



**ISO 45001
WHITEPAPER**

**WHAT IS IMPORTANT ABOUT
ISO 45001 AND MIGRATING TO IT**



WHAT IS ISO 45001?

ISO 45001 is an International Standard (applicable worldwide) released in March 2018 that aims to help organisations proactively improve Occupational Health & Safety (OHS) performance with the ultimate aim of reducing workplace injuries, fatalities and minimising work-related ill-health.

The adoption of this standard offers businesses an OHS management system (OHSMS) that can be adopted in any country to Eliminate or control/minimise OHS related risks and:

- Demonstrate a clear management commitment toward elimination of OHS risks
- Aligns with other ISO Management Systems standards to facilitate an integrated approach.

Although there have been various country-specific Occupational Health and Safety Management Standards (OHSMS) in use for many years (e.g. AS/NZS 4801:2001 in Australia & New Zealand and OHSAS 18001:2007 elsewhere) this is the first ISO standard applicable world-wide that has been released with respect to OHSMS.

With ISO45001 applicable world-wide, it is anticipated that the take-up of OHSMS will increase and thereby assist in further reducing the estimated 2.3 to 2.7 million deaths throughout the world each year caused by work related accidents and disease.

WHAT ARE THE BENEFITS OF IMPLEMENTATION AND CERTIFICATION TO ISO 45001?

There are several benefits for your company adopting, implementing and obtaining certification to the standard that include:

- Showing a clear commitment to key stakeholders (subcontractors, clients) of the desire to improve-overall OHS performance
- Significantly reduce Insurance costs (i.e from Insurance claims/Workcover)
- Improve the relationship with-subcontractors
- Substantial reduction in the costs that result from OHS incidents
- Improve both overall Leadership commitment and worker involvement
- Integrate systems into everyday business processes



BY OBTAINING CERTIFICATION OF YOUR OHSMS THE FOLLOWING BENEFITS CAN FLOW:

- Improving the overall tendering process with regards to any Business partnerships that are formed
- Demonstrate to customers, staff and suppliers that **OHSMS** complies with the International standard
- Builds credibility, trust and Integrity as a Business

CHANGES FROM OHSAS 18001/AS 4801:2001 TO ISO 45001

Through process of evolution, the ISO 45001 OHSMS has tried to take account any of the key lessons learned from previous standards in order to help improve the OHSMS. One of the biggest changes that made has–been the new Annex SL high level structure, which is consistent across the other common Management Systems Standards (ISO 9001, ISO 14001) and, is now present in ISO 45001.

The high-level annex structure is a term that describes how all three of the standards are to be structured and can be integrated. The new framework is as follows:

- Clause 1: Scope
- Clause 2: Normative References
- Clause 3: Terms and Definitions
- Clause 4: Context of the organisation
- Clause 5: Leadership
- Clause 6: Planning
- Clause 7: Support
- Clause 8: Operation
- Clause 9: Performance Evaluation
- Clause 10: Improvement



KEY DIFFERENCES BETWEEN THE ISO 45001 AND ISO

18001/AS 4801:2001

- In ISO45001 the Context needs to be clearly established and defined within the organisation. The context relates to the internal and external factors that influence and shape the business.
- Management commitment and Leadership plays a bigger role in driving improvement in the overall safety culture
- Risks and opportunities have been bound together as one and not just focusing on the negative connotations of risk
- Greater emphasis on worker involvement and participation
- The use of the words “documented information” to replace the old document control and record control
- Businesses now need to ensure they have clearly documented processes for training hazard identification and management
- Organisations need to ensure there is a commitment in the OHS policy to eliminate all hazards and reduce the OHS Risk



CLAUSE COMPARISON BETWEEN AS 4801:2001, ISO 18001:2007 AND ISO 45001:2018

AS/NZS 4801:2001	OHSAS 18001:2007	ISO 45001
	0 Introduction	0 Introduction
1 Scope	1 Scope	1 Scope
2 Referenced Reference	2 Normative Reference	2 Normative Reference
3 Definitions	3 Terms and Definitions	3 Terms and Definitions
4 OHSMS Requirements	4 OH&S Management systems	4 Context of the organisation
		4.1 Understanding the organisation and its context
		4.2 Understanding the needs and expectations of interested parties
4.1 General Requirements	4.1 General Requirements	4.3 Determining the scope of OH&S management system
		4.4 OH&S Management system
		10.2 Continual Improvement
		5.1 Leadership and Commitment
4.2 OH&S Policy	4.2 OH&S Policy	5.2 Policy
4.3 Planning	4.3 Planning	6 Planning
		6.1 Actions to address risks and opportunities
		6.1.1 General
4.3.1 Planning identification of hazards, hazard/risk assessment and control of hazards/risks	4.3.1 Hazard identification, risk assessment and determining controls	6.1.2 Hazard Identification
		6.1.4 Assessment of OH&S Risks
		6.1.5 Planning to take action
4.3.2 Legal and other requirements	4.3.2 Legal and other requirements	6.1.3 Determination of legal and other requirements



4.3.3 Objective and Targets	4.3.3 Objectives and programme(s)	6.2.1 OH&S Objectives
4.3.4 OHS Management plans		6.2.2 Planning to achieve OH&S objectives
4.4 Implementation	4.4 Implementation and operation	7 Support
4.4.1 Structure and Responsibility	4.4.1 Resources, roles, responsibility, accountability and authority	5.3 Organisational roles, responsibilities and authorities
4.4.1.1 Resources		7.1 Resources
4.4.1.2 Responsibility and accountability		5.3 Organisational roles, responsibilities and authorities
4.4.2 Training and competency	4.4.2 Competence, Training & Awareness	7.2 Competence
		7.3 Awareness
4.4.3 Consultation, Communication and reporting	4.4.3 Communication, participation and consultation	7.4.1 Information and communication
4.4.3.1 Consultation		7.4.2 Participation, consultation and representation
4.4.3.2 Communication		
4.4.3.3 Reporting		
4.4.4 Documentation	4.4.4 Documentation	7.5 Documented information
		7.5.1 General
4.4.5 Document and data control	4.4.5 Control of documents	7.5.2 Creating and Updating
		7.5.3 Control of documented information
4.4.6 Hazard identification, hazard/risk assessment and control of hazards/risks	4.4.6 Operational Control	8.1 Operational Planning and Control
		8.2 Management of change
		8.3 Outsourcing
		8.4 Procurement
		8.5 Contractors



4.4.6 Emergency Preparedness and Response	4.4.7 Emergency Preparedness and Response	8.6 Emergency Preparedness and Response
4.5.1 Monitoring and Measurement	4.5 Checking	9 Performance Evaluation
	4.5.1 Performance measurement and monitoring	9.1 Monitoring, Measurement, Analysis and Evaluation
4.5.1.1 General		
4.5.1.2 Health Surveillance		
	4.5.2 Evaluation of Compliance	9.1.2 Evaluation of Compliance
4.5.2 Incident investigation, corrective and preventive action	4.5.3 Incident investigation, nonconformity, corrective action and preventive action	10.1 Incident, nonconformity and corrective action
	4.5.3.1 Incident investigation	
	4.5.3.2 Nonconformity, corrective and preventive action	
4.5.3 Records and records management	4.5.4 Control of Records	7.5.3 Control of documented information
4.5.4 OHSMS Audit	4.5.4 Internal Audit	9.2 Internal Audit
4.6 Management Review	4.6 Management review	9.3 Management review
		10 Improvement



SUSTAINABLE CERTIFICATION MIGRATION PROCESS

There will be no transition scheme for those clients who are certified to AS/NZS 4801:2001 they will be required to undergo new certification to the ISO 45001.

For those organisations who are currently certified to OHSAS 18001:2007, there will be the 3-year transition process i.e. that will need to be completed by May 2021.

VISIT OUR WEBSITE TO FIND OUT MORE ABOUT ISO 45001

<https://www.sustainablecertification.com.au/index.php/iso-45001/>

Please do not hesitate to get in touch with us should you have any more questions.

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