**ISO 45001:2018**

**The Origins of ISO 45001:2018**

Over recent years, with the increasing awareness and use of quality management systems complying with ISO 9001 and environmental management systems complying with ISO 14001, there has been increasing demand for a similar standard to cover health and safety management systems. OHSAS 18001:2007 was introduced to accommodate this demand. It has since been updated to be in line with the format of ISO:9001 and ISO:14001 and the new standard is called ISO 45001:2018. It has a revised focus on management and leadership commitment and has introduced health and wellbeing as a key part of the standard. The specification has been designed to be compatible with ISO 9001 and ISO 14001 management system standards.

The standard is based on the methodology known as Plan-Do-Check-Act (PDCA).

**What is required**

As with all standards, ISO 45001:2018 requires you to formally document certain areas of your business, in this case relating to your occupational health and safety policy and to keep evidence (records) that demonstrate you are operating according to the requirements of the standard. The standard itself takes a risk assessment based approach to health and safety management. To implement it you need to take the following steps:

1. **Write an occupational health and safety policy**

The policy must be authorised by the top management within the organisation, be appropriate to the organisation size and identified health and safety risks and must also:

* State health and safety objectives
* Commit to continual improvement
* Demonstrate effective and engaging leadership from the senior team
* Recognise the need to comply with legislation
* Be communicated to colleagues
* Be available to interested parties
* Be regularly reviewed

1. **Create A System For Occupational Health & Safety Risk Management**

A procedure must be established to identify health and safety risks, assess their likelihood and impact and implement controls to minimise the effects. Areas to consider include:

* Routine and non-routine activities
* Activities of employees
* Activities of anyone not employed but with access to the workplace Facilities at the workplace

The output from this procedure should be used in planning resources and identifying training needs as well as the development of operational controls. An additional element of ISO 45001:2018 compared to OHSAS 18001:2007 is the planning for the health and wellbeing of the workforce.

1. **Identify legal and other requirements**

A formal method is required to identify all legal and other health and safety requirements that may apply.

1. **Set objectives**

Once the risks and legal requirements have been identified, objectives can be set for the reduction or elimination of health and safety risks and compliance with legal or other requirements within the organisation.

1. **Implement management programs to achieve the objectives**

One or more management programmes should be implemented to achieve the objectives set. The programme(s) should clearly identify:

* Who is responsible and has the authority to achieve the objectives.
* How they are to be achieved
* When they are to be achieved by

The programme(s) must be reviewed at regular, intervals and monitored if required to allow for changes in operation within the organisation.

1. **Monitor and measure**

The performance of the occupational health and safety system must be monitored and measured on a regular basis to ensure it continues to meet the requirements of the organisation. Appropriate records should be kept to enable the organisation to both monitor and measure the system and to demonstrate compliance with the requirements of the occupational health and safety system and the OHSAS 18001 specification. Monitoring and measurement should include (but not be limited to):

* Internal audit of processes
* Analysis of accident and incident records
* Analysis of non-conformances
* Analysis of proactive actions taken to prevent incidents
* Analysis of progress against objectives
* The results of monitoring and measurement should be used to inform the implementation of improvements to the occupational health and safety management system.

**What are the benefits?**

There are many benefits to be gained from implementing an occupational health and safety management system and achieving third party certification. The most significant are:

* Demonstration of legal and regulatory compliance
* Demonstration to stakeholders of your commitment to health and safety
* Demonstration of commitment and leadership engagement with the workforce
* Demonstration of commitment to health and wellbeing
* Better management of health and safety risks, now and in the future
* Potential reduced insurance costs
* Cost savings