ISO 45001:2018 Migration Policy

ISO 45001:2018 was published on 12th March 2018. This new International Standard is replacing OHSAS 18001:2007 as the accredited Occupational Health & Safety Management System Standard. ISO 45001:2018 follows the "Annex SL" format and has the same numbering structure as ISO 9001:2015 and ISO 14001:2015.

The International Accreditation Forum (IAF) have agreed a 3 year migration period after which accredited certification to OHSAS 18001:2007 will no longer be possible. EQA OHSAS 18001:2007 certificates will have an expiry date no later than 12th March 2021 after which time certification to OHSAS 18001:2007 will no longer be possible.

The ISO 45001:2018 standard includes all the current requirements of OHSAS 18001:2007 together with some additional requirements. As per IAF guidance, the migration to ISO 45001:2018 will require a minimum of 1 extra man-day for the initial audit. We would recommend that all clients complete a gap analysis between OHSAS 18001:2007 and ISO 45001:2018 to ensure they will be able to migrate successfully before 12th March 2021. EQA recommend migrating to ISO 45001:2018 no later than the expiry date of your current OHSAS 18001:2007 certificate as a Re-Assessment to OHSAS 18001:2007 will result in a certificate with a validity of less than 3 years.

EQA will conduct migration audits in 2 stages. The first stage will focus on the fundamental requirements of the standard (e.g. confirming commitment of top management, confirming internal audits have taken place and confirming a management review has taken place). This will give clients an opportunity to correct any errors in interpretation of the standard before the audit is complete. The overall man days for the 2 stage audit will be equivalent to an audit conducted in a single stage (in accordance with man day requirements for accredited certification). We are recommending a minimum of 3 weeks between stage 1 and stage 2

As it may take some time for the Irish National Accreditation Board (INAB) to formally add ISO 45001 to the schedule of accreditation of the certification bodies currently accredited to OHSAS 18001, EQA will be in a position to issue accredited OHSAS 18001:2007 certificates (with expiry date 12th March 2021) in addition to non-accredited ISO 45001:2018 certificates to clients who successfully migrate from OHSAS 18001:2007 to ISO 45001:2018. EQA have determined that OHSAS 18001:2007 does not contain any requirements which are not also applicable to ISO 45001:2018 and therefore clients who meet the requirements of ISO 45001:2018 also meet the requirements of OHSAS 18001:2007 (this would not have been the case with the transition from ISO 9001:2008 to ISO 9001:2015 where some of the requirements within ISO 9001:2008 have been dropped). Once the accreditation process is complete, EQA will be in a position to issue accredited ISO 45001:2018 certificates.