

This gap analysis and transition guide is intended for existing EHQMS customers wanting to make the transition from the requirements of OHSAS 18001 to ISO 45001. The guide gives information that will simplify the implementation.

Change Summary

OHSAS 18001:2007 to ISO 45001:2018

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OHSAS 18001:2007 to ISO 45001:2018

ISO 45001:2018 Requirements

ISO 45001:2015 Requirement	Type of Change
4.1 Understanding the organization and its context	New requirement
4.2 Understanding the needs and expectations of workers and other interested parties	New requirement
4.3 Determining the scope of the OH&S management system	No significant change
4.4 OH&S management system	No significant change
5.1 Leadership and commitment	Minor change
5.2 OH&S policy	Minor change
5.3 Organizational roles, responsibilities and authorities	No significant change
5.4 Consultation and participation of workers	Enhanced clause
6.1.1 Actions to address risks and opportunities - General	No significant change
6.1.2.1 Hazard identification	New requirement
6.1.2.2 Assessment of OH&S risks and other risks to the OH&S management system	New requirement
6.1.2.3 Assessment of OH&S opportunities and other opportunities for the OH&S MS	New requirement
6.1.3 Determination of legal requirements and other requirements	No significant change
6.1.4 Planning action	New requirement
6.2.1 OH&S objectives	No significant change
6.2.2 Planning to achieve OH&S objectives	No significant change
7.1 Resources	No significant change
7.2 Competence	Minor change
7.3 Awareness	Minor change
7.4.1 Communication - General	Minor change
7.4.2 Internal communication	Minor change

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ISO 45001:2015 Requirement	Type of Change
7.4.3 External communication	Minor change
7.5.1 Documented Information - General	Minor change
7.5.2 Creating and updating	Minor change
7.5.3 Control of documented information	Enhanced clause
8.1.1 Operational planning and control - General	Enhanced clause
8.1.2 Eliminating hazards and reducing OH&S risks	New requirement
8.1.3 Management of change	New requirement
8.1.4.1 Procurement - General	New requirement
8.1.4.2 Contractors	New requirement
8.1.4.3 Outsourcing	New requirement
8.2 Emergency preparedness and response	Enhanced clause
9.1.1 Monitoring, measurement, analysis and evaluation - General	Enhanced clause
9.1.2 Evaluation of compliance	Enhanced clause
9.2.1 Internal audit - general	No significant change
9.2.2 Internal audit programme	Enhanced clause
9.3 Management review	No significant change
10.1 Improvement - General	Minor change
10.2 Incident, non-conformity and corrective action	Enhanced clause
10.3 Continual improvement	Minor change