



# OHSAS 18001 TO ISO 45001: MAKING THE TRANSITION ESTABLISH AN INTEGRATED OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

# INTRODUCTION

Did you know that greater than 6300 workers die each day from work-related accidents or illnesses? That accounts for nearly 2.3 million deaths every year (International Labor Organization).

The international ISO 45001 Standard has been developed to minimize potential injuries and illnesses in workplaces globally. This new standard will eventually replace the OHSAS 18001 standard, with the transition occurring over the next few years.

Both ISO 45001 and OHSAS 18001 exist to help organizations plan, develop and implement workplace health and safety management systems that have senior leadership commitment and are focused on risk identification and control. The intended outcome of these systems is to improve worker safety, reduce occupational risks, and integrate occupational safety and health with other business planning processes.

## Q&A: OHSAS 18001 AND ISO 45001

### How will ISO 45001 impact my current organization?

ISO 45001 will be finalized as an internationally-recognized standard in 2018. As with similar third-party certifications such as ISO 14001 and 9001, the need to demonstrate conformance with the standard may differ across organizations (i.e., a customer requirement, expectation of a regulatory authority, internal KPI etc.).

A three-year transition period is expected for those organizations currently certified to OHSAS 18001

### What is the focus of ISO 45001?

ISO 45001 places increased emphasis on senior leadership commitment in identifying and controlling risks to worker health and safety. In addition, there is broader focus across outsourced functions and other external factors.

### What are the main requirements?

Top management must take ownership and show commitment to a culture of good health/safety. There will be a requirement to take into account the context of the organization in terms of its geographical, geo political, supply chain and public expectations. The standard aims to create internal systems and provisions for worker involvement including consultation and training, and identify opportunities for improvement at all levels within a consistent culture of health and safety.

### What might some of the challenges be?

The new standard places greater emphasis on worker input, which may involve outsourced workers (e.g., from other companies) that might either present or be subject to an occupational safety and health risk. In addition, there are enhanced expectations for consultation and participation both internally and externally (e.g., Unions, advocacy groups, etc.)

## BENEFITS OF ISO 45001

Businesses achieving certification to similar standards (i.e. ISO 14001) report the following benefits:

- **FINANCE**  
Reduced risks and hazards in the workplace save you liability and insurance costs
- **PRODUCT**  
Acts as an “early warning system” to spot product defects and employee concerns
- **MANAGEMENT**  
Improves management oversight with measurement of KPIs in health/safety; this provides management objective data to make base decisions
- **SALES**  
Certification helps retain and attract new customers, especially when combined with other ISO certifications
- **OPERATIONS**  
Reduction in downtime and the costs of distribution to operations



# HOW TO GET STARTED: STEPS TO IMPLEMENTATION & CERTIFICATION

Companies with existing OSHAS 18001 certification should perform a gap analysis against the new standard. For companies that are newly-seeking 3rd party certification, the following are recommended:

- **Create a Health & Safety Policy**  
Align your policy with the ISO 45001 sections. Top management will develop, implement, and maintain this policy to help affirm your commitment to health and safety compliance, organizational enhancements and employee wellbeing.
- **Identify Needs & Expectations**  
Ensure that this is done for both workers and other interested parties such as unions, labor advocacy groups, and local regulatory authorities.
- **Identify Risks & Controls**  
Involve workers as part of identifying workplace hazards and corresponding opportunities for risk controls.
- **Develop & Renew Objectives**  
Identify sections of your business that impact the employee/customer health and safety, outline applicable regulations, develop objectives and targets for improvement, and identify a team responsible for health and safety management.
- **Training**  
Maintain involvement and understanding from senior management to stay up-to-date with certification standards.



Get ISO 45001 certified with  
Benchmark Gensuite safety management software.  
Learn more at : [benchmarkgensuite.com/contact-us](https://benchmarkgensuite.com/contact-us)

# CONTINUED...

## What will the new ISO 45001 mean for users of OHSAS 18001?

It is hoped that the users of standards such as OHSAS 18001 will adopt ISO 45001 as it does not conflict with these documents and enhances the opportunity for integrating OHS management into the overall business processes.

One primary benefit of transitioning to / adopting ISO 45001 is that it will better-align with other ISO standards adopted by industry. This should be of particular benefit to small and medium enterprises (SMEs) when managing multiple standards, particularly as required by their customers.

## HOW TO GET STARTED: STEPS TO IMPLEMENTATION & CERTIFICATION

- **Implementation**  
Implement a health and safety management system that meets your business specific needs. Include outsourced activities into implementation plan.
- **Internal Assessment & Management Review**  
Perform an internal audit of the Health & Safety Management System, and review overall performance with Top Management to identify opportunities for improvement.
- **ISO 45001 Certification**  
Once you successfully complete an audit and gain certification, maintain certification until renewal by remaining engaged in these steps.



# COMPARISON OF 45001 TO 18001 & ASSOCIATED BENCHMARK TOOLS

ISO 45001 sections concentrate on the different requirements involved in an occupational health and safety management system. The following matrix illustrates Gensuite health and safety solutions that can be utilized to meet and maintain specific parts of ISO 45001 and gain certification alongside OHSAS 18001 sections for comparison.

ISO 45001 Sections	OHSAS 18001 Section Comparison	Benchmark Gensuite Solution
4.1 Understanding the Organization and its Context	N/A No requirement	Profiler
4.2 Needs & Expectations of Workers & Other Interested Parties	N/A No requirement	Concern Reporting Opportunity Registry
4.3 Determine Scope of OH&S Management System	4.1 General requirements	Site Management Tool
5.1 Leadership & Commitment	N/A No requirement	Tableau Leadership Engagement Dashboard
5.2 OH&S Policy	4.2 OH&S Policy	Ops Metrics Compliance Calendar
5.3 Organisational Roles, Responsibility, Authorities	4.4.1 Roles/Responsibilities	Open Action Items App permissions
5.4 Consultation & Participation of Workers	4.4.3.2 Worker Participation & Consultation	Safety Observation Safety Dialogue Concern Reporting
6.1.2 Hazard Identification & Assessment of Risks & Opportunities	4.3.1 Hazard Identification Risk Assessment & Determining Controls	Risk & Opportunity Registry Safety Risk Assessment
6.1.3 Determination of Legal Requirements & Other Requirements	4.2.3 Legal & Other requirements	Reg Tracker Reg Auditor
6.2.1 OH&S Objectives & Planning Actions to Achieve them	4.3.3 OHS Objectives	Framework Scorecard
7.2, 7.3 Competence & Awareness	4.2.2 Competence, Training and Awareness	Training Tracker Training Calendar
7.4 Communication	4.4.3 Hazard Identification	Concern Reporting
7.5 Documented Information	4.4.4 Documentation & Records	Doc Manager

# CONTINUED... COMPARISON OF 45001 TO 18001 & ASSOCIATED BENCHMARK TOOLS

ISO 45001 Sections	OHSAS 18001 Section Comparison	Benchmark Gensuite Solution
8.1 Operational Planning & Control	4.4.6 Operational Control	Safe Work Permit, Equipment Tracker Maintenance Manager
8.1.3 Management of Change	4.4.6 Operational Control	MOC Manager
8.1.4 Procurement, Contractors & Outsourcing	N/A No requirement	Contractor Manager Survey Engine
8.2 Emergency Preparedness & Response	N/A No requirement	Incident & Metrics Doc Manger
9.1 Monitoring, Measurement, Analysis and Performance evaluation	4.5.1 Performance Measurement and Monitoring	Framework Scorecard Digital Cockpit Industrial Hygiene
9.2 Internal Audit	4.5.5 Internal Audit	Inspection Tool Audit Assistant
9.3 Management Review	4.6 Management Review	Analytics Digital Cockpit
10.2 Incident, nonconformity and corrective action	4.5.3 Incident Investigation, Nonconformity, CAPA	Incident & Metrics, Action Tracking System
10.3 Continual Improvement	4.6 Management Review	Framework Scorecard Inspection Tool

ISO 45001 Sections	OHSAS 18001 Section Comparison	Benchmark Gensuite Solution
8.1.4 Outsourcing must ensure control of process/function	N/A No requirement	Framework Scorecard Incidents & Measurements MOC Manager
8.1.5 Procurement ensure conformity to OHSMS	4.4.6.b Purchasing	Framework Scorecard Incidents & Measurements MOC Manager
8.1.6 Contractors to conform to OHSMS	4.4.6.c Contractors	Framework Scorecard Incidents & Measurements MOC Manager
9.2.2 Plan internal audit program	4.4.5 Internal Audit	Incidents & Measurements Compliance Calendar Framework Scorecard Digital Cockpit Action Tracking System Incidents & Measurements
10.3 Continual improvement of OHSMS	4.6 Management Review	Reg Auditor Inspection Tool Framework Scorecard





# INTEGRATED HEALTH & SAFETY SOFTWARE

Benchmark Gensuite applications are part of an integrated health and safety management software suite. Here are their top features.



## Framework Scorecard

Establish quality program expectations & an approach to achieving targets & goals to measure specific performance against program expectations across facilities

## Safety Risk Assessment

Develop & maintain a searchable repository of job-based risk assessments, available for easy search & access by all employees

## Safety Matrix

Prioritize the development of assessments for job activities relating to safety risks, Industrial Hygiene & ergonomics based on a matrix ranking system

## Compliance Calendar

Schedule periodic/recurring tasks & obligations, assign responsibility with email notifications & intelligent escalations, & track & report status

## Digital Cockpit

Communicate business & site performance via business-specific outputs; use Mapper for data visualization beyond traditional reporting models, including geographic site mapping, metrics & more

## Training Tracker

Manage employee engagement with regulatory & best-practice training requirements using a multitiered matrix, deliver training via classroom or e-learning & view qualifications on-demand

## Incidents & Measurements

Record all incidents of relevance by type with customizable details, enable follow-up & root cause analysis, & report & analyze metrics (KPIs) & performance trends

## MOC Manager

Initiate approval for change requests, such as process or equipment changes, to ensure comprehensive review of all compliance requirements

## Inspection Tool

Formalize inspection program management: internal audit checklist, assign auditors and export findings from such inspections to the Gensuite Action Tracking System

For more information on all Benchmark Gensuite applications related to ISO 45001 or to demo Benchmark Gensuite applications visit: [benchmarkgensuite.com/contact-us/](https://benchmarkgensuite.com/contact-us/)

# PROVEN RISK & COMPLIANCE MANAGEMENT SOLUTIONS FOR FOLLOWING ISO STANDARDS

Current Benchmark Gensuite Subscriber Maintaining Certification

## SUBSCRIBER HIGHLIGHT

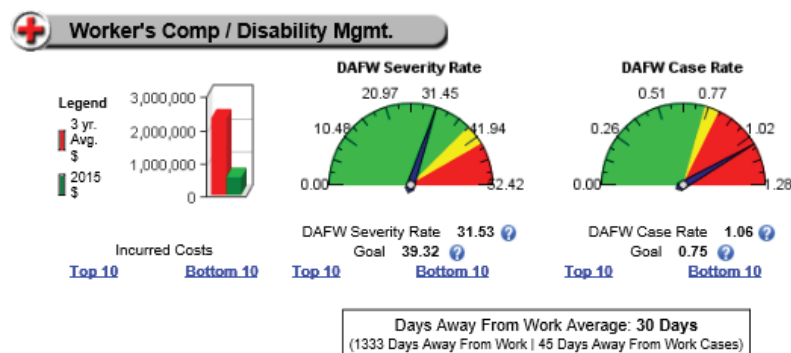
One Benchmark Gensuite subscriber uses the following applications to maintain OHSAS 18001 certification using the Audit & Compliance product software offering:

- Compliance Calendar
- Incidents & Measurements
- Action Tracking System
- Framework Scorecard
- Digital Cockpit

## BUSINESS PROFILE

- Large chemical manufacturing company head-quartered in the US
- Global leader in developing resins, silicones & other advanced materials
- Operations cover: automotive, construction, consumer goods, electronics, oilfield exploration & production
- Private company with over \$6 billion in annual revenue

## APPLICATION HIGHLIGHT: DIGITAL COCKPIT



Disability: Incurred Cost	3 yr Avg \$	2015 \$	V%
	2,319,546.87	548,381.00	- 76.36
Total # of Worker's Comp Cases	# Of Cases	Amt. Incurred	
Cases up to \$2,500	128	74,716.00	
Cases up to \$5,000	12	33,022.00	
Cases up to \$10,000	7	52,019.00	
Cases up to \$50,000	9	173,349.00	
Cases > \$50,000	2	215,275.00	
DAFW Days Rate	2014	2015	V%
	43.68	31.53	- 27.83

## BETTER TOGETHER: EHSQ



Benchmark Gensuite offers proven IT solutions for Environmental, Health & Safety and quality risk management. These solutions allow companies and organizations to gain certification to both ISO 14001 and ISO 9001.



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