

OCCUPATIONAL HEALTH AND  
SAFETY MANAGEMENT SYSTEM **SANS/ISO 45001**



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## 2. Introduction

Reducing workplace injuries and keeping employees healthy and safe is a priority of most employers – worldwide. According to the International Labour Organisation (ILO), there are more than 2.78 million deaths a year as a result of occupational accidents or work-related diseases and about 374 million non-fatal injuries and illnesses. In addition to the social burdens of have dead, sick or injured people, organisations need to manage the risks to health and safety. There is a need to ensure that workplaces become safer to reduce and eliminate unnecessary fatalities and injuries.

Governments around the world take the issue of health and safety seriously by determining a set of regulations that require organisations to comply with minimum requirements. In South Africa, the health and safety of employees is regulated and organisations need to comply with the Health and Safety Act (1993) and various other regulations that get updated. To assist organisations to meet the international standards for occupational health and safety (OHS), there have been a series of standards that set the minimum requirements. Previously the international standard as OHSAS 18001 and the new international standard is ISO 45001. The new standard was developed under the ISO system, with the input of experts from more than 70 countries to provide an international framework that takes into account the interaction between an organisation and its business environment.





The South African Bureau of Standards (SABS), which has the mandate for developing South African national standards (SANS) has adopted the international ISO 45001 standard, hence it is called SANS/ISO 45001. SANS/ISO 45001 does not deviate much from OHSAS 18001, however it does take into account South African requirements. ISO 45001: Occupational health and safety management systems – requirements with guidance for use, is the first ISO standard for OHS. It provides a framework to increase safety, reduce workplace risks and enhance health and well-being at work, enabling an organisation to proactively improve its OHS performance.

**SABS also offers training and certification for SANS/ISO 45001. Our diverse portfolio of South African Auditor and Training Certification Authority (SAATCA) registered auditors are included in the process of certification. This ensures that assessments on the implementation of SANS/ISO 45001 will be impartial and of the utmost ethical standards.**





**2.78 Million**

Deaths occur at work yearly

Every day, almost  
**7700** persons die of  
work related diseases or  
injuries



There are some

**374 Million**

non-fatal work-related injuries and  
illnesses each year, many of these  
resulting in extended absences from  
work

The total cost of illnesses,  
injuries and deaths was  
**3.94%** of the global  
gross domestic product  
(GDP)



...Or about

**USD 2.99  
Trillion**

in direct  
and indirect cost of injuries  
and diseases

The economic impact of failing to invest  
in worker safety and health is nearly  
equal to the combined GDP of the

**130**

poorest countries  
in the world



### 3.What is SANS/ISO 45001?

SANS/ISO 45001 is a South African set of standards that has been adopted from the international standard that specifies the requirements for occupational health and safety (OHS) management system, with guidance for its use, to enable an organisation to proactively improve its OHS performance in preventing injury and ill-health.

The management system consists of a series of standards and is applicable to any organisation regardless of its size, type and nature. All aspects of health and safety, including employee wellness is included. It is important to note that this standard does not replace regulatory requirements, however an implementation of the management system will enable an organisation to meet most regulations relevant to occupational health and safety.

SANS/ISO 45001 has a risk based approach which enables the integration of other standards and management processes. Organisations that are already implementing good governance and other quality management systems will find the integration of SANS/ISO45001 relatively easy.

The new standard was published in March 2018 and organisations that have previously implemented OHSAS 18001, will have until March 2021 to complete the migration to SANS/ISO 45001.

#### **Key Focus Areas**

SANS/ISO 45001 places a strong focus on an organisation's context. It requires the organisation to consider what stakeholders expect from it in terms of OHS. The organisation must determine which interested parties are relevant to its OHSMS and also determine the relevant requirements of those interested parties.



The intent of SANS/ISO 45001 is to provide an organisation with a high-level understanding of the important issues that can affect it either positively or negatively and how it manages its occupational health and safety responsibilities towards its workers.

## 4. Who is SANS/ISO 45001 for?

SANS/ISO 45001 is applicable to all organisations in South Africa. If there are people working at an organisation or interacting with it, then the organisation needs to manage its health and safety systems. The management system provides a systematic approach that will enable all organisations to implement OHS effectively.

The new standard defines the requirements for the managers of organisations by setting out the responsibility and accountability regarding OHS management. It is important that leaders of organisations and top management be familiar with the guidelines and requirements of the standard.



## 5. What are the benefits for business?

Key potential benefits from use of the standard include:

- Creating a safer and healthier workplace
- Creating a culture of OHS which includes the participation of employees
- Reinforced leadership commitment to proactively improve OHS performance
- Reduction of workplace incidents
- Reduced absenteeism and staff turnover, leading to increased productivity
- Reducing the risk for claims for causing death, injury or sickness.
- Ability to meet legal and regulatory requirements
- Enhanced reputation
- Improved staff morale





# ISO 45001:

Your  
advantages  
at a  
glance



Positive  
corporate  
culture



Motivation  
Boost



Minimisation  
of downtimes  
& liability risk



Internationally  
recognised  
standard



Suitable  
for all types  
of organisations



High  
efficiency



High-level structure:  
easy integration with  
management  
system



Regulatory  
compliance



Comprehensive  
preventive approach





## 6.How does it differ from other OHS standards?

SANS/ISO 45001 was developed with consideration of other related standards, such as OHSAS 18001, Occupational health and safety management, the International Labour Organisation's ILO - OSH 2001 guidelines and various national standards, and is consistent with the ILO's international labour standards and conventions.

SANS/ISO 45001 adopts a risk-based approach that ensures it is effective and undergoes continual improvement to meet an organisation's ever-changing context.

Key Differences between SANS/ISO 45001 and OHSAS 18001		
	SANS/ISO 45001	OHSAS 18001
Structure	Framework is easier to integrate with other management systems	Framework can be used as a standalone system
Management commitment	Management/leadership of the organisation has more responsibility to implement OHS	OHS management could implement the system
Employee involvement	Enables broader employee participation	Top down approach
Risk approach	Follows a preventative approach	Focuses on hazard control

## 7.Can SANS/ISO 45001 be integrated into an existing management system?

SANS/ISO 45001 shares a high-level structure with identical core text, terms and definitions of other recently revised ISO management system standards such as SANS/ISO 9001:2015 which looks at quality management and SANS/ISO 14001:2015 which looks at environmental management.

The Framework Of This standard Is designed to facilitate the integration of new management topics into an organisation's established management system. In addition, SANS/ISO 45001 was designed to follow SANS/ISO 14001:2015 fairly closely, as it is recognised that many organisations combine their OHS and environmental management functions.

## 8.How to get started with SABS?



Get the standard



Get Trained



Get Certified

**Step 1:** Purchase the standard via our SABS online store at [www.sabs.co.za](http://www.sabs.co.za). (if you attend our training course you will get a free copy of the standard)

**Step 2:** Attend training via the SABS Training Academy. We have provided more information about the segmented training courses we offer to ensure that the right people have the relevant knowledge

**Step 3:** Implement SANS/ISO 45001 in your organisation and apply for SABS Certification. SABS certification will give your organisation the added assurance that your SANS/ISO system is working effectively. Our independent SAATCA accredited auditors will verify your management system.



## 9. How do I get SANS/ISO 45001 certification?

SABS certification to SANS/ISO 45001 is a useful tool to demonstrate that you meet the criteria of the standard for implementing it. SABS Certification allows you to promote your commitment to OHS and boast the internationally recognised SABS Mark. The SABS Certification cycle is three years and intermittent surveillance audits are conducted from achieving certification to the end of the cycle, to ensure that OHS system remains relevant and meeting the specifications of the standard.

According to the International Accreditation Forum (IAF) all OHSAS 18001 certificates will no longer be valid from 11 March 2021. SABS has begun the transition process to ensure that all clients will be migrated to the new standard, on condition that they meet the requirements of the standard. New clients will be certified to SANS/ISO 45001.



# Benefits of Certification



Improve brand image  
& market access opportunities by  
demonstrating commitment to safety



Align with ISO 9001  
risk management  
approach & PDCA model, allowing for  
multiple certifications



Reduce work space  
hazards and occupational  
accidents



Decrease costly  
downtime and disruption  
to production



Increase the  
overall health and wellness  
of employees

## 10. Why choose SABS for certification?

SABS has a proven track record, having worked with over 5 000 companies, from small and medium sized businesses to big companies and we have been in business for more than 70 years.

Our diverse portfolio of highly skilled and technically competent auditors (SAATCA registered) include a high standard of ethical conduct. This provides the basis of impartial and value added assessments.

SABS is accredited by the Raad Voor Accreditatie (RVA) for FSSC and OHSMS and is recognised as a leader in certification and quality assurance services.



# 11. SABS Training courses for SANS/ISO 45001

The SABS Training Academy has training centres in Pretoria, Cape Town, Durban and Port Elizabeth. Where several people require the same training, SABS is able to offer customised training solutions for groups of trainees at venues of their choice.

The following courses are offered for SANS/ISO 45001: 2018

- General Awareness workshop for all employees
- Leadership Awareness workshop for senior managers
- Transition Workshop for those with previous learning in OHSAS 18001
- Migration workshop (2 modules: Implementation and Auditing)

## 11.1. General Awareness Workshop

Who should attend?	All employees of an organisation who are interested in SANS/ISO 45001
Course outcomes	<ul style="list-style-type: none"><li>• Overview of the key concepts in standardisation</li><li>• Overview of key management systems and their similar similarities and differences</li><li>• Understanding the obligation of the organisation</li><li>• Introduction to the standard</li></ul>
Duration	4-6 hours
Standard included	No
Prior learning	No prior learning required
Assessment Required	No assessments
Delivery Format	Offered only on site at clients' premises for groups of 10 or more delegates
Pricing and availability	<ul style="list-style-type: none"><li>• Please enquire online via <a href="https://sabs.onlinebookings.co.za">https://sabs.onlinebookings.co.za</a></li><li>• If you would like a quotation for a group booking, please</li><li>• email <a href="mailto:TCPsales@sabs.co.za">TCPsales@sabs.co.za</a></li></ul>



## 11.2. Leadership Awareness Workshop

Who Should attend?	Leaders and Senior managers of organisations
Course outcomes	<ul style="list-style-type: none"> <li>• Overview of the key concepts</li> <li>• Understanding the obligation of the organisation and compliance requirements</li> <li>• Understanding the key roles of leadership in managing OHS systems</li> <li>• Contextualising the strategic intent of the standard and integrating into normal operations</li> </ul>
Duration	4-6 hours
Standard included	No
Prior learning	No prior learning required
Assessment Required	No assessments
Delivery Format	Offered only on site at clients' premises for groups of 10 or more delegates
Pricing and availability	<ul style="list-style-type: none"> <li>• Please enquire online via <a href="https://sabs.onlinebookings.co.za">https://sabs.onlinebookings.co.za</a></li> <li>• If you would like a quotation for a group booking, please email <a href="mailto:TCPsales@sabs.co.za">TCPsales@sabs.co.za</a></li> </ul>



### 11.3. Transition Awareness Workshop

Who Should attend?	Safety practitioners, safety managers and all safety management system custodians who have previously been trained in OHSAS 18001 and Auditing.
Course outcomes	<ul style="list-style-type: none"> <li>• Overview of the key concepts and new requirements of SANS/ISO 45001</li> <li>• Key similarities and differences to OHSAS 18001</li> <li>• An overview on integration with SANS/ISO 9001 and SANS/ISO 14001</li> <li>• Developing skills for an effective risk audit and gap analysis</li> <li>• Conformity against latest requirements</li> <li>• Certification migration and expectation</li> </ul>
Duration	3 Days
Standard included	Yes
Prior learning	OHSAS 18001 and Auditing. Evidence of prior learning will be required
Assessment Required	Formal assessment with a minimum of 70% required to pass the course
Delivery Format	Offered only on site at clients' premises for groups of 10 or more delegates
Pricing and availability	<ul style="list-style-type: none"> <li>• Please enquire online via <a href="https://sabs.onlinebookings.co.za">https://sabs.onlinebookings.co.za</a></li> <li>• If you would like a quotation for a group booking, please email <a href="mailto:TCPsales@sabs.co.za">TCPsales@sabs.co.za</a></li> </ul>



## 11.4. Migration Workshop

This course is offered in two modules. Module 1 (Implementation) and Module 2 (Audit). All organisations that have implemented OHSAS 18001 or who have certification to that standard will have to migrate to SANS/ISO 45001 by 2021.

Please note that Module 1 must be completed before Module 2.

### Module 1: Implementation of SANS/ISO 45001

Who Should attend?	Safety practitioners, safety managers and all safety management system custodians who responsible for the development, implementation and maintenance of an OHS system.
Course outcomes	<ul style="list-style-type: none"> <li>• Overview of the key concepts and new requirements of SANS/ISO 45001</li> <li>• An overview of combined or integrated OSH systems with SANS/ISO 9001 and SANS/ISO 14001</li> <li>• Interpretation and intent of the new requirements</li> <li>• Certification migration and expectation</li> </ul>
Duration	5 Days
Standard included	Yes
Prior learning	Knowledge of OHS and management systems. Any previous assessment based learning.
Assessment Required	Formal assessment with a minimum of 70% required to pass the course
Delivery Format	Offered only on site at clients' premises for groups of 10 or more delegates

## Module 2: OHS Auditing

This course requires that Module 1 (Implementation of OHS) be completed. The course is based on SANS/ISO 19011:2018 and SANS/ISO 17021-1:2015.

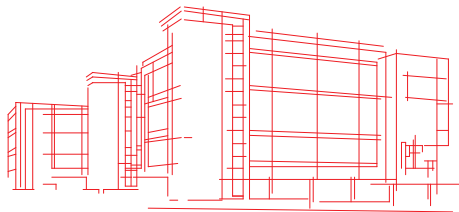
Who Should attend?	Safety practitioners, safety managers and all safety management system custodians who responsible for the development, implementation and maintenance of an OHS system.
Course outcomes	<ul style="list-style-type: none"><li>• Auditing skills in relation to OHS requirements</li><li>• Aligning deviations to relevant causes</li><li>• Raising and classifying non-conformities to add value to the business</li><li>• Case studies and role play</li><li>• Effective audit reporting</li></ul>
Duration	5 Days
Standard included	Yes
Prior learning	SANS/ISO 19011 will be provided
Assessment Required	Formal assessment with a minimum of 70% required to pass the course
Delivery Format	Offered only on site at clients' premises for groups of 10 or more delegates
Pricing and availability	<ul style="list-style-type: none"><li>• Please enquire online via <a href="https://sabs.onlinebookings.co.za">https://sabs.onlinebookings.co.za</a></li><li>• If you would like a quotation for a group booking, please email <a href="mailto:TCPSales@sabs.co.za">TCPSales@sabs.co.za</a></li></ul>



## Abbreviations

IAF	International Accreditation Forum
ILO	International Labour Organisation
ISO	International Organization for Standardization
OHS	Occupational Health and Safety
OHSAS	Occupational Health and Safety Assessment Series
SAATCA	South African Auditor and Training Certification Authority
SABS	South African Bureau of Standards
SANS	South African National Standard/s





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