

Introduction

Although the introduction of ISO 45001:2018 brings a new standard into effect, most of its basic principles are already formulated in OHSAS 18001:2007. The new standard encompasses common occupational safety requirements for management, employees and service providers, including the specific requirements relating to the respective work environment and changes to these requirements.

The focal points of the **new requirements** to interpret and implement are:

1. 4.1 Context of the organization;
2. 4.2 Interested parties;
3. 6.1.2.1 Hazard identification;
4. 6.1.2.2 Assessment of OH&S risks and other risks to the OH&S management system;
5. 6.1.2.3 Assessment of OH&S opportunities and other opportunities for the OH&S management system;
6. 8.1.2 Eliminating hazards and reducing OH&S risks;
7. 8.1.3 Management of change;
8. 8.1.4.1 Procurement – General;
9. 8.1.4.2 Contractors;
10. 8.1.4.3 Outsourcing.

The degree of change necessary will be dependent upon the maturity and effectiveness of your current management system, organizational structure and operational practices. Therefore, a gap analysis of the new requirements is strongly recommended in order to identify realistic resource and time implications. Organizations using OHSAS 18001:2007 are recommended to take the following actions:

1. Obtain a copy of ISO 45001:2018 - <https://www.iso.org/standard/63787.html>;
2. Train internal auditors and other key personnel on new standard;
3. Using this document, undertake a gap analysis of the new requirements against the current management system;
4. Develop an implementation plan to fill the gaps that you identified;
5. Align your documentation and processes with ISO 45001 requirements;
6. Update your OH&S policy, objectives, targets and KPIs;
7. Carry out minimal updates to the manual and procedures to include new terminology and key phrases;
8. Ensure that any new competence needs are met and records retained;

Health & Safety Management System

OHSAS 18001:2007 to ISO 45001:2018 Change Summary

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9. Create awareness for all parties that have an impact on the effectiveness of the OH&S management system;
10. Verify the effectiveness of the changes to the management system through internal audits, safety reporting metrics, inspections, etc.;
11. As necessary, liaise with your Certification Body for transition certification arrangements.

ISO 45001:2018 Requirements

ISO 45001:2015 Requirement	OHSAS 18001 Requirement	Type of Change
4.1 Understanding the organization and its context	New	New requirement
4.2 Understanding the needs and expectations of workers and other interested parties	New	New requirement
4.3 Determining the scope of the OH&S management system	1 & 4.1	No significant change
4.4 OH&S management system	4.1	No significant change
5.1 Leadership and commitment	4.4.1, 4.4.3, 4.4.6	Minor change
5.2 OH&S policy	4.2	Minor change
5.3 Organizational roles, responsibilities and authorities	4.4.1	No significant change
5.4 Consultation and participation of workers	4.4.2, 4.4.3, 4.5.1, 4.5.2, 4.5.3	Enhanced clause
6.1.1 Actions to address risks and opportunities - General	4.3.1, 4.3.2 & 4.3.3	No significant change
6.1.2.1 Hazard identification	4.3.1	New requirement
6.1.2.2 Assessment of OH&S risks and other risks to the OH&S management system	New	New requirement
6.1.2.3 Assessment of OH&S opportunities and other opportunities for the OH&S MS	New	New requirement
6.1.3 Determination of legal requirements and other requirements	4.3.2	No significant change
6.1.4 Planning action	4.3.3	New requirement
6.2.1 OH&S objectives	4.3.3	No significant change
6.2.2 Planning to achieve OH&S objectives	4.3.3	No significant change
7.1 Resources	4.4	No significant change
7.2 Competence	4.4.2	Minor change

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OHSAS 18001:2007 to ISO 45001:2018 Change Summary	

ISO 45001:2015 Requirement	OHSAS 18001 Requirement	Type of Change
7.3 Awareness	4.4.2	Minor change
7.4.1 Communication - General	4.4.3	Minor change
7.4.2 Internal communication	4.4.3	Minor change
7.4.3 External communication	4.4.3	Minor change
7.5.1 Documented Information - General	4.4.4 & 4.4.5, 4.5.4	Minor change
7.5.2 Creating and updating	4.4.4 & 4.4.5	Minor change
7.5.3 Control of documented information	4.5.4	Enhanced clause
8.1.1 Operational planning and control - General	4.4.6	Enhanced clause
8.1.2 Eliminating hazards and reducing OH&S risks	New	New requirement
8.1.3 Management of change	New	New requirement
8.1.4.1 Procurement - General	New	New requirement
8.1.4.2 Contractors	New	New requirement
8.1.4.3 Outsourcing	New	New requirement
8.2 Emergency preparedness and response	4.4.7	Enhanced clause
9.1.1 Monitoring, measurement, analysis and evaluation - General	4.5, 4.5.1	Enhanced clause
9.1.2 Evaluation of compliance	4.5.2	Enhanced clause
9.2.1 Internal audit - general	4.5.5	No significant change
9.2.2 Internal audit programme	4.5.5	Enhanced clause
9.3 Management review	4.6	No significant change
10.1 Improvement - General	4.5.3, 4.5.3.1, 4.5.3.2	Minor change
10.2 Incident, non-conformity and corrective action	4.5.3, 4.5.3.1, 4.5.3.2	Enhanced clause
10.3 Continual improvement	4.5.3, 4.5.3.1, 4.5.3.2	Minor change