

# Supporting ISO45001

## A good practice guide

# ISO 45001 SCOPE



## The standard provides:

- Specific requirements for an OH&S management system
- Guidance in its use

## To achieve:

- ...a (more) safe and healthy workplace, through a proactive and preventative mindset

## It does not...

- State specific criteria for OH&S performance
- Prescribe a design for an OH&S management system

# CONSISTENT ISO STRUCTURE

- Supersedes AS/NZS 4801
- Replaces ISO18001

## Supports alignment and integration to:

- ISO9001 - Quality Management Systems
- ISO14001 - Environmental Management Systems

# EMPHASISES



- The context in which the organisation operates
- The active engagement of leadership
- Plan–do-check-act cycle
- Hierarchy of controls
- Risk – identify and manage effectively
- Opportunity – identify opportunity for improved performance and implement

# THREE KEY REQUIREMENTS

- Leadership
- Worker Participation
- Consultation

# STANDARD SUCCESS FACTORS



## ISO45001

## Success Factors – GSI System

Top management leadership, commitment, responsibilities and accountability	Safety Leadership Index and Action Planning
Top management developing, leading and promoting an organizational culture to achieve intended outcome of OH&S Management System	Safety Culture Index, Mental Health Index
Commitment and participation at all levels	Safety Culture Index, Mental Health Index
Communication	Performance Indicator Reporting & Custom Dashboards
Consultation	Safety Culture Index, Mental Health index, Custom Survey and Free Text Responses
Resourcing	Safety Culture Index to identify what type, level and targeted placement of resources
Identifying hazards, controlling risks and taking advantage of opportunities	Operational Risk Management, Hazard Recognition Plus
Continual performance evaluation	Performance Indicators
Compliance with legal requirements	All the above to support due-diligence.

# SPECIFIC CLAUSES



## 5.1 Leadership Commitment [Safety Leadership Index]

- 5.1(h) – continual improvement
- 5.1(j) – promoting right culture
- 5.1(l) – consultation and participation

5.3 (b) – reporting on the performance of the OH&S system to top management [Performance indicators – custom dashboards]

5.4(a) – provide mechanisms...for consultation and participation [SCI – Custom Surveys]

5.4(b) – provide timely access to clear, understandable and relevant information [GSI Reporting – indexes]

5.4.(d) 7. – determine what needs to be monitored, measured and evaluated

# SPECIFIC CLAUSES



## 6.1.2.1 – Hazard Identification...

- (a) including workload, work hours, victimisation, harassment and bullying [Mental Health Index]

## 6.1.2.2 – Assessment of OH&S Risks

- (a) assess OH&S risks from the identified hazards, while assessing effectiveness of existing controls [Global Risk Index – Critical Risk Dashboard]

## 6.2.1 - OH&S Objectives

- (b) be measurable or capable of performance evaluation [GSI bank of lead/lag performance indicators plus custom indicators]
- (d) be monitored / (e) be communicated / (f) be updated as appropriate evaluation [GSI bank of lead/lag performance indicators plus custom indicators]

## A6.2.2 Planning to achieve OH&S Objectives

When practicable, each objective should be associated with an indicator... [Performance Indicators]



# SPECIFIC CLAUSES



## 9. Performance Evaluation

9.1.1 The organisation shall determine... (b) the methods for monitoring, measurement, analysis and performance evaluation [GSI platform - Including indexes, custom surveys, performance indicators, benchmarking, and dashboards]

## 10.3 Continual Improvement

(b) promoting a culture that supports an OH&S Management System [Safety Culture Index]

(d) communicating the relevant results of continual improvement to workers... [Safety Culture Index, Mental Health Index]

# SUMMARY

Overt and credible demonstration of meeting the ISO45001 standard and its key principles of:

- Leadership
- Worker Participation
- Consultation

GSI's entire system is a business intelligence tool, and the application of its various tools include:

- All Indexes – Leadership, Culture, Mental Health
- Live wellbeing tools – 1HSE Wellbeing Check-In
- Custom dashboards designed to communicate to various stakeholders
- Global and custom performance indicators
- Action Planning

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