

New International Occupational Health & Safety Management System

Development, alignment with High Level Structure and OHSAS 18001 Comparisons

ISO 45001:2018

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Background and development process

Drawing on the best of existing standards and schemes, the OHSAS Project Group (with BSI as the secretariat) published the OHSAS 18000 Series in 1999. In July 2007, the OHSAS 18001 specification was updated and more closely aligned with the framework of other management system standards such as ISO 14001.

The UK then decided to adopt OHSAS 18001 as a British Standard and created BS OHSAS 18001.

The scope and launch of the development of ISO 45001 was then agreed by a ballot of National Standards Bodies (NSB), in 2013.

In October 2013 a project committee, ISO PC 283, met in London and created the first working draft of ISO 45001 using OHSAS 18001 - the internationally recognized and adopted British Standard for Occupational Health and Safety - as the blueprint. The development was carried out by experts nominated by their National Standards Bodies and liaison organizations.

The on-going development was carried out by experts nominated by their National Standards Bodies and liaison organizations. The experts worked by consensus to agree the text of ISO 45001.

The working group (WG1) was being led by Kristian Glaesel (Convenor) and the secretariat is held by Sweden (SIS).

What was considered in its development?

International experts considered:

- A. Basic principles of OHSAS 18001:2007 - maintenance and improvement of these
- B. The need to 'provide safe and healthy workplaces'
- C. Reflect increasingly complex organizational environments
- D. Integration with other ISO MSS
- E. ISO mandated requirements related to work on the HLS for MS

Key areas of focus

- All High Level Structure (HLS) requirements, hence context, leadership, risk and opportunities.
- The commitment to provision and maintenance of a safe and healthy workplace.
- The definitions of workplace and workers.
- The overall involvement of workers (participation and consultation).
- The relationship between and impact of the chosen boundaries of an organisation's OH&S MS on the scope of the OH&S MS.
- Health related risks, including mental health.
- Risks and opportunities of the OH&S MS.
- Procurement – particularly outsourced processes and functions and contractors.
- Actions to manage the risks and opportunities and related controls



Comparisons with BSI OHSAS 18001

The most significant and obvious differences include the HLS related requirements, particularly the focus given to top management's leadership and associated commitments. This has synergies with other HLS ISO standards such as ISO 14001:2015 but ISO 45001 arguably takes these commitments even further, the heading alone for example is Leadership and worker participation, with additional references to the commitment to promotion of a positive culture in the organisation such that it supports the commitments to the provision of a safe and healthy workplace.

Worker participation and consultation requirements are given considerably more attention in ISO 45001 (it is also now referred to as a 'process'), emphasising the participation and consultation with non-managerial workers.

There are 'subtle' changes or additions that need to be understood, these include wherever the word 'process' is used. For example, consultation and communication related requirements both refer to these being a process, hence a systematic, 'designed/planned' and repeatable approach is required.

Management of change is more explicit with defined specific requirements.

Procurement and associated requirements for outsourcing and management of contractors are also more explicit. Any process, or function, that relates to the scope of the OH&S MS that is outsourced to an external organisation, or part of the business that is not within the boundaries of the organisation's OH&S MS, must be controlled (the type and degree of control needs to be defined within the organisation's OH&S MS).



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HLS relevance

There are far more synergies between this OH&S Management System and other HLS standards than existed with BSOHSAS18001; hence opportunities and advantages are there to be identified and taken. Examples range from overall management of risk to the documented system.

With regard to the Context of the Organisation, an overall business requirements holistic approach could be taken, with the specific or shared risk and opportunities being identified for all aspects of the business, including any that might impact on OH&S performance i.e. the very same 'issue' or interested parties requirement may have impacts on environmental performance, security and OH&S performance, but to different degrees.

Similarly, when considering the risks and opportunities to the OH&S Management System itself, there may be similar or equivalent risks and opportunities to other management systems e.g. any risk identified to be associated with the internal auditing of OH&S, may also indicate that there are similar risks to environmental audits etc.

Summary

Overall this is a much improved standard, taking into consideration global differences e.g. cultures, legislation, types of risks, contexts of organisations, interested parties needs and expectations.

Giving increased focus to the provision of a safe and healthy workplace, the involvement of all workers, shared workplaces and interactions with other organisations e.g. outsourcing and shared ownership of activities.

Why BSI?

BSI has been at the forefront of the development of ISO 45001, from the start; BSI proposed its development and has run the international secretariat supporting the project committee which has developed the standard. Its origins are based on OHSAS 18001, the world renowned health & safety management system which was developed by BSI in 1999. That's why we're best placed to help you understand the new standard.

At BSI we create excellence by driving the success of our clients through standards. We enable others to perform better, manage risk and achieve sustainable growth. For over a century our experts have been challenging mediocrity and complacency to help embed excellence into the way people and products work. We make excellence a habit.

About BSI

BSI is the business improvement company that enables organizations to turn standards of best practice into habits of excellence. For over a century BSI has championed what good looks like and driven best practice in organizations around the world. Working with over 86,000 clients across 193 countries, it is a truly international business with skills and experience across a number of sectors including automotive, aerospace, built environment, food, and healthcare. Through its expertise in Standards Development and Knowledge Solutions, Assurance and Professional Services, BSI improves business performance to help clients grow sustainably, manage risk and ultimately be more resilient.

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