

Greetings all. Today's Bulletin is about the new international standard [ISO 45004:2024](#).

This standard was [recently published](#) by the International Organization for Standardisation (ISO) and is a welcome development in Occupational Health and Safety (OH&S) planning, implementation and evaluation.

What is ISO 45004:2024?

ISO 45004:2024 is a guideline developed by the International Organization for Standardisation (ISO) to help organisations improve their OH&S performance.

The Australian Standard AS 1885.1:1990 is outdated and has been withdrawn, as its scope was deemed too narrow by the National OH&S Committee SF-001, especially concerning safety evaluation practices.

ISO 45004:2024 bridges this gap by providing modernised guidelines that reflect current industry trends and best practices.

Why is it Important?

Implementing ISO 45004:2024 helps your organisation to:

Improve OH&S Performance: Select the right set of positive performance indicators more suited to the work your business undertakes.

Comply with regulations: Following ISO 45004:2024 helps compliance with your legal and regulatory requirements related to OH&S.

Reduce insurance costs: Worker's compensation insurance premiums can increase the financial burden on any business. Having a good safety record and an effective OH&S system can assist with reducing some costs.

Enhance reputation: Demonstrating a commitment to OH&S can enhance your organisation's reputation and brand among your employees, customers, and other stakeholders.

Improve efficiency: By systematically monitoring and analysing OH&S performance, areas for improvement are more easily identified.

How does ISO 45004:2024 differ from former occupational health and safety (OH&S) standards?

A shift from Lost Time Injuries (LTIs)

One of the key features of ISO 45004:2024 is a pivot away from Lost Time Injuries (LTIs).

Instead of solely relying on LTIs as a measure of OHS performance, businesses are encouraged to inspect and review daily tasks and the metrics used to classify them.

[David Solomon, Executive Officer of Safety and Risk at Master Builders Association \(NSW\) and board member for CICA](#) has been a strong and long-time advocate for this shift and is the international Convenor who led the development of ISO 45004 for a three year project through to publication.

He has written an article in the May issue of [Cranes and Lifting](#) magazine, so be sure to keep an eye out for it.

ISO 45004:2024's shift towards a more balanced approach provides a more accurate measure of the actual effectiveness of OHS performance of an organisation.

A broader scope beyond traditional Standards

ISO 45004:2024 offers a broader approach to former standards.

The National Standards Australia OH&S Committee SF-001 proposed expanding the scope to include all positive business activities as these serve as indicators of effective OHS performance.

This expansion 'future proofs' the standards, ensuring they remain applicable, fit for purpose and align with global safety practices.

A broader applicability to include all types of organisations.

ISO 45004:2024 is applicable to organisations of all types, irrespective of whether they have implemented formal OH&S management systems.

It also provides practical examples and guidance to evaluate performance, helping to drive continual improvement and desired results.

A more balanced approach to performance evaluation

The standard encourages a more balanced approach to selecting performance evaluation processes and indicators.

Emphasis is placed on proactive (leading) OH&S performance indicators while acknowledging the importance of past performance (lagging) indicators.



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Overemphasis on lagging indicators can drag on efforts to improve OH&S performance and keep organisations focussing on the past rather than how to improve their OH&S performance in the future.

Tailoring evaluation processes to specific needs

There is no one-size-fits-all approach to performance evaluation and ISO 45004:2024 recognises this. Each organisation is unique and needs to identify processes and evaluation measures that reflect their distinctiveness and needs.

This is welcome news for the crane industry, which is very different to the trucking and other construction-related industries.

Continuous improvement is essential.

ISO 45004:2024 emphasises the importance of continual improvement in OHS performance.

By implementing the guideline outlined in the standard, organisations are well-placed to drive ongoing enhancements in their safety practices, mitigate risks, and ensure their employees return home safely each night.

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