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 auditor-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.

Migration audits can take place at either Surveillance or Re-Assessment audits. Where migration takes place at a Surveillance Audit, an ISO 45001:2018 with the same expiry date as your current OHSAS 18001:2007 certificate will be issued. However, if the expiry date of your current OHSAS 18001:2007 certificate is 12th March 2021, the ISO 45001:2018 certificate may have a later expiry date (the date your OHSAS 18001:2007 certification would have expired had the standard not be withdrawn). Where migration takes place at Re-Assessment, a certificate for the next 3-year certification cycle will be issued. In both cases, the number of auditor-days will be at least one day more than a Surveillance or Re-Assessment to OHSAS 18001:2007 (as per IAF mandatory guidance to all certification bodies).