ANSI/ASSP Z10-2019: Management Leadership & Worker Participation

The American National Standards Institute (ANSI) and American Society of Safety Professionals (ASSP) publish the ANSI/ASSP Z10.0-2019 standard, *Occupational Health and Safety Management Systems (OHSMS)*. ANSI Z10 offers organizations a strategy for improving safety and health (S&H) performance. Management Leadership & Worker Participation is an element of the ANSI Z10 standard.

Integrate the OHSMS into each business process and daily organizational functions for ultimate success and embracement throughout your organization

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Management leadership sets the foundation and directs the implementation of your OHSMS. Have your top managers create a signed Occupational Health and Safety (OHS) policy to reflect management commitment to S&H and your organization's culture and S&H values. Consult workers for their ideas and include statements showing commitment to worker S&H, worker participation in the OHSMS, and continual improvement of the OHSMS. Set up a timeframe to review and revise the OHS policy on a periodic basis.

Top managers need to visibly show their commitment and support for the OHSMS. Commitment and support may be shown in many ways – it is an ongoing effort so workers can continually see this commitment. Top managers also need to allocate resources toward S&H.

EXAMPLES OF VISIBLE LEADERSHIP	
Integrate S&H into leadership talks	Send out emails to emphasize S&H
Walk through work areas and talk about S&H	Acknowledge workers for S&H contributions
Follow S&H rules	Hold workers accountable for S&H
Integrate S&H into business processes	Maintain a written OHS policy

Establish roles and responsibilities for all levels of workers and make everyone aware of their assigned S&H duties and expectations. Think about how to hold workers accountable for actions negatively affecting S&H or the OHSMS and ensure equitable accountability occurs.

Your OHSMS must promote worker participation in the OHSMS. Choose participation activities based on the organization's S&H needs and past trends. Develop plans to implement activities and to overcome barriers to participation (e.g., funding, time constraints, lack of S&H support). Provide workers with the S&H information they need to safely perform their jobs, too.

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