

# TÜV UK Limited –

## Preparation for ISO 45001:2018



### Introduction

The new international standard ISO 45001 for Occupational Health & Safety Management Systems was published 12 March 2018. The International Labour Organisation (ILO) declared in 2014 that every year 234 million employees throughout the world lose their lives due to accidents at the workplace, and the introduction of an internationally recognised global occupational health and safety management system (OHSMS) is intended to enable an organisation to manage health and safety risks, reduce accidents and improve its health and safety performance by prevention of both injury and illness.



ISO 45001 follows what is known as the “High Level Structure” (HLS), the same as the new ISO 9001: 2015 and 14001:2015 standards. HLS is a set of 10 clauses that all ISO management system standards will use that provide an identical structure with consistent use of core texts and terminology; this leads to better understanding of the standards across all disciplines and more efficient implementation and integration of management systems.

### The ten main clauses of ISO 45001:2018

1	Scope
2	Normative references
3	Terms and definitions
4	Context of the organization
5	Leadership and worker participation
6	Planning
7	Support
8	Operations
9	Performance evaluation
10	Improvement

## Timetable for implementation

BS OHSAS 18001:2007 certificates will become invalid 3 years after publication of ISO 45001:2018 on the 11 March 2021. The expiry date of existing certification under 18001 will be at the end of this 3-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.

Where the above note is not applicable, organisations certified to 18001 will have to migrate to ISO 45001 before the end of the 3-year migration period; this can be at either interim surveillance audits, or at a recertification audit according to their preference and capability. There will not be a requirement for a full initial audit, i.e. stage 1 and stage 2; however, more time will be required to audit an effective migration to the new standard. The aim is to ensure uninterrupted and seamless certification.

NOTE: International Accreditation Forum (IAF) has declared (Requirements for the Migration to ISO 45001:2018 from OHSAS 18001:2007 - IAF MD 21:2018):

“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.”

## Significant changes from 18001 to 45001

### Context of the Organisation

Organisations must identify all external and internal issues that may have significant impacts and influences on the intended outcomes of their OHSMS, and the needs and expectation of other interested parties, not just their workers, in order to determine the scope of the OHSMS. This means that the company has to look beyond its own employees and consider working conditions all along the value chain. As safety risks cannot be outsourced, working conditions for contractors working for the company on site, associates, self-employed staff, volunteers, suppliers may need to be taken more into consideration.

### Leadership & Obligations

There are detailed and expanded requirements for top management involvement and responsibility. Top management should demonstrate direct responsibility and commitment to occupational health and safety management by integrating the protection of health and safety into processes more, and not just by delegation.

### Participation & Consultation

The requirements to ensure participation and consultation of workers in decisions affecting OHSMS are more detailed and enhanced.

### Risks & Opportunities

Organisations will need to identify not just hazards and the risks to safety, health, the Occupational Health & Safety management system and the business, but also the opportunities for their improvement. Such opportunities can arise from:

- organisational changes
- elimination of occupational health and safety risks in the workplace
- adaptation of the working conditions to the needs of employees

Generally, 45001 has increased emphasis on the health of workers.

### Documented information

This term replaces documents and records.

### Operational planning and control

More detailed requirements in relation to multi-employer workplaces, hierarchy of controls, management of change, outsourcing, procurement and contractors.

### Performance evaluation

Measurement of Occupational Health & Safety Operations that can have an impact on legal requirements, operational controls, risks, opportunities & performance and progress towards objectives.

### Evaluation of compliance

More detailed process requirements including maintaining knowledge and understanding of its status of compliance.

### Management Review

More detailed requirements relating to inputs and outputs of the review.

### Incident, nonconformity and corrective action

More detailed process requirements for incident and nonconformity management and preventive action now replaced by risk-based approach and corrective action

### Conclusion

New aspects of 45001 such as context of the organisation, and changed or increased emphases in various areas, e.g. management responsibility, leadership and identification of risks and opportunities for improvement of occupational health and safety in the workplace, are already part of the culture of many organisations. The majority of users of 18001 do not have to be concerned about the changeover to ISO 45001:2018; there are changes of emphasis and more details to some requirements, but the principles of good health and safety management integrated into a business are the same. The new requirements will certainly involve some additional time and effort, but it will be worthwhile. The future-oriented approach of ISO 45001 is definitely a positive challenge for users when it comes to the economically successful and sustainable development of their organisation.

### Recommendations

Organisations using OHSAS 18001:2007 are recommended to take the following actions:

- Obtain a copy of ISO 45001: 2018
- Carry out a gap analysis of the OHSMS to identify issues which need to be addressed to meet any new requirements.
- Develop an implementation plan.
- Ensure that any new competence needs are met and ensure that all parties that have an impact on the effectiveness of the OHSMS are aware of the requirements of their roles and responsibilities.
- Update the existing OHSMS to meet the new requirements and check its effectiveness.
- Where applicable, liaise with TÜV UK Limited for migration arrangements.
- **TUV UK can help you by carrying out a Gap Analysis prior to certification and training for your key personnel in the fundamental requirements of the ISO 45001:2018 Standard.**