❯ ISO 45001 Whitepaper

An update on the latest developments of the new International Standard for Occupational Health and Safety Management Systems

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Background

Before the development of the BS OHSAS 18000 Series in 1999, there had been a lot of confusion and fragmentation in the market. This was due to organizations choosing from a variety of national health and safety standards and proprietary certification schemes. These individual schemes often carried no credibility and created trade barriers on national and international levels.

After its publication, BS OHSAS 18001 quickly gained popularity, with a recent OHSAS Standards and Certificates Survey showing that over 127 countries are currently using the standard. This, coupled by the shocking statistics for health and safety incidents, accidents and their related costs recorded every day, highlight a global need to synchronize health and safety management systems using an internationally recognized standard.

ISO 45001: An answer to synchronized health and safety management systems worldwide

With Annex SL – now featuring in all new and revised ISO Standards (including ISO 9001 and ISO 14001) – as the core, the new international standard also draws from BS OHSAS 18001, the US Z10 and other widely used specifications.

The project committee, ISO PC 283, is currently working with 50 countries and international organizations, including the International Labour Organization to develop a standard to improve occupational health and safety for everyone on local, national, regional and international levels, in both developed and developing countries.

❯ What has happened to date?

ISO PC 283 first met in October 2013 to create a working draft of ISO 45001, marking the start of the new international standard's three-year development plan. Unlike the BS OHSAS 18000 series which contains two documents (18001 for requirements and 18002 for extensive guidance), ISO 45001 will be a single document with specifications and a short interpretation guidance annex. The various national bodies might develop initial implementation guidance, although this decision has not formally been made.

Feedback on the first Committee Draft

ISO PC 283 already produced the first Committee Draft with the text following the same high level framework (Annex SL) as ISO 9001 and ISO 14001:

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

This Committee Draft was made publicly available for interested parties to review and comment on the document. As part of the development process, the project committee has to address these comments before moving on to the next phase. This section takes an in-depth look at the comments on the text produced to date.

Clauses 1 and 2
Scope and Normative References

The UK submitted 45 comments – 1 for the General Section, 35 for the Introduction and 9 for Scope. The text in these sections was still immature at the submission phase, so most of the comments focused on the need to align the intro with the wording used in the main text and definitions, such as 'worker'. The comments reflect a need to look at how to achieve consistency and balance in the way health and safety aspects are used throughout.

Clause 3
Terms and definitions

After processing 90 comments in this section, the UK submitted 8. Here, comments related mostly to pivotal definitions such as 'worker' and 'workplace'. Questions were also raised about changing the term 'contractor' to 'external provider'

and whether this would be accepted on a global level.

Clause 4 to 6
Context of the organization, Leadership and Planning

The UK received 10 comments for Clause 4, 25 for Clause 5 and 49 for Clause 6. 35 of these were accepted in the end. The comments in Clause 4 were mostly concerned with inconsistencies between ISO 45001 and ISO 9001 and ISO 14001. In Clause 5, comments related to the role of top management, as well as occupational health and safety performance and outcomes. Clause 6's comments raised concerns about the inconsistent use of certain terms, such as 'hazard' and 'incident'.

Clause 7 to 10
Support, Operation, Performance Evaluation and Improvement

The 39 comments in Clause 7 highlighted issues around resources, competence and awareness. This included documented information, communication, participation, consultation and representation. Clause 8 had 46 comments in total that centred around the hierarchy of control, management of change, outsourcing,

❯ What has happened to date?

procurement, contractors, emergency preparedness and response. This included changing 'contractors' to 'external providers', and using 'worker' instead of 'employee'.

Clause 9 had 22 comments referring to monitoring, measurement, analysis and the evaluation of compliance. These also challenged aspects of the internal audit and management review. The 7

comments in Clause 10 were mostly concerned with incident investigation, non-conformity, corrective action and continual improvement.

Annex A

This part of the standard aims to give guidance on the interpretation of ISO 45001 – not the implementation. The task groups within the PC concentrated on

drafting the requirements first, with this annex written last. The text was therefore relatively immature when the Committee Draft was made available.
Most of the comments noted inconsistencies and the lack of alignment between the Annex and main body of the standard.

❯ What happens next?

The above comments were submitted by all participating member bodies and liaison organizations. These member bodies, and not the liaising parties, also submitted a vote to approve or disapprove the Committee Draft for the progression to Draft International Standard. The draft received 29 positive and 17 negative votes and according to ISO's rules, a two thirds majority must approve before moving to the next level of the development phase. Since this two thirds majority was not achieved, the ISO project committee will meet to work through the comments and develop a new draft which takes these into account.

With a total of 2,500 comments to process, the committee aims to meet early 2015.

An organic process

The membership of ISO PC 283 constantly evolves and new members join throughout the process. All participating members of ISO are welcome to join at any stage, as are suitable international liaison organizations. To ensure the new standard is beneficial for organizations of all sizes – especially SMEs – the UK committee urges the public to get involved and voice their opinions.

ISO holds meetings in various geographical locations across the world, depending on who offers to host them. This creates the opportunity for countries with less resources to attend and participate, and ensures that the same countries do not always have to travel long distances.

❯ A final word from the committee

Health and safety management systems are not effective if senior management's commitment is not there. How will ISO 45001 rise to this challenge?

BS OHSAS 18001 is often expected to work separately from other management systems in an organization and this silo approach inevitably causes problems. Health and safety must be an integral part of business management and by using the same structure and core requirements as other management system standards, such as Quality and Environment, ISO 45001 will bring occupational health and safety directly into top management responsibility.

What about BS OHSAS 18001?

A number of countries have adopted BS OHSAS 18000 as a national standard, however, there is still no formal agreement between accreditation bodies and

OHSAS. ISO 45001 aims to bridge this gap and set an international benchmark for everyone to follow.

The OHSAS Project Group is actively participating in the development process of ISO 45001. If they approve the final standard, they will withdraw OHSAS 18001. If they do not, this may not happen.

ISO 45001 mainly differs from BS OHSAS 18000 in the following ways:

- Annex SL and the language used
- More stress on leadership and management roles
- New risk-based approach

How can organizations get ISO 45001 certification?

ISO 45001's framework (Annex SL) is designed to bring alignment to all ISO management system standards – making implementation and auditing simpler for organizations. Once the standard is published and the transition period starts, training courses will be available to bring auditors and organizations up to speed with the requirements.

Changing from BS OHSAS 18000 to ISO 45001 will also aid transition to the revised ISO 9001 and ISO 14001 standards.

A final word from the committee

Why is the standard called 'occupational health and safety' and not 'organizational health and safety'?

The task groups for ISO 45001 are continually exploring questions of context, such as who is covered; what are the boundaries; and when is someone covered. Experts have shared different views about where the standard may stray from 'occupational' to 'organizational'. In the UK, an occupational health and safety standard is expected to cover members of the public affected by the organization's activities (which demonstrates a wider scope than the literal interpretation of 'occupational'), whilst in the US only employees would be covered.

These cultural and regulatory differences across countries are taken into account, so that the standard allows organizations to determine the breadth of application pertaining to them, without deliberately excluding certain areas of operation because these are more challenging or hazardous.

Next steps

June 2015	July 2016	October 2016
Produce and submit Committee Draft 2 for comments. Development of the Draft International Standard (DIS).	The Final Draft International Standard (FDIS) is expected to be published.	**ISO 45001** is expected to be published.

Although the project committee is using BS OHSAS 18001 as the proof of concept for ISO 45001, they are still subjected to the consensus approach used to develop all new ISO standards.

The project committee produced ISO 45001's first working draft in October 2013. They also created an outline project plan for the rest of their meetings and the remaining drafts – all in line with standard ISO procedures. Over the next two years, they will meet a number of times to develop the standard further and make sure all the countries involved with this work agree.

The draft standard will be made available at the DIS and FDIS stage when interested parties can review and register their comments via their respective National Standards Body, which in the UK is BSI.

Visit our website to find out the latest status

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