

ISO 45001 & WHS SAFETY MANAGEMENT SYSTEMS

**EXPERT SERVICES
ONLINE SOLUTIONS
TRAINING**

Asbestos & Hazardous Materials
Occupational Hygiene
Property Risk
Health & Safety
Environmental Management
Contaminated Land
Emergency Management

ISO 45001 BUILDS ON CRITERIA HELD WITHIN PREVIOUS STANDARDS BUT EMPHASISES POLICY ADOPTION OVER POLICY IMPLEMENTATION.

ISO 45001 standard builds on some of the criteria held within previous standards, such as OHSAS 18001 and AS 4801, but with an important new emphasis on policy adoption over policy implementation.

The reason for this is simple. To truly effect change within an organisation, it is vital that employees and leaders have safety principles ingrained in their day-to-day actions. Whether that's simple steps such as putting lids on hot drinks or prohibiting mobile phone use on stairs for office-based staff, or following critical procedures for operating heavy machinery, simply publishing and communicating a policy isn't enough – employees need to feel it.

Safety Culture

Establishing and developing a strong safety culture has been proven to hold the key to improving employee safety, hence the recognition of culture within ISO 45001.

PLAN

- Understand the context of the organisation including WHS risk and opportunities
- Establish WHS objectives, processes and resources required to deliver results in accordance with the organisations WHS Policy

ACT

Take actions to continually improve, including findings of incidents, addressing non-conformances and audit findings

DO

Introduce the processes as planned, including work participation, hazard identification and emergency procedures

CHECK

Monitor, measure and evaluate WHS activities and processes



ISO 45001 Element	Descriptor
<i>Organisational Context</i>	<p>The rationale of this clause is that the system focuses on the processes and requirements needed to achieve the WHS policy objectives. This can be achieved by understanding the organisation and the 'context' in which it operates.</p> <ul style="list-style-type: none"> • Understanding the organisation's strategic aims and its context, and determine any issues that could affect these aims being achieved • Understanding the needs and expectations of workers and other interested parties • Determining the scope of the WHS Management System (WHSMS) • Laying out a design of the WHSMS and high level planning around it (ISO 45001 Management Systems)
<i>Leadership</i>	<p>Critical to the success of the WHS management system is leadership and commitment from 'Top Management'. The expectation on leaders within an organisation is to become champions of the system and provide the necessary resources to protect workers from harm.</p> <ul style="list-style-type: none"> • Leadership and commitment • WHS Policy • Organisational roles, responsibilities and authorities • Consultation and participation of workers
<i>Planning</i>	<p>Planning is one of the key components of any management system. ISO 45001 is based on the 'Plan-Do-Check-Act' cycle, where planning is used to set the actions in motion for how the system will work.</p> <ul style="list-style-type: none"> • Determination of legal and other requirements • Actions to address risks and opportunities • WHS Objectives and planing to achieve them
<i>Support</i>	<p>This section looks at the requirements which underpin the WHS management system to ensure it runs effectively.</p> <ul style="list-style-type: none"> • Resources • Competence • Awareness • Communication • Documented information
<i>Operation</i>	<p>Once processes within the organisation have been identified and planned, the method in which the business will operate, the company needs to plan and control each process within the WHS management system.</p> <ul style="list-style-type: none"> • Operational Planning and control • Emergency preparedness • Eliminating hazards and reducing WHS risks • Management of change • Procurement • Contractors and outsourcing
<i>Performance Evaluation</i>	<p>Performance evaluation is a constructive process that aims to improve an organisation's operation and is crucial to the 'Plan, Do, Check and Act' model prescribed by ISO 45001. These processes should help achieve and support organisational strategy and goals.</p> <ul style="list-style-type: none"> • Monitoring, measuring, analysis and evaluation • Internal audit • Management review
<i>Improvement</i>	<p>From the results discussed in Management Review (Element 9) including the analysis and evaluation of WHS performance, internal auditing and feedback from worker engagement.</p> <ul style="list-style-type: none"> • Non-conformity and corrective action • Incident investigation and corrective action • Accident investigation and corrective action • Compliance obligations including output from the introduction of new regulation <p>Several different methods of capturing improvement opportunities may be designed in the system based on the structure, activities and risk within the business.</p>

To truly effect change within an organisation, it is vital that employees and leaders have safety principles ingrained in their day-to-day actions.

Getting the most from your Management System

1. Obtain management commitment

To have an effective management system the organisation must have commitment from "Top management" to implement and continually improve.

2. Develop the management system as a tool

Develop the management system as a tool to protect workers and interested parties, business interests and not just to satisfy the standard.

3. Use context

Use 'context' to understand how the organisation can internally and externally impact on WHS including workers.

4. Design on your terms

Remember that the new standard offers flexibility for organisations to design their systems for optimal performance, leading to better outcomes.

5. Inform interested parties of their objectives

Inform interested parties of their objectives when implementing the standard to gain 'buy-in' and generate a positive safety culture.

6. Ensure relevance of processes

When designing processes, ensure they are relevant to the environment they are intended to be used. Do not over complicate the system.

7. Embed into business

Build the requirements of standard into existing business processes and control – WHS is not an 'add-on'. This enables organisations to identify and realise efficiencies and facilitate integration.

8. Consider integrations

Consider integrating the standard into existing management systems such as ISO 9001 (Quality) and ISO 14001 (Environmental). This will help embed WHS into the thinking of both top management and workers leading to a safer workplace.

9. Remember the benefits

Implementation of this standard is not a burden on your organisation.

Risk based thinking with the participation of workers should improve safety culture and productivity.



How Greencap can assist

Whether you are just starting the process to align your safety management system with ISO 45001, or likewise have an AS 4801 accreditation or existing system in place and want to move to the next level, Greencap's team of industry experts can tailor a practical WHSMS solution for your specific requirements.

Greencap's approach is centred around building a successfully engaged workforce using leadership principals and formulating the requirements of ISO 45001 to provide a management system based on real world safety issues, that delivers practical solutions for the specific needs of the organisation.

Integrating holistic safety programs into the framework of ISO 45001, Greencap also work directly with an organisation's leaders to strategically align the organisation with their safety values and create a solid safety culture.

With specialists in Safety Leadership development, Management coaching and systems development, Greencap can ensure the system is owned and lived by our clients, this is largely because they have defined the way they want to work.

Greencap also has extensive experience in performing WHS inspections and auditing of major construction, high risk, and civil infrastructure projects, and working with clients across the construction and infrastructure sector to pragmatically manage safety.

Integrating holistic safety programs into the framework of ISO 45001, Greencap also work directly with organisation's leaders to strategically align the organisation with their safety values and create a solid safety culture.

Greencap's diverse range of WHS, Project Management Plan (PMP), Principal Contractor and system auditing experience across a wide range of Government, industry portfolios, and private sector, means we can offer our clients unparalleled knowledge and capability for a multitude of activities.

Key services include:

Governance

- WHS risk governance, policy and procedure review and development
- ICAM and incident investigation activities

WHSE Management Systems

- WHSE Management System development, review, gap analyses, and implementation
- Compliance-based WHS audits and assessments (e.g., *high risk construction work, hazardous chemicals storage and handling, traffic management, confined spaces, electrical safety, working at height*)

Contractor Management

- End-to-end contractor management framework review, development and implementation
- Principal Contractor PMP review and on-site audit activities
- On-site Contractor Verification (OCV) audit and corrective action programs

Safety Culture and Leadership

- Training, toolbox talks, webinars, seminars or presentations for specific WHS issues
- Safety Culture and Leadership planning, development, workshops and implementation support

Infection Control

- COVID assurance auditing and inspections against client-based, legislative or other best-practice criteria
- Infection control in design
- Operational infection control plan (or COVIDSafe Plan) development and implementation support
- Cleaning and disinfection assurance programs for assets, sites, contractors, and facilities

Fire Safety

- Development and implementation support for on-site and interim fire safety strategies and measures for active work areas and sites; and
- Critical incident management strategy development and guidance.

Contact Us

Contact our team today to learn more on how Greencap can assist your organisation.

For further information on these services go to:
greencap.com.au/health-safety-management

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greencap.com.au

ABN 76 006 318 010

Adelaide 📞 08 8299 9955 | Brisbane 📞 07 3514 9222 | Canberra 📞 02 6280 9727 | Darwin 📞 08 7906 1300 | Geelong 📞 03 9896 8748
Melbourne 📞 03 9896 8600 | Perth 📞 08 9214 6100 | Sydney 📞 02 9889 1800 | Wollongong 📞 02 4298 2600