ISO 45001 **Mapping Tool**

Mapping ISO 45001 to OHSAS 18001 and AS/NZS 4801

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Overview of New Approach in ISO 45001:2015 by clauses

Clause 4

The organization needs to have a good understanding of the business/organizational environment in which it operates. It needs to clearly know its purpose, strategic direction, its processes, the intended outcomes of its OH&S MS and how these relate to the establishment, implementation, maintenance and continual improvement of its OH&S MS.

There is an increased prominence with regard to alignment of its OH&S policy and objectives with the organization's strategic direction. A new requirement to understand the organization's context has been incorporated to better identify and mitigate safety related risks, including opportunities, for the benefit of the organization, its workers and interested parties. Particular focus is on issues and requirements, and changing circumstances, relating to its workers and other interested parties (including legal and other requirements). Once identified as being relevant to its intended outcomes, actions to provide a safe workplace, prevent or reduce undesired effects or exploit beneficial opportunities are integrated into the planning of the OH&S MS.

Clause 5

To ensure success of the system a new clause has been added that assigns responsibilities for those in leadership roles to actively promote a culture supporting OH&S MS. This will be achieved through the adoption of a prescribed list of activities and behaviours. There are more onerous requirements regarding the consultation and participation of workers in all elements of the development, planning, implementation, performance evaluation and improvement of the OH&S MS.

Clause 6

There is now a requirement to identify risks (positive and negative) to the OH&S MS as well as those relating to the activities, products and services and associated hazards. There is no longer a requirement for preventive action – it has been replaced by the risk approach. There is a requirement for a documented methodology for hazard and risk identification, risk assessment and planning of controls. The requirements regarding legal and other requirements are more explicitly expressed and legal and other requirements need to be documented. Planning to achieve objectives is now more prescribed to help ensure that objectives are met.

Clause 7

The development of a communication process with equal emphasis on external and internal communication has been added. Diversity aspects now need to be considered. Communication should provide for the flow of information upwards, downwards and across the organization and as appropriate to relevant interested parties, and shall ensure that communicated information is consistent with information generated within the OH&S MS and is reliable. Document and record control has been replaced with the maintenance and retention of documented information.

Clause 8

A process for management of change has been introduced and outlines explicitly the requirements to be followed. The Procurement clause is also new and requires a process to manage contractors, outsourcing and other procurement to ensure that they contribute to a safe workplace and meet legal and other requirements. The emergency response plan has to be documented.

Clause 9

The requirements for monitoring, measuring, analysis and evaluation have been broadened but are not specifically listed. The inputs to management review have been increased and the output of the review needs to relate back to context of the organization and strategic direction.

Clause 10

Incident and NC handling is now more prescribed and requires input from workers. The explicit requirements for continual improvement (and opportunities in Clause 6) are new.

The table below details the specific differences between the requirements of ISO 45001:2015, OHSAS 18001:2017 and AS/NZS 4801:2001

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
1 Scope	Specifies requirements for an OH&S MS: − to enable an organization to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance. − to enable an organization to integrate other aspects of health and safety such as worker wellness/well-being. Does not address issues such as product safety, property damage or environmental impacts, beyond the risks to workers and other relevant interested parties.	Specifies requirements for an OH&S MS to enable an organization to control its OH&S risks and improve its OH&S performance. Not intended to address other health and safety areas such as employee wellbeing/wellness programmes, product safety, property damage or environmental impacts.	Specifies requirements for an OH&S MS to enable an organization to formulate a policy and objectives taking into account legislative requirements and information about hazards or risks. It applies to those hazards or risks over which the organization may exert control or influence.	ISO 45001 more holistic than the other standards. It focuses more on providing a safe and healthy workplace, addresses wellness and well-being and is more implementation-oriented than AS/NZS 4801. It lists specific intended outcomes.
2 Normative references	nil	ISO 18002:2001 International Labour Organization: *Guidelines on Occupational Health and Safety Management Systems*.	AS 1885, AS 1885.1, ISO 9001, ISO 14001	
3 Terms and definitions	Multiple additions and variations **Hazard**: source with a potential to cause injury and ill health. **Injury and ill health**: adverse effect on the physical, mental or cognitive condition of a person.	**Hazard**: source, situation, or act with a potential for harm in terms of human injury or ill health or a combination of these. **Ill health**: identifiable,	**Hazard**: a source or a situation with a potential for harm in terms of human injury or ill-health, damage to property, damage to the environment, or a combination of these.	Definition of risk in ISO 45001 includes positive and negative effects.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
	Risk: effect of uncertainty. **OH&S risk**: combination of the likelihood of occurrence of a work-related hazardous event or exposure and the severity of injury and ill health that can be caused by the event or exposure. **OH&S opportunity**: circumstance or set of circumstances that can lead to improvement of OH&S performance. **OH&S performance**: performance (measurable result) related to the effectiveness of the prevention of injury and ill health to workers and the provision of safe and healthy workplaces. **Incident**: occurrence arising out of, or in the course of, work that could or does result in injury and ill health (accident/near miss/close call). (An incident can occur where there is no nonconformity). **Worker**: person performing work or work-related activities that are under the control of the organization. **Participation**: involvement in decision-making. **Consultation**: seeking views making a decision.	adverse physical or mental condition arising from and/or made worse by a work activity and/or work related situation. **Risk**: combination of the likelihood of an occurrence of a hazardous event or exposure and the severity of injury or ill health that can be cause by the event or exposure. **Incident**: work-related event in which an injury or ill health (regardless of severity) or fatality occurred, or could have occurred (accident/near miss/close call/dangerous occurrence/emergency situation).	**Risk**: (In relation to any potential injury or harm) the likelihood and consequence of that injury or harm occurring. **Incident**: Any unplanned event resulting in, or having a potential for injury, ill-health, damage or other loss.	ISO 45001 provides definitions for: Opportunities OH&S performance Worker Participation Consultation

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
4. Context of the organisation				
4.1 Understanding the organization and its context	Determine internal and external issues relevant to purpose and intended outcomes of OHSMS.	Not addressed	Not addressed	New requirement. ISO 45001 provides a high-level, strategic understanding of the important issues that can affect, either positively or negatively, the way the organization establishes its OH&S MS.
4.2 Understanding the needs and expectations of workers and other interested parties	Determine relevant interested parties in addition to workers, and their relevant requirements. Which of these could become legal requirements?	Partially addressed with Clause 4.4.3.2 which requires the: − participation of workers in hazard identification, risk assessment, determination of controls, incident investigation, development and review of OH&S policies and objectives, consultation regarding changes and representation on OH&S matters; − consultation with contractors regarding changes in OH&S matters.	Partially addressed with Clause 4.4.3 which requires employee involvement and consultation in OH&S issues – development, implementation and review of policies and procedures for hazard identification, hazard/risk assessment and controls, changes in workplace, and representation.	Largely, a new requirement. ISO 45001 considers all interested parties, not just workers and contractors. It provides a platform of requirements (needs and expectations) on which the OH&S MS is established to help ensure it is relevant and appropriate for achieving intended outcomes.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
4.3 Determining the scope of the OHSMS	Boundaries and applicability. Consider issues and interested party requirements. Include activities, products and services within <u>control or influence.</u> Define and **document** scope.	4.1 define and **document** scope.	No specific requirement for a documented scope but Clause 4.4.4 requires documentation which describes the core elements of the management system and their interaction.	ISO 45001 states specific requirements regarding boundaries and applicability, whereas the other standards provide no description of the inclusions in the scope statement.
4.4 OH&S management system	Establish, implement, maintain and CI system, including processes and their interactions.	4.1 establish, **document**, implement, maintain and CI system.	4.1 establish and maintain an OHSMS.	ISO 45001 includes a process approach.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
5. Leadership and worker participation				
5.1 Leadership and commitment	Demonstrate leadership and commitment by doing prescribed activities relating to responsibility, accountability, policy, objectives, integration of system into business processes, resourcing, communication, ensuring system meets its intended outcomes, directing, supporting others to contribute and towards leadership at other levels, ensuring and promoting CI, culture, protection of workers from reprisals when reporting, consultation and participation of workers and support of health and safety committees.	4.4.1 Top management shall take ultimate responsibility for OH&S and OH&S system. Demonstrate commitment through resourcing and defining, allocating, documenting and communication roles, responsibilities, authorities and accountabilities.	Not specifically addressed.	ISO 45001 requires a very specific list of behaviours and activities which demonstrate leadership and commitment which will help shape the organization's culture which is critical to the establishment, maintenance and improvement of a safe workplace. Some aspects of the positive culture to be driven include: shared values, attitudes, perceptions, competencies, cooperation, commitment, open and transparent communications, mutual trust, the importance of the system, confidence in the effectiveness of risk controls and preventive measures, encouragement to report incidents and hazards and protection against reprisals and disciplinary action.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
5.2 OH&S policy	Top management – Five commitments: 1. commitment to provide safe and healthy working conditions for prevention of work and ill health related injuries; 2. commitment to fulfil legal and other requirements; 3. commitment to eliminate hazards and reduce OH&S risks; 4. commitment to continual improvement and ; 5. commitment to consultation and participation of workers. Relevant and appropriate to purpose, size and context of organization and nature of OHS risks and opportunities. Framework for setting and reviewing objectives. **Documented**, communicated and available to interested parties as appropriate.	4.2 Top management – Three commitments: 1. commitment to prevention of injury and ill health; 2. commitment to continual improvement in OHS management and OHS performance; 3. commitment to compliance with legal and other requirements. Appropriate to nature and scale of risks. Framework for setting and reviewing objectives. **Documented**, implemented and maintained. Communicated to all people under control of the organizations so they are made aware of their obligations. Available to interested parties. Revised to ensure remains relevant and appropriate.	4.2 Top management – Three commitments: 1. commitment to improving OHS performance; 2. commitment to measurable objectives and targets aimed at elimination of work related injury and illness; 3. commitment to comply with legal and other requirements. States overall OHS objectives. Appropriate to nature and scale of risks. **Documented**, implemented, maintained and communicated to all employees. Available to interested parties. Be reviewed to remain relevant and appropriate.	Generally very similar, except: ISO 45001 requires commitment relating to working conditions not directly to prevention of elimination of injury and ill health. ISO 45001 requires commitment to consultation and participation of workers. Objectives don't need to be stated in the policy.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
5.3 Organizational roles, responsibilities and authorities	Top management shall: Assign responsibilities and authorities, communicate and **document** Delegation - Assign responsibility and authority for ensuring system conforms to ISO 45001 and reporting on performance to top management.	4.4.1 Top management shall: Define roles, allocating responsibilities and accountabilities, delegating authorities. All to be **documented** and communicated. Appointment of management representative – identity known to all workers. All workers responsible for OHS and adherence to its requirements.	4.4.1.2 The organization shall: Define, **document** and communicate accountabilities and responsibilities. Clarification for contractors. Appointment of management representative.	Very similar Except ISO 45001 has no requirement for a dedicated management representative.
5.4 Consultation and participation of workers	Process for consultation and participation of workers at all applicable levels and functions, including workers' representatives as necessary, in development, planning, implementation, performance evaluation and improvements of OH&S system. Provide time, training, resources, access to information and remove obstacles and barriers to participation. Consultation of non-managerial workers on needs and expectations of interested parties, policy, roles and responsibilities etc, how to fulfil legal and other requirements, objectives and	4.4.3.2 Procedure for participation of workers in hazard identification, risk assessments, determination of controls, incident investigation, review of policies and objectives, changes, representation. Workers informed about participation arrangements and their representative. Consultation with contractors regarding changes that affect their OH&S.	4.4.3.1 **Documented** procedures (agreed to by employees) for involvement and consultation regarding development, implementation and review of policies and procedures for hazard identification, hazard/risk assessment and controls, changes that affect OHS, selection and identities of their and management representatives.	ISO 45001 includes much stronger, comprehensive and specific requirements to ensure that consultation and participation is implemented.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
5.4 Consultation and participation of workers (cont'd)	plans to achieve them, controls for outsourcing, procurement and contractors, needs of monitoring, measurements and evaluation, needs of internal audits and ensuring CI. Participation of non-managerial workers in determining mechanisms for consultation and participation, identifying hazards, assessing risks and opportunities, determining actions to eliminate hazards and risks, competence requirements, training needs, training and its evaluation, communication, determining control measures, and investigation of incidents and nonconformities and determining corrective action.	Relevant external parties consulted.	Training for employer and employee representatives.	A process is required, not a documented procedure.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
6. Planning				
6.1 Actions to address risks and opportunities **6.1.1 General**	Applies to 6.1.1 to 6.1.4. Considering context and scope, determine and assess risks and opportunities that need to be addressed to give assurance that system can achieve outcomes, prevent or reduce undesired effects and achieve CI. Consider hazards, system risks and opportunities, legal and other requirements, changes in the organization, processes or system (assess before changes are made). **Document** processes to determine risks and opportunities and **document** the risks and opportunities.	Risks and opportunities to OH&S system not specifically addressed. This standard considers only risks in relation to the likelihood and severity of injury or ill health caused by a hazardous event or exposure.	Risks and opportunities to OH&S system not specifically addressed. This standard considers only risks in relation to any potential injury or harm.	Organization should consider knowledge gained from Clause 4 Context of the organization, as an input into the risk determination process. ISO 45001 requires the determination of risks to the OH&S system which are not simply attributable to hazards or hazardous events or exposure. Examples may include organizational culture, organizational structure, cash flow problems, and lack of competence, high staff attrition, restructuring, mergers, and language differences.
6.1.2 Hazard identification and assessment of risks and opportunities **6.1.2.1 Hazard**	Process for on-going and proactive hazard identification. Process to take into account many factors – how work is organised, social factors, leadership, culture, routine and non-routine activities, infrastructure, equipment, physical factors, full product or service realization	4.3.1 Procedure for on-going and proactive hazard identification. Procedure to take into account routine and non-routine activities, Activities of all people	4.3.1 **Documented** and current procedure for hazard identification for activities under control or influence (based on commitment to eliminate workplace injury and ill health).	ISO 45001 requires more comprehensive and specific considerations in the identification of hazards. It includes workers at a location not under the direct control of the

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identification	processes, human factors, past and potential incidents and emergencies, people in the workplace, in the vicinity of the workplace and workers at a location not under direct control of the organization, actual and proposed changes and changes in knowledge. Hazards and methodology to be **documented**.	(including workers, contractors and visitors), human behaviour, hazards originating outside of workplace or in the vicinity, infrastructure, equipment, actual and planned changes, legal obligations, full product or service realization processes. Identify hazards and risks associated with changes, prior to the change. Hazards and Risks to be prioritized and **documented**. Risks considered in rest of system.	4.4.6.1 **Documented** procedure for hazard identification, hazard/risk assessment, controls and evaluation of methodology. 4.4.6.2 Hazard identification to take into account: Situations, events or circumstances with potential to cause injury or illness, nature of potential injury or illness, past injuries, incidents and illnesses, way work is organized, managed, changes, design of workplaces, processes, materials, plant and equipment, fabrication, installation and commissioning and handling and disposal of materials and items, purchasing, contracting and subcontracting, inspection, maintenance, and testing repair and replacement of plant and equipment.	organization. This would include mobile workers or workers who travel to perform work-related activities at another location (eg. BSI auditors.)

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
6.1.2.2 Assessment of OH&S risks and other risks to the OH&S management system	Process to assess risks from identified hazards, (whilst considering effectiveness of controls) and other risks to the system. **Document** proactive methodology and criteria.	4.3.1 Procedure for on-going and proactive assessment of risks relating to safety hazards. Assess risks associated with changes in the organization, the OH&S MS, and activities, prior to the change. Risk assessment used in determination of controls. Consider hierarchy of controls. Risk assessment **documented.**	**Documented** and current procedure for hazard/risk assessment for activities under control or influence (based on commitment to eliminate workplace injury and ill health) 4.4.6.3 All risks shall be assessed and have control priorities assigned, based on established level of risk.	ISO 45001 explicitly states that risks shall be assessed whilst considering effectiveness of controls in place.
6.1.2.3 Assessment of OH&S opportunities and other opportunities for the OH&S management system	Process to assess opportunities to enhance OH&S performance – adapt work, work organization and environment, eliminate hazards and reduce risks, any other opportunities. Opportunities and methodology to be **documented**.	Opportunities not addressed.	Opportunities not addressed.	New Requirement. Other standards do not address opportunities.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
6.1.3 Determination of legal requirements and other requirements	Process to determine and have access to current legal and other requirements, their application and communication. Take legal and other requirements into account is use of OH&S MS. **Document** legal and other requirements.	4.3.2 Procedure to identify and have access to legal and other requirements. Consider legal and other requirements in development of system. Keep information up to date. Communicate legal and other requirements to workers and other relevant interested parties.	4.3.2 Procedure to identify and have access to all relevant legal and other requirements, including those relating to contractors and suppliers. Keep info up to date. Communicate relevant info to employees. Doesn't specifically require the application or consideration of these requirements in the implementation of the system.	ISO 45001 requires **documentation** of legal and other requirements.
6.1.4 Planning action	Plan actions to address risks and opportunities, legal and other requirements and emergency situations. Plan how to integrate and implement and evaluate actions. Consider hierarchy of controls. Consider best practices, technology, financial, business and operational requirements.	4.3.1 Ensure results of hazard identification and assessment are considered when determining controls. Applicable controls to be prioritized and **documented**.	4.3.1 **Documented** and current procedure for controls for activities under control or influence (based on commitment to eliminate workplace injury and ill health). 4.4.6.4 All risks identified through the assessment process shall be controlled through a preferred order of control methods (hierarchy of controls), based on reasonable practicability.	ISO 45001 requires planning for the integration of the actions into the OH&S MS and the business processes and planning of the evaluation of the effectiveness of the actions.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
6.2 OH&S objectives and planning to achieve them **6.2.1 OH&S objectives**	**Documented** objectives To maintain and CI the OH&S MS and performance. At relevant levels and functions, consistent with policy, measurable, consider applicable requirements, risks and opportunities and results of consultation with workers and their representatives, be monitored, communicated and updated as appropriate.	4.3.3 **Documented** objectives At relevant functions and levels, consistent with policy, measurable, consider legal and other requirements, risks, technological options, financial, operational and business requirements and views of interested parties. Ensure objectives are reviewed.	4.4.4 **Documented** objectives and targets. At relevant functions and levels, consistent with policy, including commitment to measuring and improving OH&S performance, consider legal and other requirements, hazards and risks, technological options, operational and business requirements and views of interested parties.	ISO 45001 specifically requires that OH&S objectives be monitored and communicated.
6.2.2 Planning to achieve OH&S objectives	**Documented** six part plan how to achieve objectives by: determining 1. what will be done; 2. resources required; 3. who will be responsible; 4. when it will be completed; 5. how the results will be evaluated; 6. how the actions to achieve objectives will be integrated into business processes.	Three part programme for achieving objectives: 1. designation of responsibility and authority for achieving objectives (who); 2. means (what); 3. timeframe for achievement (when).	Three part plan for achieving objectives and targets: 1. designation of responsibility and authority for achieving objectives and targets (who); 2. means (what); 3. timeframe for achievement (when). Plans must be reviewed to be kept current, be amended to address change at regular and planned intervals.	ISO 45001 requires inclusion of resourcing, evaluation and integration into business processes and the plan to be **documented**.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
7. Support				
7.1 Resources	Determine and provide resources for establishment, implementation, maintenance and CI of OH&S MS.	4.4.1 Top management will demonstrate its commitment by ensuring availability of resources to establish, implement, maintain and improve the OH&S MS.	4.4.1.1 Management will identify and provide resources required to implement, maintain and improve the OH&S MS.	Same requirements
7.2 Competence	Determine competence, ensure workers are competent, where applicable take action to acquire competence, evaluate effectiveness of that action, keep **documentation**.	4.4.2 Must have a training procedure which considers responsibility, ability, language skills, literacy and risks. Everyone must be competent, keep training **records**, identify training needs, provide training or take other action, evaluate effectiveness of training or other action.	4.4.2 Must have a training procedure which considers characteristics and composition of workforce which could impact on OHS and responsibilities, hazards and risks. Everyone (including contractors and visitors) has undertaken appropriate training. Identify training needs, ensure OH&S competencies are developed and maintained. Training to be carried out by people with appropriate knowledge, skills and experience in OH&S and training.	ISO 45001 doesn't specifically require training. It requires that people be competent and if not, action be taken. This action doesn't necessarily prescribe training. Unlike AS/NZS 4801, ISO 45001 doesn't state any requirements relating specifically to the competence of people conducting training.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
7.3 Awareness	Workers shall be aware of: 1. OH&S policy and objectives; 2. their contribution to OH&S MS and benefits of improved performance; 3. implications and potential consequences of not conforming to OH&S requirements; 4. incidents and outcomes of investigations relevant to them; 5. hazards, risks and actions relevant to them; 6. ability to remove themselves from work situations they consider dangerous and arrangements for protecting themselves for doing so.	4.4.2 Procedure to make persons working under its control aware of 1. actual and potential OH&S consequences of their work activities, behaviour and the benefits of improved personal performance; 2. their roles and responsibilities and importance in achieving conformity to the OH&S policy, procedures, including emergency preparedness and response; 3. the potential consequences of departure from specified procedures.	Not addressed	ISO 45001 states more specific requirements for awareness.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
7.4 Communication **7.4.1 General**	Processes for internal and external communications, determine: 1. on what to communicate; 2. when to communicate; 3. with whom to communicate (workers, contractors, visitors, interested parties); 4. how to communicate. Consider diversity aspects (gender, language, culture, literacy, disability), views of interested parties, legal and other requirements. Ensure information communicated is truthful, valid and reliable. Respond to relevant communication. Retain **documented** information of communication.	4.4.3.1 Procedure for 1. internal communication among various levels and functions; 2. communication with contractors receiving, **documenting** and responding to relevant communications from external interested parties.	4.4.3.2 Procedures for ensuring pertinent OH&S information is communicated to and from employees and other interested parties. 4.4.3.3 Procedures for relevant and timely reporting to ensure OH&S MS is monitored and performance is improved. 1. OH&S performance reporting; 2. incidents and system failures; 3. hazard identifications; 4. hazard/risk assessment; 5. preventive and corrective action; 6. statutory reporting requirements.	ISO 45001 states the specific considerations in a communication process and addresses internal and external communications with separate clauses. ISO 45001 doesn't state the specific requirements such as performance, hazards, risks, incidents, corrective and preventive actions and statutory requirements to be reported that AS/NZS 48001 specifies.
7.4.2 Internal communication	Internally communicate relevant information among various levels and functions, including changes, and ensure communication process enables workers to contribute to CI.	As above	As above	As above

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
7.4.3 External communication	Externally communicate relevant information taking into account legal and other requirements	As above	As above	As above
7.5 Documented information **7.5.1 General**	OH&S shall include following documentation: 1. mandatory documented information required by the standard; 2. documented information determined by the organization as necessary.	4.4.4 OH&S documentation shall include: 1. OH&S Policy and objectives 2. scope of OH&S MS 3. main elements of OH&S MS and their interactions and reference to related documents 4. documents and records required by the standard 5. documents and records determined by the organization as necessary.	4.4.4 Documentation which describes core elements of MS and their interaction and provide direction to related documentation. 4.4.5 Procedures for controlling relevant documents to ensure readily located, periodically reviewed, revised and approved by competent and responsible people, current versions, at suitable locations, obsolete documents removed, archival documents identified, legible, dated (with dates of revision), retention, responsibilities for document control, preclude obsolete documents from use.	Very similar except ISO 45001 refers to Documented information in place of control of documents and control of records. ISO 45001 doesn't specifically require dates of revision on documents (just version control) and a record of retention times for records.
7.5.2 Creating and updating	Appropriate identification, description, format, review and approval.			
7.5.3 Control of documented information	Controlled to ensure available and suitable for use when and where it is needed, adequately protected. Address distribution, access, retrieval, use, storage, preservation, control of changes, retention and disposition. External documented information must be controlled.			

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
7.5.3 Control of documented information (cont'd)		4.4.5 Documents required by OH&S MS to be controlled, using procedure to include approval, review, update, reapprove, changes, current and relevant versions identified, at point of use, legible, identifiable, prevent unintended use of obsolete documents. External documents identified and controlled. 4.5.4 Procedure for control of records Identification, storage, protection, retrieval, retention, legibility, traceability and disposal of records.	4.5.3 Procedure for control of records. Identification, maintenance, disposition, legible, traceable, retrievable protected, retention times established and **recorded**.	

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
8. Operation				
8.1 Operational planning and control **8.1.1 General**	Plan, implement, control and maintain processes to implement action determined in Clause 6. 1. establish criteria for processes; 2. implement controls; 3. maintain and retain documented information for control; 4. adapt work to workers; At multi-employer workplaces, coordinate relevant parts of OH&S MS with other organizations.	4.4.6 Determine those operations and activities associated with hazards which require risk control. Implement and maintain 1. operational controls and integrate these into OH&S MS; 2. controls for purchased goods, equipment and services; 3. controls related to contractors and visitors; 4. documented procedures as appropriate for control; 5. stipulated operating criteria as appropriate for control. Control and manage change to processes/products/processes.	4.4.6.4 All risks identified through the assessment process shall be controlled using hierarchy of controls.	ISO 45001 includes more specific requirements relating to multi-employer workplaces and operating criteria, than AS/NZS 4801 and explicitly addresses implementation of planned controls.
8.1.2 Eliminating hazards and reducing OH&S risks	Establish, implement and maintain processes for the elimination of hazards, using hierarchy of controls – elimination, substitution, engineering, administrative controls, PPE.	4.3.1 Determine controls considering hierarchy of controls.	Addressed in clause above.	ISO 45001 hierarchy of controls includes reorganization of work. AS/NZS 4801 doesn't include the specific hierarchy in detail.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
8.1.3 Management of change	Process for implementation and control of planned temporary and permanent changes. New products, services and processes, workplace locations, organization, conditions, equipment, work force, legal and other requirements, knowledge about hazards and risks and developments in technology. Review consequences of unintended changes, take action to mitigate.	4.3.1 Identify OH&S hazards and risks associated with changes in organization, system, activities prior to change.	Not addressed.	New requirement ISO 45001 has explicit requirements for management of change.
8.1.4 Procurement **8.1.4.1 General**	Process to control procurement of products and services in order to ensure their conformity to OH&S MS.	Not addressed.	Not addressed.	ISO 45001 has explicit requirements for controls over the procurement process. It requires that the selection of contractors and outsourced processes and functions include OH&S requirements.
8.1.4.2 Contractors	Coordinate procurement with contractors to identify hazards and to asses and control risks arising from: 1. contractors' activities that impact the organization 2. organization's activities that impact contractors' workers 3. contractors' activities that impact other interested parties in the workplace. Ensure requirements of OH&S are met by contractors and their workers. Procurement process shall define and apply health and safety criteria in selection of contractors.			

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
8.1.4.3 Outsourcing	Ensure: 1. outsourced functions and processes are controlled; 2. outsourcing arrangements are consistent with legal and other requirements; 3. type and degree of control defined within in OH&S MS.	Not addressed.	Not addressed.	
8.2 Emergency preparedness and response	Process to prepare for and respond to potential emergency situations. 1. planned response to emergency situations, including first aid; 2. training for planned response; 3. periodic testing and exercising of planned response; 4. evaluating performance of response and revise planned response, particularly after real emergency; 5. communicate to all workers on their duties and responsibilities regarding emergency response; 6. communicate to contractors, visitors, emergency response services, authorities and local community; 7. take into account needs and capabilities of relevant interested parties and ensure their involvement, as appropriate in the development of the planned response.	4.4.7 Procedure to identify potential emergency situations and respond. Respond as planned and mitigate. Take into account needs of relevant interested parties. Periodically test, review and revise. Involve relevant interested parties in testing as appropriate.	4.4.7 Identify all potential emergency situations. **Document** emergency procedures for mitigating illness and injury. Review, revise and test procedures.	ISO 45001 specifically includes first aid, training in emergency response, and communication to all parties about response plan. Unlike OHSAS 18001, ISO 45001 requires emergency response plan to be **documented and records** retained.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
9 Performance evaluation				
9.1 Monitoring, measurement, analysis and performance evaluation **9.1.1 General**	Process for monitoring, measurement, analysis and evaluation. Determine: 1. what needs to be monitored and measured – fulfilment of legal and other requirements, activities related to hazards, risks and opportunities, progress towards objectives, effectiveness of controls; 2. methods for monitoring, measurement, analysis and evaluation; 3. criteria against which will evaluate performance; 4. when monitoring and measurement will be performed; 5. when results will be analysed, evaluated and communicated. Evaluate performance of OH&S MS. Ensure monitoring and measurement equipment is calibrated or verified.	4.5.1 Procedure to monitor and measure OH&S performance on a regular basis – qualitative and quantitative measures, extent to which objectives met, effectiveness of controls (for health as well as safety), proactive and reactive measures of performance, **recording** of data to facilitate corrective and preventive actions, calibration and maintenance of measuring equipment – **records** kept.	4.5.1 **Documented** procedure to monitor and measure, on a regular basis, key characteristics of activities that can cause illness and injury. Effectiveness of measures evaluated. Monitoring and measurement equipment identified, calibrated, maintained and stored as necessary. **Records** kept. Procedures to monitor performance, effectiveness of controls, conformance with objectives and targets. Identify situations where employee health surveillance is required and implement appropriate systems. Employees have access to their results. Where specified by legislation, employees exposed to specific hazards shall be monitored and **recorded**.	ISO 45001 doesn't specify what needs to be monitored and measured as the other standards do. Instead it outlines the inclusions for the monitoring, measuring, analysis and evaluation process. The organization determines what needs to be monitored etc to meet intended outcomes such as legal and other compliance and improved performance.
9.1.2 Evaluation of	Process to evaluate compliance:	4.5.2 Procedure for periodically	4.5.1.1 Procedure to monitor compliance	ISO 45001 states more comprehensive

	ISO 45001:2015	**OHSAS 18001:2007**	**AS/NZS 4801:2001**	**Key Differences**
compliance	1. determine frequency and methods; 2. evaluate compliance; 3. take action if necessary; 4. maintain knowledge of compliance status; 5. retain **documented** information.	evaluating compliance. **Records** of evaluations.	with relevant OH&S legislation.	requirements for evaluating compliance to ALL requirements, requiring planning of the evaluation, knowledge relating to the evaluation (communication?) and corrective actions as necessary. AS/NZS 4801 is limited to just evaluating legal compliance not compliance to other requirements.
9.2 Internal Audit **9.2.1 General**	At planned intervals. Check for conformance to this standard and the organization's own	4.5.5 At planned intervals. Check for conformance to	4.5.4 At planned intervals. Check for conformance to	Very similar requirements except ISO 45001 explicitly states

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
	requirements. Effectively implemented and maintained.	planned arrangements and this standard. Properly implemented and maintained.	planned arrangements and this standard. Properly implemented and maintained.	requirements relating consultation regarding the audit programme, reporting audit results to workers and their representatives and corrective actions.
9.2.2 Internal audit programme	Audit programme – Frequency, Methods, Responsibilities, Consultation, Planning requirements, Reporting Programme will consider importance and risk related to the processes; results of previous audits; audit criteria; audit scope; select and conduct audits to ensure objectivity; results reported to relevant management; relevant results reported to workers and workers' representatives and other relevant interested parties; action to address NC and CI Retain **documented** information.	Effective in meeting policy and objectives. Results to management. Audit programme based on results of risk assessments and results of previous audits. Audit procedure addresses responsibilities, competencies, planning requirements, conducting audits, reporting results, audit criteria, audit scope, frequency, methods. Selection of auditors ensure objectivity. Keep **records** of audits.	Effective in meeting policy and targets for CI. Results of audits to management. Results of audits to employees. Audit programme based on OH&S importance of activity (=risk?) and results of previous audits. Audit procedure – audit scope, frequency, methodologies, competencies, responsibilities, requirements for conducting audits, reporting results. Audit carried out by competent person.	

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
9.3 Management review	Undertaken by top management. Planned intervals. Ensure OH&S MS suitability, adequacy and effectiveness. Include: – status of actions from previous reviews; – changes in issues; – changes in needs of interested parties; – changes in legal and other requirements; – changes in risks and opportunities; – extent to which policy and objectives met; – OH&S performance; – incidents; – nonconformities; – corrective actions; – continual improvement; – monitoring and measuring results; – evaluation of compliance; – audit results; – consultation and participation of workers; – risks and opportunities; – adequacy of resources; – relevant communications; – opportunities for Continual Improvement.	Undertaken by top management at planned intervals. Ensure OH&S MS suitability, adequacy & effectiveness. Include: – opportunities for improvement; – need for change to system; – changes to policy and objectives; – internal audit results; – evaluations of compliance; – participation/consultation; – relevant communications from external interested parties, including complaints; – OH&S performance; – extent objectives met; – status of incident investigations, corrective actions and preventive actions; – follow up previous reviews; – changes in circumstances, legal and other requirements; – recommendations for improvement.	Undertaken by top management. Planned intervals. Ensure OH&S MS suitability, adequacy and effectiveness. Include: – policy; – objectives; – responsibilities; – other elements of OH&S MS; – audit results; – changing circumstances. Maintain r**ecords** of management review	ISO 45001 states a much more exhaustive list of inclusions/inputs for management review (issues, interested parties, monitoring and measuring results, risks, opportunities and CI, resources) and the outputs are required to consider integration of the OH&S MS into business process, CI and implications for strategic direction.

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
9.3 Management review (cont'd)	Outputs Decisions relating to: – suitability and adequacy of OH&S MS; – CI opportunities; – need for changes to MS; – resourcing needs; – actions if needed; – opportunities to improve integration of OH&S MS with business processes; – implications for strategic direction. Communicate relevant outputs to workers and representatives. Retain **documented** information.	Outputs Decisions and actions relating to changes to: – OH&S performance; – policy and objectives; – resourcing; – other elements of the OH&S MS. Relevant outputs available for communication and consultation. **Records retained**	As above	As above

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
10. Improvement				
10.1 General	Determine opportunities for improvement. Implement actions to achieve intended outcomes.	4.5.3.2 Procedure to identify potential nonconformities and opportunities for preventive action. Take preventive action. Review effectiveness of preventive action.	Addressed in clause below	
10.2 Incident, nonconformity and corrective action	Reporting, investigating and taking action. Incident or nonconformity: – react in timely manner to control, correct and deal with consequences; – evaluate, with participation of workers and other relevant interested parties, need for CA to eliminate root cause; – investigate; – determine cause; – determine if similar incidents have or could occur; – review existing risk assessments; – determine and implement action needed in accordance with hierarchy of controls and management of change. – assess risks relating to new or	4.5.3.1 Procedure to record, investigate and analyse incidents to: – determine underlying OH&S deficiencies (root cause/investigation); – identify need for action – communicate results of investigation; Investigations in timely manner.	4.5.2 Procedure to: – investigate incidents; – respond to incidents; – take action to minimize harm; – investigate system failures; – respond to system failures; – complete appropriate corrective action.	ISO 45001 states much more explicit requirements. It requires participation of workers in investigation of incidents. It also requires that previous NC/incidents and NC/incidents elsewhere be considered. Specifies using hierarchy

	ISO 45001:2015	OHSAS 18001:2007	AS/NZS 4801:2001	Key Differences
10.2 Incident, nonconformity and corrective action (con'td)	changed hazards, new action; – review effectiveness of action taken; – change to OH&S MS; – corrective actions are appropriate. **Documented** information relating to – nature of incident or NC; – actions taken; – results of action and effectiveness. Communicate this **documented** information to relevant workers, representatives and other interested parties.	4.5.3.2 Procedure for dealing with NCs and for taking corrective action – identify and correct NC; – take action to mitigate; – investigate, determine cause; – take action to avoid recurrence (CA); – **record** results; – communicate results; – review effectiveness of CA. Where CA identifies new or changes hazards do risk assessment for actions. CA appropriate for risk. Change OH&S MS **documentation** as necessary.		of controls, more explicit consideration of risk assessment for actions taken and more detail regarding documented information about incidents, NCs and corrective action. AS/NZS does not require records, participation/consultation with workers or communication of CA results.
10.3 Continual improvement	CI suitability, adequacy and effectiveness of OH&S MS by: – enhancing OH&S performance – promoting culture that supports OH&S MS & participation of workers – communicating relevant results of CI to workers and representatives – maintain and retaining **documented** information as evidence of CI.	Not explicitly addressed although preventive action is addressed.	Not explicitly addressed.	Largely a new requirement, although, PA in in OHSAS 18001 goes some very small way to address this requirement for CI. Importantly, ISO 45001 requires actions that will address the culture of the organization and involve workers in that objective.

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