

## **Should My Organization Follow ISO 45001?**

### **What is ISO 45001?**

ISO 45001:2018 is a voluntary international standard that enables organizations to put in place a management system for occupational health and safety (OH&S). Published in March 2018, this standard provides guidance for its use, specifies requirements for an occupational health and safety management system, and assists organizations in providing safe and healthy workplaces by preventing work-related injuries and illnesses.

The standard is applicable to any size organization interested in establishing, implementing and maintaining an OH&S management system. An organization can expect this management system will help manage their OH&S risks and improve their performance by developing and implementing effective policies and objectives. ISO 45001 uses a risk-based approach and drives toward continuous improvement to help meet the ever-changing needs and opportunities of the organization.

### **Organizational Benefits**

ISO 45001:2018 can be established alone or integrated into an existing management system (such as quality or environmental system). Potential benefits to consider include:

- Reduction of workplace incidents;
- Reduction of absenteeism and staff turnover;
- Improved productivity and staff morale;
- Reduced cost of insurance;
- Creation of health and safety culture, whereby employees are encouraged to take an active role in their own OH&S;
- Leadership proactively improving OH&S performance;
- Meeting legal and regulatory requirements; and
- Enhanced [stakeholder] reputation.

Certification to ISO 45001:2018 is not a requirement; however, it can substantiate that the criteria of the standard have been met.

Having an existing management system can simplify integration, given that ISO 9001 and ISO 14001 utilize the same high-level structure (HLS). These standards share identical core text, terms, and definitions. In fact, ISO 45001 was designed to follow ISO 14001 very closely, as many organizations combine their environmental, health and safety functions.

### **Get Started**

To learn more about implementation of ISO 45001:2018, an organization can start by reviewing the ISO website at [www.iso.org](http://www.iso.org). Get prepared by analyzing your organization's context relevant to health and safety, as well as what factors [internal and external] might impact your business. Establish a scope of the system and determine what you would like to achieve with this program implementation and set your OH&S policy and objectives. Establish a time frame for implementation of the program, as well as, key plans, strategies, and goals for achieving implementation. Finally, determine if there are any competence or resource gaps (e.g., man-power, consultants, certification/registration bodies, etc.) that need addressed, which could compromise implementation.