

Managing Safety the Systems Way

Implementing ISO 45001

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David Smith was chairman of the international committee (ISO PC 283) that produced the standard ISO 45001. He previously held the position of Chair of BSI Committee for Occupational Health and Safety (HS/1 1) and during that time that was responsible for producing several OH&S standards including BS 8800 and OHSAS 18001 including both revisions. He was asked by the HSE to assist in the “refreshing” of HSG65. He is the author and co-author of many books on management systems and risk, including ISO 14001 and ISO 3100 and in addition to his authoring, he undertakes audit training, assessment and consultancy work all over the world.

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Table of Contents

Preface	4
Chapter 1: Introduction	7
Chapter 2: Establishing the background of the organization	19
Chapter 3: Initial Operation Review	33
Chapter 4: Leadership and worker participation	45
Chapter 5: Creating a climate for effective OH&S management	57
Chapter 6: Planning the organization’s management of risks	65
Chapter 7: Support for the system	77
Chapter 8: Implementing risk management arrangements	89
Chapter 9: Assessing performance and identifying improvement opportunities . .	131
Chapter 10: Improvement	161
Chapter 11: Integrating your management systems	173
Self-assessment questionnaire	177
Further reading	193



4

Leadership and worker participation

This clause deals with making sure that an organization shows the appropriate level of leadership and commitment and ensures it has the appropriate policy, organizational arrangements and participation of workers.

In brief

Clause 5 as defined in ISO 45001 has four components:

- 1) Leadership and commitment.
- 2) OH&S policy.
- 3) Organizational roles, responsibilities and authorities.
- 4) Consultation and participation of workers.

Organizations must show leadership and commitment when delivering their OH&S management system. Everyone in the organization – from senior managers down – must be in agreement about the management system. Without that agreement in place the delivery of the system will fail. The system should form a key part of the organization’s business strategy and will need the right financial and time commitment to succeed. For the system to work everyone in the organization will need to know clearly what is needed from them.

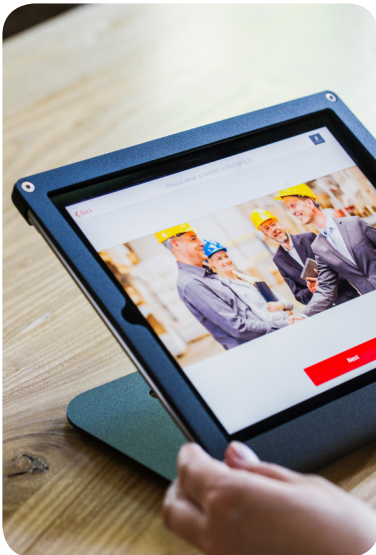


Figure 5 - OH&S management review

The OH&S management system must be regularly reviewed in order to promote continual improvement within a culture that supports all aspects of the systems delivery. All management roles should contribute to the OH&S management system’s evolution and delivery as it affects their areas of responsibility. They must be similarly supported by their senior line management reporting lines. Openness and freedom from reprisal should exist across all aspects of business activity, encouraged through consultation with and involvement of all the workforce, supported through the establishment of robust health and safety committees.

The following checklist asks some key questions about leadership and the commitments included in your present policy statement. A tick box is provided for you to identify those you have already considered and those you may need to consider.