

# ISO 45001 for Occupational Health & Safety

ACCREDIA Training – Milan

25-26 June 2018

Leonardo OMODEO ZORINI – IIOC TC Chair

Marco CERRI (ACCREDIA)

Based on ISO 45001:2018



## Leonardo Omodeo Zorini

### Country Chair Italy and Malta – Representative International Bodies

- Master in Engineering, since 36 years working for DNV GL where he has acquired several competences in Inspection, Testing, Certification and Accreditation reaching technical recognition in accordance with several sectorial standards and regulations. He has been appointed in several roles and responsibilities either in technical functions and managerial functions for DNV GL. He has been part of the Group DNV GL Board and Council and he has held and actually holds roles as Managing Director and Board Member in several Italian Legal Entities part of the DNV GL Group. He is Country Chair for Italy and Malta. He is the IIOC TC Chair for IIOC ([www.iioc.org](http://www.iioc.org)). He is the DNV GL Representative since 2006 in international organizations such as IAF, EA CC, ISO, ISO CASCO and ISO CASCO CPC and he is actively participating in WG's and TF's which are established in these organizations to develop accreditation std.s, certification std.s and ISO and ISO/CASCO std.s. Since 2013 he has been an active member of the ISO/PC 283 Committee for the ISO 45001 development.



# Introduction to IIOC



INDEPENDENT  
INTERNATIONAL  
ORGANISATION  
*for*  
CERTIFICATION

**ABS** Quality Evaluations  
AN ABS GROUP COMPANY



DNV-GL



BUREAU  
VERITAS

**bsi.**



Lloyd's Register  
LRQA

 **DEKRA**



**SAI GLOBAL**



**SGS**

**intertek**

# IIOC

- 1/2 million+ certificates against ISO standards
- 32% of global certificates (38% ex. China)
- 300,000+ employees

# Aims

- To create a strong, credible representative network who genuinely represent the certification industry
- To draw the worlds of standardization, certification and accreditation closer together to the benefit of the business community
- To raise awareness of the benefits of accredited certification and other assurance services

**Let's start!**



# What will you learn at the end of this course?

---

- Reasons behind the development of the new ISO 45001 standard for Occupational Health and Safety at Work
- Overview of the requirements of the new ISO 45001:2018 as compared to OHSAS 18001:2007
- What will the new ISO 45001 mean for current users of OHSAS 18001?



**OHSAS 18001:2007**  
This is what we use today!

# Some definitions

## From OHSAS:

### “ Occupational health & safety:

Conditions and factors that affect, or could affect, the health and safety of employees and other workers (including temporary workers and contractor personnel), visitors, or any other person in the **workplace**.

*(OHSAS 18001:2007, 3.12)*



# Some definitions

## To ISO 45001:

**“ Occupational health and safety management system:**  
Management system or part of a management system used to achieve the OH&S policy.

**Note 1 to entry:** *the intended outcomes of the OH&S management system are to prevent injury and ill health to workers and to provide safe and healthy workplace (s).*

**Note 2 to entry:** *The terms "occupational health and safety" (OH&S) and "occupational safety and health" (OSH) have the same meaning*

*(ISO 45001, 3.11)*



## Some definitions

From OHSAS:

“ **Incident:** an event that **could or does result** in unintended harm or damage. (OHSAS 18001, 3.9)

“ **Accident:** an event which **has given rise** to injury, ill health or fatality. (OHSAS 18001, 3.9, Note 1)

## Some definitions

---

### To ISO 45001:

**“ Incident:** occurrence arising out of, or in the course of, work that could or does result in injury and ill health.

*(ISO 45001, 3.35)*

Notes to entry make the difference between an incident resulting in injury or ill-health, sometimes called accident, and potential work events as near-miss, near hit or close-calls.

# Some definitions

---

## From OHSAS:

“ **Hazard:** source, situation or act with a potential for harm in terms of human injury or ill health, or a combination of these.

*(OHSAS 18001:2007, 3.6)*



## Some definitions

---

To ISO 45001:

“ **Hazard:** source with a potential to cause injury or ill health

*(ISO 45001, 3.19)*

...hazards can include sources with potential to cause harm or hazardous situations, or **circumstances with the potential for exposure** leading to injury and ill-health  
(note 1 to entry)



# Some definitions

## From OHSAS:

“**Risk:** combination of the likelihood of an occurrence of a hazardous event and the severity of injury or ill health

(OHSAS 18001, 3.21)



$$\text{RISK} = \text{Probability} \times \text{Severity}$$

(occurrence) (consequence)



# Some definitions

---

To ISO 45001:

“**Risk:** effect of uncertainty

*(ISO 45001, 3.20 - See also notes to entry)*



“**OH&S risk:** combination of the **likelihood of occurrence** of a work-related hazardous event or exposure(s) and the severity of injury and ill health that can be caused by the event or exposure(s)

*(ISO 45001, 3.21)*

# Some definitions

To ISO 45001:

“**Risk:** effect of uncertainty”

*(ISO 45001, 3.20 - See also notes to entry)*

*deviation from  
the expected –  
**positive or  
negative***

state, even partial, of  
**deficiency of  
information** related  
to, understanding or  
knowledge of, an  
event, its  
consequence, or  
likelihood

# Some definitions

---

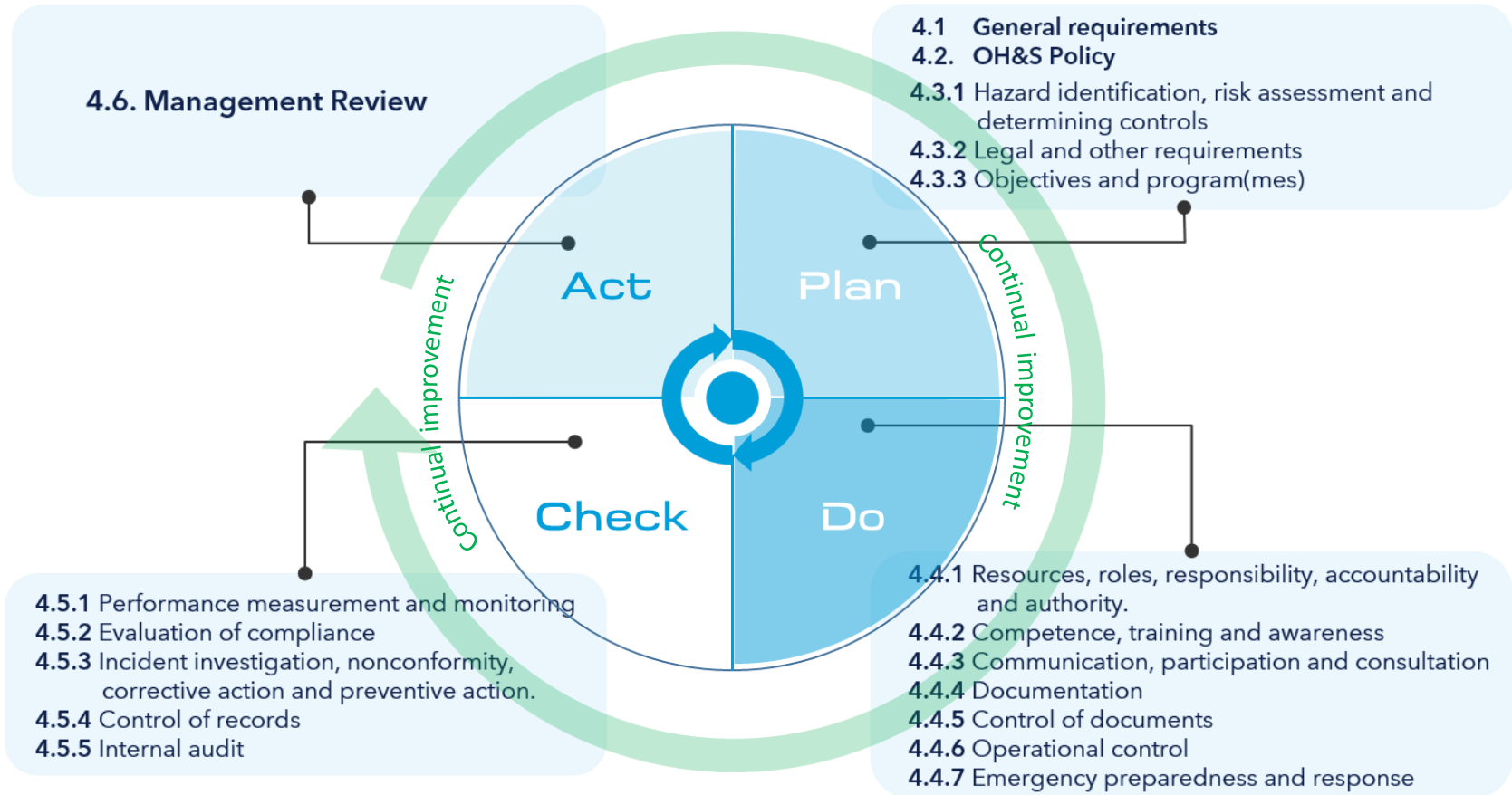
## To ISO 45001:

“**Risk:** effect of uncertainty”

*(ISO 45001, 3.20 - See also notes to entry)*

This constitutes one of the common terms and core definitions for ISO management system standards given in Annex SL (...) (note 6 to entry)

# OHSAS 18001:2007 | PDCA cycle + requirements

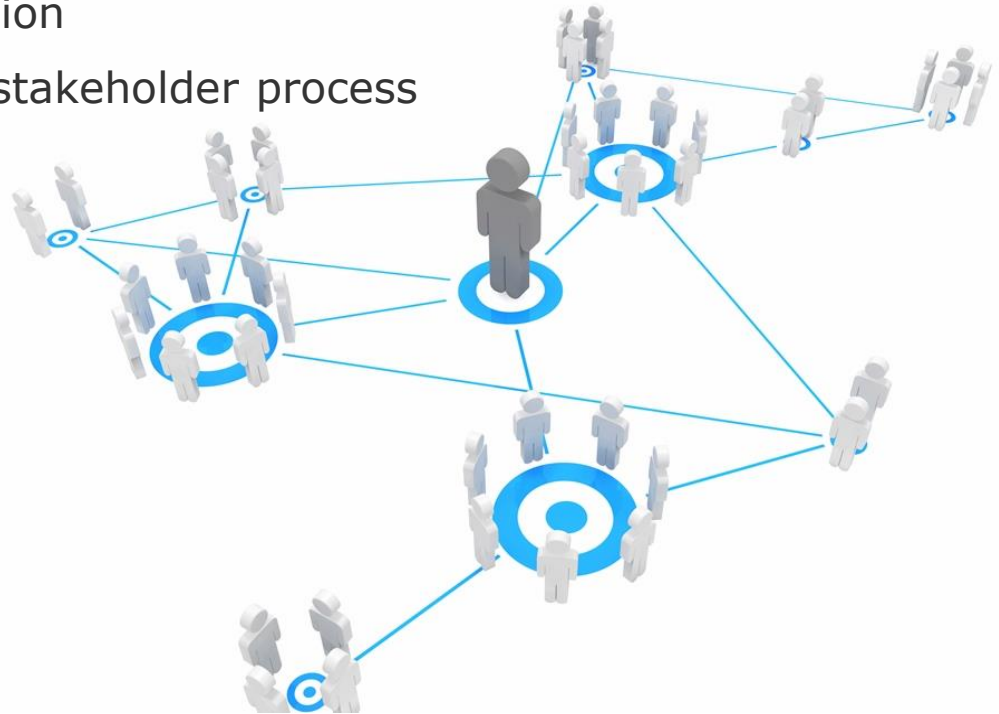


# The development of ISO 45001

# Key principles in ISO standard development

## ISO standards

- respond to a need in the market
- are based on global expert opinion
- are developed through a multi-stakeholder process
- are based on a **consensus**



## High Level Structure (HLS) – In brief

ISO decided in 2012 that all Management System standards shall use a common framework containing:

- Unified High Level Structure
- Common Text and Terminology

Individual management systems standard will add additional “discipline-specific” requirements as required

Applicable for new standards and upcoming revisions of existing standards

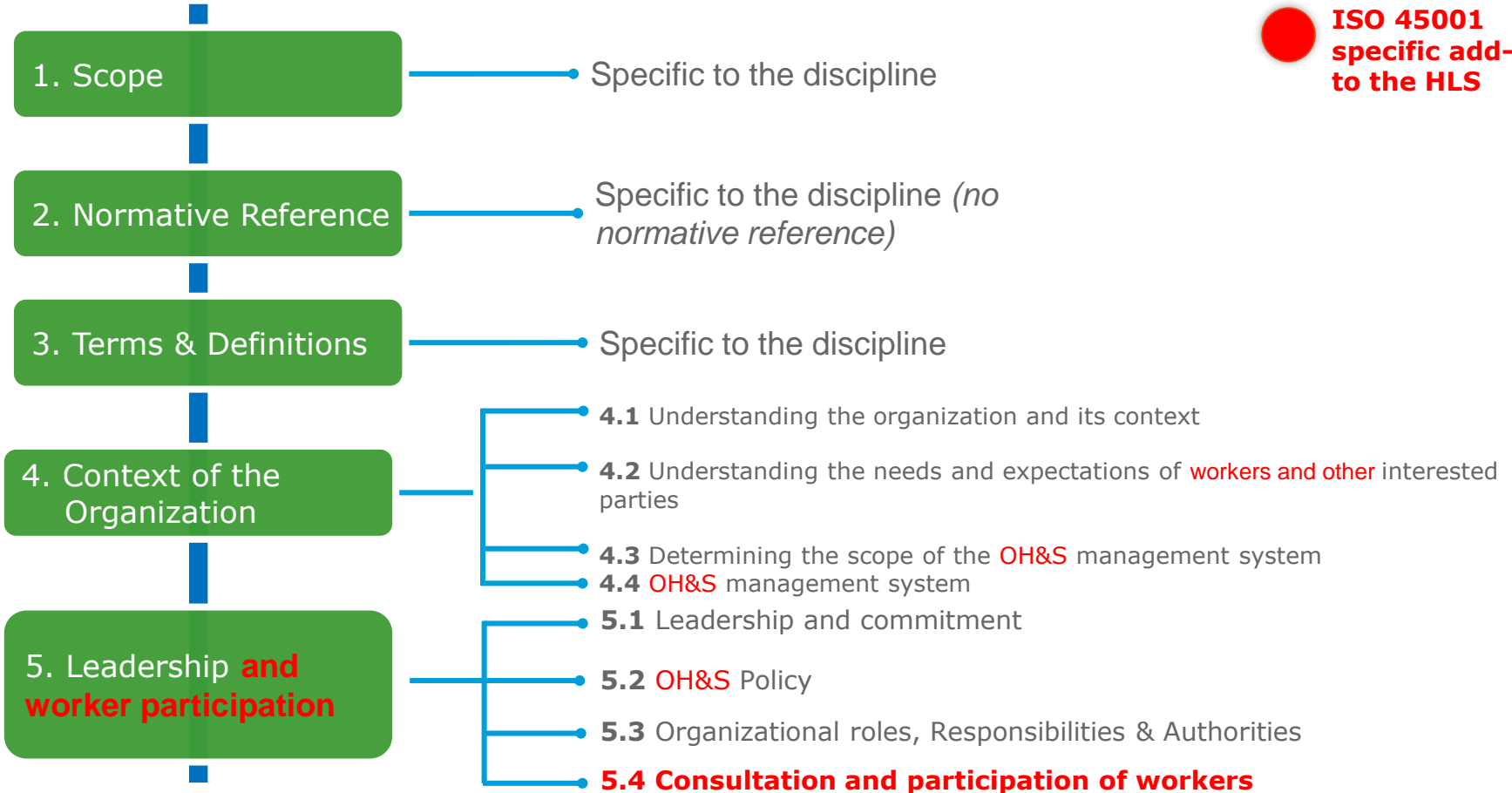


**ISO 45001 will replace OHSAS 18001 and adapt to the HLS**



# ISO 45001 & HLS: 10 clause structure

**ISO 45001  
specific add-ons  
to the HLS**



# ISO 45001 & HLS: 10 clause structure



**ISO 45001  
specific add-ons  
to the HLS**

## 6. Planning

### 6.1 Actions to address risks and opportunities

#### 6.1.1 General

#### 6.1.2 Hazard identification and assessment of risks and opportunities

##### 6.1.2.1 Hazard identification

##### 6.1.2.2 Assessment of OH&S risks and other risks to the OH&S management system

##### 6.1.2.3 Assessment of OH&S opportunities and other opportunities to the OH&S System

#### 6.1.3 Determination of legal and other requirements

#### 6.1.4 Planning action

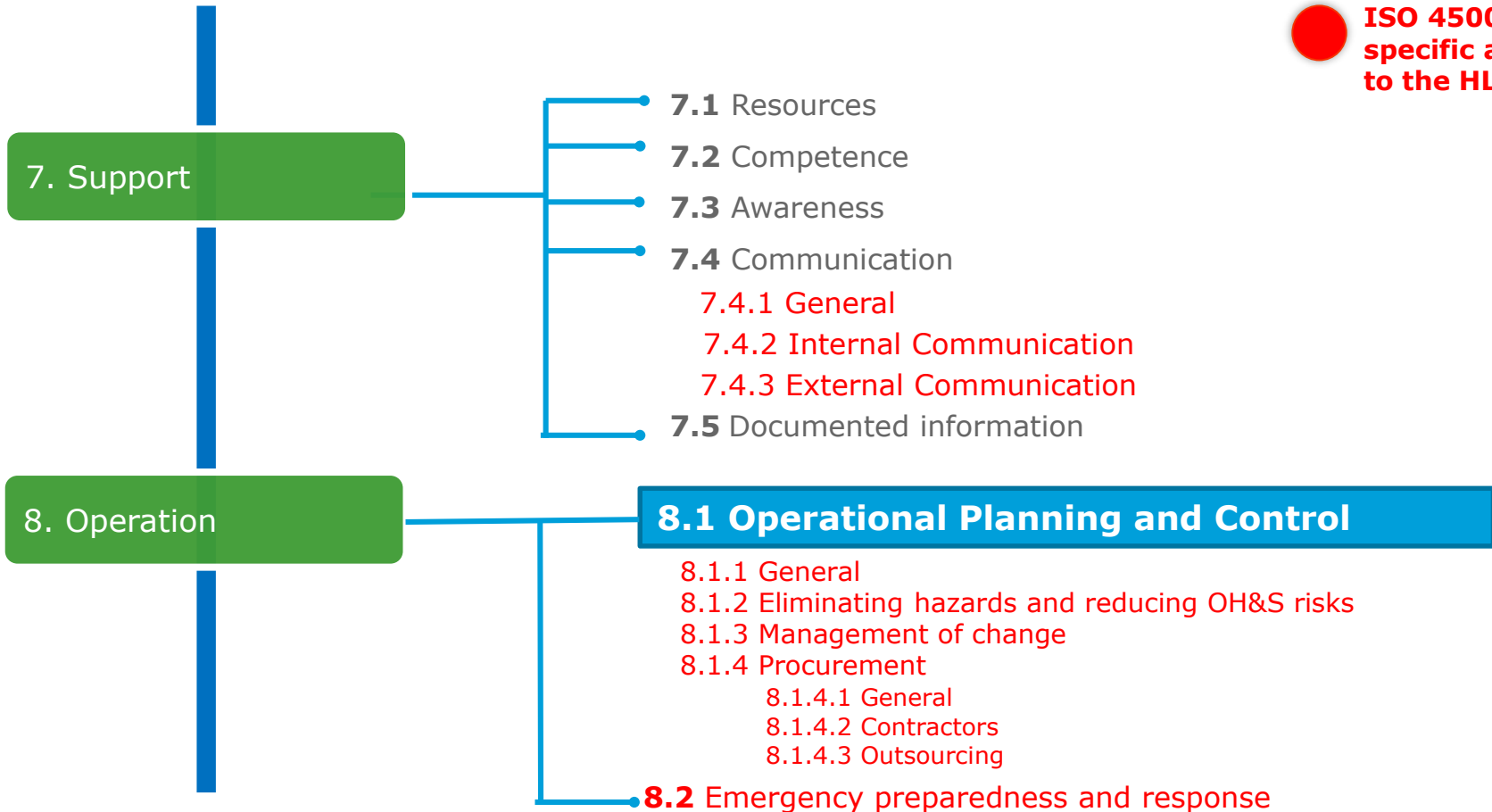
### 6.2 **OH&S** objectives and planning to achieve them

#### 6.2.1 OH&S objectives

#### 6.2.2 Planning to achieve OH&S objectives

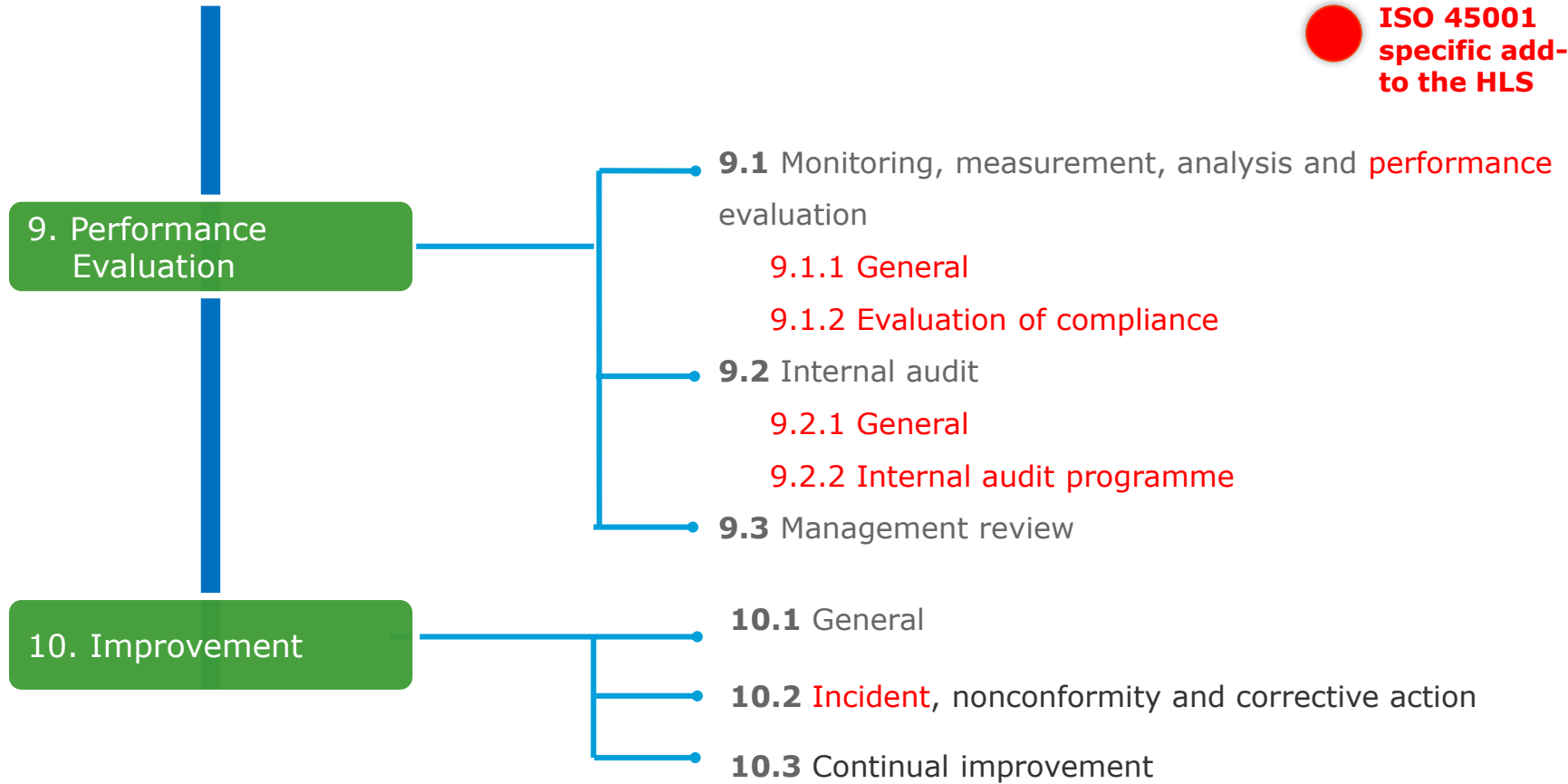
# ISO 45001 & HLS: 10 clause structure

**ISO 45001**  
specific add-ons  
to the HLS



# ISO 45001 & HLS: 10 clause structure

**ISO 45001**  
specific add-ons  
to the HLS



# ISO 45001 – Schedule

Document release	ISO 45001
CD1 (Committee Draft)	Jul 2014
CD2 (Committee Draft)	Mar 2015
DIS (Draft International Standard)	Feb 2016
DIS 2 (Draft International Standard)	May 2017
FDIS (Final Draft International Standard) + Approval Stage	Nov 2017
<b>Publication</b>	<b>12<sup>th</sup> March 2018</b>

**OHSAS 18001 will be withdrawn 3 years after the publication of ISO 45001**

# Migration to ISO 45001

# Why do we need an international OH&S standard?

- Over 7700 people die each day from work-related accidents or diseases - that's nearly 2.78 million every year.
- Every 15 seconds, a worker dies from a work-related accident or disease, and 153 people experience a work-related injury. These represent an enormous burden for organizations and society as a whole, costing over 2.78 million deaths a year, not to mention the more than 374 million non-fatal accidents.
- The burden of occupational injuries and diseases is significant, both for employers and the wider economy, resulting in losses from early retirements, staff absence and rising insurance premiums (3.94% global GDP or 2.99 trillion USD indirect and direct costs – failing to invest in safety and health is nearly equal to the combined GDP of the 130 poorest countries in the world)

source: [www.iso.org](http://www.iso.org)

# The aim of ISO 45001

- ISO 45001 sets the requirements to provide a safe and healthy workplace(s), by:
  - **Preventing** work-related injury and ill-health, as well as
  - **Proactively improving** the OH&S performance
  
- To prevent ill-health and injuries it is important to recognize that causes can be through:
  - immediate impacts (e.g. accidents or epidemics), or
  - longer term impacts (such as repeated exposure to radiation or carcinogenic chemicals, or to a constantly stressful working environment)
  
- The standard is intended to be applicable to any organization regardless of size, type, and activity





# The aim of ISO 45001

HOW TO PREVENT?

Causes related  
immediate impacts  
or longer term  
impacts

WHAT TO PREVENT?

Prevention of  
injuries and  
Prevention of ill-  
health

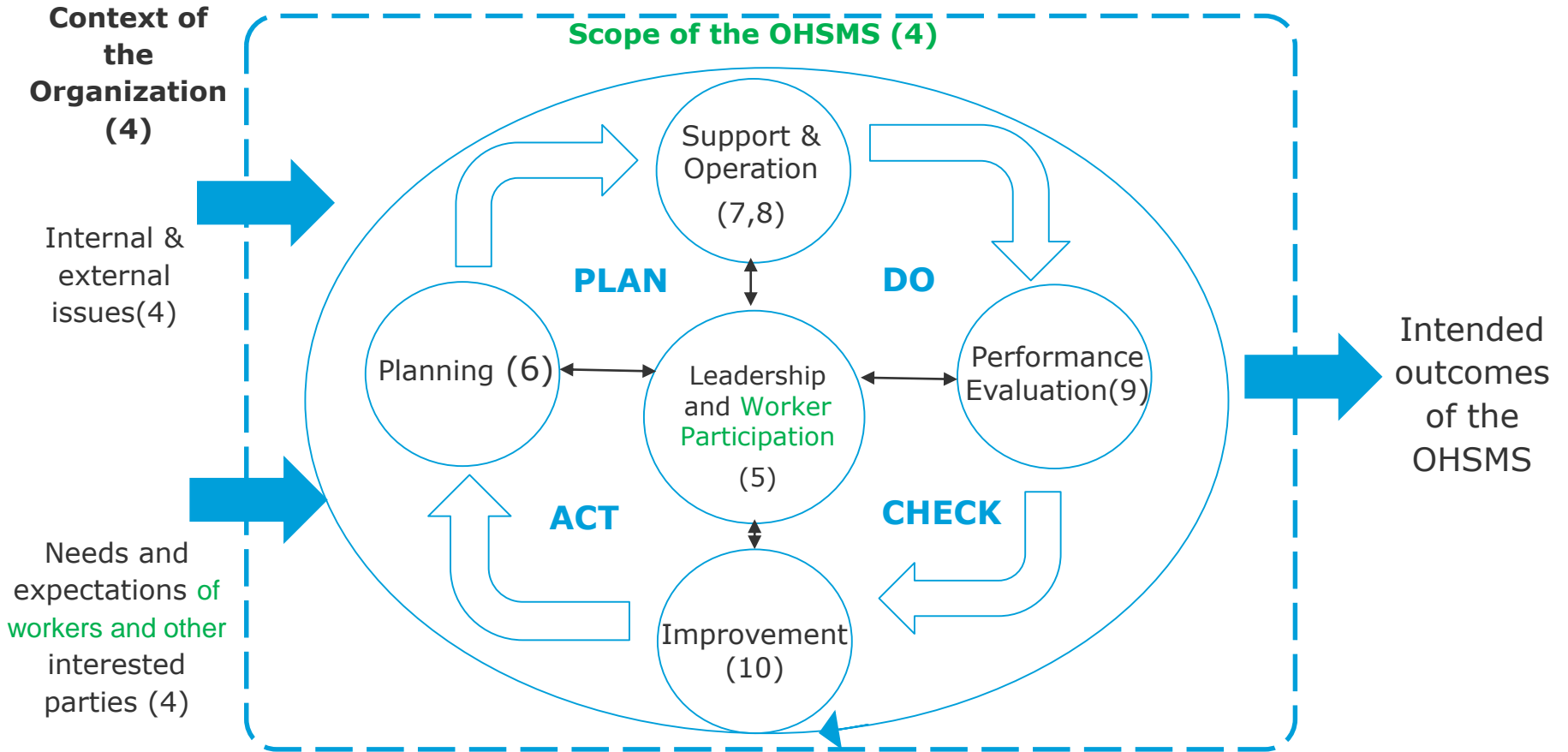
EXPECTED RESULT?

Provide  
Safe & Healthy  
working conditions

# Comparing ISO 45001 and OHSAS

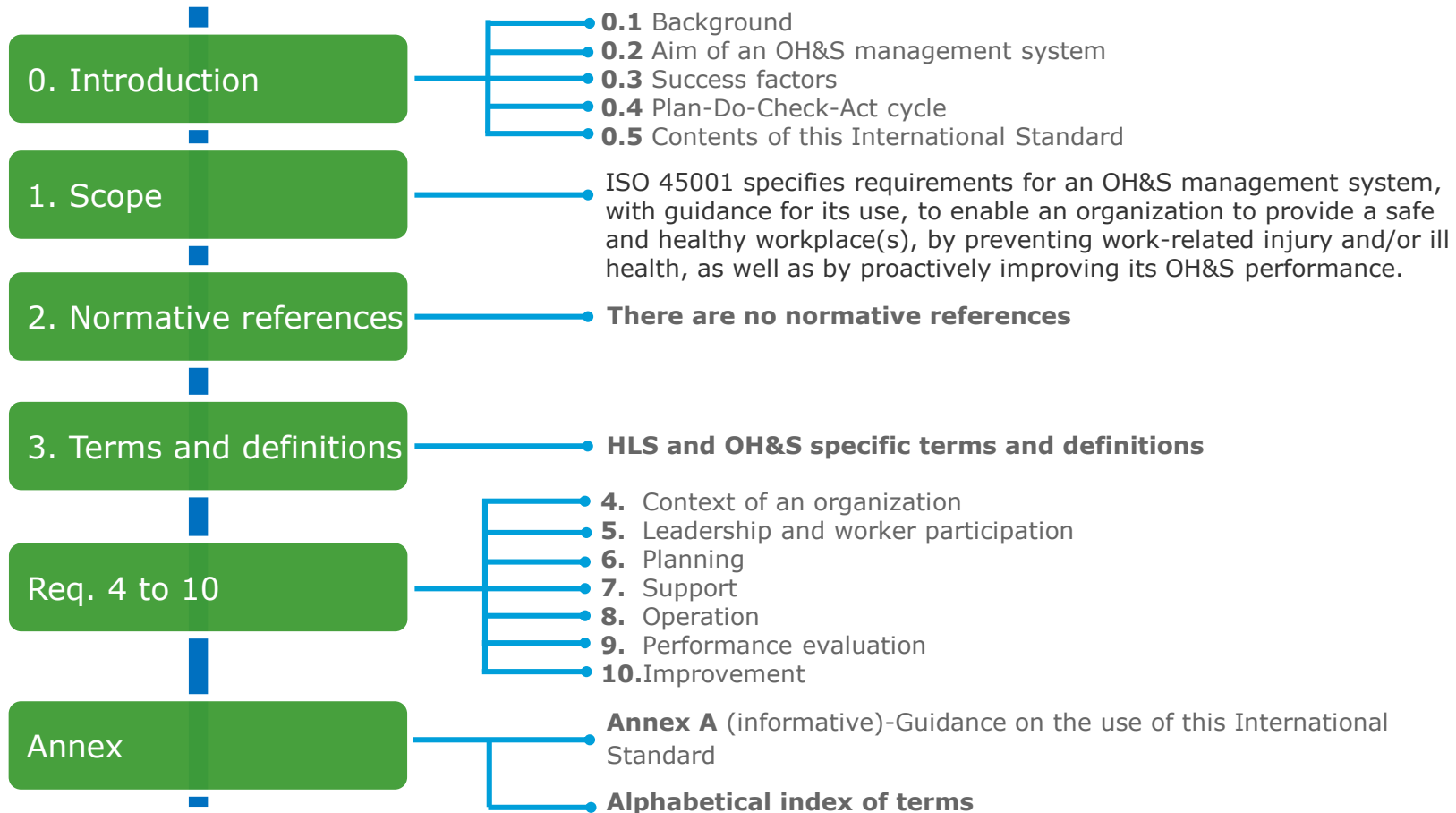
## Overview of clauses and key changes

# ISO 45001 & the PDCA Cycle



Extracted from ISO/TC 207/SC1



# ISO 45001 structure



# Overview | ISO 45001 vs OHSAS 18001



## ISO 45001:2018 – What is new?

Context of the organization	4
Understanding the organization and its context	4.1
Understanding the needs and expectations of workers and other interested parties	4.2
Determining the scope of the OH&S management system	4.3
OH&S management system	4.4
Leadership and worker participation	5
Leadership and worker participation	5.1
OH&S Policy	5.2
Organizational roles, responsibilities, accountabilities and authorities	5.3
Consultation and participation of workers	5.4
Planning	6
Actions to address risks and opportunities	6.1
General	6.1.1
Hazard identification and assessment of risk and opportunities	6.1.2
Hazard identification	6.1.2.1
Assessment of OH&S risks and other risks to the OH&S management system	6.1.2.2

-  New clause/ content
-  Not new, but substantially changed



# Overview | ISO 45001 vs OHSAS 18001

Assessment of OH&S opportunities and other opportunities to the OH&S MS	6.1.2.3
Determination of legal and other requirements	6.1.3
Planning action	6.1.4
OH&S objectives and planning to achieve them	6.2
OH&S objectives	6.2.1
Planning to achieve OH&S objectives	6.2.2
Support	7
Resources	7.1
Competence	7.2
Awareness	7.3
Communication	7.4
General	7.4.1
Internal Communication	7.4.2
External Communication	7.4.3
Documented information	7.5
General	7.5.1
Creating and updating	7.5.2
Control of documented Information	7.5.3

-  New clause/ content
-  Not new, but substantially changed

# Overview | ISO 45001 vs OHSAS 18001

Operation	8
Operational planning and control	8.1
General	8.1.1
Eliminating hazards and reducing OH&S risks.	8.1.2
Management of change	8.1.3
Procurement	8.1.4
General	8.1.4.1
Contractors	8.1.4.2
Outsourcing	8.1.4.3
Emergency preparedness and response	8.2
Performance evaluation	9
Monitoring, measurement, analysis and performance evaluation	9.1
General	9.1.1
Evaluation of compliance	9.1.2
Internal Audit	9.2
General	9.2.1
Internal audit programme	9.2.2
Management review	9.3

-  New clause/ content
-  Not new, but substantially changed

# Overview | ISO 45001 vs OHSAS 18001

---

Improvement	10
General	10.1
Incident, nonconformity and corrective action	10.2
Continual improvement	10.3



# **From OHSAS 18001 to ISO 45001**

## **A closer look**

# 4. Context of the organization

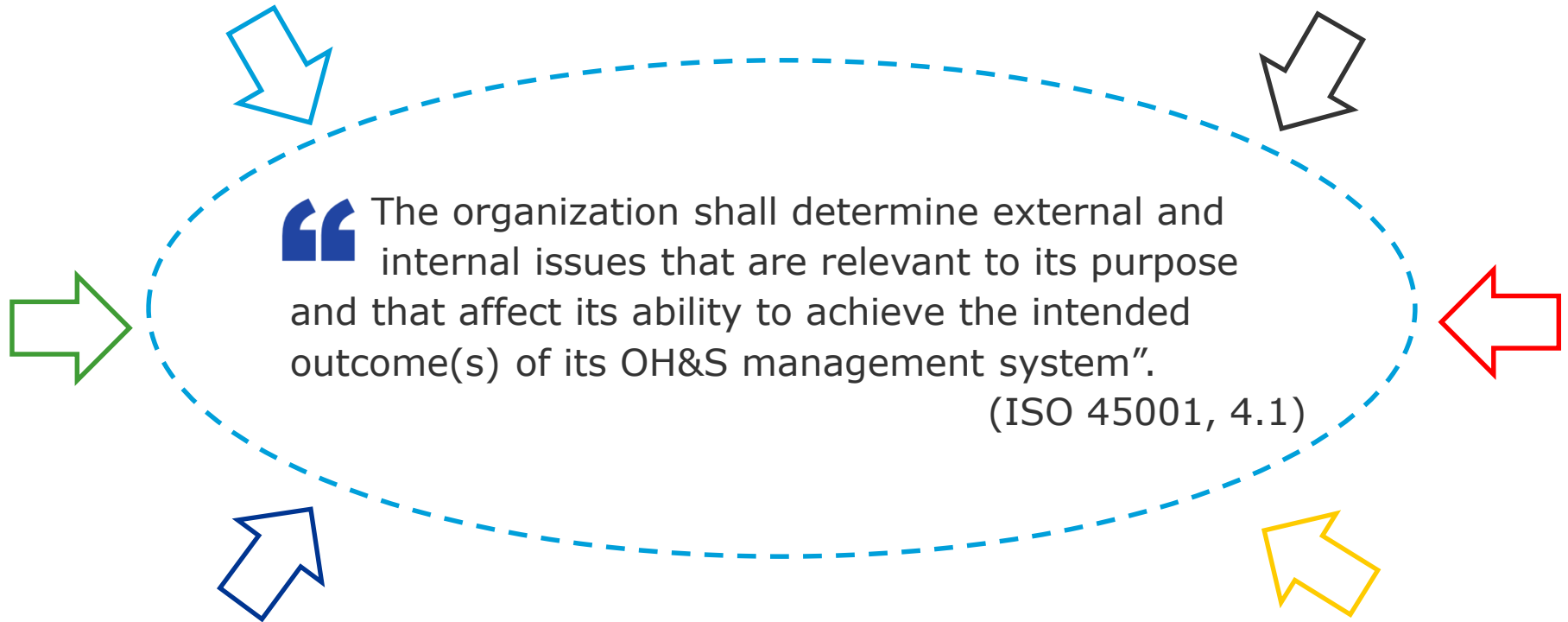
4

## Context of the organization

- 4.1 Understanding the organisation and its context
- 4.2 Understanding the needs and expectations of workers and other interested parties
- 4.3 Determining the scope of the OH&S management system
- 4.4 Occupational Health & Safety Management system



## 4.1 Understanding the organization and its context



# Internal and external context of the organization - Examples



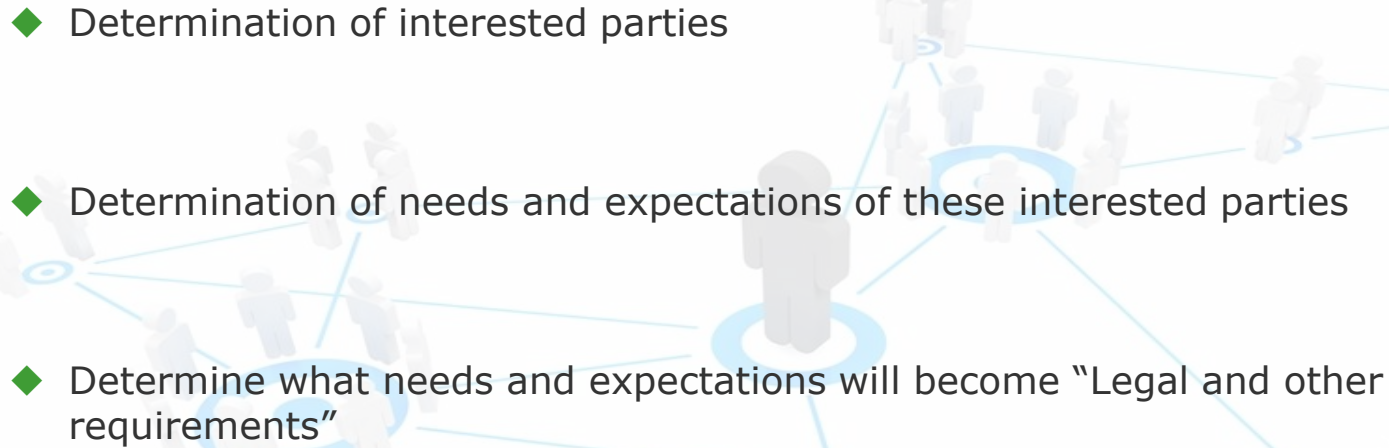
## EXTERNAL

- Social and cultural, legal, regulatory
- Financial, technological, economic, natural and competitive environment
- Key drivers and trends which can have an impact on the objectives
- Relationships with, and perceptions, values and expectations of stakeholders.

## INTERNAL

- Governability, structure, functions, etc.
- Information and systems (IT)
- Relationships with, and perceptions and values of workers;
- Culture of the organization
- Working time arrangements
- Working conditions

## 4.2 Understanding the needs and expectations of workers and other interested parties.

- 
- ◆ Determination of interested parties
  - ◆ Determination of needs and expectations of these interested parties
  - ◆ Determine what needs and expectations will become “Legal and other requirements”

# 5. Leadership and Worker Participation

5

## Leadership and **Worker Participation**

**5.1** Leadership and commitment

**5.2** OH&S Policy

**5.3** Organizational roles, responsibilities, and authorities

**5.4** Consultation and participation of workers

# Leadership and commitment

To summarize:

- Top management is responsible for the effective implementation of the OHSMS, including and consulting workers.
- There must be a clear link between the Business Plan / Strategy and the management system (policy, goals, etc..).
- Management system shall be coupled to the business processes and its expected outcome.
- Focus on workers participation and consultation

MISSION

Evaluation ?  
 Excellent  
 Fair

CORPORATE

strategy

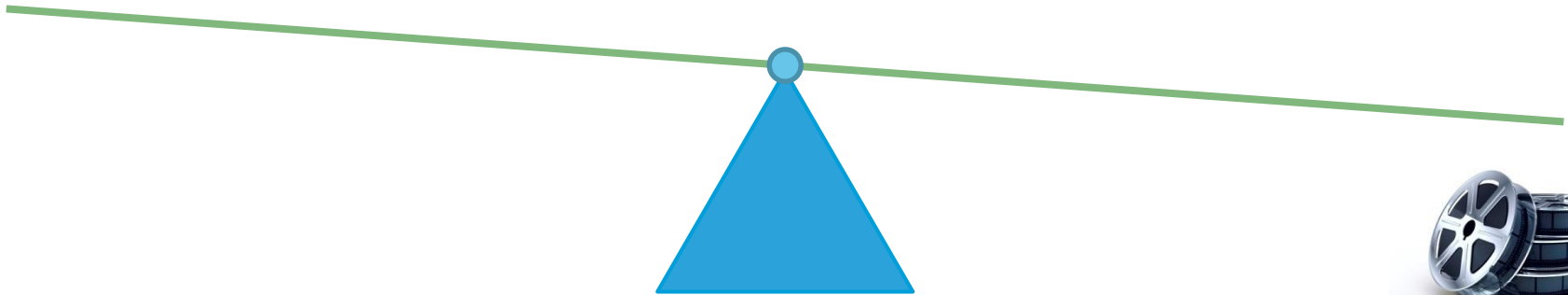
# Managers vs Leaders

## Manager

- Planning and budgeting
- Organizing and staffing
- Controlling and problem solving
- Taking complex systems of people and technology and making them run efficiently and effectively, hour after hour, day after day

## Leader

- Creating vision and strategy
- Communicating and setting direction
- Motivating action
- Aligning people
- Creating systems that managers can manage and transforming them when needed to allow for growth, evolution, opportunities, and hazard avoidance





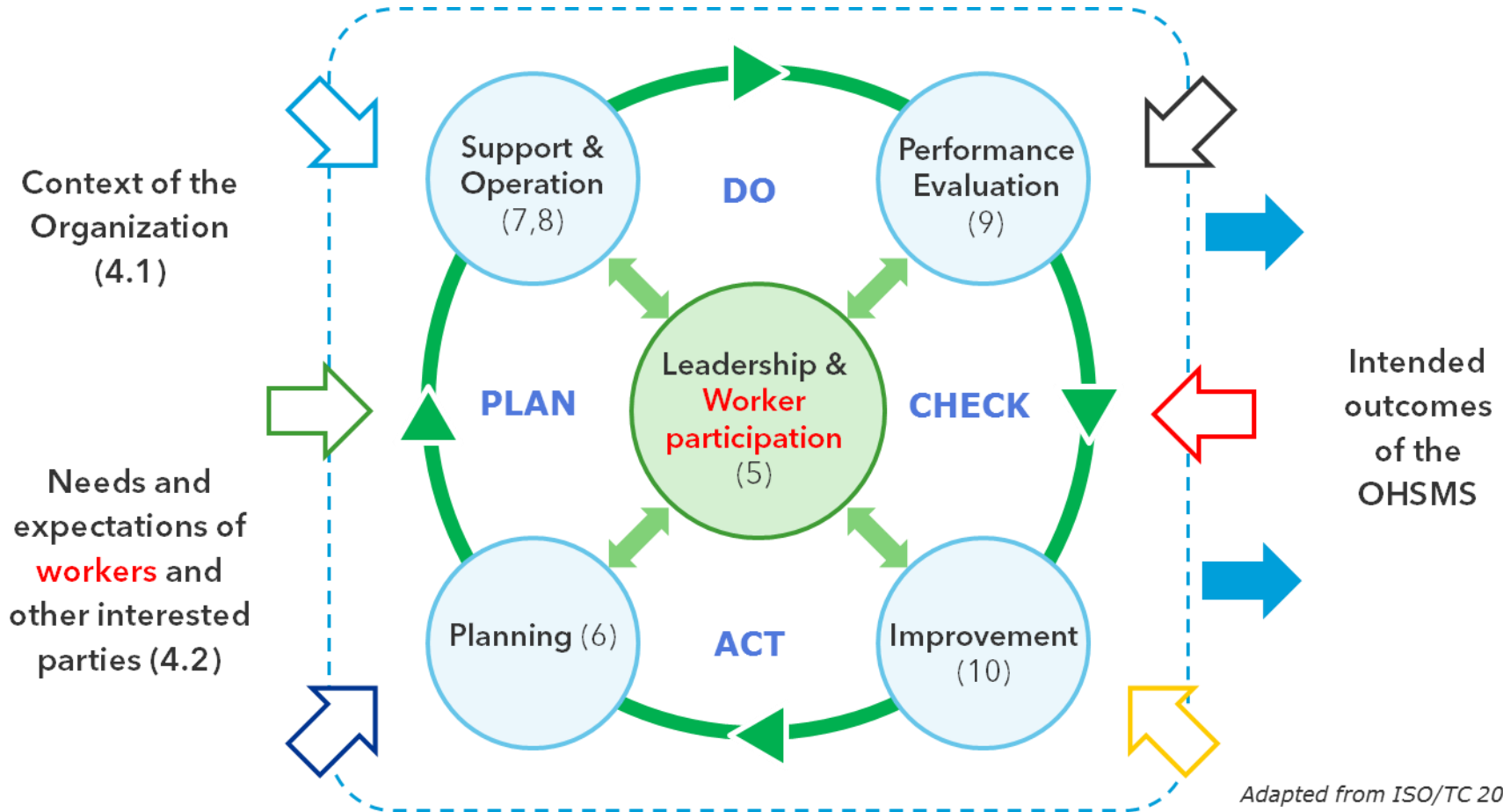
# Group discussion:

## 5.4 Consultation and participation of workers

- What considerations can we make about this requirement? What's New? What changed?
- At implementation of this requirement: consultation and participation - so what do we mean with it?



# Leadership and worker participation: Where are we going?



# 6. Planning

6

Planning

## 6.1 Actions to address risks and opportunities

6.1.1 General

6.1.2 Hazard identification and assessment of risks and opportunities

6.1.3 Determination of legal requirements and other requirements

6.1.4 Planning actions

## 6.2 OH&S objectives and planning to achieve them

# Planning: ISO 45001 vs. OHSAS 18001

- The organization shall **determine and assess the risks and opportunities** to assure the MS achieves its **intended outcome**, prevent undesired effects and achieve continual improvement.
- This process shall take into account (so not limited to): hazards, risks and opportunities, legal requirements and other requirements, and risks and opportunities in clauses 6.1.2.2 and 6.1.2.3


**Compared to OHSAS 18001:2007** – 4.3.1 “Hazard identification, risk assessment and determining controls”, ISO 45001 (6.1) emphasizes the proactive identification of hazards;

Risk and opportunities including the processes to address them needs to be documented (6.1.1).



# Planning: ISO 45001 vs. OHSAS 18001

- 6.1.2.1 contains enhanced requirements for what to take into account when identifying hazards arising in the workplace and to workers.

 The organization shall establish, implement and maintain a process(es) for hazard identification that is ongoing and proactive.. " ISO 45001:2017

It shall take into account but not be limited to:

- how work is organized and social factors
- leadership and the culture in the organization
- routine and non-routine activities and situations
- past relevant incidents – internal and external, including emergencies, and their causes,
- people (including those in the vicinity of the workplace and workers at external locations not controlled by the organization)

# Planning: ISO 45001 vs. OHSAS 18001

---

- **6.1.2.3 Assessment of OH&S opportunities and other opportunities**
  - Assess opportunities to enhance OH&S performance
  - Assess opportunities to improve the OH&S management system

✓ assessment includes the identification and evaluation



# Planning: ISO 45001 vs. OHSAS 18001

## 6.1.4 Planning action



The organization shall plan:

### a) actions to:

1. address these risks and opportunities (see 6.1.2.2 and 6.1.2.3);
2. address legal requirements and other requirements (see 6.1.3);
3. prepare for, and respond to, emergency situations (see 8.2);

### b) how to:

1. integrate and implement the actions into its OH&S management system processes or other business processes;
2. evaluate the effectiveness of these actions

*(ISO 45001, 6.1.4)*

These requirements are partly covered by  
OHSAS 18001:2007 - 4.3.1 Hazard identification, risk assessment and determining controls.

**The “controls” in OHSAS are now called actions (6.1.4).**

# Planning: ISO 45001 vs. OHSAS 18001

## ▪ 6.2 OH&S objectives and planning to achieve them

This clauses contain extended requirements compared with OHSAS 18001 4.3.3 "Objectives and programs".

### OHSMS objectives:

- ✓ are to maintain and improve the OH&S MS and to continually improve the OH&S performance
- ✓ shall take into account the results of evaluation of OH&S Risks and OH&S opportunities
- ✓ shall take into account outputs of consultation with workers
- ✓ shall be monitored
- ✓ shall be communicated
- ✓ shall be updated

*this represents a strengthened approach for Objectives as a driver for improvements*





# Planning: ISO 45001 vs. OHSAS 18001

The organization shall maintain and retain documented information on the OH&S objectives and plans to achieve them:



## Additionally:

- How will results be evaluated?
- How the results will be evaluated, including indicators for monitoring progress toward achievement of its measurable OH&S objectives?
- How the actions to achieve OH&S objectives will be integrated into the organization's business processes?

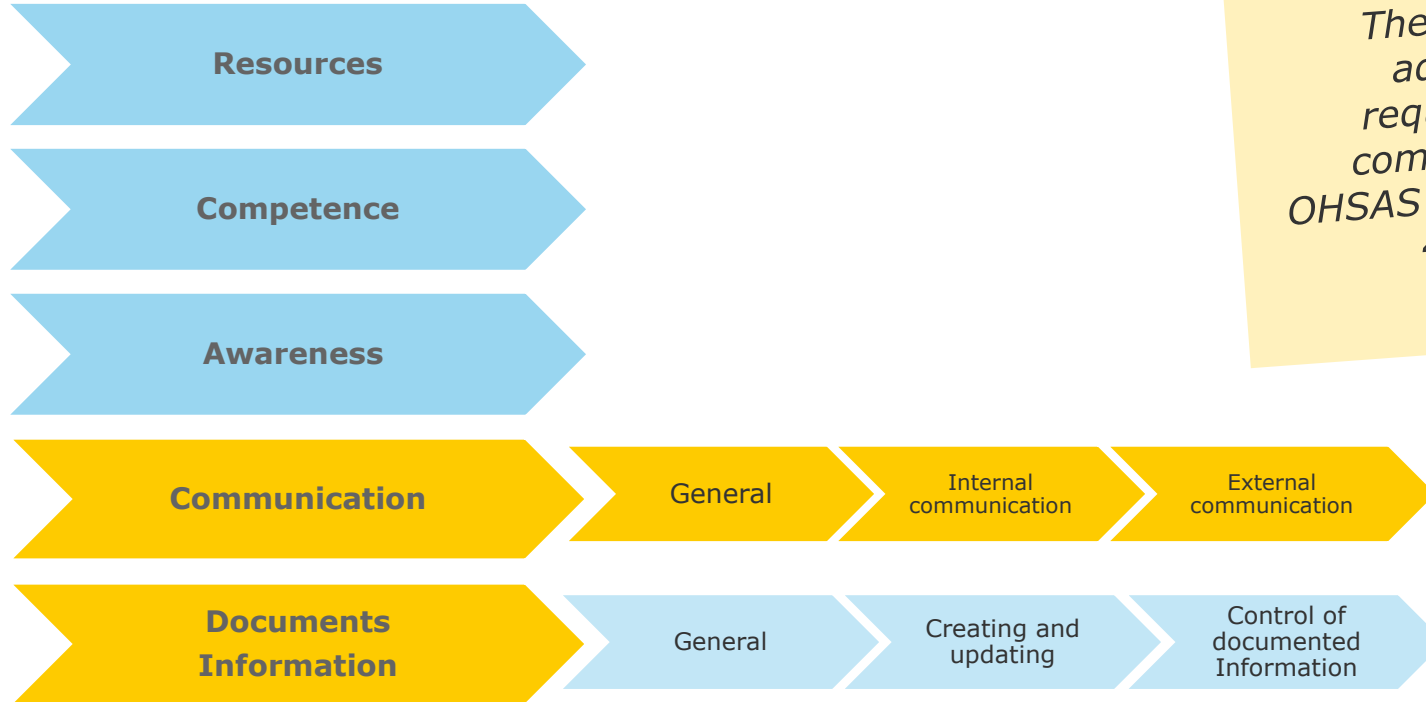
# 7. Support

## 7 Support

- 7.1** Resources
- 7.2** Competence
- 7.3** Awareness
- 7.4** Communication
- 7.5** Documented information

# Support: ISO 45001 vs. OHSAS 18001

## 7.1 Resources



*There are no additional requirements compared with OHSAS 18001:2007 - 4.4.1 a)*

# Support: ISO 45001 vs. OHSAS 18001

---

## + To take into account:

- There are no substantial 45001-specific add-ons compared to the HLS text, but note the **use of the term “workers”**.
- Chapter 7.2 is covered in 4.4.2 of OHSAS. Although reworded the intent, requirements and interpretation related to competence are the same.
- **Additional requirements compared with OHSAS:** determine the necessary competence of workers that affects or can affect its OH&S performance;
- **Removed is the requirement** that **training procedures** shall take into account different levels responsibility, ability, language skills, literacy and risk (the organization shall ensure that workers are competent)

# Support: ISO 45001 vs. OHSAS 18001

---

## 7.3 Awareness

**Additional or more focused** requirements compared with OHSAS 18001:2007 – 4.4.2 / 4.5.3:

- awareness related to OH&S hazards and risks that are relevant for them
- awareness related to info and outcome of investigations of incidents

Contractors and visitors, etc., as well as workers (especially temporary workers), should be **aware** of the OH&S risks to which they are exposed.  
(Ref. ISO 45001 - Annex A.7.3)

# Support: ISO 45001 vs. OHSAS 18001

---

## 7.4 Communication

Additional requirements compared to OHSAS 18001:2007 – 4.4.3.1:

**what, when,  
with whom and  
how to  
communicate**

Includes **diversity  
aspects**  
(language,  
culture, literacy,  
disability)





Communication to  
**interested  
parties**

**Reliable and  
consistent**  
communication

# Support: ISO 45001 vs. OHSAS 18001

---

## 7.4.1 General

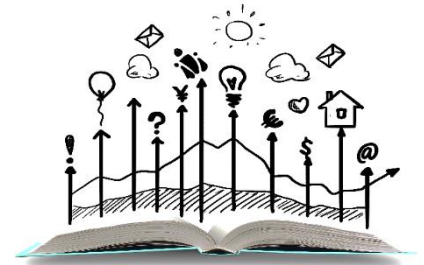
-  on **what** it will communicate;
-  **when** to communicate;
-  with **whom** to communicate:
  - internally among the various levels and functions of the organization;
  - among contractors and visitors to the workplace;
  - among other interested parties;
-  **how** to communicate.

# Support: ISO 45001 vs. OHSAS 18001

## 7.5 Documented information:

Though requirements are similar to OHSAS, the following changes should be noted:

- The inclusion of a “description of the main elements of the OH&S management system and their interaction, and reference to “related documents” in 4.4.4 c) of OHSAS is removed implying that a “manual” type document is no longer required
- Protection of information is explicitly addressed (7.5.3).
- Explicit requirement for access of relevant documented information for workers or their representatives
- No longer required to have a procedure on document control but still needs to be managed as per 7.5.3





# 8. Operation

8

Operation

## 8.1 Operational planning and control

8.1.1 General

8.1.2 Eliminating hazards and reducing OH&S risks

8.1.3 Management of change

8.1.4 Procurement

## 8.2 Emergency preparedness and response

# Operation: Group discussion

---

## 8.1.1 general

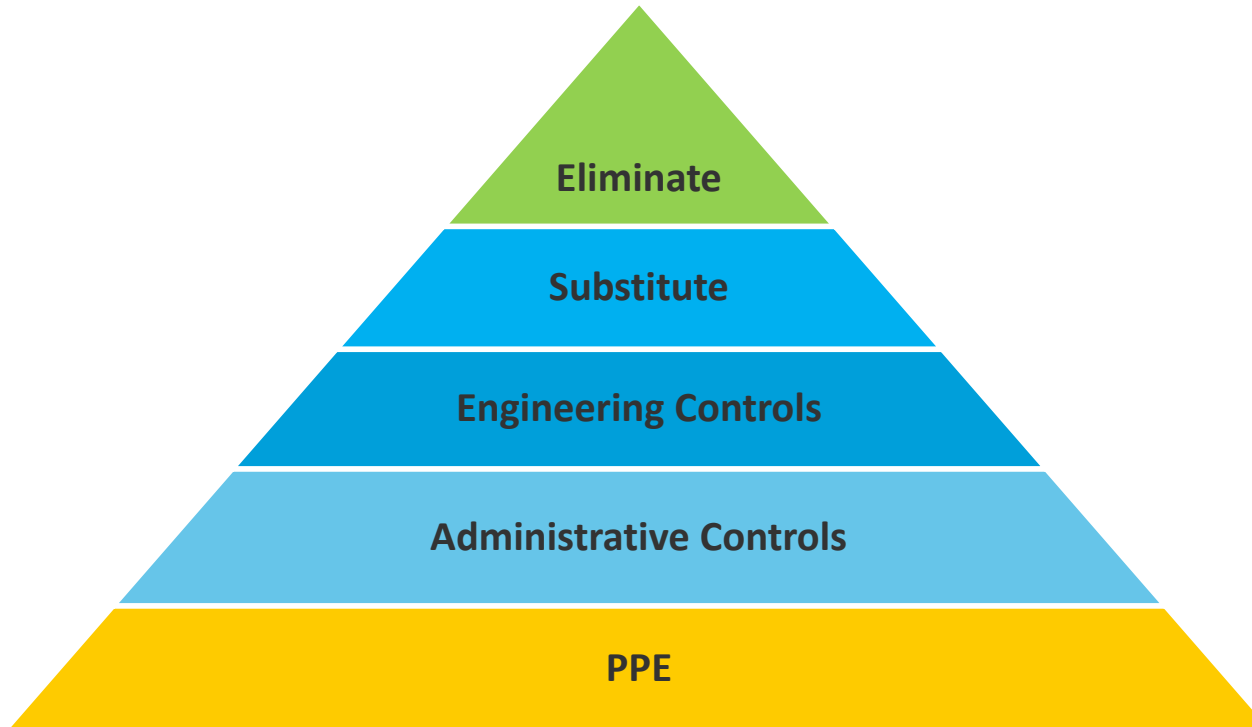
- What considerations can we make about this requirement? What's New? Compared to OHSAS 18001



# Operation: ISO 45001 vs. OHSAS 18001

---

## 8.1.2 Eliminating hazards and reducing OH&S risks.



# Operation: ISO 45001 vs. OHSAS 18001

---

## 8.1.3 Management of Change

Management of changes was covered by the following clause of the OHSAS 18001:2007:

- **4.3.1 Hazard identification, risk assessment and determining controls.**

**In general the intent is the same as in OHSAS.** However, the list of situations where the change management process apply is extended and include:

- changes to applicable legal requirements and other requirements;
- changes in knowledge or information about hazards and related OH&S risks;
- developments in knowledge and technology

# Operation: ISO 45001 vs. OHSAS 18001

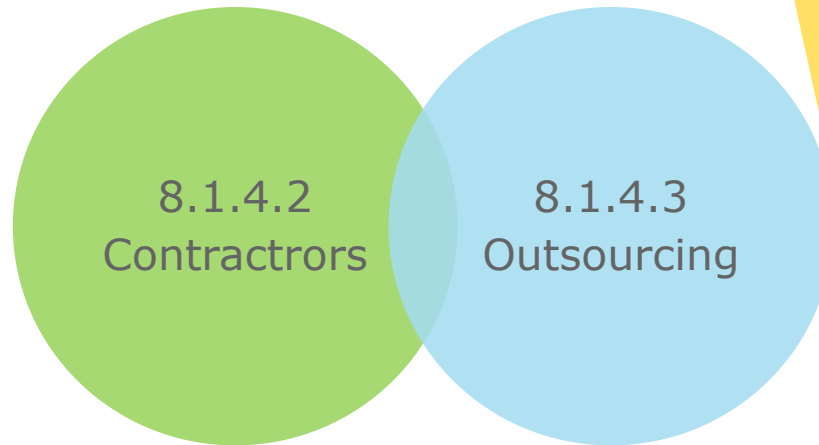
## 8.1.4 Procurement



The organization shall establish, implement and maintain a process(es) to control the procurement of product and services in order to ensure the conformity to its OH&S management system.

**This is a new chapter compared to OHSAS 18001:2007, outsourced processes were partly covered by management of subcontractors – see OHSAS 4.3.1 & 4.4.6)**

Procurement goes for:



# Operation: ISO 45001 vs. OHSAS 18001

## 8.1.4.2 Contractors

Organization shall coordinate its procurement processes with its contractors to identify hazards and assess OH&S risks arising from:

contractors' activities and operations that impact the organization

*(ISO 45001, 8.1.4.2 a)*

organization's activities and operations that impact the contractors' workers;

*(ISO 45001, 8.1.4.2 b)*

contractors' activities and operations that impact other interested parties in the workplace

*(ISO 45001, 8.1.4.2 c)*

# Operation: ISO 45001 vs. OHSAS 18001

---

## 8.1.4.3 Outsourcing

When outsourcing the organization needs to have control of the outsourced functions and process(es) to achieve the intended outcome(s) of the OH&S management system.



The type and degree of control shall be defined within the OH&S MS



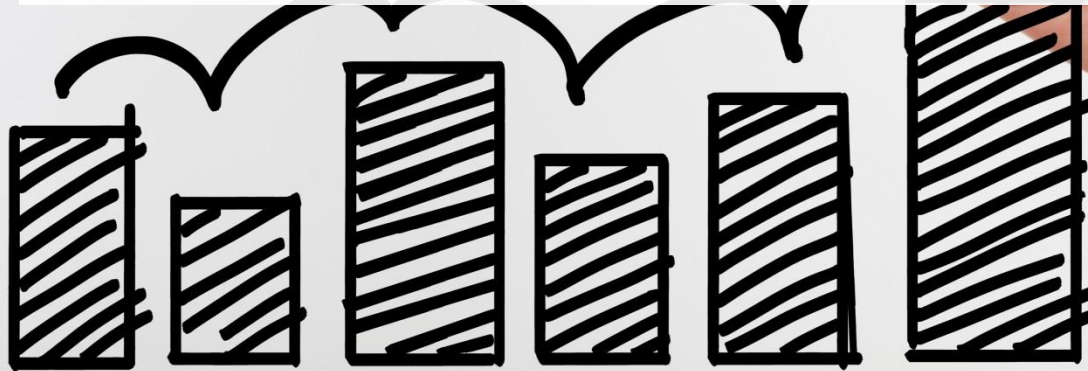
# 9. Performance Evaluation

## 9 Performance Evaluation

**9.1** Monitoring, measurement, analysis and performance evaluation

**9.2** Internal audit

**9.3** Management review





# Performance Evaluation: ISO 45001 vs. OHSAS 18001

## 9.1 Monitoring, measurement, analysis and performance evaluation

“ The organization shall establish, implement and maintain a **process(es)** for monitoring, measurement, analysis and performance evaluation.

(ISO 45001 9.1.1)

# Performance Evaluation: ISO 45001 vs. OHSAS 18001

## 9.1 Monitoring, measurement, analysis and performance evaluation

addressing the need to determine:



- what needs to be monitored and measured
- criteria for evaluating its OHS performance
- when to perform monitoring/measurement
- methods for monitoring, measurement, analysis and performance evaluation
- when the results will be analysed, evaluated and used

**Deleted requirements from OHSAS 18001:**  
the need of a procedure for calibration and maintenance of equipment to monitor and measure performance

# Performance Evaluation: ISO 45001 vs. OHSAS 18001

---

## 9.3 Management Review

**The essence of clause 9.3 is in general the same as for 4.6 in OHSAS 18001.**

The following are **add-ons compared to OHSAS regarding inputs for the MR:**

- ✓ the changes in external and internal issues (refer 4.1)
- ✓ the extent to which the OH&S policy has been met
- ✓ trends related to the OH&S performance
- ✓ adequacy of resources for maintaining an effective OH&S management system.

# 10. Improvement

## 10 Improvement

**10.1** General

**10.2** Incident, nonconformity and corrective action

**10.2** Continual improvement



# 10. Improvement

---

**10.1** General

**10.2** Incident, nonconformity and corrective action

**10.3** Continual improvement

**There are no new requirements** - however, "preventive actions" are included in other clauses (4.1 & 6.1) and expressed through the risk-based approach, so they are no longer a specific term.

# IAF MD 21:2018

# How to migrate to the new ISO 45001?



IAF Mandatory Document



Issue 1

(IAF MD 21:2018)

TABLE OF CONTENTS

- 1. INTRODUCTION ..... 6
- 2. MIGRATION..... 6
  - 2.1 General..... 6
  - 2.2 Validity of Accredited Certifications to OHSAS 18001:2007 ..... 7
- 3. SPECIFIC GUIDANCE FOR INTERESTED PARTIES INVOLVED IN CERTIFICATION AND ACCREDITATION..... 7
  - 3.1 Organizations Using OHSAS 18001:2007 ..... 7
- 4. IAF MIGRATION REQUIREMENTS ..... 8
  - 4.1 Implementation of Migration of Certification from OHSAS 18001:2007 to ISO 45001:2018..... 8
  - 4.2 General Requirements for Accreditation Bodies and Certification Bodies ..... 8

Issue No 1  
Prepared by: IAF Technical Committee  
Approved by: IAF Members  
Issue Date: 18 January 2018  
Name for Enquiries: Elva Nilsen  
IAF Corporate Secretary  
Telephone: +1 613 454-8159  
Email: secretary@iaf.nu

Date: 27 December 2017  
Application Date: March 2018

# IAF MD 21:2018

---

- These migration requirements apply only for migration of OHSAS 18001:2007 to ISO 45001:2018 by the same Certification Body.
- *The OHSAS Project Group has fully reviewed and endorsed ISO 45001:2018 as the replacement for OHSAS 18001:2007. Therefore, once ISO 45001:2018 has been published, the official status of OHSAS 18001:2007 will be considered as being "Withdrawn" taking account the three-year migration period. This will be communicated by the OHSAS Project Group to the NSBs that use OHSAS 18001:2007 and to the known local Legislators/Regulators that have adopted it in their local legal frameworks.*
- The IAF, OHSAS Project Group and the ISO have agreed to a three-year migration period from the publication date of ISO 45001:2018.
- NOTE: Any reference to OHSAS 18001:2007 also applies to BS OHSAS 18001:2007 and to any national equivalent standard.



# IAF MD 21:2018

---

- The IAF will only promote the acceptance of ISO 45001:2018 accredited certificates after the end of the ISO 45001:2018 migration period.
- The expiry date of accredited certifications to OHSAS 18001:2007 issued during the migration period shall correspond to the end of the three-year migration period.
- NOTE: Where local legislation/regulation requires accredited OHSMS certification and the legislation/regulation has not been amended to reference ISO 45001, the validity of accredited certification to BS OHSAS 18001 (or national equivalent standard) may be extended.

# IAF MD 21:2018 – AB's

---

- iv) For accredited OHSAS 18001:2007 CB's that have issued only accredited OHSAS 18001:2007 certificates, at a minimum the AB shall conduct a documentation review for a minimum of one assessor man-day.
  - a. If the output of the review is positive the new accreditation certificate may be issued.
  - b. If the output is negative the AB will decide about any additional evaluation needed (i.e. additional documentation review or an office assessment or witnessing an audit conducted by the CB).

NOTE 1: AB's should note that ISO/CASCO WG 48 is developing ISO/IEC TS 17021-10 which will include specific competence requirements for auditing and certification to an OHSMS. Furthermore, it is to be noted that a new IAF MD on OH&SMS is under development and that it shall be used for all ISO 45001:2018 accreditation activities.

# IAF MD 21:2018 – CB's

---

- Accredited certifications to ISO 45001:2018 shall only be issued once the CB has been accredited to deliver certification to the new standard and after the organization has demonstrated conformity to ISO 45001:2018.
- Based on the agreement with the organizations certified to OHSAS 18001:2007, CB's can conduct migration activities during a routine surveillance, recertification audit or a special audit. Where migration audits are carried out in conjunction with scheduled surveillance or recertification (i.e. progressive or staged approach) then a minimum of 1 auditor man-day is required to be added to cover existing and new requirements implied by ISO 45001:2018. Recognizing that each client and migration audit is unique and audit duration will be increased above the minimum as needed to sufficiently demonstrate conformity to ISO 45001:2018.

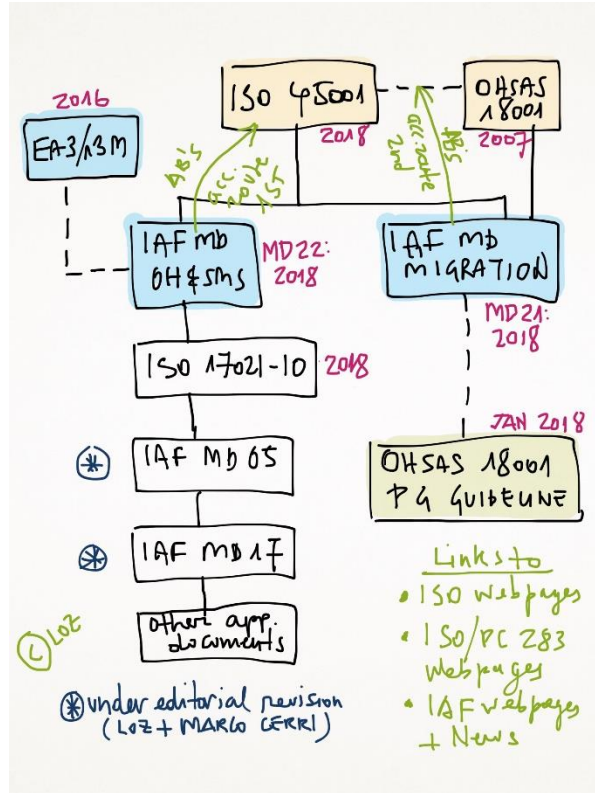
# IAF MD 21:2018 – CB's

---

- i) Training and verification of competence of auditors and other staff.
- NOTE 1: While CB's are encouraged to commence training at the DIS stage, they should be aware that additional training may be required to address any differences between the DIS or latest draft stage document and the final published standard.
- NOTE 2: CB's should note that ISO/CASCO WG 48 is developing ISO/IEC TS 17021-10 which will include specific competence requirements for auditing and certification to an OHSMS. Furthermore, it is to be noted that a new IAF MD on OH&SMS is under development and that it shall be used for all ISO 45001:2018 accreditation activities.

# OH&SMS Standards' Context

# OH&SMS Standards' Context



Additional information can be found at the following links:

<https://www.iso.org/iso-45001-occupational-health-and-safety.html>

<https://www.iso.org/news/Ref2180.html>

<https://spotlight.iso.org/iso45001>

<https://committee.iso.org/home/pc283> (which also include the OHSAS 18001 Project Group Guidance and the corresponding table between OHSAS 18001 and ISO 45001)

<http://www.iaf.nu/upFiles/IAFMD21MigrationtoISO450012018Pub.pdf>

<http://www.iaf.nu/upFiles/IAFMD22OHSMSPub25012018.pdf>

# Conclusion & Next steps

# Conclusion & Next Steps

---

1- What are the 3 more important things I have learned in this course?

2- How will I apply them at work?





# Thank you very much!

[www.dnvgl.com](http://www.dnvgl.com)

SAFER, SMARTER, GREENER