




INTERNATIONAL ACCREDITATION SERVICE®


IAF MD 21:2018 - Requirements for the Migration to ISO 45001:2018 from OHSAS 18001:2007

Requirements for the Migration



- This MD provides requirements for the migration from OHSAS 18001:2007
- It identifies activities which shall be considered by relevant interested parties and increases understanding of the context of ISO 45001.
- These migration requirements apply only for migration of OHSAS 18001:2007 to ISO 45001:2018 by the same Certification Body.
- **Relevant interested parties who will benefit from this document include:**
 - i) Organizations certified and/or using OHSAS 18001:2007.
 - ii) Accreditation Bodies (AB's).
 - iii) Certification Bodies (CB's).
 - iv) Legislators and Regulators.
 - v) Trade/Contracting/Procurement Boards.
 - vi) Workers.
 - vii) Society.

Validity of Accredited Certifications to OHSAS 18001:2007



- The IAF will only promote the acceptance of ISO 45001:2018 accredited certificates after the end of the ISO 45001:2018 migration period.
- The expiry date of accredited certifications to OHSAS 18001:2007 issued during the migration period shall correspond to the end of the three-year migration period.
- Where local legislation/regulation requires accredited OHSMS certification and the legislation/regulation has not been amended to reference ISO 45001, the validity of accredited certification to BS OHSAS 18001 (or national equivalent standard) may be extended.

Specific guidance for interested parties




- The degree of change necessary will be dependent upon the maturity and effectiveness of the current management system and organizational structure and practices.
- An impact analysis/gap assessment is strongly recommended

Organizations using OHSAS 18001:2007 are recommended to take the following actions:

- Obtain a copy of ISO 45001
- Identify the gaps in the OHSMS which need to be addressed to meet any new requirements.
- Develop an implementation plan.
- Ensure that any new competence needs are met and create awareness for all parties that have an impact on the effectiveness of the OHSMS.
- Update the existing OHSMS to meet the new requirements and provide verification of its effectiveness.
- Where applicable, liaise with their Certification Body for migration arrangements.

IAF migration requirements



Implementation of Migration of Certification from OHSAS 18001:2007 to ISO 45001:2018 :


- This MD is intended to allow for early planning and adoption of the new requirements of ISO 45001:2018.

4.2 General Requirements for Accreditation Bodies and Certification Bodies :

Accreditation Bodies


- The implementation shall, wherever possible, be verified during normal scheduled activity, noting that there may be some need for additional assessment time.
- Additional assessments may be necessary for a CB requesting accreditation within an accelerated timeframe.
- AB's shall, at the earliest opportunity, communicate their migration arrangements and requirements to their accredited CB's.

Migration Arrangements




It is recommended that the migration arrangements take account of the following:

- Training and verification of competence of assessors and other staff.
- The AB migration programmers to make full use of available time, enable accreditation for the new standard to be available at the earliest opportunity.
- Assessments that include the migration to ISO 45001:2018 shall focus on changes to be implemented by CB's as a result of implementing the new standard.
- The assessment will also need to review the CB's arrangements for migrating its clients.
- For accredited OHSAS 18001:2007 CB's, at a minimum the AB shall conduct a documentation review for a minimum of one assessor man-day.
 - If the output of the review is positive the new accreditation certificate may be issued.
 - If the output is negative the AB will decide about additional documentation review or an office assessment or witnessing an audit conducted by the CB.

Requirements for CB's 


- CB's are encouraged to start briefing their clients from the DIS stage and perform gap analysis between their clients' systems and the DIS (if requested).
- Accredited certifications to ISO 45001:2018 shall only be issued once the CB has been accredited to deliver certification to the new standard.
- CB's can conduct migration activities during a routine surveillance, recertification audit or a special audit.
- Where migration audits are carried out in conjunction with scheduled surveillance or recertification then a minimum of 1 auditor man-day is required to be added to cover existing and new requirements implied by ISO 45001:2018.

If required increase the audit duration case to case.

Requirements for CB's 

CB's shall develop migration plans to address the following :

- i) Training and verification of competence of auditors and other staff.
- ii) The CB's arrangements for communicating with its clients.
- iii) The CB's arrangements for auditing conformity to the new standard. For example, will it be a single visit or a staged approach.
- iv) How the CB will ensure clients' ongoing conformity to OHSAS 18001:2007 through the migration process.
- v) How the CB plans to use the results of any evaluation activities conducted during the DIS or latest draft stage document before the IS.
- vi) Action to be taken in respect of clients that have failed to complete the migration by three years after the publication of ISO 45001:2018.

Requirements for CB's 

The following shall also be ensured :

- i) All issues that require client action for conformity with the new requirements shall be clearly identified and raised as documented findings.
- ii) Only when all identified issues have been addressed and the effectiveness demonstrated, records shall be available to verify that all prior migration audit findings have been evaluated for corrective action can auditors recommend certification to the published ISO 45001:2018 standard.
- iii) The CB shall ensure that the evaluation of a client's conformity to the new requirements during the migration phase does not interfere with the client's on-going conformity to OHSAS 18001:2007.
- iv) Where evaluation activities have taken place at the DIS or FDIS, a review will be undertaken by the Decision Maker to ensure the validity of such activity is taken into account in the decision process.
- v) The decision to issue certification to ISO 45001:2018 shall only be made once actions in respect of all outstanding issues are resolved.