Update on the new standard ISO 45001

The new ISO 45001 standard is intended to fulfill the growing expectations for occupational health & safety management. Following the release of a Final Draft (FDIS) at the end of November 2017, the norm was finally published on 12th March 2018. With the publication questions arise for companies that already have OHSAS 18001 certification or that are striving for ISO 45001 occupational health & safety certification. What are the amendments? What must be observed?
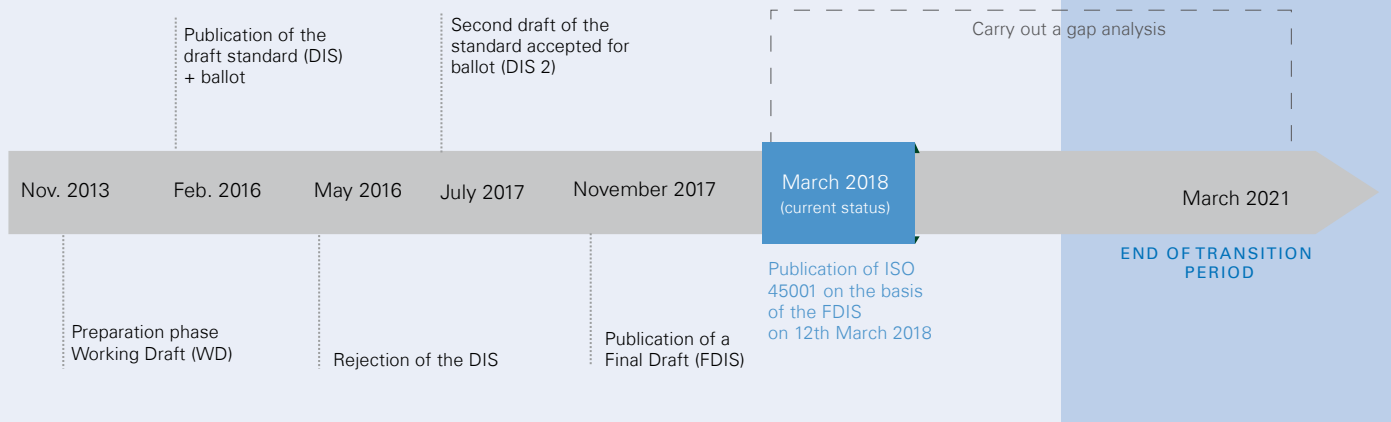
DEVELOPMENT OF THE NEW ISO 45001 STANDARD

Occupational health & safety protection is becoming more and more significant in companies of all sizes. Previously, the basis for the development and maintenance of an internationally recognized occupational health & safety management system was the British BS OHSAS 18001 standard together with the OHSAS 18002 guideline. In order to create an occupational health & safety standard which is valid on an international level, the new ISO 45001

standard for occupational health & safety management has been in development by the working group ISO/PC 283 since mid 2013. The first Draft International Standard (DIS) for ISO 45001, which was released in February 2016, was rejected. Almost 3,000 comments were made on the draft. The ballot on the second draft version of ISO 45001 at the International Standards Commission then obtained the required three-quarters majority.

Thus, the publication of the international standard on occupational health & safety management has been secured. In September 2017, the international committee on standards reviewed the results of their vote before releasing a Final Draft at the end of November 2017. The finalized standard was published on 12th March 2018.

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TIMETABLE OF ISO 45001

	Publication of the draft standard (DIS) + ballot		Second draft of the standard accepted for ballot (DIS 2)				Carry out a gap analysis
Nov. 2013	Feb. 2016	May 2016	July 2017	November 2017	March 2018 (current status)		March 2021
	Preparation phase Working Draft (WD)		Rejection of the DIS	Publication of a Final Draft (FDIS)	Publication of ISO 45001 on the basis of the FDIS on 12th March 2018		END OF TRANSITION PERIOD

IMPACT ON THE OHSAS 18001 STANDARD

With the publication on 18 January 2018 of IAF MD (IAF Mandatory Document) 21:2018, titled Requirements for the Migration to ISO 45001:2018 from OHSAS 18001:2007, the new ISO 45001 standard is confirmed to be replacing the older OHSAS 18001 norm. Companies are granted a three-year transition period for the transition starting from the standard's publication date until March 2021. Now is a good time to start familiarizing yourself with the requirements of ISO 45001.

CONTENT OF ISO 45001

Like the BS OHSAS 18001 policy, the new ISO 45001 standard is based on the 'Plan Do Check Act' (PDCA) model. ISO 45001, in the same way as other standards, is aligned with what is referred to as the HLS 'High Level Structure' (standardized structure, text modules and definitions) and therefore facilitates integration into management systems which have been implemented

with several standards. The company context also gains in significance. The topics of occupational health & safety management and continual development are brought to the fore as the central focus of a company. The opportunity therefore arises for companies to align their strategic direction with the occupational health & safety management system.

ISO 45001 illustrates that companies must think beyond their own horizons when it comes to occupational health & safety and that working conditions must also be taken into account for suppliers and service providers.

THE HIGH LEVEL STRUCTURE OF ISO 45001

The scope of application of the standard is intended to be valid for all companies. The structure of ISO 45001 presents a significant advantage in this respect. The new international standard follows the 'High Level Structure'. This is intended to ensure an identical definition and structure for all management systems as well as uniform application of core texts and terminology. This uniform structure, as a basis for certification for management systems, helps to understand the standard and facilitates the establishment and certification of integrated management systems (e.g. integration of quality and environment). The application of the 'High Level Structure' ensures structural compatibility with other management standards such as ISO 9001 for quality or ISO 14001 for the environment. For this reason, combined certification with other management standards is also available.

GOALS OF THE NEW ISO 45001

Improvement in occupational health & safety performance is at the heart of the transition to ISO 45001 and is therefore pursuing the following objectives:
- Provision and improvement of a safe and healthy workplace for employees and other responsible individuals
- Documentation of an effective occupational health & safety management system for employees and other interested parties
- Ongoing improvement to organizations by means of the PDCA model
- General containment of occupational health & safety risks
- More successful and effective occupational health & safety management
- Occupational health & safety management as a strategic element and as an element involving corporate responsibility
- Employee motivation through feedback and participation
- The ability to document safe and reliable corporate conduct to clients, suppliers, authorities and investors by means of standard certification

COMPARISON OF THE OLD & NEW STRUCTURE

OHSAS 18001:2007 | ISO 45001:2018

0. Introduction

1. Scope

2. References & publications | 2. Normative references

3. Terminology & definitions

4. Requirements of the occupational health & safety management system

4. Context of the organization
5. Leadership and employee participation
6. Planning
7. Support
8. Operation
9. Evaluation of performance
10. Improvement

OLD | NEW

SIGNIFICANT CHANGES IN ISO 45001

In order to update your management system to the latest status, you need to be aware of the most significant changes compared with OHSAS 18001. What new topics are there? What will be new for my company? We have summarized the most significant elements in the following diagram. For detailed information, please contact our experts.

	CHAPTER	TOPIC	CHANGE
1	Scope	Scope	• Risk minimization in addition to taking opportunities to improve occupational health & safety • Reference to the organizational context and expectations of the employee and other parties • Inclusion of programs to promote well-being amongst employees
2	References and publications	Normative references	• No normative references
3	Terminology	Terminology	• New definitions and changes to the existing
4	Context of the organization	• Context • Interested parties	• New requirements and increased focus on employees and other parties
5	Management	Management	• Stronger focus on business processes • Additional section on employee participation (5.4)
6	Planning	• Risks/Opportunities • Planning change	• Increasing focus and recognizing risk
7	Support	Information and communication	• Increased requirements for the topic of 'awareness' • Addition of 'external communication' and amendment to 'documented information'
8	Operation	• Operation • Outsourced processes	• Expanded focus and new requirements
9	Performance evaluation	• Performance indicators • Management evaluation	• New risk requirements and performance indicators • and expanded focus
10	Improvement	• Non-conformity • Corrective measures • Improvement	• Extended process descriptions to manage events • Explicit descriptions of preventative measures are no longer required • Extension of processes for ongoing improvement

OUR EXPERTS WILL BE HAPPY TO ASSIST YOU WITH ANY FURTHER QUESTIONS. PLEASE GET IN TOUCH WITH US!

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