

ISO 45001:2018 Transition Gap Analysis

Transition Guidelines by prof. S. Fomichov

Clauses of ISO 45001:2018	Corresponding Clauses of OHSAS 18001:2007 or ISO 9001:2015	Content of changes <i>Transition Guidelines</i>
...		
4.1 Understanding the Organization and its Context	<p>NEW</p> <p><i>(In the OHSAS 18001: 2007 standard these requirements are absent)</i></p> <p>4.1 Understanding the Organization and its Context <i>- in the ISO 9001:2015</i></p>	<p>Important! The concept of a context is specified as 'external and internal issues that are relevant to its purpose and its strategic direction and that affect its ability to achieve the intended result(s) of its management system'.</p> <p>Additional requirement of the ISO 9001:2015 (sec. 4.1) to 'monitor and review information about these external and internal issues' is absent.</p> <p><i>Describe Context of the Organization in the section 4.1 of the 'OH&S management system Manual' (OH&S MANUAL).</i></p> <p style="text-align: center;"><i>OR</i></p> <p><i>If the organization has a QMS in accordance with ISO 9001: 2015, use section 4.1 of the Quality Manual.</i></p>
4.2 Understanding the Needs and Expectations of Workers and Other Interested Parties	<p>NEW</p> <p><i>(In the OHSAS 18001: 2007 standard these requirements are absent)</i></p>	<p>Important! A requirement to determine:</p> <ul style="list-style-type: none"> a) the interested parties, <u>in addition to workers</u>, that are relevant to the OH&S management system; b) the needs and expectations (i.e. requirements) of

Clauses of ISO 45001:2018	Corresponding Clauses of OHSAS 18001:2007 or ISO 9001:2015	Content of changes <i>Transition Guidelines</i>
	4.2 Understanding the Needs and Expectations of Interested Parties - <i>in the ISO 9001:2015</i>	<p><u>workers and other</u> these interested parties; c) which of these needs and expectations are or could become legal requirements?</p> <p><i>In Section 4.2 of OH&S MANUAL define and in the 'Management Review' Process periodically carry out the activities to determine:</i></p> <ul style="list-style-type: none"> - <i>Who are the interested parties [of the organization]?</i> - <i>What are the requirements for the interested parties? (example: The Balance of Stakeholders Interests table);</i> - <i>In what processes the effort to meet the stakeholders' interests is planned, performed, monitored and improved (e.g., workers - 'Consultation and participation of workers', 'Internal communication' process, and 'Personnel Management' process, etc.)</i> <p style="text-align: center;"><i>OR</i></p> <p><i>If the organization has a QMS in accordance with ISO 9001: 2015, use section 4.2 of the Quality Manual. In this case, list of interested parties and their needs and expectations starts with workers.</i></p>

Clauses of ISO 45001:2018	Corresponding Clauses of OHSAS 18001:2007 or ISO 9001:2015	Content of changes <i>Transition Guidelines</i>
4.3 Determining the Scope of the OH&S Management System	4.1 General - <i>in the OHSAS 18001: 2007</i> 4.3 Determining the Scope of the Quality Management System - <i>in the ISO 9001:2015</i>	<p>Important! A requirement to define 'The scope of the organization's OH&S management system shall be available as documented information.' In this regard, context and needs and expectations of workers and other interested parties should be considered.</p> <p><i>In the Section 4.3 of OH&S MANUAL, indicate the scope of the OH&S management system:</i></p> <ul style="list-style-type: none"> 1) <i>Boundaries:</i> <ul style="list-style-type: none"> • <i>types of activity,</i> • <i>products and services,</i> • <i>functions of the organization,</i> • <i>local sites.</i> 2) <i>Applicability:</i> <ul style="list-style-type: none"> • <i>sets of Standards,</i> • <i>Standard clauses.</i> <p><i>Define how the scope will be available. For example, through internal and external communication.</i></p>
4.4 OH&S Management System	4.1 General - <i>in the OHSAS 18001: 2007</i> 4.4 Quality Management System and its Processes - <i>in the ISO 9001:2015</i>	<p>There are two requirements of the process approach implementation:</p> <ul style="list-style-type: none"> • definition of processes needed, • processes interactions. <p><i>Section 4.4 of OH&S MANUAL should present OH&S activities of the organization based on the PDCA concept.</i></p>

Clauses of ISO 45001:2018	Corresponding Clauses of OHSAS 18001:2007 or ISO 9001:2015	Content of changes <i>Transition Guidelines</i>
		<p style="text-align: center;">OR</p> <p><i>If the organization has a QMS in accordance with ISO 9001: 2015, use section 4.4 of the Quality Manual. ISO 9001: 2015 (sec.4.4) requirements for process approach implementation are much deeper.</i></p>
...		
6.1.2.1 Hazard Identification	<p><u>Partly</u> - 4.3.1 Hazard Identification, Risk Assessment and Determining Controls - <i>in the OHSAS 18001: 2007</i></p>	<p>The list of factors that shall take into account when identifying hazards is expanded:</p> <ul style="list-style-type: none"> a) past relevant incidents, internal or external to the organization, including emergencies, and their causes; b) how work is organized, social factors (including workload, work hours, victimization, harassment and bullying), leadership and the culture in the organization; ... d) emergency situations; ... h) changes in knowledge of, and information about, hazards. <p><i>Take into account when assessing OH&S risks.</i></p> <p><i>Conduct staff training on hazard identification and assessment of OH&S risks.</i></p>

Clauses of ISO 45001:2018	Corresponding Clauses of OHSAS 18001:2007 or ISO 9001:2015	Content of changes <i>Transition Guidelines</i>
6.1.2.2 Assessment of OH&S Risks and Other Risks to the OH&S Management System	4.3.1 Hazard Identification, Risk Assessment and Determining Controls - <i>in the OHSAS 18001: 2007</i>	<p>Matches.</p> <p>The necessity is added when assessing the risks associated with the functioning OH&S management system to take into account:</p> <ul style="list-style-type: none"> • context of the organization; • needs and expectations of workers and other interested parties. <p><i>Take into account when assessing OH&S risks.</i></p>

Purchase and download the full version of the document from our Website

(< <http://c-bg.com/45001/45001.Gap.Analysis.aspx> >)

Color coding

Important!	Highlights the specific differences, which draw attention of ISO and IAF (International Accreditation Forum)
[Text]	<i>Recommendations and guidelines for transition from OHSAS 18001:2007 to the ISO 45001:2018 requirements</i>

Relevant products:

<u>ISO 9001:2015 Manual, Procedures, Templates</u>	<u>ISO 14001:2015 Manual Template</u>	<u>ISO 45001:2018 Manual Template</u>
<u>Integrated Management System (ISO 9001/14001/45001) Manual, Procedures, Templates</u>		