1. The incident definition now includes a note that an incident can occur where there is no nonconformity – things can be working as they should, and an incident can still happen.

2. The WHS management system processes now have to be integrated into the organization's business processes. This should mean no more separate WHS procedures and instructions – it should just be part of every day.

3. Top management now takes overall responsibility and accountability for the protection of workers' work-related health and safety. Top management in both AS/NZS 4801 and OHSAS 18001 were <u>responsible,</u> but they could delegate the <u>accountability</u>. Now the buck goes all the way to the top before it stops.

4. The word "systematically" has been included when identifying and taking actions to address work-related hazards and risks, nonconformities, and opportunities. AS/NZS 4801 and OHSAS 18001 previously required methodologies and documented procedures, but ISO 45001 improves on this by requiring these to be systematic.

5. Targets are no longer required as they used to be in AS/NZS 4801. They are still mentioned in ISO 45001 in the definition of an objective where it explains that an objective may be called something else e.g. aim, goal or target.

6. The active participation of workers is now required along with the identification and removal of any obstacles or barriers to consultation. Suggested possible obstacles and barriers are mentioned, such as, failure to respond to worker input or suggestions, language or literacy barriers, reprisals, threats of reprisals and policies or practices that discourage or penalize worker participation.

7. "Adapting work to workers" has been included as a way of controlling processes. It is now clearer that "things have always been done like this" is not an acceptable control measure.

8. Multi-employer workplaces are now included along with the coordination of the (relevant parts of the) WHS management system with other organizations. This will be very applicable for building and construction sites, where many tradespeople are working, each possibly with a different employer, and a different system of management.

9. The hierarchy of control is in the requirements of ISO 45001 similar to OHSAS 18001, whereas AS/NZS 4801 have it only in the guidance. Isolation is not included in ISO 45001. The hierarchy of control is an important methodology for controlling hazards and whilst quite straightforward rarely seems to be used in practice with most hazards being

controlled through signage, documentation and training (administration), and hard hats, safety boots and protective eyewear (PPE).

10. The management of change is strengthened in ISO 45001 and requires that an organization is aware of any new risks that arise from changes, such as new products, processes, services, changes to plant and equipment, or applicable legal and other requirement changes, to name a few. This should ensure a more structured and thoughtful approach to change management and make people stop and think before they leap into change without thinking of the new risks that the change itself may introduce.

11. 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. Opportunities now included in the hazard review process as there may be an opportunity to improve a process or environment that doesn't necessarily need to be a hazard or risk. This is simply encouraging the continual improvement of business operations.