

**ISO 45001:2018**

**Occupational Health and Safety  
Management Systems**

**OH&S Manual / Documented Information**

**Document No. SMS-001**

**Street Address**

**City, State, Zip**

**Tel,**

**Cell Phone:**

**Email:**

**Web Site:**

**Instructions:**

This manual is used as a template in developing your ISO 45001:2018 Occupational Health and Safety Management System (OHSMS).

- Methods and systems used in the development and operation of the OHSMS vary widely from company to company.
- The blue text and suggestions displayed in the manual are intended to offer some options and to highlight the areas that need attention / update / replacement.
- Review the text and suggestions and at a minimum replace or update them to reflect the unique / customized information of your health and safety management system requirements.
- Delete the blue text after each task is completed.
- Use replace function – enter “Your Company” in find space, enter your company name in replace space – system should make changes throughout the entire document.
- Additional detail / instruction in the use of the SMS-001 manual template is included in a separate file “SMS-Template-Instructions”.

Additional documentation review.

- Similarly, the blue text and suggestions displayed in the OH&S documentation (that will follow) for the procedures, instructions, attachments, forms, and flow diagrams are intended to offer some options and to highlight the areas that require update or replacement.

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**Introduction**

Your Company developed and implemented an Occupational Health and Safety Management System to document the company's best health and safety practices, better satisfy the requirements and expectations of its interested parties and improve the overall management of the company.

To fully understand the organization and its context, Your Company determined the external and internal issues that are relevant and that affect its ability to achieve the intended results of the OH&S management system (OHSMS).

The OHSMS of Your Company meets the requirements of the ISO 45001:2018 international standard. The system addresses the management of the actions to address risks and opportunities and incorporates a Plan-Do-Check-Act concept. The management of the interactive processes provides for the achievement of continual improvement and focus on efforts leading to the prevention of undesirable outcomes.

The manual describes the OHSMS, delineates authorities, inter relationships and responsibilities of the personnel responsible for performing within the system. The manual also provides the documented information with procedures or references for all activities comprising the OHSMS that ensures the compliance to the necessary requirements of the standard.

This manual is used internally to guide the company's employees through the requirements of the ISO standard that must be met and maintained to control or influence the ways to protect the workers from injury and ill-health in the workplace and to provide the necessary instructions that contribute to continual improvement.

This manual is used externally to introduce our Occupational Health and Safety Management System to our customers and other external organizations or interested parties. The manual is used to familiarize them with the controls that have been implemented and to assure them that it provides them with a framework to address work-related injury or ill-health and enhance OH&S performance.

The manual is approved by a top management representative.

President: \_\_\_\_\_ Date: \_\_\_\_\_

**Section A Scope of the OH&S Management System**

To determine and establish the scope of the OHSMS, *Your Company* determined the boundaries and applicability of the system and considered the external and internal issues, the requirements of workers and other relevant interested parties, the activities, the processes, the products and services that are within the company's control or influence and that can impact OH&S performance.

The scope is available and maintained as documented information stating the products and services covered by the OHSMS.

As developed with procedure P-400 for Organizational context, include the scope of your OHSMS here:

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For example, if you are a manufacturer of toys, the scope of your OH&S may be:

The scope of the OH&S Management System includes the major product and service categories associated with the primary functions of manufacturing wooden toys at the North Pole location and distributing the product to children of all ages.

**Section B References**

a. There are no normative references for ISO 45001:2018.

b. Applicable definitions are included in documented procedures and instructions at par 3.0 to enhance the understanding of the process.

# INSERT YOUR COMPANY LOGO/NAME HERE

P-600-A

## Planning for the OH&S Management System

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### 1.0 Purpose/Scope

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- 1.1 The purpose of this procedure is to establish the process for the planning of the Occupational Health and Safety Management System (OHSMS) at [Your Company](#).
- 1.2 The procedure applies to the planning activities and resources required to meet the objectives of the OHSMS.

### 2.0 Responsibilities and Authorities

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- 2.1 The [OH&S team leader](#) has the prime responsibility and approval authority for this procedure.
- 2.2 In supporting roles, [Top management and the members of the OH&S team](#) ensures that the responsibilities and authorities for the OHSMS are defined and communicated. The organization chart documented on attachment A-530-001 is included in the OH&S manual.
- 2.3 The [OH&S team and the OH&S team leader](#) are responsible to provide the leadership for a process approach and the achievement of intended results with the application of the P-D-C-A (plan, do, check, act methodology) and R-B-T (risk-based thinking)
- 2.4 Additional responsibilities for the [OH&S team leader](#) and the [OH&S team](#) are detailed in relevant paragraphs of section 5.0 below.

### 3.0 References and Definitions

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- 3.1 This document introduces clause 6 of the ISO 45001:2018 standard, and covers the planning for the OHSMS.
- 3.2 Top management: Person or group of people who directs and controls an organization at the highest level.
- 3.3 Production processes: Processes that contribute or result in the product or service being produced or the product or service being provided.

### 4.0 Resources

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- 4.1 None

### 5.0 Instructions

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- 5.1 The activities and resources required to meet the objectives of the OHSMS considers the planning of the system itself, and the management of risks and opportunities.
  - 5.1.1 [OH&S team](#) makes use of the OH&S process identification worksheet, form F-440-001 to identify, plan and document the processes that

## 1.0 Purpose/Scope

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- 1.1 This procedure describes the process for internal and external communication of information regarding the OHSMS at [Your Company](#).
- 1.2 The procedure applies to the personnel whose work affects the performance of the Occupational Health and Safety Management System (OHSMS).

## 2.0 Responsibilities and Authorities

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- 2.1 The [OH&S team leader](#) has the prime responsibility and approval authority for this procedure.
- 2.2 Additional responsibilities for the [OH&S team leader, the supervisors, and employees](#) are detailed in relevant paragraphs of section 5.0 below.

## 3.0 References and Definitions

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- 3.1 This document relates to [clause 7.4](#) of the ISO 45001:2018 standard covering communication.

- 3.2 No Definition

## 4.0 Resources

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- 4.1 None

Related forms, records, and documents are referenced to comply with document control requirements

## 5.0 Instructions

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- 5.1 In support of the procedure P-720 for competence, awareness and training, the [OH&S team](#) establishes the processes for internal and external information and communication relevant to the OHSMS.

- 5.1.1 The tools used to manage and respond to the OHSMS communication needs are designed to address what, when, with whom, and how to communicate information., and consider diversity aspects, such as gender, language culture, literacy, and disability when determining the communication needs.

- 5.1.2 The tools include the OHSMS action reports:

- F-740-001, Public response report – P.R.R.
- F-740-002, Alert report – A.R.
- F-740-003, Incident report – I.R.
- F-740-004, Nonconformance report – N.C.R.
- F-814-003 Provider corrective action request - PCAR
- F-1020-001 Corrective action request – C.A.R.

- 5.1.3 While the above reports have specific purposes, they ensure that reliable information and responses communicated are consistent with information generated by the OHSMS and consider the legal requirements and other requirements / compliance obligations, and considers the views of

## Control of Monitoring and Measuring Resources

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### 1.0 Purpose/Scope

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- 1.1 The purpose of this procedure is to outline the requirements for control of measuring and monitoring resources at [Your Company](#).
- 1.2 The procedure applies to the measuring and monitoring equipment required to meet the objectives of the OHSMS.

### 2.0 Responsibilities and Authorities

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- 2.1 The [OH&S team leader](#) has the prime responsibility and approval authority for this procedure.
- 2.2 In support of the [OH&S team leader](#), the [OH&S team leader](#) is responsible for determining the monitoring and measuring resources needed.
- 2.3 The [OH&S team leader](#) is responsible to designate the [Equipment coordinator](#), and to assign responsibility for calibration and maintenance of the equipment.

### 3.0 References and Definitions

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- 3.1 This document addresses the requirement in clause 9.1.1 of the ISO 45001:2018 standard dealing with the calibration and verification of monitoring and measuring equipment.
- 3.2 No definitions

### 4.0 Resources

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- 4.1 None, ([unless an electronic equipment calibration tracking system is used](#)).

### 5.0 Instructions

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- 5.1 The [OH&S team](#) determines and provides the resources needed to ensure valid and reliable results when monitoring and measuring is used to verify conformity to requirements and to enhance health and safety performance and controls.
  - 5.1.1 With procedures P-810 for OHS Operational planning and control, P-910 for OHS Monitoring, measurement, analysis, and evaluation, and the work instruction WI-810-003 for Control of production and delivery, consideration is given to monitoring and measuring resources to ensure that they are:
    - Suitable for the specific type of monitoring and measuring activities undertaken,
    - Maintained to ensure their continuing fitness for their purpose and documented information maintained as evidence of fitness for purpose.
- 5.2 The [OH&S team](#) ensures that measuring instruments are calibrated when measurement traceability is considered to be an essential part of providing

# INSERT YOUR COMPANY LOGO/NAME HERE

## **Instructions**

- With inputs from the **OH&S team**, the **OH&S team leader** prepares this organizational context worksheet.
- The **OH&S team** is responsible to systematically review each issue tabled below and to indicate whether it is OK (in control) or it Needs Attention.
- During the development and implementation phases of the OHSMS, the determination and tracking of relevant issues is followed up at the regular **(weekly) OH&S team meetings**.
- When issues Need Attention, the **OH&S team** set priorities for projects aimed at further understanding the organization and its context.
- On an on-going basis, the **OH&S team leader** maintains and updates the worksheet for consideration as opportunities for subsequent improvement to the OHSMS.

<b>Organizational Context - Worksheet</b>			
<b>Section 1</b>	External and internal issues that are relevant and that affect the ability to achieve the intended outcomes of the OHSMS include production and service conditions capable of affecting or being affected by the company.		
<b>Issue</b>	Describe the <b>External and Internal</b> issues including business and OH&S management conditions that can affect the purpose of the company or be affected by its decisions.	<b>OK in control</b>	<b>Needs Attention</b>
--	Consider Basic Management principles for:	--	--
Worker focus			
Leadership			
Engagement of people			
Process approach			
Improvement			
Evidence-based decision making			
Relationship management			

**INSERT YOUR COMPANY LOGO/NAME HERE**

**F-710-001  
Equipment Problem Report**

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**EQUIPMENT PROBLEM REPORT**

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**EQUIPMENT DESCRIPTION:** \_\_\_\_\_

LAST TASK PERFORMED: \_\_\_\_\_

JOB NUMBER: \_\_\_\_\_

DATE: \_\_\_\_\_

OPERATOR: \_\_\_\_\_

REPORTED BY: \_\_\_\_\_

**DESCRIPTION OF PROBLEM:**

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**ACTION TAKEN**

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PROBLEM INVESTIGATED BY: \_\_\_\_\_

PROBLEM RESOLUTION DATE: \_\_\_\_\_

# INSERT COMPANY NAME/LOGO HERE

## ISO 45001:2018 Occupational Health and Safety Management Systems – The Gap Analysis Checklist

This gap analysis checklist is prepared for use in evaluating an Occupational Health and Safety Management System (OHSMS) against the requirements of the new international standard ISO 45001:2018. Each requirement is expressed as a question that the user (auditor / assessor) can use to evaluate your OH&S capabilities. You will need to have a copy of the new standard to use along with this checklist so that you can refer to the requirements and the guidance sections of Annex A. The intent of the main clauses of the new standard is shown in **blue font**.

After you have prepared an audit schedule, and assigned responsibility to your auditors for different areas or processes to audit, copy each section of the checklist for the auditors working with that section. As you work through the checklist take notes on what is in place, and what needs to be developed.

In the space for 'currently in place', list or reference the procedures or other documents, or evidence that you have reviewed and that will provide information for the new OHSMS. Take notes on the status of the documents, that is, will they need to be revised for the new system, or can they be used as is? Also, note where processes are in place, but documentation is needed. Focus on what is in place, and what needs to be developed.

While you do want to know if documented information is in place and if procedures and processes are being complied with, compliance is not your focus for this audit. Remember that the outcome of this audit should be a list of things that your company needs to do to comply with the ISO 45001:2018 standard.

---	OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEMS REQUIREMENTS	Currently in Place	Compliant YES / NO?	If No - % Completed	Items Needed
<b>4</b>	<b>CONTEXT OF THE ORGANIZATION</b>				
Intent of clause	This first clause introduces two sub-clauses relating to the context of the organization, 1 <sup>st</sup> of all is understanding the organization and its context and 2 <sup>nd</sup> is understanding the needs and expectations of workers and other interested parties. Together they require that you determine the issues and requirements that can impact on the planning of the OH&S Management System. In addition, the scope of the OH&S and the OH&S processes along with their applicability and interactions need to be determined.				
<b>4.1</b>	<b>Understanding the organization and its context</b>				
	As an organization, does your company determine external and internal issues that are relevant to your purpose?				

## INSERT COMPANY NAME/LOGO HERE

### ISO 45001:2018 Occupational Health and Safety Management Systems – The Gap Analysis Checklist

	Does the OHSMS include activities, products and services that are within your control or your influence and that can impact OH&S performance?				
	Is the scope of the OHSMS available and maintained as documented information?				
<b>4.4</b>	<b>OH&amp;S management system</b>				
	Do you have the latest document for ISO 45001:2018?				
	As required by the ISO 45001 standard, do you establish, document, implement, maintain, and continually improve the OHSMS?				
	Does your company determine the processes needed for the OHSMS, their interactions and applications?				
<b>5</b>	<b>LEADERSHIP AND WORKER PARTICIPATION</b>				
Intent of clause	This clause requires that your top management demonstrates leadership and commitment with respect to the OH&S management system. This section also asks top management to establish, implement and maintain an OH&S policy that is appropriate to your company and to ensure that the organizational roles, responsibilities, and authorities for relevant roles are assigned, communicated, and understood. In addition, your company is required to establish, implement and maintain systems for participation by and consultation with both non-managerial and managerial workers in dealing with the OHSMS.				
<b>5.1</b>	<b>Leadership and commitment</b>				
	Does the top management demonstrate leadership and commitment with respect to the OHSMS by:				
	<ul style="list-style-type: none"> <li>• Taking overall responsibility and accountability for the prevention of work-related injury and ill-health</li> </ul>				

# INSERT COMPANY NAME/LOGO HERE

## ISO 45001:2018 – Occupational Health and Safety Management System – The Internal Audit Checklist

This checklist is based on the information provided in the ISO 45001:2018 international standard. The checklist is best used by trained and practicing auditors to evaluate or assess Occupational Health and Safety Management Systems (OHSMS) requirements based on the standard. You will see questions on the checklist that refer to the standard and for each clause provisions are made for additional questions.

The auditors are expected to keep in mind that the standard does not require mandatory procedures for the various OHSMS processes; however, the auditors will expect documented information to be available because in the clauses of the standard, the phrase such as 'documented procedures' is used to specify that a process, a method, a system, a work instruction, or an arrangement be documented.

The auditors must use a great deal of discretion and therefore must be careful and thoughtful prior to establishing a deficiency against a requirement. Evidence for visible top management leadership, commitment and quality management action must be looked for.

The **bold** numbers and titles used in the first two columns of the checklist indicate the "Requirements" and may be referred to on nonconformity reports prepared by the auditor.

During assessment of each requirement, auditors record the status of the evaluation by indicating in the right-hand column a

**Yes** - for Acceptable Condition or **No** - for Deficient Condition

---	OCCUPATIONAL HEALTH and SAFETY MANAGEMENT SYSTEM	OBSERVATIONS / COMMENTS	STATUS
<b>4</b>	<b>CONTEXT OF THE ORGANIZATION</b>		
<b>4.1</b>	<b>Understanding the organization and its context</b>		
	As an organization, does your company determine external and internal issues that are relevant to your purpose?		
	Do you consider the relevant issues that affect your ability to achieve the intended outcomes of the OH&S Management System (OHSMS)?		

## INSERT COMPANY NAME/LOGO HERE

### ISO 45001:2018 – Occupational Health and Safety Management System – The Internal Audit Checklist

	<b>Additional Questions</b>		
<b>4.2</b>	<b>Understanding the needs and expectations of workers and other interested parties</b>		
	Has your company determined:		
	<ul style="list-style-type: none"> <li>• The other interested parties that are in addition to your workers, and that are relevant to the OHSMS?</li> </ul>		
	<ul style="list-style-type: none"> <li>• The relevant requirements (needs and expectations) of workers and the other interested parties?</li> </ul>		
	<ul style="list-style-type: none"> <li>• Which of the needs and expectations become applicable legal requirements &amp; other requirements?</li> </ul>		
	<b>Additional Questions</b>		
<b>4.3</b>	<b>Determining the scope of the OH&amp;S management system</b>		
	To establish the scope of the OHSMS, does your company determine its boundaries and applicability?		
	When determining the scope of the OH&S, do you consider the:		
	<ul style="list-style-type: none"> <li>• The external and internal issues per above 4.1?</li> </ul>		
	<ul style="list-style-type: none"> <li>• The relevant interested parties per above 4.2?</li> </ul>		
	<ul style="list-style-type: none"> <li>• The work-related activities performed at your</li> </ul>		

## INSERT COMPANY NAME/LOGO HERE

### ISO 45001:2018 – Occupational Health and Safety Management System – The Internal Audit Checklist

	company?		
	Does the OHSMS include activities, products and services that are within your control or your influence and that can impact OH&S performance?		
	Is the scope of the OHSMS available and maintained as documented information?		
	<b>Additional Questions</b>		
<b>4.4</b>	<b>OH&amp;S management system</b>		
	Do you have the latest document for the ISO 45001:2018 standard?		
	As required by the ISO 45001 standard, do you establish, document, implement, maintain, and continually improve the OHSMS?		
	Does your company determine the processes needed for the OHSMS, their interactions and applications?		
	<b>Additional Questions</b>		
<b>5</b>	<b>LEADERSHIP AND WORKER PARTICIPATION</b>		
<b>5.1</b>	<b>Leadership and commitment</b>		
	Does the top management demonstrate leadership and commitment with respect to the OHSMS by:		