



# ISO 45001

OCCUPATIONAL HEALTH AND SAFETY

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## Indirect costs associated with a reportable incident in a workplace can be up to five times that of the direct costs.

According to the Safety Management Group, "Indirect costs include administrative time dealing with the injury and medical care, raises in insurance costs, replacing the hours lost of the injured employee with hiring another employee, loss of reputation and confidence in employees and clients, unwanted media attention, and more."

Executives may wonder if they should implement an Occupational Health and Safety (OHS) management system. With over 3.3 million on-the-job accidents reported each year, employers cannot afford to ignore the importance of health and safety in the workplace. OHS programs help employee's general health and well-being and have a significant, but often hidden, impact on the bottom line of a business' profitability. Implementation of the ISO 45001 standard can facilitate proactive engagement between management and employees, which provides the opportunity for open communication regarding issues related to OHS. Reductions in accidents and incidents not only keep employees safe and healthy but have also been shown to reduce:

### Benefits of an OHSAS Management System

- The benefits of having a certified occupational health and safety management system include:
  - Helping maintain employee health and well-being
  - Proof of adherence to legal and regulatory requirements
  - Reducing occupational hazards through analysis of activities
  - Reducing costs through prevention of on-the-job accidents
  - Improving employee identification and motivation by providing a "safe" job
- Government inspections
- Workman's compensation rates
- Other general liability insurance rates
- Potential litigation (Whistle Blowers, personal injury lawyers and Victims' Rights advocates)
- Employee absenteeism
- Direct, or indirect costs, from long or short-term injured employees, including training new employees to cover long term injured ones, over-time for employees covering injured ones, employment searches for replacement workers, and use of temporary agencies

The Occupational Health and Safety Administration has identified that investment in this management system will help to reduce work-related injuries and illnesses, reduce costs associated with injuries and illnesses and improve productivity.