



Certification in Transition

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The need for transition

ISO 14001:2004

ISO 9001:2008

OHSAS 18001:
2007

Changes

ISO 14001:2015

ISO 9001:2015

ISO 45001: 2018

Main Changes

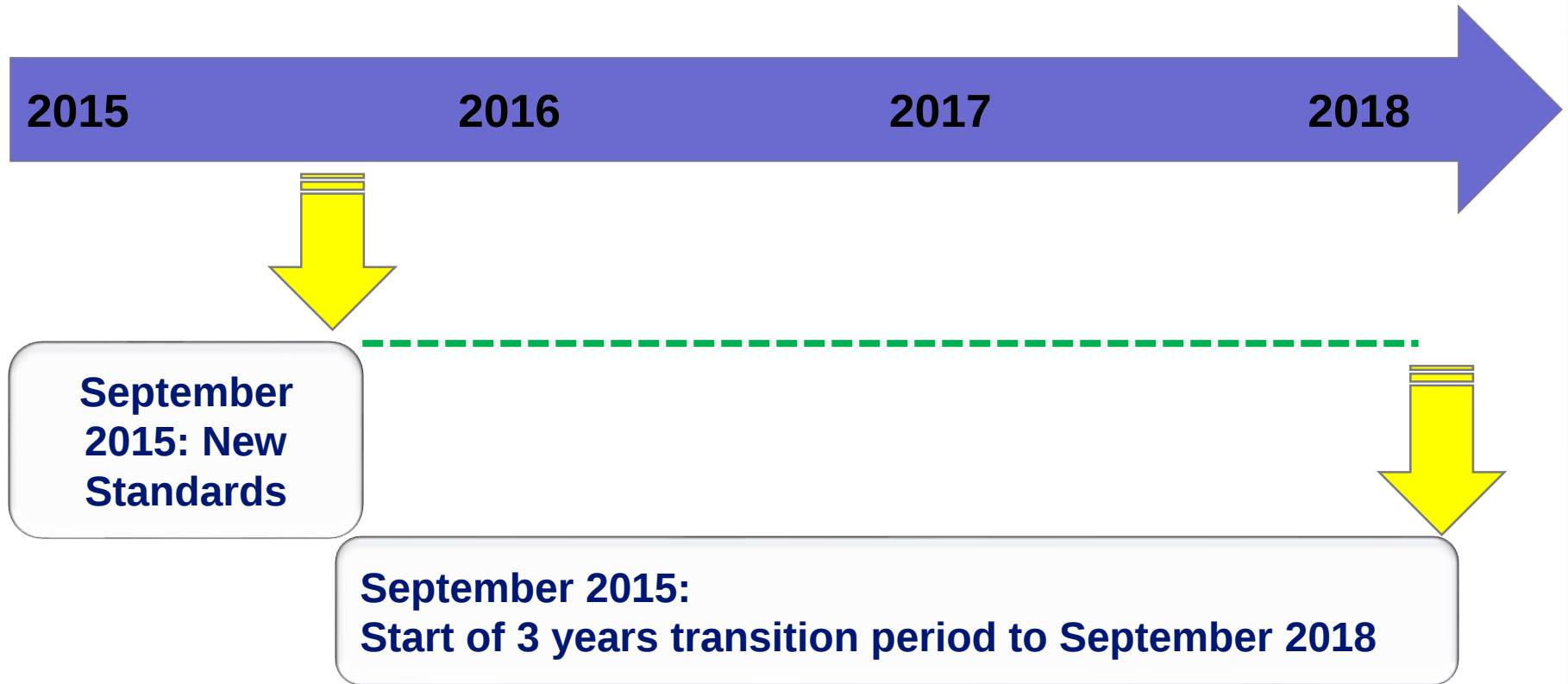
- High Level Structure and Core Text
- Increased requirement for top management commitment and involvement
- Emphasis on risk-based thinking
- Increased emphasis on achieving value for the organisation and its customers (“Output Matters”)
- Need to understand the context of the organisation and the needs and expectations of interested parties.
- Increased flexibility on the use of documentation.

High Level Structure & Core Text

1. Scope
2. Normative references
3. Terms and definitions
4. Context of the organization
5. Leadership
6. Planning
7. Support
8. Operation
9. Performance evaluation
10. Improvement

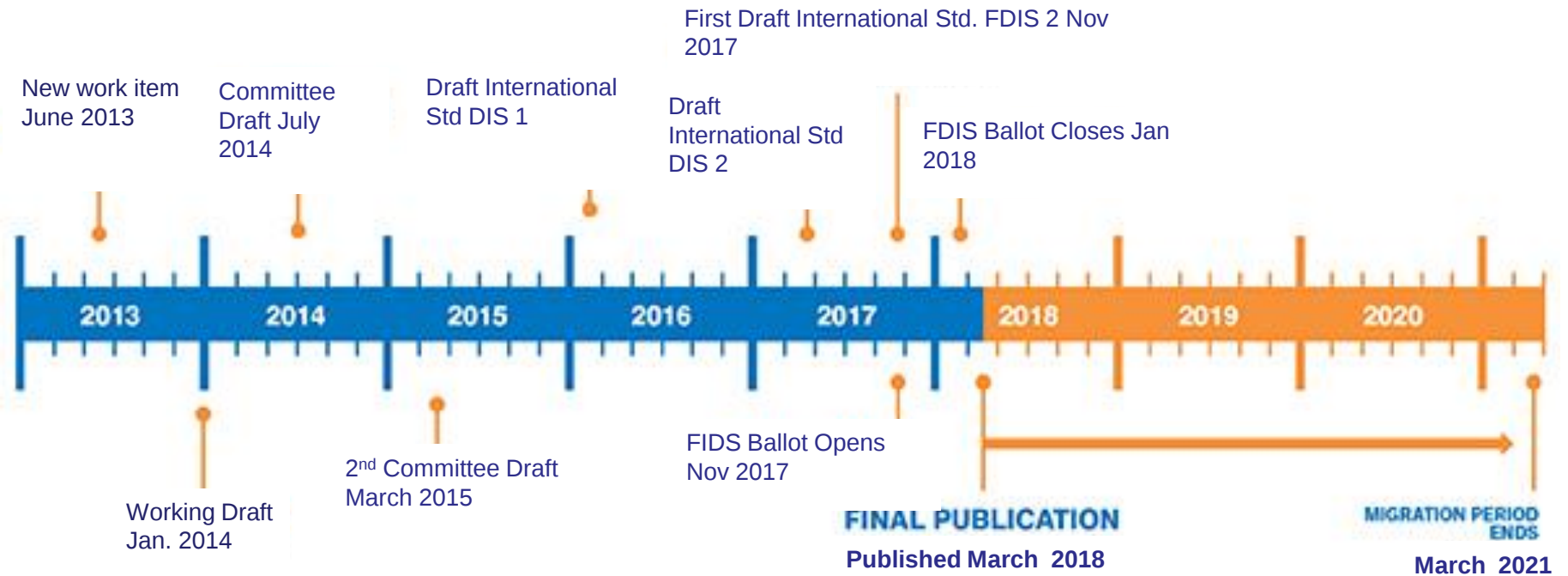
Transition period

[ISO 14001:2015 & ISO 9001:2015]



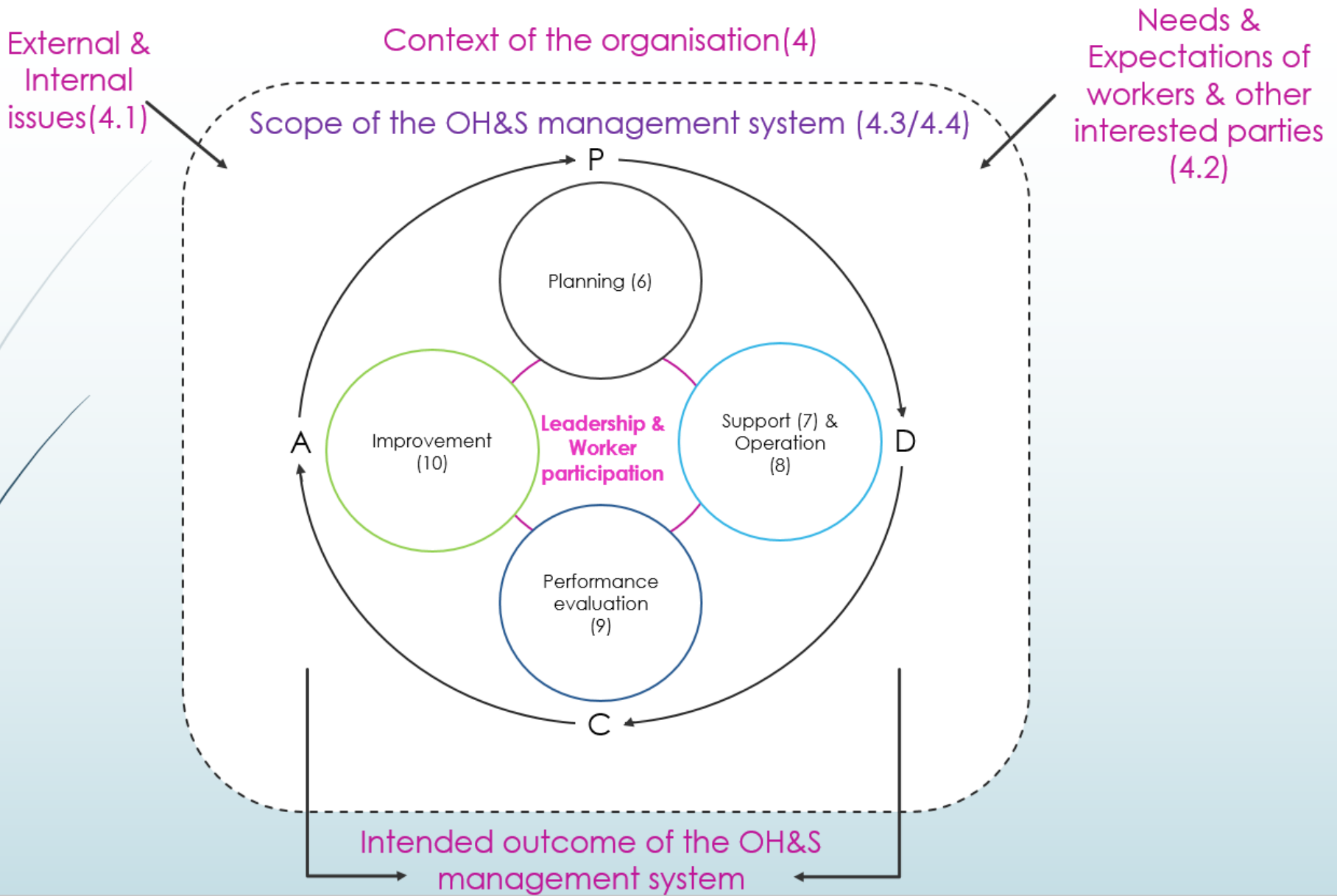
Certifications will not be valid after three years from publication of ISO 9001:2015 & ISO 14001:2015.

ISO 45001:2018 Migration



~~OH&S 18001~~
ISO 45001

ISO 45001:2018 Framework



Key changes in ISO 45001

- **Business Context:** new clauses for systematic determination and monitoring of the business context
- **Workers & other interested parties:** enhanced focus on needs and expectations for workers and other interested parties and worker involvement
- **Risk & opportunity management:** take action to address risks/opportunities that may impact the ability of the management system to deliver its intended results, including enhanced health & safety at the workplace
- **Leadership & management commitment:** stronger emphasis on top management to actively engage & take accountability for the effectiveness of the management system.
- **Objectives & Performance:** focus on objectives as drivers for improvements & performance evaluation
- Extended requirements related to:
 - **Participation, consultation and participation of workers**
 - **Communication:** More prescriptive in respect of the “mechanics” of communication, including determination of what, when and how to communicate
 - **Procurement,** including **outsourced processes & contractors**

What is Employee Engagement?

Employee engagement is the level of an employee's psychological investment in their organisation



- Engaged employees will achieve higher output
- Engaged employees are less involved in accidents
- Fewer cases of absenteeism
- Reduced number of sick leave days
- Reduced number of staff turnover
- Reduced number of disciplinary issues

Employee Engagement is not an end in itself.

It is not an HR issue but a business issue

Transition requirements

1 Understanding

Buy copies of the Final Draft International Standards

Understand the new requirements in more detail

Importance of leadership
Understand how **leadership** is being incorporated in all new ISO Standards and what this means in practical terms

Process versus procedures
Understand the difference between a process and a procedures approach & how this relates to the new High Level Structure

2 Training

Training to ensure that everyone fully understand the changes and the core requirements

3 Transition guides

Transition guides, procedure review, self assessment checklists, communication, feedback meetings

4 Support Services

GAP Analysis, Transition assessment, Transition reviews, Internal audits, Certification audits

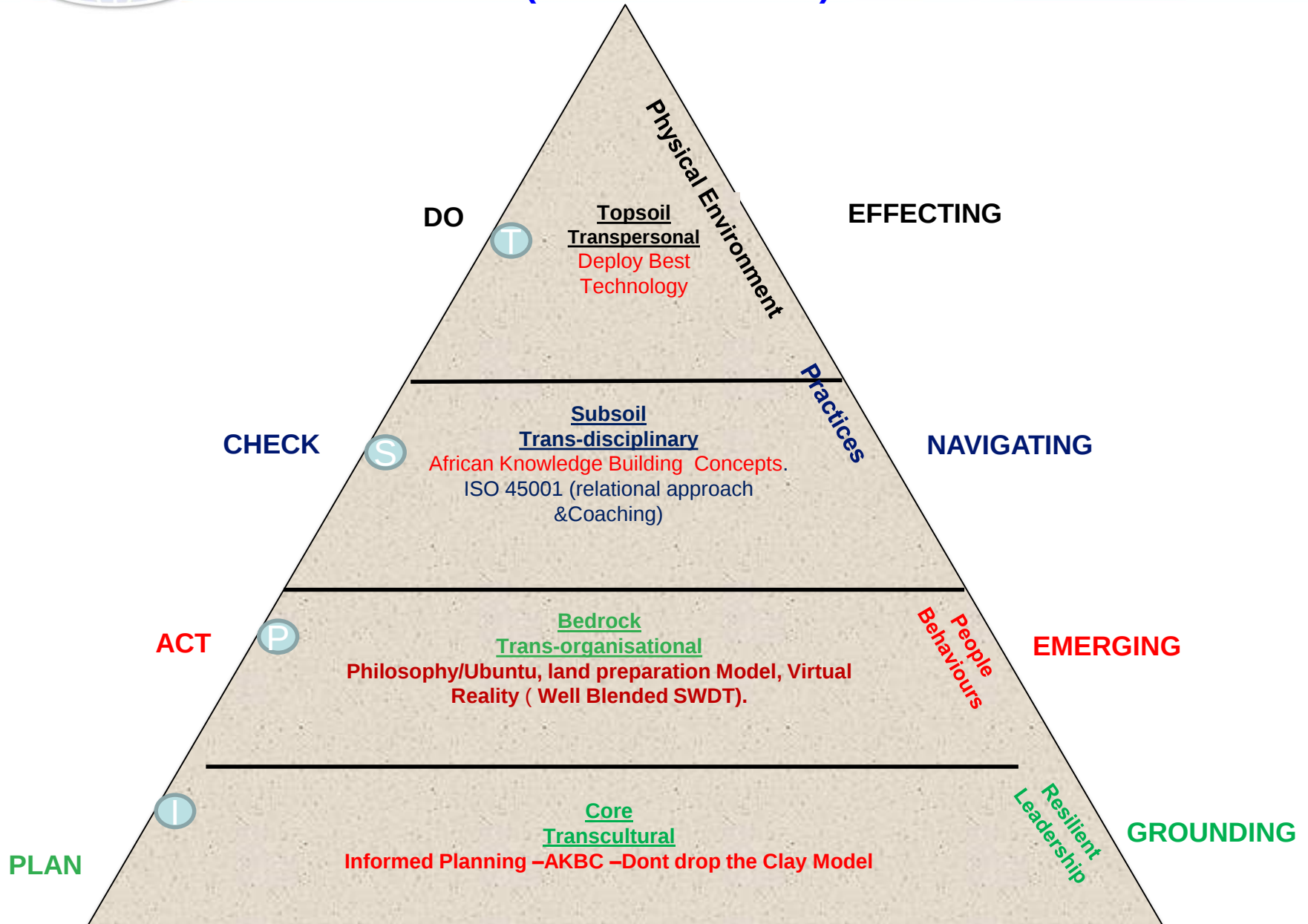
Actions

Organizations are recommended to take the following actions:

- Identify **gaps** which need to be addressed to meet new requirements
- Develop an **implementation plan / Road map**
- Provide appropriate **training & awareness**
- **Update the existing system**
- Liaise with their **Certification Body** for transition arrangements.

Developing the Safety GENE

(TEAM BUILDING)



The African Knowledge Building Concepts (AKBC) – Don't drop the clay Pot model (2016)

Studying

Complete the analysis of the data, Compare data to predictions, Summarise what was learned, Monitoring, measurement, analysis and evaluation, Evaluation of compliance, Internal audit, Management review

L4 - Managing innovation

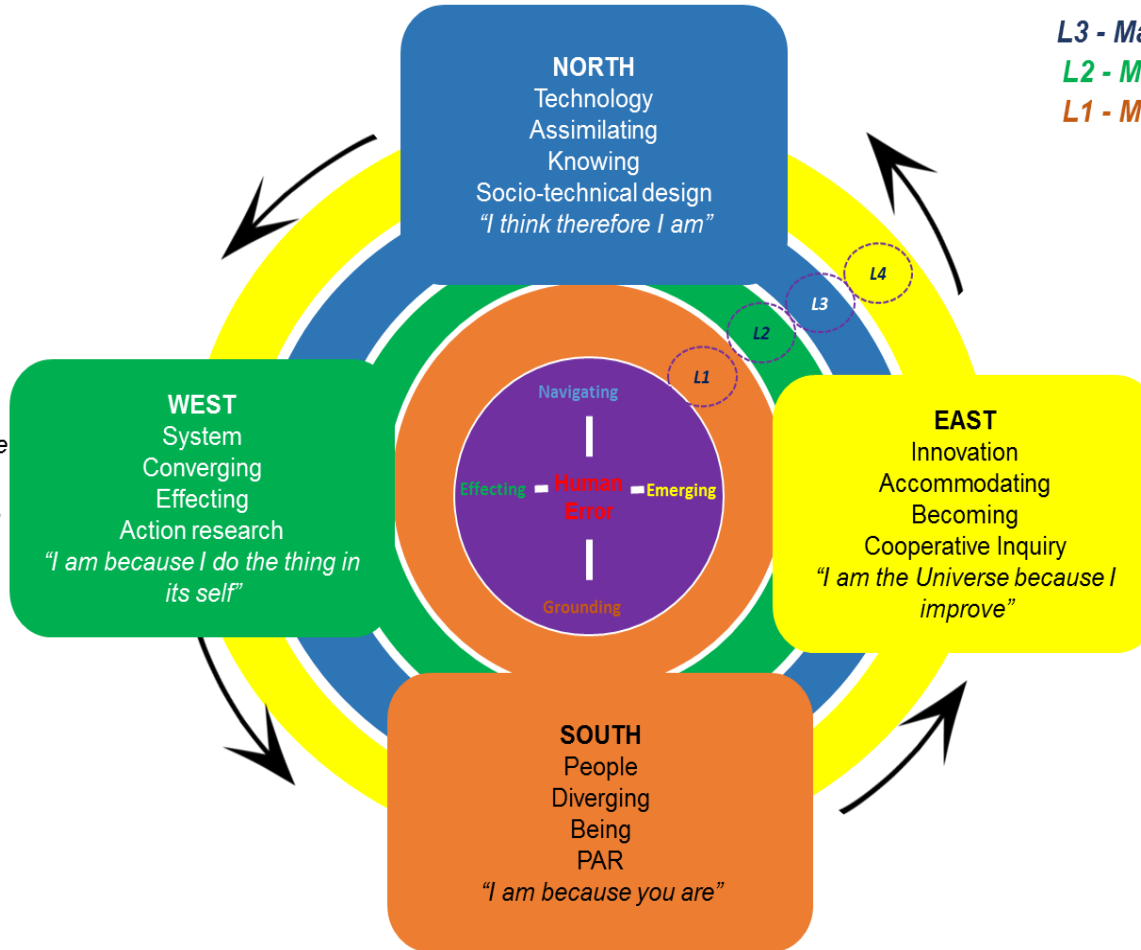
L3 - Managing technology

L2 - Managing system

L1 - Managing people

Doing

Carry out the plan
Document problems & unexpected observations
Begin analysis of data
Provide resources, Competence
Awareness, Communication
Operational planning & control,
Emergency preparedness & response
Next cycle?



Acting

What changes are to be made?
Nonconformity and corrective action
Continual improvement

Planning

Objective, Questions & predictions, Plan to carry out the cycle, (who, what, where, when), Actions to address risks & opportunities, Compliance obligations, Objectives and plans

