

## **The 4th industrial revolution is underway. Do you expect that the 4th industrial revolution would affect OSH?**

The 4th industrial revolution is actually happening and can be seen in the speed at which technology and information systems are developing, the range of human activities being affected and how existing systems are being superseded.

This will be expressed by both the way products are developed, produced and marketed. Since the rate of this revolution is accelerating the message is clear "go with it" or be left behind and lose markets. OHS 45001 is a way of benchmarking your organisation in a changing world by embracing concepts such as leadership, context and continual development.

This global interaction will involve all employees to record and relay their activities to others. Thereby OHSM becomes a distributed responsibility not as was previously the province of a specialist department or individual who had control of documents.

So, workers will be required to demonstrate in real time their performance by digitalised data e.g. photographs/numerical input on their hand-held devices, which will be instantaneously accessible to their CEOs anywhere in the world.

**Please be specific on 'gap analysis' so that I could explain better to our readers. And why the standard is more accessible to smaller organizations.**

Gap Analysis Explained: In order to establish the current status of an organisation's OHS a detailed questionnaire can be completed by the appropriate organisation. This can be done in a tick box manner answering yes or no.

These results can then be compared to the requirements of the standard. If all the answers were "yes" then the organisation would be fully compliant.

However, if the answers were no this would reveal the gap between the current status and the compliant status. This is the "gap" referred to and would establish the areas that required remedial action. The organisation could develop a remedial plan accordingly.

The standard is more accessible to smaller organisations because it is predominantly "outcome based". That is to say, the achievement of a goal is accepted rather than an overly prescribed way of attainment. So, audits become outcome orientated, not procedure orientated. This enables a more flexible approach on the part of smaller organisations, which may not have a designated OHS department or the additional resources are unaffordable.

For example, there can be less documentation as a photograph that demonstrates clearly that workers are wearing protective clothing will suffice to show compliance.



Also, there is a provision in the standard which would allow smaller organisation to "self-declare" their compliance, without the need for expensive external auditing.

Furthermore, because the standard is an "integrated" standard those organisations already compliant to an integrated standard, e.g. ISO 14001, Environment, will already be familiar with the structure and activities required by ISO 45001. This is a natural development for the organisation and a cost saving as systems already will exist.

