

Occupational safety and health management systems



In the 1990s, there was a call in industry to create a system that would allow safety and health to be comprehensively planned, organised and systematically and consistently operated.

The British "Occupational Health and Safety Management System" BS OHSAS 18001 was then developed and published in 2007, based on various relevant standards and guidelines. For a long time, it was the most prominent international management system for occupational safety.

Since then, however, the demands in occupational safety and health management have increased. The idea of prevention has also evolved and so ISO 45001 for occupational safety and health management systems (SGA-MS) was developed. This first international standard for occupational safety and health has been in force since March 2018.

ISO 45001:2018

For years, companies in Germany have been complaining about the loss of competent employees and a general shortage of skilled workers. This makes it even more important to keep older, experienced employees healthy and to retain young skilled workers in the company by providing good and safe working conditions.

Accidents resulting from technical failure have fortunately long been the exception, as most facilities in industrialised countries are well developed. Thus, the "base level" of accidents today can almost only be reduced by behavioural measures: by acting safely and being prudent. Therefore, the topic of health protection and health promotion is increasingly coming into focus. Instead of asking "what makes you sick?", today we are increasingly interested in what keeps you healthy. Modern occupational safety and health is therefore a constant critical look at the physical, mental and emotional integrity of the employees - also in order to maintain and promote working capacity in the long term.

In order to achieve this goal and to organise the multitude of occupational health and safety regulations (e.g. occupational health and safety legislation, operational risk management, requirements of accident insurers), more and more companies introduced a preventive-oriented occupational health and safety management system according to ISO 45001:2018 (SGA-MS). The implementation of the SGA-MS was facilitated by the manageable additional effort required for introduction and certification. Another plus point is that a large part of the certification requirements are already required by law or by professional associations in Germany.

ISO 45001:2018 continues most aspects of BS OHSAS 18001, so that it is not necessary to start from "scratch" again. Existing processes can be adopted, considered from a complementary point of view

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Important information

and expanded. The standard also follows the High Level Structure (HLS) already used in many ISO standards, which facilitates integration into existing environmental and quality management systems.

Nevertheless, there are some significant changes compared to BS OHSAS that may be challenging for one or the other company.

The table below gives an overview of the changes that require revisions.

Chapter	Topic	New standard requirement
1. scope of application	Scope of application	Risk minimisation is complemented by the seizing of opportunities for Occupational safety and health protection
2. references and publications	Normative references	No more normative references available
3. terms	Terms	Additions through new definitions and Adaptations of existing terms
4. context of the organisation	Context of interested parties	New focus on employees and other parties; new requirements
5. leadership	Leadership	Supplementary demands on employee involvement (5.4); business processes stronger focus
6. planning	Risks/opportunities Planning changes	Focus and hazard identification are expanded
7. support	Information and Communication	Requirements on the topic of "awareness" are expanded; "external communication" was added; changes to "documented information"
8. operation	Operation Outsourced processes	Focus was expanded and new requirements added
9. evaluation of the performance	Performance indicators Management evaluation	New requirements on risks and Performance indicators and focus on these topics expanded
10. improvement	Non-conformity Corrective action Improvement	Process descriptions for the control of events has been expanded; description of preventive measures is no longer explicitly required; process for continuous improvement has been expanded

Services of GUTcert

We accompany our customers on their way to effective occupational health and safety management. Certification follows the proven procedure for management systems, flexibly adapted to the specific requirements of your company.

An integrated audit of the occupational safety management system with quality and/or environment minimises the additional effort and significantly reduces the audit burden for management and employees. Since a large number of our experienced auditors are accredited for the environmental, quality, energy and occupational safety systems, we can offer both integrated and combined certification procedures at home and abroad.

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Our auditors with practical experience use the accumulated expert knowledge of the standards for you and accompany and support the development of your company. With GUTcert, you achieve a system with which you effectively control your processes and avoid risks.

GUTcert is accredited by the state: The certificates we issue are internationally recognised. The term is basically 3 years, during which a surveillance audit must be carried out annually and recertification is confirmed after 3 years with a repeat audit.

With the publication of ISO 45001 on 12.03.2018, BS OHSAS 18001 was withdrawn and the deadline for conversion is 30 September 2021. If the transition (migration) from BS OHSAS 18001 to ISO 45001 takes place in the meantime, these certificates retain their original validity.

Such a migration audit can be carried out as part of the planned recertification or review with little additional effort. However, we naturally also offer separate audits for transition.

Your benefit

- ▶ You optimise your processes in the area of safety and health
- ▶ They create more legal certainty for those responsible in the company by providing proof of compliance with the legal requirements
- ▶ Through an overall higher safety standard, you effectively reduce the number of breakdowns and accidents - and thus costs, even in the case of "near-accidents".
- ▶ "Along the way" you implement an occupational safety culture where everyone feels responsible for their own and their colleagues' safety
- ▶ Your certification is proof for requirements regarding your occupational safety or "safety culture" in tenders.
- ▶ You strengthen the trust of your customers and investors and improve your public image

Effort

ISO 45001 can be easily integrated into existing systems. Of course, we also offer combined audits to keep the financial and time expenditure for you as low as possible.

The calculation for your certification is made individually, depending on the size of the company and with a view to already existing management systems. To provide us with the necessary data, simply fill out our [quotation form](#).

Our offers include all costs for certification in a clear form, if desired also including travel costs. There is no "small print" with us: additional fees do not apply.

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