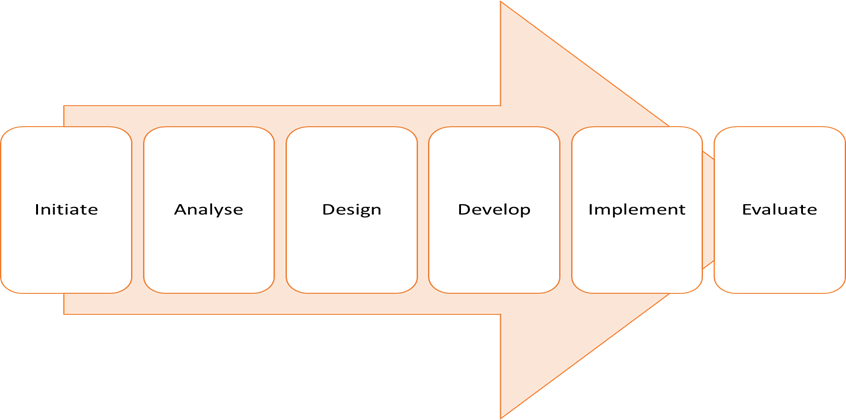
**Implementing ISO45001:2018**

Implementing a ‘new’ management system is never easy and inevitably there are pitfalls to be avoided but also opportunities to be captured as a project develops.

These days, of course, it’s rare for an organisation to have no system at all, most organisations have programmes in place for key activities such risk assessment, training and monitoring, and even if they haven’t subscribed to a certified system for safety many organisations have already implemented ISO9001 or 14001 which provides a platform for the new system to be developed.

Every implementation should follow a structured process. A framework for the project provides structure for the organisation of resources as the project develops and significantly reduces the time taken to achieve the desired outcome.

Here is a process we recommend:

Let’s briefly look at these topics:

**Project Initiation**

Annex SL has raised the stakes in modern management system implementation. It’s not enough to have just the nuts and bolts (hardware) anymore, you must have the software as well – especially in the form of proactive leadership and engagement of the workforce, so this first stage involves preparing the ground for what lies ahead. Managers will need to understand the implications of the project.

There will be costs associated with the project and the budgets for these need to be agreed at this stage.

**Analysing the state of play**

The second stage involves working out how existing systems are operating and whether they match up to the requirements of the standard. This is the infamous ‘gap analysis’ However, done correctly, the gap analysis will tell you much more than just what’s in the locker.

**Design and Develop your systems**

These two stages go together and it’s about filling the gaps identified at the analysis stage. This stage is likely to involve a good deal of stakeholder engagement (consultation) where new processes need to be designed and there will also be a requirement for training before systems are implemented.

Many systems will progress unchanged if they are already fit for purpose. Minimising change is a key goal of this section.

**Implementation**

Putting the theory into practise using the processes and methods that your teams are already familiar with.

An implementation plan is essential if there are significant process developments to implement.

Creating a positive approach to implementation is vital as everyone’s support is needed to achieve success.

**Evaluating progress**

This is the final stage before certification, it represents the last chance you have to get things right. The evaluation is done by audit and is often called the ‘Stage 2’ audit, frequently done by your certifying body or by Make UK as part of the project. This stage determines if your processes are actually working.

If the outcome at this stage is successful you will be ready to apply for certification to the ISO45001:2018 standard.