ISO 45001:2018

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MAIN CHANGES BETWEEN
ISO 45001 & OHSAS 18001

The purpose of an OH&S management system is to provide a framework for managing OH&S risks. The intended outcomes of the OH&S management system are to prevent work-related injury and ill health to workers and to provide safe and healthy workplaces; consequently, it is critically important for the organization to eliminate hazards and minimize OH&S risks by taking effective preventive and protective measures.

When these measures are applied by the organization through its OH&S management system, they improve its OH&S performance. An OH&S management system can be more effective and efficient when taking early action to address opportunities for improvement of OH&S performance.

ISO 45001:2018 is based on Annex SL – the new ISO high level structure (HLS) that brings a common framework to all management systems. This helps to keep consistency, align diff erent management system standards, off er matching sub-clauses against the top level structure and apply common language across all standards.

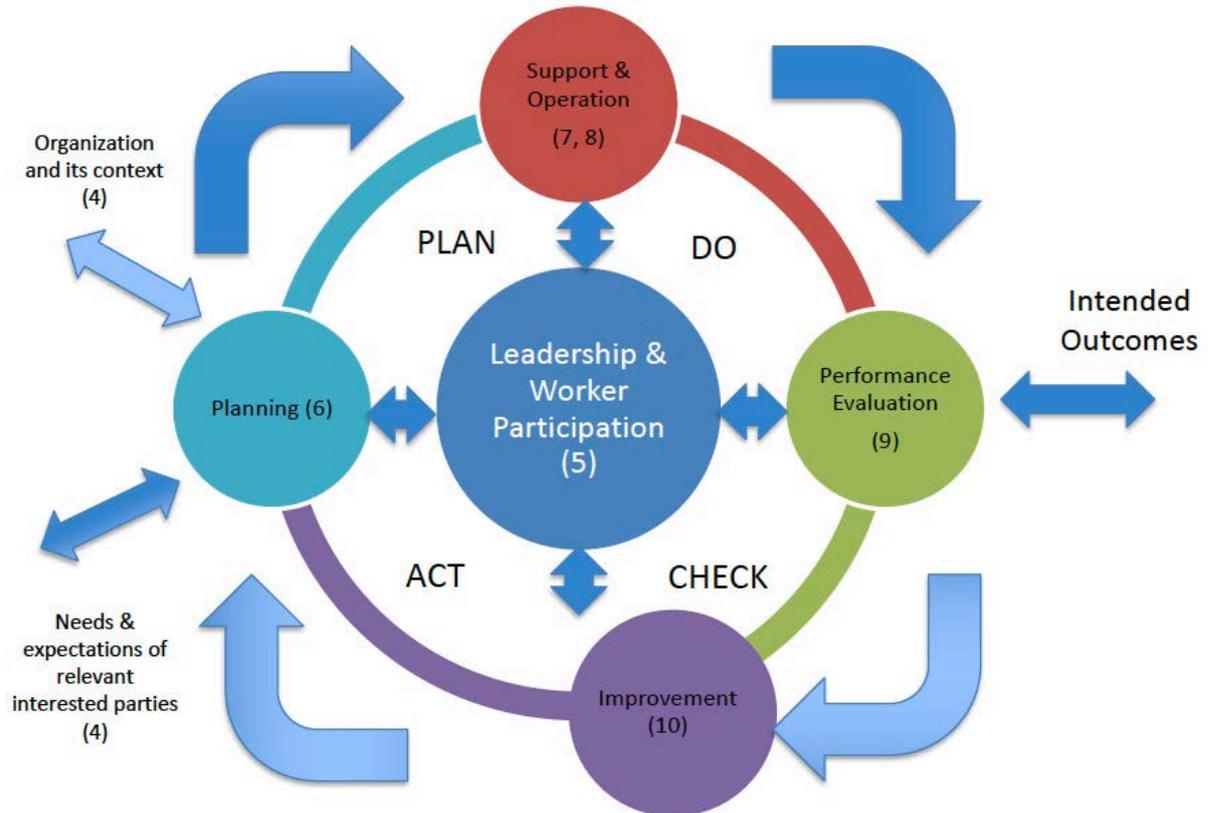| ISO 45001:2018	OHSAS 18001	Guidelines
0.1 Background 0.2 Aim of a health and safety management system 0.3 Success factors 0.4 Plan, Do, Check and Act approach 0.5 Contents of this International Standard	0.1 Introduction	The new version explains in more detail the societal expectation for sustainable development, transparency, and accountability. The clause explains the purpose of the standard and emphasizes a systematic approach to the safety and health management system. The clause underlines commitment from all levels of the organization as being crucial for a successful management system. The PDCA cycle was part of the old version, and now is even more emphasized through a separate clause.

ISO 45001:2018	OHSAS 18001	Guidelines
1. Scope	1. Scope	These clauses are almost the same for both versions of the standard.
2. Normative References	2. Reference publications	These clauses are almost the same for both versions of the standard.
3. Terms and Definition	3. Terms and Definition	
4.1 Understanding the organization and its context 4.2 Understanding the needs and expectations of workers and other interested parties	4. OH&S management system requirements	Provides a greater understanding of the important issues that can affect, positively or negatively the way it manages its OH&S responsibilities. Much more detail about considering their needs and expectations, then deciding whether these need to be addressed within the system
4.3 Determining the scope of the OH&S management system 4.4 OH&S management system	4.1 General requirements	The scope shall be available as documented information. ISO 45001 states that the boundaries and applicability of the OH&S MS must be determined to establish the scope. The OHSAS 18001 standard only required that the scope be established. While with OHSAS 18001 often only the activities were listed, it is important to also indicate other relevant 'boundaries' to make clear what is and is not covered by the certificate. Examples include physical boundaries, legal boundaries, or Chamber of Commerce data. ISO 45001 states that all operations, products and services that the organization can control or influence, and that influence its OH&S performance, must be included. Outsourced processes are now considered processes that the organization can control. The organization will have to establish how much influence it has in its scope.

5 Leadership and worker participation	4.1 General requirements	
5.1 Leadership and commitment In the ISO 45001, top management is responsible for ensuring compatibility between the organization's OH&S policy and its strategy. This means, on the one hand, that principles from the organization's strategy that are relevant for its OH&S policy can also be found in the OH&S policy, and conversely, that significant risks and opportunities from the OH&S policy can also be found in its strategy. A total integration is of course also possible.		Requirements specific to top management with regards to demonstrating leadership, commitment and promoting a positive occupational health and safety culture ISO 45001 makes top management's involvement in the OH&S management system explicit in thirteen points. The first of these is that top management must also 'take accountability' for the health and safety of employees. Under OHSAS 18001 it was possible for a company's top management to be uninvolved or hardly at all involved, only signing the management statement. ISO 45001 requires top management to take an active and proactive role, for example taking initiatives to improve OH&S performance and/or the OH&S MS. Top management will now have to be aware of the significant risks and opportunities, the expectations of interested parties and the organization's compliance status. The concept of 'culture' is new in ISO 45001. Culture must also be included in hazard identification (6.1.2). Explicit attention must be paid to culture in the interpretation of continual improvement (10.3).
5.2 OH&S policy	4.2 OH&S policy	Enhanced requirements with regard to worker involvement and consultation in relation to the establishment and implementation of the OH&S management system.
5.3 Organizational roles, responsibilities accountabilities and authorities	4.4.1 Resources, roles, responsibility, accountability and authority	Top management shall ensure that the responsibilities and authorities for relevant roles within the OH&S management system are assigned and communicated at all levels within the organization and maintained as documented information. Workers at each level of the organization shall assumeresponsibility for those aspects of OH&S management system over which they have control.
5.4 Consultation and participation of workers	4.4.3 Communication, participation and consultation	The organization shall establish, implement and maintain a process(es) for consultation and participation of workers at all applicable levels and functions, and where they exist, workers' representatives in the development, planning, implementation, performance evaluation and actions for improvement of the OH&S management system.

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6 Planning	**4.3 Planning**	
6.1 Actions to address risks and opportunities		There is a new requirement to determine the risks and opportunities of the organization, which consist of: - OH&S risks and compliance obligations (which also must be determined on the basis of OHSAS 18001). Not all significant OH&S risks or compliance obligations are necessarily risks or opportunities. This means that it must be made clear which of the significant OH&S risks is/ are a risk or opportunity for the organization. This is an extra step, which can be done using a risk analysis (or an additional one); - The more strategic risks and opportunities arising from the context of the organization (4.1 and 4.2). The various risks and opportunities (arising from the OH&S risks and opportunities; compliance obligations and context analysis) are important for planning to take action (6.1.4), formulating objectives (6.2.1) and finally, determining opportunities for continual improvement during the management review (9.3).
6.1.1 General Addressing risks and opportunities related to: - functioning of the OH&S management system.		The consequences (risks) of the failure to function of the OH&S MS and the opportunities offered by a well-functioning OH&S MS must also be considered.
6.1.2 Hazard identification and assessment of risks and opportunities.	4.3.1 Hazard identification, risk assessment and determining controls	Includes risks and opportunities relating to the management system as well as OH&S risks & OH&S opportunities.
6.1.3 Determination of applicable legal requirements and other requirements	4.3.2 Legal and other requirements	The organization shall maintain and retain documented information on its legal requirements and other requirements and shall ensure that it is updated to reflect any changes.
6.1.4 Planning action		
6.2 OH&S objectives and planning to achieve them 6.2.1 OH&S objectives 6.2.2 Planning to achieve OH&S objectives	4.3.3 Objectives and programme(s)	The organization shall maintain and retain documented information on the OH&S objectives and plans to achieve them.

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7 Support		
7.1 Resources	4.4.1 Resources, roles, responsibility, accountability and authority	The organization shall determine and provide the resources needed for the establishment, implementation, maintenance and continual improvement of the OH&S management system.
7.2 Competence 7.3 Awareness	4.4.2 Competence, training and awareness	Applicable actions can include, for example, the provision of training to, the mentoring of, or the re-assignment of currently employed persons, or the hiring or contracting of competent persons.
7.4 Communication	4.4.3 Communication, participation and consultation 4.4.3.1 Communication	The organization shall ensure that the views of external interested parties are considered in establishing its communication process(es).
7.5 Documented information. 7.5.1 General 7.5.2 Creating and updating 7.5.3 Control of documented information	4.4.4 Documentation 4.4.5 Control of documents 4.5.4 Control	Replaces documents and records Documented information of external origin determined by the organization to be necessary for the planning and operation of the OH&S management system shall be identified, as appropriate, and controlled.

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ISO 45001:2018	OHSAS 18001	Guidelines
8 Operation	**4.4 Implementation and operation**	
8.1 Operational planning and control 8.1.1 General	4.4 Implementation and operation 4.4.6 Operational control	More detailed requirements in relation to multi-employer workplaces, hierarchy of controls, management of change, outsourcing, procurement and contractors.
8.1.2 Eliminating hazards and reducing OH&S risks 8.1.3 Management of change 8.1.4 Outsourcing 8.1.5 Procurement 8.1.6 Contractors	4.3.1 Hazard identification, risk assessment and determining control 4.4.6 Operational control	The organization shall plan, implement, control and maintain the processes needed to meet requirements of the OH&S management system, and to implement the actions determined in Clause 6
8.2 Emergency preparedness and response	4.4.7 Emergency preparedness and response	The organization shall maintain and retain documented information on the process(es) and on the plans for responding to potential emergency situations.
9 Performance evaluation		
- "%A cb]hcf]b[ža YUgi fYa Ybhž̌UbU'ng]g' UbX`dYfŽcfa UbW'̌Yj U'̌i Uh]cb 9.1.1 General	4.5.1 Performance measurement and monitoring	Measurement of OH&S operations that can have an impact on legal requirements, operational controls, OH&S risks, opportunities & performance and progress towards objectives
9.1.2 Evaluation of compliance	4.5.2 Evaluation of compliance	More detailed process requirements including maintaining knowledge and understanding of its status of compliance
9.2 Internal audit 9.2.1 ;YbYfU` 9.2.2 Internal audit dfc[fUa a Y	4.5.5 Internal audit	For more information on auditing and the competence of auditors, see ISO 19011
9.3 Management review	4.6 Management review	More detailed requirements relating to inputs and outputs of the review
10 Improvement		
%$"%;YbYfU` 10.& Incident, nonconformity and corrective action	4.5.3 Incident investigation, nonconformity, corrective action and preventive action 4.5.3.1 Incident investigation 4.5.3.2 Nonconformity, corrective action and preventive action	More detailed process requirements and preventive action now replaced by risk approach
10.' Continual improvement	4.1 General requirements 4.2 OH&S policy 4.6 Management review	Top management shall communicate the relevant outputs of management reviews to workers, and, where they exist, workers' representatives (see 7.4).

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MANAGEMENT SYSTEMS SOLUTIONS