

## Key points of the transition from OHSAS 18001:1999 to OHSAS 18001:2007

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The new OHSAS 18001 standard has not fundamentally changed. However, some requirements are now more specific and in many sections, they have been brought into line with those in ISO 14001:2004. These points will already be standard practice for many companies. Nevertheless, the certification body (CB) must establish compliance with these requirements.

Below is a summary of the most important changes. The new standard is the framework for assessment; thus the CB can ask questions about the transition that relate to other points than those in this diagram. The overview below is intended to lay down the most important points. It was drawn up in collaboration with NEN (Netherlands Standardization Institute).

Section of standard	Main changes	Notes
4.1 General	The scope of the OHS management system must be defined and documented.	In line with ISO 14001:2004
4.2 OHS policy	Requirement to prevent illness is new; policy is framework for OHS goals and must be communicated to all those working under the control of the organization.	In line with ISO 14001:2004
4.3.1 Hazard identification, risk assessment and determining controls	Includes a definition of work environment as all locations where work-related activity takes place under the control of the organization.	This can also be related to travelling for work, or working on-site for a client, or at home.
4.3.1 Hazard identification, risk assessment and determining controls	Factors such as human behaviour, risks originating outside the work environment and changes in the organization (Management of Change) must be taken into account in risk identification and assessment.	
4.3.1 Hazard identification, risk assessment and determining controls	Maintain preferential sequence in determining control measures (elimination, substitution, technical measures, organizational measures and lastly, personal protection measures).	This was formerly in 4.4.6 and was formulated differently, requiring action at the source (through workplace design, processes, installations, machines etc.).
4.3.1 Hazard identification, risk assessment and determining controls	Results of risk assessments and measures taken must be documented and kept up to date.	
4.3.3 Objectives and programme(s)	Objectives must be measurable and geared to preventing injury and illness, and to complying with legislation and regulations and other requirements.	In line with ISO 14001:2004
4.4.1 Resources, roles, responsibility, accountability and authority	Management must demonstrate its commitment to the OHS management system by making sufficient resources available and designating responsibility and authority. Employees are responsible for OHS aspects that they can control, and must comply with the organization's OHS requirements.	
4.4.2 Competence, training and awareness	The organization must inventory training needs and meet them. The effectiveness of the trainings must be determined. Records must be retained and kept up to date of	In line with ISO 14001:2004 and ISO 9001:2000 (as regards determining effectiveness of training)

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	required skills and training.	
4.4.3.1 Communication	Information about OHS hazards must be provided to contractors and visitors, and procedure must include responding to communication from third parties.	
4.4.3.2 Participation and consultation	Procedure required for participation by employees and contractors in risk inventory and assessment, determining controls and investigating incidents. Consultation with contractors if changes influence their working conditions.	
4.4.5 Control of documents	Additional requirements with regard to: - status of documents - legibility; - identification of documents of external origin.	In line with ISO 14001:2004
4.4.6 Operational control	Management of Change procedure is required.	
4.4.7 Emergency preparedness and response	Emergency plans must take interested parties such as emergency services and neighbours into account. These parties should be involved in drills of procedures if possible.	
4.5.1 Performance measurement and monitoring	Requirement for monitoring the effectiveness of controls has been added.	
4.5.2 Evaluation of compliance	The organizations must have procedures to evaluate compliance and record results of evaluations.	In line with ISO 14001:2004
4.5.3.1 Incident investigation	Specified is what must be investigated in the event of incidents and what the follow-up must be. Incidents must also be investigated in a timely manner.	
4.5.3.2 Nonconformity, corrective action and preventive action	There is a clearer indication of what must be contained in the procedure for dealing with nonconformities and the corrective and preventive action.	In line with ISO 14001:2004
4.6 Management review	More detailed explanation of input required for a management review, and what decisions and action the review should lead to, has been specified.	In line with ISO 14001:2004 and ISO 9000:2000