



**SLOVENSKI STANDARD**  
**oSIST ISO/DIS 45001:2016**  
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**Sistem vodenja varnosti in zdravja pri delu - Zahteve**

Occupational health and safety management systems - Requirements

iTeh STANDARD PREVIEW  
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Systemes de management de la santé et de la sécurité au travail -- Exigences

**Ta slovenski standard je istoveten z: ISO/DIS 45001**

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## Occupational health and safety management systems — Requirements with guidance for use

*Systèmes de management de la santé et de la sécurité au travail — Exigences avec directives d'utilisation*

ICS: 13.100

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## 123 Foreword

124 ISO (the International Organization for Standardization) is a worldwide federation of national standards  
 125 bodies (ISO member bodies). The work of preparing International Standards is normally carried out  
 126 through ISO technical committees. Each member body interested in a subject for which a technical  
 127 committee has been established has the right to be represented on that committee. International  
 128 organizations, governmental and non-governmental, in liaison with ISO, also take part in the work ISO  
 129 collaborates closely with the International Electrotechnical Commission (IEC) on all matters of  
 130 electrotechnical standardization.

131 The procedures used to develop this document and those intended for its further maintenance are  
 132 described in the ISO/IEC Directives, Part 1. In particular the different approval criteria needed for the  
 133 different types of ISO documents should be noted. This document was drafted in accordance with the  
 134 editorial rules of the ISO/IEC Directives, Part 2 (see [www.iso.org/directives](http://www.iso.org/directives)).

135 Attention is drawn to the possibility that some of the elements of this document may be the subject of  
 136 patent rights. ISO shall not be held responsible for identifying any or all such patent rights. Details of any  
 137 patent rights identified during the development of the document will be in the Introduction and/or on  
 138 the ISO list of patent declarations received (see [www.iso.org/patents](http://www.iso.org/patents)).

139 Any trade name used in this document is information given for the convenience of users and does not  
 140 constitute an endorsement.

141 For an explanation on the meaning of ISO specific terms and expressions related to conformity  
 142 assessment, as well as information about ISO's adherence to the World Trade Organization (WTO)  
 143 principles in the Technical Barriers to Trade (TBT) see the following URL:  
 144 [www.iso.org/iso/foreword.html](http://www.iso.org/iso/foreword.html).

145 The committee responsible for this document is Project Committee ISO/PC 283, *Occupational health and*  
 146 *safety management systems*.

147  
 148 **NOTE TO THIS DRAFT** (which will not be included in the published International Standard):  
 149

150 This text has been prepared using the “high-level structure” (i.e. clause sequence, common text and  
 151 terminology) provided in Annex SL, Appendix 2 of the ISO/IEC Directives, Part 1, Consolidated ISO  
 152 Supplement, 2014. This is intended to enhance alignment among ISO's management system standards,  
 153 and to facilitate their implementation for organizations that need to meet the requirements of two or  
 154 more such standards simultaneously.

155  
 156 The text of Annex SL is highlighted in the main body of the text (clauses 1 to 10) by the use of **blue** font.  
 157 This is only to facilitate analysis and will not be incorporated in the final version of ISO 45001.

158  
 159 This new harmonized approach allows for the addition of discipline-specific (in this case OH&S specific)  
 160 text which has been applied by including the following:

- 161  
 162 a) specific OH&S management system requirements considered essential to meet the scope of the  
 163 ISO 45001 standard;  
 164 b) requirements and notes to clarify and ensure consistent interpretation and implementation of  
 165 the common text in the context of an OH&S management system.

166  
 167 Where text from Annex SL has not been applied, this is indicated in **blue font with strikeout**.

## 168 Introduction

### 169 0.1 Background

170 At the time of developing this International Standard, the International Labour Organization (ILO)  
 171 estimates that 2.3 million people die every year from work-related accidents and diseases. An  
 172 organization is responsible for the health and safety of its workers and that of other persons under its  
 173 control who are performing work on its behalf, including promoting and protecting their physical and  
 174 mental health. The adoption of an occupational health and safety (OH&S) management system is intended  
 175 to enable an organization to improve its OH&S performance in the enhancement of health and safety at  
 176 work and to manage its OH&S risks.

177 NOTE 1 The term "occupational safety and health" ("OSH") has the same meaning as "occupational health and  
 178 safety" ("OH&S").

179 NOTE 2 The term "worker" (see 3.3) is defined to include top management (see 3.12), managerial and non-  
 180 managerial persons.

### 181 0.2 Aim of an OH&S management system

182 The purpose of an OH&S management system is to provide a framework for managing the prevention of  
 183 death, work-related injury and ill health. The intended outcome is to prevent death, work-related injury  
 184 and ill health to workers, to improve and provide a safe and healthy workplace for its workers and other  
 185 persons under its control. An organization's activities can pose a risk of death, work-related injury and ill  
 186 health, consequently it is critically important for the organization to eliminate or minimize OH&S risks  
 187 by taking effective preventive measures. When these measures are applied by the organization through  
 188 its OH&S management system (supported by the use of appropriate controls, methods and tools, at all  
 189 levels in the organization) they improve its OH&S performance. It can be more effective and efficient to  
 190 take early action to address potential opportunities for improvement of OH&S performance.

191 An OH&S management system can enable an organization to improve its OH&S performance by:

- 192 a) developing and implementing an OH&S policy and OH&S objectives;
- 193 b) ensuring top management demonstrate leadership and commitment with respect to the OH&S  
 194 management system;
- 195 c) establishing systematic processes which consider its context (see A.4.1) and which take into account  
 196 its risks and its opportunities;
- 197 d) determining the hazards and OH&S risks associated with its activities; seeking to eliminate them, or  
 198 putting in controls to minimize their potential effects;
- 199 e) establishing operational controls to eliminate or minimize its OH&S risks;
- 200 f) increasing awareness of its OH&S hazards and risks, and associated operational controls, through  
 201 information, communication and training;
- 202 g) evaluating its OH&S performance and seeking to improve it;
- 203 h) establishing and developing the necessary competencies;
- 204 i) developing and supporting an occupational health and safety culture in the organization;



205 j) ensuring that workers, and where they exist, workers' representatives, are informed, consulted and  
206 participate.

207 An OH&S management system can assist an organization to fulfil its applicable legal requirements.

### 208 **0.3 Success factors**

209 The implementation of an OH&S management system is a strategic and operational decision for an  
210 organization. The success of the OH&S management system depends on leadership, commitment and  
211 participation from all levels and functions of the organization. The implementation and sustainability of  
212 an OH&S management system, its effectiveness and its ability to achieve its objectives are dependent on  
213 a number of key factors which can include:

214 a) top management leadership and commitment;

215 b) top management developing, leading and promoting a culture in the organization that supports the  
216 OH&S management system;

217 c) participation of workers, and where they exist, workers' representatives;

218 d) processes for communication and consultation;

219 e) allocation of the necessary resources for its sustainability;

220 f) clear OH&S policies, which are compatible with the overall strategic objectives and direction of the  
221 organization;

222 g) the integration of the OH&S management system into the organization's business processes;

223 h) the continual evaluation and monitoring of the OH&S management system to improve OH&S  
224 performance;

225 i) OH&S objectives that align with the OH&S policies and reflect the organization's OH&S hazards and  
226 risks;

227 j) awareness of its applicable legal requirements and other requirements;

228 k) effective processes for identification of OH&S hazards, control of the OH&S risks and taking  
229 advantage of OH&S opportunities.

230 This International Standard, like other International Standards, is not intended to increase or change an  
231 organization's legal requirements.

232

233 Demonstration of successful implementation of this International Standard can be used by an  
234 organization to give assurance to workers and other interested parties that an effective OH&S  
235 management system is in place. Adoption of this International Standard, however, will not in itself  
236 guarantee optimal outcomes.

237 The level of detail, the complexity, the extent of documented information, and the resources needed to  
238 ensure the success of an organization's OH&S management system will depend on a number of factors,  
239 such as:

- 240 — the organization's context (e.g. number of workers, size, geography, culture, social conditions,  
241 applicable legal requirements and other requirements);
- 242 — the scope of the organization's OH&S management system;
- 243 — the nature of the organization's activities and the related OH&S risks.

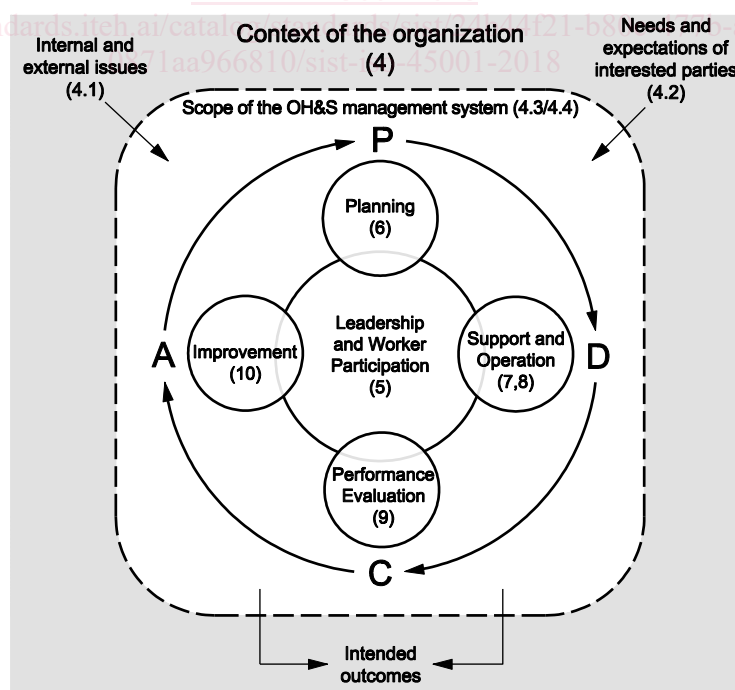
#### 244 0.4 Plan-Do-Check-Act cycle

245 The basis of the OH&S management system approach applied in this International Standard is founded  
246 on the concept of Plan-Do-Check-Act (PDCA), which requires leadership, commitment and participation  
247 of workers, and where they exist, workers' representatives, from all levels and functions of the  
248 organization.

249 The PDCA model is an iterative process used by organizations to achieve continual improvement. It can  
250 be applied to a management system and to each of its individual elements, as follows:

- 251 • Plan: establish objectives, programmes and processes necessary to deliver results in accordance with  
252 the organization's OH&S policy.
- 253 • Do: implement the processes as planned.
- 254 • Check: monitor and measure activities and processes with regard to the OH&S policy and objectives,  
255 and report the results.
- 256 • Act: take actions to continually improve the OH&S performance to achieve the intended outcomes.

257 This International Standard incorporates the PDCA concept into a new framework, as shown in Figure 1.



258

259 NOTE The numbers given in brackets refer to the clause numbers in this International Standard

260 **Figure 1 — OH&S management system model for this International Standard**

## 261 0.5 Contents of this International Standard

262 This International Standard has adopted the “high-level structure” (i.e. clause sequence, common text and  
263 common terminology) developed by ISO to improve alignment among its International Standards for  
264 management systems.

265 This International Standard does not include requirements specific to other management systems, such  
266 as those for quality, environmental, security, or financial management, though its elements can be aligned  
267 or integrated with those of other management systems.

268 Clauses 4 to 10 contain requirements that can be used to assess conformity. Annex A provides  
269 informative explanations to assist in the interpretation of those requirements.

270 In this International Standard, the following verbal forms are used:

- 271 • “shall” indicates a requirement;
- 272 • “should” indicates a recommendation;
- 273 • “may” indicates a permission;
- 274 • “can” indicates a possibility or a capability.

275 Information marked as “NOTE” is for guidance in understanding or clarifying the associated requirement.  
276 “Notes to entry” used in Clause 3 provide additional information that supplements the terminological  
277 data and can contain provisions relating to the use of a term.

278 The terms and definitions in Clause 3 are arranged in conceptual order, with an alphabetical index  
279 provided at the end of the document.

# 280 Occupational health and safety management systems — 281 Requirements with guidance for use

## 282 1 Scope

283 This International Standard specifies requirements for an occupational health and safety (OH&S)  
284 management system, with guidance for its use, to enable an organization to provide safe and healthy  
285 working conditions for the prevention of work-related injury and ill health and to proactively improve  
286 its OH&S performance. This includes the development and implementation of an OH&S policy and  
287 objectives which take into account applicable legal requirements and other requirements to which the  
288 organization subscribes.

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

- 290 a) establish, implement and maintain an OH&S management system to improve occupational health and  
291 safety, eliminate or minimize OH&S risks (including system deficiencies), take advantage of OH&S  
292 opportunities, and address OH&S management system nonconformities associated with its activities;
- 293 b) continually improve its OH&S performance and the achievement of its OH&S objectives;
- 294 c) assure itself of conformity with its OH&S policy;
- 295 d) demonstrate conformity with the requirements of this International Standard.

296 This International Standard is intended to be applicable to any organization regardless of its size, type  
297 and activities and applies to the OH&S risks under the organization's control, taking into account factors  
298 such as the context in which the organization operates and the needs and expectations of its workers and  
299 other interested parties.

300 This International Standard does not state specific criteria for OH&S performance, nor is it prescriptive  
301 about the design of an OH&S management system.

302 This International Standard enables an organization, through its OH&S management system, to integrate  
303 other aspects of health and safety, such as worker wellness/ wellbeing.

304 This International Standard does not address issues such as product safety, property damage or  
305 environmental impacts, beyond the risks they provide to workers and other relevant interested parties

306 This International Standard can be used in whole or in part to systematically improve OH&S management.  
307 However, claims of conformity to this International Standard are not acceptable unless all its  
308 requirements are incorporated into an organization's OH&S management system and fulfilled without  
309 exclusion.

310 NOTE For further guidance on the intent of the requirements in this International Standard, see Annex A.

## 311 2 Normative references

312 There are no normative references.

## 313 3 Terms and definitions

314 For the purposes of this document, the following terms and definitions apply.

### 315 3.1

#### 316 organization

317 person or group of people that has its own functions with responsibilities, authorities and relationships  
318 to achieve its *objectives* (3.16)

319 Note 1 to entry: The concept of organization includes, but is not limited to sole-trader, company, corporation,  
320 firm, enterprise, authority, partnership, charity or institution, or part or combination thereof, whether incorporated  
321 or not, public or private.

### 322 3.2

#### 323 interested party

324 person or *organization* (3.1) that can affect, be affected by, or perceive itself to be affected by a decision  
325 or activity

326 Note 1 to entry: This International Standard sets out *requirements* (3.8) with respect to *workers* (3.3) who are also  
327 interested parties.

### 328 3.3

#### 329 worker

330 person performing work or work-related activities under the control of the *organization* (3.1)

331 Note 1 to entry: Persons perform work or work-related activities under various arrangements, paid or unpaid, such  
332 as regularly or temporarily, intermittently or seasonally, casually or on a part-time basis.

333 Note 2 to entry: Workers include *top management* (3.12), managerial and non-managerial persons.

334 Note 3 to entry: The work or work-related activities performed under the control of the organization may be  
335 performed by workers employed by the organization, or other persons, including workers from external providers,  
336 contractors, individuals, and situations where the organization has some degree of control over the workers such  
337 as agency workers.

### 338 3.4

#### 339 participation

340 involvement of *workers* (3.3) in decision-making process(es) in the *OH&S management system* (3.11)

### 341 3.5

#### 342 consultation

343 *process* (3.25) by which the *organization* (3.1) seeks the views of the *workers* (3.3) before it makes a  
344 decision

### 345 3.6

#### 346 workplace

347 place under the control of the *organization* (3.1) where a person needs to be or to go by reason of work

348 Note 1 to entry: The organization's responsibilities under the *OH&S management system* (3.11) for the workplace  
349 depends on the degree of control over the workplace.

350 **3.7**  
 351 **contractor**  
 352 external *organization* (3.1) providing services to the organization at a *workplace* (3.6) in accordance with  
 353 agreed specifications, terms and conditions

354 Note 1 to entry: Services may include construction activities.

355 **3.8**  
 356 **requirement**  
 357 need or expectation that is stated, generally implied or obligatory

358 Note 1 to entry: “Generally implied” means ~~that it is~~ a custom or common practice for the *organization* (3.1) ~~and~~  
 359 ~~interested parties~~ (3.2) ~~that the need or expectation under consideration is implied.~~ that is consistent with the *OH&S*  
 360 *policy* (3.15).

361 ~~Note 2 to entry: A specified requirement is one that is stated, for example in documented information.~~

362 **3.9**  
 363 **legal requirements and other requirements**  
 364 *requirements* (3.8) established by law that are applicable to the *organization* (3.1), legally-binding  
 365 obligations of the *organization* and requirements to which the *organization* subscribes

366 Note 1 to entry: For the purposes of this International Standard, legal requirements and other requirements are  
 367 those relevant to the *OH&S management system* (3.11).

368 Note 2 to entry: Legally-binding obligations may include the provisions in collective agreements.

369 Note 3 Legal requirements and other requirements include those that identify the persons who are *workers'* (3.3)  
 370 representatives in accordance with laws, regulations, collective agreements and practice.

371 **3.10**  
 372 **management system**  
 373 set of interrelated or interacting elements of an *organization* (3.1) to establish *policies* (3.14) and  
 374 *objectives* (3.15) and *processes* (3.25) to achieve those *objectives*

375 Note 1 to entry: A management system can address a single discipline or several disciplines.

376 Note 2 to entry: The system elements include the *organization's* structure, roles and responsibilities, planning  
 377 and operation, performance evaluation and improvement.

378 Note 3 to entry: The scope of a management system may include the whole of the *organization*, specific and  
 379 identified functions of the *organization*, specific and identified sections of the *organization*, or one or more functions  
 380 across a group of *organizations*.

381 **3.11**  
 382 **occupational health and safety management system**  
 383 **OH&S management system**  
 384 *management system* (3.10) or part of a *management system* used to achieve the *OH&S policy* (3.15).

385 Note 1 to entry: The intended outcomes of the *OH&S management system* are to prevent *injury and ill health*  
 386 (3.18) to *workers* (3.3) and to provide safe and healthy *workplace(s)* (3.4).

387 Note 2 to entry: The terms “occupational health and safety” (OH&S) and “occupational safety and health” (OSH)  
 388 have the same meaning.

- 389 **3.12**  
 390 **top management**  
 391 person or group of people who directs and controls an *organization* (3.1) at the highest level
- 392 Note 1 to entry: *Top management* has the power to delegate authority and provide resources within the  
 393 *organization* provided ultimate responsibility for the *OH&S management system* (3.11) is retained.
- 394 Note 2 to entry: If the scope of the *management system* (3.10) covers only part of an *organization*, then *top*  
 395 *management* refers to those who direct and control that part of the *organization*.
- 396 **3.13**  
 397 **effectiveness**  
 398 extent to which planned activities are realized and planned results achieved
- 399 **3.14**  
 400 **policy**  
 401 intentions and direction of an *organization* (3.1), as formally expressed by its *top management* (3.12)
- 402 **3.15**  
 403 **occupational health and safety policy**  
 404 **OH&S policy**  
 405 *policy* (3.14) to prevent work-related *injury and ill health* (3.18) to *worker(s)* (3.3) and to provide a safe  
 406 and healthy *workplace(s)* (3.6)
- 407 **3.16**  
 408 **objective**  
 409 result to be achieved
- 410 Note 1 to entry: An objective can be strategic, tactical, or operational.
- 411 Note 2 to entry: Objectives can relate to different disciplines (such as financial, health and safety, and  
 412 environmental goals) and can apply at different levels (such as strategic, organization-wide, project, product and  
 413 *process* (3.25)).
- 414 Note 3 to entry: An objective can be expressed in other ways, e.g. as an intended outcome, a purpose, an  
 415 operational criterion, as an *OH&S objective* (3.17), or by the use of other words with similar meaning (e.g. aim, goal,  
 416 or target).
- 417 ~~Note 4 to entry: In the context of XXX management systems, XXX objectives are set by the organization, consistent~~  
 418 ~~with the XXX policy, to achieve specific results.~~
- 419 **3.17**  
 420 **occupational health and safety objective**  
 421 **OH&S objective**  
 422 *objective* (3.16) set by the *organization* (3.1) to achieve specific results consistent with the *OH&S policy*  
 423 (3.15)
- 424 **3.18**  
 425 **injury and ill health**  
 426 adverse effect on the physical, mental or cognitive condition of a person
- 427 Note 1 to entry: These conditions may include occupational disease, illness and death.