ISO 45001:2018 Seminar
IOSH Event, Staffordshire - Thursday 16 August 2018
Introduction to Bureau Veritas

Bureau Veritas awarded ISO 45001 global accreditation

What is ISO 45001:2018?

The migration process

Reasons for change

Main concepts

Bureau Veritas Learning Academy and LEAD
World leaders in Testing, Inspection and Certification

BV Global

- €4.6 billion in revenue
- 70,000+ employees
- 400,000+ clients
- 1,400 offices and laboratories in 140 countries

Americas
- 25% of revenue
- 17,900 employees
- 330 locations

Europe
- 32% of revenue
- 14,700 employees
- 380 locations

Africa, Middle East and Eastern Europe
- 12% of revenue
- 8,900 employees
- 290 locations

Asia-Pacific

Certification Industry In-Service Inspection & verification Construction
- 8%
- 20%
- 13%
- 13%

Commodities Consumer Products Marine & Offshore Government Services & International Trade
- 18%
- 14%
- 9%
- 5%

BV UK

- £74 million in revenue
- 1300+ employees
- 10,000+ clients
- 23 offices and laboratories

World leaders in Testing, Inspection and Certification
▪ **Roles in Bureau Veritas Certification UK (since August 2011)**
  ▪ Initially Project Management (Large Contracts) but also started on Technical processes that eventually became my focus area.

▪ **Current Activities**
  ▪ Certification Audits to 9K, 14K, 18K, ISO 22301, BS 10500 and EU ETS Verification
  ▪ Certification Decisions for 9K, 14K & 18K, Management of Auditor Training / Competence
  ▪ UK representative for ART and Auditor Portal

▪ **Background**
  ▪ Spent some time in Rubber and PVC – custom compounding; grounding in 9K and 14K
  ▪ Rolls-Royce Diesel Engines, Hydraulic Hose Assembly, Industrial Chain, Distribution (9K, 14K and FSC CoC – 11 page Management System, 18k & BS25999), Food Packaging (BRC).
BUREAU VERITAS CERTIFICATION, ONE OF THE FIRST GLOBALLY ACCREDITED COMPANIES BY UKAS FOR ISO 45001:2018

• Bureau Veritas Certification Holdings SAS – UK Branch has been granted global accreditation by UKAS for the certification of occupational health and safety management systems in accordance with the new ISO 45001:2018 international standard.

• The accreditation awarded is evidence of our technical competence for this activity; therefore Bureau Veritas occupational health and safety certification will be supported by the UKAS global accreditation and perceived as a guarantee by the market.

• With this accreditation we have become one of the first international certification bodies recognized to have the necessary resources available to perform the evaluation required for granting such certification to our customers.
WHAT IS ISO 45001:2018?
- ISO 45001 is a new standard that will effectively replace the existing BS OHSAS 18001
  - BS OHSAS to be withdrawn in March 2021 (three year migration)
  - The migration process allow existing accredited OHSAS 18001 companies to become ISO 45001.
  - Non accredited OHSAS 18001 companies will need to perform an initial assessment to ISO 45001.

- Certification bodies also had to migrate their accreditation to ISO 45001
  - All of the Bureau Veritas OHSAS 18001 auditors were retrained,
  - The Bureau Veritas ISO 17021 management system was updated and accreditation received from UKAS.
ISO 45001:2018 will be the first standard to provide a comprehensive Framework for Management Systems addressing occupational health and safety issues.

Organizations are responsible for the health and safety of employees and people who work under its control. For this reason the company must provide a safe and healthy workplace, preventing accidents, work-related injury and ill-health, as well as continually improving OH&S performance.

<table>
<thead>
<tr>
<th>INTEGRATED APPROACH</th>
<th>MAIN GOALS</th>
<th>NEW CONCEPTS</th>
<th>MAIN BENEFITS</th>
</tr>
</thead>
</table>
| ▪ To increase compatibility and integration with other Management System schemes: ISO 9001:2015 and ISO 14001:2015 | ▪ Apply a “High-Level Structure”  
▪ Remain generic  
▪ Simplified language and text  
▪ Facilitate implementation | ▪ Context of the Organization  
▪ Leadership and worker participation  
▪ Planning  
▪ Support  
▪ Operation  
▪ OHS Risks and other Risks | ▪ Demonstrate leadership and commitment with respect of the OH&S MS.  
▪ Control OH&S Risks & Other Risks  
▪ Improve OH&S performance |
The ISO PC-283 Committee, made up of 74 states and 17 organizations, was responsible for preparing the draft, with the following stakeholders:
CONTROVERSIAL ASPECTS

DIFFERENT LEGISLATION IN EACH COUNTRY

PERIOD OF CONSULTATION AND CONFLICTIVE PARTICIPATION IN SOME COUNTRIES FOR THE APPROVAL OF THE DRAFT

STRONG SOCIAL DEMAND

EXISTENCE OF DIFFERENT APPROACHES RELATED TO HEALTH AND SAFETY IN THE WORKPLACE
THE MIGRATION PROCESS

ISO Standard
During the 3-year-migration period, the organisation decides when it migrates. An organisation can still be recertified to the old standard during this period.

**CURRENT CERTIFICATES REMAIN VALID UNTIL THE END OF THE MIGRATION PERIOD.**
03 REASONS FOR CHANGE
Numerous versions of OHSAS adopted by different countries

90,000 OHSAS certificates in more than 120 countries

Integrable Certification with Quality and Environment

Harmonisation of Management Systems. ISO Structure

2. Occupational Health & Safety Management is extended to all the operations of the organisation through **management leadership** and employee participation.

3. The **conformity assessment** is extended beyond legal and other requirements. We must demonstrate that we know and periodically evaluate established requirements.

4. Introduces new concepts: **employee wellbeing, risks and opportunities**.

5. **Definition of risk based approach to the management system**.

6. The context of the organisation and the expectations of interested parties are of particular importance. **special monitoring of outsourced activities**.
**Reduces** the number of work-related injuries, illnesses, and death.

**Develops and implements** the Health and Safety Policy for the fulfilment of the established objectives.

**Demonstrates** leadership and commitment to the Health and Safety Management System.

**Reduces** risks of activities.

**Improves** the performance of the Health and Safety Management System.
Enables the improvement of the coherence and alignment with ISO Standards for Management Systems, existence of Basic Text, Terminology, and Common Definitions that have been unified and agreed upon.
HIGH LEVEL STRUCTURE

SECTORAL STANDARDS
- Automotive
- Medical devices
- Oil and gas industry

CORE REQUIRED ELEMENTS HIGH LEVEL STRUCTURE

EXAMPLE:
- Risk management
- CSR

ELEMENTS GUIDELINES
ASPECTS GUIDELINES

QUALITY MANAGEMENT

ENVIRONMENTAL MANAGEMENT

FOOD SAFETY

EXAMPLE:
- Auditing

GENERIC GUIDELINES

SUPPORT

LEAD
Risk-based thinking has been introduced, explicitly or implicitly, in all clauses

WHAT IS "RISK-BASED THINKING"?

Something we all do automatically and often subconsciously

Risk is often seen as negative, but...

Risk-based thinking can also help identify

opportunities = positive risk
04 MAIN CONCEPTS
0. INTRODUCTION

1. PURPOSE AND FIELD OF APPLICATION

2. REGULATORY REFERENCES

3. TERMS AND DEFINITIONS
TERMS AND DEFINITIONS:

1. New definition of worker and workplace.
2. New definition of Risk. (OH&S Risks and Opportunities & other risks and opportunities)
3. Participation and Consultation are separated into two definitions
TERMS AND DEFINITIONS:

3.2 Worker: Person performing work or work-related activities under the management of the organization

3.4 Participation: Implication in decision making.
Note 1 Participation includes the involvement of health and safety committees and workers' representatives, where they exist

3.6 Workplace: Place under the management of the organization (3.1) where a person needs to be or go for work purposes
TERMS AND DEFINITIONS:

3.2 risk "effect of uncertainty”

- Note 1 An effect is a deviation from the expected - positive or negative.
- Note 2 Uncertainty is the state, even partial, of a lack of information related to the understanding or knowledge of an event, its consequence or its probability.
- Note 3 Risk is often characterized by reference to potential "events" (as defined in ISO Guide 73: 2009, 3.5.1.3), and "consequences" (as defined in ISO Guide 73: 2009, 3.6.1.3), or a combination thereof.
- Note 4 Risk is often expressed in terms of a combination of the consequences of an event (including changes in circumstances) and the associated "likelihood" (as defined in ISO Guide 73: 2009, 3.6.1.1) that it occurs.
- Note 5 In this document, when the terms risks and opportunities are used together it means risks to OHS, opportunities for OHS and other risks and opportunities for the management system.
MORE ELABORATE SCOPE. TERMS AND DEFINITIONS:

Interested Parties (Stakeholders): Person or organization that can affect, be affected or perceive itself to be affected by a decision or activity. (Example: customers, owners, banks, unions, etc..)
4. CONTEXT OF THE ORGANISATION

4.1 Understanding the organization and its context

4.2 Understanding the needs and expectations of workers and other interested parties

4.3 Determining the scope of the OHS management system

4.4 OHS management system
4. CONTEXT OF THE ORGANISATION

4.1 Understanding the organization and its context
Understanding the needs and expectations of workers and other interested parties. In addition to the workers (which means all employees working for or on behalf of the organization), all relevant interested parties and their needs and expectations to be determined.
4. CONTEXT OF THE ORGANISATION

4.2 Understanding the needs and expectations of workers and other interested parties

NOTE: It is important to determine the different needs and expectations of managerial and non-managerial workers

4.3 Determining the scope of the OHS management system

Clear management approach on process monitoring
5. LEADERSHIP AND WORKER PARTICIPATION

5.1 Leadership and commitment

5.2 OHS Policy

5.3 Roles, responsibilities, accountability and authorities in the organization.

5.4 Consultation and participation of workers
5. LEADERSHIP AND WORKER PARTICIPATION

5.1 Leadership and commitment

The leadership of the Senior Management must be clear and demonstrate commitment in matters of Health and Safety.

5.2 OHS Policy

Established by the Senior Management and implemented and transferred to all.
5. LEADERSHIP AND WORKER PARTICIPATION

5.3 Roles, responsibilities, accountability and authorities in the organization

NOTE While responsibility and authority can be allocated, senior management ultimately remains overall responsible and accountable for the operation of the OHS management system. Assigned by Senior Management.

5.4 Consultation and participation of workers

Greater emphasis on the processes in which employees can participate. Inclusion of employees in consultation processes related to safety and health.
6. PLANNING

6.1 Actions to address risks and opportunities
   6.1.1 General Considerations
   6.1.2 Risk identification and assessment of risks and opportunities
       6.1.2.1 Risks identification
       6.1.2.2 Assessment of risks to OHS and other risks to the
               OHS management system
       6.1.2.3 Identification of opportunities for OHS and other
               opportunities
   6.1.3 Determination of applicable legal requirements and other
       requirements
   6.1.4 Action planning

6.2 OHS objectives and planning to achieve them
   6.2.1 OHS objectives
   6.2.2 Planning to achieve OHS objectives
6. PLANNING

Actions to address risks and opportunities are a key element of the new standard with the framework of Annex SL

New entry elements in risk identification (4.3.1 OHSAS): risks related to (1) Product including R & D (2) workers in places not under direct control (3) Changes in Knowledge (4) workload, company culture, etc.
6. PLANNING

6.1 Actions to address risks and opportunities
Risk Identification: Routine and non-routine activities, human factors, new or changed hazards, emergencies, people, possible changes and previous incidents, as well as the organization of work or social factors should be considered.

Risks evaluations

6.1.2.3 Identification of opportunities for OHS and other opportunities. In health and safety: improvement in company culture, new technologies, expand training and knowledge, greater employee participation, etc..

6.2 OH&S objectives and planning to achieve them
7. SUPPORT

7.1 Resources
7.2 Competence
7.3 Awareness
7.4 Communication
  7.4.1 General Considerations
  7.4.2 Internal communication
  7.4.3 External communication
7.5 Documented information
  7.5.1 General Considerations
  7.5.2 Creating and Updating
  7.5.3 Management of Documented Information
7. SUPPORT

7.2 Competence
Workers must be competent including having the ability to identify hazards.

7.3 Awareness
Workers, contractors, visitors etc. should be made aware of consequences of not conforming to the OH&SMS and that they can remove themselves situations that pose a danger to their life or health and protection measures.

7.4 Communication
Aligned with ISO 14001 in its content: communication, internal and external communication process.
7. SUPPORT

Resources (human, infrastructure, technology), competition, awareness raising, information and communication are included.

The methodology of communication is more structured.

The terms of Information Control replace the terms of the documents and records in line with the framework of the SL Annex.
8. OPERATION

8.1 Operational planning and monitoring
   8.1.1 General Considerations.
   8.1.2 Eliminate danger and reduce risk for OHS.
   8.1.3 Change management
   8.1.4 External recruitment

8.2 Emergency Readiness and Response
8. OPERATION

8.1 Operational planning and monitoring
8.1.1 General Considerations.
8.1.2 Eliminate danger and reduce risk for OHS.

The organization shall establish, implement and maintain one or more processes for the elimination of risks and the reduction of risks to OHS by using the following control hierarchy: eliminating risks, replacing processes, using technical and administrative controls, using equipment.
8. OPERATION

The following processes are included:

- Operational control (procedures and control hierarchy: eliminating danger to avoid risk as a first choice (4.3.1 OHSAS)
- Change management
- Purchases
- Contract Management
- Emergencies
8. OPERATION

More emphasis on procurement controls for products and services with pre-defined processes in place.

More emphasis on contractors and their controls as well as on the coordination processes of business activities. Greater control if they are in our facilities. Control of outsourced functions and processes.

Emergencies identified (from both natural and provoked causes) should be assessed, based on identified Health and Safety risks.
9. PERFORMANCE ASSESSMENT

9.1 Monitoring, measuring, analyzing and evaluating performance
   9.1.1 General Considerations

9.2 Internal audit
   9.2.1 General Considerations
   9.2.2 Internal audit programme

9.3 Management Review
9. PERFORMANCE ASSESSMENT

Monitoring and Measurement, Internal Audit, Legal and other Compliance evaluation (9.1.2) and Management Review (9.3)

The Management Review should not be a mere presentation of results, but a strategic evaluation of top management to establish possible improvements and analyze those results.
10. IMPROVEMENT

10.1 General Considerations

10.2 Incidents, non-conformities and corrective actions

10.3 Continual improvement
10. IMPROVEMENT

10.2 Incidents, non-conformities and corrective actions.

The organization, when an incident or NC occurs, shall:

b) Evaluate, with the participation of workers (see 5.4)…
e) Assess OH&S risks that relate to new or changed hazards prior to taking action.

Incidents, NC, CA and Continual Improvement of the system are included. Continual Improvement appears as a separate clause with a series of input elements needed to be incorporated into the system. It is intended to emphasize the concept of periodic improvement of the Organization's Health and Safety performance.
Q & A
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http://bureauveritas.co.uk/home/our-services/bureau-veritas-learning-academy
1. Our online training programs can be taken when needed. With our Learning Management System you are able to manage your own experience.

2. On-line tool based on the new requirements so you can assess current compliance in your Management System against the requirements of ISO 45001:2018 standard chapter by chapter, clause by clause.

3. Our Audits are an opportunity to fully understand the new requirements and their impact on your existing management system.
You can choose between different levels of support: a basic pack helps in preparation for first steps of migration (transition), while the all-in-one service pack provides a cost-effective way to help clients move through the process with confidence and includes e-learning sessions, online self-assessment tool and audits with Bureau Veritas.
During the 3-year-migration period, the organisation decides when it migrates. An organisation can still be recertified to the old standard during this period.

**CURRENT CERTIFICATES REMAIN VALID UNTIL THE END OF THE MIGRATION PERIOD.**