

Aligning Policies and Objectives

Building a Framework for Effective Health and Safety
Management



“An effectively implemented health and safety management system aligns policies with strategic and management system objectives and provides the framework upon which to translate these objectives into measurable targets aligned with your health and safety goals.”

This is what we all strive for isn't it?

What the law States - HASW - If you employ five or more people, it is a legal requirement to have a written Health & Safety Policy detailing your organisation's approach to managing health and safety.



Part 1: Statement of intent



Part 2: Responsibilities for health and safety

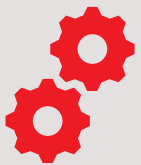


Part 3: Arrangements for health and safety

On face value, this should be quite straightforward



What are we missing out on with basic compliance?



So what's out there to support organisations take a more proactive and measurable approach?

Let's take a look at ISO 45001:2018

The standard supports organisations to meet the basic lawful requirements.

There are clear clauses/requirements in place to address these:



Clause 5.2 – OH&S Policy



Clause 5.3 - Organisational roles, responsibilities and authorities



Clause 8 - Operational planning and control

But as with all ISO standards there's so much more!

Clause 4 - Context

This is where the business takes a critical step back and assesses all the internal and external issues they face in relation to H&S.




Ideally this process will involve all levels in the business.

Most effective if a fully 'drains up' review is undertaken.



Clause 5 – Leadership and Worker Participation

Focus is given to OH&S being led by Top Management

-  Ensuring that policy & objectives are established
-  Ensuring integration into day to day processes
-  Maintaining communication, consultation and participation of workers.

Makes the management system becomes part of the organisations DNA.

Clause 6 – Planning



Consideration of the identified strategic risks and opportunities



Requirement for day to day hazard identification and risk assessment



Proactive determination of any relevant OH&S legal and other requirements



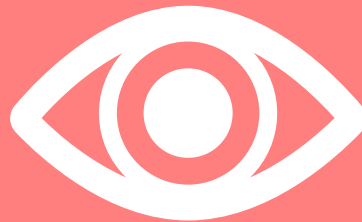
Management system objectives are defined

Clause 7 – Support

When the standard looks at Support for the OH&S Management system, it focuses not only on resources, but it also looks at all workers impacted by the management system – internally and externally.



Competence



Awareness



Communication

Clause 8 - Operation

This is the 'doing it' clause for the management system whereby all the operational OH&S arrangements are to be defined

i.e. as professionals – our day job!



Clause 9 – Performance Evaluation



Drive continual improvement in a measurable way



Conduct internal audits to self-check internal compliance



Management Review to make sure continual improvement is being achieved

Clause 10 – Improvement



The last clause is all about continual improvement



Have a process in place to track where things go astray, to include undertaking effective root cause analysis

Aims and Objectives through ISO 45001



Meet your OH&S compliance obligations as a minimum



Achieve your objectives and goals with tangible results



Create the vision and clarity that enables you to positively engage with everyone in your organisation



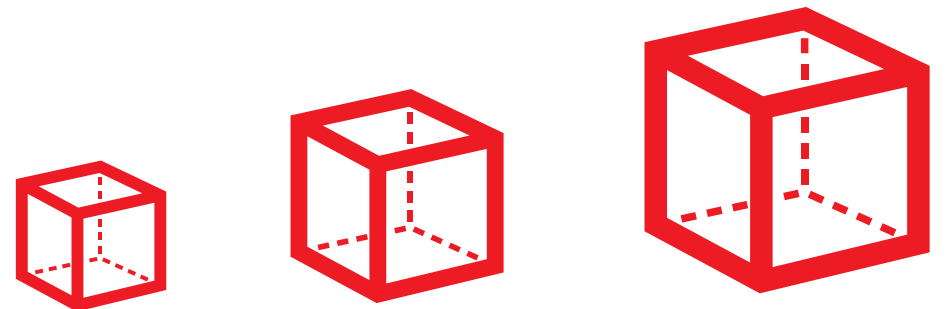
Drive both credibility and confidence in your proactive OH&S performance

**It can feel daunting
though can't it?**



Do you have an existing ISO Standard?

If you already hold an ISO standard such as ISO 9001 for Quality or ISO 14001 for environmental management etc, you already have the building blocks you need for your management system in place.



Use Technology

The elements that tend to require day to day work are the operational elements such as:



Risk
assessments



Contractor
management



Training



Accident or
incidents



Audits and
Inspections

And progressing any actions that arise from any of these activities.

Use Technology

You can use tools such as AssessNET to support you with these elements to make them far easier to manage, and help you to drive continual improvement



New to ISO?

If you are completely new to ISO Standards, then utilising the support of a consultancy can help you to create your management system using these tools.



New to ISO?

Sometimes it's just that little bit of extra support can give you the confidence to move from basic OH&S management to a proactive OH&S culture for your business where everyone feels a part of something special.

Certification to ISO 45001:2018 an achievable cherry on the top!

