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

This issue:

- ◼ ISO 45001 – Occupational health and safety management systems
- ◼ Sexual Harassment and Work Health & Safety
- ◼ SNG Meeting Report – February 2018

ISO 45001 – Occupational health and safety management systems

The International Organization for Standardization has [finalised](#) ISO 45001, the new international standard *Occupational health and safety management systems*.

The standard will follow the now familiar Annex SL structure of the 10-clause management system approach that has been rolled out to standardise international standards such as ISO 14001, ISO 9001 and ISO 27001. This allows for easier integration and alignment with other management system standards.

While the final version of the standard will not be available until around March 2018, review of the final draft ISO 45001 indicates that some of its underlying principles are very similar to the harmonised Australian Work Health & Safety legislation, however there are some nuances that should provide additional benefit in terms of an effective WHS Management System.

- ◼ **Management Responsibility**
  The draft ISO 45001 reflects a number of the principles of the current Australian WHS Legislation with 'Top Management' having an overall responsibility and accountability for the protection of workers' health and safety. (Under AS/NZS 4801,

Top management were responsible, but they could delegate the accountability.)

- ◼ **'Worker' Consultation**
  ISO 45001 acknowledges the modern workplace with many different employers, defining the term "worker," – based on a similar principle to our WHS Legislation - to reflect employment situations, contractor arrangements, and even volunteer workers. The active participation of workers is also now required along with the identification of barriers to effective consultation (such as language or literacy barriers, reprisals or policies that discourage or penalise worker participation).

RISK MANAGEMENT   MANAGEMENT SYSTEMS   SAFETY MANAGEMENT   BUSINESS CONTINUITY MANAGEMENT

SAFETY FIRST

- **Risk Management**
  The word "systematically" has been included in relation to WHS Risk Management. The Standard requires all risks to be identified considering 'new' and 'emerging' risks including the psychosocial factors such as workload, work hours, bullying and harassment, as well as the risks associated with the outsourcing of processes and the risks associated with the use of contractors.

  The management of change element is strengthened in ISO 45001 and requires that an organisation be aware of any new risks that arise from changes, such as new products, processes, services, changes to plant and equipment.

- **Incident**
  The definition of 'incident' has been broadened to now include a note that an incident can occur without a nonconformity, *recognising that things can be working as they should but an incident can still occur.*

- **Improvement**
  Continual improvement, which is a recurring activity to enhance performance, now explains that continual does not mean continuous. This clarifies that the "recurring activity" does not to take place in all areas simultaneously and go on forever, but that it needs to be tailored to suit different situations, and may stop and start.

At this stage AS/NZS 4801:2001 has not changed and remains the current industry standard in Australia. It is premature to speculate as to whether ISO 45001 will be adopted in Australia as a replacement of the current industry standard.

Please contact QRMC for more information.

Sexual Harassment and Work Health & Safety

Better prevention and management of sexual harassment in the workplace has been rising in importance for years, and has come into sharper focus in the wake of the #MeToo movement.

Most frequently sexual harassment is considered as a human resources issue, however the impact on those experiencing the sexual harassment in the workplace should be more properly considered as a work health and safety risk.

During 2016 the Victorian Trades Hall Council conducted a survey of women in Victorian workplaces (download the report here) that found 64% of participants had experienced sexual harassment or violence in their workplace. Other surveys including both women and men have found rates of sexual harassment at work across the workforce as a whole as high as 85%.

If this level of musculoskeletal injuries or slip/trip incidents were found in a workplace, it would be identified on the WHS Risk Register with a high priority given for the implementation of new risk treatments.

Sexual harassment in the workplace has measurable impacts on worker wellbeing. The stress and sense of isolation can result in physical illness and mental disorders, not to mention physical injuries where violence or assault occurs. Psychosocial disorders, and workers' compensation claims for them, are one of the indicators that the risk is not being well managed in many workplaces.

Poor management of this WHS risk also has measureable impacts on workplaces, including:

- lower retention rates resulting increased recruitment costs;
- poor morale and absenteeism impacting on productivity;
- complaint investigations resulting in time and opportunity costs;
- increased workers' compensation premiums; and
- potentially considerable reputational damage.

The measures that will assist in managing the WHS risk of sexual harassment will vary according to the workplace, but taking a risk-identification approach to the issue will help to determine both the causes of the risk in a given workplace, and the treatments that can be implemented to mitigate it.

Treatments can include:

- Ensure that all leadership and management personnel understand that no workplace should be perceived as free of the risk of sexual harassment,

and provide training in how to recognise it in both its obvious and its insidious forms
- Strategies around reducing gender inequality such as including more women in supervisory and leadership roles, improving job security for casually employed women
- Providing training around sexual harassment policy, communication, employment rights, etc.
- Disrupt gender stereotypes in role allocations across the organisation, which may include affirmative action in recruitment
- Review what behaviour and attitudes get rewarded in the organisation, e.g. less rewarding of aggressive "go-getter" behaviour and more rewarding of team building behaviour

Approaching sexual harassment as an organisational WHS risk, and actively managing it accordingly, will help to ensure a more productive and mentally healthy workplace.

SNG Meeting Report – February 2018

The recent QRMC Safety Networking Group session hosted by Energy Queensland included a presentation from the Work Health and Safety Queensland (WHSQ) Work & Electrical Safety Policy Unit exploring the detail of the legislative changes following the acceptance of the recommendations from the *Best Practice Review of WHS Queensland.* This review prompted the *Work*

QRMC Risk Management

Health and Safety and Other Legislation Amendment Bill 2017 which formally introduced the industrial manslaughter requirements, as well as series of administrative processes such as the requirement of the PCBU [Person Conducting a Business or Undertaking] to provide WHSQ with a list of HSRs (Health and Safety Representatives) and deputies for each work group, as well as copies of PINs (Provisional Improvement Notices) issued by their HSRs.

Further, the *Amendment Bill* established the 5-year expiry provisions for the WHS Codes of Practice.

1 July 2018 will see further provisions of the *Amendment Bill* come into effect, such as:

■ Restoring the status of WHS Codes of Practice whereby there is a requirement to comply 'unless an equal to or better than safety standard' is demonstrated (as they were under the 1995 WHS Act);
■ Mandating HSR training within 6 months of being elected, with a refresher every 3 years; and
■ reintroducing the WHSOs (Work Health and Safety Officers), except this time under a voluntary scheme, as a means of assisting the PCBU to comply with WHS laws and aim to improve safety performance

The change in the status of the WHS Codes will prompt a technical and legislative review of the current 38 Codes of Practice by WHSQ, with this work to be completed by 1st July. It was acknowledged that this review may prompt significant amendment to the Codes of Practice that were preserved from the previous 1995 Legislation. It is anticipated that there will be a comprehensive review of each WHS Code of Practice (undertaken on a priority basis) over the next 5 years.

It was noted that at this stage the amendments that enable this change within the WHS space have not been reflected within the Electrical Safety Legislation.

The SNG session provided an opportunity for open face-to-face discussion with the Policy Unit Manager and their Project Lead covering these amendments, and QRMC thanks them for their involvement and support of the SNG.

The legislative update presentation was followed by Dr Tristan Casey, a registered organisational psychologist and Principal Advisor with the Safety Leadership and Culture Unit at WHSQ, who presented on 'Leading Your Safety Culture: Understanding, Diagnosing & Improving.' The presentation explored the outcomes of the LEAD study into safety culture and safety climate with the first cohort involving 31 organisations and over 4,100 respondents.

ABOUT THE SNG:

In 2005 QRMC founded the Safety Networking Group for senior safety professionals in SE Qld. QRMC continues to coordinate and arrange for speakers to present at quarterly meetings and discuss information on contemporary WHS issues. Group members also share information from their workplaces or industries, which other members frequently find interesting and useful.

More information on the Safety Networking Group can be found on our website. Senior safety professionals contemplating attending meetings in Brisbane can contact QRMC.

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