



LEIA Safety Information Sheet

ISO45001 Gap Analysis

Prepared by the LEIA Safety and Environment Committee

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PREAMBLE

This Information Sheet is one of a series produced by the LEIA Safety and Environment Committee on topics relevant to the Lift and Escalator Industry. Whilst every effort has been taken in the production of these sheets, it must be acknowledged that they should be read in conjunction with the relevant legislation, codes of practice etc. They should not be taken as an authoritative interpretation of the law but guidance to it.

INTRODUCTION

At their meeting of 13th June 2012, the Board of LEIA agreed to a new condition of membership of the Association that members should be certificated to OHSAS18001 Occupational Health and Safety Management Systems.

OHSAS18001 was then the pre-eminent H&S management system, with similarities to the ISO9001 Quality Management Systems that all LEIA members were already required to have.

Although similar, OHSAS18001 was not compatible with the ISO series of management system standards and the International Organization for Standardization developed ISO45001 to be compatible and create efficiencies in operation of the systems.

There will be a three-year changeover with both standards in operation, but OHSAS18001 will be withdrawn in March 2021 which means you will need to upgrade your certification.

This Information sheet is designed to aid mapping of OHSAS18001 requirements to those of ISO45001

Mapping

A mapping guide is given in Appendix 1

ISO45001 Clauses are mapped against the appropriate clauses in OHSAS18001 and advice concerning the requirement for documentation is given in the left-hand column.

Corresponding advice concerning action required to bring OHSAS18001 systems in line with those of ISO45001 is given in the right-hand column

For any clarification of this information sheet contact your company Safety Advisor or the LEIA Safety and Training Manager.

References:

BSI Group ISO 45001 Mapping Guide, downloadable from:

<https://www.bsigroup.com/en-AU/occupational-health-and-safety-iso-45001/download-iso-45001-mapping-guide/>

ISO OHSAS18001 to ISO45001 Gap Guide, download from:

<https://www.iso-9001-checklist.co.uk/download/NQA-ISO-45001-2016-Gap-Guide.pdf>

Thanks are due to the Independent European Certification Group of Spalding, Lincolnshire www.eurcert.com for their assistance with this document

APPENDIX 1 ISO45001 to OHSAS18001 MAPPING GUIDE

ISO45001		OHSAS18001	Observation	Action
Clause	Clause Nº	Clause Nº		
CONTEXT OF THE ORGANIZATION	4			
Understanding the organization and its context	4.1	New requirement	See CI 4.6h in Management Review Determination of the external & internal issues need to be considered of your purpose and strategic direction to achieve the desired results e.g.: Positive & negative factors or conditions, external (legal/ technological/ competitors/ market/ cultural/ social/ suppliers/ international/ national/ regional/ local) and internal (working time arrangements/ culture/ working conditions etc.) These need to be monitored and reviewed	
Understanding the needs and expectations of workers and other interested parties	4.2	4.4.3.2	Participation and consultation (in part) (see also 4.6b and c in Management review) Interested parties in addition to workers can include: Legal and regulatory authorities, suppliers, contractors and subcontractors and workers organisations etc.	
Determining the scope of the OH&S management system	4.3	4.1	General requirements (in part) Determination of boundaries and applicability of the OH&S for your scope of certification Consideration should be given to external & internal issues, the requirements of workers and interested parties, the planned or performed work-related activities	
OH&S management system	4.4	4.4.1	Management system General requirements Your company needs to establish, maintain and continually improve your OH&S with the requirements of ISO 45001 including the processes needed	

No need for documented information

Documented information required


OHSAS18001 Acceptable or requires minor amendments

Requires further input from your existing system

	ISO45001		OHSAS18001	Observation	Action
	Clause	Clause Nº	Clause Nº		
	LEADERSHIP AND WORKER PARTICIPATION	5	4.4.3		
	Leadership and commitment	5.1	4.4.1	Resources, roles, responsibility, accountability and authority Your top management need to demonstrate with respect to the OH&S the following: Leadership and commitment, including awareness, responsiveness, active support and feedback, from the organization's top management, are critical for the success of the OH&S management system and achievement of its intended outcomes; therefore, top management has specific responsibilities for which they need to be personally involved or which they need to direct. An important way top management demonstrates leadership is by encouraging workers to report near miss occurrences, incidents, hazards, risks and opportunities and by protecting workers against reprisals, such as the threat of dismissal or disciplinary action, when they do so.	
	OH&S Policy	5.2	4.2	OH&S policy Now includes a commitment to continual improvement of the OH&S management system and commitment to consultation and participation of workers and where they exist workers representatives	
	Organisational roles, responsibilities and authorities	5.3	4.4.1	Resources, roles, responsibility, accountability and authority The Management Representative role has now been removed from the 2018 version, replaced with 'Top Management' who now take over the former's roles and responsibilities with a number of requirements to assign responsibility and authority but remain accountable for the OH&S Workers at each level assume the responsibility for these aspects of the OH&S management system over which they can control	
	Consultation and participation of workers	5.4	4.4.3.2	Expanded requirements – Participation and Consultation. To maintain processes for consultation and participation of workers at all applicable levels and functions in the development and performance evaluation and actions for improvement of the OH&S management system. Consultation implies a two-way communication involving dialogue and exchanges and the	

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	ISO45001		OHSAS18001	Observation	Action
	Clause	Clause Nº	Clause Nº		
				timely provision of the information necessary for workers to give informed feedback to be considered by the organisation before making a decision	
	PLANNING	6	4.3		
	General	6.1.1	4.4.6	New - Operational Control Your company needs to consider the issues as identified previously in 4.1, 4.2 and 4.3 and the risks & opportunities that need to be addressed to give assurance that your OH&S can achieve its intended results and prevent or reduced undesired effects, and achieve continual improvements Taking account of the hazards, risks, opportunities and legal requirements	
	Hazard identification and assessment of risks and opportunities	6.1.2	4.3.1		
	Hazard identification	6.1.2.1	4.3.1	Hazard identification, risk assessment and determining controls Additional requirements to cover e.g. how the work is performed, social factors such as work hours, victimization, harassment and bullying. Potential emergency situations and changes in knowledge of and information about hazards including third party hazard identification used by the organisation	
	Assessment of OH&S risks and other risks to the OH&S management system	6.1.2.2	4.3.1	Hazard identification, risk assessment and determining controls	
	Assessment of OH&S opportunities and other opportunities to the OH&S management system	6.1.2.3		New - Requirement to assess opportunities to enhance the OH&S taking into account planned changes, processes, activities etc.	
	Determination of legal requirements and other requirements	6.1.3	4.3.2		

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	ISO45001		OHSAS18001		
	Clause	Clause Nº	Clause Nº	Observation	Action
	Planning action	6.1.4	4.3.6	Operational Control. Requirement to plan actions to address risks and opportunities, address legal requirements, prepare for emergency situations and to consider best practices, technological options and financial and operational business requirements	
	OH&S objectives and planning to achieve them	6.2	4.4.6		
	OH&S objectives	6.2.1	4.3.3	Objectives and programme(s)	
	Planning to achieve OH&S objectives	6.2.2	4.3.3	Objectives and programme(s)	
	SUPPORT	7	4.4.1		
	Resources	7.1	4.4.1	Resources, roles, responsibility, accountability and authority	
	Competence	7.2	4.4.2		
	Awareness	7.3	4.4.2	Your company needs to ensure that persons working under your control are aware of the policy, the objectives, their contributions to the OH&S and the implications of not conforming and the ability to remove themselves from work situations that they consider to present an imminent and serious danger to their life or health as well as those working with them	
	Communication	7.4	4.4.3.1		
	General	7.4.1	4.4.3.1		
	Internal communication	7.4.2	4.4.3.1		
	External communication	7.4.3	4.4.3.1		
	Documented information	7.5		Documentation and Control of records	
	General	7.5.1	4.4.4 4.5.4		
	Creating and updating	7.5.2	4.4.5 4.5.4		

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	ISO45001		OHSAS18001	Observation	Action
	Clause	Clause Nº	Clause Nº		
	Control of documented information	7.5.3	4.4.5 4.5.4		
	OPERATION	8	4.4		
	Operational planning and control	8.1	4.4.6		
	General	8.1.1	4.4.6		
	Eliminating hazards and reducing OH&S risks	8.1.2	4.3.1 4.4.6		
	Management of change	8.1.3	4.3.1 4.4.6	Hazard identification, risk assessment and determining controls Operational control	
	Procurement	8.1.4	4.4.6		
	General	8.1.4.1	4.4.6	Requirement to now maintain a process for procurement of products and services	
	Contractors	8.1.4.2	4.3.1 4.4.3.1 4.4.3.2 4.4.6	Hazard identification, risk assessment and determining controls Communication Participation and consultation Operational control Need to coordinate the procurement process with the contractors to identify hazards and control the OH&S risks	
	Outsourcing	8.1.4.3	4.3.2 4.4.3.1 4.4.6	Legal and other requirements Communication Operational control Requirement to ensure that outsourced processes are controlled	
	Emergency preparedness and response	8.2	4.4.7		

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	ISO45001		OHSAS18001		
	Clause	Clause Nº	Clause Nº	Observation	Action
	PERFORMANCE EVALUATION	9	4.5		
	Monitoring, measurement, analysis and performance evaluation	9.1	4.5.1	Performance measurement and monitoring	
	General	9.1.1	4.5.1		
	Evaluation of compliance	9.1.2	4.5.2		
	Internal audit	9.2	4.5.5		
	General	9.2.1	4.5.5		
	Internal audit programme	9.2.2	4.5.5		
	Management review	9.3	4.6	A number of additional review input requirements including the needs and expectations of interested parties, risks and opportunities, consultation and participation of workers etc.	
	IMPROVEMENT	10	4.6		
	General	10.1	4.6	Your company needs to determine and select opportunities for improvement and implement actions to achieve the intended outcomes of the OH&S	
	Incident, nonconformity and corrective action	10.2	4.5.3 4.5.3.1 4.5.3.2	Incident investigation, nonconformity, corrective action and preventive action Incident investigation Nonconformity, corrective action and preventive action Your company needs to update risks & opportunities, if necessary, to eliminate the cause(s) of the nonconformity so that it does not occur or re-occur elsewhere	
	Continual improvement	10.3	4.2 4.3.3 4.6	OH&S Policy Objectives and programme(s), Management review To continually improve the suitability, adequacy and effectiveness of the OH&S	

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