



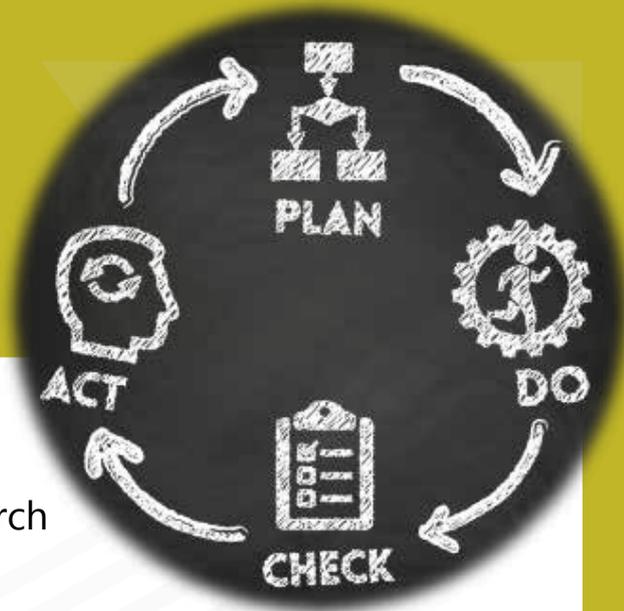
**Occupational  
Health and  
Safety  
Management  
System**

**ISO 45001:2018**  
Migration Q&A

**ACCI**<sup>®</sup>

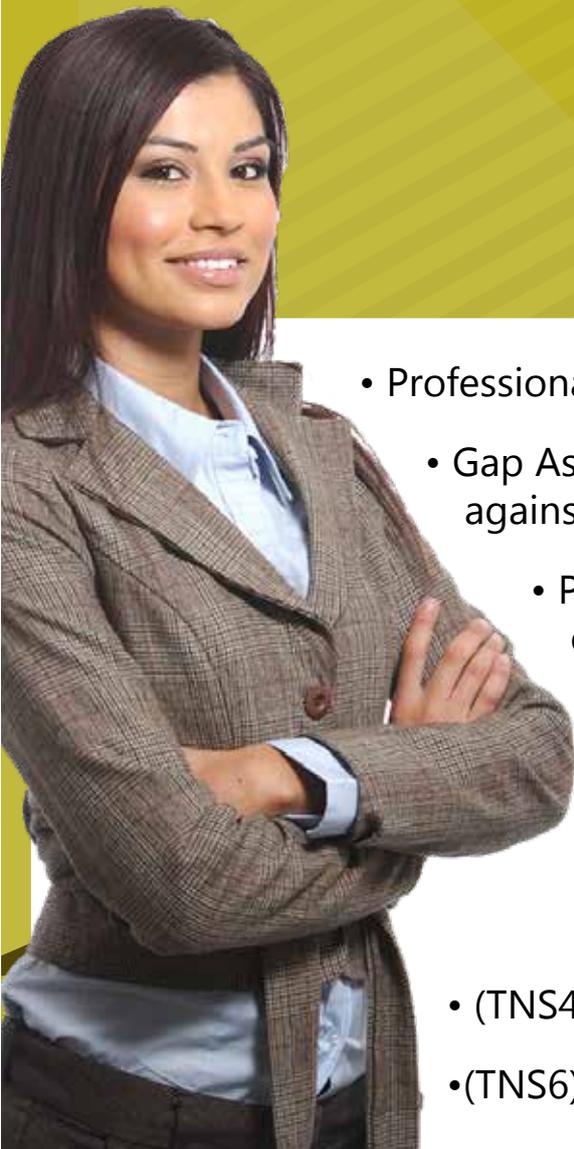
# HIGHLIGHTS OF SEVERAL CRUCIAL DATE ON MIGRATION

- The issue date of ISO 45001:2015: March 2018
- The migration period: 30 March 2018 – 30 March 2021 (3 years)
- The expiry date of OHSAS 18001:2007 Certificates: 31 March 2021
- ACI deadline for accepting OHSAS 18001:2007 Certification application: 30 March 2020



# HIGHLIGHTS OF ACI SERVICES TO FACILITATE THE MIGRATION

- Professional and competent audit team
- Gap Assessment: A professional review of clients OHSMS against ISO 45001:2018 requirements
- Professional Customer Services team ready for answering enquiries from the clients regarding the transition
  - (TNS1) ISO 45001:2018 Introduction Training Course
  - (TNS2) ISO 45001:2018 Effective Application Training
  - (TNS3) ISO 45001:2018 Implementation & Documentation Training
  - (TNS4) ISO 45001:2018 Internal Auditor Training
  - (TNS6) ISO 45001:2018 CQI/IRCA Lead Auditor Training



# GENERAL

Q2

## What are the major differences between OHSAS 18001:2007 and ISO 45001:2018?

ISO 45001 follows the high-level structure approach that is being applied to other ISO management system standards, such as ISO 9001:2015 (quality) and ISO 14001:2015 (environment).

New requirements such context of the organization, needs and requirements of workers and other interested parties.

The adoption of risk-based thinking to replace the previous requirement of preventive actions.

Solid and comprehensive requirements on procurement in ISO 45001.

ISO 45001 requires more involvement and commitment of the top management.

Q5

## We are going to implement an occupational health and safety management system (OHSSMS) for

There are two options:

- i) You can directly implement the OHSSMS in accordance with ISO 45001:2018 and apply for the certification of ISO 45001:2018;
- ii) Alternatively, if you have already begun to set up the OHSSMS based on OHSAS 18001:2007, you can go ahead to obtain the OHSAS 18001:2007 certificate first and later do the migration to ISO 45001:2018 on or before the deadline specified by ACI.

Q1

## When is the ISO45001:2018 issued?

ISO 45001:2018 was issued in March 2018

Q3

## What are the core concepts of ISO 45001:2018?

- Process Approach
- Plan-Do-Check-Act Cycle
- Risk-based thinking

Q4

## We have got OHSAS 18001:2007 Certificate already. What is the impact of the new standard on us?

According to the resolution of International Accreditation Forum (IAF), there is a 3 years transition period from the issue date of ISO 45001:2018 for all existing OHSAS 18001:2007 Certificates to migrate to ISO 45001:2018 Certificate.

Therefore, all OHSAS 18001:2007 Certificates will be expired on 30 March 2021 (i.e. the OHSAS 18001:2007 Certificates will have lost validity since 31 March 2021).

Q6

## Is there any deadline for application for OHSAS 18001:2007 Certification?

ACI welcomes OHSAS 18001:2007 Certification application made during the Migration Period provided that such application should not be made after 30 March 2020, i.e. after the first two year of the 3-year Migration Period.

The reason for setting this deadline is to ensure sufficient time for the certified clients to prepare the migration after being certified for OHSAS 18001:2007.



# GENERAL

Q7

## When should we do the migration?

During the Migration Period, the OHSAS 18001:2007 certified clients can choose to migrate at any time provided that the deadline of successful transition is 30 March 2021. The clients can decide their schedule for migration.

However, it is highly recommended for the clients to complete the migration as early as possible

- i) to avoid the migration peak;
- ii) to leave enough time for the submission of plans of correction and corrective actions and the arrangement of any follow up visits if there were non-conformities (NCs) raised in the migration audit(s).

(\* Remark : ACI' s deadline for Audit(s) of Migration is **30 January 2021.** )

Q8

## How should we start for the transition?

- i) Review ISO 45001:2018;
- ii) Implement the OHSMS in accordance with the ISO 45001:2018;
- iii) Plan the migration;
- iv) Discuss with ACI the plan and reserve the date(s) for Migration Audit(s).



Q9

## What is the migration process?

For ACI, all OHSAS 18001:2007 certified clients seeking ISO 45001:2018 migration shall undergo a Migration Audit(s).

Normally, there are two types of Migration Audit: one-off audit or staged audit.

i) For One-Off Migration Audit, the audit will be a one-time audit in which the fulfillment of the clients' OHSMS against all the ISO 45001:2018 requirements will be evaluated within the same audit. It can be carried out together with the normal scheduled audits such as Surveillance Visit (SV) or Renewal Audit or in a single independent audit.

ii) For staged type, the evaluation of the fulfillment of the clients' OHSMS against the ISO 45001:2018 requirements will be conducted in several planned audits provided that the accumulative results of these audits can prove the full fulfillment of the client' s OHSMS with ISO 45001:2018.

Each audit of Migration Audits in such case can be carried out together with the normal scheduled audits such as Surveillance Visit (SV) or Renewal Audit or a single independent audit.

Point to note:

For the staged type, during each audit of the Migration Audits, as the OHSMS is not or has not been evaluated to be fully complied with ISO 45001:2018, the normal audit for OHSAS 18001:2007 will be still carried out. Please make sure to maintain effectively the OHSMS of OHSAS 18001:2007 before the completion and success of the migration.

# GENERAL

Q10

## How should we choose between one-off type and staged type Migration Audit(s)?

The choice for one-off type or staged type Migration Audit(s) may have impact in terms of clients' internal manpower arrangement or business plan. Clients are advised to have a comprehensive consideration before making decision and discuss with ACI if necessary.

Q11

## How does ACI begin the migration for the clients?

ACI is well prepared for the migration for the clients. Our audit team will introduce the publication of ISO 45001:2018 and the migration issues to all the clients of OHSAS 18001:2007 during the normal visit. Clients are welcomed to discuss with the relevant issues with our audit team. Once the client confirmed the migration audit schedule, our audit team will conduct the migration for the client according to the agreed schedule.

Q12

## What does ACI do to assist certified clients for the migration?

Besides, the abovementioned Preliminary Gap Analysis, in order to get our clients more familiar with the ISO 45001:2018 requirements and facilitate our clients' preparation for the transition, ACI with pleasure provides the following training and services:

- (TNS1) ISO 45001:2018 Introduction Training Course
- (TNS2) ISO 45001:2018 Effective Application Training
- (TNS3) ISO 45001:2018 Implementation & Documentation Training
- (TNS4) ISO 45001:2018 Internal Auditor Training
- (TNS6) ISO 45001:2018 CQI/IRCA Lead Auditor Training
- Professional customer support to answer enquiries on the migration including the quotation for the Migration Audit(s) and reservation of dates for Migration Audit(s).
- Upon request, ACI auditors can come to the clients office to perform a comprehensive Gap Assessment by going through every requirement of the ISO 45001:2018 with the client in order to check whether the client' s existing OHSMS fulfill the requirements and if not, what the discrepancies are.

(Note: Some of the above dates are tentative and subject to be changed by ACI.)

For reference only

Please contact ACI for details

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