“ISO 45001 is a real testament to the power of collaboration and consensus building.”
An Occupational Health and Safety culture should be something that every individual within the organisation lives and breathes. In this free guide, we provide 10 steps towards implementing an ISO 45001:2018 OHS Management System.
WHAT IS ISO 45001:2018?

In order to implement this standard, it is imperative to gain an understanding of what it is, what it is used for, the benefits of an ISO 45001:2018 OHS system, as well as how one would go about implementing a system of this nature. The following points are outlined in ISO 45001:2018:

01. BACKGROUND

“An organization is responsible for the occupational health and safety of workers and others who can be affected by its activities. This responsibility includes promoting and protecting their physical and mental health.

The adoption of an OH&S management system is intended to enable an organization to provide safe and healthy workplaces, prevent work-related injury and ill health, and continually improve its OH&S performance.”

02. AIM OF AN OH&S MANAGEMENT SYSTEM

“The purpose of an OH&S management system is to provide a framework for managing OH&S risks and opportunities. The aim and intended outcomes of the OH&S management system are to prevent work-related injury and ill health to workers and to provide safe and healthy workplaces; consequently, it is critically important for the organization to eliminate hazards and minimize OH&S risks by taking effective preventive and protective measures.

When these measures are applied by the organization through its OH&S management system, they improve its OH&S performance. An OH&S management system can be more effective and efficient when taking early action to address opportunities for improvement of OH&S performance.”

Implementing an OH&S management system conforming to ISO 45001:2018 enables an organisation to manage its OH&S risks and improve its OH&S performance, as well as fulfilling its legal and other requirements.

03. SUCCESS FACTORS

“The implementation of an OH&S management system is a strategic and operational decision for an organization. The success of the OH&S management system depends on leadership, commitment and participation from all levels and functions of the organization.”

04. Plan-Do-Check-Act cycle

The OH&S management system approach applied by the ISO 45001:2018 standard is founded on the concept of Plan-Do-Check-Act (PDCA).

The PDCA concept is an iterative process used by organizations to achieve continual improvement. It can be applied to a management system and to each of its individual elements, as follows:

Plan:
Determine and assess OH&S risks, OH&S opportunities and other risks and other opportunities, establish OH&S objectives and processes necessary to deliver results in accordance with the organization’s OH&S policy;
Do:
Implement the processes as planned;
Check:
Monitor and measure activities and processes with regard to the OH&S policy and OH&S objectives, and report the results;
Act:
Take actions to continually improve the OH&S performance to achieve the intended outcomes.
10 STEPS TOWARDS IMPLEMENTATION

Adopting the ISO 45001 standard means that health and safety becomes everyone’s responsibility, which is potentially its greatest strength. An organisation is only as good as its people and to assist workers join in on developing and managing the OHSMS, training and education are essential.

Utilising the Plan-Do-Check-Act (PDCA) cycle, the following steps will need to be addressed, as required by the standard. The numbers given in brackets refer to the associated clause from the standard.

- **UNDERSTAND THE ORGANISATION AND ITS CONTEXT (4)**
- **DETERMINE EXTERNAL AND INTERNAL ISSUES (4.1)**
- **IDENTIFY NEEDS AND EXPECTATIONS OF WORKERS AND OTHER INTERESTED PARTIES (4.2)**
- **OUTLINE THE SCOPE OF THE OHS MANAGEMENT SYSTEM (4.3 / 4.4)**
- **LEADERSHIP AND WORKER PARTICIPATION (5)**
- **PLANNING (6)**
- **SUPPORT (7) AND OPERATION (8)**
- **PERFORMANCE EVALUATION (9)**
- **IMPROVEMENT (10)**
- **INTENDED OUTCOMES OF THE OHS MANAGEMENT SYSTEM**

**HOW CAN RISK ZA ASSIST?**

Risk ZA can help your organisation in adopting or migrating to the new standard. We are able to assist you in establishing an effective Health & Safety Management System by providing comprehensive training both in the standard’s requirements and against local OHS Acts.

We also offer extensive consulting against the ISO 45001:2018 standard, which includes pre-certification audits and guiding you towards complying to the standard and relevant local OHS Acts.

Contact us to discuss how you and your organisation can adopt ISO 45001:2018. +27 (0) 31 569 5900 or info@riskza.com