

From BS OHSAS 18001 to ISO 45001

Our 8-step plan for transitioning to ISO 45001

ISO 45001 is to supersede BS OHSAS 18001. As it stands, ISO 45001 shall enter into force in the period from the end of 2017 to the beginning of 2018. The standard revision from BS OHSAS 18001 to ISO 45001 is expected to involve a three-year transition period. This means you have time to take a sensible and results-orientated approach to changing over your existing BS OHSAS 18001-certified occupational health and safety management system (OHSM system), culminating in the ISO 45001 certificate.

No specific measures should be initiated within your company until the text of the final draft is available and obtainable from Beuth Verlag publishing house. Until then, it would be useful to draw up an internal action plan from the third quarter of 2017, covering all the necessary steps, from training on the new standard through to the final transition. In the following we have presented the individual steps of this action plan as a suggestion for you:



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| 1. Appointment of staff | ... responsible for effecting the transition; possibly set up a project team. |
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| 2. Training of staff | ... on the content of ISO 45001. We will be happy to answer your questions. |
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| 3. Identification of deltas | <p>... in your OHSM system between the former BS OHSAS 18001 and ISO 45001 in small steps:</p> <ul style="list-style-type: none">• Assign the components of your existing OHSM system to the requirements of the new standard.• Are all requirements met? Are there any gaps? Which regulations does it make sense to preserve?• Consider the key issues and amendments to ISO 45001 as follows:<ul style="list-style-type: none">› Can I exploit the advantages of the new structure, e.g. in the integrated management systems?› Has risk-based thinking been implemented in the PDCA process to support the process-oriented approach?› Given the reduced documentation requirements for the OHSM system, are the processes in your company clearly defined? <p><i>More key issues and amendments on the next page</i></p> |
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3. Identification of deltas

- › Is there an awareness within the company about the significance of the context analysis of the organisation as a new basic requirement of the management system.
- › Is there a stronger weighting within your company of management responsibility for the implementation and effectiveness of the OHSM system?
- › Is there an increased focus on outsourcing management of certain processes/subcontractors?
- › How is the involvement of interested parties ensured?

4. Updating the OHSM system

... including time frame, persons involved and actions required for successful transition

- Which internal groups of people are affected?
- What training is required?
- What action is necessary to raise awareness among management and staff?

5. Aktualisierung des EnM-Systems

Once the staff have been trained, the results of the internal delta analysis can be used as a basis for updating the OHSM system processes and procedures, and the documentation can be amended and expanded. If required, DEKRA can also arrange a DELTA audit to assess the certifiability of your OHSM system to ISO 45001. Further information can be obtained from www.iso.org/iso-45001-occupational-health-and-safety.html. Are you on schedule with your action plan? If so, you should be able to estimate when would be the best time for a transition audit to the new standard at your company. Contact us for a quotation for ISO 45001 certification.

6. Training of internal auditors

The auditing techniques and skills of your internal auditors should be developed to cater for the new requirements.

7. The effectiveness of your OHSM system should be assessed internally.

- Have you taken everything into consideration?
- Have all the requirements been met and has all necessary documentation for implementing ISO 45001 been submitted and evaluated?
- Is the internal audit complete?

8. Agreeing a date

Once you have ascertained the effectiveness of your modified OHSM system and given it a positive rating, now is the time to arrange and appointment for the transition audit.

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