

ISO 45001 Checklist

1. Understanding the Organization and its Context
2. Has the organization determined relevant external and internal issues that affect its ability to achieve the intended outcome(s) of its OH&S management system?
3. Has the organization determined the other interested parties, in addition to workers, that are relevant to the OH&S management system?
4. Has the organization determined the relevant needs and expectations of workers and other interested parties?
5. Has the organization determined which of these needs and expectations are, or could become, legal requirements and other requirements?
6. Has the organization determined the boundaries and applicability of the OH&S management system to establish its scope?
7. When determining this scope, has the organization considered the external and internal issues referred to in 4.1?
8. When determining this scope, has the organization taken into account the requirements referred to in 4.2?
9. When determining this scope, has the organization taken into account the requirements referred to in 4.2?
10. When determining this scope, has the organization taken into account the planned or performed work-related activities?
11. Does the OH&S management system include the activities, products and services within the organization's control or influence that can impact the organization's OH&S performance?
12. Is the scope available as documented information?
13. Does the organization establish, implement, maintain and continually improve an OH&S management system? Including the processes needed and their interactions, in accordance with the requirements of ISO 45001?
14. — Including the processes needed and their interactions, in accordance with the requirements of ISO 45001?
15. Does top management take overall responsibility and accountability for the prevention of work-related injury and ill health, as well as the provision of safe and healthy workplaces and activities?
16. Does top management ensure that the OH&S policy and related OH&S objectives are established and are compatible with the strategic direction of the organization?
17. Does top management ensure the integration of the OH&S management system requirements into the organization's business processes?
18. — NOTE: Reference to "business" can be interpreted broadly to mean those activities that are core to the purposes of the organization's existence.

19. Does top management ensure that the resources needed to establish, implement, maintain and improve the OH&S management system are available?
20. Does top management communicate the importance of effective OH&S management and of conforming to the OH&S management system requirements?
21. Does top management ensure that the OH&S management system achieves its intended outcome(s)?
22. Does top management direct and support people to contribute to the effectiveness of the OH&S management system?
23. Does top management ensure and promote continual improvement?
24. Does top management support other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility?
25. Does top management develop, lead, and promote a culture in the organization that supports the intended outcomes of the OH&S management system?
26. Does top management protect workers from reprisals when reporting incidents, hazards, risks and opportunities?
27. Does top management ensure that the organization establishes and implements a process(es) for consultation and participation of workers (see 5.4)?
28. Does top management support the establishment and functioning of health and safety committees, [see 5.4 e) 1]?
29. Has top management established, implemented and maintained an OH&S policy that includes a commitment to provide safe and healthy working conditions?
30. — Is it appropriate to the purpose, size and context of the organization and to the specific nature of its OH&S risks and opportunities?
31. Has top management established, implemented and maintained an OH&S policy that provides a framework for setting the OH&S objectives?
32. Has top management established, implemented and maintained an OH&S policy that includes a commitment to fulfil legal requirements and other requirements?
33. Has top management established, implemented and maintained an OH&S policy that includes a commitment to eliminate hazards and reduce OH&S risks (see 8.1.2)?
34. Has top management established, implemented and maintained an OH&S policy that includes a commitment to consultation and participation of workers, and, where they exist, workers' representatives?
35. Is the OH&S policy available as documented information?
36. Is the OH&S policy communicated within the organization?
37. Is the OH&S policy available to interested parties, as appropriate?
38. Is the OH&S policy relevant and appropriate?

39. Does top management ensure that the responsibilities and authorities for relevant roles within the OH&S management system are assigned and communicated at all levels within the organization and maintained as documented information?
40. — NOTE: While responsibility and authority can be assigned, ultimately top management is still accountable for the functioning of the OH&S management system.
41. Do workers at each level of the organization assume responsibility for those aspects of the OH&S management system over which they have control?
42. — NOTE: While responsibility and authority can be assigned, ultimately top management is still accountable for the functioning of the OH&S management system.
43. Does top management assign the responsibility and authority for ensuring that the OH&S management system conforms to the requirements of Iso 45001?
44. Does top management assign the responsibility and authority for reporting on the performance of the OH&S management system to top management?
45. Does the organization establish, implement and maintain a process for consultation and participation of workers in the development, planning, implementation, evaluation and improvement of the OH&S management system?
46. — Where applicable, this should also include workers representatives.
47. Does the organization provide mechanisms, time, training and resources necessary for consultation and participation?
48. — NOTE :Worker representation can be a mechanism for consultation and participation.
49. Does the organization provide timely access to clear, understandable and relevant information about the OH&S management system?
50. Does the organization determine and remove obstacles or barriers to participation and minimize those that cannot be removed?
51. — NOTE: Obstacles and barriers can include failure to respond to worker inputs or suggestions, language or literacy barriers, reprisals or threats of reprisals and policies or practices that discourage or penalize worker participation.
52. Does the organization emphasize the consultation of non-managerial workers on determining the needs and expectations of interested parties (see 4.2)?
53. Does the organization emphasize the consultation of non-managerial workers on establishing the OH&S policy (see 5.2)?
54. Does the organization emphasize the consultation of non-managerial workers on assigning organizational roles, responsibilities and authorities, as applicable (see 5.3)?
55. Does the organization emphasize the consultation of non-managerial workers on determining how to fulfil legal requirements and other requirements (see 6.1.3)?

56. Does the organization emphasize the consultation of non-managerial workers on establishing OH&S objectives and planning to achieve them (see 6.2)?
57. Does the organization emphasize the consultation of non-managerial workers on determining applicable controls for outsourcing, procurement and contractors (see 8.1.4)?
58. Does the organization emphasize the consultation of non-managerial workers on determining what needs to be monitored, measured and evaluated (see 9.1)?
59. Does the organization emphasize the consultation of non-managerial workers on planning, establishing, implementing and maintaining an audit programme(s) (see 9.2.2)?
60. Does the organization emphasize the consultation of non-managerial workers on ensuring continual improvement (see 10.3)?
61. Does the organization emphasize the participation of non-managerial workers in determining the mechanisms for their consultation and participation?
62. Does the organization emphasize the participation of non-managerial workers in identifying hazards and assessing risks and opportunities (see 6.1.1 and 6.1.2)?
63. Does the organization emphasize the participation of non-managerial workers in determining actions to eliminate hazards and reduce OH&S risks (see 6.1.4)?
64. Does the organization emphasize the participation of non-managerial workers in determining competence requirements, training needs, training and evaluating training (see 7.2)?
65. Does the organization emphasize the participation of non-managerial workers in determining what needs to be communicated and how this will be done (see 7.4)?
66. Does the organization emphasize the participation of non-managerial workers in determining control measures and their effective implementation and use (see 8.1, 8.1.3 and 8.2)?
67. Does the organization emphasize the participation of non-managerial workers in investigating incidents and nonconformities and determining corrective actions (see 10.2)?
68. — NOTE 3: Emphasizing the consultation and participation of non-managerial workers is intended to apply to persons carrying out the work activities, but is not intended to exclude, for example, managers who are impacted by work activities or other factors in the organization. NOTE 4: It is recognized that the provision of training at no cost to workers and the provision of training during working hours, where possible, can remove significant barriers to worker participation.
69. Has the organization considered the issues referred to in 4.1 (context), the requirements referred to in 4.2 (interested parties) a
70. Has the organization determined the risks and opportunities that need to be addressed to give assurance that the OH&S management system can achieve its intended outcome(s)?

71. Has the organization determined the risks and opportunities that need to be addressed to prevent, or reduce, undesired effects?
72. Has the organization determined the risks and opportunities that need to be addressed to achieve continual improvement?
73. When determining the risks and opportunities for the OH&S management system and its intended outcomes that need to be addressed, does the organization take into account hazards (see 6.1.2.1)?
74. When determining the risks and opportunities for the OH&S management system and its intended outcomes that need to be addressed, does the organization take into account OH&S risks and other risks (see 6.1.2.2)?
75. When determining the risks and opportunities for the OH&S management system and its intended outcomes that need to be addressed, does the organization take into account OH&S opportunities and other opportunities (see 6.1.2.3)?
76. When determining the risks and opportunities for the OH&S management system and its intended outcomes that need to be addressed, does the organization take into account legal requirements and other requirements (see 6.1.3)?
77. In its planning process(es), does the organization determine and assess the risks and opportunities associated with changes in the organization, its processes or the OH&S management system?
78. In the case of planned changes, permanent or temporary, will this assessment be undertaken before the change is implemented (see 8.1.3)?
79. Does the organization maintain documented information on risks and opportunities?
80. Does the organization maintain documented information on the process(es) and actions needed to determine and address its risks and opportunities (see 6.1.2 to 6.1.4) to the extent necessary to have confidence that they are carried out as planned?
81. Has the organization established, implemented and maintained a process(es) for hazard identification that is ongoing and proactive?
82. Do the process(es) take into account how work is organized, social factors, leadership and the culture in the organization?
83. — Social factors may include workload, work hours, victimization, harassment and bullying?
84. Do the process(es) take into account routine and non-routine activities and situations including hazards that arise from the following?
85. — Infrastructure, equipment, materials, substances and the physical conditions of the workplace.
86. Do the process(es) take into account routine and non-routine activities and situations including hazards that arise from the following?

87. — Product and service design, research, development, testing, production, assembly, construction, service delivery, maintenance and disposal.
88. Do the process(es) take into account routine and non-routine activities and situations, including hazards arising from human factors?
89. Do the process(es) take into account routine and non-routine activities and situations, including hazards arising from how the work is performed?
90. Do the process(es) take into account past relevant incidents, internal or external to the organization, including emergencies, and their causes?
91. Do the process(es) take into account potential emergency situations?
92. Do the process(es) take into account people, including consideration of those with access to the workplace and their activities, including workers, contractors, visitors and other persons?
93. Do the process(es) take into account people, including consideration of those in the vicinity of the workplace who can be affected by the activities of the organization?
94. Do the process(es) take into account people, including consideration of workers at a location not under the direct control of the organization?
95. Do the process(es) take into account other issues, including the following?
96. — The design of work areas, processes, installations, machinery/equipment, operating procedures and work organization, including their adaptation to the needs and capabilities of the workers involved.
97. Do the process(es) take into account other issues, including consideration of situations occurring in the vicinity of the workplace caused by work-related activities under the control of the organization?
98. Do the process(es) take into account situations not controlled by the organization and occurring in the vicinity of the workplace that can cause injury and ill health to persons in the workplace?
99. Do the process(es) take into account actual and proposed changes in organization, operations, processes, activities and the OH&S management system (see 8.1.3)?
100. Do the process(es) take into account changes in knowledge of, and information about, hazards?
101. Has the organization established, implemented and maintained a process(es) to assess OH&S risks from the identified hazards, while taking into account the effectiveness of existing controls?
102. Has the organization established, implemented and maintained a process(es) to determine and assess the other risks related to the establishment, implementation, operation and maintenance of the OH&S management system?
103. Are the organization's methodology(ies) and criteria for the assessment of OH&S risks defined with respect to their scope, natu

104. Assesment of OHS Risks Is documented information maintained and retained on the methodology(ies) and criteria?
105. Has the organization established, implemented and maintained a process(es) to assess and enhance OH&S opportunities and performance, that takes planned changes and opportunities to adapt work, organization, and environment to workers into account?
106. Has the organization established, implemented and maintained a process(es) to assess and enhance OH&S opportunities and performance, that takes planned changes and activities and opportunities to eliminate hazards and reduce risk into account?
107. Has the organization established, implemented and maintained a process(es) to assess other opportunities for improving the OH&S management system?
108. — NOTE: OH&S risks and OH&S opportunities can result in other risks and other opportunities for the organization.
109. Has the organization established, implemented and maintained a process(es) to determine and have access to up-to-date legal requirements and other requirements that are applicable to its hazards, OH&S risks and OH&S management system?
110. Has the organization established, implemented and maintained a process(es) to determine how these legal requirements and other requirements apply to the organization and what needs to be communicated?
111. Has the organization established, implemented and maintained a process(es) to take these legal requirements and other requirements into account when establishing, implementing, maintaining and continually improving its OH&S management system?
112. Does the organization maintain and retain documented information on its legal requirements and other requirements and ensure that it is updated to reflect any changes?
113. — NOTE Legal requirements and other requirements can result in risks and opportunities for the organization.
114. Does the organization plan actions to address these risks and opportunities (see 6.1.2.2 and 6.1.2.3)?
115. Does the organization plan actions to address legal requirements and other requirements (see 6.1.3)?
116. Does the organization plan actions to prepare for and respond to emergency situations (see 8.2)?
117. Does the organization plan how to integrate and implement the actions into its OH&S management system processes or other business processes?
118. Does the organization plan how to evaluate the effectiveness of these actions?

119. Does the organization take into account the hierarchy of controls (see 8.1.2) and outputs from the OH&S management system when planning to take action?
120. When planning its actions, does the organization consider best practices, technological options and financial, operational and business requirements?
121. Has the organization established OH&S objectives at relevant functions and levels in order to maintain and continually improve the OH&S management system and OH&S performance (see 10.3)?
122. Are the OH&S objectives consistent with the OH&S policy?
123. Are the OH&S objectives measurable (if practicable) or capable of performance evaluation?
124. Do the OH&S objectives take into account applicable requirements?
125. Do the OH&S objectives take into account the results of the assessment of risks and opportunities (see 6.1.2.2 and 6.1.2.3)?
126. Do the OH&S objectives take into account the results of consultation with workers (see 5.4) and, where they exist, workers' representatives?
127. Are the OH&S objectives monitored?
128. Are the OH&S objectives communicated?
129. Are the OH&S objectives updated as appropriate?
130. When planning how to achieve its OH&S objectives, does the organization determine what will be done? what resources will be required? when it will be completed? who will be responsible? how the results will be evaluated, including indicators for monitoring? how the actions to achieve OH&S objectives?
131. Does the organization maintain and retain documented information on the OH&S objectives and plans to achieve them?
132. Does the organization determine and provide the resources needed for the establishment, implementation, maintenance and continual improvement of the OH&S management system?
133. Does the organization determine the necessary competence of workers that affects or can affect its OH&S performance?
134. Does the organization ensure that workers are competent (including the ability to identify hazards) on the basis of appropriate education, training or experience?
135. Does the organization where applicable, take actions to acquire and maintain the necessary competence, and evaluate the effectiveness of the actions taken?
136. — NOTE: Applicable actions can include, for example, the provision of training to, the mentoring of, or the re- assignment of currently employed persons, or the hiring or contracting of competent persons.

137. Does the organization retain appropriate documented information as evidence of competence?
138. Are Workers made aware of the OH&S policy and OH&S objectives?
139. Are workers made aware of their contribution to the effectiveness of the OH&S management system, including the benefits of improved OH&S performance?
140. Are workers made aware of the implications and potential consequences of not conforming to the OH&S management system requirements?
141. Are workers made aware of incidents and the outcomes of investigations that are relevant to them?
142. Are workers made aware of hazards, OH&S risks and actions determined that are relevant to them?
143. Are workers made aware of the ability to remove themselves from work situations that they consider present an imminent and serious danger to their life or health, as well as the arrangements for protecting them from undue consequences for doing so?
144. Has the organization determined on what it will communicate for the internal and external communications relevant to the OH&S management system?
145. Has the organization determined when to communicate in internal and external communications relevant to the OH&S management system?
146. Has the organization determined with whom to communicate among contractors and visitors to the workplace for the internal and external communications relevant to the OH&S management system?
147. Has the organization determined with whom to communicate among other interested parties for the internal and external communications relevant to the OH&S management system?
148. Has the organization determined how to communicate for the internal and external communications relevant to the OH&S management system?
149. Does the organization take into account diversity aspects when considering its communication needs?
150. Does the organization ensure that the views of external interested parties are considered in establishing its communication process(es)?
151. When establishing its communication process(es), does the organization take into account its legal requirements and other requirements?
152. When establishing its communication process(es), does the organization ensure that OH&S information to be communicated is consistent with information generated within the OH&S management system, and is reliable?
153. Does the organization respond to relevant communications on its OH&S management system?

154. Does the organization retain documented information as evidence of its communications, as appropriate?
155. Does the organization internally communicate information relevant to the OH&S management system among the various levels and functions of the organization, including changes to the OH&S management system, as appropriate?
156. Does The organization ensure its communication process(es) enables workers to contribute to continual improvement?
157. Does the organization externally communicate information relevant to the OH&S management system, as established by the organization's communication process(es) and taking into account its legal requirements and other requirements?
158. Does the organization's OH&S management system include documented information required by ISO 45001?
159. — NOTE: The extent of documented information for an OH&S management system can differ from one organization to another due to: - the size of organization and its type of activities, processes, products and services; - the need to demonstrate fulfilment of legal requirements and other requirements; - the complexity of processes and their interactions; - the competence of workers.
160. Does the organization's OH&S management system include documented information determined by the organization as being necessary for the effectiveness of the OH&S management system?
161. — NOTE: The extent of documented information for an OH&S management system can differ from one organization to another due to: - the size of organization and its type of activities, processes, products and services; - the need to demonstrate fulfilment of legal requirements and other requirements; - the complexity of processes and their interactions; - the competence of workers.
162. When creating and updating documented information, does the organization ensure appropriate identification and description? — e.g. a title, date, author or reference number
163. When creating and updating documented information, does the organization ensure appropriate format (e.g. language, software version, graphics) and media? Eg Paper electronic
164. When creating and updating documented information, does the organization ensure appropriate review and approval for suitability and adequacy?
165. Is documented information required by the OH&S management system and by ISO 45001 controlled to ensure it is available and suitable for use, where and when it is needed?

166. Is documented information required by the OH&S management system and by ISO 45001 controlled to ensure it is adequately protected? — e.g. from loss of confidentiality, improper use or loss of integrity
167. For the control of documented information, does the organization address distribution, access, retrieval and use?
168. For the control of documented information, does the organization address storage and preservation, including preservation of legibility?
169. For the control of documented information, does the organization address control of changes (e.g. version control)?
170. For the control of documented information, does the organization address retention and disposition?
171. Is documented information of external origin determined by the organization to be necessary for the planning and operation of the OH&S management system identified, as appropriate, and controlled?
172. — NOTE 1: Access can imply a decision regarding the permission to view the documented information only, or the permission and authority to view and change the documented information. NOTE 2: Access to relevant documented information includes access by workers, and, where they exist, workers' representatives.
173. Has the organization established criteria for the processes adequately to meet requirements of the OH&S management system, and implement the actions determined in Clause 6?
174. Has the organization implemented control of the processes in accordance with the criteria necessary to meet requirements of the OH&S management system, and implement the actions determined in Clause 6?
175. Has the organization maintained and retained documented information to the extent necessary to have confidence that the processes meets requirements of the OH&S management system, and to implement the actions determined in Clause 6?
176. Has the organization adapted work to workers sufficiently to meet requirements of the OH&S management system, and to implement the actions determined in Clause 6?
177. At multi-employer workplaces, does the organization coordinate the relevant parts of the OH&S management system with the other organizations?
178. Has the organization established, implemented and maintained a process(es) for the elimination of hazards and reduction of OH&S risks using the hierarchy of controls below?
179. — a) eliminate the hazard; b) substitute with less hazardous processes, operations, materials or equipment; c) use engineering controls and reorganization of work; d) use administrative controls, including training; e) use adequate personal protective equipment. NOTE: In many countries, legal

requirements and other requirements include the requirement that personal protective equipment (PPE) is provided at no cost to workers.

180. Has the organization established a process(es) for the implementation and control of planned changes that impact OH&S performance, including new and upgraded products, services and processes?
181. — Including: - workplace locations and surroundings; - work organization; - working conditions; - equipment; - work force;
182. Has the organization established a process(es) for the implementation and control of planned changes that impact OH&S performance, including changes to legal requirements and other requirements?
183. Has the organization established a process(es) for the implementation and control of planned changes that impact OH&S performance, including changes in knowledge or information about hazards and OH&S risks?
184. Has the organization established a process(es) for the implementation and control of planned changes that impact OH&S performance, including developments in knowledge and technology?
185. Does the organization review the consequences of unintended changes, taking action to mitigate any adverse effects, as necessary? — NOTE: Changes can result in risks and opportunities.
186. Has the organization established, implemented and maintained a process(es) to control the procurement of products and services in order to ensure their conformity to its OH&S management system?
187. Does the organization coordinate its procurement process(es) with its contractors, in order to identify hazards and to assess and control the OH&S risks arising from their activities and operations that impact the organization?
188. Does the organization coordinate its procurement process(es) with its contractors, in order to identify hazards and assess and control the OH&S risks arising from the organization's activities and operations that impact the contractors' workers?
189. Does the organization coordinate its procurement process(es) with its contractors, in order to identify hazards and assess and control the OH&S risks arising from their activities and operations that impact other parties in the workplace?
190. Does the organization ensure that the requirements of its OH&S management system are met by contractors and their workers?
191. Does the organization's procurement process(es) define and apply occupational health and safety criteria for the selection of contractors? — NOTE: It can be helpful to include the occupational health and safety criteria for the selection of contractors in the contractual documents.
192. Does the organization ensure that outsourced functions and processes are controlled?

193. Does the organization ensure that its outsourcing arrangements are consistent with legal requirements and other requirements and with achieving the intended outcomes of the OH&S management system? — NOTE: Coordination with external providers can assist an organization to address any impact that outsourcing has on its OH&S performance.
194. Is the type and degree of control to be applied to these functions and processes defined within the OH&S management system?
195. Has the organization established a planned response to emergency situations, including the provision of first aid, to prepare for
196. Has the organization provided training for the planned response to potential emergency situations, as identified in 6.1.2.1?
197. Does the organization periodically test and exercise the planned response capability for potential emergency situations, as identified in 6.1.2.1?
198. Does the organization evaluate performance and, as necessary, revise the planned response, after testing and, in particular, after the occurrence of emergency situations, as identified in 6.1.2.1?
199. Does the organization communicate and provide relevant information to all workers on their duties and responsibilities to prepare for and respond to potential emergency situations, as identified in 6.1.2.1?
200. Has the organization communicated relevant information to contractors, visitors, emergency services, government authorities and, as appropriate, the local community to prepare for and respond to potential emergency situations, as identified in 6.1.2.1?
201. Has the organization taken into account the needs and capabilities of all relevant interested parties and ensured their involvement, as appropriate, in the development of the planned response to potential emergency situations, as identified in 6.1.2.1?
202. Does the organization maintain and retain documented information on the process(es) and on the plans for responding to potential emergency situations?
203. Performance Evaluation - Monitoring, Measurement, Analysis and Performance Evaluation Has the organization established, implemented and maintained a process(es) for monitoring, measurement, analysis and performance evaluation?
204. Does the organization determine what needs to be monitored and measured? — Including: - The extent to which legal requirements and other requirements are fulfilled; - Its activities and operations related to identified hazards, risks and opportunities; - Progress towards achievement of the organization's OH&S objectives; - Effectiveness of operational and other controls.

205. Does the organization determine the methods for monitoring, measurement, analysis and performance evaluation, as applicable, to ensure valid results?
206. Does the organization determine the criteria against which the organization will evaluate its OH&S performance?
207. Does the organization determine when the monitoring and measuring be performed?
208. Does the organization determine when the results from monitoring and measurement be analysed, evaluated and communicated?
209. Does the organization evaluate the OH&S performance and determine the effectiveness of the OH&S management system?
210. Does the organization ensure that monitoring and measuring equipment is calibrated or verified as applicable, and is used and maintained as appropriate? — NOTE: There can be legal requirements or other requirements (e.g. national or international standards) concerning the calibration or verification of monitoring and measuring equipment.
211. Does the organization retain appropriate documented information as evidence of the results of monitoring, measurement, analysis and performance evaluation?
212. Does the organization retain appropriate documented information on the maintenance, calibration or verification of measuring equipment?
213. Has the organization established, implemented and maintained a process(es) for evaluating compliance with legal requirements and other requirements (see 6.1.3)?
214. Does the organization determine the frequency and method(s) for the evaluation of compliance?
215. Does the organization evaluate compliance and take action if needed (see 10.2)?
216. Does the organization maintain knowledge and understanding of its compliance status with legal requirements and other requirements?
217. Does the organization retain documented information of the compliance evaluation result(s)?
218. Does the organization conduct internal audits at planned intervals to provide information on whether the OH&S management system conforms to the organization's own requirements for its OH&S management system, including the OH&S policy and OH&S objectives?
219. Does the organization conduct internal audits at planned intervals to provide information on whether the OH&S management system conforms to the requirements of ISO 45001?

220. Does the organization conduct internal audits at planned intervals to provide information on whether the OH&S management system is effectively implemented and maintained?
221. Has the organization established, implemented and maintained an audit programme(s)? — Including the frequency, methods, responsibilities, consultation, planning requirements and reporting, which take into consideration the importance of the processes concerned and the results of previous audits. NOTE: For more information on auditing and the competence of auditors, see ISO 19011.
222. Does the organization define the audit criteria and scope for each audit?
223. Does the organization select auditors and conduct audits to ensure objectivity and the impartiality of the audit process?
224. Does the organization ensure that the results of the audits are reported to relevant managers; ensure that relevant audit results are reported to workers, and, where they exist, workers' representatives, and other relevant interested parties?
225. Does the organization take action to address nonconformities and continually improve its OH&S performance (see Clause 10)?
226. Does the organization retain documented information as evidence of the implementation of the audit programme and the audit results?
227. Does top management review the organization's OH&S management system, at planned intervals, to ensure its continuing suitability, adequacy and effectiveness?
228. Does the management review include consideration of the status of actions from previous management reviews?
229. Does the management review include consideration of changes in external and internal issues that are relevant to the OH&S management system? — Including: 1) The needs and expectations of interested parties; 2) Legal requirements and other requirements; 3) Risks and opportunities;
230. Does the management review include consideration of the extent to which the OH&S policy and the OH&S objectives have been met?
231. Does the management review include consideration of information on the OH&S performance? — Including trends in: 1) Incidents, nonconformities, corrective actions and continual improvement; 2) Monitoring and measurement results; 3) Results of evaluation of compliance with legal requirements and other requirements; 4) Audit results; 5) Consultation and participation of workers; 6) Risks and opportunities;
232. Does the management review include consideration of adequacy of resources for maintaining an effective OH&S management system?
233. Does the management review include consideration of relevant communication(s) with interested parties?

234. Does the management review include consideration of opportunities for continual improvement?
235. Do the outputs of the management review include decisions related to the continuing suitability, adequacy and effectiveness of the OH&S management system in achieving its intended outcomes?
236. Do the outputs of the management review include decisions related to continual improvement opportunities?
237. Do the outputs of the management review include decisions related to any need for changes to the OH&S management system?
238. Do the outputs of the management review include decisions related to resources needed?
239. Do the outputs of the management review include decisions related to actions, if needed?
240. Do the outputs of the management review include decisions related to opportunities to improve integration of the OH&S management system with other business processes?
241. Do the outputs of the management review include decisions related to any implications for the strategic direction of the organization?
242. Does top management communicate the relevant outputs of management reviews to workers, and, where they exist, workers' representatives (see 7.4)?
243. Does the organization retain documented information as evidence of the results of management reviews?
244. Does the organization determine opportunities for improvement (see Clause 9) and implement necessary actions to achieve the intended outcomes of its OH&S management system?
245. Has the organization established, implemented and maintained a process(es), including reporting, investigating and taking action, to determine and manage incidents and nonconformities?
246. When an incident or nonconformity occurs, does the organization react in a timely manner to the incident or nonconformity and, as applicable take action to control and correct it?
247. When an incident or nonconformity occurs, does the organization react in a timely manner to the incident or nonconformity and, as applicable deal with the consequences?
248. When an incident or nonconformity occurs, does the organization evaluate the need for corrective action to eliminate its root cause by investigating and reviewing it with workers (see 5.4) and other interested parties?
249. When an incident or nonconformity occurs, does the organization evaluate the need for corrective action to eliminate its root cause, so that it does

not recur by determining its cause(s) with workers (see 5.4) and other interested parties?

250. When an incident or nonconformity occurs, does the organization evaluate the need for corrective action to eliminate its root cause by determining if similar incidents and nonconformities exist, or could potentially occur, with workers (see 5.4)? — If applicable, other interested parties should also be included.
251. When an incident or nonconformity occurs, does the organization review existing assessments of OH&S risks and other risks, as appropriate (see 6.1)?
252. When an incident or nonconformity occurs, does the organization determine and implement any action needed, including corrective action, in accordance with the hierarchy of controls (see 8.1.2) and the management of change (see 8.1.3)?
253. When an incident or nonconformity occurs, does the organization assess OH&S risks that relate to new or changed hazards, prior to taking action?
254. When an incident or nonconformity occurs, does the organization review the effectiveness of any action taken, including corrective action?
255. When an incident or nonconformity occurs, does the organization make changes to the OH&S management system, if necessary?
256. Are corrective actions appropriate to the effects or potential effects of the incidents or nonconformities encountered?
257. Does the organization retain documented information as evidence of the nature of the incidents or nonconformities and any subsequent actions taken?
258. Does the organization retain documented information as evidence of the results of any action and corrective action, including their effectiveness?
259. Does the organization communicate this documented information to relevant workers, and, where they exist, workers' representatives, and other relevant interested parties? — NOTE: The reporting and investigation of incidents without undue delay can enable hazards to be eliminated and associated OH&S risks to be minimized as soon as possible.
260. Does the organization continually improve the suitability, adequacy and effectiveness of the OH&S management system, by enhancing OH&S performance?
261. Does the organization continually improve the suitability, adequacy and effectiveness of the OH&S management system, by promoting a culture that supports an OH&S management system?
262. Does the organization continually improve the suitability, adequacy and effectiveness of the OH&S management system, by promoting the participation of workers in implementing actions for the continual improvement of the OH&S management system?

263. Does the organization continually improve the suitability, adequacy and effectiveness of the OH&S management system, by communicating the relevant results of continual improvement to workers, and, where they exist, workers' representatives?
264. Does the organization continually improve the suitability, adequacy and effectiveness of the OH&S management system, by