

Free Guide

ISO 45001: Occupational health and safety management systems



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www.ag5.com | info@ag5.com | +31 20 463 0942

What is ISO 45001?

ISO 45001 sets guidelines and standards for occupational health and safety management systems (OH&S) for organizations in various industries.

ISO 45001 focuses on:

- Leadership commitment
- Worker participation
- Hazard identification and risk assessment
- Legal and regulatory compliance
- Emergency planning
- Incident investigation
- Continuous improvement

Once implemented, ISO 45001 enables organizations to better approach and manage health and safety risks in the workplace through a holistic approach that encompasses OH&S policy, planning, implementation, operation, and audits.

Who needs an ISO 45001 certification?

ISO 45001 is not mandatory, but may be valuable to many organizations – especially those in construction, manufacturing, mining, or other industries that operate in potentially high-risk environments.

How to earn an ISO 45001 certification

To obtain ISO 45001 certification, an organization needs to develop and implement an OH&S management system in line with the ISO 45001 standard, document its processes, conduct internal audits, and then undergo an external audit by an accredited certification body.

Renewal requirements for ISO 45001 certifications

ISO 45001 certifications are typically valid for three years. During that time, an organization typically undergoes annual audits, with a recertification audit in the third year.

The benefits of ISO 45001 certification

ISO 45001 certifications offer several benefits to organizations. Some key advantages include the following.



Fewer workplace accidents

Organizations with OH&S management systems that are compliant with ISO 45001 experience provide safer working conditions, minimizing injuries and improving employee well-being and productivity.



Improved regulatory compliance

An ISO 45001 certification ensures that organizations adhere to mandatory OH&S regulations, directives, and laws outside the ISO 45001 standard. This, in turn, can mitigate legal risks for organizations, helping them avoid potential fines or legal repercussions associated with non-compliance.



Increased organizational resilience

ISO 45001 certification fosters a proactive safety culture in organizations. This prepares them to handle emergencies and adapt to changes, ensuring continuous operation and protecting both employees and the organization.

Challenges in earning an ISO 45001 certification

Implementing ISO 45001 may pose several challenges to organizations. They include the following.



Implementation costs

Earning an ISO 45001 certification can be expensive, with organizations incurring costs for training, system upgrades, and consultancy fees. Smaller organizations may especially struggle to allocate the necessary budget for certification.



Employee resistance

Implementing ISO 45001 often requires significant changes in workplace practices, which can be met with resistance from both business leaders and employees. Managerial buy-in is especially important here, as an effective OH&S management system hinges on their cooperation and participation.



Time-consuming process

The process of obtaining ISO 45001 certification is time-consuming, as it involves in-depth audits, rigorous documentation standards, and continuous improvement measures. Organizations must designate substantial time and resources, as well as have a method to track and manage all the data necessary for certification.

Tips and strategies for earning an ISO 45001 certification

Here are a few tips for preparing for an ISO 45001 certification:

- Purchase and read the [ISO 45001 standard](#) in full
- Review the [ISO 45001 briefing note](#)
- Define clear OH&S objectives and performance targets that are aligned with the ISO 45001 standard
- Perform a skills gap analysis to determine the skills your organization needs to implement and adhere to an ISO 45001-approved OH&S management system

Resources for ISO 45001 certification

For more information and guidance on ISO 45001 certification, you can refer to the following resources.

International Organization for Standardization (ISO). The [ISO 45001 page](#) on the official ISO website provides the ISO 45001 standard document, news updates, and additional resources.

Accredited certification bodies. To pursue ISO 45001 certification, you can reach out to accredited certification bodies that offer certification services in your region. These bodies have the expertise to guide you through the certification process. You can find a list of accredited certification bodies on the website of the [International Accreditation Forum \(IAF\)](#) ^[1] or contact your local accreditation body.

ISO 45001 skills matrix template. Our [ISO 45001 skills matrix template](#) can help you track and manage the skills, competencies, and certifications necessary for ISO 45001 certification – or to develop an OH&S management system.

Skills management for ISO 45001 certifications

AG5 stores all certifications in the cloud, providing all authorized personnel with access to the right version of approved certifications. This helps you easily keep track of all data and documentation related to an ISO 45001 certification across your organization.

Using AG5's skills management software, you can monitor the status of any type of certification that is relevant to your workforce, leveraging intuitive dashboards that provide you with a clear understanding of exactly what is needed to keep your employees skilled and safe.

[Book a demo](#)

Frequently asked questions about ISO 45001 certifications

What is the scope of an ISO 45001 certification?

ISO 45001 certification covers an organization's entire OH&S management system.

Is an ISO 45001 certification mandatory?

No, it is not mandatory, but is valuable for any organization, especially those operating in high-risk industries.

How long does it take to obtain an ISO 45001 certification?

Certification typically takes six to 12 months, but may vary depending on an organization's size and preparedness.

What are the cost considerations for ISO 45001 certification?

Cost considerations include training, consultancy, system upgrades, and audit fees.

What is the validity period of an ISO 45001 certification?

The validity period of an ISO 45001 certification is typically three years.

Can an ISO 45001 certification be integrated with any management systems?

Yes, ISO 45001 can be integrated with other management systems like ISO 9001 and ISO 14001.

How can you learn more about ISO 45001 certification?

Visit the [ISO 45001 page](#) on the official ISO website, or the website of [International Accreditation Forum \(IAF\)](#).

Sources

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- APA

#	Source title	Description	Publication Retrieved	Source URL
1	The International Accreditation Forum	IAF	-	April 17, 2024 https://iaf.nu/en/home/..

Author



[Rick van Echtelt](#)

Rick van Echtelt is the Co-Founder and CEO of AG5, where he leverages over two decades of experience in entrepreneurship and developing skills management software.

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Written by: [Rick van Echtelt](#)

Copy edited by: [Adam Kohut](#)

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