

Insight aims to provide useful information, links and tips in the areas of Risk Management, Work Health and Safety, Business Continuity Management, and other areas relating to management systems and corporate governance.

ISO 45001 and Building a Safety Culture

With a lot of focus on 'Safety Culture' within organisations, a question often asked is "How does safety culture correlate with ISO 45001?"

Whilst ISO 45001, as the international standard for occupational health and safety management systems, does not explicitly mention "safety culture" as a standalone term, the concept of safety culture is inherently embedded within the standard's requirements.

Safety culture encompasses the attitudes, beliefs, perceptions, and values that employees and management share regarding safety in the workplace. While ISO 45001 does not have a specific clause dedicated to safety culture, it does emphasize the importance of leadership commitment, worker involvement, responsibilities and continuous improvement, all of which are essential elements of a strong safety culture.

Some of the correlations include:

- 1. Leadership commitment – 5.1:** The standard requires top management to demonstrate leadership and commitment to the WHS management system. A positive safety culture often starts with strong leadership commitment to safety.
- 2. Responsibilities:** The standard requires the assigning of responsibilities and authorities for relevant roles.
- 3. Consultation Participation or Workers 5.4:** ISO 45001 emphasises the involvement of workers in the management system, including consultation, participation in hazard identification, and the ability to report incidents and near misses. This involvement fosters a sense of ownership and accountability for safety among employees, contributing to a positive safety culture.
- 4. Communication – 7.4:** Effective communication is crucial for promoting a positive safety culture. ISO 45001 requires clear communication channels for

sharing information related to occupational health and safety, including procedures, hazards, and controls.



- 5. Competence – 7.2:** The standard mandates that workers are competent to perform their tasks safely. Providing adequate training and development opportunities not only ensures compliance with this requirement but also contributes to building a safety-conscious workforce.
- 6. Improvement – 10:** ISO 45001 promotes a cycle of continual improvement in OH&S performance. This includes regular monitoring, evaluation, and review of the management system to identify opportunities for enhancement. A commitment to continuous improvement reflects a proactive approach to safety, which is characteristic of a strong safety culture.

In line with these clear correlations between ISO 45001 and safety culture, organisations implementing the standard can integrate practices and initiatives that foster a positive safety culture as

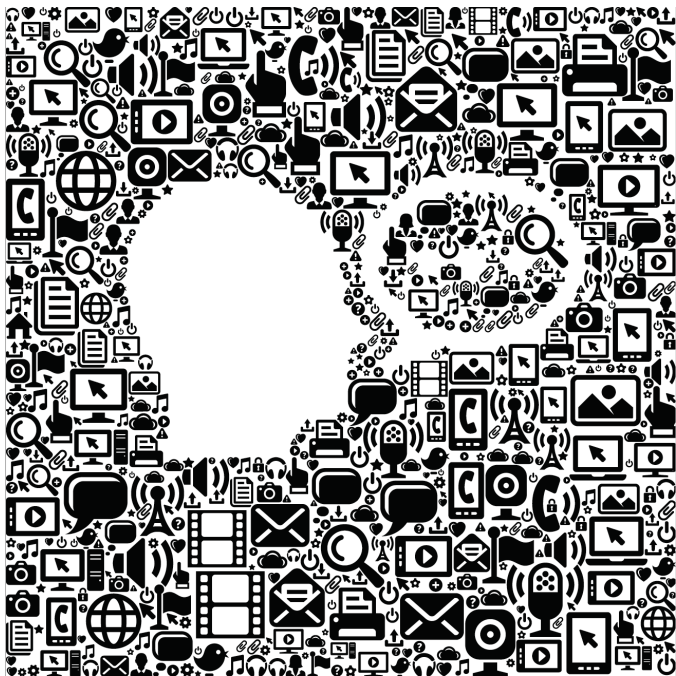
part of their overall occupational health and safety management system.

Please [contact QRMC](#) for more information or assistance.

Visual Communication

In the 1930s, a graphic artist was commissioned to develop the International System of Typographic Picture Education, or an 'Isotype', based on the belief that the world needed a unified, international visual language to support (but not replace) each of the world's spoken languages.

From the outset the primary goal of this 'Isotype' was to visually communicate a concept to the reader more quickly. Over time, these concepts have become gradually more complex and the application of the 'Isotype' model has become the icon-based visual language that we see on our smart phones, car dashboards, remote controls and management system software platforms.



While the icon-based visual language has evolved with technological advances, the underpinning principles have remained constant: a desire to communicate information with brevity, clarity, readability and ease of use.

The adoption and evolution of an icon-based visual language is logical, given the fact that we are all time poor. There is also a benefit to be gained from standardised imagery in assisting to communicate key information and concepts to workers with English as a second language and literacy challenges.

But looking over management systems, there is regularly a disconnect between the time efficient visual language presented on the front-screen /

entry screen of management system software platforms, and the reams of documentation presented when clicking onto specific documents.

Given that we operate in industries that require processes and procedures, it's important to look for smarter ways of packaging that information based on the principles of 'brevity, clarity, readability and ease of use', so that it helps Management and workers to (a) understand their requirements quickly, and (b) apply them consistently.

At a workplace level, safety signs, symbols and icons started to become standardised in the 1970s, and now we see this enshrined within AS 1319 *Safety Signs for the Occupational Environment*. Consistent application of the safety symbols detailed in AS1319 will assist organisations in providing clear, concise and fast safety messaging in our time-poor workdays.

Please [contact QRMC](#) for more information or assistance.

Climate change formalised in management systems

Earlier this year the International Standards Organisation released amendments to ISO 45001 *Occupational health and safety management systems — Requirements with guidance for use* and ISO 9001 *Quality management systems — Requirements* to require explicit consideration of climate change.

In both standards, the following requirement has been added to section 4.1:

The organization shall determine whether climate change is a relevant issue.

And under section 4.2, the following note is added:

NOTE Relevant interested parties can have requirements related to climate change

With natural and human-induced factors prompting long-term changes to the Earth's climate and weather conditions – and locally we are experiencing changing weather patterns and more severe weather impacts – the amendments recognise that organisations need to give explicit consideration to these impacts in the context of business operations.



Essentially, the amendments are prompts to consider whether climate change is a relevant issue for the organisation OR interested parties (stakeholders), and if it is relevant, to determine what action(s) are required in response.

There is no expectation from the amended standards to solve climate change. Rather, management is required to consider the impacts of climate change on organisational risks, operations, supply chains, etc.

Likely climate change impacts will be completely different for different industries and geographical locations, hence the importance of each organisation independently considering the risks in their own context.

Within Australia, QRMC recommends that a good starting point in considering the climate impacts may be to peruse the 2-yearly CSIRO State of the Climate report which can be accessed [here](#).

Please [contact QRMC](#) for more information or assistance.