



OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM (OHSMS) OVERVIEW

A practical guide to ISO 45001 implementation, documentation, internal audit and third-party certification readiness

CONSULTANCY	OHSMS	CERTIFICATION
Gap Analysis, Implementation and Training	ISO 45001 Safety System Support	Coordination for Independent Accredited Certification

ISO CERTIFICATION CONSULTANCY IN PAKISTAN

Prepared for businesses seeking practical OHSMS improvement and ISO 45001 certification support in Pakistan.

1. PURPOSE OF THIS OHSMS OVERVIEW

This overview explains the purpose, structure and implementation approach of an Occupational Health & Safety Management System (OHSMS) based on [ISO 45001 occupational health and safety](#) requirements. It is designed for organizations that want to identify hazards, reduce workplace risks, improve legal compliance and prepare for an independent third-party certification audit.

Axora Global provides consultancy, documentation, implementation, internal audit, training and certification coordination support for businesses seeking [ISO 45001 certification in Pakistan](#). Certification is performed by an independent certification body; Axora Global supports the organization in becoming audit-ready.

2. WHAT IS OHSMS?

ISO 45001 is a globally recognized occupational health and safety management standard and part of the wider family of [ISO Management System Standards](#). It defines requirements for an OHSMS - a structured framework that helps an organization create safer workplaces, reduce OH&S risks and improve safety performance.

An OHSMS is not only a set of documents. It defines hazards, risks, responsibilities, objectives, operational controls, worker participation, emergency preparedness, audits and improvement actions so health and safety become part of daily operations.

3. WHY ISO 45001 MATTERS FOR BUSINESSES

- Reduces workplace injuries, unsafe conditions and incident-related losses.
- Strengthens legal and regulatory compliance through documented safety controls.
- Supports tender qualification, supplier registration and market credibility through practical [ISO certification consultancy in Pakistan](#).
- Improves worker participation, awareness, morale and safety culture.
- Improves decision making through inspections, incident records, KPIs and audits.
- Builds a culture of hazard control, corrective action and continual improvement.

4. OCCUPATIONAL HEALTH & SAFETY MANAGEMENT PRINCIPLES

- **Hazard identification:** workplace hazards are identified, assessed and controlled before incidents occur.
- **Leadership:** top management sets OH&S policy, accountability and safety objectives.
- **Worker participation:** employees are consulted, trained and encouraged to report hazards.
- **Risk-based thinking:** OH&S risks and opportunities are evaluated before operational decisions.
- **Operational control:** high-risk activities are controlled through procedures, permits and supervision.
- **Emergency preparedness:** fire, chemical, medical and site emergencies are planned and tested.

- **Continual improvement:** incidents, audit findings and unsafe conditions are corrected and monitored.

5. CORE ISO 45001 IMPLEMENTATION AREAS

OHSMS Area	Typical Documents / Evidence
Context and scope	Scope statement, interested parties, OH&S issues
Leadership	OH&S policy, roles, responsibilities, management commitment
Planning	Hazards, OH&S risks, legal obligations and safety objectives
Support	Competence, awareness, communication, documented information
Operation	Operational controls, permits, PPE, contractor control, emergency response
Performance evaluation	Monitoring, inspections, incident records, KPIs, internal audit
Improvement	Incident investigation, nonconformity control, corrective actions

6. AXORA GLOBAL OHSMS CONSULTANCY PROCESS

The following process is designed for organizations implementing ISO 45001 alone or with [ISO 9001 certification in Pakistan](#), [ISO 14001 certification in Pakistan](#) and [ISO 27001 certification in Pakistan](#) where quality, safety, environment and information security requirements are connected.

1. Initial consultation and business understanding.
2. Gap analysis against ISO 45001 requirements.
3. OHSMS design, hazard identification, risk assessment and documentation development.
4. Implementation support and workplace safety awareness training.
5. Internal audit and nonconformity / corrective action support.
6. Management review meeting support.
7. Coordination support for independent third-party certification audit.
8. Post-certification support for surveillance audits, continual improvement and [IAF CertSearch accredited certification verification](#) where clients need certification validation.

7. Documents Typically Included in OHSMS Implementation

- OHSMS Manual or OHSMS Overview where suitable.
- OH&S Policy and measurable OH&S Objectives.
- Hazard Identification and Risk Assessment (HIRA) register.
- Legal and compliance obligation register.
- Operational control procedures, permits and safety SOPs.

- Internal audit plan, checklist and audit report formats.
- Management review agenda and minutes template.
- Corrective action, nonconformity and incident investigation registers.
- Emergency preparedness and response procedure.
- Training, inspection, PPE, contractor and KPI monitoring formats.

Food-sector organizations may also need connected controls for [HACCP consultancy in Pakistan](#), [GMP consultancy in Pakistan](#) or [ISO 22000 certification in Pakistan](#) when safety requirements overlap with food safety, hygiene, machine safety and operational control.

8. OHSMS READINESS CHECKLIST

- Scope of OHSMS is defined and relevant to actual business activities.
- Hazards, OH&S risks and compliance obligations are clearly identified.
- OH&S policy and measurable objectives are approved by management.
- Operational controls, emergency plans and safety records are used in daily work.
- Incidents, risks, opportunities and corrective actions are identified and tracked.
- Workers are aware of their OHSMS responsibilities and reporting channels.
- Internal audit has been conducted and findings have been addressed.
- Management review has been completed before certification audit.
- Certification body selection and audit schedule are properly coordinated.

9. CALL TO ACTION

Ready to strengthen your Occupational Health & Safety Management System? Axora Global can help your organization build, implement and maintain a practical OHSMS that supports legal compliance, workplace safety, operational control and [ISO 45001 certification in Pakistan](#) readiness.

[ISO certification consultancy in Pakistan](#)

Contact Axora Global

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