

# ISO 45001:2018 – Leadership & Worker Participation

The International Organization of Standardization (ISO) publishes the ISO 45001:2018 standard, *Occupational Health and Safety Management Systems (OHSMS) – Requirements with guidance for use*. ISO 45001:2018 is the world's international standard for occupational safety and health (S&H). The aim of the standard is to provide a healthy and safe working environment to drive solutions to improve organizational safety performance, assess and eliminate risk, and increase productivity.

**Leadership & Worker Participation** is a clause within the ISO 45001:2018 standard. This clause ensures top management commitment to the OHSMS, driving implementation and sustainment of the OHSMS to align with the organization's strategic direction. The clause also describes the necessity to involve all levels of workers in the development and operation of the OHSMS.

**Leadership & Worker Participation** is a cornerstone in the successful implementation of the overall OHSMS due to the influence on the organization's culture.



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**Leadership & Worker Participation** ensures OHSMS commitment and support through:

- Demonstration of leadership and commitment to the organization's OHSMS
- Establishment, implementation, and maintenance of a written S&H policy
- Assignment and communication of authority, as well as relevant responsibilities and roles, within the OHSMS
- Processes to consult with workers and have them participate in actions to improve the OHSMS.

The OHSMS can only be successful with support from leadership and participation from workers. Leaders must show commitment to drive OHSMS implementation and sustainment. They have the vision for the OHSMS and the authority to establish and direct incorporation of occupational safety and health into existing business processes and procedures. Similarly, workers must actively contribute to OHSMS implementation and sustainment, since the OHSMS is a collaborative effort and directly impacts their day-to-day tasks.

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