

Mechanical
Machine parts – unguarded, moving parts, falling objects or products, moving objects – forklifts, equipment parts, motor vehicles

Physical
Noise, temperature heat/cold, Illumination, vibration, pressure, radiation

Biological
Bacteria, viruses, fungi, molds, mites, insects, parasites, plant, animal, blood

Special
air supply, unfamiliar worksites, trenching, electrical

Psychosocial
Place of work, violence, harassment

Other
Working at heights, confined space, uneven or slippery surfaces, heavy loads, vehicle hazards, falls

8. Communication – determine what, when, with whom and how

9. Documented information vs. documented procedure.

10. Resources – Knowledge – Competence

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Support - Communication (7.4)

Ref:

Communication is important for internal/**external** stakeholders, before it was to internal communication for effectiveness of MS

Is relevant information provided, received, understood?

Now:

The organization needs to decide **what** it will communicate to **whom** (internally, contractors, visitors), **when, how & by whom**, ensuring that they have the authority, knowledge & competency.

Take into account legal & other requirements.   Respond to relevant communication on its OH&S MS

What can Managers consult with workers on?

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Documented Information (7.5)

Replaces documents and records

Organizations can choose to use terms that suit their operations (i.e. records, documentation, protocols rather than "documented information"

Ensure unintended use of obsolete documented information

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Standard ==documented information== ==required==:

Copies of documented information required available from jpilot@pilotims.com

9001, 14001, 45001	Documented Information Required
4.3	**Scope** of the management system to be defined outlining products/services, any exclusions
4.4.2	**MS process** document information to support operation of its processes and processes bei... plans
5.2	**Policy Statement**
5.1.2 & 9.1.2	**Customer Focus – custome**
5.3	Organizational Roles, Respor
6.1	Actions to Address Risks & O
6.1.3	Compliance Obligations (Lega
6.2	**Objectives & Plans**
7.2	**Competence** (education, trai... to identify hazards.
7.4	**Communication & Informati** internal/external communicati and how to communicate. ie. appropriate
7.5, 7.5.1	==Documented Information== – Necessary for effectiveness o
7.5.2	**Creating & Updating Docun** When creating and updating... organization shall ensure app... • Identification & description number); • Format (e.g. language, so... (e.g. paper, electronic); • Review and approval for s
7.5.3	**Control of ==Documented Info==** • It is available and suitable It is adequately protected (e.g... use, or loss of integrity).

ISO 9001 Clause	14001 45001	Documented Information Required
7.1.5.1 7.1.5.2		**Monitoring & Measuring Resources** **Calibration – Measurement traceability**
8.1	8.1	**Operational planning & controls.** Processes carried out as planned and to demonstrate conformity of product/service requirements. Outsourcing, Contractors, Life Cycle
	6.1.1	**Risks & Opportunities** Processes needed for risks, compliance, planning action
	6.1.2	Document up to date **significant environmental aspects** Documentation of **hazards,** classification, prioritization, applicable controls – keep up to date
	6.1.3	**Compliance Obligation Legal and Other requirements** – identify and determine how these apply – keep up to date
	9.1.2	**Evaluation of Compliance** – records of evaluations
	8.2	**Emergency Preparedness & Response** Processes carried out as planned
8.2.3.1		**Requirements for Products/Services** ==Documented information== (records) on results of the review of requirements related to the products/services and actions arising from the review. Any new requirements for products/services. Product/service changes – ensure relevant ==documented information== amended
8.3.		**Design & Development (D&D)**

ISO 9001 Clause	14001 45001	Documented Information Required
9.1.1		**Monitoring & Measurement, analysis & evaluation** What needs to be monitored, measured, methods, when performed, results analysed, evaluated. Ensure that monitoring, measurement activities are implemented in accordance with the determined requirements and shall retain appropriate ==documented information== as evidence of the results Calibration, Maintenance, Performance for EHS.
	9.1.2	Evaluation of Compliance
	9.1	**Performance Evaluation – Monitoring,** Measurement & Monitoring- recording of data and results of monitoring and measurement sufficient to facilitate corrective analysis.
9.2	9.2	**Internal audit** Retain ==documented information== as evidence of the implementation of the audit programme and the audit results
9.3	9.3	**Management Review** Results of Management Reviews
10.1	10.1	**Improvement** (monitoring, measurement, analysis, evaluation, corrective action, continual improvement, change management, innovation, re-organization, internal audit, performance evaluation
10.2.2	10.2	**Nonconformity and Corrective Actions** Shall retain ==documented information== as evidence of the nature of the nonconformities and any subsequent actions taken, the results of any corrective action
	10.2	**Incidents**
	10.3	**Continual Improvement – H&S** enhancing performance, culture, participation of workers, continual improvement – communication to workers

Example for Creating Document Identification - at footer of page

...ng from D&D

Original Date: M/D/Yr		File name: PD/WISOP "Document Name"
		Revision date M/D/Yr
	Control Type: Electronic – Expires 24 hrs after this date: Sep. 25, 18 Printed copies are uncontrolled	Page 80 of 155

Revision History

Revision History			
Date	Affected Page	Change Descriptions	Reviewed By

New to resources are:

– People (human), infrastructure, technology, financial

– Monitoring & Measuring resources

– Organizational Knowledge
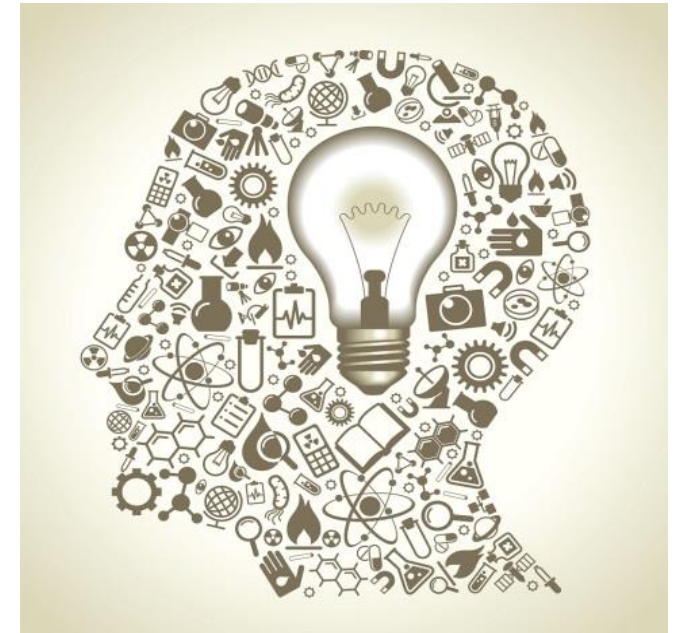
Competence (7.2)

Competence of workers – knowledge & skills needed to identify hazards, deal with risks associated with work & workplace.

Determine competence – consider:

1. Education, training, qualification or experience. There is no mention of "skills"
2. Duties & responsibilities associated with roles
3. Individual capabilities – experience, language, literacy, diversity
4. Work environment
5. Risk assessment – preventive & control measures
6. Legal requirements, Policy
7. Potential consequences of compliance, including impact on worker's H&S

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Awareness of What? (7.3)

1. Policy
2. Objectives - relevant
3. OH&S hazards (diagram) at site or process area
4. Understanding their contribution to effectiveness of MS, including:
   – benefits of improved performance
   – implications of not conforming to requirements.
5. Incidents – outcomes of relevant investigations
6. Removal from imminent & serious danger to their life or health

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11. Operational Planning & Control - Support

– Hierarchy of controls is specified – order of preference

– Management of change (MOC) – working conditions, work force, equipment, changes tied with risks/hazards

– Outsourcing, procurement & contractors.

Reduction of Risks - Use Hierarchy of Controls

Organization shall establish a process & determine controls for achieving reduction in OH&S risks using following hierarchy:

- **Hazard Elimination:** avoiding risks, adapting work to workers, (integrate health safety and ergonomics when planning new work places; create physical separation of traffic between pedestrians and vehicles

- **Substitution:** replacing the dangerous by non-dangerous or less dangerous (replacing solvent based paint with water based paint)

- **Engineering Controls:** Implement collective protective measures (isolation; machine guarding; ventilation; noise reduction etc.)

- **Administrative Controls:** Giving appropriate instructions to workers (lock out processes; induction; forklift driving licenses, etc.)

- **Personal Protective Equipment (PPE):** Provide PPE and instructions for PPE utilization/maintenance, i.e. safety shoes, safety glasses, hearing protection, chemical & liquid resistant gloves; electrical protection gloves, etc.)

Hierarchy of Controls

Most effective

Least effective

Elimination — Physically remove the hazard

Substitution — Replace the hazard

Engineering Controls — Isolate people from the hazard

Administrative Controls — Change the way people work

PPE — Protect the worker with Personal Protective Equipment
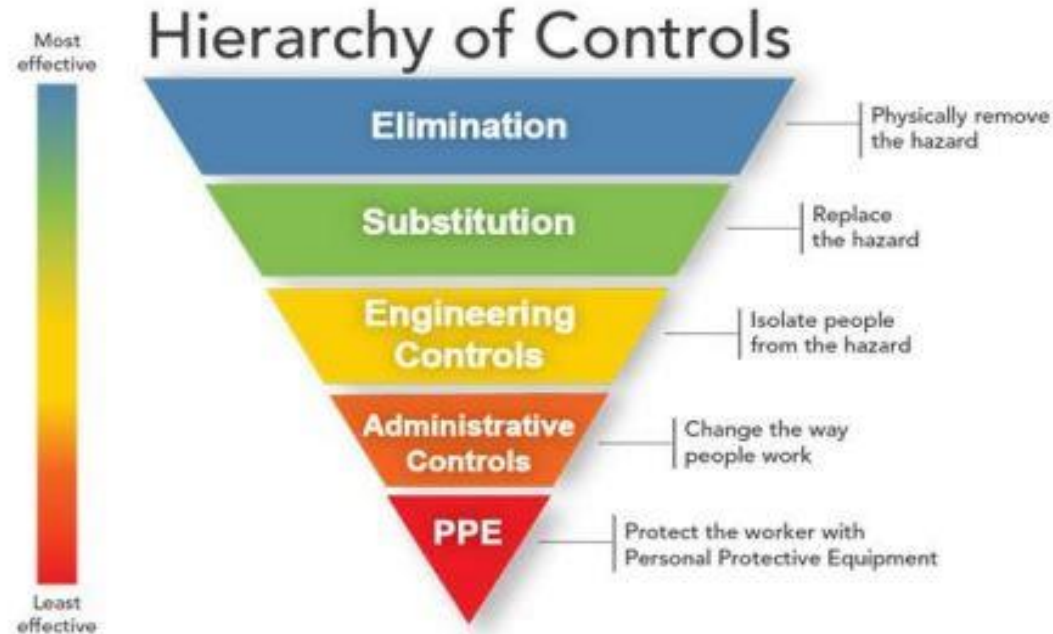
Picture from NSF – ISO 45001

Operation (8)

More detailed requirements related to:

- Planning & Control

- Eliminating Hazards & Reducing OH&S Risks – following Hierarchy of controls

- Management of Change

- Procurement: Contractors, Outsourcing

12. Management of Change (risks & opportunities)

– Minimize introduction of new hazards & risks into work environment as changes occur

– Assessment done prior to implementing change

13. Procurement - Safe for use by workers

– Minimize risks associated with products, hazardous materials, equipment or services before introduction into workplace.

– Any usage requirements, precautions, protective measures are communicated and made available.

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Procurement
Outsourcing, Contractors (clause 8)

- Ensure **outsourced processes** affecting OH&S systems are **controlled.**

- Procurement of goods (products, hazardous materials or substances, raw materials, equipment & services)
    - **Identify OH&S risks**

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New/Updated changes
Performance Evaluation

14. **Monitoring, Measurement, Analysis & Performance Evaluation**

– measurement of OH&S operations – that can impact operational controls, risks & opportunities, legal, procurement – outsourcing, contractors.

15. **Evaluation of Compliance**

– maintaining knowledge & understanding of status of compliance

16. Management Review

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OH&S
Performance Evaluation (9)

Ref:

Clause addresses:

– Monitoring, measurement, analysis & **performance evaluation** (9.1) ensuring valid results

– **When** is monitoring & measurement (M&M) performed? On **What**? **How?**

– Meeting objectives, work related incidents, injuries, complaints, emergency exercises, competence, non-conformances/non-compliances

– Results from M&M are analyzed, evaluated & communicated?

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OH&S
Performance Evaluation (9)

1. Legal & Other requirements fulfilled
2. Risk measurements, hazards to its activities & operations
3. Achievement of OH&S objectives. Top management under review to determine extent policy and objectives have been met
4. Effectiveness of operational & other controls
5. Timeline for measuring established
6. Plan for analysis, evaluation, communication of monitoring results
7. Equipment used for monitoring – calibrated & verified
8. Documented information as evidence of monitoring retained.

Copies of Performance Evaluation available from jpilot@pilotims.com

OH&S
Performance Evaluation (9)

9. Internal audit – planned frequency – changes, performance improvements, risks, opportunities
10. Audit findings communicated to management, workers & worker representatives
11. Nonconformities – appropriate action(s) taken
12. Top management review audit findings, follow up on corrective actions from previous audits
13. Evaluate – incidents, corrective actions, worker engagement, opportunities for continual improvement.

Management Review (9.3)

Areas added to this clause include:

- taking into account strategic direction of organization

- including trends & indicators

- issues concerning external providers & interested parties

- adequacy of resources

- effectiveness of actions to address risks & opportunities

Ref:

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New/Updated changes
Improvement

Improving Performance

- Review results from analysis & evaluation, internal audits and management reviews when taking actions to improve performance.

17. Incidents, Nonconformity & Corrective Action

- No reference to "preventive action"

18. Continual Improvement

- Suitability, adequacy & effectiveness
- Communicate with workers on improvements

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Safety at Work….. Not here

Ship builders

Maintenance Team

Car mechanics

Incidents

Evaluate incidents with the **participation of workers** & other relevant interested parties.

Determine & implement any actions needed, including corrective action, in accordance with the **"hierarchy of controls"** and the **"management of change"**.

Assess OH&S risks related to new or changed hazards, **prior to taking action.**

Communicate the documented information on the incident to relevant **workers & worker representatives** (applicable

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ISO 45001 Standard
Framework for Managing

Performance depends on what?

Key factors assist in effectiveness & ability to achieve objectives:

- Integration with other MS – i.e. Quality, Environment
- Top management leadership, commitment
- Consultation & participation of workers
- Effective processes for identification of hazards, risk & taking advantage of opportunities
- Understanding Requirements – Context of organization, needs of workers, legal & other requirements
- Clear Policy, strategic objectives for OH&S
- Processes for communication, consultation
- Allocation of resources for its sustainability
- Continual evaluation, monitoring to improve performance

Correspondence
ISO 45001 & OHSAS 18001

SAFER, SMARTER, GREENER

Copies of correspondence available from jpilot@pilotims.com

OHSAS 18001:2007 to ISO 45001:2018 Correspondence
Yellow indicates differences

	OHSAS 18001:2007			ISO 45001:2018
0	Introduction	0		Introduction
1	Scope	1		Scope
2	Normative References	2		Normative References
3	Terms & definitions	3		Terms & definitions
4	EMS Requirements	4		Context of Organization
		4.1		Understanding Organization & its Context
		4.2		Understanding Needs & ...
4.1	General Requirements	4.3		
		4.4		
		5		L...
		5.1		L...
4.2	OH&S Policy	5.2		
	4.4.1 Resources, roles, responsibility & authority	5.3		
	4.4.3.1 Communication 4.4.3.2 Participation & Consultation	5.4		
4.3	Planning	6		
		6.1		
		6.1.1		
4.3.1	Hazard Identification, Risk Assessment & Determining Controls	6.1.2		
4.3.2	Legal & Other Requirements	6.1.3		
		6.1.4		
4.3.3	Objectives & Programme(s)	6.2 6.2.1 6.2.2		

OHSAS 18001:2007 to ISO 45001:2018 Correspondence
Yellow indicates differences

	OHSAS 18001:2007		ISO 45001:2018
4.5	Checking	9	Performance Evaluation
4.5.1	Performance Measurement & Monitoring	9.1	Monitoring, Measurement, Analysis & Performance Evaluation
		9.1.1	General
4.5.2	Evaluation of Compliance	9.1.2	Evaluation of Compliance
4.5.3	Incident Investigation, Nonconformity, Corrective Action & Preventive Action 4.5.3.1 Incident Investigation 4.5.3.2 Nonconformity, corrective action & preventive action		10.1 Incident, Nonconformity & Corrective Actions (see 10)
4.5.4	Control of Records		7.5.2 Creating & Updating 7.5.3 Control of Documented Information
4.5.5	Internal Audit	9.2 9.2.1 9.2.2	Internal Audit General Internal Audit Program
4.6	Management review	9.3	Management Review
		10	Improvement
		10.1	General
		10.2	Incident, non-conformity & corrective actions
		10.3	Continual Improvement

OHSAS 18001:2007 to ISO 45001:2018 Correspondence
Yellow indicates differences

	OHSAS 18001:2007			ISO 45001:2018
4		Implementation & Operation	7	Support
4.1		Resources, Roles, Responsibility Accountability & Authority	7.1	Resources (5.3 Organizational Roles, Responsibilities & Authorities)
4.2		Competence, Training & Awareness	7.2 7.3	Competence Awareness
4.3		Communication, Participation & Consultation 4.4.3.1 Communication 4.4.3.2 Participation & Consultation	7.4 7.4.1 7.4.2 7.4.3	Communication General Internal communication External communication
4.4		Documentation	7.5 7.5.1	Documented Information General
4.5 5.4		Control of Documentation Control of Records	7.5.2 7.5.3	Creating & Updating Control of Documented Information
4		Implementation & Operation	8	Operation
4.6		Operational Control	8.1 8.1.1 8.1.2	Operational Planning & Control General Eliminating hazards & reducing OH&S risks
			8.1.3	Management of Change
			8.1.4	Procurement
4.7		Emergency Preparedness & Response	8.6	Emergency Preparedness & Response

Pilot's Three I's
"Identify, Insure, Improve" ™

Implementing OH&S MS

3 I's can apply to MS & each element to improve OH&S performance to achieve intended outcomes.

SAFER, SMARTER, GREENER

Pilot's Process Model

ISO 45001:2018

Management System Structure-Occupational Health & Safety

1. Scope

2. References

3. Terms & Definitions

Identify

Insure

Improve

4. Context of Organisation

5. Leadership & Worker Participation

6. Planning

7. Support

8. Operation

9. Performance Evaluation

10. Improvement

4.1 Understanding Organisation & Its Context

4.2 Understanding Needs & Expectations of Workers & Interested Parties

4.3 Scope

4.4 OH&S MS

5.1 Leadership & Commitment

5.2 OH&S Policy

5.3 Organizational Roles, Responsibilities & Authorities

5.4 Consultation & Participation of workers

6.1 Actions to Address Risks & Opportunities

6.1.1 General

6.1.2 Hazard Identification & Assessment of Risks & Opportunities

6.1.3 Legal & Other Requirements

6.1.4 Planning action

6.2 OH&S Objectives & Planning to achieve them

6.2.1 Objectives

6.2.2 Planning

7.1 Resources

7.2 Competence

7.3 Awareness

7.4 Communication
7.4.1 General
7.4.2 Internal
7.4.3 External

7.5 Documented Information
7.5.1 General
7.5.2 Creating & Updating
7.5.3 Control of

8.1 Operational Planning & Control

8.1.1 General

8.1.2 Eliminating hazards & reducing OH&S Risks

8.1.3 Management of Change

8.1.4 Procurement

8.2 Emergency Preparedness & Response

9.1 Monitoring, Measurement, Analysis & Performance Evaluation

9.1.1 General

9.1.2 Evaluation of Compliance

9.2 Internal Audit
9.2.1 General

9.2.2 Internal Audit Program

9.3 Management Review

10.1 General

10.2 Incident, nonconformity & corrective action

10.3 Continual Improvement

Step 1:
IDENTIFY

Identify

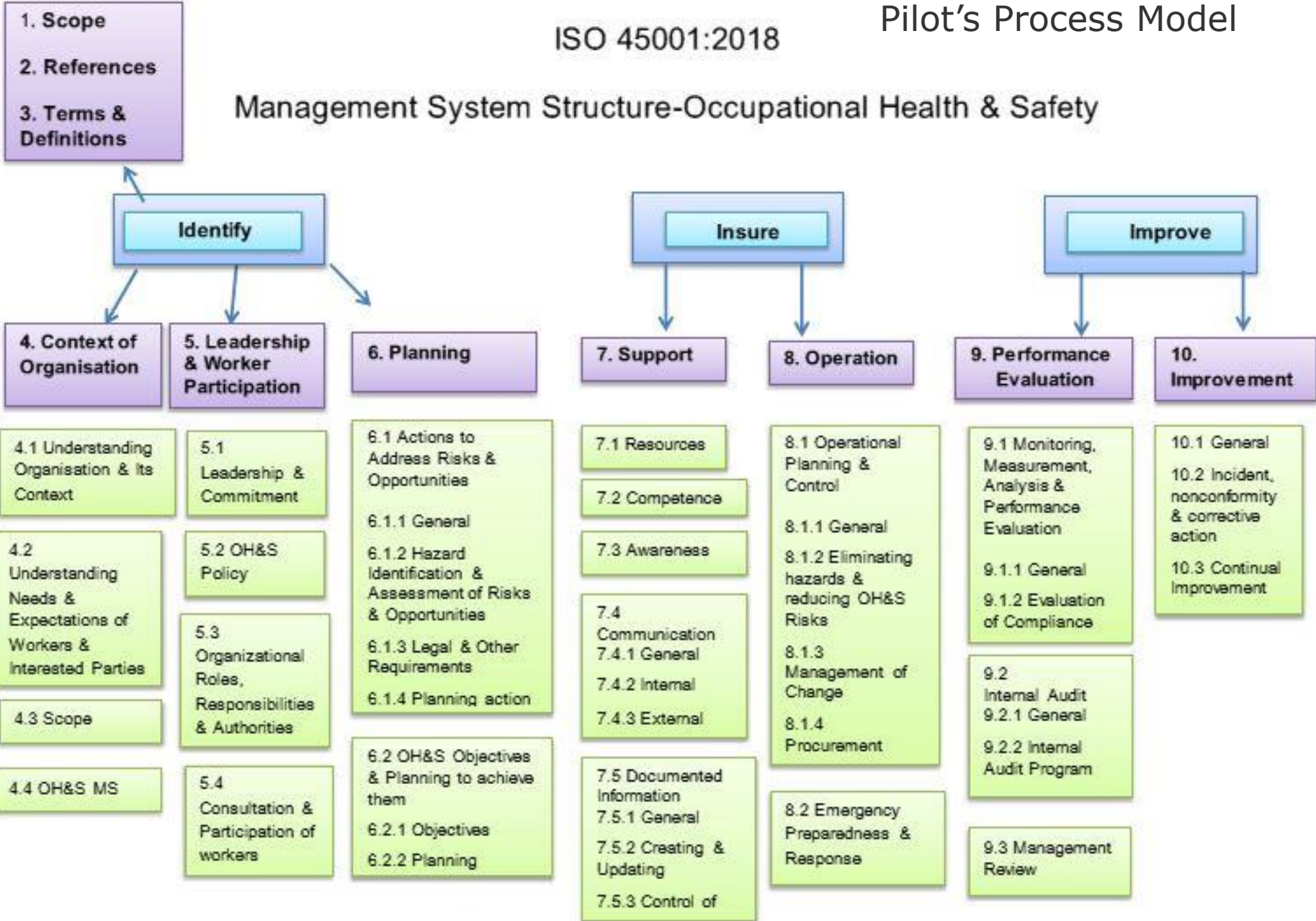1. Scope

2. References

3. Terms & Definitions

4. Context of Organisation

5. Leadership & Worker Participation

6. Planning

4.1 Understanding Organisation & Its Context

4.2 Understanding Needs & Expectations of Workers & Interested Parties

4.3 Scope

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6.1.3 Legal & Other Requirements

6.1.4 Planning action

6.2 OH&S Objectives & Planning to achieve them

6.2.1 Objectives

6.2.2 Planning

Step 2: INSURE

Insure

7. Support

- 7.1 Resources
- 7.2 Competence
- 7.3 Awareness
- 7.4 Communication
  - 7.4.1 General
  - 7.4.2 Internal
  - 7.4.3 External
- 7.5 Documented Information
  - 7.5.1 General
  - 7.5.2 Creating & Updating
  - 7.5.3 Control of

8. Operation

- 8.1 Operational Planning & Control
  - 8.1.1 General
  - 8.1.2 Eliminating hazards & reducing OH&S Risks
  - 8.1.3 Management of Change
  - 8.1.4 Procurement
- 8.2 Emergency Preparedness & Response

Step 3: IMPROVE

Improve

9. Performance Evaluation

10. Improvement

9.1 Monitoring, Measurement, Analysis & Performance Evaluation

9.1.1 General

9.1.2 Evaluation of Compliance

9.2 Internal Audit
9.2.1 General

9.2.2 Internal Audit Program

9.3 Management Review

10.1 General

10.2 Incident, nonconformity & corrective action

10.3 Continual Improvement

Polling Question:
What type of guidance do you feel you needed?
- Integration help
- Implementation help
- Training
- Certification

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Resources:

ISO 45001

GUIDANCE

The new ISO standards

Partner with us to ensure a smooth transition to the new ISO 9001, 14001 and the upcoming 45001

Pilot Performance
Resources Management Inc.

PILOT PERFORMANCE
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References | Documents & Pictures

Excerpts & references:

1. ISO International Standard, ISO 45001:2018, ISO copyright, Geneva

2. Pilot Performance Resources Management Inc., ISO 45001:2018 Training. Pilot's "Three I's – Identify, Insure, Improve" TM.

3. "Driving Sustainability to Business Success", Jayne Pilot, publisher, Wiley.

4. Pictures: "no copyright infringement is intended"

Leadership http://www.dumblittleman.com/wp-content/uploads/2010/04/Leader2.jpg
Integration http://www.solutionanalytics.com/wp-content/uploads/2012/01/integration.jpg
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