



## ISO/DIS 45001

Understanding the new international standard for occupational health & safety

Mapping Guide

# The new International Occupational Health & Safety Management System

## Why it's better for your organization

ISO/DIS 45001, Occupational Health & Safety (OH&S) management system will be the world's first OH&S international standard which will help thousands of organizations to provide a safe and healthy workplace for their workers and other people, prevent deaths, work-related injury and ill-health and to continually improve its OH&S performance.

The new standard, due to for final publication in late 2016, will include a number of key changes bringing the following new benefits:

### Bringing health and safety and continuous improvement into the heart of your business

ISO/DIS 45001 is an opportunity for organizations to align their strategic direction with their OH&S management system and increase focus on improving occupational health and safety performance. Being recognized globally, the standard will ensure that your customers will understand how OH&S is managed across the business.

#### Leadership

There is a greater focus on top management to demonstrate leadership and commitment with respect to the management system and to ensure active participation of workers in the development, planning, implementation and continual improvement of the OH&S management system. Top management have a responsibility to ensure that the importance of effective OH&S management is communicated and understood by all parties and ensuring that the OH&S management system achieves its intended outcomes.

### Introduction of risk and opportunity management

The introduction of risk and opportunity management into the occupational health and safety management system now reinforces its use as a governance tool and will enable the identification of opportunities that contribute to further improvement in OH&S performance and improved worker safety. Organizations will improve their ability to identify and manage risks more effectively across the whole system, making it more resilient.

### An integrated approach

ISO/DIS 45001 is based on Annex SL – the new ISO high level structure (HLS) that brings a common framework to all management systems. This helps to keep consistency, align different management system standards, offer matching sub-clauses against the top-level structure and apply common language across all standards. With the new standard in place, organizations will find it easier to incorporate their OH&S management system into the core business processes and get more involvement from senior management.

1 worker dies every 15 seconds\*

153 workers have an accident every 15 seconds\*

2.3m deaths per annum\*

317m accidents per annum\*

\*ILO global statistics Jan 2016

# Comparing the latest version of ISO/DIS 45001 with OHSAS 18001

ISO/DIS 45001 is based on Annex SL – the new ISO high level structure (HLS) that brings a common framework to all management systems. This helps to keep consistency, align different management system standards, offer matching sub-clauses against the top level structure and apply common language across all standards. With the new standard in place, organizations will find it easier to incorporate their OH&S management system into core business processes and get more involvement from senior management. The Plan-Do-Check-Act (PDCA) cycle can be applied to all processes and to the OH&S management system as a whole. The diagram here (Figure 1) illustrates how Clauses 4 to 10 can be grouped in relation to PDCA.

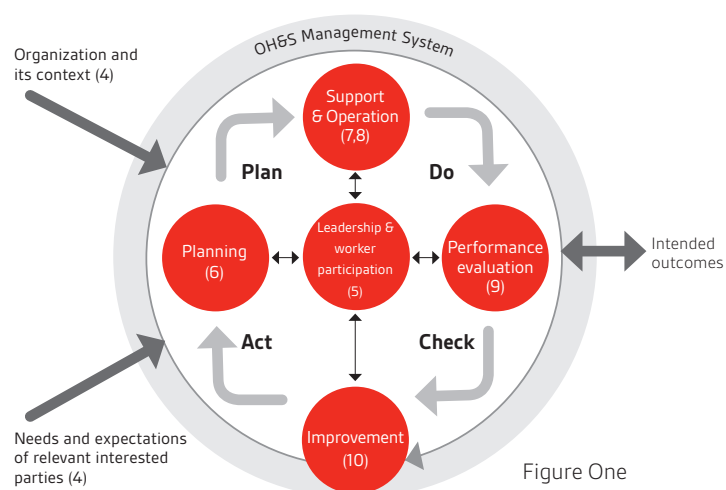


Figure One

## Overview of new and updated concepts in ISO/DIS 45001

New/updated concept	Comment
Context of the organization	Provides a greater understanding of the important issues that can affect, positively or negatively the way it manages its OH&S responsibilities
Workers and other Interested parties	Much more detail about considering their needs and expectations, then deciding whether these need to be addressed within the system
Leadership and culture	Requirements specific to top management with regards to demonstrating leadership, commitment and promoting a positive occupational health and safety culture
Participation and consultation	Enhanced requirements with regard to worker involvement and consultation in relation to the establishment and implementation of the OH&S management system.
Risks and opportunities	Includes risks and opportunities relating to the management system as well as OH&S risks & OH&S opportunities
Documented information	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 OH&S operations that can have an impact on legal requirements, operational controls, OH&S 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, non-conformity and corrective action	More detailed process requirements and preventive action now replaced by risk approach

# Table 1- OHSAS 18001 to ISO/DIS 45001 Mapping Guide

OHSAS 18001:2007	ISO/DIS 45001
1 Scope	1 Scope
2 Reference publications	2 Normative references
3 Terms and definitions	3 Terms and definitions
	4 Context of the organization (title only)
	4.1 Understanding the organization and its context
	4.2 Understanding the needs and expectations of workers and other interested parties
4 OH&S management system requirements (title only)	4.3 Determining the scope of the OH&S management system
4.1 General requirements	4.4 OH&S management system
	5 Leadership and worker participation (title only)
	5.1 Leadership and commitment
4.2 OH&S policy	5.2 OH&S policy
4.3 Planning (title only)	6 Planning (title only)
	6.1 Actions to address risks and opportunities
	6.1.1 General
4.3.1 Hazard identification, risk assessment and determining controls	6.1.2 Hazard identification and assessment of OH&S risks (title only)
	6.1.2.1 Hazard identification
	6.1.2.2 Assessment of OH&S risks and other risks to the OH&S management system
	8.1.2 Hierarchy of controls
	8.2 Management of change
4.3.2 Legal and other requirements	6.1.3 Determination of applicable legal requirements and other requirements
	6.1.4 Planning to take action
4.3.3 Objectives and programme(s)	6.2.1 OH&S objectives
	6.2.2 Planning to achieve OH&S objectives
4.4 Implementation and operation (title only)	8 Operation (title only)
4.4.1 Resources, roles, responsibility, accountability and authority	7.1 Resources
	5.3 Organizational roles, responsibilities, accountabilities and authorities
4.4.2 Competence, training and awareness	7.2 Competence
	7.3 Awareness

# Mapping Guide - Continued

## OHSAS 18001:2007

## ISO/DIS 45001

4.4.3 Communication, participation and consultation (title only)	7.4 Information and communication
4.4.3.1 Communication	5.4 Participation and consultation
4.4.3.2 Participation and consultation	
4.4.4 Documentation	7.5 Documented information (title only)
4.4.5 Control of documents	7.5.1 General
	7.5.2 Creating and updating
	7.5.3 Control of documented information
4.4.6 Operational control	8.1 Operational planning and control
	8.1.1 General
	8.2 Management of change
	8.3 Outsourcing
	8.4 Procurement
	8.5 Contractors
4.4.7 Emergency preparedness and response	8.6 Emergency preparedness and response
4.5 Checking (title only)	9 Performance evaluation (title only)
4.5.1 Performance measurement and monitoring	9.1 Monitoring, measurement, analysis and evaluation (title only)
	9.1.1 General
4.5.2 Evaluation of compliance	9.1.2 Evaluation of compliance with legal requirements and other requirements
4.5.3 Incident investigation, nonconformity, corrective action and preventive action (title only)	10.1 Incident, nonconformity and corrective action
4.5.3.1 Incident investigation	
4.5.3.2 Nonconformity, corrective action and preventive action	
4.5.4 Control of records	7.5.1 General
	7.5.2 Creating and updating
	7.5.3 Control of documented information
4.5.5 Internal audit	9.2.1 Internal audit objectives
	9.2.2 Internal audit process
4.6 Management review	9.3 Management review
	10 Improvement (title)
	10.2 Continual improvement
	10.2.1 Continual improvement objectives
	10.2.2 Continual improvement process

# Table 2 - ISO/DIS 45001 to OHSAS 18001 Mapping Guide

ISO/DIS 45001	OHSAS 18001:2007
1 Scope	1 Scope
2 Normative references	2 Reference publications
3 Terms and definitions	3 Terms and definitions
4 Context of the organization (title only)	
4.1 Understanding the organization and its context	
4.2 Understanding the needs and expectations of workers and other interested parties	
4.3 Determining the scope of the OH&S management system	4 OH&S management system requirements (title only)
4.4 OH&S management system	4.1 General requirements
5 Leadership and worker participation (title only)	
5.1 Leadership and commitment	
5.2 OH&S policy	4.2 OH&S policy
5.3 Organizational roles, responsibilities, accountabilities and authorities	4.4.1 Resources, roles, responsibility, accountability and authority
5.4 Participation and consultation	4.4.3.2 Participation and consultation
6 Planning (title only)	4.3 Planning (title only)
6.1 Actions to address risks and opportunities (title only)	
6.1.1 General	
6.1.2 Hazard identification and assessment of OH&S risks (title only)	4.3.1 Hazard identification, risk assessment and determining controls
6.1.2.1 Hazard identification	
6.1.2.2 Assessment of OH&S risks and other risks to the OH&S management system	
6.1.2.3 Identification of OH&S opportunities and other opportunities	
6.1.3 Determination of applicable legal requirements and other requirements	4.3.2 Legal and other requirements
6.1.4 Planning to take action	
6.2 OH&S objectives and planning to achieve them (title only)	4.3.3 Objectives and programme(s)
6.2.1 OH&S objectives	
6.2.2 Planning to achieve OH&S objectives	
7 Support (title only)	
7.1 Resources	4.4.1 Resources, roles, responsibility, accountability and authority

# Mapping Guide - Continued

## ISO/DIS 45001

## OHSAS 18001:2007

7.2 Competence	4.4.2 Competence, training and awareness
7.3 Awareness	
7.4 Information and communication	4.4.3 Communication, participation and consultation (title only)
	4.4.3.1 Communication
7.5 Documented information (title only)	4.4.4 Documentation
7.5.1 General	4.4.5 Control of documents
7.5.2 Creating and updating	4.5.4 Control of records
7.5.3 Control of documented information	
8 Operation (title only)	4.4 Implementation and operation (title only)
8.1 Operational planning and control	4.4.6 Operational control
8.1.1 General	
8.1.2 Hierarchy of controls	4.3.1 Hazard identification, risk assessment and determining control
8.2 Management of change	4.4.6 Operational control
8.3 Outsourcing	
8.4 Procurement	
8.5 Contractors	
8.6 Emergency preparedness and response	4.4.7 Emergency preparedness and response
9 Performance evaluation (title only)	4.5 Checking (title only)
9.1 Monitoring, measurement, analysis and evaluation (title only)	4.5.1 Performance measurement and monitoring
9.1.1 General	
9.1.2 Evaluation of compliance with legal requirements and other requirements	4.5.2 Evaluation of compliance
9.2 Internal audit (title only)	4.5.5 Internal audit
9.2.1 Internal audit objectives	
9.2.2 Internal audit process	
9.3 Management review	4.6 Management review
10 Improvement (title only)	4.5.3 Incident investigation, nonconformity, corrective action and preventive action (title only)
10.1 Incident, nonconformity and corrective action	4.5.3.1 Incident investigation
	4.5.3.2 Nonconformity, corrective action and preventive action
10.2 Continual improvement (title only)	4.1 General requirements
10.2.1 Continual improvement objectives	4.2 OH&S policy
10.2.2 Continual improvement process	4.6 Management review

# Preparing for ISO 45001

The final version of ISO 45001 is expected in Q4 2016, it is envisaged that upon publication, OHSAS 18001 will be withdrawn and there will be a 3 year period of migration allowed for organizations already certified to OHSAS 18001.

## Your Journey

BSI has identified a step-by-step journey to help you understand and realize the benefits of ISO 45001. We have mapped out a framework which guides you through the options and support available from BSI to ensure you have the knowledge and information you require.

1. **Buy a copy of the Draft International Standard (DIS) and/or the International Standard on publication.** This will help you become familiar with the new requirements, terminology and layout
2. **Visit the BSI website to access the most up-to-date support material available at [bsigroup.com](http://bsigroup.com)** including whitepapers which can help you understand the changes
3. **Look at the range of BSI training courses** available to make sure you fully understand the changes including migration and implementing courses.
4. **Download our Implementation Toolkit** developed to help you understand, implement and communicate the new ISO 45001 requirements throughout your organization
5. **Consider further services to help implement the changes.** BSI will offer a full range of services including GAP assessments and Entropy software to help you manage your systems

## Training from BSI

Whatever the specific requirements, BSI has designed a series of training courses that meet your needs. All courses have been designed by experts who have been directly involved in the development of ISO/DIS 45001. And our experienced tutors can help you get to grips with the matters that concern you. These courses include:

### ISO 45001: Understanding

1 day classroom based training course

- Learn about the new ISO high level structure and the requirements of ISO 45001
- Essential for anyone involved with migrating their OH&S management system from OHSAS 18001 to ISO 45001 from managers to implementers and auditors

### ISO 45001: Implementing Changes

1 day classroom based training course

- Learn about the new ISO high level structure and the requirements of ISO 45001
- Essential for anyone involved with implementing an OH&S management system for the first time from managers to implementers and auditors
- Ideal for those who have already attended one of our new high level structure courses including transition courses for ISO 9001 and ISO 14001