

ISO 45001:2018

The new international standard for Health and Safety at Work management systems

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From OHSAS18001:2007 to ISO 45001:2018

OHSAS18001:2007

ISO 45001:2018

1. Introduction

The world's much anticipated International Standard for occupational health and safety (OH&S) has been published on March 2018, and is set to transform workplace practices globally.

ISO 45001:2018, Occupational health and safety management systems – Requirements with guidance for use, provides a robust and effective set of processes for improving work safety. Designed to help organizations of all sizes and industries, the new International Standard is expected to reduce workplace injuries and illnesses around the world.



The new OH&S standard is based on the common elements found in all of ISO's management systems standards and uses a simple Plan-Do-Check-Act (PDCA) model, which provides a framework for organizations to plan what they need to put in place in order to minimize the risk of harm. The measures should address concerns that can lead to long-term health issues and absence from work, as well as those that give rise to accidents.

ISO 45001: 2018, "Occupational health and safety management systems – Requirements with guidance for use", is the first International Standard (ISO) for occupational health and safety (OH & S) management systems. It is based on the common elements found in all of ISO's management systems standards and uses a simple Plan-Do-Check-Act (PDCA) model, which provides a framework for organizations to plan what they need to put in place in order to minimize the risk of harm. The measures should address concerns that can lead to long-term health issues and absence from work, as well as those that give rise to accidents.

2. What are the main changes to the standard?

Key changes and extended requirements in ISO 45001 are following :

- **Section 4.1**

Business Context: introduces new clauses for systematic determination and monitoring of the business context relevant to external and internal issues.

- **Section 4.2**

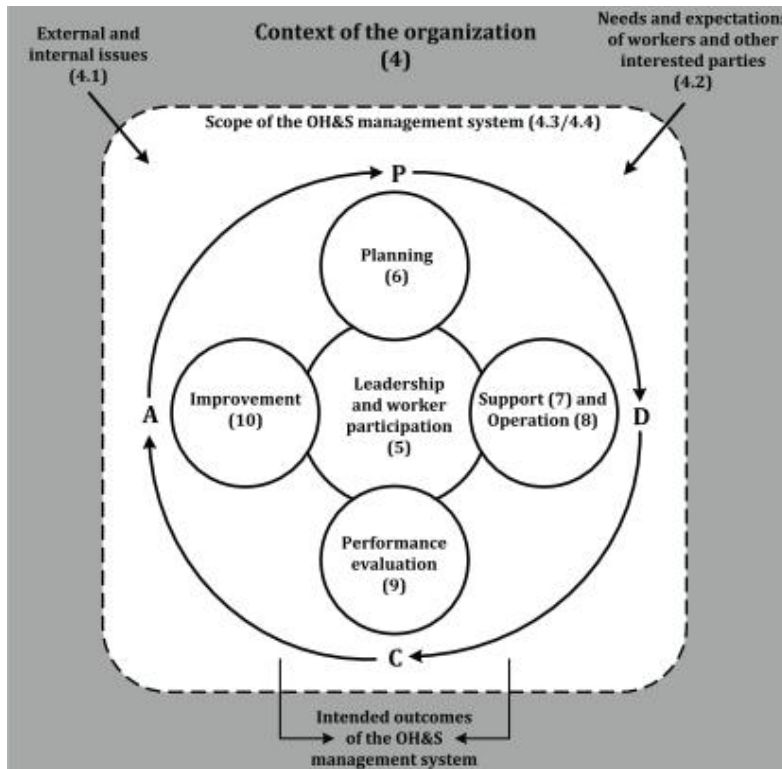
Workers and other interested parties: introduces enhanced focus on needs and expectations for workers and other interested parties and worker involvement. This is introduced in order to systematically identify and understand factors that need to be managed through the management system.

- **Sections 6.1.1, 6.1.2.3, 6.1.4**
Risk and opportunity management: Requirements are focused to determine, evaluation and, where necessary, take action to address any risks or opportunities that may impact the ability of the management system to deliver its intended results, including enhanced health and safety at the workplace.
- **Section 5.1**
Leadership and management commitment: introduces stronger emphasis on top management to actively engage and take accountability for the effectiveness of the management system.
- **Sections 6.2.1,6.2.2, 9.1.1**
Objectives and Performance: introduces strengthened focus on objectives as drivers for improvements and performance evaluation.
- **Section 5.4**
Introduces extended requirements related to participation, consultation and participation of workers
- **Section 7.4**
Introduces extended requirements related to communication including determination of what, when and how to communicate.
- **Section 8.1.4**
Introduces extended requirements related to procurement, including outsourced processes, and contractors

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6.1.1, 6.1.2.3, 6.1.4
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3. Plan – Do – Check –Act approach /



The new standard also foresees implementation of the PLAN-DO-CHECK- ACT methodology

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4. Moving to the ISO 45001:2018

There will be a three-year transition period from the publication date of the ISO 45001:2018.

AVRV's Clients using OHSAS 18001:2007 are recommended to take the following actions:

- i. Obtain a copy of ISO 45001:2018
- ii. Train the involved personnel
- iii. Identify the gaps in the OHSMS which need to be addressed to meet any new requirements.
- iv. Develop an implementation plan.
- v. Ensure that any new competence needs are met and create awareness for all parties that have an impact on the effectiveness of the OHSMS.
- vi. Update the existing OHSMS to meet the new requirements and provide verification of its effectiveness.
- vii. Contact with AVR V applying for audit based on the requirements of the ISO 45001:2018.

AVRV's rules for the migration are as follows:

- I. Receipt of the client application
- II. Review of existing OHSAS 18001:2007 certification status
- III. The AVR V's arrangements for auditing and certification of conformity to the new standard are as follows
 - a. Plan a transition audit. The transition to the new standard may take place during a regular recertification or surveillance audit or may be carried out in any

specific audit for that purpose. In any case, at least one additional day of audit is required, depending on the size of the organism and the risk to health and safety.

- b. Perform the audit
 - c. Evaluate the results of the audit and in case of conformity issue certificate with a three years certification period starting from the date of certification decision
 - d. Where deviations are detected, the relevant non-conformities shall be issued, and the provisions of the point c are followed after the closure of non conformities
- IV. In case that the results of the audit is that the client no conforms to the requirements of the new standard the client can be audited for the ongoing conformity to OHSAS 18001:2007 and in case of verification of conformity the certification will be expired on the date OHSAS 18001:2007 withdrawn
- V. In case of clients that received audits based on the ISO DIS 45001 relevant reduction of audit time may calculate due to the "Prior knowledge of the client organisation's management system".
- VI. In case of clients that have failed to complete the migration by three years after the publication of ISO 45001:2018 :
- a. If the client is in progress of close out of non conformities the certification can be restored in the period of six months after the transition audit with a special visit of at least half manday depending on the type of non-compliance
 - b. If the transition process no started or there is a delay of close out o non conformities the client will be treated as a new client with an initial audit.

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	AVRV			OHSAS 18001: 2007	
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V.				ISO DIS 45001, μ	
VI.					ISO 45001: 2018:



