



## BS OHSAS 18001 has been withdrawn – upgrade to ISO 45001 now

### Keep pace with the latest health and safety principles

On 31 March 2021, the globally recognized British Standard BS OHSAS 18001 will pass permanently into history. It has already been officially replaced by the new international management standard on occupational health and safety, ISO 45001. BS OHSAS has been withdrawn as a current standard.

Much of the DNA from BS OHSAS 18001 can be found in ISO 45001, so you'll recognize the principles but many enhancements are delivered in ISO 45001 including stronger leadership, better worker involvement and a focus on health, particularly mental health.

### COVID-19

Migration audits can be delivered 100% remotely in most cases. Where organizations can accept audits either remotely or on site, the deadline remains end of March 2021.

For organizations that cannot accept audits due to COVID-19, it may be possible to extend the migration deadline to 30 September 2021. Each request for an extension will be reviewed on a case by case basis. Any request for an extension must be submitted to the local BSI office by 31 January 2021.

## What does “withdrawn” actually mean?

Withdrawn publications no longer carry the status of a British Standard. However, BSI continues to hold and protect the copyright over them. Recognizing that withdrawn publications can be important for research and litigation purposes, BSI endeavours to ensure that copies continue to be available for sale. BSI takes no responsibility for the content of a withdrawn publication.

## My organization has a BS OHSAS 18001 certificate – what does this mean for my organization?

A BS OHSAS 18001 certificate is only valid until March 31 2021. ISO 45001 replaced BS OHSAS 18001 in 2018 so if you want to maintain accredited certification, you have to migrate to ISO 45001 before 31 March 2021. New certification to BS OHSAS 18001 will not be recognised after March 31 2021.

## What happens if we miss this deadline?

Your certificate will no longer be valid. If you want to obtain an accredited certificate after this date, you will have to start the certification process for ISO 45001 from the beginning (complete a stage 1 and stage 2 audit again).

## The contract with my client says we are required to have BS OHSAS 18001, what should I do?

BSI is not able to provide advice on specific contracts and each party will know the contractual relationship that it enjoys with other people. However, BSI recommends that if there are contractual obligations to maintain conformity to BS OHSAS 18001, then each contractual party be informed in writing of the replacement of this standard by ISO 45001 prior to moving across to that standard.

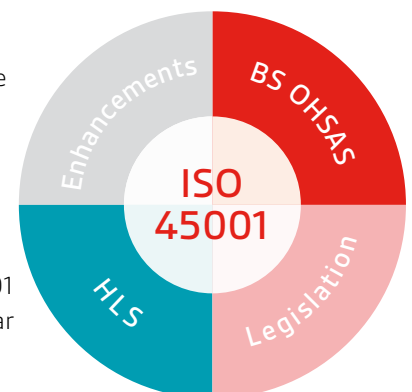
## How do I migrate to ISO 45001?

You have to undergo a migration audit to demonstrate that you conform to the new standard. There are three options for this: you can do it as a special one-off audit; add it onto your continuing assessment visits; or complete it at the same time as your re-certification (as long as that is before March 2021). Just speak to BSI and we will discuss the migration options with you and which is best for your organization. It is essential that you get your migration audit booked in to make sure that you complete migration by the deadline.



## Will migrating to ISO 45001 mean a lot of extra work?

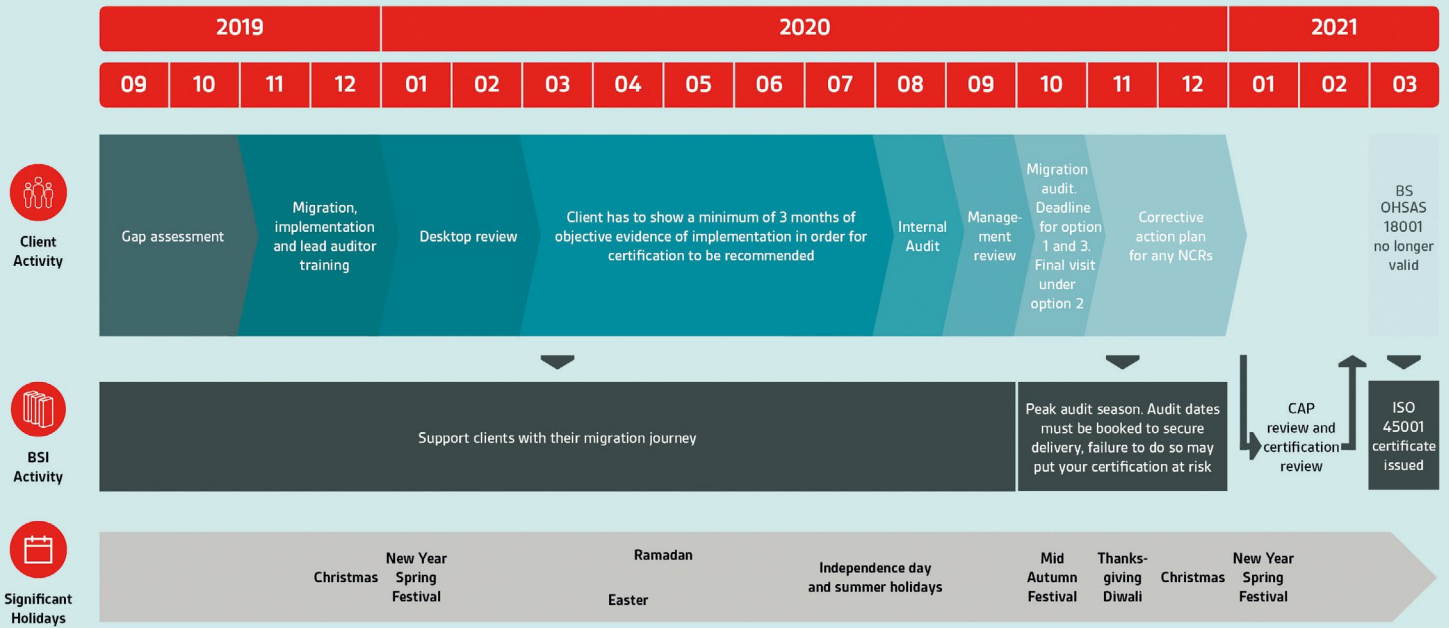
No. ISO 45001 used BS OHSAS 18001 as a template, so you'll have the vast majority of requirements in place. You'll also be complying with legislation, so you'll have other areas covered as well. There are some enhancements in ISO 45001 that you'll need to implement and ISO 45001 follows the same High Level Structure (HLS) as other ISO standards, so you'll need to align your management system to this. If you have other ISO standards such as ISO 14001 or ISO 9001 you'll be familiar with the HLS and will have many aspects in place.



## How do I prepare for migration?

It is important that you start preparing for migration now; leaving it until the last minute will put your certification at risk. Completing a gap assessment will tell what you need to prioritize (BSI can help you with this). Then you need to ensure that you have had the right training (again BSI can help). Finally, you have to show that you have implemented ISO 45001 for at least 3 months before your migration audit and completed internal audits and a management review. You'll also need time after the migration audit to implement any corrective actions before a recommendation for certification can be given. Remember to consider festive holidays and that winter is peak audit season, so securing audit dates at the last minute may not be possible.

## ISO 45001 migration journey



## What am I missing if I don't implement ISO 45001?

By not implementing ISO 45001 you are missing out some important opportunities and benefits including:

- bidding on contracts, especially internationally
- encouraging shareholder investment, as ISO 45001 demonstrates commitment to social sustainability (as part of ESG benchmarking)
- demonstrating commitment to the United Nations Sustainable Development Goals
- attracting and retaining talent
- enhancing workplace health and wellbeing
- enhancing your organizations reputation
- and of course, providing a safe and healthy workplace free from injury and disease

The UN Sustainable Development Goals\* that ISO 45001 contributes to

**SUSTAINABLE DEVELOPMENT GOALS**



\*These goals are officially part of Resolution 70/1 of the United Nations General Assembly, the 2030 Agenda. <https://sustainabledevelopment.un.org>

## I'm with another certification body, can I move to BSI?

Moving to BSI is straightforward, to start the process we just need a copy of your existing certificate(s), a copy of your last audit report(s) and evidence of closing out any non-conformities found during the last audit, along with

evidence of acceptance by the issuing CB. Just remember that you have to transfer to BSI before we can start your migration so moving before the deadline will still put your certification at risk.

# Embed a culture of health and safety with BSI

BSI provides powerful solutions to reduce risk and support you through your health and safety business challenges. We equip organizations with the tools to create a safer and healthier workplace, allowing you to achieve success, build strength and embrace opportunity.

## A 21st century approach

High-performing organizations build and sustain vibrant safety cultures by focusing on three things:

1. Demonstrating highly visible, unwavering leadership support for the safety and wellbeing of employees
2. Strong commitment from employees for their own safety and that of their colleagues

3. Establishing clear, open, honest and frequent two-way communication about commitment to safety between workers and leadership

A focus on safety and health provides a significant return on investment through reduced disruption of incidents, lower insurance costs, improved morale, efficiency and productivity.

## Driving business improvement and organizational resilience

BSI partners with clients, helping them to become more resilient and embed a culture of workplace health and safety in organizations of all sizes worldwide.

### Our history

Established in 1901, today we work with over 84,000 clients each year across 193 countries.

### Our people

The expertise, passion and experience of our people are at the heart of what we do. This allows us to deliver excellence, enabling you to grow and prosper.

### Our clients

BSI works with leading organizations globally; 83% of the FTSE 100, 53% of the Fortune 500, 81% of the Nikkei listed companies as well as thousands of SMEs.

## Our services include:



Management system certification and training



Innovative technology to support delivery and improve performance



Environmental health and safety consultancy services\*



Product testing and certification (including PPE, fire detection and suppression products)



As the world's first National Standards Body we work with stakeholders to develop standards that respond to market needs, deliver value, and help business and the economy

For more information on migration to ISO 45001, or transferring to BSI visit [bsigroup.com/en-ZA](https://bsigroup.com/en-ZA)



\* BSI EHS consultancy services may not currently be available in all geographies – contact BSI for information