BS OHSAS 18001:2007 - BS ISO 45001:2018 Gap Analysis

Introduction

This gap analysis has been developed to help understand the migration to, and changes in, BS ISO 45001:2018 published on 12th March 2018 compared to OHSAS 18001:2007. It attempts to identify the key changes and criteria specific changes approved companies need to take into account.

Annex SL

The new standard adopts the high-level structure and terminology of Annex SL. Annex SL was developed to ensure all future ISO management system standards would share a common format irrespective of the specific discipline to which they relate. Annex SL prescribes a high-level structure, identical core text, and common terms and definitions. This means that even when requirements are essentially unchanged between OHSAS 18001:2007 and ISO 45001:2018, these are frequently found under a new clause/sub-clause heading.

Annex SL consists of nine clauses and three appendices. The clauses are:

1. Scope

2. Normative reference

3. Terms and definitions

4. Context of the organisation

   The organisation needs to determine and document its own scope –where the boundaries of the management system are, the scope must be appropriate to the organisation and its objectives and take into account the needs and expectations of interested parties including workers for the new ISO 45001:2018 standard, and the organisation also needs to build, operate and improve its management system.

5. Leadership

    Top management in the organisation now have to demonstrate greater involvement in the operation of the management systems. They need to ensure that the requirements of the management system are integrated into the organisations business processes. They also need to demonstrate commitment by making sure that the management system achieves its intended outcomes and has adequate resources, as well as informing every one of its importance and why they should participate in its effective implementation.

6. Planning

    The organisation now has to consider actions to address risks and opportunities faced and plan how they will prevent or reduce undesired effect and ensure it can achieve its intended outcomes and improve continually. The risks and opportunities identified will lead to policies and objectives.

7. Support

    Having addressed context, leadership and planning the organisation needs to ensure competent resources in place to deliver its goods and services.

    Everyone working for the organisation needs to know the implications of not conforming to the management system requirements.

    The organisation also need to consider communication both internal and external for the relevant management system, such as what, when and with whom it will communicate as well as how.

    Finally, for support, the organisation needs to consider how documented information is controlled.

8. Operation

    The covers the processes the organisation need to plan, implement and control achieve for the relevant standard requirements. This addresses both in-house and outsource processes, the overall management process criteria, controlling the processes within the criteria, planned change and addressing unintended change as needed.

9. Performance evaluation

    The organisation determines what, how and when things are to be monitored, measured, analysed and evaluated including internal audit and management review.

10. Improvement

    This covers non-conformity and corrective action as well as continual improvement.

OH&S specific requirements

The main OH&S specific requirements to the basic Annex SL are:

*   participation and consultation of workers;

*   identification of applicable legislation and regular verification of compliance;

*   identification and evaluation of OH&S hazards;

*   internal and external communication;

*   operational control of hazards and management of change;

*   control of outsourcing, procurement and response; and

*   continual improvement of the OH&S performance.

Most of these elements were part of OHSAS 18001. For ISO 45001:2018 they have been revised and upgrade to fit in a more strategically positioned management system.

Key areas of focus

ISO 18001:2007 has been revised to ISO 45001:2018.

*   There are changes to the structure and many new requirements.

- It will be necessary to make substantial changes to your OH&SMS and related business processes.

The key changes – new structure in line with Annex SL

- There are additional clauses with new requirements.

- Renumbering and reordering of clauses.

- There are a number of new strategic and high level requirements. These include:

  o responsibilities for senior leadership;

  o leadership & worker participation;

  o stakeholder involvement; and

  o consideration of the organisation's "context" and "risks & opportunities".

- These requirements apply to ISO management systems standards such as Quality, Environment and now Health and Safety.

Key changes in ISO 45001:2018

- Organizational context and the needs of interested parties.

- Assessment of OH&S Risks and opportunities, and other risks and opportunities to the OH&S management system.

- Integration into core business processes.

- Leadership and competence.

- Understanding the needs and expectations of workers & interested parties.

Key changes summary

Context, workers & interested parties

- Context of the organisation, including:
  - external environmental conditions;
  - external socio-political, economic and technological factors;
  - internal factors, including activities, products and services, business strategy, capabilities; and
  - needs and expectations of interested parties (including workers).

Risk and opportunities

The revised standard uses "actions to address risks and opportunities" in a number of ways.

- Hazards:
  - Including how work is organised & social factors.
  - Routine and non-routine activities and situations.
  - Past relevant incidents.
  - Potential emergency situations.
  - Consideration of people.
  - Consideration of other issues.

- OH&S Risk and other risks:
  - OH&S risks from the identified hazards, and the effectiveness of existing controls.
  - Other risks related to the establishment, implementation, operation and maintenance of the OH&S Management system.

- OH&S opportunities and other opportunities:

    o   Opportunities to adapt work, work organisation, and work environment for workers.

    o   Opportunities to eliminate hazards and reduce OH&S risks.

    o   Other opportunities for improving the OH&S management system.

- Legal requirements and other requirements.

Integration into business processes

- *"Top management can effectively address its risks and opportunities by integrating OH&S management into the organization's business processes, strategic direction and decision making, aligning them with other business priorities, and incorporating occupational health and safety governance into its overall management system".*

- Specific requirements for:

    o   top management, to make this happen; and

    o   actions to achieve objectives may be integrated.

- To integrate the OH&S with other management systems.

Understanding the needs and expectations of workers and other interested parties

Workers are the key interested party and the main focus of ISO 45001:2018. The needs and expectations come in two types:

- Those that are obligatory (e.g. law, regulations mandates from upper levels of the organisation).

- Those that an organisation voluntarily agrees to comply with (e.g. industry standards, contracts, agreements with workers or their representatives, code of practice).

Scope

When designing the OH&SMS, the organisation has to define its scope which sets its boundaries, organisational functions, and the activities, products within its control or influence that can have an impact on tits OH&SMS performance. The organisation needs to:

- consider internal and external issues it face as part of the context;
- take into account legal requirements and other requirements; and
- take into account planned or performed work related activities.

Policy commitment

- Includes a commitment to provide safe and healthy working conditions for prevention of work related injury and ill health and is appropriate to the purpose, size and context of the organisation and to the specific nature of its OH&S risks and OH&S opportunities.
- Commitment to consultation and participation of workers and, where they exist, workers representatives.

Emphasis on leadership

- New definition "**top management** - directs and controls an organization at the highest level".
- New clause:
    - Ensuring the integration of the OH&S management system requirements into the business processes.
    - Promote continual improvement.
    - Directing and supporting persons to contribute to the effectiveness of the OH&S management system.
    - Support staff/managers with OH&S roles & responsibilities.
    - Develop lead and promote a culture that supports the intended outcomes of the management system.
    - Protecting workers from reprisals when reporting incidents, hazards, risk and opportunities.

- o Ensure consultation and participation of workers and the establishment and functioning of health and safety committees.
- Top management are **accountable**.

Legal and other requirements and evaluation of compliance

Legal & other requirements include:

- mandatory legal requirements; and
- other requirements the organisation adopts voluntarily, e.g. contractual terms, community agreements, sector codes collective agreements and practices.

New requirements for:

- determining frequency and methods of evaluation; and
- "Maintain knowledge and understanding of its compliance status":
  - o Organisation to continually monitor compliance.
  - o Internal and certification auditors to check the process and evidence of compliance.

Benefits of conforming to the requirements of ISO 45001:2018

There are many benefits, from strategic approach to risk and integration into core business processes:

- Greater resilience to OH&S related risks.
- Better focus of the OH&S to improve the management of Hazards and risks, and to take advantage of opportunities.
- Enhanced reputation.
- Overall enhanced organisational performance.

Making the transition

Organisations need to establish the gaps and improvement actions to meet ISO 45001:2018.

But organisations also need to:

- confirm scope of the OH&SMS;
- consider how to set up a transition project; and
- identify communications channels for the project.

Summary of the principal changes between BS OHSAS 18001:2007 and ISO 45001:2018

- The new standard adopts the high-level structure and terminology of Annex SL. Annex SL was developed to ensure all future ISO management system standards would share a common format irrespective of the specific discipline to which they relate. Annex SL prescribes a high-level structure, identical core text, and common terms and definitions. This means that even when requirements are essentially unchanged between OHSAS 18001:2007 and ISO 45001:2018, these are frequently found under a new clause/sub-clause heading.

- Clause 5, previously "Management Responsibility", now becomes "Leadership and worker participation". Top management are required to demonstrate they engage in key OH&S activities as opposed to simply ensuring these activities occur. This means there is a need for top management to be actively involved in the operation of their OH&SMS, supporting other relevant management, protecting workers from reprisals when reporting incidents, hazards, risks and hazards as well as ensuring the organisation establishes and implements processes for consultation and participation of workers. The removal of all references to the role of "management representative" reinforces a desire to see occupational health and safety management systems embedded into routine business operations, rather than operating as an independent system in its own right with its own dedicated management structure.

- Two new clauses (4.1 and 4.2) are introduced relating to the context of the organisation. Organisations will be required to identify explicitly any internal and external issues that may impact their occupational health and safety management system's ability to deliver its intended results. They must also understand the needs and expectations of "workers and other interested parties" i.e. those individuals and organisations that can affect, be affected by, or perceive themselves to be affected by, the organisation's decisions or activities.

- ISO 45001:2018 places a greater emphasis on the definition of scope of the occupational health and safety management system than BS OHSAS 18001:2007 does. Scope sets the boundaries for, and identifies the applicability of, an organisation's OH&SMS. Clause 4.3 requires scope to be determined in consideration of the organisation's context as well as planned or performed work related activities.

- References to preventive action have disappeared. However, the core concept of identifying and addressing potential mistakes before they happen very much remains. ISO 45001:2018 talks in terms of risk and opportunities. Organisations must evidence they have determined, considered and, where necessary, taken action to address any risks or opportunities that may impact (either positively or negatively) on their OHSAS management system's ability to deliver its intended outcomes.

- ISO 45001:2018 clause 10 recognises that incremental (continuous) improvement is not the only improvement profile. Improvement can also arise as a result of periodic breakthroughs, reactive change or as a result of reorganisation.

- Clause 8.1.4 addresses all forms of external provision, whether it is by a procurement process with its contractors or outsourcing from a supplier, through the outsourcing of processes and functions of the organisation or by any other means. Organisations are required to take a risk-based approach to determine the type and extent of controls appropriate to each contractor and all outsourced functions and processes.

- References to a documented OH&S manual, documented procedures and to records have been removed. Instead, throughout ISO 45001:2018 there are specific references to "Documented Information". This is information the organisation is required to keep, control and maintain. How it wishes to record this information is up to the organisation itself; formats and storage methods are not prescribed.

- There has been a conscious attempt to revisit the wording of the standard with a view to making the requirements easier to understand and to aid its translation.

- Where requirements were previously implied, the wording of the standard has been amended to make them explicit. Understanding the organisation and its context, and the adoption of a process-based approach, are perhaps the most significant examples but these are not the only instances.

- Terms and definitions continue to reside in clause 3 of the standard, ISO 45001:2018.

- ISO 45001:2018 has one informative annex, Annex A, which provides guidance and clarification on the new structure, terminology and concepts underpinning the standard which we would recommend organisations read to prevent misinterpretations of the requirement of the standard. Further guidance can be found in BS 45002-0:2018.

Key changes approved companies do not need to make

Organisations **do not** need to do the following:

- Remove their management representatives. While there is no requirement in ISO 45001:2018 for a management representative, this does not prevent organisations from choosing to retain this role if they so wish. Be aware, however, that some of the duties traditionally assigned to the management representative by top management will, in future, need to be undertaken directly by top management themselves.

- Throw out their Management System Manuals and Documented Procedures. While ISO 45001:2018 sets out no requirement for organisations to hold either a Manual or Documented Procedures, if this documentation is in place, needed and working well, there is no need for it to be withdrawn.

- Renumber existing OH&SMS documentation to correspond to the new clause references. Although organisations may choose to carry out a renumbering exercise, it is down to each to determine whether the benefits gained from renumbering will exceed the effort involved in actioning the change. However, reference needs to be made to compliance with ISO 45001:2018 if the organisation wishes to demonstrate compliance to this standard.

- Restructure their management systems to follow the sequence of requirements as set out in the Standard. Providing all of the requirements contained in the Standard are met, the organisation's system will be compliant.

- Refresh existing documentation to use the new terms and definitions contained within ISO 45001:2018. Once again, organisations are free to make the judgement as to whether this effort would be worthwhile. If organisations are more comfortable using their own terminology, e.g. "records" instead of "documented information".

ISO 45001:2018 gap analysis table

ISO 45001:2018 headings	Clause number	Clause number	ISO 18001:2007 headings	ISO 45001:2018 interpretation
Scope	1.	1.	Scope	The overall purpose of the standard remains unchanged from OHSAS 18001:2007. It is still intended as a means by which organisations can demonstrate their ability to supply products and services consistently in a safe manner meeting applicable statutory and regulatory requirements. It is also for use where an organisation is seeking to enhance its reputation as a result of it operating an OH&SMS. **Key points to consider** • All of the requirements in BS ISO 45001:2018 are intended to be applicable to all types and size of organisation. • Guidance on the use of the international standard can be found in ISO 45001:2018 Annex A. • General guidelines on implementation can also be found in BS 45002 series of standards (BS 45002-0-2018 etc.).
	1.1	1.1	General	
	1.2	1.2	Application	
Normative references	2	2	Normative references	There are no normative references in the ISO 45001:2018.
Terms and definitions	3	3	Terms and definitions	The terms and definitions for ISO 45001:2018 are defined within the standard under clause 3. Specific to ISO 45001:2018 are: • 3.3 Worker • 3.4 Participation • 3.5 Consultation

ISO 45001:2018 headings	Clause number	Clause number	ISO 18001:2007 headings	ISO 45001:2018 interpretation
				• 3.6 Workplace • 3.7 Contractor • 3.9 Legal and other requirements • 3.11 Occupational health and safety management system • 3.15 Occupational health and safety policy • 3.17 Occupational health and safety objective • 3.18 Injury and/or ill health • 3.19 Hazard • 3.20 Risk • 3.21 Occupational Health and Safety Risk OH&S risk • 3.22 Occupational health and safety opportunity OH&S opportunity • 3.28 Occupational health and safety performance OH&S performance • 3.35 Incident **Key points to consider** • There are a number of new terms defined within the Standards
Context of the organisation	4			Title only
Understanding the organisation & its context	4.1		New requirement	**New clause** The organisation needs to determine at a high level the external and internal issues relevant to its purpose and that affect the organisations ability to achieve the intended outcome(s) of the OH&S management system. This needs to take into account the culture, size and/or complexity of the organisation.
Understanding the needs and expectations of	4.2		New requirement	**New clause**

ISO 45001:2018 headings	Clause number	Clause number	ISO 18001:2007 headings	ISO 45001:2018 interpretation
workers and other interested parties				The organisation needs to determine at a high, conceptual level who are relevant other interested parties in addition to workers and what are their relevant needs and expectations are (i.e. requirements). Once accepted, the company need to consider which of these needs and expectation are or could become legal and other requirements and OH&SMS must be designed to fulfil them.
Determining the scope of the OH&S management system	4.3	4.1	General requirements	**New clause** The organisations should consider clauses 4.1 and 4.2 in determining the scope of the OH&S. The organisation should take into account the planned or performed work related activities The organisation needs to include the activities, products and service within the organisation's control or influence that can impact on the organisation's OH&S performance (planned or performed work related activities). The scope shall be available as documented information.
OH&S management system	4.4	4.1	General requirements	**New clause** No significant new requirements other than to consider context (i.e. knowledge gained from clauses 4.1 and 4.2).
Leadership and worker participation	5			Title only
Leadership & commitment	5.1	4.4.1	Resources, roles, responsibility and authority	There are a number of new requirements for 'top management' including but not exclusively: • support for staff with OH&S responsibilities;

ISO 45001:2018 headings	Clause number	Clause number	ISO 18001:2007 headings	ISO 45001:2018 interpretation
				• communication of the of the importance of effective OH&S management and of conforming to the OH&S management system requirements; • ensuring and promoting continual improvement; and • ensuring the integration of the OH&S requirements into business processes. 'Top Management' shall demonstrate leadership and commitment with respect to the OH&S management system of an organisation for which they are responsible and accountable.
OH&S Policy	5.2	4.2	Health and Safety policy	The organisation must ensure the OH&S policy is relevant and appropriate for its context as well as its activities, products and services and their workers. The policy is better elaborated in the ISO 45001:2018 version with the inclusion of commitments to eliminate hazards, reduce OH&S risks, a commitment to consultation and participation of workers and where they exist workers representatives. The OH&S policy shall be available as documented information be communicated within the organisation be available to interested parties as appropriate.
Organisational roles, responsibilities & authorities	5.3	4.4.1	Resources, Roles, Responsibility and Authority	No significant new requirement. However there is no longer a requirement to appoint a specific management representative. Top management need to ensure roles responsibilities and authorities relating to the OH&SMS are communicated, understood and retained as documented information. Workers at each level of the organisation shall assume responsibility for those aspects of OH&S management system over which they have control.
Participation and consultation	5.4	4.4.2,	Competence, training awareness	The requirements are the same for 18001 and 45001. However, 45001 strengthens the requirements to promote worker participation, involvement, engagement.

ISO 45001:2018 headings	Clause number	Clause number	ISO 18001:2007 headings	ISO 45001:2018 interpretation
		4.4.3	Communication, participation and consultation	It also promotes the involvement of and participation of non-managerial workers within the OH&S management system including determining their mechanisms for their consultation and participation.
		4.5	Checking	The organisation is also required to provide mechanisms including time, training, resources and information to support effective implantation of the management system.
Planning	6	4.3	Planning	Title only
Actions to address risk & opportunity	6.1		New requirement	**New clause** Title only
General	6.1.1		New requirement	**New clause** A process to address risks and opportunities and planning action must be established. In doing this, the organisation needs to consider the issues from their Context (4.1), the relevant requirements of their interested parties (4.2) and the scope defined for the OH&S (4.3). The organisation needs to consider the hazards, risks and opportunities, legal and other requirements, and risks and opportunities related to the operation of the OH&S management system and its attended outcomes. For example, in its planning processes, assess the risks and determine opportunities that are relevant to the intended outcome of the OH&S management system associated with changes to the organisation its processes, etc. The organisation needs to maintain documented information of its: • OH&S risks and opportunities that need to be addressed; and • processes needed under 6.1.1 to 6.1.4, necessary to have confidence that they are carried out as planned.

ISO 45001:2018 headings	Clause number	Clause number	ISO 18001:2007 headings	ISO 45001:2018 interpretation
Hazard identification and assessment of risks and opportunities	6.1.2			
Hazard identification	6.1.2.1	4.3.1	Hazard identification, risk assessment and determining controls	The requirement for hazard identification and assessment of OH&S hazards are similar in both standards, with 45001 providing more detail.
Assessment of OH&S risks and other risks to the OH&S management system	6.1.2.2		New requirement	**New clause** This can be seen as a new requirement to consider risks to the OH&S management system including taking into account legal requirements, other requirements and the effectiveness of the existing controls. Documented information shall be maintained on the methodology and criteria.
Identification of OH&S opportunities and other opportunities	6.1.2.3		New requirement	**New clause** This requires that the organisation shall establish, implement and maintain processes to assess opportunities the OH&S performance and for improving the OH&S Management system.
Determination of applicable legal and other requirement	6.1.3	4.3.2	Legal and other requirements	While there are no new requirements, the organisation has to consider legal and other requirements that apply, and what needs to be communicated. The organisation need to maintain and retain documented information on its legal and other requirements and need to ensure that it is kept up to date (to reflect any changes).
Planning Action	6.1.4		New requirement	**New clause** The organisation must establish the means to plan actions to address the risks, opportunities, legal and other requirements within the OHMS. To prepare and respond to emergency situations. It must plan how it includes integration into other business processes and consider hierarchy controls. The organisation also needs to evaluate the effectiveness of these actions.

ISO 45001:2018 headings	Clause number	Clause number	ISO 18001:2007 headings	ISO 45001:2018 interpretation
				Consideration should be given best practices, technological options, financial, operational and business requirements.
OH&S objectives & planning to achieve them. (title only)	6.2	4.3.3	Objectives, target and programme(s)	Title only
OH&S objectives	6.2.1	4.3.3	Objectives, target and programme(s)	The organisation must consider the applicable requirements, results of consultation with workers (and their representatives where relevant) as well as risks and opportunities in developing the objectives. They need to be measurable, monitored, communicated and updated as appropriate.
Planning actions to achieve OH&S objectives	6.2.2	4.3.3	Objectives, target and programme(s)	This clause sets out the need for the organisation to have an implementation programme and requires defined indicators for the monitoring of progress towards measureable objectives. The organisation must consider using other business processes to achieve the objectives. The organisation needs to maintain and retain documented information on the objectives and the plans to achieve them.
Support	7	4.4	Implementation and operation	Title only
Resources	7.1	4.4.1	Resources, roles, responsibility and authority	No significant new requirements.
Competence	7.2	4.4.2	Competence, training and awareness	The organisation must determine the necessary competences and evaluate the effectiveness of competence improvement measures. In addition, the organisation shall retain appropriate documented information as evidence of competence.

ISO 45001:2018 headings	Clause number	Clause number	ISO 18001:2007 headings	ISO 45001:2018 interpretation
Awareness	7.3	4.4.2	Competence, training and awareness	No significant new requirements, other than workers being made aware of the ability to remove themselves from work situation that they consider to be an imminent and serious danger to their life or health as well as the arrangements protecting them from the consequences. Workers still need to be made aware of policy requirements hazards & risks relevant to them their part in the OH&S performance, including results of relevant incident investigations.
Communication	7.4	4.4.3	Communication	Title only
General	7.4.1	4.4.3	Communication	The organisation must determine the need for communication and when and how to deliver them (including internal, contractors and visitors). The organisation also needs to take into account diversity aspects when considering its communication. All communications must be reliable and consistent with the information generated by the OH&SMS.
Internal communication	7.4.2	4.4.3	Communication	The organisation is required to ensure the communications process enables any persons doing work under its control to contribute to continual improvement of the OH&S management system.
External Communication	7.4.3	4.4.3	Communication	No significant new requirements, other than to ensure the organisation communicates information taking into account legal and other requirements.
Documented information	7.5	4.4.4	Documentation	Title only
General	7.5.1	4.4.4	Documentation	The organisation must ensure documentation demonstrates fulfilment of the effectiveness of the OH&S management system.
Creating & updating	7.5.2	4.4.5	Control of documentation	No significant new requirements.

ISO 45001:2018 headings	Clause number	Clause number	ISO 18001:2007 headings	ISO 45001:2018 interpretation
		4.5.4	Control of records	No significant new requirements.
Control of documented information	7.5.3	4.4.5	Control of Documentation	No significant new requirements.
Operation	8	4.4	Implementation and Operation	Title only
Operational planning & control	8.1	4.4.6	Operational control	Title only No significant new requirement other than the 45001 has separated out some of the sections into their own sub-clauses.
General	8.1.1	4.4.6		There is no longer a requirement for procedures but processes must be controlled in accordance with determined criteria. The organisation needs to address how they manage change, ensure that there is confidence that processes are carried out as planned, and the criteria for processes are met. The organisation now needs to consider multi-employer workplaces and how it co-ordinates with other organisations.
Eliminating hazards and reducing OH&S risks	8.1.2	4.3.1	Hazard identification, risk assessment and determining controls	**New clause** The standard details the hierarchy of controls in order of preference when managing hazards and their associated risks.
Management of Change	8.1.3	4.3.1	Hazard identification, risk assessment and determining controls	**New clause** Introduces the requirements for planned changes of the operation (temporary and permanent) as well as potential sources of change.
Procurement	8.1.4			Title only
General	8.1.4.1		New requirement	**New clause**

ISO 45001:2018 headings	Clause number	Clause number	ISO 18001:2007 headings	ISO 45001:2018 interpretation
				This requires the organisation to control the procurement of products and services to ensure their conformity to the OH&S management system by establishing and maintaining suitable processes.
Contractors	8.1.4.2	4.4.6 c)	Operational control	**New clause** Consideration needs to be given to controls, risks and communication with contractors and their activities and the impact on the organisation and organisations impact on the contractor's workers. The organisation procurement process needs to define and apply health and safety criteria when selecting contractors.
Outsourcing	8.1.4.3	4.4.6 b)	Operational control	**New clause** Outsourced functions and processes must be controlled, consistent with legal and other requirements and ensure the intended outcomes of the OH&S management system are met. This strengthens the requirements related to outsourcing compare to the old 18001 standard The type and level of control also needs to be defined,
Emergency preparedness and response	8.2	4.4.7	Emergency preparedness and response	The organisation is required to take action to prevent the occurrence of emergency situations and taking into account all relevant interested parties in developing a planned response. The organisation need to maintain documented information on their emergency response processes and plans.
Performance evaluation	9	4.5	Checking	Title only
Monitoring, measurement, analysis & performance evaluation	9.1	4.5.1	Monitoring and measurement	Title only

ISO 45001:2018 headings	Clause number	Clause number	ISO 18001:2007 headings	ISO 45001:2018 interpretation
General	9.1.1	4.5.1	Monitoring and measurement	The organisation needs to determine what needs be monitored. Once determined the organisation is required to plan how they will conduct the monitoring (i.e. methods, criteria, frequency, review of results). They must also determine when to analyse and evaluate the results. This has been strengthened and expanded compared to the old standard and must take into account business context and the criteria it will evaluate its OH&S performance against.
Evaluation of compliance	9.1.2	4.5.2	Evaluation of compliance	No significant new requirements.
Internal audit	9.2	4.5.5	Internal audit	No Significant new requirements.
General	9.2.1	4.5.5	Internal audit	No Significant new requirements.
Internal audit programme	9.2.2	4.5.5	Internal audit	No Significant new requirements other than audits results are reported to relevant managers, worker (workers representatives & interested parties).
Management review	9.3	4.6	Management review	As previous version but the organisation also needs to consider internal and external issues (i.e. related to context, including needs of interested parties legal and other requirements factors and internal issues) information on the OH&S performance, including trends such as consultation and participation of workers. The organisation needs to communicate the relevant results of the review internally (to workers and, where they exist, worker representatives) and the output should include information relevant to the scope and strategic direction of the organisation as well as opportunities to improve integration into other business processes.
Improvement	10			Title only
General	10.1			**New clause** Determine and implement opportunities to achieve the intend outcomes of the OH&SMS. .

ISO 45001:2018 headings	Clause number	Clause number	ISO 18001:2007 headings	ISO 45001:2018 interpretation
Incident, non-conformity & corrective action	10.2	4.5.3, 4.5.3.1, 4.5.3.2	Non conformity & corrective action and preventive action, incident investigation	No significant new requirement. Preventative action is no longer part of the non-conformance process as the management system itself is designed to prevent occurrence through the management of risks and opportunities. Actions need to be taken in a timely manner to address any incidents or non-conformities, either to control and correct or handle the consequences. The organisation needs carry out a root cause analysis with the participation of workers and involvement of relevant parties to ensure the incident or non-conformity does not re-occur or occur elsewhere.
Continual improvement	10.3	4.6	Management review	The organisation needs to continually improve the OH&S management system to enhance the performance, promote participation and a culture that supports the OH&S management system.