

ISO 45001:2018 – Performance Evaluation

The International Organization of Standardization (ISO) publishes the ISO 45001:2018 standard, *Occupational Health and Safety Management Systems (OHSMS) – Requirements with guidance for use*. ISO 45001:2018 is the world's international standard for occupational safety and health (S&H). The aim of the standard is to provide a healthy and safe working environment to drive solutions to improve organizational safety performance, assess and eliminate risk, and increase productivity.

Performance Evaluation is a clause within the ISO 45001:2018 standard. This clause promotes the ongoing evaluation and analysis of the OHSMS to continually identify OHSMS trends and improvements. This clause helps organizations decide what to measure within their OHSMS and the need to periodically evaluate the effectiveness of implemented processes and controls.

Performance Evaluation helps organizations achieve and support organizational strategy and S&H goals through:

- Processes for the periodic monitoring, measurement, analysis, and performance evaluation of the OHSMS to identify trends and areas of improvement
- Evaluation of OHSMS processes against relevant S&H requirements and ISO 45001 criteria
- Completion of periodic internal OHSMS audits to look at the effectiveness of implemented OHSMS processes
- Establishment of plans defining the internal audit criteria and scope and guidance on how to use the findings for continuous improvement and decision-making related to the OHSMS
- Completion of periodic management reviews of the OHSMS to ensure the overall effectiveness of the OHSMS and continuing suitability and adequacy with the organization's strategic direction.

An organization must evaluate the plans and processes implemented under the OHSMS to determine if they are feasible and effective. Sometimes a plan or process may seem like a good idea, but it may not work well for the organization in execution. It is important to continually evaluate the performance of the OHSMS to make sure it fits with the organization and supports anticipated achievements and outcomes. Ineffective plans or processes may require rework to ensure the OHSMS is as successful as possible.

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