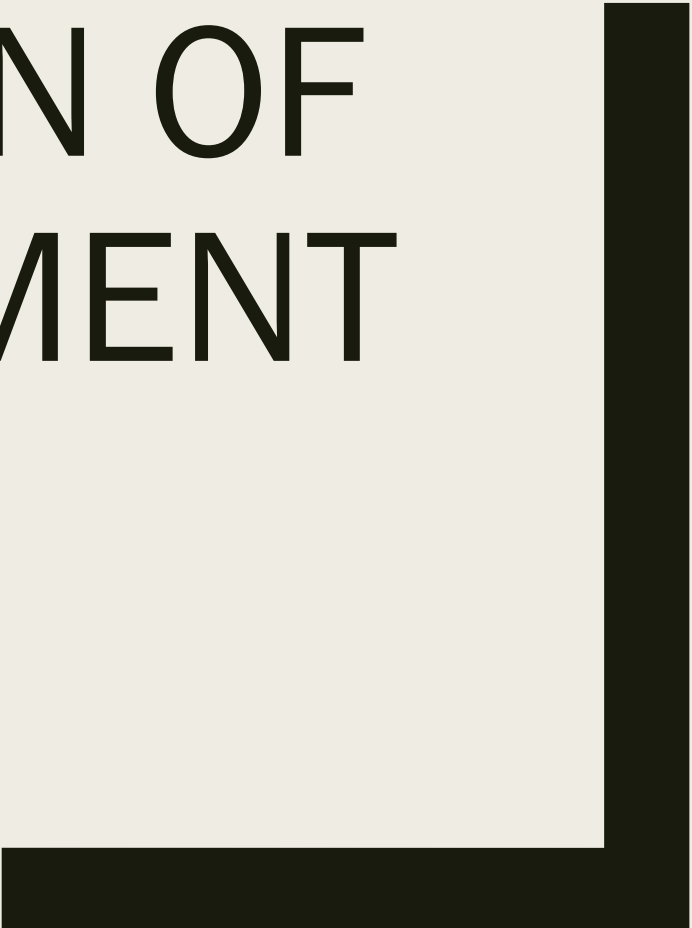


A COMPARISON OF OHS MANAGEMENT SYSTEMS

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Objectives

- Identify best practices for managers and executives when an OHS management system is implemented in their company through a review of several OHS systems.
- Recognize the differences in OHS Management Systems
- Identify tools to evaluate the level of safety engagement and safety within an organizations

Secondary Objectives

- Attendees will identify the path their companies can take to gain ISO 45001 Occupational Safety & Health Management System implementation and certification.
- Learn about the benefit(s) of a global OHS management system

Do companies need an OHS management system?

- Chances are, companies DO have something.
- Is it effective?
- Is it relevant?
- Should it be revamped?
- Can it be expanded and improved?

A leader who understands OHS systems

“What we have is a management system where everyone is responsible and accountable for assuring everyone is safe on the projects they work on”



Implementation of any OHSMS

- Fit to the culture of the organization.
- Meets corporate objectives and direction.
- Maximizes relationships with workers, contractors and other interested parties.
- Expect to continuously work to improve the process.

Safety and health as properties of the system

- Avoid lagging indicators.
- Think beyond “normal”.
- Safety is not a silo.

Organizational control

- What helps or hinders the workers?
- The workplace should be safe and productive.
- Understand that errors will occur and design the system for them.
- Understand organizational decisions.

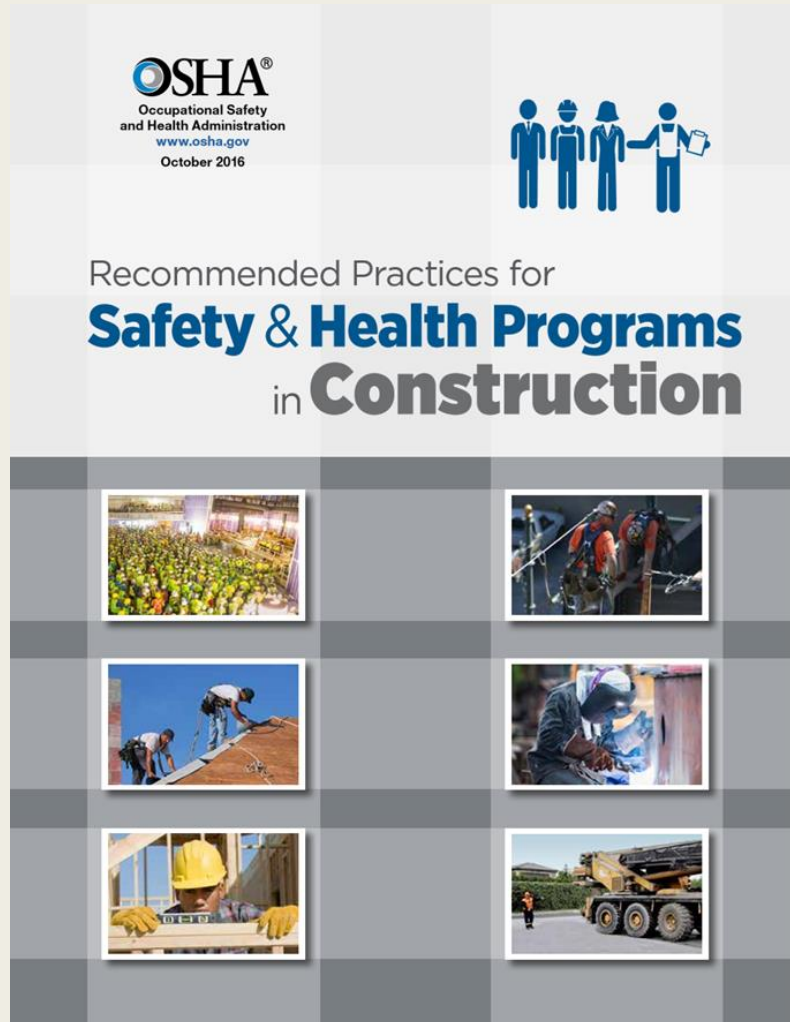
Before you begin - identify issues

- External hazards
- External resources
- Regulations
- External benchmarks
- External environment
- Existing management systems
- Hazards and risks
- Existing hazard controls
- Resource allocation & organization
- Recordkeeping & data systems

Comparing systems

- OSHA
- OHSAS 18001
- ISO 45001 – The new “gold standard”
- ASSP Z10

OSHA as a management system



“We follow OSHA”

OSHA 1910,
1915, 1926, etc.
are not
management
systems

OHSAS 18001

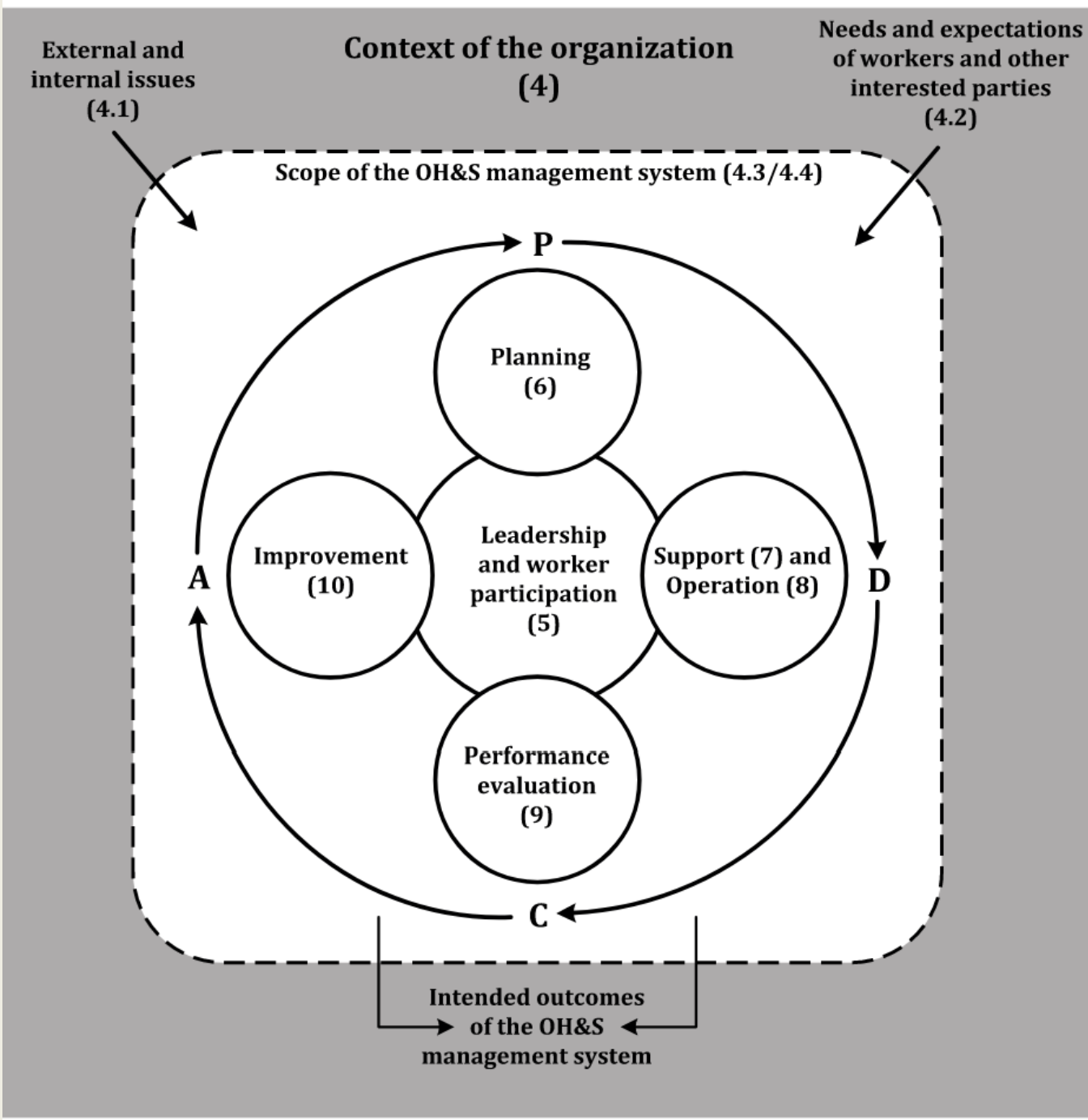
- British Standard for OHSMS.
- Withdrawn by BSI upon publication of ISO 45001 (BS ISO 45001).
- First published as a two-part series in 1999.
- 18001 – Requirements
- 18002 – Implementation guidelines

Components of OHSAS

- OHS policy
- Planning
- Implementation
- Checking
- Management review

What does ISO 45001 content look like?

- 10 clauses
- 1-3 are scope, references and definitions
- Clauses 4 – 10 are requirements used to assess conformity with the standard



ISO 45001

- Context of the organization
- **Leadership and worker commitment**
- Planning
- Support
- Operation
- Performance evaluation
- Improvement

Leadership and worker participation

- Leadership and commitment (twelve sections).
- OH&S policy (six sections).
- Organizational roles, responsibilities and authorities (two sections).
- Consultation and participation of workers (six sections).

45001's management components

- Leadership = Management
- Accountability
- Commitment
- Responsibility
- Alignment

Top Management

- Persons or persons who direct and control an organization at the highest level.
- Power to delegate authority and provide resources.
- Establish the (OHSMS) path that the organization takes.

Leadership

- Overall responsibility and accountability for prevention of work-related injury and ill health, and provision of safe and healthy workplaces and activities.
- Ensure that OH&S policy and objectives are established and compatible with corporate strategic plan.
- Ensure integration of OH&S management into business processes.
- Ensure resources are available.
- Communicate importance of effective OH&S management.

Commitment

- Ensure OH&S management system meets its intended outcomes
- Direct and support personnel to contribute to the effectiveness of the OH&S system
- Ensure and promote continual improvement
- Support others in their leadership role to support OH&S areas of responsibility
- Develop, lead and promote a positive culture of safety

Additional management components

- Managers MUST:
 - Promote the process
 - Help develop the system
 - Communicate the corporate expectations

Other Responsibilities

- OH&S policy
- Organizational roles, responsibilities and authorities
- Consultation and participation of workers

Support

- Protect workers from reprisal when reporting incidents, hazards, risks and opportunities
- Ensure consulting and promoting participation by workers
- Support health and safety committee functions
 - *Provide a framework for objectives*
 - *Include commitment to legal and other requirements*
 - *Commit to eliminate hazards and reduce risk*

Worker participation

- Mechanisms, time, training and resources.
- Timely access to clear, understandable and relevant information.
- Remove obstacles or barriers to participation.
- Emphasize the consulting of non-managers.
- Emphasize the participation of non-managers.

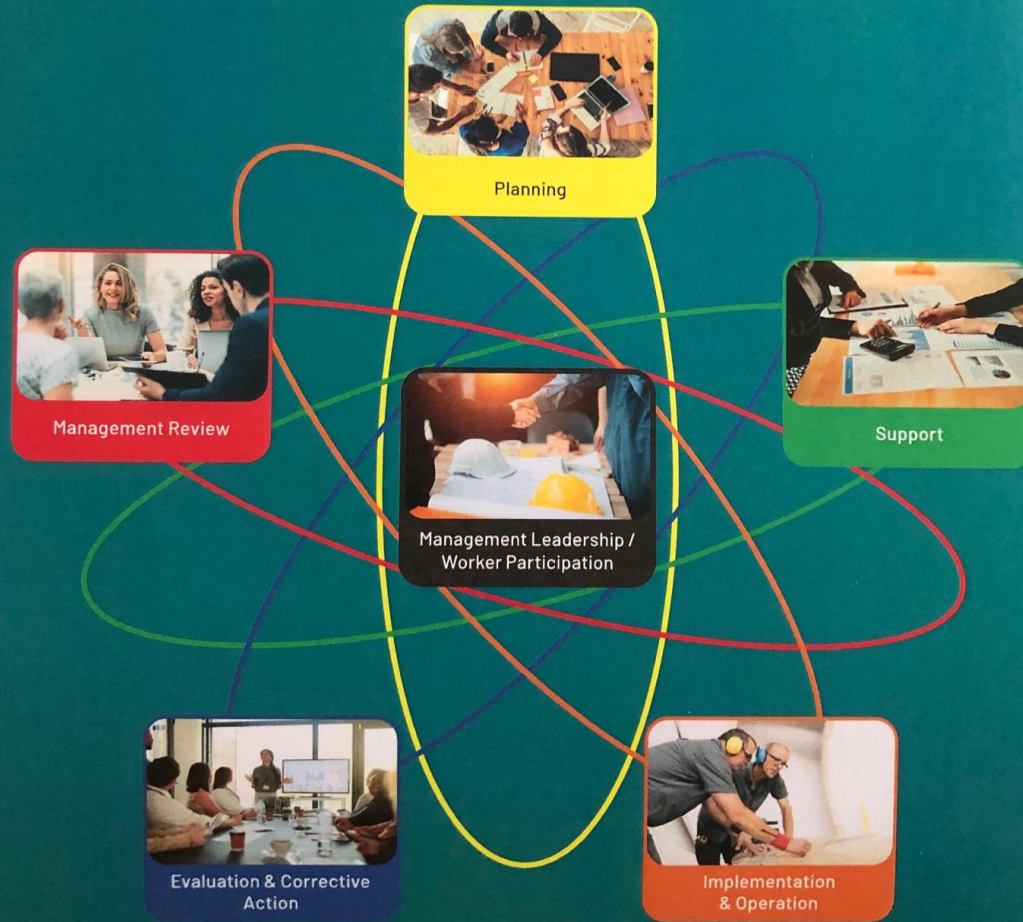
Comparing OHSAS 18001 & ISO 45001

- Context of the organization.
- Understanding the needs and expectations of workers and other interested parties.
- Addressing risks and opportunities.
- Stronger emphasis on leadership and management commitment.

The Z10 standard

- 2005 – the American OHSMS.
- ASSP GM-Z10.101-2019.

KEEP YOUR PEOPLE SAFE IN SMALLER ORGANIZATIONS



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A QUICK START GUIDE FOR ANSI Z10

Core of Z10 is Management
Leadership & Worker Participation

Plan – Do – Check – Act

Excerpts from Z10

- Management leadership & worker participation.
 - a. Communicate commitment to a safety & health program.
 - b. Management leadership
 - c. Responsibility and accountability are assigned to implement and maintain the system.

Effective: assign **specific** responsibilities to a **small group** and hold those persons accountable.

Less effective: assign **general** responsibilities to **all**, which ensures no one takes personal ownership of the program.

ANSI/ASSP Z10

- Management leadership
- Management review
- Roles and responsibilities
- Policy statements
- Employee participation
- Assessment and prioritization
- Planning
- Implementation and operation
- Evaluation and corrective actions
- Audit information

New to Z10 (2019)

- New section, “Identification of OHSMS Issues.”
- New occupational health information to emphasize the importance of occupational health in the overall OHSMS.
- New emphasis on organizational learning and feedback. These two concepts are critical to successful management system implementation.

GRI (Global Reporting Initiative) 403-2018

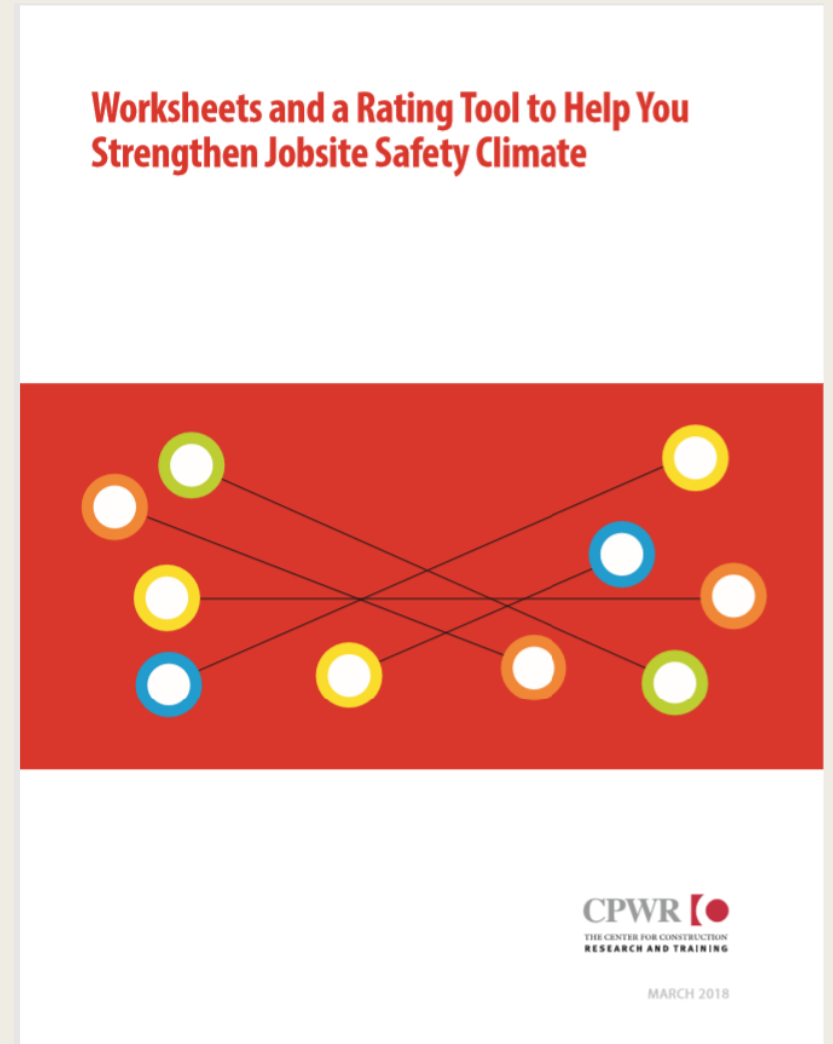
- Occupational Health and Safety **2018** sets out reporting requirements on the topic of occupational health and safety.
- This Standard can be used by an organization of any size, type, sector or geographic location that wants to report on its impacts related to this topic.

Other systems & processes worth talking about

- CPWR Safety Climate Survey
- OSHA Safe + Sound Campaign
- OSHA VPP

CPWR – Safety Climate Assessment Tool

- https://www.cpwr.com/sites/default/files/research/Safety_Climate_Workbook_and_SCAT_092116.pdf

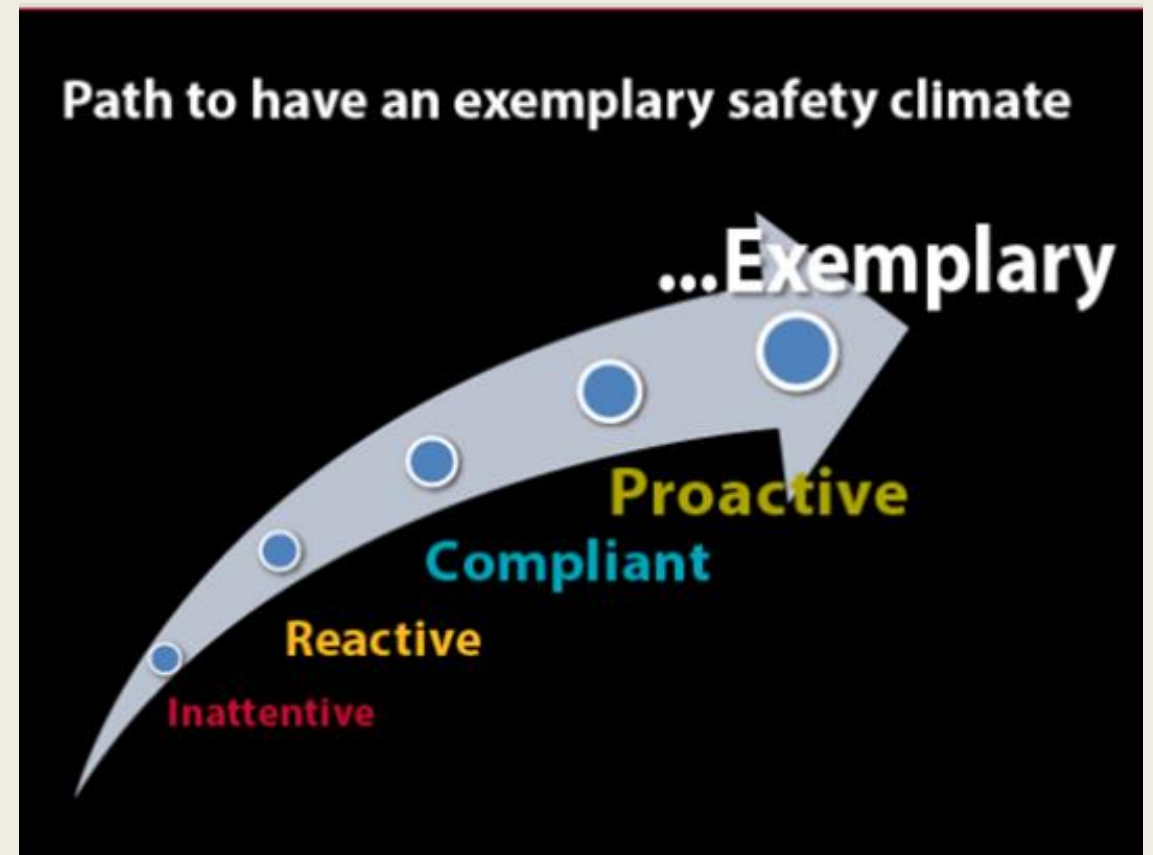


Components of the Safety Climate Tool

- Demonstrating Management Commitment
- Aligning and Integrating Safety as a Value
- Ensure Accountability at all Levels
- Improving Supervisory Leadership
- Empowering and Involving Employees
- Improving Communication
- Training at all Levels
- Encouraging Owner/Client Involvement

CPWR's Safety Climate Assessment

- <https://www.cpwr.com/safety-culture>
- <https://safetyclimateassessment.com>

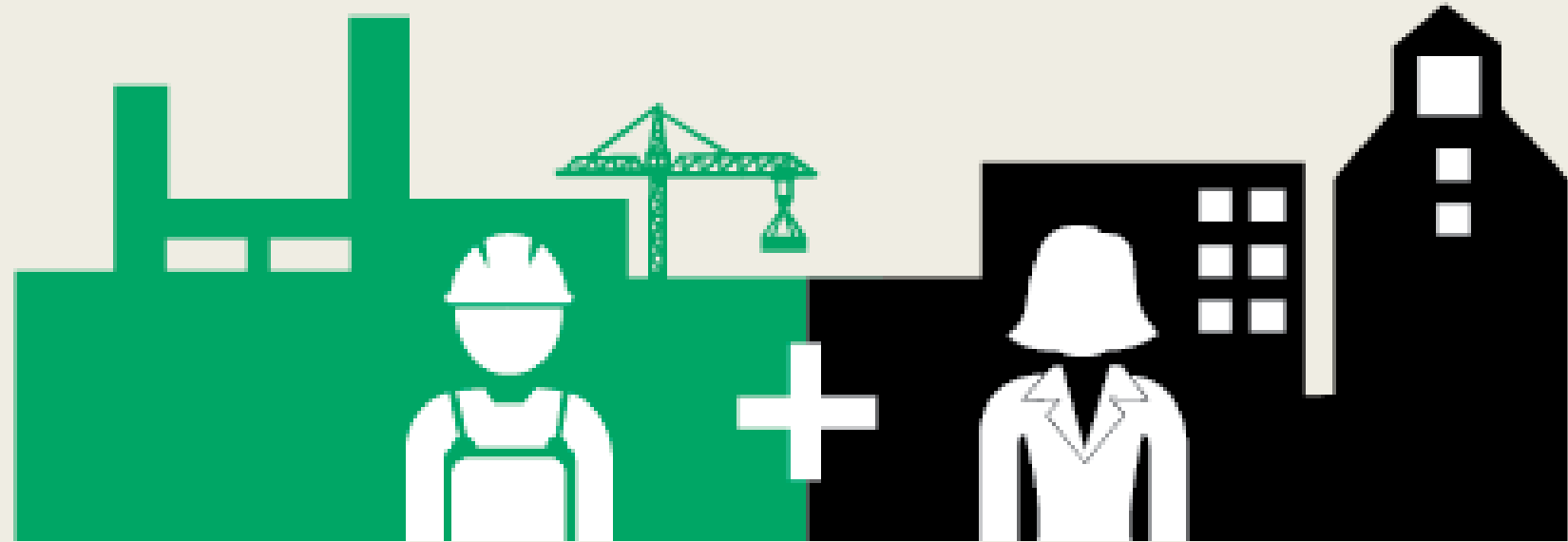


Demonstrating Management Commitment

- Develop safety policies, procedures and guidelines that are aligned with other company priorities and values
- Be visible to employees and use correct safety behaviors
- Allocate adequate resources to effectively implement safety activities
- Actively participate in meetings
- Strive for zero hazard as well as zero injury jobsites
- Create formalized processes for corrective action

OSHA's Safe + Sound Campaign

SAFE WORKPLACE



SOUND BUSINESS

OHSA VPP

- The Voluntary Protection Programs (VPP) recognize employers and workers in the private industry and federal agencies who have implemented effective safety and health management systems.
- Program participants must maintain injury and illness rates below national Bureau of Labor Statistics averages for their respective industries.

Where next?

- Understand that a safety management system is important for organizations
- Understand that a key component is having top management/leadership commitment
- Know that there are options at all levels of commitment and capacity

What's best for your organization?

- Review the comparisons
- Identify the resources (time, material and monetary)
- Where is your work focused at?
- How is your current company structured?

Steps to acknowledgement

- Self-determination and self-declaration.
- Seek confirmation of conformity through parties having an interest in the organization, such as customers (owner-clients).
- Seek confirmation of its self-declaration by a party external to the organization.
- Certify/register the OHS management system by an external organization.

Commit to lead

- Be involved.
- Take responsibility.
- Lead by example.
- Be consistent.
- Communicate expectations.
- Be aware of gaps.

Ready resources

- cpwr.org
- osha.gov
- assp.org
- <https://nimonik.com/2018/01/faqs-on-iso-45001/>
- *Advanced Safety Management – Focusing on Z10 and Serious Injury Prevention*, second edition (2014) by Fred A. Manuele (available through ASSP.org or amazon.com) (third edition coming...May 2020)
- *Fred Manuele on Safety Management* (2018) by Fred A. Manuele (ASSP.org)

Connect, Communicate, Share, Implement!

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