

Latest update  
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Final  
Standard

# ISO 45001

Understanding the new international  
standard for Occupational Health & Safety

Mapping Guide

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# Improve the quality of your Occupational Health & Safety delivery with **ISO 45001**

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- The new Occupational Health & Safety Management System
- ISO 45001 to OHSAS 18001
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# The new international Occupational Health & Safety Management System. Why it's better for your organization

ISO 45001, Occupational Health & Safety (OH&S) management system is the world's first OH&S ISO 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 their OH&S performance.

The new standard, will include a number of key changes bringing the following new benefits:

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

ISO 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 much greater focus on top management to demonstrate leadership and commitment with respect to the management system and to ensure consultation and 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

As well as identifying health and safety risks, ISO 45001 takes a business orientated approach that requires broader risks and opportunities to be identified. This robust approach 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 making them more resilient.

## An integrated approach

ISO 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.

**Clients who have adopted an OH&S management system tell us they benefit in the following ways\*:**



# Table 1: ISO 45001 to OHSAS 18001 Mapping Guide

The following table has been designed to help you identify the differences between ISO 45001 and OHSAS 18001.

ISO 45001		OHSAS 18001	
Context of the organization (title only)	4	-	New requirement (see also 4.6h in Management review)
Understanding the organization and its context	4.1	-	New requirement (see also 4.6h in Management review)
Understanding the needs and expectations of workers and other interested parties	4.2	4.4.3.2	Participation and consultation (in part) (see also 4.6b and c in Management review)
Determining the scope of the OH&S management system	4.3	4.1	General requirements (in part)
OH&S management system	4.4	4 4.1	Management system General requirements
Leadership and worker participation (title only)	5	4.4.3	Communication, participation and consultation (title only)
Leadership and commitment	5.1	4.4.1	Resources, roles, responsibility, accountability and authority
OH&S Policy	5.2	4.2	OH&S policy
Organizational roles, responsibilities and authorities	5.3	4.4.1	Resources, roles, responsibility, accountability and authority
Consultation and participation of workers	5.4	4.4.3.2	Participation and consultation
Planning (title only)	6	4.3	Planning (title only)
Actions to address risks and opportunities (title only)	6.1	4.1 4.3.1	General requirements Hazard identification, risk assessment and determining controls
General	6.1.1	4.4.6	Operational Control
Hazard identification and assessment of risks and opportunities (title only)	6.1.2	4.3.1	Hazard identification, risk assessment and determining controls
Hazard identification	6.1.2.1	4.3.1	Hazard identification, risk assessment and determining controls
Assessment of OH&S risks and other risks to the OH&S management system	6.1.2.2	4.3.1	Hazard identification, risk assessment and determining controls
Identification of OH&S opportunities and other opportunities to the OH&S management system	6.1.2.3	-	New Requirement
Determination of legal requirements and other requirements	6.1.3	4.3.2	Legal and other requirements
Planning action	6.1.4	4.3.6	Operational Control
OH&S objectives and planning to achieve them (title only)	6.2	4.4.6	Objectives and programme(s)

# Table 1: Mapping Guide – continued

ISO 45001		OHSAS 18001	
OH&S objectives	6.2.1	4.3.3	Objectives and programme(s)
Planning to achieve OH&S objectives	6.2.2	4.3.3	Objectives and programme(s)
Support (title only)	7	4.4	Implementation and operation (title only)
Resources	7.1	4.4.1	Resources, roles, responsibility, accountability and authority
Competence	7.2	4.4.2	Competence, training and awareness
Awareness	7.3	4.4.2	Competence, training and awareness
Communication	7.4	4.4.3.1	Communication
General	7.4.1	4.4.3.1	Communication
Internal communication	7.4.2	4.4.3.1	Communication
External communication	7.4.3	4.4.3.1	Communication
Documented information (title only)	7.5		Documentation Control of records
General	7.5.1	4.4.4 4.5.4	Documentation Control of records
Creating and updating	7.5.2	4.4.5 4.5.4	Control of documents Control of records
Control of documented information	7.5.3	4.4.5 4.5.4	Control of documents Control of records
Operation (title only)	8	4.4	Implementation and operation (title only)
Operational planning and control (title only)	8.1	4.4.6	Operational control
General	8.1.1	4.4.6	Operational control
Eliminating hazards and reducing OH&S risks	8.1.2	4.3.1 4.4.6	Hazard identification, risk assessment and determining controls Operational control
Management of change	8.1.3	4.3.1 4.4.6	Hazard identification, risk assessment and determining controls Operational control
Procurement (title only)	8.1.4	4.4.6	Operational control
General	8.1.4.1	4.4.6	Operational control
Contractors	8.1.4.2	4.3.1 4.4.3.1 4.4.3.2 4.4.6	Hazard identification, risk assessment and determining controls Communication Participation and consultation Operational control
Outsourcing	8.1.4.3	4.3.2 4.4.3.1 4.4.6	Legal and other requirements Communication Operational control



# Table 1: Mapping Guide – continued

ISO 45001		OHSAS 18001	
Emergency preparedness and response	8.2	4.4.7	Emergency preparedness and response
Performance evaluation (title only)	9	4.5	Checking (title only)
Monitoring, measurement, analysis and performance evaluation (title only)	9.1	4.5.1	Performance measurement and monitoring
General	9.1.1	4.5.1	Performance measurement and monitoring
Evaluation of compliance	9.1.2	4.5.2	Evaluation of compliance
Internal audit (title only)	9.2	4.5.5	Internal audit
General	9.2.1	4.5.5	Internal audit
Internal audit programme	9.2.2	4.5.5	Internal audit
Management review	9.3	4.6	Management review
Improvement (title only)	10	4.6	Management review
General	10.1	4.6	Management review
Incident, nonconformity and corrective action	10.2	4.5.3	Incident investigation, nonconformity, corrective action and preventive action (title only)
		4.5.3.1	Incident investigation
		4.5.3.2	Nonconformity, corrective action and preventive action
Continual improvement	10.3	4.2	OH&S Policy
		4.3.3	Objectives and programme(s)
		4.6	Management review



# Table 2: OHSAS 18001 to ISO 45001 Mapping Guide

The following table has been designed to help you identify the differences between OHSAS 18001 and ISO 45001.

OHSAS 18001		ISO 45001	
Management system	4	4.4	OH&S management system
General requirements	4.1	4.3	Determining the scope of the OH&S management system
		4.4	OH&S management system
OH&S policy	4.2	5.2	OH&S Policy
		10.3	Continual improvement
Planning (title only)	4.3	6	Planning (title only)
Hazard identification, risk assessment and determining controls	4.3.1	6.1	Actions to address risks and opportunities (title only)
		6.1.2	Hazard identification and assessment of risks and opportunities (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	Eliminating hazards and reducing OH&S risks
		8.1.3	Management of change
		8.1.4.2	Contractors
Legal and other requirements	4.3.2	6.1.3	Determination of legal requirements and other requirements
		8.1.4.3	Outsourcing
Objectives and programme(s)	4.3.3	6.2	OH&S objectives and planning to achieve them (title only)
		6.2.1	OH&S objectives
		6.2.2	Planning to achieve OH&S objectives
		10.3	Continual improvement
Implementation and operation (title only)	4.4	7	Support (title only)
		8	Operation (title only)
Resources, roles, responsibility, accountability and authority	4.4.1	5.1	Leadership and commitment
		5.3	Organizational roles, responsibilities and authorities
		7.1	Resources
Competence, training and awareness	4.4.2	7.2	Competence
		7.3	Awareness
Communication, participation and consultation (title only)	4.4.3	5	Leadership and worker participation (title only)

# Table 2: Mapping Guide – continued

OHSAS 18001		ISO 45001	
Communication	4.4.3.1	7.4 7.4.1 7.4.2 7.4.3 8.1.4.2 8.1.4.3	Communication General Internal communication External communication Contractors Outsourcing
Participation and consultation	4.4.3.2	4.2 5.4 8.1.4.2	Understanding the needs and expectations of workers and other interested parties Consultation and participation of workers Contractors
Documentation	4.4.4	7.5 7.5.1	Documented information (title only) General
Control of documents	4.4.5	7.5.2 7.5.3	Creating and updating Control of documented information
Operational Control	4.4.6	6.1.1 6.1.4 8.1 8.1.1 8.1.2 8.1.3 8.1.4 8.1.4.1 8.1.4.2 8.1.4.3	General Planning action Operational planning and control (title only) General Eliminating hazards and reducing OH&S risks Management of change Procurement (title only) General Contractors Outsourcing
Emergency preparedness and response	4.4.7	8.2	Emergency preparedness and response
Checking (title only)	4.5	9	Performance evaluation (title only)
Performance measurement and monitoring	4.5.1	9.1 9.1.1	Monitoring, measurement, analysis and performance evaluation (title only) General
Evaluation of compliance	4.5.2	9.1.2	Evaluation of compliance
Incident investigation, nonconformity, corrective action and preventive action (title only)	4.5.3	10.2	Incident, nonconformity and corrective action
Incident investigation	4.5.3.1	10.2	Incident, nonconformity and corrective action
Nonconformity, corrective action and preventive action	4.5.3.2	10.2	Incident, nonconformity and corrective action
Control of records	4.5.4	7.5 7.5.1 7.5.2 7.5.3	Documented information (title only) General Creating and updating Control of documented information



## Table 2: Mapping Guide – continued

OHSAS 18001	ISO 45001		
Internal audit	4.5.5	9.2 9.2.1 9.2.2	Internal audit (title only) General Internal audit programme
Management review	4.6	4. 4.1 4.2  9.3 10 10.1 10.3	Context of the organization (title only) Understanding the organization and its context Understanding the needs and expectations of workers and other interested parties Management review Improvement (title only) General Continual improvement

Support on your journey.  
For the latest updates and news on ISO  
45001 visit [bsigroup.com/en-ZA](https://bsigroup.com/en-ZA)



# Preparing for ISO 45001 - 6 steps for a successful migration

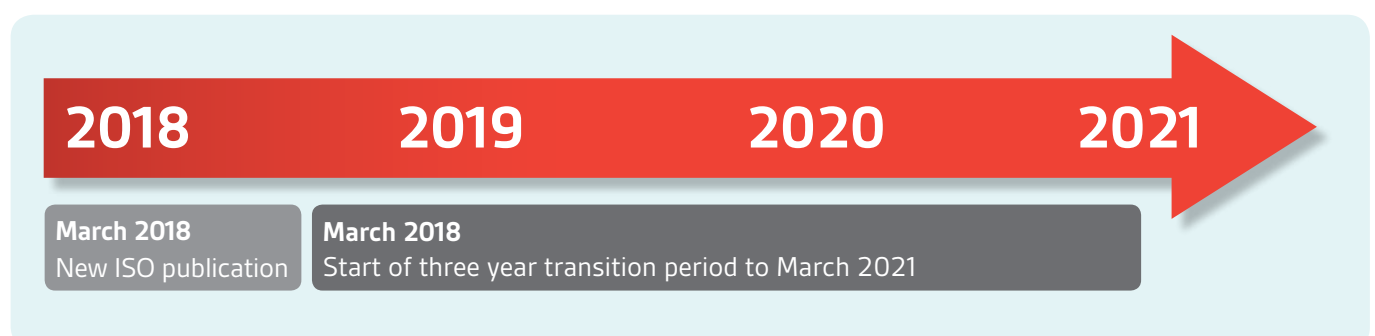
Upon publication of ISO 45001, OHSAS 18001 will be withdrawn and there will be a three year period of migration allowed for organizations already certified to OHSAS 18001 to upgrade their OH&S management system.

## Don't delay – start to upgrade today

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 Talk to your BSI Client Manager**
  - Discuss your challenges and timelines
  - Review the latest videos and whitepapers on the BSI website for background information
  - Buy a copy of ISO 45001 (and supporting BS 45002-2)
- 2 Attend BSI's Training programme**
  - Delivered by experts, understand the new requirements faster and in greater detail by attending one of our training courses.
- 3 Communicate with your organization**
  - Talk to your leadership team about the new requirements
  - Communicate the revision to your wider organization to gain buy in
  - Send regular updates on progress
- 4 Set up an Internal Project Team**
  - Download BSI's migration toolkit which will guide you through the migration
  - Create an implementation plan and monitor progress
  - Take a fresh look at your OH&S MS
  - Implement the new requirements on leadership, risk and context of the organization
  - Change your documentation to reflect the new structure
- 5 Gap Assessment**
  - To help you prepare for ISO 45001 we can use our experts to complete a gap analysis to identify your strengths and weaknesses. This will then help you prepare for Step 6
- 6 Migration Assessment**
  - Working with your BSI client manager you can complete your migration to ISO 45001 before the withdrawal of BS OSHAS 18001 in March 2021.

## ISO 45001 Migration Timeline



# 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 45001 and our experienced tutors can help you get to grips with the matters that concern you. These courses include:

## ISO 45001: Migration

One day classroom based training course

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

## ISO 45001: Implementing Changes

One day classroom based training course

- Learn about the new ISO high level structure and how to implement the changes of ISO 45001
- Essential for anyone involved with implementing an OH&S management system 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

## ISO 45001: Seminar

Lecture-based learning session

- Gain an insight into the ISO 45001 development
- The key differences between OHSAS and ISO 45001
- Understand what you need to do to migrate to ISO 45001
- Ideal if you are involved in implementing, maintaining or auditing of an ISO 45001 management system and need an overview

“The trainer was extremely knowledgeable and helpful, and concerned to give all the delegates the best possible answers to any questions we had. Also made sure we knew all the necessary theory, but also gave us good ideas on how to implement the new standard in practice. One of the best training courses I’ve been on.”

**ISO 45001 training course delegate**



# Why BSI?



BSI has been at the forefront of the development of ISO 45001, from the start; BSI proposed its development and has run the international secretariat supporting the project committee which has developed the standard. Its origins are based on OHSAS 18001, the world renowned health & safety management system which was developed by BSI in 1999. That's why we're best placed to help you understand the new standard.

At BSI we create excellence by driving the success of our clients through standards. We enable others to perform better, manage risk and achieve sustainable growth. For over a century our experts have been challenging mediocrity and complacency to help embed excellence into the way people and products work. We make excellence a habit.



## About BSI

BSI is the business improvement company that enables organizations to turn standards of best practice into habits of excellence. For over a century BSI has championed what good looks like and driven best practice in organizations around the world. Working with over 86,000 clients across 193 countries, it is a truly international business with skills and experience across a number of sectors including automotive, aerospace, built environment, food, and healthcare. Through its expertise in Standards Development and Knowledge Solutions, Assurance and Professional Services, BSI improves business performance to help clients grow sustainably, manage risk and ultimately be more resilient.

To learn more, please visit: [bsigroup.com/en-ZA](https://bsigroup.com/en-ZA)



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