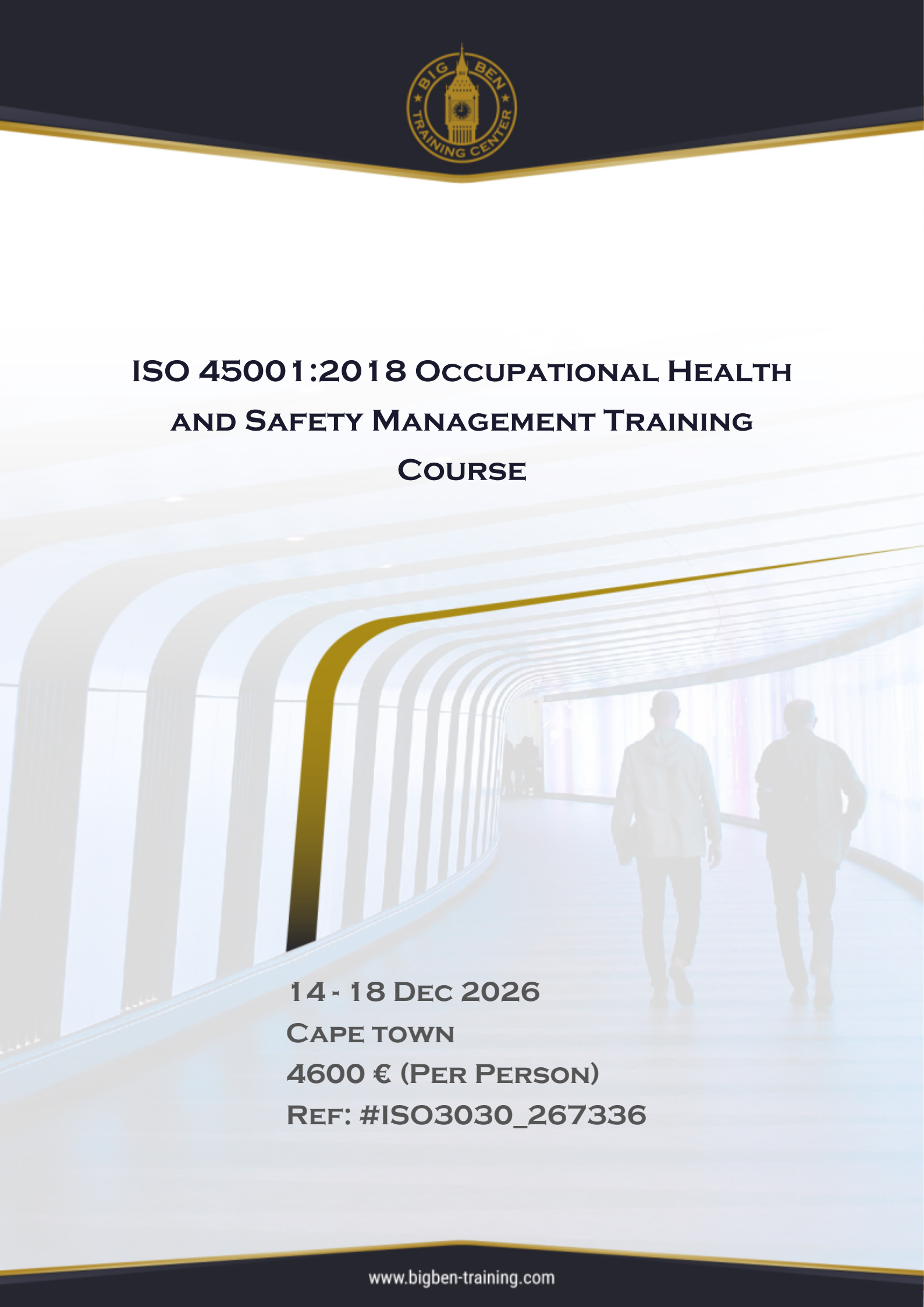
ISO 45001:2018 Occupational Health and Safety Management Training Course



14 - 18 Dec 2026

Cape town

4600 € (Per Person)

Ref: #ISO3030_267336

Course Introduction / Overview:

This comprehensive training course provides a deep dive into the ISO 45001:2018 standard, the international benchmark for Occupational Health and Safety (OHS) Management Systems. In an era where workplace safety is paramount, this course is designed to equip professionals with the knowledge and skills to implement, maintain, and continually improve an OHSMS that not only ensures compliance but also fosters a proactive safety culture. We will explore the framework's High-Level Structure (HLS), making it easier to integrate with other ISO management systems like ISO 9001 and ISO 14001. The curriculum moves beyond mere clause-by-clause interpretation, focusing on practical application, risk-based thinking, and the critical roles of leadership and worker participation. As discussed by safety expert James Reason in his seminal work, "Managing the Risks of Organizational Accidents," preventing incidents requires a systemic approach, a principle at the core of ISO 45001. BIG BEN Training Center is committed to delivering a learning experience that translates theory into tangible actions, enabling organizations to reduce workplace incidents, decrease absenteeism, and enhance their corporate reputation by demonstrating a solid commitment to protecting their most valuable asset, their people.

Target Audience / This training course is suitable for:

- Health and Safety Managers and Officers.
- Operations and Facility Managers.
- Quality Assurance and Compliance Professionals.
- Human Resources Managers.
- Internal and External Management System Auditors.
- Consultants specializing in OHS management systems.
- Senior leaders and department heads with OHS responsibilities.
- Anyone involved in the implementation or migration from OHSAS 18001.

Target Sectors and Industries:

- Manufacturing and Production.
- Construction and Engineering.
- Oil and Gas.
- Healthcare and Pharmaceuticals.
- Logistics and Transportation.
- Information Technology and Telecommunications.
- Governmental bodies and public sector organizations.
- Hospitality and Service industries.

Target Organizations Departments:

- Health, Safety, and Environment (HSE) Department.
- Operations and Production.
- Human Resources.
- Quality Management and Assurance.
- Facilities and Maintenance.
- Legal and Compliance.
- Procurement and Supply Chain.
- Risk Management.

Course Offerings:

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

- Interpret the requirements of the ISO 45001:2018 standard in detail.
- Understand the key concepts and principles of an OHS management system.
- Identify the roles and responsibilities of top management in promoting a safety culture.
- Apply risk-based thinking to identify hazards and assess OHS risks and opportunities.
- Develop strategies for effective worker consultation and participation.
- Establish OHS objectives and plan actions to achieve them.
- Structure the necessary documentation required by the standard.
- Plan and prepare for an internal audit of the OHSMS.
- Manage nonconformities and drive continual improvement in OHS performance.
- Develop a roadmap for migrating from OHSAS 18001 to ISO 45001.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, engaging, and practical, ensuring that participants can apply their learning directly to their work environments. We move beyond traditional lecture-based formats to a more dynamic and participatory model. The course incorporates a blend of expert-led presentations, detailed case studies from various industries, and interactive group workshops where participants can collaboratively solve real-world OHS challenges. Role-playing exercises, such as mock internal audits and incident investigation scenarios, provide hands-on experience in a controlled setting. Ample time is allocated for Q&A sessions and open discussions, allowing for the sharing of experiences and best practices among participants. Our trainers act as facilitators, guiding participants through the complexities of the ISO 45001 standard and providing personalized feedback. This immersive approach ensures a comprehensive understanding of the material and builds the confidence needed to effectively implement and manage an OHSMS within any organization.

Course Agenda (Course Units):

Unit One: Foundations of OHS and the ISO 45001:2018 Standard

- Introduction to Occupational Health and Safety Management.
- The evolution from OHSAS 18001 to ISO 45001.
- Benefits of implementing an ISO 45001 OHSMS.
- Understanding the High-Level Structure (Annex SL).
- Key terms and definitions within the standard.
- Clause 1, 2, 3: Scope, Normative References, and Terms.
- Clause 4: Context of the Organization and understanding stakeholder needs.

Unit Two: Leadership, Worker Participation, and Planning

- Clause 5: Leadership and Worker Participation.
- The critical role of top management commitment.
- Establishing and communicating the OHS Policy.
- Defining organizational roles, responsibilities, and authorities.
- Mechanisms for consultation and participation of workers.
- Clause 6: Planning for the OHSMS.
- Actions to address risks and opportunities.
- Hazard identification and assessment of OHS risks.
- Determining legal and other requirements.
- Setting OHS objectives and planning to achieve them.

Unit Three: Support and Operational Control

- Clause 7: Support.
- Determining and providing necessary resources.
- Ensuring competence of personnel.
- Promoting OHS awareness.
- Managing internal and external communication processes.
- Requirements for documented information.
- Clause 8: Operation.
- Operational planning and control.
- The hierarchy of controls.
- Management of change.
- Procurement, contractors, and outsourcing.
- Emergency preparedness and response.

Unit Four: Performance Evaluation and Continual Improvement

- Clause 9: Performance Evaluation.
- Monitoring, measurement, analysis, and performance evaluation.
- Methods for evaluating compliance with legal requirements.
- Planning and conducting internal audits.
- The management review process and its inputs/outputs.
- Analyzing OHS performance data.
- Clause 10: Improvement.
- General principles of improvement.
- Incident, nonconformity, and corrective action.
- Developing a systematic process for incident investigation.
- Strategies for continual improvement of the OHSMS.

Unit Five: Implementation, Auditing, and Certification

- Practical steps for implementing ISO 45001.
- Conducting a gap analysis against the standard.
- Developing an implementation project plan.
- Overcoming common implementation challenges.
- Preparing for a third-party certification audit.
- Maintaining the OHSMS post-certification.
- Course review, summary, and final Q&A session.

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 an organization leverage its ISO 45001 management system to foster a genuinely proactive and positive safety culture that permeates every level of the workforce?

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

This course distinguishes itself by moving beyond a purely theoretical examination of the ISO 45001 clauses. Its core strength lies in a pragmatic, implementation-focused methodology that emphasizes the integration of the OHSMS into the very fabric of an organization's strategic and operational processes. Unlike courses that simply list requirements, we delve into the "how" and "why," using real-world case studies to illustrate how to effectively manage change, secure leadership buy-in, and foster meaningful worker participation. The curriculum is structured to build skills in risk-based thinking, enabling participants not just to identify hazards but to strategically assess risks and opportunities in a way that adds tangible value. We focus on transforming the OHSMS from a compliance burden into a dynamic tool for continual improvement, operational excellence, and enhanced organizational resilience. The academic rigor is balanced with practical workshops, ensuring that participants leave not with just notes, but with a clear, actionable framework for implementing or enhancing a world-class occupational health and safety management system.