

**ISO/DIS 45001:2016 vs. OHSAS 18001:2007
matrix**

ISO/DIS 45001:2016	OHSAS 18001:2007	Explanation
Introduction	Introduction	<p>The point of both sections is the same: explaining the purpose of the standard and emphasizing the PDCA cycle.</p> <p>ISO 45001 provides more information on the purpose and benefits of an OH&S management system and defines success factors for an effective OH&S management system.</p> <p>The last sub clause of this section provides clarification of the structure and terms of the standard.</p>
0.1 Background		
0.2 Aim of an OH&S management system		
0.3 Success factors		
0.4 Plan-Do-Check-Act cycle		
0.5 Contents of this International Standard		
Occupational health and safety management systems - Requirements with guidance for use	Occupational health and safety management systems - Requirements	
1 Scope	1 Scope	These clauses are almost the same for both standards.
2 Normative references	2 Reference publications	ISO/DIS 45001 has no normative references.
3 Terms and definitions	3 Terms and definitions	Both standards provide definitions for terms used in the text.
4 Context of the organization		
4.1 Understanding the organization and its context		This is a completely new requirement; the organization will need to determine the external and internal context that affects the organization and its OH&S management system.
4.2 Understanding the needs and expectations of workers and other interested parties		Interested parties are mentioned several times in OHSAS 18001, but there were no explicit requirements for their identification and identification of their needs and expectations. Furthermore, ISO/DIS 45001 distinguishes workers from other interested parties in order to emphasize their importance.
4.3 Determining the scope of the OH&S management system	4.1 General requirements	Both standards require definition of OH&S management system scope; only ISO/DIS 45001 elaborates requirements for the scope in more detail. Documenting the scope of the OH&S management system is required by both standards. For more information, see How to determine scope of the OH&SMS .

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4.4 OH&S management system and its processes	4.1 General requirements	The requirements are the same for both standards.
5 Leadership and worker participation		
5.1 Leadership and commitment	4.4.1 Resources, roles, responsibility, accountability and authority	Both standards have similar requirements regarding top management. ISO/DIS 45001 does not require the organization to appoint a member of the top management to be responsible for the OH&S management system.
5.2 OH&S policy	4.2 OH&S policy	The requirements for the OH&S Policy are the same in both standards, only better elaborated in IS/DIS 45001.
5.3 Organizational roles, responsibilities, accountabilities and authorities	4.4.1 Resources, roles, responsibility, accountability and authority	The main difference is that the new standard does not require appointing a management representative.
5.4 Participation and consultation	4.4.3.2 Participation and consultation	The requirements of both standards are almost the same; only ISO/DIS 45001 defines them in more detail.
6 Planning		
6.1 Actions to address risks and opportunities		
6.1.1 General		This is a completely new requirement compared to OHSAS 18001. When planning the OH&SMS, the organization will need to determine the risks and opportunities affecting the organization.
6.1.2 Hazard identification and assessment of OH&S risks		
6.1.2.1 Hazard identification	4.3.1 Hazard identification, risk assessment and determining controls	The requirements regarding identification and assessment of OH&S hazards are the same in both standards; only ISO/DIS 45001 provides more details.
6.1.2.2 Assessment of OH&S risks and other risks to the OH&S management system		Risks related to the OH&S management system are a new requirement compared to OHSAS 18001; this clause covers not only hazard-related risks but also risks regarding legal and other requirements and overall context of the organization.

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6.1.2.3 Identification of OH&S opportunities and other opportunities		Opportunities are only mentioned in ISO/DIS 45001, and this sub clause defines what kind of opportunities must be addressed.
6.1.3 Determination of applicable legal requirements and other requirements	4.3.2 Legal and other requirements	Both standards require the organization to establish a process for identification of legal and other requirements, and also to document legal and other requirements.
6.1.4 Planning to take action		The organization will have to plan actions to address the determined risks related to threats and opportunities and evaluate their effectiveness.
6.2 OH&S objectives and planning to achieve them		
6.2.1 OH&S objectives	4.3.3 Objectives and programs	The requirements remain the same, but are further elaborated in the new version. See the sample document here: OH&S Objectives and Programs .
6.2.2 Planning to achieve OH&S objectives		
7 Support		
7.1 Resources	4.4.1 Resources, roles, responsibility, accountability and authority	The requirements regarding resource provision for both standards are the same, but the new standard emphasizes resource provision by dividing them into separate clauses.
7.2 Competence	4.4.2 Competence, training and awareness	The requirements are the same, only further outlined in ISO/DIS 45001 by division into separate clauses. See the sample document here: Competence, Training and Awareness Procedure .
7.3 Awareness		
7.4 Information and communication	4.4.3.1 Communication	The requirements of both standards are pretty much the same, only elaborated in more detail in ISO/DIS 45001.
7.5 Documented information		
7.5.1 General	4.4.4 Documentation	Documents and records now belong to the same category – documented information. The requirements of both standards are equivalent.
7.5.2 Creating and updating	4.4.5 Control of documents	
7.5.3 Control of documented information	4.5.4 Control of records	
8 Operation	4.4 Implementation and operation	

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8.1 Operational planning and control	4.4.6 Operational control	Requirements of both standards are pretty much the same; only ISO/DIS 45001 has separate sub clauses for change management and outsourced processes.
8.1.2 Hierarchy of controls	4.3.1 Hazard identification, risk assessment and determining controls	The hierarchy is much better defined in ISO/DIS 45001 and slightly modified. While OHSAS 18001 puts it inside the clause with other requirements, ISO/DIS 45001 has it separately to emphasize its importance.
8.2 Management of change	4.4.6 Operational control	The requirements of both standards are almost the same, only elaborated in more detail in ISO/DIS 45001 and kept as a separate clause.
8.3 Outsourcing		The requirements of both standards are almost the same, only elaborated in more detail in ISO/DIS 45001 and kept as a separate clause.
8.4 Procurement		The requirements of both standards are almost the same, only elaborated in more detail in ISO/DIS 45001 and kept as a separate clause.
8.5 Contractors		The requirements of both standards are almost the same, only elaborated in more detail in ISO/DIS 45001 and kept as a separate clause.
8.6 Emergency preparedness and response	4.4.7 Emergency preparedness and response	The requirements are almost the same, but are further elaborated in the new standard. See the sample document here: Procedure for Emergency Preparedness and Response .
9 Performance evaluation	4.5 Checking	
9.1 Monitoring, measurement, analysis and evaluation	4.5.1 Performance measurement and monitoring	The new clause sublimates all requirements monitoring and measuring, including legal and other requirements, OH&S performances, operational controls, etc.
9.1.1 General		
9.1.2 Evaluation of compliance with legal requirements and other requirements	4.5.2 Evaluation of compliance	The requirements are the same. See the sample document here: Compliance Evaluation Record .
9.2 Internal audit	4.5.5 Internal audit	The requirements are equivalent, but the new standard has divided the clause into two sub clauses to emphasize some elements of the internal audit, such as the audit objective and the audit process. The main

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		difference is that the new standard does not require a documented procedure. See the sample document here: Procedure for Internal Audit .
9.3 Management review	5.6 Management review	The requirements are equivalent.
10 Improvement		
10.1 Incident, nonconformity and corrective action	4.5.3 Incident investigation, nonconformity, corrective action and preventive action 4.5.3.1 Incident investigation 4.5.3.2 Nonconformity, corrective action and preventive action	ISO/DIS 45001 does not have preventive actions, which aligns it with new versions of other management system standards. Also, incident investigation is merged with nonconformities and corrective actions because the same process can be used for investigation of incidents and nonconformities, and they are both resolved with corrective actions.
10.2 Continual improvement		The new standard points out the need to use all available information for continually improving the OH&S management system.
Annex A – Guidance for use		Annex A explains the new structure of the ISO/DIS 45001 standard, together with explanations of each clause and its requirements.



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