

# FAQ - Transitioning from OHSAS 18001 to ISO 45001



ISO 45001 certification creates the conditions for comprehensive, effective occupational safety and the reduction of operational risks for your employees. Here, we answer frequently asked questions about the transition of your occupational health and safety management system certification from OHSAS 18001 to ISO 45001.

## 1. What are the objectives of the new ISO 45001 standard?

The objectives of the new occupational health and safety standard are identical to those of OHSAS 18001. The new standard was developed to unify all national and international occupational health and safety management systems into a single standard.

When companies follow a globally uniform occupational health and safety standard, confusion and fragmentation stemming from different occupational health and safety management standards is prevented.

The focus is both on preventing unsafe behaviors that could lead to accidents at work as well as on reducing accidental downtime in the supply chain and in supplier management.

## 2. What is the biggest major change?

Even though ISO 45001 is a new standard, most of its basic principles are already codified and formulated in OHSAS 18001.

ISO 45001 includes standardized requirements for occupational health and safety for managers, employees and service providers, including the specific requirements related to their respective working environment and conditions.

The focal points of the new requirements include:

- **Context of the organization**
- **Risk-based approach**
- **Continuous improvement of organizations using the PDCA model**
- **Leadership**
- **Outsourcing / subcontracting**
- **Process management**
- **Interested parties**

## 3. How much effort will it take to transition my HMS system to ISO 45001?

Your existing OHSAS 18001 management system provides a good basis for implementing the required content correctly. Since the new standard follows the High-Level Structure (HLS), effort is reduced if you have already introduced ISO 9001:2015 and ISO 14001.

The amount of effort required depends on the complexity and performance of your system and the results of a gap analysis (OHSAS 18001 vs. ISO 45001). The transition generally does require the full attention and dedication of your health and safety staff.

## 4. What steps can I take to get started?

A sensible starting point would be to draw up an internal action plan, outlining all the necessary steps from training for the new standard to the final transition. Our White Paper includes a sample action plan for the transition from OHSAS 18001 to ISO 45001. Download our White Paper [here!](#)

## 5. What is the transition period for the changeover from OHSAS 18001 to ISO 45001?

The amended standard has been in force since March 12, 2018. Previously certified companies or organizations have a three-year transition period lasting until March 12, 2021 to convert to the new standard. Certificates according to OHSAS 18001 then lose their validity.

## 6. Must my health and safety management officer attend a training course?

In order for your AMS system to meet the requirements of ISO 45001, it must undergo appropriate development overseen by individuals who know and understand the standard. In any case, the internal system auditors and the auditors who audit your contractors, suppliers and service providers must be trained to the latest standards.

## 7. Does DEKRA offer training on ISO 45001?

Yes, we are offering training courses on this topic. Find out more [here!](#)

## 8. Can my current consultant also train me in ISO 45001?

If you decide he's competent to do that, of course.

## 9. What are the costs (audit duration) for transition to the new ISO 45001?

The person-days table for calculating the audit time is probably based on the specifications of MD 5 and has been changed to the extent that the classification "minor" will no longer exist.

An additional evaluation of your documentation (OH&S structure, processes and proof of compliance with standard requirements) will be necessary for the transition.

To convert the existing OHSAS 18001 certification to the ISO 45001 standard, at least one man-day is required, depending on the complexity and risk rating of the company.

**10. When can I start changing the system?**

The changeover or migration can be carried out during a planned regular care audit and recertification.

**11. Does a new certificate cycle begin with the transition? Do I receive new certificates?**

It is not yet clear whether a new certificate cycle will begin after the transition. However, as this is a new standard, you will receive new certificates.

**12. Can I also carry out a combination certification with other ISO standards?**

Yes, if you wish and we have already been commissioned to do so. [Feel free to contact us!](#)

**13. Can I keep my previous auditors or do I get new ones?**

There is probably no need to change auditors.

**14. Where can I take a training course on transitioning from OHSAS 18001 to ISO 14001?**

Our current training courses can be found [here](#).

**Do you have further questions regarding the transition of your HSM system to ISO 45001? Then contact our experts now!**

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