**AMERICAN SOCIETY OF SAFETY PROFESSIONALS**

Pensacola Chapter

Welcome to December 12th Meeting

# Safety Management Systems:
# What, Who, How … and more!

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- SHMS = Health and Safety Management Systems

- Zed10 = Zee10

- Takeaway document coming your way at the end

- No VPP

**QUESTIONS TO BE ANSWERED**

- What's a SHMS?

- Why would I want to adopt one?

- How many are there to choose from?

- Can you tell me more about each of them to help me decide?

- Have you got any takeaways and tid bits for me?

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A framework
    … that provides a systemic method / systematic approach
        … to managing workplace health and safety

- Focuses on the ~~outcome~~ processes
- Is all about the ~~what~~ how
- Requires a shift in mindset

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- Dynamic, living, breathing, always evolving

- Emphasizes worker participation
  - They provide perspective and expertise

- Not prescriptive in nature
  - Compliance = What
  - SHMS = How things need to be

- Fosters proactive approaches to "finding and fixing"

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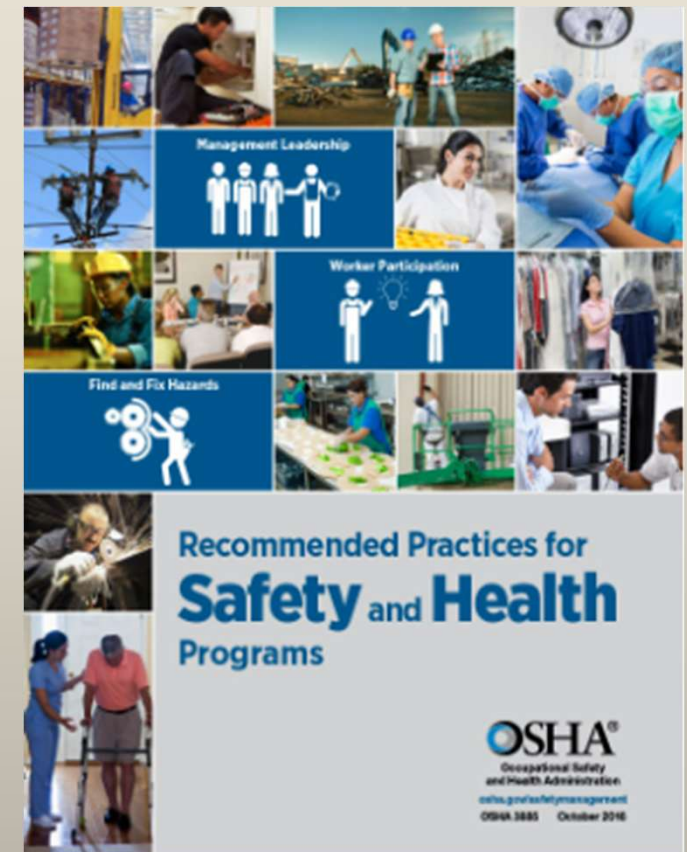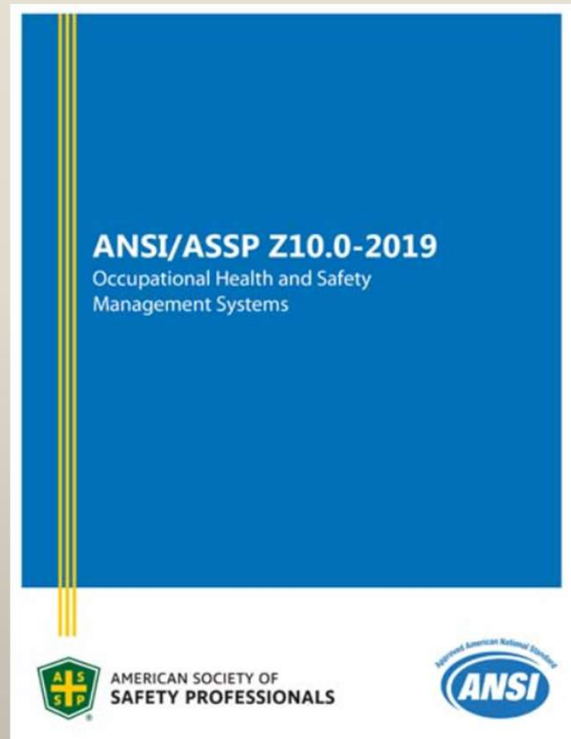**SAFETY PROFESSIONALS**
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- Addresses complex interactions
  - The Workers → The Work → The Workplace → The Workers etc.


- Everything is related and / or interdependent
  - Success 'here', means wins 'there' … and the opposite rings true


- You can start anywhere!


- Promotes continuous improvement *(can you spell PDCA?)*

# SHMS FOR THE USA (1/2)

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- All are voluntary standards
    - Above and beyond regs, codes
    - No law says you have to → It's a choice to adopt
    - +1 effort *(yay you!)*


- ISO 45001 and Z10 are consensus standards
    - Technical experts + Interested parties = Review committee
    - Strict rules around creation, review, committee formation etc.

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- Minimizes workplace risks
- Reduces the occurrence (and cost!) of injuries, illnesses, and fatalities

- Promotes continual improvement
  - Continual = Overall improvement, allows for breaks / setbacks
  - Continuous = Constant, always positive
  - Incorporates other SHMS elements into the journey

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- Integration of health and safety into the business
  - Increases acceptance, allows use of previous processes

- Ensures consideration of both internal and external factors

- Facilitates teamwork and ~~solo~~ organizational performance

- Can improve overall business performance

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- Consistency in approach within the organization
  - Protection from personnel movements, other changes


- Consistency in approach between organizations
  - Think multi-employer worksites, varying organizational sizes


- Provides common ground for understanding

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Certification – Cannot certify

Access – All resources are free

Scope – No restrictions

Inception – Published 1989. No review or revision.

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## Audience – Beginner

- New to structured approaches to health and safety
- Small to medium business with no designated "safety pro" *(that's you!)*

## Content – Seven elements

- Management leadership
- Hazard identification & assessment
- Education & training
- Communication and coordination for employers on multiemployer worksites

- Worker participation
- Hazard prevention and control
- Program evaluation and improvement

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Compulsory Requirements – None

Accompanying Documentation – Plentiful *(and all free!)*
- More information about the core elements
- Case studies
- Additional resources by topic or core elements
- Comparison to other voluntary standards
- Guide for Construction

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**SHMS DEEP DIVE -**
**OSHA RECOMMENDED PRACTICES**
**(4/4)**

## Other Information

- Can be used as a 'check-in' or calibration tool
- Contents could help educate workers, management, clients
- Guidance is given for every action item
- Leads with 10 basic steps to form basis for the actions ahead
    - Set safety and health as a top priority
    - Implement a reporting system
    - Conduct inspections
    - Implement hazard controls
    - Seek input on workplace changes
    - Lead by example
    - Provide training
    - Collect hazard control ideas
    - Address emergencies
    - Make improvements

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Certification – Cannot certify

Access – Mixture of free and paid

Scope – No restrictions

Inception – 1st published in 2005
- Revised in 2012
- Significantly revised in 2019

- Affirmed in 2017
- Currently under revision

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## Audience – Intermediate

- Medium sized enterprise and up
- Maybe a very mature small organization
- Style and nature of language is almost international standard
- Asks (waaay!) more of an organization than OSHA's RCs

## Content

- Informative foreword
- References
- Scope, purpose and application
- Definitions

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# Content cont..

- 7 Elements
  - Context of the Organization – Strategic Considerations
  - Management Leadership and Worker Participation
  - Planning
  - Support
  - Implementation and Operation
  - Evaluation and Corrective Action
  - Management Review

- Annex A, Annex B, Bibliography

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## Compulsory Requirements

- Mixture of compulsory and suggestions / recommendations
- Shall vs Should
- Some requirements may have notes for additional insight

## Accompanying Documentation

- Guidance and Implementation Manual for ASSP/ANSI Z10 *($)*
- Guidance Manual: Keep Your People Safe in Smaller Organizations
- ASSP Z10 landing page

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Other Information

- Z10 is US TAG default
- ANSI standard + ASSP secretariat = ANSI/ASSP Z10
- Committee members represent an organization
- Highly recommend the small business guide *(!!)*

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## Certification – Yes

- Do your own internal audit before external certifying bodies visit
- Three-year cycle
  - Certification and then two surveillance audits

## Access – All documents are paid access

## Scope – Restrictions apply

- Sites are certified to the standard
- Full organizational certification → sample of sites

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Inception – 1st published in 2018 *(yay!)*
- Too early to consider next revision previously
- Currently under revision

Audience – Advanced
- More requirements than Z10
- Uses Annex SL language
- Could still be obtained from scratch

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# Content
- Foreword & Introduction
- Normative References
- 7 Elements
  - Context of the Organization
  - Leadership and Worker Participation
  - Planning
  - Support
  - Operation
  - Performance Evaluation
  - Improvement
- Annex A, Bibliography

- Scope
- Terms and Definitions

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# Compulsory Requirements

- Mixture of compulsory and suggestions / recommendations
- Shall vs Should
- Some requirements may have notes for additional insight

# Accompanying Documentation *(all $)*

- Other ISO Standards that compliment
    - ISO 19011 – Guidelines for auditing management systems
    - ISO 31001 – Risk management guidelines
- Implementation guide for small businesses

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# Accompanying Documentation cont…

- ISO 45000 series
  - ISO 45002 – General guidelines for implementation of ISO 45001
  - ISO 45003 – Psychological health and safety management, Guidelines for managing psychosocial risks
  - ISO 45004 – Occupational health and safety management, Guidelines on performance evaluation
  - ISO 45006 – Guidelines for Organizations on preventing, controlling, and managing infectious diseases
  - And more in development…

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## Other Information

- First international mgmt. systems standard for health and safety
  - OHSAS was published by British Standards Institute
  - ISO = International Standards Organization
  - Contributors are ISO member countries

- You don't need to certify
  - Alignment with → All steps except the final external certification audit
  - Cost / return on investment
  - Privacy
  - Always read an organization's certification / alliance statement carefully

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- Start Where You Are!
  - Reviews and gap analysis are your friend
  - If you know where to start, go there
  - SHMS frameworks aren't linear

- Work With What You Have!*(!!)*
  - Your stuff that you use, ~~fancy equipment~~, ~~expensive systems~~,
  - How you meet requirements is up to you
  - Its in accordance with your needs, culture, complexity, goals etc.
  - Fit-For-Purpose

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- You Can Start Small
  - Even starting with one element will give momentum
  - Perhaps OSHA's RC > Formal consensus standard
  - Some progress is better than none

- Remember it's a System
  - What you do 'here', touches 'there'
    - That also works in your favor *(#winning)*
  - Adopt and maintain a holistic approach

- Look for Opportunities to Integrate
  - SHMS implementation is not 'another thing to do'
    - Safety isn't another thing to do, is it?
  - Align the requirements with existing processes or activities
    - Safety and health, and business related
  - The wheel has already been invented
  - Ambassadors, stewards, sponsors, will be your friends

- Link to information document put in chat
  - Copy also given to Maralee and Al → newsletter

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Welcome to December 12th Meeting

Safety Management Systems:
What, Who, How … and more!

Thank you for your time and attention.

Are there any questions?