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ISO45001:2018 and IHSA COR® EQUIVALENCY!

Introduction

Graham Hill Consulting is pleased to offer this white paper, which provides an overview of ISO to COR® equivalency program. In Ontario, COR® certification has become a prerequisite for most publicly tendered and infrastructure projects and major subcontracted construction in the province. Therefore, organizations must achieve and maintain COR® in the most efficient and effective way possible in order to lead the pack when bidding on work and continue to be successful into the future.

ISO 45001:2018 is an Occupational Health and Safety Management System Standard that has recognition world-wide. According to the official ISO.org survey, 2021: only 31 companies in the construction industry and 363 companies overall were ISO45001 registered in Canada. This is relative to a total of 294,420 certifications worldwide. Comparatively, according to the IHSA COR® member list in March 2023, 673 companies have certified their health and safety management systems to the COR® 2020 standard in Ontario alone.

The Issues

Unfortunately, COR® has several issues when it comes to efficient and effective implementation leading to many organizations questioning its value.

Uncertainty. In the ISO program auditors are audited. This has two implications. 1. ISO auditors are forced to stick to the standard and to policies and procedures for conducting the audits because they themselves are being audited. Businesses absolutely need this predictability to be efficient. 2. There is an appeals process for complaints and disputes. If an auditor comes up with some crazy unpredictable 'requirement' you can challenge it - and win. In the COR® program auditors are not audited, and they don't have to stay strictly within the confines of the standard. This leads to auditors portraying their opinions as requirements to clients and clients not having any mechanism to push back on these unpredictable, and sometimes impractical, additional 'requirements'.

Excessive documentation. The ISO program does not specifically require any documentation notwithstanding the fact that the organization must show compliance through records. Documentation, such as policies, are only one type of administrative control in the hierarchy of controls (PPE, administration, engineering, substitution, elimination) dictated by the organizations individual and specific risks. In other words, if there is a risk, *one* way to reduce that risk is with a documented policy. The COR® program, on the other hand, seems to be heading down the path of, "it's better to have it and not need it than not have it at all". This ignores the fact that other controls in the hierarchy, such as eliminating the risk altogether, are superior and therefore copious documentation is not the most effective form of control for all organizations!

1 year of records. The COR® program requires a minimum of 1 years-worth of records under the COR® program before certification will be considered. As if there was no possible previous health and safety program worthy of consideration pre-COR®. This is obviously absurd. ISO suggests three months of records to demonstrate effectiveness of health and safety management processes. That said, in ISO it is expected for all of the management system processes to be continually updated and improved. This means that some processes are actually expected to be newly revised, with limited records in the new/revised process, at the time of your ISO certification audit.

The Solution

Get ISO to COR® equivalency. An equivalency program for ISO to COR® administered by the IHSA has been available since COR®'s adoption in Ontario in 2012. Graham Hill Consulting can show you the way!

Click here for> [IHSA's EQUIVALENCY GUIDELINES](#)

ISO45001:2018



IHSA COR® 2020

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ISO45001 Implementation Support

Ensuring your workers are safe and return to their families every day is not only a corporate liability, but also a personal liability for supervisors and top management. Protecting yourself and your workers with a solid health and safety management system, like ISO45001:2018 is a must for construction and industrial organizations alike.

Getting registered to ISO45001 involves five steps:

1. Design and document your ISO45001compliant system,
2. Implement your processes, procedures and hazard controls,
3. Audit yourself to ensure that you are following your own processes and procedures and all regulatory requirements,
4. Close any gaps found during your audit,
5. Have a third party "registrar" audit your system to verify compliance and issue a certificate.

What about COR®?

Simply submit your application for COR® equivalency!

- The application process includes no additional work or auditing, once you are ISO certified.
- All that is needed is:
 - The 1-page application form,
 - A copy of the accredited ISO45001 registration audit report and certificate,
 - \$350+HST.
- Full certification to both standards can be achieved in as little as 4 months.
- We have a 100% success rate on the first attempt!

Maintenance & Auditing

Once you are registered, maintaining your registration should be as straight forward as following your own procedures. However, driving real performance improvement, by setting objectives and determining improvement programs, is the key to maximizing the return on your ISO45001 investment.

Skilled auditing is the cornerstone to effective maintenance of your ISO45001 system. Not only should it reduce your risk of external non-conformance, but it should also drive improvement by reporting on the effectiveness and efficiency of your management system processes. We provide:

- Full service internal audits.
- Facilitation of management review meetings.
- Occupational health and safety hazards review.
- Policy deployment and objectives setting.
- Improvement program development.
- Legal compliance assessments.

Training

Just need a little help? We offer remote and on-site customized training. Including but not limited to:

- Internal auditing.
- Root cause analysis.
- Hazard analysis.
- Policy and objectives deployment.
- ISO45001 fundamentals.
- Anything else ISO related! Custom workshops are our specialty!

Call 416-884-3989 now!

Set-up your free, no-obligation, in-house presentation for more information and answers to your questions:

- Who is Graham Hill Consulting?
- What are we getting ourselves in to... what is ISO45001?
- What does an ISO45001 project look like?
- Can you customize the approach for our specific needs?

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COR® Equivalency Between Provinces

Although COR® is a national standard, COR® Certification must be granted by the authority having jurisdiction in each province and territory. A memorandum of understanding between CFCSA members provides a simple path for companies who are COR® Certified in their home jurisdiction to apply to have their certification in good standing recognized in any other jurisdiction, at no cost to them. This will allow your organization to bid on any project requiring COR® certification across Canada in which you do not have a permanent base of operations.

COR® To ISO45001 Transition Process

Graham Hill Consulting has created a clear transition path that is easy for clients to integrate and apply within their existing Health and Safety Management System if COR® is not meeting your organization's needs. Our goal is to provide organizations with the guidance and tools necessary to make the transition from IHSA COR® 2020 certification to ISO45001:2018 certification (and back with equivalency) as smooth as possible.

Preparing for transition

- Organizations must update their health and safety management system manual in accordance with the requirements of ISO45001 before the transition audit is conducted.
 - ISO uses a process approach for managing risks. Where COR® has focused on a prescriptive, control based, approach for managing risk. The 13 key processes in ISO45001 are:
 - Document and records control,
 - Context of the organization,
 - Risk / hazard identification,
 - Objective, targets and improvement plans,
 - Corrective action / incident reporting,
 - Internal audits,
 - Management review,
 - Communication,
 - Employee training / competence,
 - Employee participation / consultation,
 - Supplier management,
 - Emergency preparedness,
 - Legal compliance.
- Training on the new requirements of ISO45001:
 - Most organizations get ISO45001 internal auditor training for at least one person.
 - General awareness training for all employees, is also required. All employees must know, not only the policies that apply to them, but also the objective and targets of the health and safety management system and how they personally contribute to their achievement.
- A full internal audit to the ISO45001:2018 requirements must be completed and any nonconformances to the new requirements must be corrected before the transition audit. Don't forget to train your auditors to the ISO standard prior to the audit!
- A full management review in accordance with the requirements of the ISO standard prior to the transition audit being conducted is also required.

ISO Certification Process

You will need to contact an accredited ISO45001 certification body. The cost of annual ISO maintenance audits is about the same as COR® however, you can expect the efficiency and effectiveness of your audit experience to increase dramatically. ISO audits are conducted every year on a three year cycle. Once you have your new ISO certificate in hand all you have to do is submit your annual audit reports to the IHSA for review and your COR® certificate will continue to renew!

Call 416-884-3989 now, for more information!

Or... Click here for a list of your competitors that are already certified> [LIST OF COR® CERTIFIED COMPANIES](#)