ISO 45001:2018 specifies requirements for Occupational Health and Safety Management System that an organization can use to enhance its OH&SMS performance. This International Standard helps an organization achieve the intended outcomes of its Occupational Health and Safety Management System, which provide a safe and healthy working Environment for its personnel and interested parties. Consistent with the organization's OH&SMS policy, the intended outcomes of OH&SMS include:

— enhancement of OH&SMS performance;
— fulfilment of OH&SMS compliance obligations;
— achievement of OH&SMS objectives.

Self-examination for compliance with OH&SMS ISO 45001:2018

The questions in the self-examination questionnaire in the following pages go through the key requirements of Occupational Health and Safety Management System ISO 45001:2018; they are questions an organization asks itself for the specific purpose of helping organisations undertake a preliminary check of their readiness for an ISO 45001:2018 audit or assessment. This will give pointers to where an organization needs to improve. By completing this questionnaire your results will allow you to self-assess your organization and identify where you are in the implementation or transition process in relation to the main requirements of the standard. It cannot be emphasized too strongly that there are no standard ways of achieving compliance; rather there are hundreds of approaches to complying with any particular requirement. You need to focus on the requirement itself and to find the most convenient and cost-effective way to meet it in your particular situation.

With each question, mark your answers ✓ for Yes and X for No.

Yes	We meet this requirement fully- all requisite documents and implementation requirements have been met
No	No we do not meet this requirement at all

The numbers in the left hand column of the questionnaire refer to the relevant clauses in ISO 45001:2018
The higher the percentage of YES, total score on this questionnaire, the less you will have to do to become compliant.

Documented information needed to be maintained by an organization for establishing the OH&SMS
   (a) **The scope of the OH&SMS (clause 4.3)**
   (b) **The OH&SMS Policy (clause 5)**
   (c) **Organisational roles, Responsibilities and authorities (Clause 5.3)**
   (d) **Information on Risks and Opportunities (Clause 6.1.1)**
   (e) **the process(es) and actions needed to determine and address risks and opportunities (see 6.1.2 to 6.1.4) to the extent necessary to have confidence that they are carried out as planned.**
   (f) **Methodology(ies) and criteria for the assessment of OH&S risks (Clause 6.1.2.2)**
   (g) **Legal requirements and other requirements (Clause 6.1.3)**
   (h) **The OH&SMS objectives and plans to achieve them (clause 6.2.2)**
   (i) **OH &SMS processes (Clause 8.1)**
   (j) **Processes and plans to respond to potential emergency situations (Clause 8.2)**
   (k) **Evidence of continual improvement (Clause 10.3)**

NOTE: In this context "document" could be policy statements, procedures, specifications, calibration tables, charts, text books, posters, notices, memoranda, software, drawings, plans, etc. These may be on various media, whether hardcopy or electronic, and they may be digital, analog, photographic or written.

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Section A: Occupational Health and Safety Management System			
4. 1 UNDERSTANDING THE ORGANISATION AND ITS CONTEXT			
	Has the organization determined the external and internal issues that are relevant to its organization's purpose and those that affect its ability to achieve the intended outcomes of the OH&SMS?		
4.2	**UNDERSTANDING THE NEEDS AND EXPECTATIONS OF WORKERS & OTHER INTERESTED PARTIES**		
	Has the organization determined: a) the other interested parties, in addition to workers, that are relevant to the OH&S management system; b) the relevant needs and expectations (i.e. requirements) of workers and other interested parties; c) which of these needs and expectations are, or could become, legal requirements and other requirements.		
4.3	**DETERMINING THE SCOPE OF THE OH&S MANAGEMENT SYSTEM**		
a.	**Has the organization determined the boundaries of the OH&SMS when establishing its scope?** **While determining the scope, has the organization considered:** a) external and internal issues b) the interested parties and their needs and expectations c) Planned or performed work activities		
	Does the OH&SMS include activities, products and services within the organization's control or influence that can impact the organization's OH&S performance		
b.	**Is the scope available as documented information?**		
4.4	**OH&S MANAGEMENT SYSTEM**		
a.	Has the organization established, implemented, maintained and continually improved an OH&S management system, including the processes needed and their interactions, in accordance with the requirements of this document?		
5.0	**LEADERSHIP AND WORKER PARTICIPATION**		
5.1	**Leadership and Commitment**		
	Has top management demonstrated leadership and commitment with respect to the OH&S management system by: a) taking overall responsibility and accountability for the prevention of work-related injury and ill health, as well as the provision of safe and healthy workplaces and activities; b) ensuring that the OH&S policy and related OH&S objectives are established and are compatible with the strategic direction of the organization;		

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	c) ensuring the integration of the OH&S management system requirements into the organization's business processes;		
	d) ensuring that the resources needed to establish, implement, maintain and improve the OH&S management system are available;		
	e) communicating the importance of effective OH&S management and of conforming to the OH&S management system requirements;		
	f) ensuring that the OH&S management system achieves its intended outcome(s);		
	g) directing and supporting persons to contribute to the effectiveness of the OH&S management system;		
	h) ensuring and promoting continual improvement;		
	i) supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility;		
	j) developing, leading and promoting a culture in the organization that supports the intended outcomes of the OH&S management system;		
	k) protecting workers from reprisals when reporting incidents, hazards, risks and opportunities;		
	l) ensuring the organization establishes and implements a process(es) for consultation and participation of workers;		
	m) supporting the establishment and functioning of health and safety committees		
5.2	**OH&S POLICY**		
	Has top management established, implemented and maintained an OH&S policy that: a) includes a commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health and is appropriate to the purpose, size and context of the organization and to the specific nature of its OH&S risks and OH&S opportunities; b) provides a framework for setting the OH&S objectives; c) includes a commitment to fulfil legal requirements and other requirements; d) includes a commitment to eliminate hazards and reduce OH&S risks (see 8.1.2); e) includes a commitment to continual improvement of the OH&S management system; f) includes a commitment to consultation and participation of workers, and, where they exist, workers' representatives		

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	Is the OH & S Policy a) available as documented information		
	b) communicated within the organisation		
	c) available to interested parties		
	d) be relevant and appropriate		
5.3	**Organizational Roles, Responsibilities And Authorities**		
	Has top management ensured that the responsibilities and authorities for relevant roles within the OH&S management system are assigned and communicated at all levels within the organization and maintained as documented information?		
	Has top management assigned the responsibility and authority for: a) ensuring that the OH&S management system conforms to the requirements of this document; b) reporting on the performance of the OH&S management system to top management.		
5.4	**Consultation and participation of workers**		
	Has the organization established, implemented and maintained a process(es) for consultation and participation of workers at all applicable levels and functions, and, where they exist, workers' representatives, in the development, planning, implementation, performance evaluation and actions for improvement of the OH&S management system.		
	Has the organization: a) provided mechanisms, time, training and resources necessary for consultation and participation;		
	b) provided timely access to clear, understandable and relevant information about the OH&S management system;		
	c) determined and removed obstacles or barriers to participation and minimized those that cannot be removed;		
	d) emphasized the consultation of non-managerial workers on the following: 1) determining the needs and expectations of interested parties (see 4.2); 2) establishing the OH&S policy (see 5.2); 3) assigning organizational roles, responsibilities and authorities, as applicable (see 5.3); 4) determining how to fulfil legal requirements and other requirements (see 6.1.3); 5) establishing OH&S objectives and planning to achieve them (see 6.2);		

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	6) determining applicable controls for outsourcing, procurement and contractors (see 8.1.4); 7) determining what needs to be monitored, measured and evaluated (see 9.1); 8) planning, establishing, implementing and maintaining an audit programme(s) (see 9.2.2); 9) ensuring continual improvement (see 10.3);		
	e) emphasized the participation of non-managerial workers in the following: 1) determining the mechanisms for their consultation and participation; 2) identifying hazards and assessing risks and opportunities (see 6.1.1 and 6.1.2); 3) determining actions to eliminate hazards and reduce OH&S risks (see 6.1.4); 4) determining competence requirements, training needs, training and evaluating training (see 7.2); 5) determining what needs to be communicated and how this will be done (see 7.4); 6) determining control measures and their effective implementation and use (see 8.1, 8.1.3 and 8.2); 7) investigating incidents and nonconformities and determining corrective actions (see 10.2).		
6. 0	**PLANNING**		
6.1	**Actions To Address Risks And Opportunities**		
	When planning for the OH&S management system, has the organization determined the risks and opportunities that need to be addressed considered the issues referred to in 4.1 (context), the requirements referred to in 4.2 (interested parties) and 4.3 (the scope of its OH&S management system) to: a) give assurance that the OH&S management system can achieve its intended outcome(s); b) prevent, or reduce, undesired effects; c) achieve continual improvement.		
	When determining the risks and opportunities for the OH&S management system and its intended outcomes that need to be addressed, has the organization taken into account: — hazards (see 6.1.2.1); — OH&S risks and other risks (see 6.1.2.2); — OH&S opportunities and other opportunities (see 6.1.2.3); — legal requirements and other requirements (see 6.1.3).		
	Has the organization, determined and assessed the risks and opportunities that are relevant to the intended outcomes of the		

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	OH&S management system associated with changes in the organization, its processes or the OH&S management system		
	Has the organization maintained documented information on: — risks and opportunities; — the process(es) and actions needed to determine and address its risks and opportunities (see 6.1.2 to 6.1.4) to the extent necessary to have confidence that they are carried out as planned.		
6.1.2	**Hazard identification and assessment of risks and opportunities**		
6.1.2.1	**Hazard identification**		
	Has the organization established, implemented and maintained a process(es) for hazard identification that is ongoing and proactive? Do the processes take into account but not limited to: a) how work is organised, social factors(including workload, work hours, victimization, harassment and bullying), leadership and the culture in the organisation?		

	b) routine and non-routine activities and situations, including hazards arising from:
	     1) infrastructure, equipment, materials, substances and the physical conditions of the workplace;
	     2) product and service design, research, development, testing, production, assembly, construction, service delivery, maintenance and disposal;
	     3) human factors;
	     4) how the work is performed;		

	c) past relevant incidents, internal or external to the organization, including emergencies, and their causes;		
	d) potential emergency situations;		

	e) people, including consideration of:
	     1) those with access to the workplace and their activities, including workers, contractors, visitors and other persons;
	     2) those in the vicinity of the workplace who can be affected by the activities of the organization;
	     3) workers at a location not under the direct control of the organization;		

	f) other issues, including consideration of:
	     1) the design of work areas, processes, installations, machinery/equipment, operating procedures and work organization, including their adaptation to the needs and capabilities of the workers involved;
	     2) situations occurring in the vicinity of the workplace caused by work-related activities under the control of the organization;		

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	3) situations not controlled by the organization and occurring in the vicinity of the workplace that can cause injury and ill health to persons in the workplace;		
	g) actual or proposed changes in organization, operations, processes, activities and the OH&S management system (see 8.1.3);		
	h) changes in knowledge of, and information about, hazards.		
6.1.2.2	**Assessment of OH&S risks and other risks to the OH&S management system**		
	Has the organization established, implemented and maintained a process(es) to: a) assess OH&S risks from the identified hazards, while taking into account the effectiveness of existing controls; b) determine and assess the other risks related to the establishment, implementation, operation and maintenance of the OH&S management system. Has the organization's defined methodology(ies) and criteria for the assessment of OH&S risks with respect to their scope, nature and timing to ensure they are proactive rather than reactive and are used in a systematic way? Has the organization maintained and retained documented information on the methodology(ies) and criteria?		
6.1.2.3	**Assessment of OH&S opportunities and other opportunities for the OH&S management system**		
	Has the organization established, implemented and maintained a process(es) to assess: a) OH&S opportunities to enhance OH&S performance, while taking into account planned changes to the organization, its policies, its processes or its activities and: 1) opportunities to adapt work, work organization and work environment to workers; 2) opportunities to eliminate hazards and reduce OH&S risks;		
	b) other opportunities for improving the OH&S management system?		
6.1.3	**Legal and other requirements** Has the organization established, implemented and maintained a process(es) to: a) determine and have access to up-to-date legal requirements and other requirements that are applicable		

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	to its hazards, OH&S risks and OH&S management system; b) determine how these legal requirements and other requirements apply to the organization and what needs to be communicated; c) take these legal requirements and other requirements into account when establishing, implementing, maintaining and continually improving its OH&S management system. Has the organization maintained and retained documented information on its legal requirements and other requirements and ensured that it is updated to reflect any changes?.		

6.1.4	**Planning action**
	Has the organization planned:
	a) actions to:
	   1) address these risks and opportunities (see 6.1.2.2 and 6.1.2.3);
	
	   2) address legal requirements and other requirements (see 6.1.3);
	
	   3) prepare for and respond to emergency situations (see 8.2);		

	b) Has the organisation planned how to:
	   1) integrate and implement the actions into its OH&S management system processes or other business processes;
	
	   2) evaluate the effectiveness of these actions.		

	Has the organization taken into account the hierarchy of controls (see 8.1.2) and outputs from the OH&S management system when planning to take action		
6.2	**OH&S objectives and planning to achieve them**		
6.2.1	**OH&S objectives** Has the organization established OH&S objectives at relevant functions and levels in order to maintain and continually improve the OH&S management system and OH&S performance (see 10.3).?		

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	Are the OH&S objectives:
	    a) consistent with the OH&S policy;
	
	    b) measurable (if practicable) or capable of performance evaluation;
	
	    c)
	c) take into account:
	    1) applicable requirements;
	    2) the results of the assessment of risks and opportunities (see 6.1.2.2 and 6.1.2.3);
	    3) the results of consultation with workers (see 5.4) and, where they exist, workers' representatives;
	
	    d) monitored;
	
	    e) communicated;
	
	    f) updated as appropriate.		

6.2.2	**In planning how to achieve our OH&S objectives, has the organization determined**
	    a) What will be done
	
	    b) What resources will be required
	
	    c) Who will be responsible
	
	    d) When it will be completed
	
	    e) how the results will be evaluated, including the indicators for monitoring
	
	    f) how the actions to achieve OH&S objectives will be integrated into the organization's business processes.		

	Has the organization maintained and retained documented information on the OH&S objectives and plans to achieve them?		
7.0	**SUPPORT**		
7.1.1	**Resources**		

S No.	OH&SMS Requirement	Score √ or x	Objective evidence (Name the document(s))
	Has the organization determined and provided the resources needed for the establishment, implementation, maintenance and continual improvement of the OH&S management system?		
7.2	**Competence** Has the organization: a) determined the necessary competence of workers that affects or can affect its OH&S performance? b) ensured that workers are competent (including the ability to identify hazards) on the basis of appropriate education, training or experience? c) where applicable, taken actions to acquire and maintain the necessary competence, and evaluate the effectiveness of the actions taken? d) retained appropriate documented information as evidence of competence?		
7.3	**Awareness** Have the workers been made aware of: a) the OH&S policy and OH&S objectives; b) their contribution to the effectiveness of the OH&S management system, including the benefits of improved OH&S performance; c) the implications and potential consequences of not conforming to the OH&S management system requirements; d) incidents and the outcomes of investigations that are relevant to them; e) hazards, OH&S risks and actions determined that are relevant to them; f) the ability to remove themselves from work situations that they consider present an imminent and serious danger to their life or health, as well as the arrangements for protecting them from undue consequences for doing so.		
7.4.1	**Communication – General** Has the organization established, implemented and maintained the process(es) needed for the internal and external		

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	communications relevant to the OH&S management system, including determining: a) on what it will communicate; b) when to communicate; c) with whom to communicate: 1) internally among the various levels and functions of the organization; 2) among contractors and visitors to the workplace; 3) among other interested parties; d) how to communicate. **Does the organisation respond to relevant communications on its OH & S management system?** When establishing its communication process(es), has the organization: a) taken into account its legal requirements and other requirements? b) ensured that OH&S information to be communicated is consistent with information generated within the OH&S management system, and is reliable? c) Has the organization retained documented information as evidence of its communications, as appropriate?		
7.4.2	**Internal communication** Does the organization: a) internally communicate information relevant to the OH&S management system among the various levels and functions of the organization, including changes to the OH&S management system, as appropriate? b) ensure its communication process(es) enables workers to contribute to continual improvement.		
7.4.3	**External communication**		

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	Does the organization externally communicate information relevant to the OH&S management system, as established by the organization's communication process(es) and taking into account its legal requirements and other requirements?		
7.5	**DOCUMENTED INFORMATION**		
7.5.1	**General** Does the OH&SMS include (a) documented information required by the standard (b) documented information necessary for the effectiveness of the OH&SMS		
7.5.2	**Creating and updating** When creating and updating documented information, does the organization ensure appropriate: a. identification and description (e.g. a title, date, author or reference number); b. format (e.g. language, software version, graphics) and media (e.g. paper, electronic); c. review and approval for suitability and adequacy.		
7.5.3	**Control of documented Information** Is documented information controlled to ensure that: (a) it is available and suitable for use, where and when it is needed (b) it is adequately protected **For control of documented information, has the organization considered** (a) distribution, access, retrieval and use (b) storage and preservation (c) control of changes (d) retention and disposition		
8.0.	**Operation**		
8.1.1	**Operational planning and control - General** Has the organization planned, implemented, controlled and maintained the processes needed to meet requirements of the		

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	OH&S management system, and to implement the actions determined in Clause 6, by:
	    a. establishing criteria for the processes;
	
	    b. implementing control of the processes in accordance with the criteria;
	
	    c. maintaining and retaining documented information to the extent necessary to have confidence that the processes have been carried out as planned;
	
	    d. adapting work to workers.
	At multi-employer workplaces, Does the organization coordinate the relevant parts of the OH&S management system with the other organizations?		

8.1.2	**Eliminating hazards and reducing OH&S risks**
	Has the organization established, implemented and maintained a process(es) for the elimination of hazards and reduction of OH&S risks using the following hierarchy of controls:
	    a. eliminate the hazard;
	
	    b. substitute with less hazardous processes, operations, materials or equipment;
	
	    c. use engineering controls and reorganization of work;
	
	    d. use administrative controls, including training;
	
	    e. use adequate personal protective equipment.		

8.1.3	**Management of change**
	Has the organization established a process(es) for the implementation and control of planned temporary and permanent changes that impact OH&S performance, including:
	
	a) new products, services and processes, or changes to existing products, services and processes, including:
	    — workplace locations and surroundings;
	    — work organization;
	    — working conditions;
	    — equipment;
	    — work force;		

S No.	OH&SMS Requirement	Score √ or x	Objective evidence (Name the document(s))
	b) changes to legal requirements and other requirements;		
	c) changes in knowledge or information about hazards and OH&S risks;		
	d) developments in knowledge and technology. Does the organization review the consequences of unintended changes, taking action to mitigate any adverse effects, as necessary.?		
8.1.4	**Procurement**		
8.1.4.1	**General** Has the organization established, implemented and maintained a process(es) to control the procurement of products and services in order to ensure their conformity to its OH&S management system.		
8.1.4.2	**Contractors** Does the organization coordinate its procurement process(es) with its contractors, in order to identify hazards and to assess and control the OH&S risks arising from: a) the contractors' activities and operations that impact the organization; b) the organization's activities and operations that impact the contractors' workers; c) the contractors' activities and operations that impact other interested parties in the workplace. Does the organization ensure that the requirements of its OH&S management system are met by contractors and their workers? Has the organization's procurement process(es) defined and applied occupational health and safety criteria for the selection of contractors?		
8.1.4.3	**Outsourcing** Has the organization ensured that outsourced functions and processes are controlled? Does the organization ensure that its outsourcing arrangements are consistent with legal requirements and other requirements and with achieving the intended outcomes of the OH&S management system?		

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	Are the type and degree of control to be applied to these functions and processes defined within the OH&S management system?		
8.2	**Emergency preparedness and response** Has the organization established, implemented and maintained a process(es) needed to prepare for and respond to potential emergency situations, as identified in 6.1.2.1, including: a. establishing a planned response to emergency situations, including the provision of first aid; b. providing training for the planned response; c. periodically testing and exercising the planned response capability; d. evaluating performance and, as necessary, revising the planned response, including after testing and, in particular, after the occurrence of emergency situations; e. communicating and providing relevant information to all workers on their duties and responsibilities; f. communicating relevant information to contractors, visitors, emergency response services, government authorities and, as appropriate, the local community; g. taking into account the needs and capabilities of all relevant interested parties and ensuring their involvement, as appropriate, in the development of the planned response. Has the organization maintained and retained documented information on the process(es) and on the plans for responding to potential emergency situations?		
9.0	**PERFORMANCE EVALUATION**		
9.1	**Monitoring, measurement, analysis and performance evaluation**		
9.1.1	**General** Has the organization established, implemented and maintained a process(es) for monitoring, measurement, analysis and performance evaluation?		

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	Has the organization determined:
	a) what needs to be monitored and measured, including:
	   1) the extent to which legal requirements and other requirements are fulfilled;
	
	   2) its activities and operations related to identified hazards, risks and opportunities;
	
	   3) progress towards achievement of the organization's OH&S objectives;
	
	   4) effectiveness of operational and other controls;
	   b) the methods for monitoring, measurement, analysis and performance evaluation, as applicable, to ensure valid results;
	
	   c) the criteria against which the organization will evaluate its OH&S performance;
	
	   d) when the monitoring and measuring shall be performed;
	
	   e) when the results from monitoring and measurement shall be analysed, evaluated and communicated.		

	Has the organization evaluated the OH&S performance and determined the effectiveness of the OH&S management system?		
	Has the organization ensured that monitoring and measuring equipment is calibrated or verified as applicable, and is used and maintained as appropriate.?		

	Has the organization retained appropriate documented information:
	   a) as evidence of the results of monitoring, measurement, analysis and performance evaluation;
	   b) on the maintenance, calibration or verification of measuring equipment.		

9.1.2	**Evaluation of compliance** Has the organization established, implemented and maintained a process(es) for evaluating compliance with legal requirements and other requirements (see 6.1.3).? Has the organization: a. determined the frequency and method(s) for the evaluation of compliance?		

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	b. evaluated compliance and take action if needed (see 10.2)?		
	c. maintained knowledge and understanding of its compliance status with legal requirements and other requirements?		
	d. retained documented information of the compliance evaluation result(s)?		
9.2	**Internal audit**		
9.2.1	**General** Has the organization conducted internal audits at planned intervals to provide information on whether the OH&S management system: a) conforms to: 1) the organization's own requirements for its OH&S management system, including the OH&S policy and OH&S objectives; 2) the requirements of this document; b) is effectively implemented and maintained.		
9.2.2	**Internal audit programme** Has the organization: a. planned, established, implemented and maintained an audit programme(s) including the frequency, methods, responsibilities, consultation, planning requirements and reporting, which shall take into consideration the importance of the processes concerned and the results of previous audits; b. defined the audit criteria and scope for each audit; c. selected auditors and conducted audits to ensure objectivity and the impartiality of the audit process; d. ensured that the results of the audits are reported to relevant managers; ensured that relevant audit results are reported to workers, and, where they exist, workers' representatives, and other relevant interested parties;		

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	e. taken action to address nonconformities and continually improve its OH&S performance (see Clause 10); f. retain documented information as evidence of the implementation of the audit programme and the audit results.		
9.3	**Management Review** Does top management review the organization's OH&S management system, at planned intervals, to ensure its continuing suitability, adequacy and effectiveness? What is the planned interval of management reviews?		

	Does the management review include consideration of:
	    a) the status of actions from previous management reviews;
	
	b) changes in external and internal issues that are relevant to the OH&S management system, including:
	
	    1) the needs and expectations of interested parties;
	    2) legal requirements and other requirements;
	    3) risks and opportunities;
	
	c)the extent to which the OH&S policy and the OH&S objectives have been met;
	
	d)information on the OH&S performance, including trends in:
	    1) incidents, nonconformities, corrective actions and continual improvement;
	
	    2) monitoring and measurement results
	
	    3) results of evaluation of compliance with legal requirements and other requirements;
	
	    4) audit results;
	
	    5) consultation and participation of workers;
	
	    6) risks and opportunities;
	
	e)adequacy of resources for maintaining an effective OH&S management system;		

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S No.	OH&SMS Requirement	Score √ or x	Objective evidence (Name the document(s))
	f) relevant communication(s) with interested parties; g) opportunities for continual improvement		

	Does the outputs of the management review include decisions related to:
	  a) the continuing suitability, adequacy and effectiveness of the OH&S management system in achieving its intended outcomes;
	
	  b) continual improvement opportunities;
	
	  c) any need for changes to the OH&S management system;
	
	  d) resources needed;
	
	  e) actions, if needed;
	  f) opportunities to improve integration of the OH&S management system with other business processes;
	
	  g) any implications for the strategic direction of the organization.		

	Has top management communicated the relevant outputs of management reviews to workers, and, where they exist, workers' representatives (see 7.4)		
	Has the organization retained documented information as evidence of the results of management reviews		
10	**IMPROVEMENT**		
10.1	**General** Has the organization determined opportunities for improvement (see Clause 9) and implemented necessary actions to achieve the intended outcomes of its OH&S management system?		
10.2	**Incident, nonconformity and corrective action** Has the organization established, implemented and maintained a process(es), including reporting, investigating and taking action, to determine and manage incidents and nonconformities?		
	When an incident or a nonconformity occurs, has the organization: a) reacted in a timely manner to the incident or nonconformity and, as applicable: 1) take action to control and correct it;		

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	2) deal with the consequences;
	
	b) evaluated, with the participation of workers (see 5.4) and the involvement of other relevant interested parties, the need for corrective action to eliminate the root cause(s) of the incident or nonconformity, in order that it does not recur or occur elsewhere, by:
	   1) investigating the incident or reviewing the nonconformity;
	   2) determining the cause(s) of the incident or nonconformity;
	   3) determining if similar incidents have occurred, if nonconformities exist, or if they could potentially occur;
	
	c) reviewed existing assessments of OH&S risks and other risks, as appropriate (see 6.1);
	d) determined and implemented any action needed, including corrective action, in accordance with the hierarchy of controls (see 8.1.2) and the management of change (see 8.1.3);
	
	e) assessed OH&S risks that relate to new or changed hazards, prior to taking action;
	
	   f) reviewed the effectiveness of any action taken, including corrective action;
	
	   g) made changes to the OH&S management system, if necessary.
	Are Corrective actions appropriate to the effects or potential effects of the incidents or nonconformities encountered?)		

	Has the organization retained documented information as evidence of:
	   a) the nature of the incidents or nonconformities and any subsequent actions taken;
	   b) the results of any action and corrective action, including their effectiveness.		

	Has the organization communicated this documented information to relevant workers, and, where they exist, workers' representatives, and other relevant interested parties.?		

10.3	**Continual Improvement**
	Does the organization continually improved the suitability, adequacy and effectiveness of the OH&S management system, by:
	   a) enhancing OH&S performance;
	   b) promoting a culture that supports an OH&S management system;		

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	c) promoting the participation of workers in implementing actions for the continual improvement of the OH&S management system; d) communicating the relevant results of continual improvement to workers, and, where they exist, workers' representatives; e) maintaining and retaining documented information as evidence of continual improvement.		
Total score of Yes (√)			**Percentage % Score**
Total score of No (x)			**Percentage % Score**
Remarks in regards to readiness for certification:			