



# Integrated Quality Certification Private Limited

ISO 45001 – Occupational Health and Management System Requirements

## Management System

A Management System is the framework of processes and procedures used to ensure that an organisation can fulfil all tasks required to achieve its policies and objectives. Documented information ensures that everyone is not just "doing his or her thing", that there is a defined way to complete each of the business process organization has planned effectively and efficiently utilizing available resources. Management system ensures that all personnel are aware of their roles, responsibility and authorities for effective implementation of process including continual improvement.



## Health & Safety



Occupational health and safety (OHS) has become a topic of increasing importance in last two to three decades. Establishment of the Occupational Safety and Health Administration (OSHA) in 1970 reflected the recognition that safety in the workplace is a basic expectation for all employees. Originally addressing concerns in industry and hazards associated with mechanical injury, the field of occupational health and safety has expanded to almost every workplace environment (from the office to the airplane, to the laboratory etc).



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Any facilities have a variety of mechanical, chemical, physical, biological, and infectious hazards. With new developments in research technology, there is the potential for a variety of real and perceived unique hazards that could make the management of OHS in the workplace a challenging endeavour.

The simple trade-off is that employee welfare and reduction in the loss of work time due to workplace injury will improve employee satisfaction and performance. It is important for staff to know that management is concerned about their welfare.

Health and safety at work being a concern of all organizations, OH&S is being planned in many countries – developed and developing economy, to demonstrate health and safety performance of any organization, which has become the need of the hour.

This has led organizations to adopt a systematic approach to occupational health and safety by implementing occupational health and safety systems with the aim of improving the safety and health of both employees and other personnel by adopting safety practices, by preventing work-related injury and ill-health and as well proactively improving OH&S performance.

## OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS



ISO 45001 provides a framework for planned Occupational Health & Safety (OH&S) with a focus on minimizing hazards and safety risks by adoption of risk based approach, implementing OHS policies, demonstrating top management involvement & engagement, addressing relevant interested parties (stake holders, workers) increasing demand for compliance by defining a consultative and participation mechanism and taking accountability for OHSMS; which can be objectively audited to address and ensure fundamental safety management aspects of a company's operation, safety performance leading to continual improvement, improved safety performance by ensuring compliance obligation at all times.





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Consistent safety performance as a long term strategy to be achieved by being transparent and accountable by adopting good practices which aims at improving the safety culture within the organization.

Thus, a planned Occupational Health and Management System (OHSMS) provides comprehensive requirements for an organization to implement and improve health and safety performance compatible with the contractual, statutory and regulatory requirements as applicable for their sector of operation.

The Implementation of Occupational Health and Safety Management System are assessed, certified and monitored by independent organizations through the process of Certification.



Prepared by Technical Committee (TC) 283, ISO 45001 – occupational health and safety management system standard has earned a global recognition as the basis for establishing OH&S system.

ISO 45001 is a generic OH&S management system that specifies requirements to protect the health of workers while at work and respond to changing environmental conditions in balance with socio-economic needs, and is applicable to all economic sectors.

Requirements serve as framework for establishing and maintaining Occupational Health and Safety Management System and performance improvement.

The new ISO 45001:2018 OHSMS, building upon BS OHSAS 18001:2007 adopts Annex SL, providing a shared framework with other ISO standards by adding OH&S specific requirements having significant impact for organisations OH&S.

Concept of Risk-based thinking enables an organization to determine the factors that could cause its processes and its OH&S to deviate from the planned results, to put in place preventive controls to minimize negative effects and to make maximum use of opportunities as they arise.

Risk being the effect of uncertainty, thus (any uncertainty) results in having positive or negative effects. A positive deviation arising from a risk can provide an opportunity, but not all positive effects of risks results in opportunities.

The latest revision released in 2018, and all management system standards being aligned as per the HLS – High Level Structure, ISO 45001 – 2018 is now more compatible and easy for integration with other management system standards.

When implemented and certified to ISO 45001 requirements, organizations demonstrate their commitment to meet the requirements of all employees, relevant interested parties, statutory and regulatory requirements and the continual improvement of OH&S performance.



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Continual improvement is a process of increasing the effectiveness and efficiency of an organization to meet OH&S policy and objectives.

**Context of the Organization, Leadership & Planning** – OH&S Policy, Hazard & Risk Identification, OH&S objectives and compliance obligation

**Support** – resource, competence, awareness and communication

**Operation** – Planning & control and emergency preparedness

**Performance Evaluation and Improvement** – Evaluation of compliance, Audit results, Management review, non-conformity and corrective action, and continual improvement

## Benefits of ISO 45001 Certification:



- Improves company reputation in the market
- Effective framework for regulatory compliance
- Motivated, competent and responsible work force
- Documented information and processes for consistence
- Prevent incidents, accidents and organization down time
- Continual improvement process: Plan – Do – Check – Act
- Minimize and /or Prevent damage to company assets at all times
- Engagement of personnel at all levels and across the organisation
- Employee integration through communication, information and training
- Safe work environment with reduced risks by way of implementing control measures
- Improved communication process as people work together across functions and levels
- With adoption of Risk Based Thinking, Customer satisfaction grows, increasing job security for your employees and profitability for company

ISO 45001 provides an opportunity for adoption of RBT in all their processes and improve organization safety performance, enhance confidence of all stake-holders and demonstrate compliance obligations.



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When developed, implemented and certified to ISO 45001 requirements, organizations demonstrate their commitment to meet the requirements of all interested parties, statutory and regulatory requirements and the continual improvement of safety performance by improving on safety index, encouraging employee participation, have NIL accidents, reduce loss time injury and having an effective framework for legal compliance and thereby reducing risk and liability, which enhances market image – market share – interested parties confidence.

Any organization seeking to improve organizational health and safety index, seek marketplace recognition, ISO 45001 is a valuable tool.

IQC's global network of auditors allows organisations to work with experienced audit resources; to add value and mitigate the OH&S risks and have an authenticated and credible IAF recognized OH&S Management System certification.

IQC  has the edge and thus provides advantage of using the wide-pool of resources and contacts for delivering cost effective and competent certification services through IQC which is an independent entity for providing accredited, value added, independent and impartial management system certification services.

IQC's group companies include the following,

- IQC Global Engineering LLC (IQC GE), registered in Abu Dhabi and accredited under EIAC for 17020, for offering Third party independent inspection, expedition and project services to oil & gas, power, engineering and industrial projects.
- IQC Global Engineering Private Ltd, registered in Bengaluru, Karnataka – INDIA, for Third party independent inspection, expedition and project QA-QC services to oil & gas, power, engineering and industrial projects.
- Neutrality for Inspection and Testing FAHHS with registered office in Amman, Jordan for offering Inspection, expediting and auditing services.