

3. RISKS



Recurring question: Is the following statement more of a threat or an opportunity?

RISK 01 The machines in the workshop are quite noisy, but the workers have been used to it for a long time

Threat § 4.1 ★★★

Noise pollution from the workshop's machines is a threat to workers' health, and action to reduce noise is essential

RISK 02 The company's context is an element that can be considered (even if the boss forgot to mention it)

Threat § 4.1 ☆☆

This is a requirement of the standard and is unavoidable. This is part of the initial work to be carried out to establish the OH&SMS

RISK 03 Trying to anticipate the changing expectations of workers and other stakeholders is a waste of time (even if the boss says so)

Threat § 4.2 ★

Since the company's goal is to sustainably satisfy its workers and other stakeholders, knowing the evolution of expectations is a key success factor for the future

4. MCT (multiple choice test)



MCT 01 Only one of the following statements is correct. Can you name which one?

1. A product can be certified ISO 45001
2. A service can be certified ISO 45001
3. The management system of an organization can be certified ISO 45001
4. Any organization with more than 100 people shall be ISO 45001 certified

§ 0.1



A product is certified from a technical point of view according to a reference system, such as CE 023 for a medical device, for example. Only the management system of an organization can be certified ISO 45001. Certification is voluntary for any organization, whatever the size

MCT 02 Preventive and protective measures help prevent work-related injuries and pathologies by (even if the boss has no opinion):

1. Providing safe and healthy workplaces
2. Eliminating OH&S hazards
3. Reducing OH&S risks
4. Increasing the company's legal requirements

§ 0.2



ISO 45001, like other international standards, is not intended to increase or modify a company's legal requirements

MCT 03 In the Deming cycle, the A stands for:

1. Analyze data
2. Act
3. Improve
4. Adapt

§ 0.3



In the DEMING cycle, the data analysis is in the C (Check)



5. PRACTICES

Recurring question: Is the following statement rather a good or a bad practice?

PRACTICE 01 Offering flu vaccinations in November at the company allows annual financial targets to be achieved with peace of mind (even if the boss doesn't know about it)

Good practice § 4.1 ★

Timely mass vaccination of workers prevents winter absenteeism

PRACTICE 02 Complying with legal requirements is a preventive approach, not a constraint

Good practice § 4.2 ☆☆

Complying with legal requirements is a preventive approach, not a constraint

PRACTICE 03 The scope of the company's OH&SMS is relevant and available on request (even if the boss doesn't know it)

Good practice § 4.3 ★

The scope of the OH&S management system is included in the certificate of conformity to ISO 45001 issued by the certification body. The certificate is also available on the web site



5. CASES

CASE 01 CONTEXT

Situation: external and internal issues influence the strategic direction and the overall performance of the organization

Challenge: how can we understand the influence of external and internal issues?

Solution 1: regularly monitor and review issues

Solution 2: determine the positive or negative influence of each issue

Solution 3: use SWOT and PEST tools

§ 4.1



All these activities are very useful for analyzing the context

CASE 02 STAKEHOLDERS

Situation: many stakeholders are concerned by our OH&SMS

Challenge: how do we identify our OH&SMS stakeholders?

Solution 1: identify our legal requirements concerning stakeholders

Solution 2: draw up a list of stakeholders who may be affected by our OH&SMS

Solution 3: draw up a list of stakeholders who can be influenced by our OH&SMS

§ 4.2



On the contrary, some stakeholder requirements may be adopted and then become internal requirements of our OH&SMS

Drawing up a list of the stakeholders concerned and over whom our OH&SMS can exert influence is an essential activity in establishing our OH&SMS

CASE 03 SCOPE OF THE OH&SMS

Situation: we need to maintain the scope of the OH&SMS in the form of documented information (procedure)

Challenge: what must we do to determine the scope of the OH&SMS?

Solution 1: take account of the corporate context and culture

Solution 2: include all sites, processes, products and services in the OH&SMS

Solution 3: include process mapping and process owners

§ 4.3



The activities of the first two solutions are useful for determining the scope of the OH&SMS

ISO 45001 does not require process mapping and process owners to be included in the scope of the OH&SMS