



ASSE Tech Brief

July 2015



The Rise of ISO 45001

A New Global Occupational Health and Safety Management System Standard

Interest Continues to Grow in the Proposed Standard

It's been over two decades since the idea for an ISO standard on an Occupational Health and Safety Management System Standard (OHSMS) first surfaced. Now, after 3 failed attempts, the international community, including the United States, has voted to develop what many consider is the most significant health and safety standard in the past 50 years. The question is less about whether a standard will be adopted, but more so on what will it do and how will it impact not only employee health and safety but the practice of the safety profession. There are now seventy-four countries, including observing countries, closely watching and participating in the development of this standard. This is a three year effort which began in July of 2013.

The ISO PC283 Committee recently reached consensus to approve the proposed ISO 45001 Standard for Occupational Health and Safety Management Systems to move forward in the process as a DIS (Draft International Standard). This is significant for occupational safety and health since the standard has now surmounted one of the major process standards development steps and will continue to advance.

The recent global voting totals are below:

35 votes of Approval
11 votes of Disapproval
5 Abstentions

The ISO/IEC Directives Part 1, 2.5.6 advises that " approval by a two-thirds majority of the P-members of the technical committee or subcommittee voting may be deemed to be sufficient for the committee draft to be accepted for registration as an enquiry draft." Consequently the CD is now approved to move to the DIS stage.

ANSI and ASSE have been working diligently together along with the participating organizations on the U.S. Technical Advisory Group (TAG) to work on this standard. ASSE leads the development effort by serving as U.S. TAG administrator for ISO PC 283. ANSI is the

U.S. member body to ISO, and the TAG will advise ANSI on voting positions and is leading discussions on creation of the new OH&S standard via our TAG leadership team.

Google TAG Meeting

Of interest is that the U.S. TAG recently met at [Google](#) in Northern California to finalize the United States position, comments, and ballot. The United States voted “no with comments” and was submitted to ISO via ANSI (American National Standards Institute) as the voting organization for the United States at ISO.

Through the sponsorship of Google the TAG members were able to have a spirited and diverse debate about the standard. TAG members continue to dialogue about the impact of the standard, global supply chain initiatives, and how voluntary standards such as the proposed ISO 45001 will play a significant role in creating solutions that cross borders. While debate continues about the contents of the standard, there appears to be a strong TAG consensus that this is a real opportunity for standards to play an important role in addressing compelling global occupational safety and health issues. This new standard can help us create a necessary global foundation of worker safety standards and inspections that can be used by all global supply chains, for all industries, and cover all contractors and subcontractors in all countries supplying products into these supply chains. Tragedies such as have occurred recently in Bangladesh in the garment supply chain need to be constructively and effectively addressed. A global worker safety standard can offer the global ‘brand’ and inspection regime needed to bring oversight and execution to the far ends of global supply chains.



The [Google](#) primary representative on the TAG and meeting lead is Erike Young. As an active ASSE member and Regional Vice-President for ASSE Region I Erike continues to be a proactive leader and problem solver on the TAG. When we asked him about his view of the TAG and the meeting he commented: “I have a passion for safety and I think this standard can positively impact global safety in the years to come. I am pleased to be part of this effort and am glad to see that ASSE has taken on a leading role in creating this standard”.

To hear more about the standards writing and commenting process used by the TAG for the purposes of formulating the American positions please click on the clips below from TAG Chair Vic Toy and vice-chair Kathy Seabrook:

Link: Vic Toy <http://youtu.be/-1C5x8b3-5Q>

Link: Kathy Seabrook <http://youtu.be/svuMg83QW4w>

The American Position: The TAG ratified the ongoing American position of supporting the project and wanting to see the standard move forward to the positive benefits they see resulting from this standard. The TAG did not want to see the current draft move to a finalization process

since the consensus is that additional work still needs to take place. The U.S. TAG submitted the following comments on the draft standard:

https://www.asse.org/assets/1/7/ISO_45001_Comments.pdf

https://www.asse.org/assets/1/7/ISO_45001_TAG_Position.pdf

The Team “In Action” at Google



The photo shows the complete TAG “in action” at [Google](#) for our preparation meeting. Evel Knievel is actually Google employee Joe Clark who serves as the alternate for Google on the TAG. Google has been very proactive on the issue of bicycle safety. As one of the safety leads at Google, Joe was responsible for educational, yet still humorous, videos addressing the use of bicycles on Google grounds. Joe was in “character” for the meeting. This photo shows not only the extensive participation, but also that there can be “fun” in the writing of standards!

In addition, The TAG had the honor of hearing from Mr. Marty Lev. Marty is the Google Vice President for Global Safety, Security & Transportation. He gave a dynamite presentation about global safety, Google, and his thoughts on international standards development. He challenged many of the ideas and preconceptions of the TAG and definitely helped generate debate.

<https://youtu.be/DIkF0r0WY5Y>

The TAG thank you letter to [Google](#) can be viewed below, and we are interested in hearing from other organizations on the TAG willing to host a future meeting:

https://www.asse.org/assets/1/7/Google_Appreciation_Letter.pdf



ASSE President for 2016-2016, Mike Belcher, also attended the meeting and fully participated. He gave a presentation to the TAG pointing out that ASSE is strongly behind this effort, believes it will do good things for occupational safety and health, and global efforts such as this are positive for the safety profession. “Mike noted: “This standard has been discussed and debated for twenty years. It was very impressive to see so many organizations come together to discuss the contents of the standard and how it will be implemented. I enjoyed the meeting, the exchange of opinions and ideas, and I was proud to see ASSE taking a leadership role in regards to the development of this standard.”

Basic Standard Information

Participating Countries: There are now 59 participating countries on the ISO PC-283 Committee along with fifteen observing countries. You can see the participating countries:

http://www.iso.org/iso/home/standards_development/list_of_iso_technical_committees/iso_technical_committee.htm?commid=4857129

United States TAG Leadership Team: The current leadership team of the United States TAG to the ISO PC-283 Project Committee is:

Vic Toy, CIH, CSP (Chair)

Kathy Seabrook, CSP, CFIOSH, EurOSHM (Vice-Chair)

Thea Dunmire, CIH (Subject Matter Representative/Expert)

Todd Hohn, CSP (Subject Matter Representative/Expert)

James Howe, CSP (U.S. TAG Membership Subgroup Chair)

Title: ISO 45001 Standard for Occupational Health and Safety Management Systems

Scope: This International Standard specifies requirements for an occupational health and safety (OH&S) management system, with guidance for its use, to enable an organization to control its OH&S risks and improve its OH&S performance. It does not state specific OH&S performance criteria, nor does it give detailed specifications for the design of a management system.

This International Standard is applicable to any organization that wishes to:

- a) establish an OH&S management system to eliminate or minimize risks to personnel and other interested parties who could be exposed to OH&S hazards associated with its activities;
- b) implement, maintain and continually improve an OH&S management system;
- c) assure itself of its conformity with its stated OH&S policy;
- d) demonstrate conformity with the requirements of this International Standard.

One of the key questions continues to be what will the standard address? Below is the Table of Contents from the current standard. This will give you a good feel for what the standard will address.

The British Standards Institute, as a secretariat of the global ISO PC283 Committee, has also put together a white paper that should be of interest to you. The paper addresses:

- Background of ISO 45001
- Progress to date
- Relationship between ISO 45001 and OHSAS 18001
- What happens next
- The latest publication timeline

[Download the whitepaper now >](#)

In addition, BSI recently released an excellent article addressing the standard. This article, written by Richard Jones and John Lacey gives an excellent overview of the standard and its overall direction:

https://www.asse.org/assets/1/7/IOSH_Article_for_ISO_45001.pdf

Proposed ISO 45001 – Table of Contents

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Annex A (informative) Guidance on the use of this International Standard

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Bibliography

TAG Participants Organizations – Observations and Comments

A number of TAG participants attended the meeting and participated. The views and ideas of these participants should also be of value to those SH&E professionals interested in the proposed standard and the impact it can have on the global practice of the profession.

The U.S. Technical Advisory Group comprises leaders from *Fortune* 500 companies, as well as those from governmental, trade, and labor organizations and associations with an interest in improving occupational health and safety globally.

The recent three-day meeting brought together approximately eighty attendees, to continue to develop the U.S. positions that will help shape the International Organization for Standardization (ISO) 45001, which focuses on improvements to occupational health and safety management systems around the world.

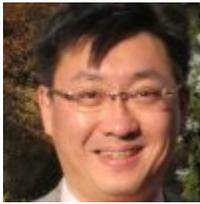
Comments From Members of the TAG – Potential Impact of ISO 45001



Kyle Dotson, [Dotson Group](#), LLC: “The most recent meeting of the US Technical Advisory Group at Google solidified the US position on the content

of the ISO 45001 international standard for safety and health management systems and demonstrated increasing support for the standard. The support of large US corporations such as Google assures that the impact of this standard will be more far-reaching than any and all of the single country safety standards that have come

before. With the increasing globalization of product supply chains, an international standard is needed to serve as a keystone for the development standardized management tools to improve international workplace safety. My observation of the meeting at Google is that the US TAG is working hard to assure that the final standard is well written and structured in a manner that will have maximum impact on the safety of diverse international workplaces.”



Wilhelm Wang, [TransReg, LLC](#): As ISO 45001 is being considered for advancement to the Draft International Standard (DIS) stage, the last TAG Meeting was held at a critical juncture where formation of a unified and convincing US position is imperative. Not only that comments were vigorously debated and disposed, during the last meeting, most importantly, a number of key US positions were evolved and solidified. We now are looking forward to TAG leadership to deliver our positions and perspective the next ISO gathering. It was, I believe, a well organized and fruitful meeting.



Scott Madar, [ORCHSE Strategies, LLC](#): First, I want to say that Google was an incredible host and we were very lucky to have spent three days there. They treated us all terrific. The ISO 45001 will serve as an important first step for many organizations around the world that currently don't have an occupational safety and health management system in place. Are all US companies going to love the standard? Of course not, because many have programs that are more sophisticated than what this standard will require, but we

have to remember that this standard is intended to raise the bar around the world. It is a good first step and I look forward to working on future versions.



Brent Ross, [ISN](#): The time was well spent and well organized. I feel we were able to provide value and look forward to working with the group to develop an effective standard.



Josh Thibodeaux, [Keystone Engineering](#): The April TAG Meeting at Google was an intensely collaborative gathering of the safety professions' foremost experts on standards and safety management systems. With such a diverse collective of organizations being represented, the ISO 45001 standard will have a much stronger likelihood of being universally applicable and widely implemented.



Dan Reid, [Omnex Engineering and Management](#): It (meeting) did not change my belief. This is a new international standard being drafted by a new Committee (PC) on a fast track development plan. The document is very immature for an international standard being too wordy, redundant and hard to audit, e. g. much content only needs to be "considered" not followed or acted upon. There is much work to do on the document in order to result in the best outcomes after release. It may take one or two five year iterations after the users get some experience with it and provide their feedback to the drafters.



Patrick White, [Banda Group International](#):

Speaking as a new TAG applicant, there were several factors that really impressed me about both the group and the process as a whole. The most prominent aspects I noted were the level of passion and sense of community and dedication towards achieving a common goal. The composition of the group was a representative mix of all aspects of the profession that spanned the various disciplines of practice, management, academia, regulatory, scientific, etc. And the level of experience and professional standing of the participants was as noteworthy as the diversity of interests represented. A genuine desire by all to consider various perspectives was obvious. The commitment to the international community was a key consideration as well. Many of the members with international experience also raised points that helped ensure that we maintained a balance approach to enabling the highest degree of protection and participation. Regarding the viability and sustainability of this initiative, the timing is perfect for introduction of this standard to the international community. I say this mostly due to the common use of the High Level Structure in ISO CD 45001, ISO DIS 14001, and ISO DIS 9001, which will provide for the alignment of Occupational Health and Safety, Environmental, and Quality Management Systems as uniform integral parts of the larger organizational management system. Using this common methodology places these vital elements of organizational success on equal footing with operations as a whole, providing for a more sustainable organization. The efforts undertaken by the TAG during the most recent CD review will

prove to be a vital part of this integration effort.



Ken Clayman, [Booz Allen Hamilton](#):

The committee's extensive deliberations, completed at the U.S. TAG meeting at Google, helped to further the development of ISO 45001 toward a viable international standard for OHS management systems. In my observation, we have much more work to do before it is truly useable and applicable across the spectrum of global organizations. I think that we still need to do a better job addressing concerns surrounding small and medium sized organizations, and the concerns of labor organizations must be carefully incorporated in order to ensure full support and engagement with OHS MS activities, but this upcoming DIS version, which the U.S. will have a good input on, is a substantial step in the right direction. I look forward to continuing to help in these efforts.



Richshalla Papillion, [American Bureau of Shipping](#):

As a new member of the US Tag I was not aware of the history of the revisions or comments, in this manner it was difficult at times to recommend a position. However, being a part of this meeting has enlightened me to the level of thought taken in the construction of a standard and the rigorousness of the process. In terms of the impact, I believe this standard will have a more substantial impact on health and safety worldwide than OHSAS 18001. The wording of standard, if it stands, will allow for identifying systemic issues and promoting a positive safety culture through

the support of leadership and employee participation.



Todd Grover, [Masterlock](#): I felt that more work was directed towards defining a globally acceptable consensus than in previous meetings where the efforts

seemed to be oriented on defining a U.S. position for 45001. The meeting was very well organized by ASSE and the hosting by Google was very much appreciated. And, while I fully want to provide the opportunity to all to voice their opinions, there seemed to be a considerable amount of debate stemming from several particular sources that distracted from the progression of full group discussions. I am wondering if any of those issues could be addressed or resolved in another manner.



Gary Lopez, [ASSE](#) Alternate Representative: I believe the meeting went well and kudos to Google for their proactive sponsorship. My concern

is still that in my view the standard is written from a 1985 viewpoint. The limited addressing of risk makes it obsolete before it hits the market. As for the Google meeting the facilities were great. It appears the world overall is more concerned about certification than substantive content. As for impact, with all the different systems standards that have already been out there I am not sure we will see the needle move to much as an evolutionary standard. However adding the ISO label to it makes the 18001 users more "legitimate" in terms of international use.



Victor Klein, [Erachem Comilog](#): The recent TAG

meeting at Google went very well and was focused on the more important aspects of the standard. I still believe that the ISO 45001 standard's impact has great potential to save lives, reduce work related ill-health and accidents and improve overall employee morale on a global scale.



Scott Plummer, [Aracadis](#): It was my first TAG meeting to attend and I was quite impressed with the level of knowledge and commitment so many

organizations have devoted to getting this International standard created with a keen eye and perspective towards how it can work for industry. I look forward to seeing the fruits of our labor implemented. Once approved and implemented, the world will be a better place for thousands of workers because of our efforts and I am proud to say I am a contributing part of it.



Danyle Hepler, [Haley & Aldrich](#): Once approved, ISO 45001 will serve as a guideline for health and safety management systems in many countries

and likely to become legislated as the de-facto standard in others.

Many companies may ask what this new standard means for them and why they should care. Below are two key reasons:

#1. Better protection in the workplace: Poor safety conditions at a workplace put everyone at risk: the workers, the company, stakeholders, and customers. In today's global, connected marketplace, even a company with a strong policy can be negatively impacted by accidents involving partners, suppliers, manufacturing plants, or

acquisitions. As we've already seen, highly publicized workplace accidents can also have a detrimental impact on a company's brand, even if the accident occurred at the site of a subsidiary, manufacturing plant, or supplier. Even if you have an existing health and safety management system, you should assess the new global standard and consider adapting your policies and procedures to comply with this soon-to-be established global industry framework.

supplier could disrupt the flow of goods or services and negatively impact your business. Because of this, many companies require their vendors to adopt stringent health and safety management systems. This trend is only expected to increase once ISO 45001 passes. A consistent global standard is just what companies need to protect their workers as well as their brand reputation, supply chain, and future growth.

#2. A consistent system across the supply chain: A health and safety problem with a

Past Technical Update Materials

ASSE has published previous materials and tech briefs about the proposed standard and these materials are linked below and should interest you:

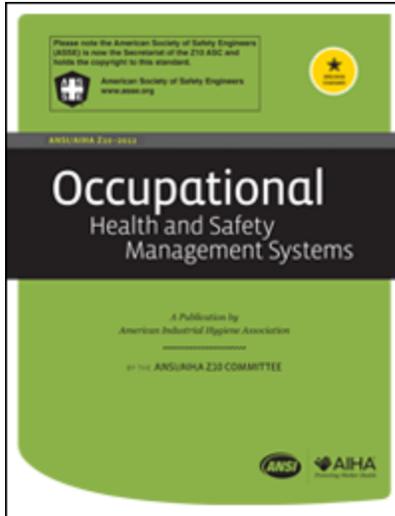
<http://viewer.zmags.com/publication/2ff698a9>

<http://viewer.zmags.com/publication/69074222>

http://www.asse.org/assets/1/7/VP_1014.pdf

A Note about the ANSI/ASSE Z10 American National Standard

The United States TAG has continued to identify the ANSI/ASSE Z10 Standard as one of the critical standards to be considered and referenced in the proposed ISO 45001 Standard. This was also one of the key positions raised by ASSE during the initial discussions and debates leading to the launching of this development effort. This position was verified during the meeting and we will include some additional information about Z10 to advocate for more inclusion of Z10 language in the proposed ISO 45001 Standard.



Committee Title: Z10 Accredited Standards Committee

Standard Title: American National Standard for Occupational Health & Safety Management Systems

Scope: This standard defines minimum requirements for an occupational health and safety management system. The primary purpose of this standard is to provide a management tool to reduce the risk of occupational injuries, illnesses and fatalities.

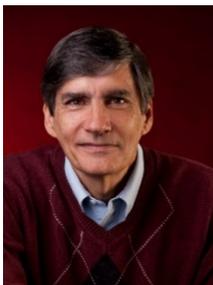
- [Z10 Tech Brief](#)
- [Let Your OHS Management System Do the Work by Vic Toy](#) (This article was originally published in the February 2012 issue of *The Synergist*, the magazine of the American Industrial Hygiene Association.)

Z10 Case Studies

- [Calpine Corporation](#)

Organization Members: U.S. TAG to ISO PC 283

Hopefully you will be impressed with the diversity and strength of the United States TAG to ANSI for the ISO PC 283 Committee. If your organization wishes to be part of this high-caliber team then please contact [ASSE for an application](#).



A comment from TAG Membership Subgroup Chair Jim Howe: “We are continuing to recruit active and dedicated organizations to sit on the TAG and help use with the drafting of this standard. The world is moving forward on this standard and it will have significant global impact on the SH&E

profession in the near future. This is your chance to actively participate and be a part of what is truly a unique experience. If your organization is interested in joining the United States TAG to ANSI for ISO PC-283 please contact Tim Fisher on the ASSE staff and we can get you the application and background materials.”

TAG Membership

AIG Casualty Risk Consulting
AIHA Guideline Foundation
Altria Client Services Inc.
The Aluminum Association
American Board of Industrial Hygiene
American Bureau of Shipping
American Chemistry Council
American Society of Safety Engineers
Amway Corp.
ARCADIS
Ashland Inc.
Banda Group International
BNSF Railway
The Boeing Company
Boart Longyear Limited
Booz Allen Hamilton
Brazosport College
Bureau Veritas North America
Capital Safety
Cargill Meat Solutions
Center for Safety & Health Sustainability
Clarion Safety Systems LLC
Compliance Management International
Cummins
Deep Down, Inc.
Dotson Group, LLC
Eastern Kentucky University
Environmental Compliance Systems Inc.
Erachem Comilog Inc.
ESIS Health, Safety & Environmental
Fisher & Phillips LLP
Flexible Packaging Association
Fluor Corporation
G4S Technology LLC
General Electric Company
Georgia Tech Environmental Sustainability
Services
Google Inc.

The Green Counselor
Haley & Aldrich
Honda North America Services
Icarus Environmental, Inc.
Institute for Safety & Health Management
International Safety Equipment Association
ISN
IUE-CWA
Kerry Ingredients & Flavours, Inc.
Keystone Engineering Inc.
Konecranes, Inc.
The Learning Factory
Lewellyn Technology
Lockheed Martin Corporation
Master Lock Company
Momentive Specialty Chemicals Inc.
National Committee on Occupational Safety
& Health Network
National Consumers League
National Institute for Occupational Safety &
Health
National Institute of Standards &
Technology
National Institutes of Health
National Retail Federation
National Roofing Contractors Association
National Safety Council
North Carolina Department of
Transportation
Nucor Corporation
Occupational Safety & Health
Administration
Omnex Engineering & Management
ORCHSE Strategies, LLC
Parsons Corporation
Penske Logistics
Pfizer Inc.
Risk Management & Insurance Society

ROC One, LLC
Safety Compliance Management, Inc.
Safety-Wise, LLC
Sage Products
Siemens North American Healthcare
SPAN International Training LLC
SRI Quality System Registrar
StriveZero
Toyota Motor Engineering & Manufacturing
North America, Inc.
TransReg LLC
TUV SUD America Inc.
Tyson Foods EHS Services
Underwriters Laboratories Inc.
United Auto Workers, International Union

United Food & Commercial Workers
International Union
U.S. TAG ISO TC262
United Steelworkers International Union
University of Alabama
University of California
University of Utah
University of Wisconsin, Stout
Walt Disney Parks & Resorts
Walmart Stores, Inc.
Weir
Willis Group
Z10 Accredited Standards Committee
Z590.3 Standards Committee
Zurich Services Corporation

For More Information

For technical information about this standards project or for more information about membership on the TAG please contact ASSE via the information below.

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