ISO 45001:2018 – a guide to migration to the new Standard.

Now that we are done with transitioning to the 2015 versions of ISO 9001 and ISO 14001, we need to turn our attention to the new health and safety Standard ISO 45001:2018 which was released in March 2018.

The vast majority of organisations who are recognised to BS OHSAS 18001 are already certified to ISO 9001:2015 and this will make the migration to ISO 45001 much easier. The new Standard is written using the same high- level structure as ISO 9001 and shares common clauses and terminology.

For example, if you have ISO 9001:2015 you will already have considered context, risk and opportunity. You will need to update your risks and opportunities to ensure that business risks and opportunities associated with health and safety are considered.

For those of you who have ISO 9001 (and /or ISO 14001) Here is a typical ISO 45001 action plan which you can use to help you migrate to the new Standard.

1. ISO 45001 refers to 'workers' rather than employees. 'Workers' include all those who work for or on behalf of the organisation. So, add 'workers' to your list of interested parties and define who workers encompass in your organisation.

2. Ensure that your identification of external and internal issues, completed for ISO 9001 includes issues associated with health and safety.

3. Update the OH&S hazard and risk assessment process to include an assessment of OH&S opportunities. Link these (reference) to relevant business risks and opportunities you have already identified for ISO 9001 and ensure that your identification of business risk and opportunity includes those which are health and safety related.

4. Update your communication processes if necessary to ensure you are taking account of diversity aspects and that you are considering the views of external interested parties.

5. Review or develop processes for consultation and participation. (We think the requirements of the Standard here are possibly the most challenging for practical implementation).
   You need to consider and demonstrate participation of workers including non-managerial workers in all aspects of the OH&S management System, for example when establishing reviewing the OH&S policy, reviewing risk assessments, developing objectives and controls, investigating incidents, developing an audit programme and determining training needs.

6. Review controls of suppliers and ensure this covers control of contractors and out-sourced processes to ensure conformance to your OH&S System.

7. Create a formal process for managing change which may impact on health and safety performance, for example to manage changes to location, buildings, work conditions, equipment, workforce; changes to legislation, developments in technology etc. We consider this is to be a top-level process and needs to be considered through your business level risks and opportunities and then through operational risk and opportunity assessments.

8. Carry out a full round of internal audit to the updated System.

9. Review your management review agenda and ensure that this covers all the input and output requirements of ISO 45001 and carry out a management review.

This plan covers what we consider to be the key actions you need to implement to update your System to meet ISO 45001. For further advice and guidance please contact us on 01926 812172 or contact Nicki Norgate directly on 07710 200522.