

A CONCISE INTRODUCTION TO ISO 45001:2018



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INTRODUCTION

ISO 45001 (Occupational Health and Safety Management Systems) is a new workplace safety standard which replaces OHSAS 18001.

Workplace injuries and health issues can have a significant impact on workplace productivity. Direct costs of workplace injuries include increased worker's insurance premiums, fines and downtime for injured workers or damaged equipment as well as costs for replacement staffing, and other resources — not to mention the moral obligations and loss of orders.

The indirect impact is far less tangible. Workplace injuries often lead to low morale and employee turnover, reduced productivity, and difficulty complying with regulations. Organisations with a high number of workplace injuries and health concerns may struggle to capture a share of the growing market of consumers, concerned with the overall reputation of an organisation — not just their product quality. A health and safety management standard strives to improve productivity and overall organisation well-being by addressing concerns that could lead to negative outcomes.

Although many of the ISO management standards emphasise employee knowledge and participation, ISO 45001 goes even further. It will be a requirement to focus on employee participation. Some of the clauses contained within the new standard, such as 'Context of the Organisation' and 'Leadership', specifically address the role employees have in developing the occupational health and safety management system alongside top management and staff.