



Document Name	AQMCS Migration Policy to ISO 45001:2018 from OHSAS 18001:2007
Issue Date	27 June 2018
Effective Date	27 June 2018
Issue no	00

1. Introduction:

AQMCS migration policy describes approach of AQMCS to comply with form AUD 199 checklist for OH-SMS scheme reference IAF MD 21:2018 (Requirements for the Migration of OHSAS 18001:2007 to ISO 45001:2018), AUD 198- OH-SMS reference IAF MD 22:2018 (Application of ISO/IEC 17021-1 for the Certification of Occupational Health and Safety Management Systems OHSMS) & road map for interested party to migration of OHSAS 18001:2007 to ISO 45001:2018

2. Purpose of an OH&S management system

OH&S management system provides a framework to an organization for managing OH&S risks and opportunities. The intended outcomes of the OH&S management system is to prevent work related injury and ill health to workers and to provide safe and healthy workplace, It is critically important for the organization to eliminate hazards and minimize OH&S risks by taking effective preventive and protective measures.

3. Objective of document

The objective of this document is to communicate the AQMCS interested party about transition requirement of international standard for Occupational health and safety management systems (OH&S) ISO 45001:2018, which replace the previous version OHSAS 18001:2007 as well as AQMCS road map to achieve this objective

4. Why changes are required

OHSAS 18001, Occupational Health and Safety Assessment Series is an internationally applied British Standard for occupational health and safety management systems. ISO 45001, which is based in part on OHSAS 18001, is anticipated by the International Organization for Standardization to replace OHSAS 18001 over three years. ISO 45001 has adopted as a replacement for OHSAS 18001. There are a number of objectives associated with this migration, but the following are considered most critical.

- **New Annex SL Structure is implemented** - It now uses the management system standard structure guideline Annex SL to allow for simplified integration with other management system standards, such as ISO 9001 and ISO 14001.
- **Organizational Context** - The new standard has introduced two clauses related to the context of the organization i.e. External Issues and Internal Issues.

Assure Quality Management Certification Services Private Limited

1172, Sector-11, Panchkula - 134109, Tricity Chandigarh- India
Phone : + 91-9216183238, 9216283238, 9878683238, E-mail : sales@aqmcs.com, aqmcs@aqmcs.com, www.aqmcs.com





- **Understanding needs of interested parties** - This requirement also includes the other interested party in addition to worker. Other interested party may be end-users, suppliers, distributors, retailers, others involved in the supply chain & regulators etc.
- **Leadership** - This clause requires more commitment and involvement from the top management in identifying work-related health & safety risks and integrating OH&S requirements into its business processes.
- **Hazards Identification – Risk Management** - Risk management process should consider OH&S risks related to its hazards and OH&S opportunities, applicable legal and other requirements and risks and opportunities related to the operation of the OH&S management system.
- **Documented information** – The standard requires documented information (both documents & records), which includes electronic copy or hard copy or combination to be controlled and managed. In addition, the revised standard follows a common structure as used in other management system standards such as ISO 9001 or ISO 14001. This makes them easier, cost saving and quicker for those companies who use more than one management standards such as ISO 9001, ISO 14001 & ISO 45001 as Integrated management system.

Comparison OHSAS 18001 with ISO 45001 - There are many differences, but the main change is that ISO 45001 concentrates on the interaction between an organization and its business environment while OHSAS 18001 was focused on managing OH&S hazards and other internal issues. But the standards also diverge in many other ways:

- ISO 45001 is process-based – OHSAS 18001 is procedure-based
- ISO 45001 is dynamic in all clauses – OHSAS 18001 is not
- ISO 45001 considers both risk and opportunities – OHSAS 18001 deals exclusively with risk
- ISO 45001 includes the views of interested parties – OHSAS 18001 does not

These points represent a significant shift in the way health and safety management is perceived. OH&S is no longer treated as a “stand alone”, but must be viewed within the perspective of running a sound and sustainable organization. That being said, although the two standards differ in their approach, a management system established in accordance with OHSAS 18001 will be a solid platform for migrating to ISO 45001. Also there are a number of changes with respect to the terminology outlined in Table below:

Major changes in Terminology

ISO 45001:2018	OHSAS 18001:2007
Context of Organization	Scope & Policy of the Organization
Leadership & worker participation	Communication, Participation & Consultation, Management Representative
Planning: Risk & Opportunities, OH&S objectives & planning to achieve them	Planning:-HIRA, Legal, Objective & Programme
Support: Resource, Competency, Awareness, Documented Information	Implementation & Operation
Operational Planning & Control:-Eliminating Hazards &	Operational Control

Assure Quality Management Certification Services Private Limited

1172, Sector-11, Panchkula - 134109, Tricity Chandigarh- India
 Phone : + 91-9216183238,9216283238, 9878683238, E-mail : sales@aqmcs.com,aqmcs@aqmcs.com, www.aqmcs.com





reducing OH&S Risks, Management of Change, Procurement	
Performance Evaluation	Checking:-Performance Measurement & Monitoring

5. Validity of OHSAS 18001 Certificates

International Organization for Standardization (ISO) has published ISO 45001:2018 on 12 March 2018. This standard supersedes OHSAS 18001:2007 standard.

All OHSAS 18001:2007 certificates issued by AQMCS shall remain valid till 11th March 2021 only.

6. Migration Plan

1. For AQMCS Existing Clients

3 year transition period



Published on
12 March; 2018

12 March; 2018 is start of three years migration period
till 11 march 2021

Presently you may have option for OHSAS 18001:2007, migration to new standard i.e. ISO 45001:2018 will be required in between to keep the certificate valid. However AQMCS appreciates & encourages its clients of OHSAS 18001:2007 to implement ISO 45001:2018 at an early stage. Please note that if your organization does not complete the migration audit process & close all finding prior to the end of the migration period of OHSAS 18001:2007, then you will no longer be certified as of the end of the migration period. In that case order to become certified to ISO 45001:2018, you will need to start over with an initial audit (Stage 1 and Stage 2).

However in this journey of migration, AQMCS Assessment Scheduling Department will work with you to ensure the timely scheduling of migration audits for on time transition of your OHSAS 18001:2007 to ISO 45001:2018.

Based on the agreement with you A004 (latest version applicable), AQMCS is in a potential to conduct migration activities during a routine surveillance, recertification audit or a special audit.

Assure Quality Management Certification Services Private Limited

1172, Sector-11, Panchkula - 134109, Tricity Chandigarh- India
Phone : + 91-9216183238,9216283238, 9878683238, E-mail : sales@aqmcs.com,aqmcs@aqmcs.com, www.aqmcs.com





AQMCS will accept a client undergoing surveillance with OHSAS 18001:2007 version till **30September 2020**. We are sending out this communiqué well in advance through AQMCS web portal, emails, so that you may prepare well.

However if a client on special request puts up a request not to be able to entertain ISO 45001:2018 version till 30September 2020, then we may consider the client till **31st October 2020**.

Note: every migration and issue of amended certificate must be completed & updated on JAS-ANZ portal before 31 March 2021

Please note that 1st November 2018 onwards AQMCS shall be ready to take up any client which requests its surveillance against ISO 45001:2018 subject to JAS-ANZ approval. Clients are welcome to state that they want the surveillance assessment to be a migration & AQMCS shall perform it against ISO 45001:2018.

For new client AQMCS has start the ISO 45001:2018 certification from 1st Aug.2018 under the logo of AQMCS & up-graded in JAS-ANZ after JAS-ANZ approval in routine.

If you take up your surveillance against ISO 45001:2018, we will however not raise NCs against the new requirements. Any finding shall be raised as an 'OBSERVATION'. This will continue up to 30September 2020.

From 30September 2020 to 31 March 2021-Any finding which accounts to a NON-CONFORMITY will be raised as a Non-CONFORMITY, however be kept as MINOR NON-CONFORMITY, so that it doesn't impact the certification status of the client. This will continue up to 31 March 2021, post which the ISO 45001:2018 requirements become MANDATORY.

All clients shall be notified that they are required to close their CAPs by 31 January 2021. AQMCS plans to migrate its clients of OHSAS 18001:2007 to ISO 45001:2018 before 31 March 2021.

If you have a Recertification audit for OHSAS 18001:2007 in late 2018, it will be a strategic decision that company makes on its own to choose the ISO 45001:2018 version, but there are a few key points to bear in mind. If the client had a chance to examine its OH&S MS against the revised requirements and feels that it is ready, it can certainly request that a migration audit to ISO 45001:2018 be performed.

Timing the migration to its regular recertification audit is ideal, but not mandatory. Client could certainly perform 2018 recertification audit to OHSAS 18001:2007, and then complete a migration audit to ISO 45001:2018 in routine surveillance audit before due date of validity as per AQMCS migration Plan.

Note:- A minimum of 1 man day will be added for verification of the transition requirements in routine audit Plan (surveillance or recertification audit)

Assure Quality Management Certification Services Private Limited

1172, Sector-11, Panchkula - 134109, Tricity Chandigarh- India
Phone : + 91-9216183238,9216283238, 9878683238, E-mail : sales@aqmcs.com,aqmcs@aqmcs.com, www.aqmcs.com





2. For Fresh Queries

If an organization is not yet certified & has been working at implementing OHSAS 18001:2007 for a while, AQMCS appreciates that a lot of work may have gone into preparing for certification to OHSAS 18001:2007. AQMCS will allow initial audits to the old version of the standard HOWEVER keeping in mind that OHSAS 18001:2007 will be obsolete on 31 March 2021.

Since for new applicants, AQMCS needs to decide about the cutoff date beyond which old standard's application shall not be accepted, AQMCS has kept the cutoff as **31 March 2020**.

The expiration date on any OHSAS 18001:2007 certificate issued by AQMCS will be 11 March 2021. Thus, it may appear that you are not being granted a full, three-year certificate in OHSAS 18001:2007 standards. However, after successful migration to ISO 45001:2018, the expiry date of your certificate will be amended to reflect a full three year certification. In any of the cases, it is important to avoid waiting until the last minute.

Please support AQMCS to ensure the following during Migration activities:

- All issues that require client action for compliance with the new requirements shall be clearly identified and raised as documented findings.
- Only when all identified outstanding issues have been appropriately addressed and the effectiveness of the management system demonstrated, the auditors shall recommend certification to ISO 45001:2018 standard.
- Records shall be verified to demonstrate that all prior migration audit findings have been evaluated for corrective action and compliance before any recommendation for approval to ISO 45001:2018 can be made.
- AQMCS shall ensure that the evaluation of a client's conformance to the new requirements during the migration phase does not interfere with the client's on- going conformance to OHSAS 18001:2007.

AQMCS has published its Migration policy & communicated to interested party through AQMCS website www.aqmcs.com, emails, social site or copy on request to interested party

May you have any queries or any issues you may want to discuss with us during the course of migration, please feel free to write at – aqmcs@aqmcs.com or call +91-9914237799

Director
AQMCS

Assure Quality Management Certification Services Private Limited

1172, Sector-11, Panchkula - 134109, Tricity Chandigarh- India
Phone : + 91-9216183238,9216283238, 9878683238, E-mail : sales@aqmcs.com,aqmcs@aqmcs.com, www.aqmcs.com

