

OHSAS 18001 to ISO 45001 what you need to know.

Why transition to ISO 45001?

OHSAS 18001 | OH&S



Internal

ISO 45001 | OH&S



Internal



External

Thousands of lives are lost every day due to workplace accidents or fatal diseases tied to work activities. ISO 45001 is a new international standard for occupational health and safety (OH&S). It provides a framework for managing the prevention of death, work-related injury and ill health. ISO 45001 proports to dramatically improve levels of workplace safety.

- ISO 45001, published on March 12, 2018, replaces OHSAS 18001.
- ISO 45001's objective is to move from viewing OH&S as a silo within a company to having it perceived as a regular part of an ongoing business.
- ISO 45001 uses a simpler, yet overarching, [Annex SL structure](#) making it simpler to certify management systems, processes and technologies. It now follows the same structure as other ISO standards.

OHSAS 18001

- Procedure-based
- Focuses only on risk and internal issues
- Idle
- Inconsistent structure

ISO 45001

- ✓ Process-based
- ✓ Considers the overall business environment
- ✓ Progressive and dynamic
- ✓ Structured to integrate with new and revised standards

Key Changes

- ✓ **Organizational context** – introduces and emphasizes clauses to define organizational context.
- ✓ **Consultation and participation of employees** – focuses on employee/other parties needs and employee participation in OH&S.
- ✓ **Risks and opportunities** – requires systematic OH&S processes – to define, take action or eliminate hazards and risks.
- ✓ **Leadership commitment and culture** – necessitating top management to accept accountability for OH&S effectiveness.
- ✓ **Product and service procurement** – requires OH&S practices be used to control the procurement of products and services.
- ✓ **Performance and objectives** – focuses on OH&S performance, objectives and plans for continuous improvement.
- ✓ **Improved OH&S communication** – prescribes specific communication approaches to increase OH&S knowledge/awareness.

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ISO 45001 Benefits

- Improves business performance
- Lower insurance premiums
- Reduces accidents and downtime
- Is proactive about health and safety
- Improves morale

Take-away

- There is a three year transition period from the date of publication (March 12, 2018), after which OHSAS 18001 will be withdrawn.
- If you modify your system for ISO 45001 ahead of time, you will still meet the requirements of OHSAS 18001 and retain your current certification.
- Full details of the standard can be downloaded on the [ISO website](#).

Implementation

- Get a headstart by performing a gap analysis between OHSAS 18001 and ISO 45001. This will save you time with the certification bodies.
- Analyze the elements of your organization's context (e.g. culture, politics, legal, social and technology factors), related to OH&S and identify the internal and external factors that your business could be affected by.
- Establish OH&S scope – define what you would like your management system to achieve:
 - Determine your OH&S policy and objectives.
 - Define a timeline for how you will implement your system.
 - Determine any gaps that need to be addressed in order to implement the standard.
- ISO itself does not issue certifications, so do not claim to be "ISO certified".
- Instead, once a third-party certification company accredits your organization, you can indicate your firm is "ISO 45001:2018 certified".

Certification

- ISO's Committee on Conformity Assessment (CASCO) has produced standards used by certification bodies to help companies certify.
- In choosing a certification body:
 - Evaluate multiple certification bodies and ensure they use the relevant [CASCO Standards](#).
 - Check if they are accredited. This is not compulsory, but will provide confirmation of competence. [Find an accredited body here](#).

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