



March 2016
Volume 10, Issue No. 30

fcu & associates IN TOUCH

a newsletter for our partners and friends



ISO 45001 is Coming...

The International Labour Organization estimates that more than 2 million deaths every year can be attributed to work activities. This single statistic clearly indicates the pressing need for occupational health and safety regulations, and the importance of a single standard to help organizations put into place processes to ensure compliance.

In response, the Occupational Health and Safety Advisory Services (OHSAS) Project Group created the OHSAS 18001 specification in 1999. It was updated in 2007 to more closely align with the language and structure of ISO 9001 and ISO 14001.

Now, the International Organization for Standardization (ISO) is hard at work crafting a brand-new standard, ISO 45001, which will replace OHSAS 18001. The new standard is scheduled for release by the end of 2016.

Given that time frame, obviously much of the language of the standard is still in development; however, at this stage it's possible to begin to understand the thinking of the standard's framers. ISO 45001 is intended to function better with other ISO standards, allowing users to implement and manage multiple standards more easily. In addition, as compared to OHSAS 18001, ISO 45001 will focus more on management responsibilities and performance measurement and monitoring, using the high-level structure of the plan-do-check-act (PDCA) cycle familiar to users. *(Continued on page 2)*

What's Inside?

ISO 45001 is Coming...	1
Structure of ISO/DIS 45001	3
Meet Our New Clients!	4
Words from a TAG Member	5
Characteristics of Millenials in the Workplace	6
Picture Puzzle	9
Our Newly Certified and Recertified Clients	10
FCU In Action	14



TEAM

- T TOGETHER
- E EVERYONE
- A ACHIEVES
- M MORE

ISO 45001 is Coming

(...continued from page 1)

Given the length of time until ISO 45001 is ready for release, organizations that are seeking certification of their occupational health and safety system in the near term should utilize OHSAS 18001. Organizations that are earlier in the process might want to base their systems, or at least align their thinking, with the latest draft version of ISO 45001. Copies of the draft standard are available, but keep in mind that there will be changes, and some of them might be substantial. Again, an adequate transition period will be provided.

This new standard is being developed to:

- ◆ help organizations minimize the risk of harm to all those working on its behalf (defined as “workers” within the standard)
- ◆ provide a platform for continual improvement in occupational health and safety performance
- ◆ integrate OH&S within an organization’s overall business management system and processes

The draft standard puts emphasis on:

- ◆ top management
 - ⇒ being accountable for OH&S management
 - ⇒ needing to demonstrate leadership
- ◆ worker participation in:
 - ⇒ the identification of hazards and risks
 - ⇒ the development and operation of the OH&S management system, and indicates these are essential for success
- ◆ the need to prevent ill-health (including mental ill-health), as well as injuries
- ◆ the need to recognize that the causes of ill-health and injuries can be through
 - ⇒ immediate impacts (e.g. accidents or epidemics)
 - ⇒ longer term impacts (such as repeated exposure to radiation or carcinogenic chemicals, or to a constantly stressful working environment)



ISO 45001



FROM THE EDITORS:

OHSAS 18001 is now ISO 45001. For this quarter’s issue, we give you a glimpse on the fundamentals of the ISO/DIS 45001. We have for you the new standard clauses and some notable improvements from the previous requirements.

*We are also giving you insightful readings about the largest body of professionals that has entered your workforce – **the Millennials**. These articles can help you brace for this new change. As a give back to our Partners, we hope you find this issue helpful for your system upgrade.*

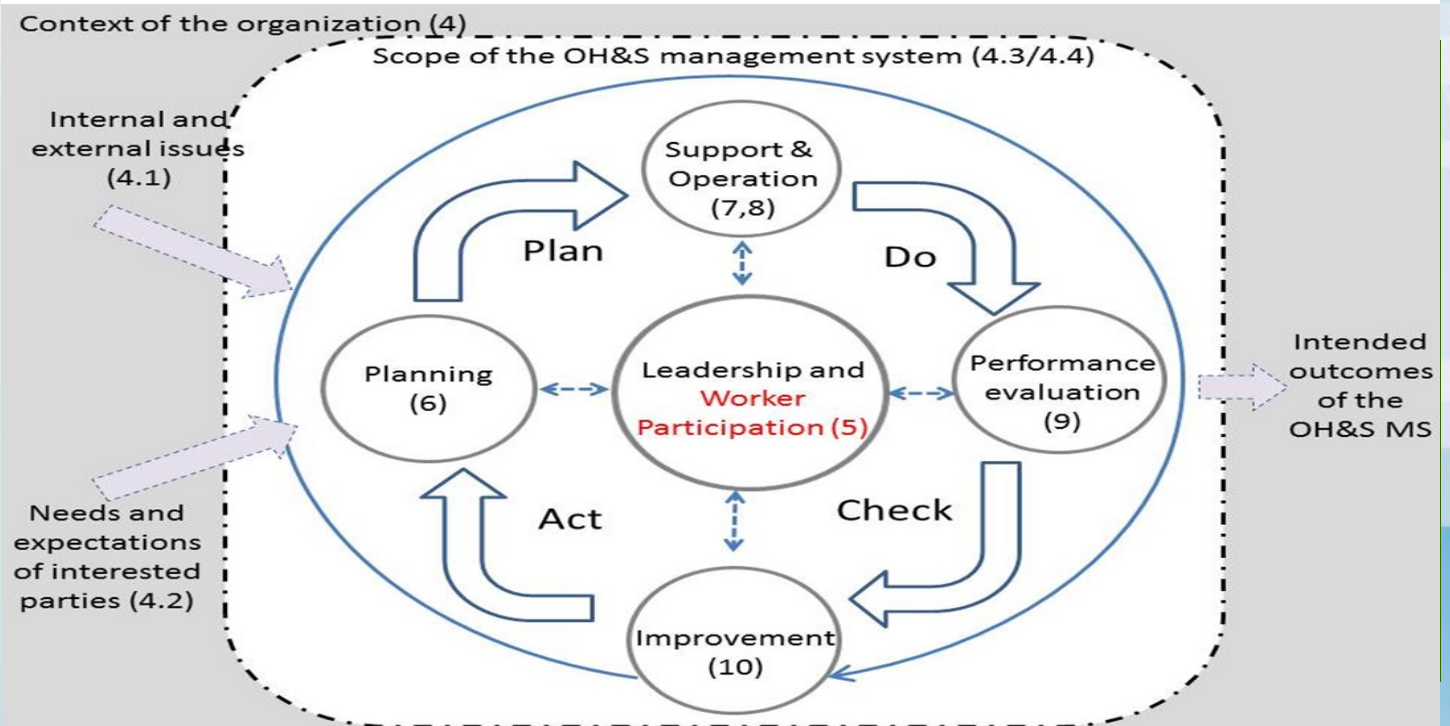
Enjoy reading and stay In Touch!

~ MARVIE and GEMS

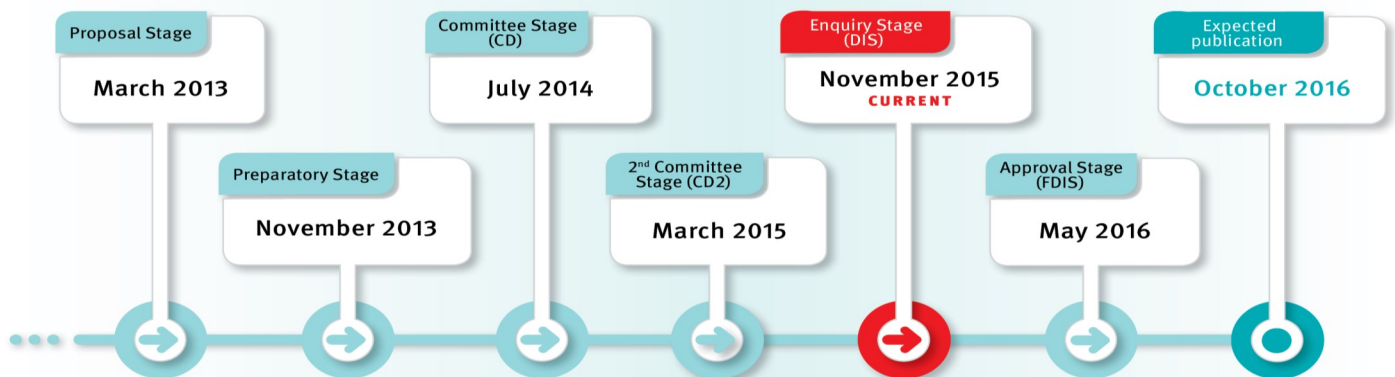


Structure of ISO/DIS 45001

<p>1 Scope</p> <p>2 Normative references</p> <p>3 Terms and definitions</p> <p>4 Context of the organization</p> <p>4.1 Understanding the organization and its context</p> <p>4.2 Understanding the needs and expectations workers and other interested parties</p> <p>4.3 Determining the scope of OH&S management system</p> <p>4.4 OH&S management system and its processes</p> <p>5 Leadership, worker participation and consultation</p> <p>5.1 Leadership and commitment</p> <p>5.2 Policy</p> <p>5.3 Organizational roles, responsibilities and authorities</p> <p>5.4 Participation, consultation and representation</p> <p>6 Planning</p> <p>6.1 Actions to address risks and opportunities</p> <p>6.2 OH&S objectives and planning to achieve them</p>	<p>7 Support</p> <p>7.1 Resources</p> <p>7.2 Competence</p> <p>7.3 Awareness</p> <p>7.4 Information and communication</p> <p>7.5 Documented information</p> <p>8 Operation</p> <p>8.1 Operational planning and control</p> <p>8.2 Management of change</p> <p>8.3 Outsourcing</p> <p>8.4 Procurement</p> <p>8.5 Contractors</p> <p>8.6 Emergency preparedness and response</p> <p>9 Performance evaluation</p> <p>9.1 Monitoring, measurement, analysis and evaluation</p> <p>9.2 Internal audit</p> <p>9.3 Management review</p> <p>10 Improvement</p> <p>10.1 General</p> <p>10.2 Incident, non-conformity and corrective action</p> <p>10.3 Continual improvement</p>
--	--



ISO 45001 Timeline



MEET OUR NEW CLIENTS!

<p>CAGDIANO MINING CORPORATION <i>Environmental Management System (ISO 14001)</i></p>	<p>NICKELBASE, INCORPORATED <i>Quality, Environmental, Health and Safety Management System (ISO 9001, ISO 14001, OHSAS 18001)</i></p>
<p>KIDAPAWAN DOCTORS HOSPITAL INCORPORATED <i>Quality Management System (ISO 9001)</i></p>	<p>PHILIPPINE SCIENCE HIGH SCHOOL - OED, MAIN CAMPUS <i>Quality Management System (ISO 9001)</i></p>
<p>MMA ACHIEVERS CONSTRUCTION AND DEVELOPMENT CORPORATION <i>Quality Management System (ISO 9001)</i></p>	<p>RAS EASTERN BUILDERS DEVELOPMENT CORPORATION <i>Quality Management System (ISO 9001)</i></p>
<p>PILMICO FOODS CORPORATION <i>Quality Management System (ISO 9001)</i> <i>Information Security Management System (ISO 27001)</i> <i>Hazard Analysis Critical Control Point</i> <i>Good Manufacturing Practice</i></p>	<p>PILMICO ANIMAL NUTRITION CORPORATION <i>Quality Management System (ISO 9001)</i> <i>Information Security Management System (ISO 27001)</i> <i>Hazard Analysis Critical Control Point</i> <i>Good Manufacturing Practice</i></p>
<p>MEGA FORCE INTEGRATED SECURITY SERVICES, INCORPORATED <i>Quality, Environmental, Health and Safety Management System (ISO 9001, ISO 14001, OHSAS 18001)</i></p>	<p>STARFORCE SECURITY SERVICES, INCORPORATED <i>Quality, Environmental, Health and Safety Management System (ISO 9001, ISO 14001, OHSAS 18001)</i></p>
<p>GALACTIC FORCE SECURITY SERVICES, INCORPORATED <i>Quality, Environmental, Health and Safety Management System (ISO 9001, ISO 14001, OHSAS 18001)</i></p>	<p>TRIMEGA FORCE SECURITY CORPORATION <i>Quality, Environmental, Health and Safety Management System (ISO 9001, ISO 14001, OHSAS 18001)</i></p>
<p>QUAD MEGAFORCE SECURITY SERVICES, INCORPORATED <i>Quality, Environmental, Health and Safety Management System (ISO 9001, ISO 14001, OHSAS 18001)</i></p>	<p>UNITED MEGA FORCE SECURITY SERVICES, INCORPORATED <i>Quality, Environmental, Health and Safety Management System (ISO 9001, ISO 14001, OHSAS 18001)</i></p>

WORDS FROM A TAG MEMBER

By Danyle Hepler

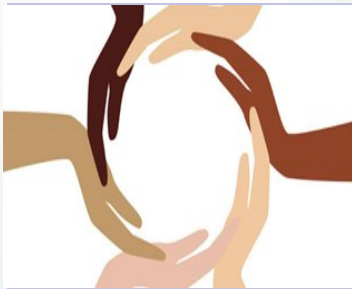
<http://blog.haleyaldrich.com/blog/why-the-new-iso-45001-matters-to-your-business>



I have the privilege to be a delegate to the U.S. Tech Advisory Group (TAG) of the American Society of Safety Engineers (ASSE).

It may seem ironic that with all the standards set by ISO (International Standards Organization) for a variety of industries such as manufacturing, energy systems and the environment, there has never been a standard for health and safety management systems.

Once approved, ISO 45001 will serve as a guideline for health and safety management systems in many countries and is likely to become legislated as the de-facto standard in others.



1. Better protection in the workplace:

Poor safety conditions at a workplace put everyone at risk: the workers, the company, stakeholders, and customers.

In today's global, connected marketplace, even a company with a strong policy can be negatively impacted by accidents involving partners, suppliers, manufacturing plants, or acquisitions. As we've already seen, highly publicized workplace accidents can also have a detrimental impact on a company's brand, even if the accident occurred at the site of a subsidiary, manufacturing plant, or supplier.

Even if you have an existing health and safety management system, you should assess the new

global standard and consider adapting your policies and procedures to comply with this soon-to-be established global industry framework.

2. A consistent system across the supply chain:

A health and safety problem with a supplier could disrupt the flow of goods or services and negatively impact your business. Because of this, many companies require their vendors to adopt stringent health and safety management systems. This trend is only expected to increase once ISO 45001 passes.

A consistent global standard is just what companies need to protect their workers as well as their brand reputation, supply chain, and future growth.



Danyle is a client leader and senior scientist at Haley & Aldrich. She is a Certified Safety Professional (CSP), Certified Environmental and Safety Compliance Officer (CESCO), and a delegate of the ISO 45001 Technical Advisory Group of the American Society of Safety Engineers (ASSE).

Characteristics of Millennials in the Workplace

by Terri Klass and Judy Lindenberger

<http://www.businessknowhow.com/manage/millennials.htm>

They are the newest generation to enter the labor market, arriving with their distinct ideas about what they expect from their jobs. They are our future leaders and our next generation of revenue-generators. So who are the Millennials and how do we manage their expectations while maintaining high performing organizations?

The Millennial Generation was born between 1977 and 1998. They are 75 million strong in size and were raised by "helicopter parents," who doted on them, giving them an ample supply of attention and validation.

They are extremely focused on developing themselves and thrive on learning new job skills, always setting new challenges to achieve. When their workday ends, Millennials charge out into gyms, volunteer positions, classes and social events.

Millennials are team-oriented, banding together to socialize in groups.

Of all of the talents that Millennials bring to the workplace, being technologically savvy is their greatest skill contribution.

They are constantly connected as they listen to their iPods or send text messages, all while working on a critical

project. Quick and efficient communication is the way Millennials choose to interact, not necessarily face-to-face.

Another characteristic of the Millennials is their need for constant feedback and in particular, praise. It is a generation that needs to continue feeling valuable, while adding their opinions and ideas to every company decision. They want to be heard.

In giving critical feedback, managers will need to first compliment Millennials before they will

listen to any criticism. They also have little patience for ambiguity, so directions during feedback sessions must be clear and specific. The feedback sessions must be interactive, so that the Millennial is presented the opportunity to share their feelings and ideas.

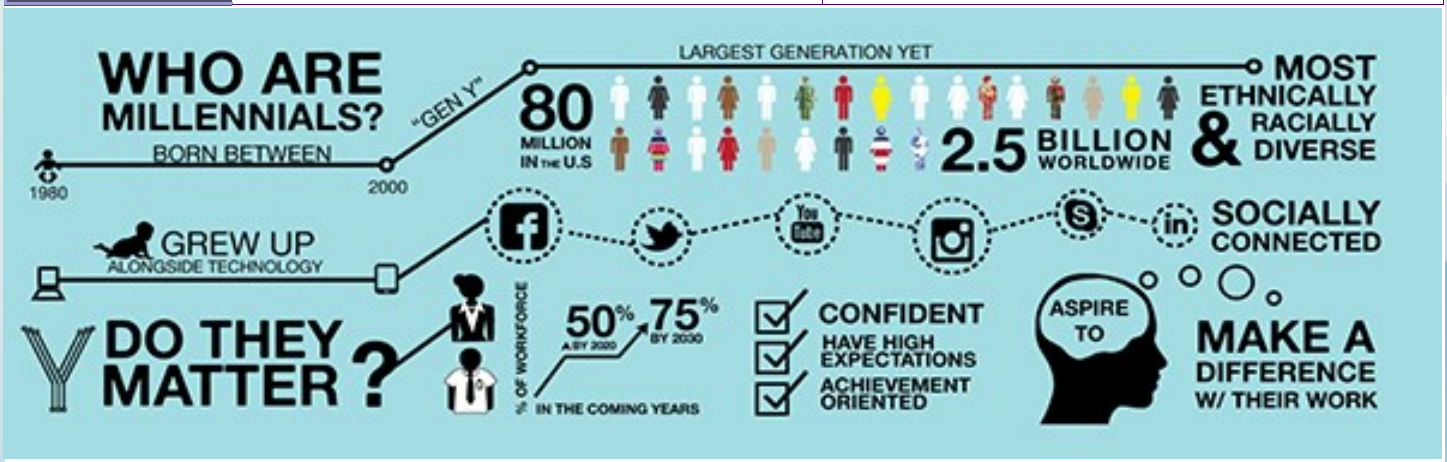


MILLENNIALS:
The Next Big Thing
Click here to learn more!



So how do you integrate and manage the youngest generation within the workplace?

Category	What To Do	Why
Work environment	Provide flexible work schedules and a relaxed workplace.	Millennials put friends and lifestyle above work.
	Create opportunities for social interaction like Friday afternoon alcohol-free "happy hours," scavenger hunts, and Nerf battles.	They are getting married, having children, and generally facing the "real world" later.
Learning and training opportunities	Provide tuition reimbursement and employee training.	Baby Boomer parents raised them to believe that education is the road to success.
Recruiting	Emphasize the ways that your company contributes to society.	Almost 70% say that giving back and being civically engaged are their highest priorities.
On boarding	Give them exposure to different parts of the business, provide resources on the intranet for them to use at their own pace, and help them build relationships with current employees.	Millennials want connections, checkpoints and mentoring.
Work ethic	Millennials ask "what is my job" and go about figuring out the best, fastest way to complete that task. Then they consider themselves done.	"... when we (Baby Boomers) were younger, you had a piano teacher who expected you to practice your piano and work hard at it, and the parents expected it. Now, parents say, Have fun, learn the piano, and practice a little bit," says WSJ columnist, Jeffrey Zaslow. Millennials have not been raised to look around and see what should be done next.
Motivation	Provide paid time off as a reward.	They view jobs as "something to do between the weekends."
Boss	Win their affection.	Loyalty to the boss is the number one reason they stay in a job, especially during the first three years. Dissatisfaction with the boss is the number one reason they quit.
	Be careful not to cross the line from "boss as advocate" to "boss as friend."	Millennials want a tight bond with a boss who is close, caring and aware.



Category	What To Do	Why
Managing	Describe the result you're looking for and let them figure out how to get there. In many cases they'll develop a better process.	Millennials grew up learning how to figure out things on their own. With the Internet and a network of friends a text message away they will find their own answers.
	To bring out the best in them, teach them about the company and explain how their work will lead to specific results.	They do not take well to orders and resent being handed busywork with no explanation as to its purpose.
	Hold them accountable for mistakes and praise them for success.	They are impatient but always eager to learn and quick to do so.
	If you tell them it's your way or the highway, they may walk.	Millennials think of themselves as merchandise that they can sell to the highest bidder. And, more than half of college seniors move home after graduation today; it's a safety net that allows kids to opt out of a job they don't like.
Work assignments	Give them several projects.	They are great multi-taskers with 10 times the speed and technical knowledge of their older siblings. "This generation understands that there is no need to stay up all night to make an overseas phone call. They can simply text message the person with the information they need and continue the conversation the next day on their own time," says Roberta Matuson, president of Human Resource Solutions.
	Put them in the field with clients, where they can work in teams and solve problems collaboratively.	Though they are independent thinkers, Millennials love working in teams.
	Let them work on projects with higher-ups when appropriate.	They question the status quo and expect to make an impact on day one.
Performance feedback	Provide coaching sessions to discuss career paths.	Millennial employees "feel entitled to a raise and promotion in a week, that corner office in six," says Dr. Carolyn Martin, co-author of <i>Managing the Generation Mix</i> . Boomer parents coached them to ask for what they want. That's where the sense of entitlement comes from, says Martin.
	Shorten the feedback loop. Do reviews at least quarterly.	They're used to constant feedback.
Reducing turnover	Create career paths with a timeframe short enough for them to envision. Reward small successes along the way.	They set short-term goals and are resistant to paying their dues.

With 75 million Millennials entering the workplace, organizations have no choice but to learn how to recruit, grow and retain these workers. If not, companies will lose talented employees who, because of their strong networking and technological capabilities, have the ability to be the most productive generation to date.

HUNGRY FOR LEARNING - THE MILLENNIAL WORKFORCE

KEY MOTIVATIONS FOR CHOOSING A JOB



LEARNING OPPORTUNITY

WORK PROFILE



THE BEST WAY OF LEARNING ACCORDING TO MILLENNIALS

ON THE JOB LEARNING

ORGANISATIONAL TRAINING



BY 2030 MILLENNIALS OUT NUMBER BOOMERS BY 22 MILLION

- 73%** Do not expect their employer to provide a smart device for work.
- 60%** say their employers expect them to be accessible during off hours.
- 78%** Say workplace environment impacts their decision to stay at a job.
- 70%** work up to 20 hours or more outside the office each week.
- 50%** say flexible work hours & freedom to work from any location improve work/life balance.

Read the Picture Puzzle



Q



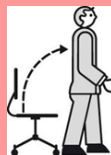
Ø



The End



h



LARD - L

CONGRATULATIONS TO OUR NEWLY CERTIFIED AND RE-CERTIFIED CLIENTS!



FIRST GREENMEADOWS HOMEOWNERS' ASSOCIATION, INCORPORATED
ISO 9001:2008, ISO 14001:2004 and OHSAS 18001:2007 Certified
FGHAI is the first in the world to be certified to ISO 9001, ISO 14001 and OHSAS 18001.



NEW KANLAON CONSTRUCTION INCORPORATED
ISO 9001:2008, ISO 14001:2004 and OHSAS 18001:2007 Certified





CTP CONSTRUCTION AND MINING CORPORATION
ISO 9001:2008, ISO 14001:2004 and OHSAS 18001:2007 Certified



SOCOR CONSTRUCTION CORPORATION
ISO 9001:2008 Certified





BILREY CONSTRUCTION and NEW BILREY CONSTRUCTION AND DEVELOPMENT CORPORATION
ISO 9001:2008 Certified



EQUITABLE COMPUTER SERVICES, INCORPORATED
ISO 27001:2013 Certified





VICENTE T. LAO CONSTRUCTION
ISO 9001:2008, ISO 14001:2004 and OHSAS 18001:2007 Certified



PULSAR CONSTRUCTION / DEOJ CONSTRUCTION
ISO 9001:2008 Recertified



Great job!



FCU IN ACTION



VALLEY GOLF & COUNTRY CLUB
Improving Customer Service Seminar
January 21, 2016



RD POLICARPIO AND COMPANY, INCORPORATED
ISO 9001:2015 and ISO 14001:2015 Appreciation Seminar
February 06, 2016

FCU IN ACTION



PHILIPPINE SCIENCE HIGH SCHOOL SYSTEM—OFFICE OF THE EXECUTIVE DIRECTOR
ISO 9001:2015 Appreciation Seminar
February 19, 2016





January 5-9, 2016 FCU Calibration

