ISO 45001 Lead Auditor for OHS Management Systems Training Course



21 - 25 Dec 2026

Cape town

4600 € (Per Person)

Ref: #HSE9287_276768

Course Introduction / Overview:

This comprehensive training course is designed to equip participants with the knowledge and skills required to conduct and lead first, second, and third-party audits of Occupational Health and Safety Management Systems (OHSMS) against ISO 45001. In today's global landscape, ensuring a safe and healthy workplace is not just a legal requirement but a cornerstone of corporate responsibility and operational excellence. This course delves deep into the principles and practices of effective OHSMS auditing, guided by the framework of ISO 19011. As highlighted by safety science pioneer James Reason in his work, such as "Managing the Risks of Organizational Accidents," a proactive approach to identifying hazards and managing risks is paramount. This program, offered by BIG BEN Training Center, moves beyond theoretical understanding to instill practical auditing competencies. Participants will master the entire audit process, from planning and execution to reporting and follow-up. We will explore risk-based thinking, the process approach, and the Plan-Do-Check-Act (PDCA) cycle, ensuring you can assess an organization's OHSMS for conformity and effectiveness, thereby driving continual improvement and fostering a robust safety culture.

Target Audience / This training course is suitable for:

- Health and Safety Managers and Advisors.
- Quality Assurance and Quality Control Professionals.
- Internal Auditors and Management Representatives.
- OHSMS Consultants and Practitioners.
- Individuals responsible for legal and regulatory compliance.
- Operations and Facility Managers.
- Anyone aspiring to become a certified OHSMS Lead Auditor.
- Project Managers and Engineers.

Target Sectors and Industries:

- Manufacturing and Industrial Production.
- Construction and Civil Engineering.
- Oil, Gas, and Petrochemical Industries.
- Healthcare and Pharmaceutical Sectors.
- Transportation, Logistics, and Warehousing.
- Governmental Agencies and Public Sector Organizations.
- Energy and Utilities.
- Hospitality and Service Industries.

Target Organizations Departments:

- Health, Safety, and Environment (HSE/EHS) Department.
- Quality Assurance and Control Department.
- Internal Audit and Compliance Department.
- Operations and Production Management.
- Human Resources and Personnel Department.
- Facilities and Maintenance Management.
- Risk Management Department.
- Procurement and Supply Chain Management.

Course Offerings:

By the end of this course, the participants will have able to:

- Interpret the requirements of ISO 45001 within the context of an audit.
- Understand the roles and responsibilities of an auditor and a lead auditor.
- Apply the principles and techniques of auditing based on ISO 19011.
- Plan, conduct, and manage a full OHSMS audit from start to finish.
- Develop comprehensive audit plans, checklists, and schedules.
- Gather objective evidence through effective interviewing, observation, and document review.
- Identify and document non-conformities with precision and clarity.
- Prepare and present effective audit reports to top management.
- Lead an audit team with confidence and professionalism.
- Evaluate the effectiveness of corrective actions and drive continual improvement.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive and experiential, ensuring that participants not only learn the theory but can also apply it in practice. We believe that adult learning is most effective when it is engaging and relevant to real-world challenges. The course utilizes a blend of expert-led presentations, group discussions, and practical exercises. A significant portion of the training is dedicated to hands-on activities, including role-playing mock audit scenarios where participants take on the roles of auditors, auditees, and lead auditors. These simulations cover the entire audit lifecycle, from the opening meeting to the final closing meeting. We will analyze detailed case studies of OHSMS implementation and auditing in various industries, allowing participants to tackle complex problems and develop critical thinking skills. Team-based workshops will focus on practical skills such as writing non-conformity reports and developing audit checklists. Continuous feedback is provided by the instructor and peers throughout the course to foster a supportive and dynamic learning environment.

Course Agenda (Course Units):

Unit One: Foundations of OHSMS and ISO 45001

- Introduction to Occupational Health and Safety Management Systems.
- History and evolution of OHS standards.
- Understanding the High-Level Structure (Annex SL).
- Detailed review of ISO 45001:2018 clauses 4 to 10.
- Key concepts like hazard identification, risk assessment, and operational control.
- The role of worker participation and consultation.
- The Plan-Do-Check-Act (PDCA) cycle in OHSMS.

Unit Two: Audit Principles and Planning

- Introduction to auditing principles as per ISO 19011.
- Roles, responsibilities, and competencies of an auditor and lead auditor.
- Managing an audit program and initiating an audit.
- Conducting the Stage 1 audit (document review).
- Developing a comprehensive Stage 2 audit plan.
- Preparing effective audit checklists and work documents.
- Resource planning and audit team selection.

Unit Three: Conducting the On-Site Audit

- The psychology of auditing and effective communication.
- Conducting the opening meeting with management and auditees.
- Techniques for gathering objective audit evidence.
- Effective interviewing and active listening skills.
- Observation of work practices and site tours.
- Reviewing OHS records and documentation.
- Managing time and staying on the audit schedule.

Unit Four: Audit Findings and Reporting

- Identifying and classifying non-conformities (major and minor).
- The principles of writing clear and concise non-conformity statements.
- Preparing for and conducting the audit team meeting.
- Presenting audit findings and conclusions.
- Conducting the closing meeting effectively.
- Developing a comprehensive and value-adding audit report.
- Best practices for report distribution and confidentiality.

Unit Five: Audit Follow-up and Lead Auditor Competencies

- The process for corrective action and root cause analysis.
- Verifying the effectiveness of implemented corrective actions.
- The role of the audit in driving continual improvement.
- Managing an audit team and resolving conflicts.
- Understanding certification and accreditation processes.
- Code of ethics and professional conduct for auditors.
- Preparing for a successful career as an OHSMS Lead Auditor.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

Beyond compliance, how can a lead auditor's strategic insights into an OHSMS fundamentally transform an organization's safety culture and operational resilience?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by moving beyond mere clause-by-clause interpretation of the ISO 45001 standard. Our focus is on cultivating the critical thinking, judgment, and interpersonal skills that define an exceptional lead auditor. While other courses may focus on the mechanics of auditing, we immerse participants in complex, real-world scenarios that challenge them to think strategically. The program emphasizes the lead auditor's role as a catalyst for positive change, teaching participants how to assess not just conformity, but the true effectiveness and maturity of an Occupational Health and Safety Management System. At BIG BEN Training Center, we utilize a case-study-driven approach that explores nuanced situations involving leadership commitment, worker participation, and the integration of OHS into core business processes. Our curriculum is designed to build confidence in managing difficult audit situations, communicating findings to senior leadership persuasively, and inspiring a culture of proactive safety rather than reactive compliance. This focus on practical application and strategic insight ensures our graduates are not just auditors, but trusted advisors who can add tangible value to any organization.