



Future Proofing Your Business With ISO 45001

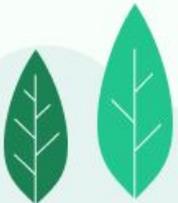
A guide for successful transitions and change management



INTRODUCTION BY

Helene Seidel-Sterzik

COO, ecoPortal





Beautiful Health, Safety & Risk Management Software

Empowering Safety & Risk Management Leaders to keep people safe

ecoportal.com



Companies that trust ecoPortal with safety

foodstuffs NORTH ISLAND

 **Farmers**

Resene

bnz 

 **MINISTRY OF JUSTICE**
Tūhū o te Ture

 **Hamilton City Council**
Te kaunihera o Kirikiriroa

MITRE 10

 **NPDC**

 **NEW WORLD**

PAK'nSAVE

LES MILLS

B BRISCOE
GROUP LIMITED

Partners



Speakers



MICHELLE COOPER

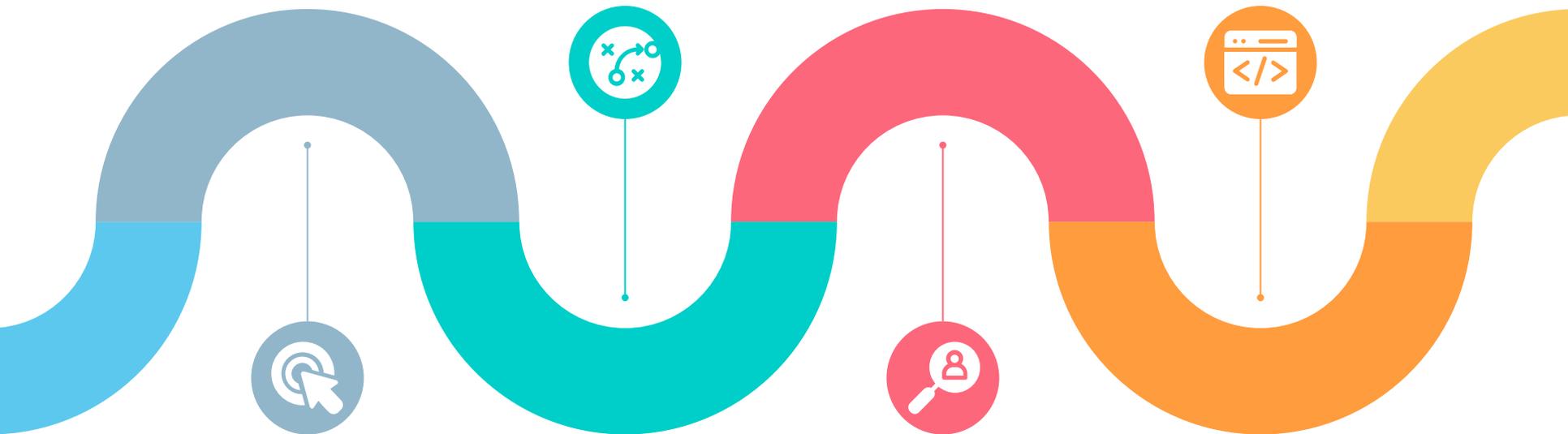
Director, Safety SOULutions



SARAH HILLS-LIVINGSTONE

General Manager, WorkAon

Future Proofing your Business with ISO45001



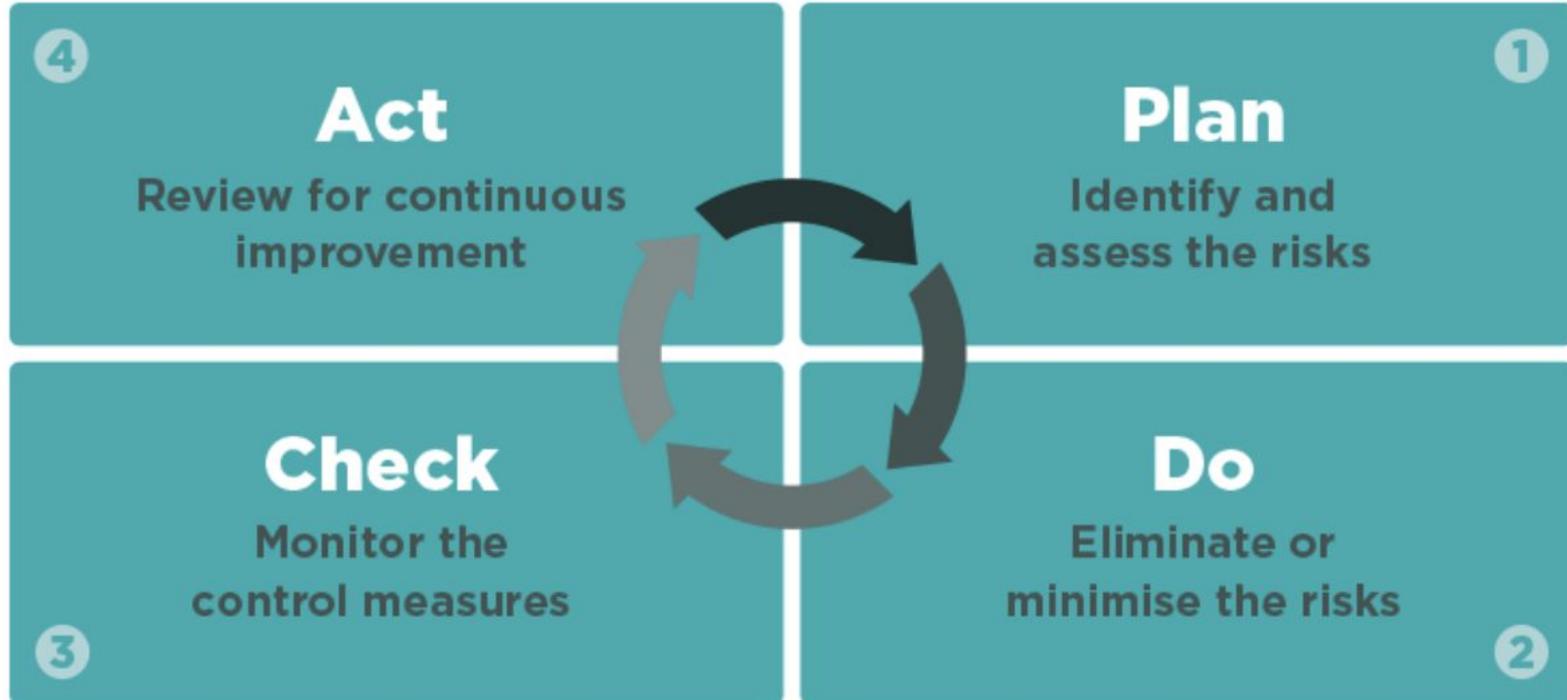
Intro & Context Setting



New Zealand	Australia
Accident Compensation Corporation	Workers Compensation Providers
Accredited Employer Program (AEP)	Self Insured/State Scheme
AS/NZ4801:2001 Plan/Do/Check/Act	
Respective Regulatory Agencies	

Are you familiar with this...

As a framework for a safety management system i.e. AS/NZ 4801 and for managing risks (WorkSafeNZ)



Structure

ISO45001:2018

- 0 Introduction
- 1 Scope
- 2 Normative Reference
- 3 Terms and Conditions*
- 4 Context of the Organization
- 5 Leadership
- 6 Planning
- 7 Support
- 8 Operation
- 9 Performance Evaluation
- 10 Improvement

ACC AEP Audit Tool

- 1 Policy & Governance
- 2 Planning and Review
- 3 Hazard & Risk Management
- 4 Training and Induction
- 5 Accidents and Incidents
- 6 Employee Participation
- 7 Emergency Preparedness
- 8 Contractor Management
- 9 - 17 Injury Management

BOTH systems have auditable clause requirements – International/National

Overview ISO 45001

Context of the Organization

Interested parties needs and expectations

Determine the SCOPE of the SMS

Internal & External issues

Proposed Outcomes

Plan

Support & Operations

Do

Planning

Leadership & Worker
Participation

Performance Evaluation

Act

Improvement

Check

- 0 Introduction
- 1 Scope
- 2 Normative Reference
- 3 Terms and Conditions*

Structure of ISO 45001

Plan			Do		CHECK	ACT
4	5	6	7	8	9	10
<p>Context of the organization</p> <p>Understanding the organization, the needs and expectations of workers and other interested parties</p> <p>Determine the scope of the SMS</p> <p>The structure and content of the SMS itself</p>	<p>Leadership and Worker Participation</p> <p>Leadership and Commitment</p> <p>Policy</p> <p>Roles and responsibilities</p> <p>Participation and consultation</p>	<p>Planning</p> <p>Strategy and Objectives</p> <p>Actions to address risks and opportunities</p>	<p>Support</p> <p>Resources Human/systems etc.</p> <p>Competence</p> <p>Communication</p> <p>Verifiable information, documents / digital etc.</p>	<p>Operation</p> <p>Organizational planning and control</p> <p>Managing Hazards and Risks</p> <p>Management of change</p> <p>Procurement</p> <p>Contractor Management</p> <p>Emergency preparedness and response</p>	<p>Performance</p> <p>Monitoring and Review</p> <p>Reporting</p> <p>Trend analysis</p> <p>Internal audit</p> <p>Management review</p>	<p>Improvement</p> <p>Incident response and management</p> <p>Overall continuous improvement</p>

Why ISO45001

ISO45001

International Standard

Governance

Brand

Improvement

Peace of Mind

Internal

Brings greater structure and predictability to meeting Governance requirements

Can reassure candidates/customers of good safety management practices

The Plan, Do, Check ,Act philosophy compliments continuous improvement

Reduction in injuries and absence from work

Better culture & improved morale

External

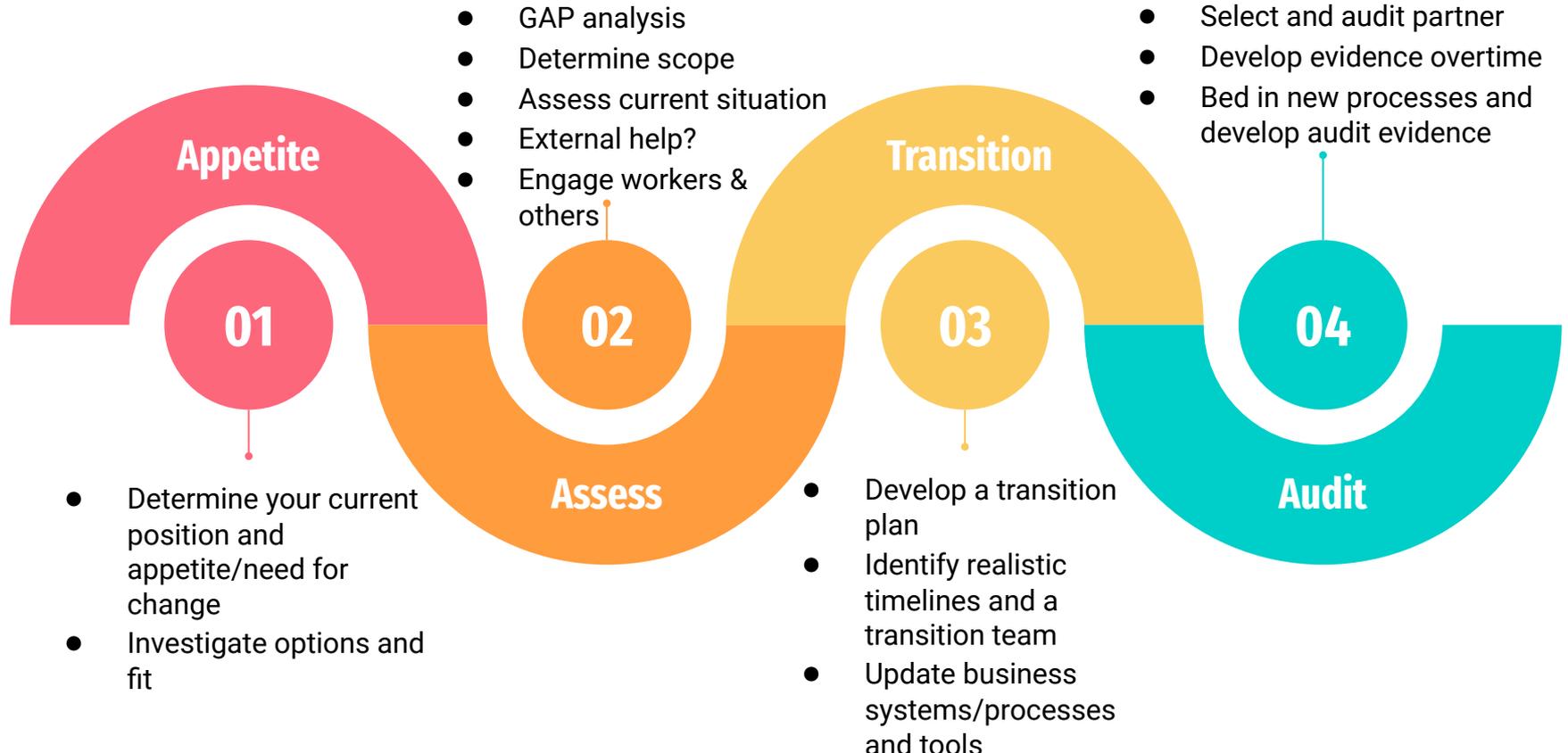
Potentially acceptable to ACC and better than Safe+
Reduction in premiums

Attractive to externals during tender process

Verifiable and auditable, you can see and feel the progress

Recognized credential

Strategic Roadmap





Managing Claims in the ACC Accredited Employer Programme

Sarah Hills-Livingstone
GM - WorkAon



What is the ACC Accredited Employer Programme

An ACC approved self insurance programme for large employers able to demonstrate both sound health & safety systems, as well as systems designed to identify, fully fund and support work injury claims.

- In operation since 1 July 2000 – replaced the Private Year in 1999 / 2000
- Approx. 22% of all employees in New Zealand currently work for an ACC Accredited Employer – ACC does not manage these claims
- Discounts to ACC levies for approved ACC Accredited Employers are between 50 – 80% of the annual ACC levies, depending on the chosen ACC agreement

Obligations of ACC Accredited Employers

Accredited employers are required
to **provide rehabilitation support**
in order to **enable injured employees**
to **remain safely at work,**
to **return to work early and/or to achieve**
maximum independence.

ACC Accredited Employer Programme – Audit Guidelines; Injury Management Practices

Motivators for Joining the AEP

**Commitment to supporting the worker
experience – well-being drivers**

**Visibility of all factors relating to health and safety, and injury
management services**



Financial Incentive



Financial Incentives

If your annual ACC levy is \$250k or more per annum, the AEP is likely to be attractive,

- Up to 80% discount on annual ACC levies for FSC (full self cover) option
 - Larger discount but with greater financial exposure capped with stop loss limits & high costs claims cover protections
- Up to 50% discount on annual ACC levies for PDP (partnership discount) option
 - Lower discount but after 12 or 24 months all future costs lie with ACC

Financial Incentives – Attractive Example

ABC Group Limited - 20/21 Levy Year*

*Based on \$108.5M liable payroll

Option*	Work Levy Payable to ACC (Excl GST)	Stop Loss Limit	Anticipated Claims Cost	WorkAon Claims Admin Fee	Potential Savings	Average Annual Cost	Max Claim Cost Exposure
						Levy + Admin + Claims Cost	Levy + SLL
ACC Work Levy 20/21 Excl. ER	\$937,450						
FSC 250% \$500K HCC	\$180,252	\$2,062,390	\$240,000	\$75,000	\$442,198	\$495,252	\$2,242,642
FSC 250% \$250K HCC	\$247,074	\$2,062,390	\$240,000	\$75,000	\$375,376	\$562,074	\$2,309,464
FSC 250%	\$105,181	\$2,062,390	\$240,000	\$75,000	\$517,269	\$420,181	\$2,167,571
FSC 160% \$500K HCC	\$188,749	\$1,319,930	\$240,000	\$75,000	\$433,701	\$503,749	\$1,508,679
FSC 160% \$250K HCC	\$247,321	\$1,319,930	\$240,000	\$75,000	\$375,129	\$562,321	\$1,567,251
FSC 160%	\$153,194	\$1,319,930	\$240,000	\$75,000	\$469,256	\$468,194	\$1,473,124
PDP2 250%	\$437,402	\$1,265,558	\$240,000	\$75,000	\$185,048	\$752,402	\$1,702,960
PDP2 160%	\$441,655	\$809,957	\$240,000	\$75,000	\$180,795	\$756,655	\$1,251,612
PDP1 250%	\$508,924	\$1,078,068	\$240,000	\$75,000	\$113,528	\$823,924	\$1,586,992
PDP1 160%	\$512,547	\$689,963	\$240,000	\$75,000	\$109,903	\$827,547	\$1,202,510

Actions – AEP viability

Nice and easy,

- Obtain your latest ACC invoice
- Request 3 years' worth of entitlement costs claims history from My ACC for Business portal
- Provide both to your Third Party Administrator or Actuary for a guide as to whether the AEP is right for your business
- Then liaise with ACC - an essential step before any substantive planning occurs

Successful migration steps – ACC780 AEP Application

Section 6 – Checklist

When completing your application form, please ensure the following documents are attached:

- A list of all the companies and corresponding ACC numbers covered by this application, and confirmation that the companies included in the group application are “subsidiary” companies as defined under the Companies Act 1993.
- Your audited financial statements for three years.
- A list of the total number of full-time equivalent employees (FTEs) in each company and details of work activities, locations and the number of employees for each worksite.
- A credit assessment from an independent rating agency (excluding Government Departments and Crown Entities, District Health Boards and Local Government).
- A full list of all workplace health and safety prosecutions or regulatory body (WorkSafe, Maritime NZ, Civil Aviation Authority, NZ Police - Commercial Vehicle Inspection Unit) interactions eg improvement notices, enforceable undertakings, in the last two years together with details of any relevant corrective action/s undertaken.
- A copy of the letter to all staff informing them of the application to join the Accredited Employers Programme.
- Written confirmation that unions and other nominated employee representatives have been consulted regarding this application. This should include:
 - a copy of the Employee Participation Agreement (or similar) and/or a written description of your employee participation system detailing how management, unions and other nominated employee representatives will engage in injury prevention and injury management in your workplace
 - the names of the key union(s) active in your workplace, and contact details (name and phone number) for the on-site delegate(s)
 - written evidence that unions and other nominated employee representatives have been given the opportunity to participate in the self-assessment
 - details of how you propose to disseminate the results of the audit (and following renewal audits) to the unions and other nominated employee representatives.
- Details of all employer staff who are responsible or have a role in the management and/or performance of the Accredited Employers Programme on behalf of the employer, including claims administration, rehabilitation and data reporting.
- Details of the third party administrator if applicable, including details of the nature of the relationship. The full draft sub-contracting agreement is to be sighted by ACC before the agreement is finalised.
- Details of the designated senior person/s responsible for complaints management.

Q&A

**Your Turn:
Questions!**