



Comparison of AS/NZS4801:2001 with OHSAS18001:2007

1. The change in the International community has resulted in OHSAS18001:2007 being recognised as a standard, where as OHSAS18001:1999 was never a recognised standard.
2. OHSAS18001:1999 did not specifically define requirements for occupational health management.
3. There is greater alignment with the ISO14001:2004 and draft ISO9001:2000 (and 2008) standards.
4. Many of the AS4801 and ISO14001 requirements have been incorporated however there are some differences.
5. Conceptually the two standards are different in that -
 - a. AS4801 ascribes to elimination of work-related injury and
 - b. OHSAS18001 ascribes to the prevention of injury and ill health within the described scope of the management system.Health is a key area in OHSAS18001 and elimination of injury is the key in AS4801. In both cases the goal is for an injury and illness free environment.
6. Key differences –
 - a. AS4801 standard -
 - i. Reporting,
 - ii. Health Assessment,
 - iii. evaluation of HIRAC system,are not specifically defined but are implied in the OHSAS18001 standard through other wording.
 - b. OHSAS18001 standard -
 - i. Evaluation of Compliance,
 - ii. Incident investigation, nonconformity, corrective action and preventative action,
 - iii. Management revieware not as well defined in AS4801 however the requirements in each of these areas is still required.
7. OHSAS18001 and AS4801 have differing requirements for areas of the standard that need documented procedures and records.
8. OHSAS18001 has a strong demand on legal requirements and while AS4801 does not appear to have as strong a demand, many of the requirements in OHSAS18001 are required due to Federal and State legislative requirements.

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OHSAS18001	AS4801
<p><u>General requirements</u></p> <ol style="list-style-type: none"> 1. The scope of the OH&S system must be documented. 	<p><u>General requirements</u></p> <ol style="list-style-type: none"> 1. This requirement is not defined.
<p><u>4.2 OHS Policy</u></p> <ol style="list-style-type: none"> 1. Policy requires a statement to prevent injury and illness. 2. Provide a framework for setting OH&S Objectives. 3. OH&S Policy must be documented. 	<p><u>4.2 OHS Policy</u></p> <ol style="list-style-type: none"> 1. Policy requires a statement to eliminate injury and illness in the workplace. 2. Commit to established measurable OHS Objectives. 3. OHS Policy must be documented.
<p><u>4.3.1 Planning and 4.4.6 Operation Controls</u></p> <ol style="list-style-type: none"> 1. The methodology for HIRAC determination does not need to be documented. 2. Explicitly covers contractors and visitors. 3. Explicitly covers human behaviour and human factors. 4. Explicitly covers hazards outside of the workplace which can be controlled by the organization. 5. Legal obligations related to risk assessment. 6. Hierarchy of control must be used; but the order of all the levels is defined. 7. The HIRAC assessment must be documented. <p><i>Note: there are many differences in wording for this section between the two standards.</i></p>	<p><u>4.3.1 Planning and 4.4.6 HIRAC</u></p> <ol style="list-style-type: none"> 1. The methodology for HIRAC determination HIRAC must be documented. 2. Does not explicitly cover visitors. 3. Does not explicitly cover human behaviour and human factors 4. Does not cover hazards outside of the workplace which can be controlled by the organization. 5. Does not explicitly cover legal obligations. 6. Hierarchy of control must be used however only the first and last are clearly defined. (<i>Australian legislation defines the order</i>). 7. The HIRAC assessment must be documented including the evaluation. <p><i>Note: there are many differences in wording for this section between the two standards.</i></p>
<p><u>4.3.2 Legal and other requirements</u></p> <ol style="list-style-type: none"> 1. Legal requirements do not explicitly cover activities, products and services in relationships with contractors and suppliers. 2. Legal requirements must be communicated to employees, contractors and other interested parties. 	<p><u>4.3.2 Legal and other requirements</u></p> <ol style="list-style-type: none"> 1. Legal requirements explicitly cover activities, products and services in relationships with contractors and suppliers. 2. Legal requirements must be communicated to employees.
<p><u>4.3.3 Objectives and Programme(s)</u></p> <ol style="list-style-type: none"> 1. Objectives must be documented. 2. Measurable Objectives are required, if practicable. Objectives must be aligned with policy, legal and other requirements and continual improvement. 3. Programme must designate responsibility for achieving objectives and the means and timeframe. 4. Programme is required to be reviewed at regular intervals. 	<p><u>4.3.3 Objectives and Targets and 4.3.4 OHS Management Plans</u></p> <ol style="list-style-type: none"> 1. Objectives and targets must be documented. 2. Measurable Objectives and Targets are required. Objectives must be aligned with policy, legal and other requirements and improving OHS performance. 3. Plans must designate responsibility for achieving objectives and targets and the means and timeframe. 4. Plan is required to be reviewed at regular intervals and if changes occur to product service and activities.

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<p><u>4.4 Implementation and operation</u></p> <ol style="list-style-type: none"> 1. Top Management is ultimately responsible for the OH&S management system. 2. Roles, responsibilities and accountability must be documented. Contractor responsibilities and accountability are not required to be clarified. 3. Member(s) of Top management must be appointed specific responsibilities for OH&S. <p><i>Note This person can delegate responsibilities to a subordinate but not accountability.</i></p> <ol style="list-style-type: none"> 4. Member(s) of Top management must be available to persons under their control. 5. All those with management responsibilities must demonstrate commitment to continual improvement of the OH&S performance. 6. The organization is required to ensure all persons in the workplace take responsibility for OH&S over which they have control. 	<p><u>4.4 Implementation</u></p> <ol style="list-style-type: none"> 1. Does not explicitly indicate that top management is ultimately responsible for the OHS management system. 2. Responsibilities and accountability must be documented. If contractors are appointed responsibilities and accountability must also be clarified. 3. Management representative must be appointed specific responsibilities for OHS (does not have to be top management). 4. No requirement for the Management representative to be available to persons under their control. 5. No requirement for those with management responsibilities must demonstrate commitment to continual improvement of the OHS performance. 6. <i>While not explicit it is an Australian legal requirement (Duty of Care) that all persons in the workplace take responsibility for OH&S over which they have control.</i>
<p><u>4.4.2 Competency, training and awareness.</u></p> <ol style="list-style-type: none"> 1. The effectiveness of the training must be evaluated and documented. 2. Training must include emergency and response requirements. 3. Training must take into account, responsibility, ability, language skills, literacy and risk. 4. No requirements are set for persons providing training. 	<p><u>4.4.2 Training and Competency</u></p> <ol style="list-style-type: none"> 1. Training needs are required to be determined in consultation with employees. 2. Emergency response training is not defined. 3. Training must take into account, responsibility, and composition of the workforce, hazard and risk. 4. Persons providing training must have knowledge, skills and experience in OHS training.
<p><u>4.4.3.1 Communication</u></p> <ol style="list-style-type: none"> 1. Hazards and the OH&S management system must be communicated to various levels of the organization, contractors and visitors. Documenting responses to external parties. 	<p><u>4.4.3.2 Communication</u></p> <ol style="list-style-type: none"> 1. Pertinent information is to be communicated to employees and interested parties. Documenting is not required.

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<p><u>4.4.3.2 Participation and Consultation</u></p> <ol style="list-style-type: none"> 1. No requirement for Consultation procedures to be documented. 2. Workers are specifically required to be involved in incident investigation, where appropriate. 3. Workers involved in the review of objectives. 4. Contractors are required to be consulted on changes affecting them. 	<p><u>4.4.3.1 Consultation</u></p> <ol style="list-style-type: none"> 1. Consultation procedures must be documented. 2. No requirement for workers to be specifically involved in incident investigation. 3. No requirement for workers to be involved in the review of objectives. 4. No requirement for Contractors to be consulted on changes affecting them. 5. Employer(s) and employee(s) must receive training in reviewing the OHS system.
<p>Reporting is missing from OHSAS18001</p> <p>All these areas of the AS4801 standard are integrated into the areas of OHSAS18001. Some into "Management review", others into "Incident investigation nonconformity and correct action and preventative action" and others into "Evaluation of compliance"</p>	<p><u>4.4.3.3 Reporting</u></p> <p><i>Appropriate procedures for relevant and timely reporting of information shall be established to ensure the OHSMS is monitored and performance improved.</i></p> <p><i>Reporting procedures shall be established to cover the following:</i></p> <ol style="list-style-type: none"> 1. <i>OHS performance reporting (including results of OHS audits and reviews)</i> 2. <i>Reporting of incidents and system failures</i> 3. <i>Reporting on hazard identification</i> 4. <i>Reporting on risk assessments</i> 5. <i>Reporting on preventive and corrective action</i> 6. <i>Statutory reporting requirements.</i>
<p><u>4.4.4 Documentation</u></p> <ol style="list-style-type: none"> 1. Define which documents and records are required. 2. Documentation to be proportional to the level, complexity, hazards and risks and kept to a minimum. 	<p><u>4.4.4 Documentation</u></p> <ol style="list-style-type: none"> 1. No requirement specifically to define which documents and records are required. 2. No requirement specifically for documentation to be proportional to the level, complexity, hazards and risks and kept to a minimum.
<p><u>4.4.5 Control of Documents</u></p> <ol style="list-style-type: none"> 1. No requirements for approved documents to be by a competent person. 2. Requirement to control external documents. 3. No requirement for Documents to have "dates of revision". 4. No specific requirement to archive documents and data for retaining knowledge and for legal purposes. 	<p><u>4.4.5 Control of Documents</u></p> <ol style="list-style-type: none"> 1. Approved documents must be by a competent person. 2. No specific requirement to control external documents. 3. Documents must have "dates of revision". 4. Required to archive documents and data for retaining knowledge and for legal purposes.
<p><u>4.4.6 Operational Controls refer to 4.4.3</u></p>	<p><u>4.4.6 HIRAC refer to 4.4.3</u></p>
<p>Evaluation is not specifically defined in OHSAS18001.</p>	<p><u>4.4.6.5 Evaluation</u></p> <ol style="list-style-type: none"> 1. <i>The process of HIRAC shall be subject to a documented evaluation of effectiveness and modified as necessary.</i>

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<p><u>4.4.7 Emergency preparedness and response.</u></p> <ol style="list-style-type: none"> No requirement to document procedures to prevent and mitigate injury or illness. Requirement to involve relevant interested parties (emergency services and neighbours). 	<p><u>4.4.7 Emergency preparedness and response.</u></p> <ol style="list-style-type: none"> Requirement to document procedures to prevent and mitigate injury or illness. No requirement to involve relevant interested parties.
<p><u>4.5.1 Performance measurement and monitoring</u></p> <ol style="list-style-type: none"> No requirement for documented procedures to monitor and measure characteristics that cause illness and injury. 	<p><u>4.5.1.1 Monitoring and measurement.</u></p> <ol style="list-style-type: none"> Documented procedures to monitor and measure characteristics that cause illness and injury.
<p>Health Surveillance is not specifically defined in OHSAS18001.</p>	<p><u>4.5.1.2 Health Surveillance</u> <i>The organization shall identify those situations where employee health surveillance is required and shall implement appropriate systems. Employees shall have access to their own individual results. Where specified by legislation, the health of employees exposed to specific hazards shall be monitored and recorded.</i></p>
<p><u>4.5.2 Evaluation of Compliance.</u></p> <p>a) There is a requirement to document the periodic evaluation of compliance.</p> <p><i>4.5.2.1 Consistent with its commitment to compliance, the organization shall establish, implement and maintain a procedure(s) for periodically evaluating compliance with applicable legal requirements. The organization shall keep records of the results of the periodic evaluations. Note: the frequency of periodic evaluation may vary for differing legal requirements.</i></p> <p><i>4.5.2.2 The organization shall evaluate compliance with other requirements to which it subscribes. The organization may wish to combine this evaluation with the evaluation of legal compliance referred to in 4.5.2.1 or establish a separate procedure(s). The organization shall keep records of results of the periodic evaluations. Note the frequency of periodic evaluation may vary for differing other requirements to which the organization subscribes.</i></p>	<p><u>4.5.1.1 Monitoring and measurement – Evaluation of Compliance</u></p> <p>a) There is no requirement to document the periodic evaluation of compliance, however there is a requirement to monitor the compliance.</p> <p><i>All other areas are not defined in AS4801</i></p>
<p><u>4.5.3 Incident investigation, nonconformity, corrective action and preventative action</u></p> <p><i>4.5.3.1 The organization shall establish, implement and maintain procedure(s) to record, investigate and analyse incidents in order to:</i></p>	<p><u>4.5.2 Incident investigation, corrective action and preventative action</u></p> <p><i>AS4801 does not have as comprehensive requirements as OHSAS18001, however many of</i></p>

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<p>a) <i>determine underlying OH&S deficiencies and other factors that might be causing or contributing to the occurrence of incidents;</i></p> <p>b) <i>identify the need to corrective action;</i></p> <p>c) <i>identify opportunities for preventative action;</i></p> <p>d) <i>identify opportunities for continual improvement;</i></p> <p>e) <i>communicate the results of such investigations.</i></p> <p><i>The investigations shall be performed in a timely manner.</i></p> <p><i>Any identified need for corrective action or opportunities for preventative action shall be dealt with in accordance with the relevant parts of 4.5.3.2.</i></p> <p>4.5.3.2</p> <p><i>The organization shall establish, implement and maintain a procedure(s) for dealing with actual and potential nonconformity(ies) and for taking corrective and preventative action. The procedure(s) shall define the requirements for:</i></p> <p>a) <i>identifying and correcting nonconformity(ies) and taking action to mitigate their OH&S consequences;</i></p> <p>b) <i>investigating nonconformity(ies), determining their root cause(s) and taking action in order to avoid their recurrence;</i></p> <p>c) <i>evaluating the need for action(s) to prevent nonconformity(ies) and implementing appropriate action(s) designated to avoid their occurrence;</i></p> <p>d) <i>recording and communicating the results of corrective action(s) and preventative action(s) taken; and</i></p> <p>e) <i>reviewing the effectiveness of corrective action(s) and preventative actions(s) taken.</i></p> <p><i>Where corrective action and preventative action identifies new or changed hazards or the need for new or changed controls, the procedure shall require that the proposed actions shall be taken through risk assessment prior to implementation.</i></p> <p><i>Any corrective action or preventative action taken to eliminate the causes of actual and potential nonconformity(ies) shall be appropriate to the magnitude of the problems and commensurate with the OH&S risk(s) encountered.</i></p>	<p><i>the requirements defined in the OHSAS18001 standard are legally required in Australia under State and Federal acts and regulations.</i></p> <p><i>The organization shall establish, implement and maintain procedures for:</i></p> <p>a) <i>Investigating, responding to, and taking action to minimize any harm caused from, incidents</i></p> <p>b) <i>Investigating and responding to system failures; and</i></p> <p>c) <i>Initiating and completing appropriate corrective and preventive action</i></p> <p><i>The organization shall implement and record any changes in the OHSMS procedures resulting from incident investigations and corrective and preventive action</i></p>

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<p><i>The organization shall ensure that any necessary changes arising from corrective action and preventative action are made to the OH&S management system documentation.</i></p>	
<p><u>4.5.4 Control of records</u> <i>Both standards have similar requirements</i></p>	<p><u>4.5.3 Records and records management</u> <i>Both standards have similar requirements</i></p>
<p><u>4.5.5 Internal audits</u></p> <ol style="list-style-type: none"> 1. Audit programme is also based on risk assessments. 2. Selection of auditors and conduct of audits must ensure objectivity and impartiality of the audit process. 	<p><u>4.5.4 OHSMS Audits</u></p> <ol style="list-style-type: none"> 1. No requirement for audit schedules to be based on risk assessments. 2. No requirement for the selection of auditors and the conduct of audits to ensure objectivity and impartiality of the audit process.
<p><u>4.6 Management review</u></p> <ol style="list-style-type: none"> 1. <i>Extra inputs include only items excluded are shown –</i> <ol style="list-style-type: none"> b) <i>the results of participation and consultation</i> c) <i>relevant communication(s) from external parties, including complaints,</i> f) <i>status of incident investigations, corrective actions and preventative actions,</i> g) <i>Follow-up actions from previous management review,</i> h) <i>changing circumstances, including developments in legal and other requirements related to possible changes.</i> 2. <i>The outputs from management review shall be consistent with the organizations commitment to continual improvement and shall include any decisions actions related possible changes to:</i> <ol style="list-style-type: none"> a) <i>OH&S performance;</i> b) <i>OH&S policy and objectives;</i> c) <i>Resources; and</i> d) <i>other elements of the OH&S management system.</i> <p><i>Relevant outputs from the management review shall be made available for communication and consultation.</i></p> 	<p><u>4.6 Management Review.</u> <i>AS4801 does not have as many inputs defined and no specific outputs defined. OHSAS18001 is more comprehensive.</i></p> <p><i>h) Note: AS4801 does not specifically identify legal and other requirements, however this is implied.</i></p>

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