[organization logo]

[organization name]

**PROJECT PLAN**  
**for Implementation of the Occupational Health & Safety Management System**

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| Version: | 0.1 |
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**Change history**

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| --- | --- | --- | --- |
| **Date** | **Version** | **Created by** | **Description of change** |
|  | 0.1 | 45001Academy | Basic document outline |
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# Purpose, scope and users

The purpose of the Project Plan is to clearly define the objectives of the Occupational Health & Safety Management System (OH&SMS) implementation project, documents to be written, deadlines, and roles and responsibilities in the project.

The Project Plan is applied to all activities performed in the OH&SMS implementation project.

Users of this document are members of [top management] and members of the project team.

# Reference documents

* ISO 45001:2018 standard
* [decision or any similar document prescribing project launching]
* [methodology for project management]

# OH&SMS implementation project

## Project objective

To implement the Occupational Health & Safety Management System in accordance with the ISO 45001:2018 standard by [date] at the latest.

## Project results

During the OH&SMS implementation project, the following documents (some of which contain appendices that are not expressly stated here) will be written:

* **Procedure for Document and Record Control** – procedure prescribing basic rules for writing, approving, distributing, and updating documents and records
* **OH&S Manual** – basic document that demonstrates how the organization meets the requirements of the OH&SMS, and references to procedures
* **OH&S Policy** – basic document that provides a framework for establishing and reviewing OH&S Objectives, Targets and Programs
* **OH&S Objectives, Targets and Programs** – document in which the objectives of the organization are stated, and a plan for their realization
* **Procedure for Determining Context of the Organization and Interested Parties** – procedure describing the process of determining context of the organization, identification of interested parties and compliance obligations, and evaluation of compliance with legal and other requirements
* **Scope of the OH&S Management System** – document defining boundaries of the Environmental Management System.
* **Procedure for Addressing Risks and Opportunities and OH&S Hazards** – procedure prescribing method of hazard identification and evaluation of risks for each work place
* **Competence, Training and Awareness Procedure** – procedure prescribing the process of identification and fulfillment of needed employees’ competence and awareness
* **Procedure for Communication, Participation and Consultation** – procedure describing ways of communication of information relevant to the OH&SMS to external and internal interested parties
* **Procedure for Operational Control** – procedure describing how to manage significant OH&S hazards
* **Procedure for Preparedness and Emergency Response** – procedure prescribing how organization and employees behave in emergency situations
* **Procedure for Incident Investigation** – explains how to determine the cause of, analyze, and report on incidents regarding occupational health and safety
* **Procedure for the Management of Non-Conformities, Corrective and Preventive Actions** – prescribes how to report and handle non-conformity and initiate and complete corrective and preventive action
* **Procedure for Internal Audit** – defines how auditors are selected, how audit programs are written, how audits are conducted, and how audit results are reported
* **Procedure for Management Review** –prescribes how to review the OH&SMS in order to ensure its continuing adequacy, suitability, and effectiveness

Besides the above-mentioned procedures, [organization] identifies the need to establish the following SOPs (Standard Operating Procedures) for detailed description of operational control of significant OH&S hazards:

* **SOP for Chemical Hazards** describes activities that employees who handle hazardous chemicals must undertake in order to protect themselves.
* **SOP for Environmental and Physical Hazards** prescribes activities that employees must undertake in order to avoid injuries caused by environmental and physical hazards.
* **SOP for Electrical Hazards** defines precautions that employees must take in order to avoid injuries related to electrical hazards.
* **SOP for Working on Height Hazard** defines precautions that employees must take when working on heights.
* **SOP for Display Screens and Posture Hazards (Office Hazards)** defines precautions to avoid injuries and health impairment in the office.
* **Fire Safety Policy** defines precautions and controls for preventing fire, as well as actions in case of fire.

The documents need to align with the ISO 45001 standard requirements and should incorporate the practices of the organization. Where the practices of the organization do not meet the ISO 45001 standard requirements, the practices will need to be modified.

## Deadlines

Deadlines for acceptance of individual documents in the course of OH&SMS implementation are as follows:

|  |  |
| --- | --- |
| ***Document*** | ***Deadlines for document acceptance*** |
| \* |  |
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Final presentation of project results is planned for [date].

## Project organization

### Project sponsor

Each project has an assigned "sponsor" who does not actively participate in the project. The project sponsor must be briefed regularly by the project manager about the project status, and intervene if the project is halted.

[Name, job title] has been appointed project sponsor.

### Project manager

The role of the project manager is to ensure the resources necessary for project implementation, to coordinate the project, to inform the sponsor about the progress, and to carry out administrative work related to the project. The project manager's authority should be such as to ensure uninterrupted project implementation within set deadlines.

[Name, job title] has been appointed project manager.

### Project team

The role of the project team is to assist in various aspects of project implementation, to perform tasks as specified in the project, and to make decisions about various issues that require a multidisciplinary approach. The project team meets each time before the final version of a document from section 2 of this Project Plan is completed, and in all other cases when the project manager deems it necessary.

Table of participants in the project

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| *Name* | *Organizational unit* | *Job title* | *Phone* | *E-mail* |
|  |  |  |  |  |
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## Main project risks

The main risks in the implementation of the project are the following:

1. Extension of deadlines in phase of establishing OH&SMS procedures
2. Extension of deadlines during implementation of operational controls of significant OH&S hazards
3. Extension of deadlines due to incorrect evaluation of significant OH&S hazards

Measures to reduce the above-mentioned risks are the following:

* The project manager monitors that all activities in the project are performed within defined deadlines and seeks intervention by the project sponsor in a timely manner.
* Hiring external help to ensure that time or resources are not spent on activities that are not important for the project, and that individual activities are not headed in the wrong direction.

## Tools for project implementation, reporting

A shared folder including all documents produced during the project will be created on the local network. All members of the project team will have access to these documents. Only the project manager [and members of the project team] will be authorized to make changes and delete files.

The project manager will prepare a project implementation report on a monthly basis and forward it to the project sponsor.

# Managing records kept on the basis of this document

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Record name** | **Code** | **Storage** | | | **Responsibility** |
| **Retention time** | **Location** | **Protection** |
| Project implementation report (in electronic form) | 00 | 3 years | Shared folder for project-related activities | Only the project manager is authorized to edit data | Project manager |