



Occupational Health and Safety Management System ISO 45001

Self-assessment checklist

Where is your organization on the path to health and safety maturity?

With ongoing recruitment and retention challenges globally, the importance of health, safety and well-being as part of your organization's employee value proposition has never been more important.

Proactively demonstrating a culture of care where physical and mental health are protected and harm prevented is now an essential element of an organization's strategic purpose to drive growth, support regulatory compliance and meet stakeholder expectations.



Introducing ISO 45001 – Occupational Health and Safety Management System

The international standard for occupational health and safety (OH&S), ISO 45001 provides a globally recognized framework for managing occupational health and safety risks, promoting employee well-being, and enhancing overall business performance.

The benefits of certification

Independent certification demonstrates your organization's commitment to risk prevention, innovation and continual improvement. By gaining third-party assurance that your OH&S management system meets the requirements of ISO 45001, you can protect and inspire confidence and trust in your organization from employees and external parties.

Independent research by the Harvard Business School¹ found that certification reduces the total number of illness and injury by 20%, and the number of illness and injury cases associated with job transfers or restrictions by 24%.

Clauses included in this self-assessment

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

¹Do Management System Standards Indicate Superior Performance? Evidence from the OHSAS 18001 Occupational Health and Safety Standard. Harvard Business School Technology & Operations Mgt., hbs.edu, October 2023

How the self-assessment works

By filling in the checklist on the next few pages you can gauge what stage of maturity your OH&S management system is currently at, and what actions you can take next. No matter where you are in your health, safety and well-being journey, our range of solutions can help you move forward.

Please fill in the checklists below, each 'yes' counts as one point towards your final score and subsequent maturity range.

Snapshot of our OH&S maturity scores

Early stage

0-22 Points:

Begin with our health, safety and well-being courses to solidify your foundational knowledge and practical skills in managing occupational health and safety.

Learn more >

Moderate stage

23-32 Points:

Consider a BSI Gap Assessment to align your current practices with future goals, enhancing performance through standards. To achieve maturity, our courses and qualifications should be a key consideration.

Learn more >

Mature stage

33-45 Points:

Pursue ISO 45001 certification to distinguish your OH&S management system, confirming and demonstrating your industry leading health and safety practices. Training courses for the continued development of staff will also help you achieve full-scale maturity.

Learn more >

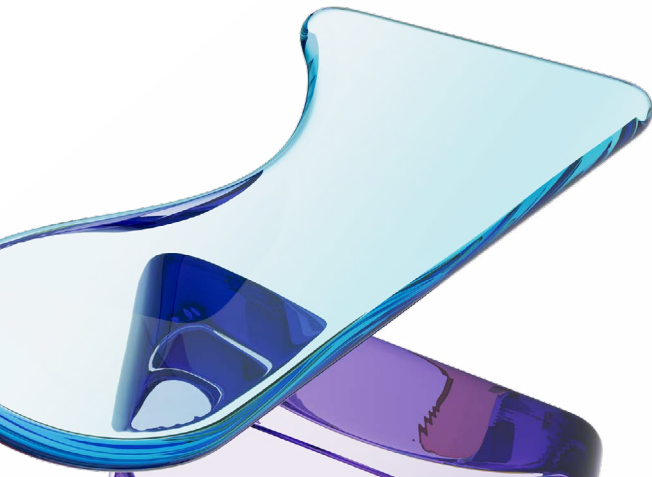


Your OH&S self-assessment checklist

Clause 4 - Context of the Organization

		Yes	No
1	My organization has identified and understands the factors (both internal and external) that can affect our ability to achieve the intended outcomes of the OH&S management system, this includes the relevance of climate change.	<input type="checkbox"/>	<input type="checkbox"/>
2	All parties relevant to the OH&S management system have been identified and needs and expectations are understood, including their requirements related to climate change.	<input type="checkbox"/>	<input type="checkbox"/>
3	The boundaries and applicability of the OH&S management system has been defined, taking into consideration external and internal issues, the needs and expectations of interested parties, and the planned or performed work related activities.	<input type="checkbox"/>	<input type="checkbox"/>
4	A structured approach has been created to manage occupational health and safety, ensuring it is established, implemented effectively, maintained over time, and continually improved based on performance evaluations and feedback.	<input type="checkbox"/>	<input type="checkbox"/>

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Your OH&S self-assessment checklist

Clause 5 - Leadership

		Yes	No
5	Top management demonstrates leadership and commitment to the OH&S management system by taking overall responsibility and accountability for its effectiveness.	<input type="checkbox"/>	<input type="checkbox"/>
6	Objectives have been established that are compatible with the organization's strategic direction and integrate management system processes and requirements into business processes.	<input type="checkbox"/>	<input type="checkbox"/>
7	The importance of effective OH&S management has been communicated by top management to workers and the promotion of continual improvement (including culture and consultation) has been established.	<input type="checkbox"/>	<input type="checkbox"/>
8	My organization has developed, leads and promotes a culture that supports the intended outcomes of the OH&S management system.	<input type="checkbox"/>	<input type="checkbox"/>
9	Workers are protected through policies and practices against reprisals, such as the threat of dismissal or disciplinary action, when they report incidents, hazards, risks and opportunities.	<input type="checkbox"/>	<input type="checkbox"/>
10	Processes to support the establishment and functioning of health and safety committees have been established.	<input type="checkbox"/>	<input type="checkbox"/>

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Your OH&S self-assessment checklist

Clause 5 - Leadership Cont.

		Yes	No
11	An OH&S policy that includes commitments to provide safe and healthy working conditions, eliminate hazards, reduce OH&S risks has been established, communicated and is understood by all workers.	<input type="checkbox"/>	<input type="checkbox"/>
12	Roles, responsibilities, and authorities for the OH&S management system are clearly defined, documented, and communicated.	<input type="checkbox"/>	<input type="checkbox"/>
13	Processes have been established for consultation and participation of workers at all applicable levels and functions.	<input type="checkbox"/>	<input type="checkbox"/>
14	Time, training and resources for participation surrounding the OH&S management system have been provided.	<input type="checkbox"/>	<input type="checkbox"/>
15	Obstacles or barriers to participation have been removed (or where not possible, minimized).	<input type="checkbox"/>	<input type="checkbox"/>



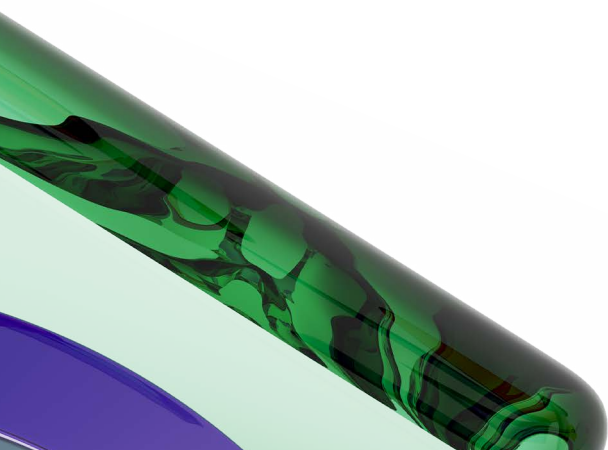
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Your OH&S self-assessment checklist

Clause 6 - Planning

		Yes	No
16	All factors identified in Clause 4 as relevant to the OH&S management system have been considered and documented.	<input type="checkbox"/>	<input type="checkbox"/>
17	A process for implementing hazards has been established, implemented and delivers ongoing and proactive hazard identification.	<input type="checkbox"/>	<input type="checkbox"/>
18	Plans to address identified risks and opportunities have been developed and implemented with methodologies and criteria for assessment defined.	<input type="checkbox"/>	<input type="checkbox"/>
19	Planned actions are integrated into the OH&S management system processes or other business processes.	<input type="checkbox"/>	<input type="checkbox"/>
20	Processes to determine and communicate legal and other requirements are established, implemented, and maintained.	<input type="checkbox"/>	<input type="checkbox"/>

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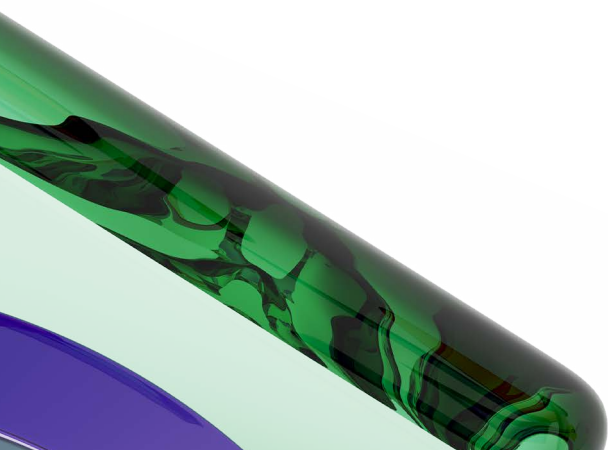


Your OH&S self-assessment checklist

Clause 6 - Planning Cont.

		Yes	No
21	Actions taken to address risks and opportunities are documented and regularly evaluated for effectiveness.	<input type="checkbox"/>	<input type="checkbox"/>
22	Objectives at relevant functions and levels to maintain and improve the OH&S management system and its performance have been established.	<input type="checkbox"/>	<input type="checkbox"/>
23	Objectives are consistent with the OH&S policy and are measurable, monitored, communicated, and updated as appropriate.	<input type="checkbox"/>	<input type="checkbox"/>
24	All factors applicable to legal and other requirements, the results of risk and opportunity assessments, and the results of consultations with workers have been considered when setting objectives.	<input type="checkbox"/>	<input type="checkbox"/>
25	Plans have been developed to achieve the OH&S objectives, including determining the necessary resources, responsibilities, and timelines.	<input type="checkbox"/>	<input type="checkbox"/>

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Your OH&S self-assessment checklist

Clause 7 - Support

		Yes	No
26	All resources necessary for the establishment, implementation, maintenance, and continual improvement of the OH&S management system have been identified and allocated.	<input type="checkbox"/>	<input type="checkbox"/>
27	All workers have been ensured to be competent and aware of OH&S policies.	<input type="checkbox"/>	<input type="checkbox"/>
28	Workers are fully aware of the OH&S policy, objectives, and their roles.	<input type="checkbox"/>	<input type="checkbox"/>
29	All workers have the ability to remove themselves from dangerous situations and are aware of the policy protecting them from undue consequences for doing so.	<input type="checkbox"/>	<input type="checkbox"/>
30	Processes for internal communication relevant to the OH&S management system along the various levels and functions of the organization have been established.	<input type="checkbox"/>	<input type="checkbox"/>
31	Effective communication processes are in place for external communication.	<input type="checkbox"/>	<input type="checkbox"/>
32	All required documented information has been created, updated, and controlled.	<input type="checkbox"/>	<input type="checkbox"/>

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Your OH&S self-assessment checklist

Clause 8 - Operation

		Yes	No
33	All operations to meet OH&S management system requirements are planned, controlled, and maintained effectively.	<input type="checkbox"/>	<input type="checkbox"/>
34	Processes for hazard elimination and risk reduction are fully established, implemented, and maintained.	<input type="checkbox"/>	<input type="checkbox"/>
35	Process(es) are established for the implementation and control of planned temporary and permanent changes that impact OH&S performance.	<input type="checkbox"/>	<input type="checkbox"/>
36	Procurement processes are fully established and effective to control the procurement of products and services to ensure their conformity with the OH&S management system.	<input type="checkbox"/>	<input type="checkbox"/>
37	Contractor management process(es) have been fully established and are effective.	<input type="checkbox"/>	<input type="checkbox"/>
38	Outsourced functions and processes are controlled and consistent with legal requirements and the intended outcomes of the OH&S management system.	<input type="checkbox"/>	<input type="checkbox"/>
39	Emergency plans are in place, tested, evaluated regularly and kept as documented information.	<input type="checkbox"/>	<input type="checkbox"/>

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Your OH&S self-assessment checklist

Clause 9 - Performance Evaluation

	Yes	No
<div>40</div> <div>My organization has determined what needs to be monitored and measured, and established processes for monitoring, measurement, analysis, and evaluation.</div>	<input type="checkbox"/>	<input type="checkbox"/>
<div>41</div> <div>Processes have been established, implemented, and maintained for evaluating compliance with legal and other requirements, including retaining documented information of the results.</div>	<input type="checkbox"/>	<input type="checkbox"/>
<div>42</div> <div>An internal audit program has been established, implemented, and maintained to ensure the OH&S management system conforms to requirements.</div>	<input type="checkbox"/>	<input type="checkbox"/>
<div>43</div> <div>Top management performs management reviews of the OH&S management system at planned intervals to ensure its continuing suitability, adequacy, and effectiveness.</div>	<input type="checkbox"/>	<input type="checkbox"/>

Clause 10 - Improvement

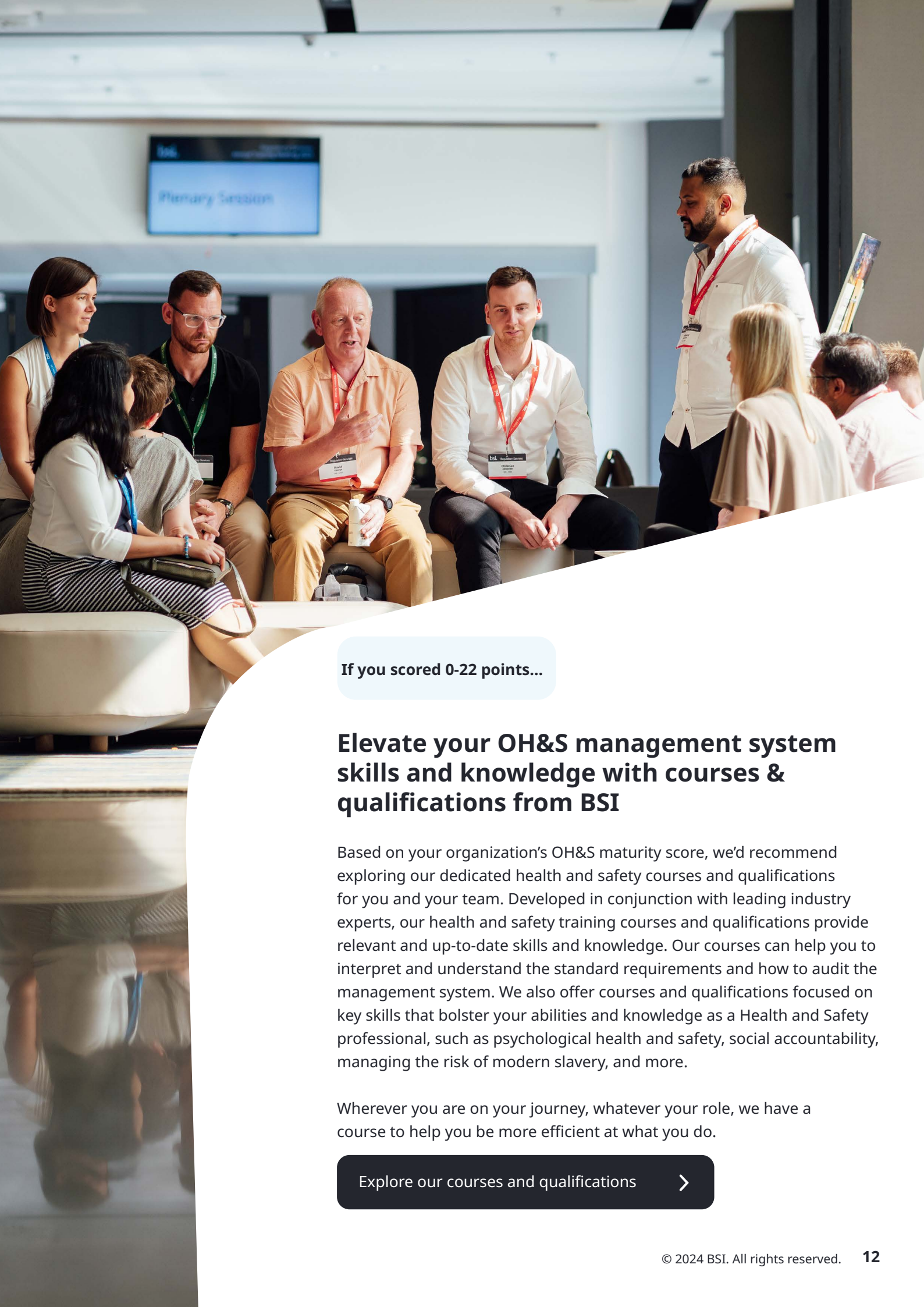
<div>44</div> <div>My organization has continual improvement processes in place to improve the suitability, adequacy, and effectiveness of the OH&S management system.</div>	<input type="checkbox"/>	<input type="checkbox"/>
<div>45</div> <div>My organization has established processes to manage incidents and nonconformities, and take corrective actions to prevent recurrence.</div>	<input type="checkbox"/>	<input type="checkbox"/>

Your score

Scored 0-22 points >

Scored 23-32 points >

Scored 33-45 points >



If you scored 0-22 points...

Elevate your OH&S management system skills and knowledge with courses & qualifications from BSI

Based on your organization's OH&S maturity score, we'd recommend exploring our dedicated health and safety courses and qualifications for you and your team. Developed in conjunction with leading industry experts, our health and safety training courses and qualifications provide relevant and up-to-date skills and knowledge. Our courses can help you to interpret and understand the standard requirements and how to audit the management system. We also offer courses and qualifications focused on key skills that bolster your abilities and knowledge as a Health and Safety professional, such as psychological health and safety, social accountability, managing the risk of modern slavery, and more.

Wherever you are on your journey, whatever your role, we have a course to help you be more efficient at what you do.

Explore our courses and qualifications





If you scored 23-32 points...

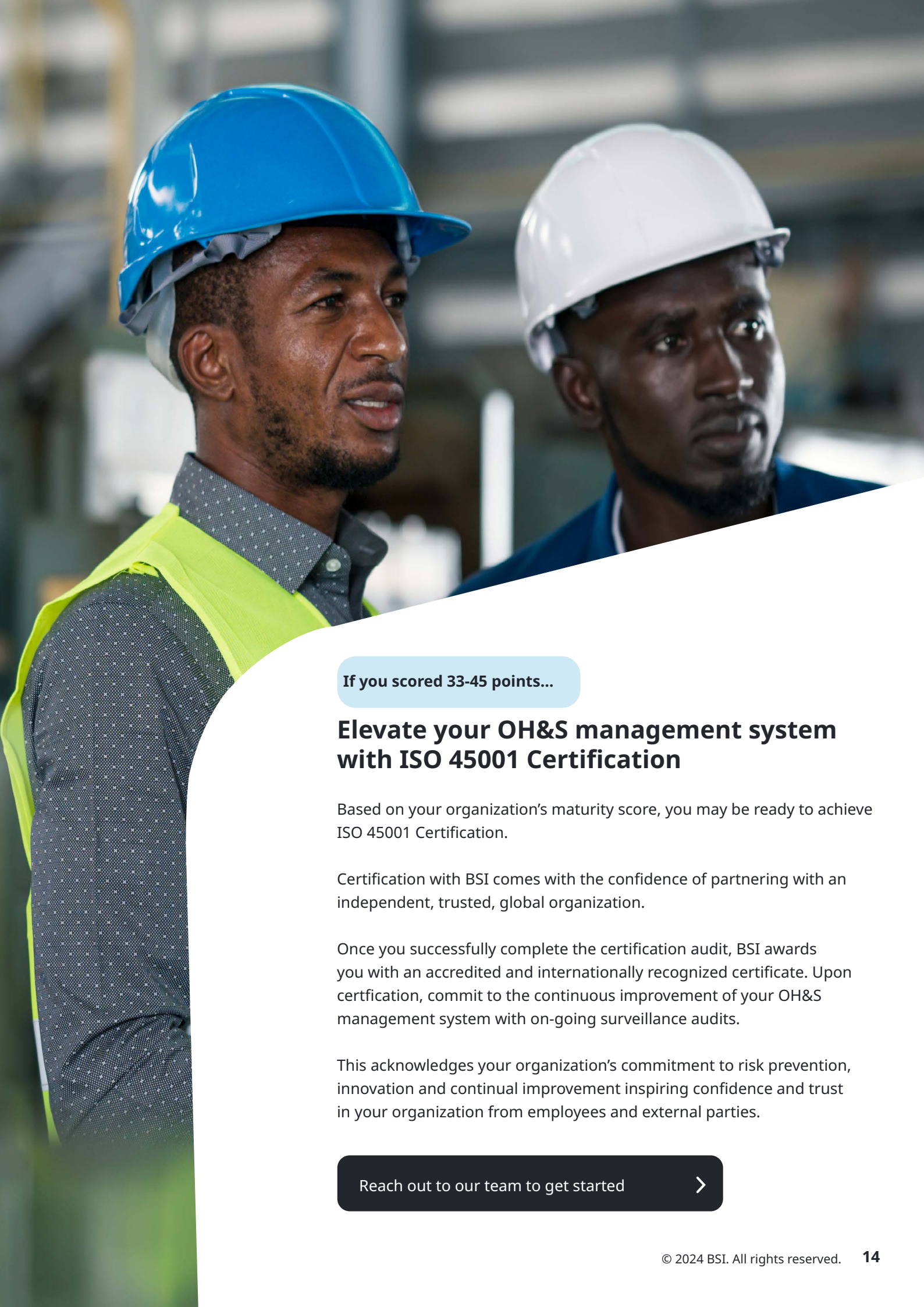
Elevate your OH&S management system with a BSI Gap Assessment

Based on your organization's maturity score, you may benefit from a BSI Gap Assessment. A Gap Assessment provides you with a method of assessing your current situation against future goals, pinpointing areas where your existing program does not meet the requirements of ISO 45001. Our auditors are uniquely positioned to help you identify opportunities for improvement, thanks to their significant experience and expertise across many organization types and industry sectors.

Following your assessment, you'll have information to act upon taking your OH&S management system maturity to the next level, progressing your program towards achieving ISO 45001 certification.

Visit our website to find out more >

Getting the right skills and knowledge embedded in your organization will enhance your OH&S management system. Explore our courses and qualifications [here](#).



If you scored 33-45 points...

Elevate your OH&S management system with ISO 45001 Certification

Based on your organization's maturity score, you may be ready to achieve ISO 45001 Certification.

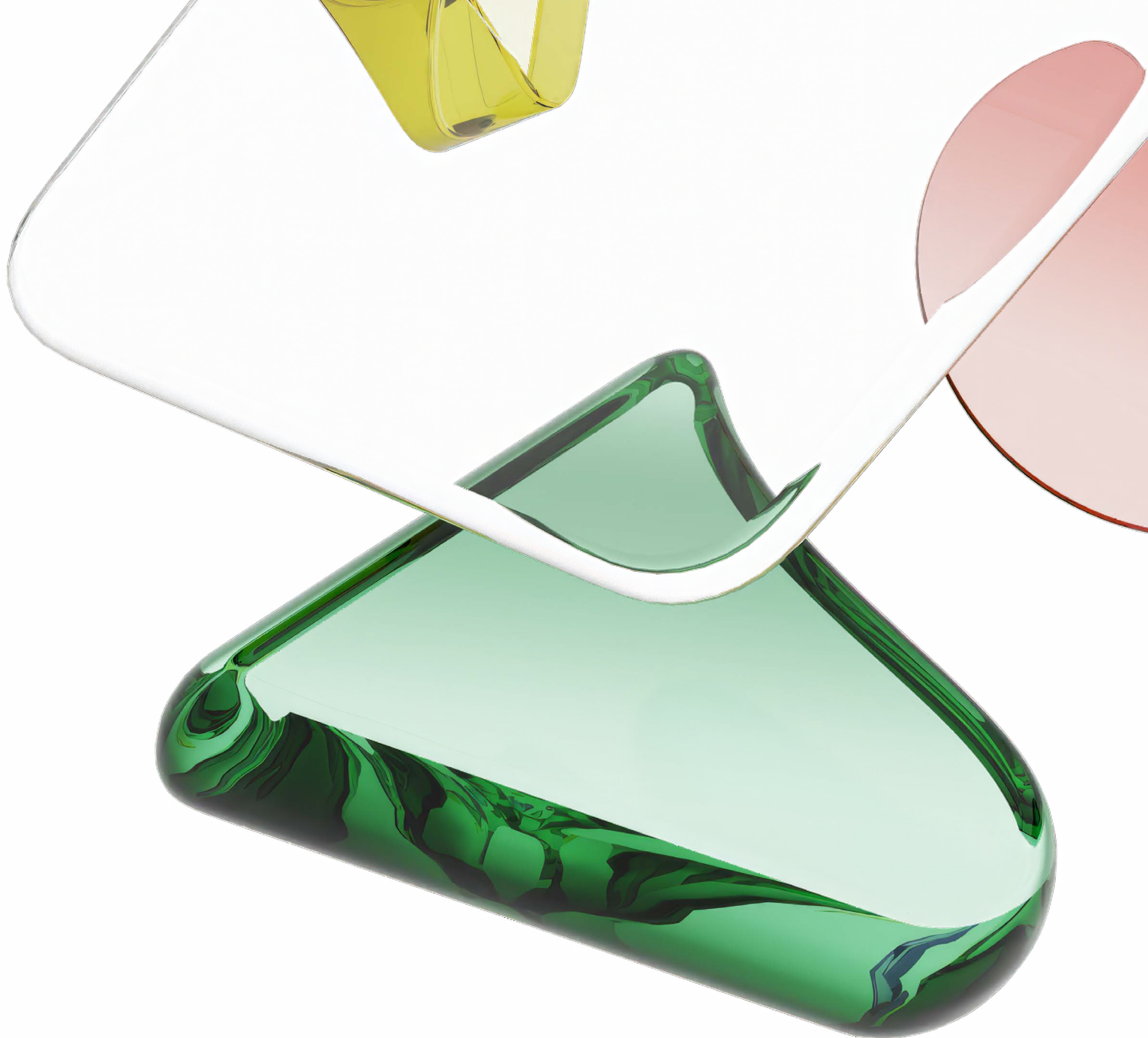
Certification with BSI comes with the confidence of partnering with an independent, trusted, global organization.

Once you successfully complete the certification audit, BSI awards you with an accredited and internationally recognized certificate. Upon certification, commit to the continuous improvement of your OH&S management system with on-going surveillance audits.

This acknowledges your organization's commitment to risk prevention, innovation and continual improvement inspiring confidence and trust in your organization from employees and external parties.

Reach out to our team to get started





Your partner
in progress