

ISO 45001 Occupational health and safety management for the automotive industry



What is ISO 45001?

ISO 45001 is the new, internationally recognized management system standard for Occupational Health and Safety (OH&S). It was created to address the need to provide a consistent global framework, focussed on proactive prevention of injury and ill-health whilst providing an environment which is safe and healthy.

The wellbeing of the worker is the primary focus of ISO 45001. Viewed through the lens of risk management, the new standard takes into consideration social and psychological factors as well as human factors encompassing error prevention.

With the increased concentration on statutory and regulatory compliance, coupled with its alignment to the new ISO high level structure ISO 45001 is a perfect partner to quality and environmental management systems.

Having complementary management systems allows organizations to anticipate, adapt and respond to the risks and opportunities created by a highly competitive, innovative industry like automotive. This provides organizations, large and small, with the resiliency and agility needed to thrive in the global market.

The IATF recognizes the importance of ISO 45001. It is specifically referenced as a way organizations may demonstrate conformance to the personal safety aspects of clause 7.1.4, in the new IATF 16949:2016 standard, but the relationship

goes much further than that. Effective occupational health and safety is a key component of corporate responsibility (IATF 16949 clause 5.1.1.1), whilst ISO 45001's strong focus on legal and other requirements further complement IATF 16949. Both standards also recognize the role human performance and error can have on the outcomes of the systems and products. Finally, the requirement in ISO 45001 to align OH&S to the strategic direction of the business, driven by top management, along with active participation of workers, accelerates continual improvement, and illustrates that the relationship between IATF 16949 and ISO 45001 goes well beyond a single clause.



How can ISO 45001 benefit your organization?

The automotive industry has long recognized the importance of creating a strong safety culture, and has led the manufacturing sector in demonstrating the importance of employee morale and safety to productivity and ultimately, revenue.

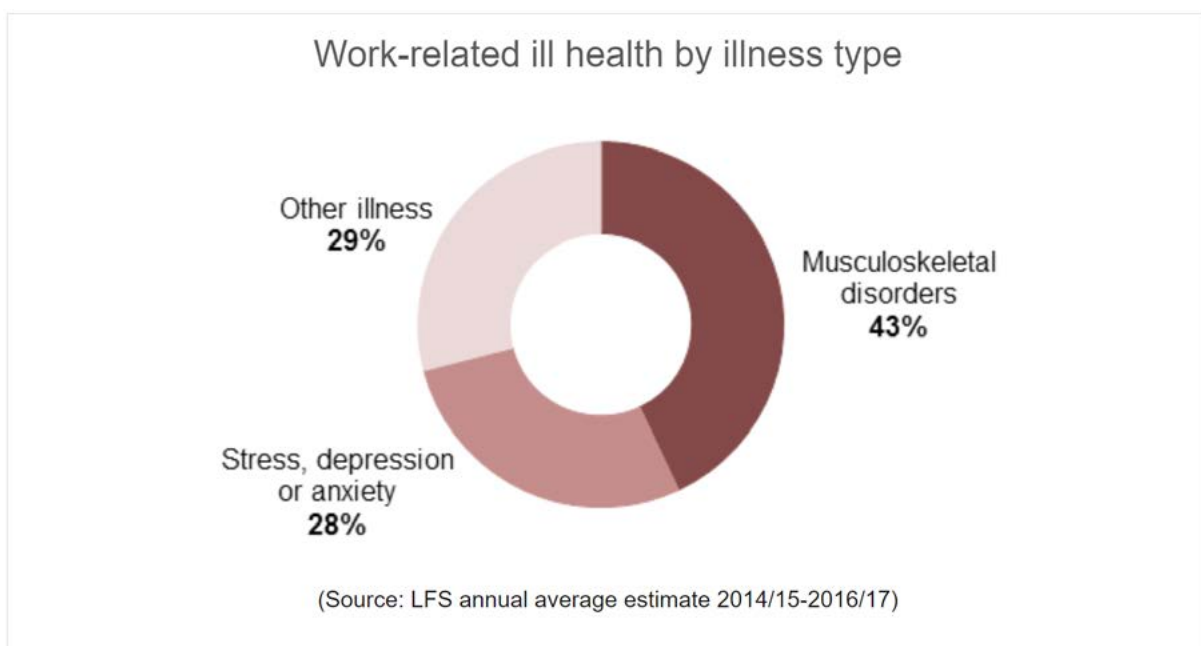
With a heritage of using technology to improve productivity, quality, safety and health, the automotive industry has revolutionized manufacturing, particularly with the use of robotics. From robot welding and paint spraying which keep workers away from the fumes and mist that can have devastating long term effects on health and quality of life, (whilst improving quality and efficiency of manufacturing); to the new breed of cobots (collaborative robots) and exoskeletons which are reducing muscular skeletal stress associated with heavy lifting, repetitive actions or sustained awkward postures. Musculoskeletal disorders (MSDs) are a major social and economic burden in the manufacturing industry . Interestingly, what a lot of people don't realize is that there is also a relationship between MSDs and stress. Stress can lead to MSDs and MSDs can lead to stress, so effectively managing both can have a significant

positive impact – in the UK for instance, MSDs and stress account for 71% of work-related ill-health within the manufacturing sector.

Cobots are being used for tasks such as intricate screw-driving on the automotive assembly line, relieving workers from ergonomically unfavourable work.

Exoskeletons 'take over' or support muscle function, so that the muscle does not have to work as hard, reducing muscle fatigue and potential injuries. These are being trialled in many manufacturing environments and perhaps most well known in the automotive industry, the EksoVest trialled in partnership with Ford¹.

Whilst exoskeletons are forms of personal protective equipment (PPE) and therefore are at the bottom of the "hierarchy of controls"² (organizations should aim to use controls from the top), it does demonstrate that the automotive industry is looking at technology to improve safety and health. This focus on technology to help drive continual improvement is also found in ISO 45001.



Added to that, organizations are now looking for ways to help them think beyond safety and accident prevention. Effective health management is a core part of ISO 45001, focussing on not just physical but also mental and cognitive health. ISO 45001 encourages a more holistic approach, recognizing that linking with broader wellbeing initiatives can bring even greater benefits.

Being an employer who cares about the wellbeing of their employees is something that is considered particularly important by millennials who have been brought up surrounded by messages on the importance of health and wellbeing and who expect similar support from their employer. In a competitive industry such as automotive, where there are recognized skills shortages, attracting the best young talent is vital, and ISO 45001 offers a framework to enhance your recruitment and retention strategy.

Proactively managing occupational health and safety in this way will help you better protect your people, brand and business performance. It can also help you to meet Customer Specific Requirements (CSRs) and maintain a strong performance on your supplier scorecard.

1. <https://media.ford.com/content/fordmedia/fna/us/en/news/2017/11/09/ford-exoskeleton-technology-pilot.html>
2. Preventative and protective measures used to prevent or mitigate risk



ISO 45001 benefits also include:

- A robust way to demonstrate your social responsibility by showing your commitment to a safe, healthy and sustainable work environment
- A better working environment for your people, improving quality and minimizing work-related injury and ill-health
- Improved recruitment and retention rates whilst reducing absence rates
- Increased organizational resilience through proactive risk prevention and continual improvement
- Strengthened legal and regulatory compliance
- A strong safety culture brought about by the need for leadership commitment and a workforce who are actively involved in OH&S

For organizations operating internationally



As many organizations in the automotive supply chain operate or trade internationally, working to ISO 45001, (the single international standard on OH&S), will simplify trade across boundaries, whether geographic, political, economic, commercial or social. Simplification and standardisation can give you that competitive edge in the market.

What steps do I need to take?

The great news is that with IATF 16949 you are well on your way, as the structure and therefore many of the requirements are aligned to ISO 45001. Furthermore, you'll be complying with local health and safety legislation so you'll already have many of the planning and operational elements in place (such as hazard identification, risk assessment, controls).

If you have OSHAS 18001 or an equivalent OH&S management system then you are closer still to achieving ISO 45001 certification.

Organizations wishing to upgrade to ISO 45001:2018 are recommended to take the following actions:

- Purchase a copy of the standard and the supporting guidance – BS 45002.0 from BSI
- Undertake suitable training to understand the requirements of the new standard (BSI offer everything from two hour executive briefings to five day IRCA lead auditor courses)
- Identify organizational gaps which need to be addressed to meet the new requirements
- Develop an implementation plan
- Provide appropriate communication and awareness for interested parties as identified under the requirements of ISO 45001:2018
- Update existing OH&S management system to meet ISO 45001:2018 requirements and provide verification of effectiveness
- Liaise with your local BSI office for further help and support



About BSI

BSI is the business improvement company that enables organizations to turn standards of best practice into habits of excellence. For over a century BSI has championed what good looks like and driven best practice in organizations around the world. Working with over 86,000 clients across 193 countries, it is a truly international business with skills and experience across a number of sectors including automotive, aerospace, built environment, food, and healthcare. Through its expertise in Standards Development and Knowledge Solutions, Assurance and Professional Services, BSI improves business performance to help clients grow sustainably, manage risk and ultimately be more resilient.

Find out more about ISO 45001, visit bsigroup.com/en-ZA

Why BSI?

BSI has been at the forefront of the development of ISO 45001, from the start; BSI proposed its development and has run the international secretariat supporting the project committee which has developed the standard. Its origins are based on BS OHSAS 18001, the world renowned health & safety management system which was published by BSI in 1999.

BSI has been an IATF Contracted Certification Body since the conception of the TS standard. It is based on ISO 9001, the world's most widely adopted quality management system, for which BSI has held the Secretariat of the International Committee since 1994.

That's why we're best placed to help you understand IATF 16949 and ISO 45001.

