This gap analysis and transition guide is intended for existing EHQMS customers wanting to make the transition from the requirements of OHSAS 18001 to ISO 45001. The guide gives information that will simplify the implementation.

**Change Summary**

**OHSAS 18001:2007 to ISO 45001:2018**

# ISO 45001:2018 Requirements

| **ISO 45001:2015 Requirement** | **Type of Change** |
| --- | --- |
| 4.1 Understanding the organization and its context | New requirement |
| 4.2 Understanding the needs and expectations of workers and other interested parties | New requirement |
| 4.3 Determining the scope of the OH&S management system | No significant change |
| 4.4 OH&S management system | No significant change |
| 5.1 Leadership and commitment | Minor change |
| 5.2 OH&S policy | Minor change |
| 5.3 Organizational roles, responsibilities and authorities | No significant change |
| 5.4 Consultation and participation of workers | Enhanced clause |
| 6.1.1 Actions to address risks and opportunities - General | No significant change |
| 6.1.2.1 Hazard identification | New requirement |
| 6.1.2.2 Assessment of OH&S risks and other risks to the OH&S management system | New requirement |
| 6.1.2.3 Assessment of OH&S opportunities and other opportunities for the OH&S MS | New requirement |
| 6.1.3 Determination of legal requirements and other requirements | No significant change |
| 6.1.4 Planning action | New requirement |
| 6.2.1 OH&S objectives | No significant change |
| 6.2.2 Planning to achieve OH&S objectives | No significant change |
| 7.1 Resources | No significant change |
| 7.2 Competence | Minor change |
| 7.3 Awareness | Minor change  |
| 7.4.1 Communication - General | Minor change  |
| 7.4.2 Internal communication | Minor change  |
| 7.4.3 External communication | Minor change  |
| 7.5.1 Documented Information - General | Minor change  |
| 7.5.2 Creating and updating | Minor change  |
| 7.5.3 Control of documented information | Enhanced clause |
| 8.1.1 Operational planning and control - General | Enhanced clause |
| 8.1.2 Eliminating hazards and reducing OH&S risks | New requirement |
| 8.1.3 Management of change | New requirement |
| 8.1.4.1 Procurement - General | New requirement |
| 8.1.4.2 Contractors | New requirement |
| 8.1.4.3 Outsourcing | New requirement |
| 8.2 Emergency preparedness and response | Enhanced clause |
| 9.1.1 Monitoring, measurement, analysis and evaluation - General | Enhanced clause |
| 9.1.2 Evaluation of compliance  | Enhanced clause |
| 9.2.1 Internal audit - general | No significant change |
| 9.2.2 Internal audit programme | Enhanced clause |
| 9.3 Management review | No significant change |
| 10.1 Improvement - General | Minor change |
| 10.2 Incident, non-conformity and corrective action | Enhanced clause |
| 10.3 Continual improvement | Minor change |