Connecting the Dots: Safety and Health Management & PC283/ISO 45001

ASSE Global Region IX and IPS
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ISO 45001 Overview

- TimeLine to International Standard
- Plan Do Check Act Model
- Intended Outcomes
- Worker /Workplace Definitions
- Control/shared Control: Worker and Workplace
- Annex SL - High level structure
- Context of the Organization - Business Context - Interested Parties
- Contractor, Outsourcing - Scope of the OHSMS & Worker applicability
- Risks and Opportunities
- Hierarchy of Controls (Psychosocial Risks) - Bullying, Stress, Harassment, Workplace Violence
ISO/Project Group (PC)283

ISO/DIS 45001

(Replaces OHSAS 18001 OHSMS)
ISO Project Committee (PC) 283 for the proposed ISO 45001 standard is one of the most significant consensus standards-development activities of the last 50 years, and it has the potential to improve occupational health and safety management on a global level.  

David Smith, Chair, PD 283/ISO 45001
Timeline (key dates) – 4 Years +

- 07/2013: New Work Item Proposal (NP)
- 1/2016: Draft International Standard (DIS)
- November 2017 - FDIS – Vote:
- April – May 2018 - IS

* FDIS - Final Draft International Standard
* IS – International Standard - Published
Management Systems PROACTIVELY Keep Business running smoothly in the face of RISK...
Management Tool...

...to reduce work related injuries, ill Health (includes Disease/fatalities/death)
Organization’s Destination (Goal) to reduce work related injuries, ill Health

...Need a Good Road Map (ISO 45001 Requirements)
Goal or “Intended Outcomes” (ISO 45001):

1) Safe & Healthy Workplace and
2) to prevent work-related injury and ill health to workers
Goal or “Intended Outcomes”
(ISO 45001 Scope):

3) continual improvement of OH&S performance;
4) fulfilment of legal requirements and other requirements;
5) achievement of OH&S objectives.
To Get to the Destination...
ISO 45001 OH&S MS

Systemizes How Things Are Done (Culture) through Requirements including OH&S Goals/Objectives and Processes
ISO 45001
Processes to **PROACTIVELY** identify **OH&S** Hazards and Assess Risks and Opportunities to improve **OH&S** performance
(Intended Outcome)
- ANNEX SL Structure & Text -
Aligning All ISO Management System Standards (50+) – Common Language, Terms & Definitions, Format, Structure, Clauses, Content/Requirements
…the capacity to INTEGRATE with Other Operational, ISO Standards and Business Initiatives…
Consistency - OHSAS 18001

...with ISO 45001 + Continual Improvement
Organizational Factors

- Culture & Climate
- Org Dynamics
- Business Strategy
- Changes
- External Influences (Stakeholders - Customers)

System is greater than the -some of its parts- ‘Interconnectivity’

- Reduction Injuries & Ill Health
- Competitiveness
- Culture & Climate
- Learning Organization – learn from a failure
- Accountability and Ownership
- Improvement and effectiveness
- Innovation

Source: FDIS ISO 45001

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“Systems Thinking”

OH&S Management System

Process – Contractor Management
Process – Training & Competence
Process – Emergency Preparedness
Process – Worker Participation

Programs/Procedures – Lock-Out Tag-Out
Programs/Procedures – Incident Response
-Programs & Procedures-

**STATIC**

Input | Program | Output

Lock out Tag Out Program (how to carry out activity)

**VS.**

-System Thinking-
Interrelated Processes

**DYNAMIC**

Input | Process | Output

Continual Improvement (via Feedbacks)

Risk Assessment/Incident investigation Process

Examples of Feedbacks to the OH&SMS?

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OH&S MS Provides a Level of Assurance OH&S Risks & Opportunities are Identified, Assessed & Managed…
Definition – Hazard (identify/eliminate)

Source with a potential to cause injury or Ill Health - FDIS ISO 45001
OH&S Risk (minimize/reduce)

The likelihood of a work-related hazardous event/exposure and the severity of injury and ill health (3.18) that can be caused by the event or exposure.

-adapted from FDIS ISO 45001
Hazard? Risk?
Risk?
Exposure = Greater Risk?
The cornerstone of the standard is the definition and requirements for WORKER. Key points:

1. A worker is a person whose work or work-related activities are under the control of the organization implementing ISO 45001.
2. These persons can be paid or unpaid, regular or temporary, intermit, seasonal, causal or part time.
3. Workers include all those above managerial and non managerial as well as Top Management.
4. Applicability includes where the organization shares control over the means and methods of work or work related activities.
Contractors and Outsourcing Implications

- Outsourcing - Worker & Employee - OH&S MS applicability -

Based upon Organization’s control/shared control of work or work activities
Workplace Definition - Based upon the Org’s Control

WORKPLACE

Responsibilities of the organization for the OH&S management system requirements are based upon a place where persons need to be/go for their work. That place needs to be under the control of the organization.
5.4 Participation (and Consultation) - Non Managerial Workers - Beyond Employees

Workers at all applicable levels and functions, and, where they exist, workers’ representatives

5.4 provides specific requirements for non-managerial workers participating and being consulted by the organization.
BIG Change
The WHY?
Context.
External & Internal Issues

Risks & Opportunities are identified – Relevant to the OHSMS
Who are your company’s key stakeholders relevant to the OHSMS?
Interested Parties (Key Stakeholders)...

...Parent organization, suppliers, contractors, customers, investors and investment community, local community, legal/regulatory authorities, customers, workers (their representatives), fire & medical services
Needs and Expectations...
Relative to the OH&S MS

...Laws, regulations, corporate requirements;

Legally binding labor contracts;

Voluntary commitments:
Rules, guides, technical references
(NFPA – ANSI – Industry Sector Practice)

Sustainability – OH&S Performance reporting

Industry Practice – Responsible Care®

Other?
Context
Scope of the OHSMS:

Boundaries and Applicability
Opportunities to reduce work related injuries, ill Health (includes fatalities/death)
Risks and Opportunities (OH&S & Other)

Clause 6.1.2.3 focuses on assessing OH&S management system OH&S opportunities and other opportunities.

There must be a process to assess:

a) **OH&S opportunities to enhance OH&S performance**: adapt work, work environment and interface with workers; eliminate hazards and reduce risks

b) Other types of opportunities to improve the OH&S management system.

c) **Unintended consequences** should be take into account when assessing OH&S opportunities and other opportunities.
Psycho Social Risks

Considered a OH&S Risk in ISO 45001

- Hazard Identification - Psycho Social risks: i.e. Bullying, Stress, Harassment, Workplace Violence
- Examples in A.8.1.2 to eliminate hazards and reduce OH&S risks using HOC. Annex Interpretation:
  - Reorganization work alone
  - Change work hours
  - Alter workload
  - Prevent bullying, victimization
QUESTIONS?

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ASSE International Practice Specialty

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