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Transitioning from OHSAS  
18001 to ISO 45001:  
Benefits of an Occupational  
Health & Safety Management  
System



# Brief History of OHSAS 18001 & ISO 45001

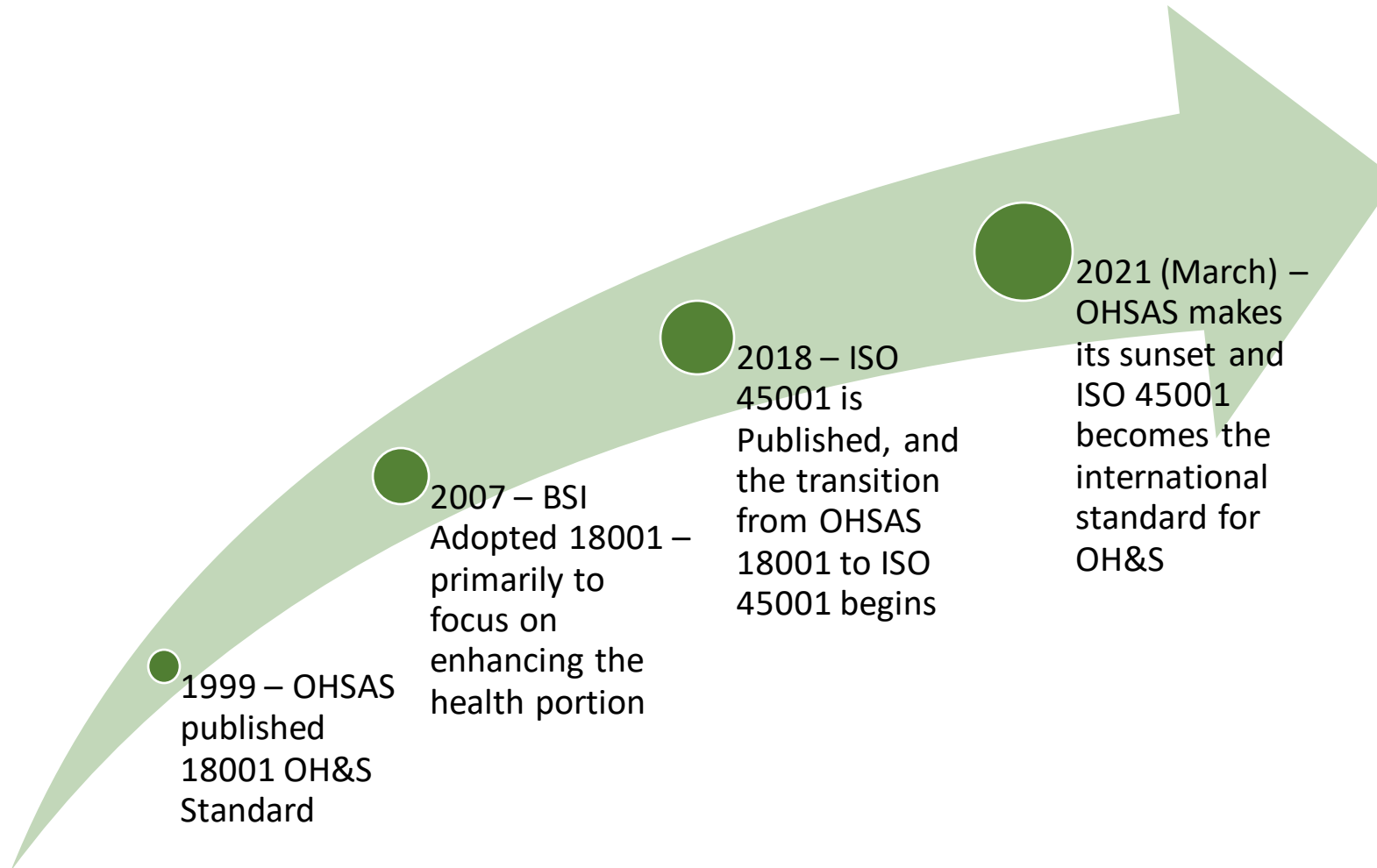
OHSAS - Occupational Health and Safety Assessment Series launched in 1999.

It was later adopted by BSI (British Standards Institution)

Compared to other standards, such as ISO 14001, there were noticeable shortcomings.



# Brief History of OHSAS 18001 & ISO 45001



# OHSAS 18001 vs ISO 45001

| OHSAS 18001                          | ISO 45001   |
|--------------------------------------|---|
| Procedure Based                      | Process Based   |
| More of a Siloed Approach            | Dynamic in All Its Clauses                                      |
| Focused Exclusively on Risk          | Considers Both Risk & Opportunities                             |
| Does not Consider Interested Parties | Includes the Views of Interested Parties                        |
| Does not flow well with other MS     | High-Level Structure (HLS) [ISO 9001, 14001, etc., Integration] |

# FOCUS

OHSAS 18001 was focused primarily on managing hazards and internal issues. That in and of itself is not a bad thing.

ISO 45001 is focused on the interaction between an organization and its business environment, with going beyond just the hazards and looking to manage risks.

Formerly the OH&S was a stand-alone system, but now it is a system that must be integrated throughout the organization to function properly.





Essential  
Elements for  
Establishing  
ISO 45001



Perform analysis of Interested Parties (those that could impact your organization).



Determine Internal and External Factors that would impact your organization.



Establish the Scope, while considering what you wish to accomplish.



Use this information to establish your Processes, your Risk Assessments, and your KPIs.





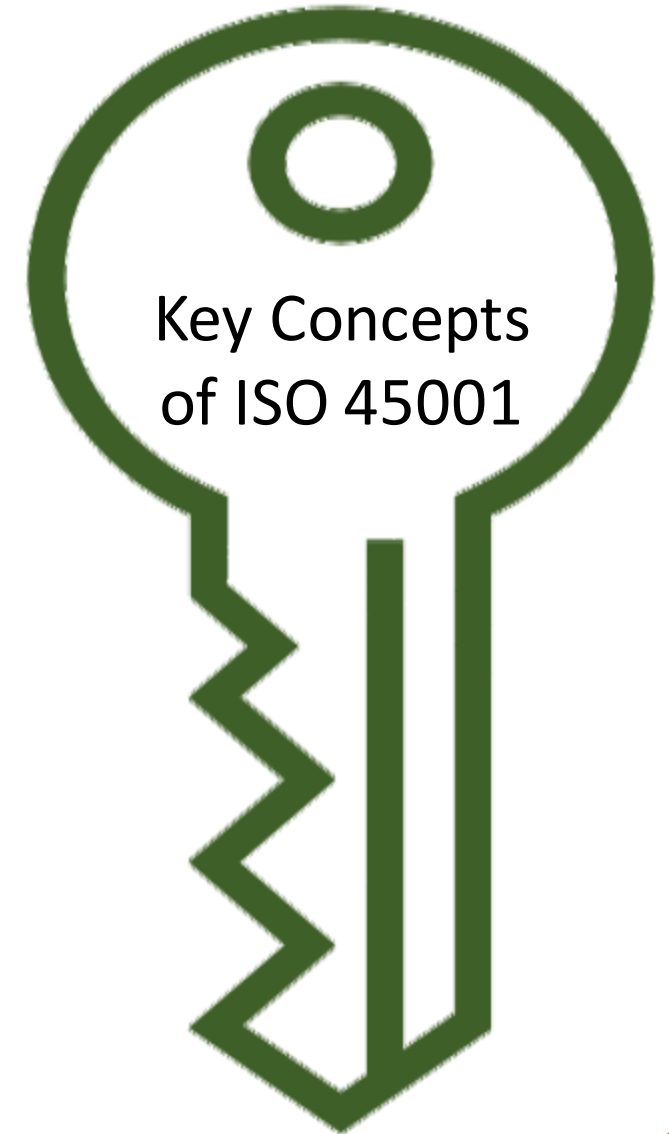
Determining & Understanding  
Context of the Organization



Confirming Leadership  
Commitment & Employee  
Engagement



Ensuring a Foundation &  
Structure for Documented  
Information



**It is easy to see, there are many layers and aspects to ISO 45001.**







**ISO**  
**45001**



### Effective OH&S MS

Risk-based approach that allows you to address and control identified risks.

Controlled documents, procedures, and forms.

Continuous improvement initiative and outlook.

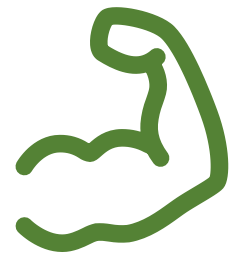


### Cultural Advances

Promotes employee engagement and ownership of the OH&S MS.

Ensures growth and effective relationships with internal and external parties.

Supports management of KPIs, with potential to reduce insurance costs.



### Strong Reputation

A place where people "want to work" and positive morale.

A company with which others want to partner and do business.

A required commitment from leadership.





Goals  
Oriented

Process  
Focused



Integration  
Friendly





Let's look at the standard and its requirements.




## 4 – Context of the Organization


- Needs and expectations of workers and interested parties.
- Scope of the OH&S MS

## 5 – Leadership and worker participation

- Leadership and commitment
- Policy
- Roles, responsibilities, and authorities
- Consultation and participation of workers

## 6 – Planning

- Risks and opportunities
  - Objectives and planning to achieve them
- 



## 7 – Support

- Resources
- Competence
- Awareness
- Communication
- Documented Information

## 8 – Operation


- Operational planning and control
  - Emergency preparedness and response
- 

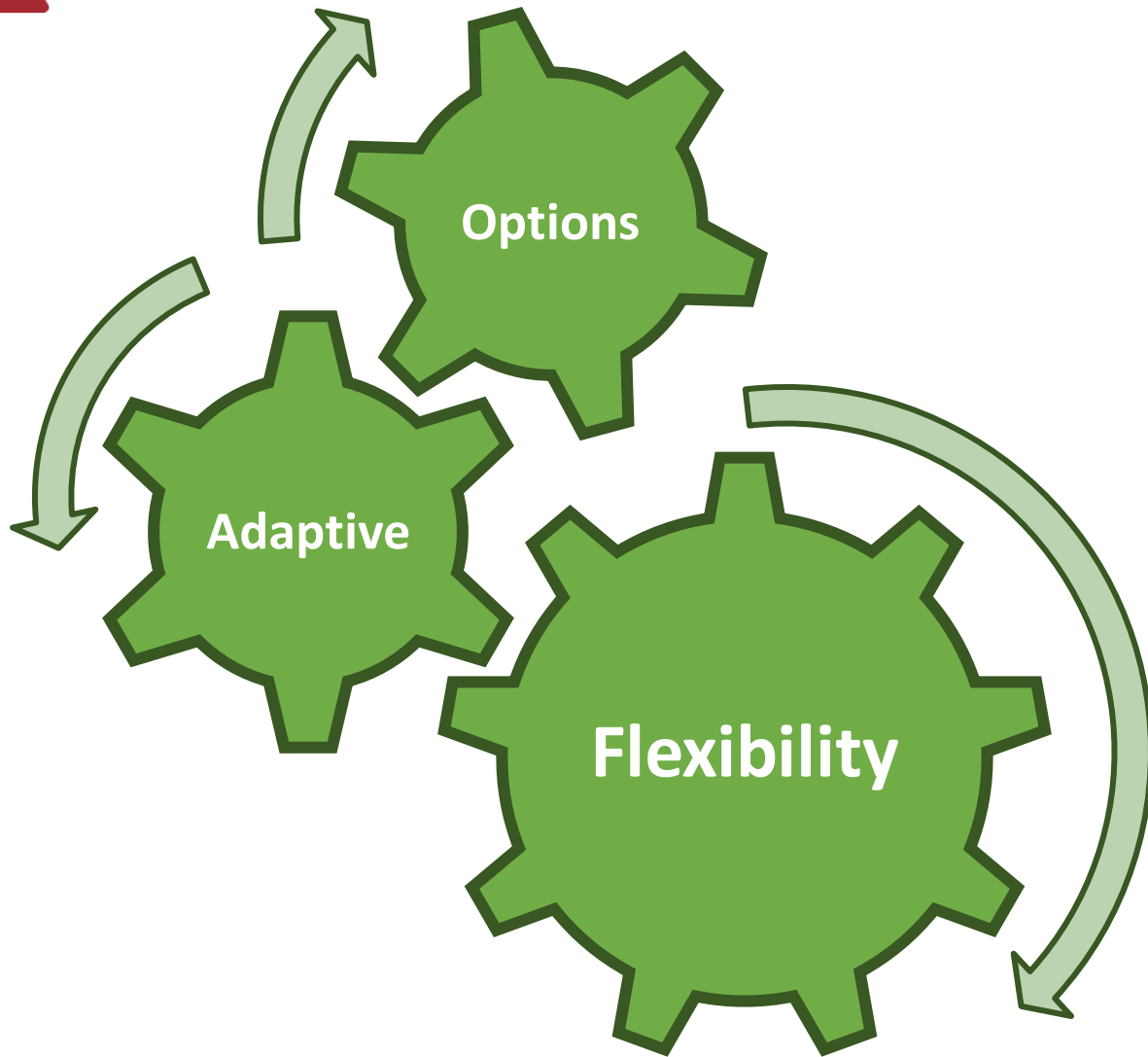


## 9 – Performance Evaluation

- Monitoring, measurements, analysis, and performance evaluation
- Internal audit
- Management review

## 10 – Improvement

- General
  - Incident, nonconformity, and corrective action
  - Continual improvement
- 



Unique to Your Needs

Participation of Workers

Risk Assessments

Objectives

Communications

Monitoring & Measurement

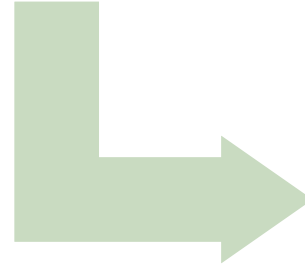
Corrective Action



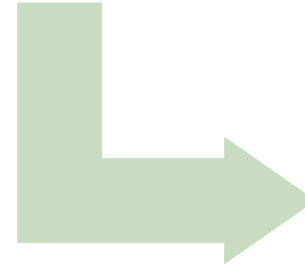


Worker Consultation  
and Participation

Safety  
Committees



Perform Risk  
Assessments



Determine  
Corrective  
Actions



# Risk Assessments

**Severity** →

|               | Negligible | Minor   | Moderate | Significant | Severe |
|---------------|------------|---------|----------|-------------|--------|
| Likelihood ↑  |            |         |          |             |        |
| Very Likely   | Low Med    | Medium  | Med Hi   | High        | High   |
| Likely        | Low        | Low Med | Medium   | Med Hi      | High   |
| Possible      | Low        | Low Med | Medium   | Med Hi      | Med Hi |
| Unlikely      | Low        | Low Med | Low Med  | Medium      | Med Hi |
| Very Unlikely | Low        | Low     | Low Med  | Medium      | Medium |

Risk Matrix Example Likelihood X Severity = Risk Level

**Risk Assessment**

| Severity    | Disaster | High     | Medium | Minimal |
|-------------|----------|----------|--------|---------|
| Probability |          |          |        |         |
| Regularly   | Critical | Critical | High   | Medium  |
| Probable    | Critical | High     | Medium | Medium  |
| Occasional  | Critical | High     | Medium | Low     |
| Rarely      | High     | Medium   | Medium | Low     |
| Probable    | Medium   | Medium   | Low    | Low     |



Objectives

What do you  
want?  
What do you  
need?

At the end of the day, you need to build a System that is Managing Occupational Health and Safety for you!





Environmental Health and Safety Team

# QUESTIONS

[www.atn.org](http://www.atn.org)



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