VQMI Policy for Migration to ISO 45001:2018

Terminology used:
- **Old Standard**: OHSAS 18001:2007
- **Revised Standard**: ISO 45001:2018
- **Migration (transition)**: Migration of client management system from Old Standard to Revised Standard

Gap analysis:
VQMI, upon readiness offered by client, may perform pre-assessment (Gap Analysis) to identify gaps in the management system against the Revised Standard.

Training:
VQMI can provide variety of un-customised training modules to enable clients to migrate smoothly to revised Standard. VQMI also can provide Lead Auditor and Internal Auditor training to candidates to perform effective internal audits.

For New Clients / Fresh Applications for ISO 45001:2018:
VQMI is ready to perform audits on the management systems based on Revised Standard. Till such time that the Accreditation Body approves, VQMI will offer self-accredited Certificates.

For New Clients / Fresh Applications for OHSAS 18001:2007:

<table>
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<th>Up to March 2020</th>
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<td>VQMI will accept certification applications for Old Standard only up to March 2020.</td>
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Clients shall have to ensure that the Migration is completed on or before **11 March 2021**.

Certificates issued for the management systems based on Old Standard shall have validity maximum up to **11 March 2021**. Client shall have to ensure that the Migration is completed on or before **11 March 2021** so that validity can correspond to the three year certification cycle.

From September 2020 onwards VQMI shall not conduct any audits against old standard.

For Existing Certified Clients of VQMI who have not migrated:

1. Clients are required to communicate with VQMI about their readiness for migration to Revised Standard so that VQMI can plan for the upcoming audits accordingly. Clients shall
have to submit their transition plan by Q4 2018 that covers at least training of personnel, updating documentation, implementation, internal audit and management review as per Revised Standard.

2. Certificates issued for the management systems based on Old Standard shall have validity maximum up to 11 March 2021. Clients shall have to ensure that the Migration is completed before 11 March 2021 so that validity can correspond to original three year certification cycle.

3. “Migration Audit” can be standalone or may be clubbed with Surveillance / Re-certification audit. Additional audit man days will be charged extra based on man days involved.

4. Any gap(s) identified against the new requirements of Revised Standard shall be issued as “potential non-conformity”. Suitable Correction action plan is required before issue of Certificate in compliance to Revised Standard. Verification of correction action(s) will be in subsequent planned audit. However, any major gap (leading to or with potential to lead to major non-conformity) shall have to be closed with effective corrective action before issuance of Certificate for Revised Standard. Till such time that the Accreditation Body approves, VQMI will offer self-accredited Certificates.

5. Old Standard Certificate that is not migrated to Revised Standard on or before 11/03/2021 shall be rendered invalid. Stage 2 audit will be required after expiry. If this delay is beyond six months stage 1 and stage 2 audit will be required.

6. Client undergoing recertification during the period can opt to continue with the Old Standard.

7. From 12/03/2021 onwards – any deviation (gap) against Revised Standard shall be issued as Nonconformity.

8. From September 2020 onwards VQMI shall not conduct any audits against old standard.

9. Any Certification based on Old Standard under suspension will not be directly taken up for auditing the migration requirements. It will be required for the client to take sufficient actions to lift the suspension on or before being audited for the migration requirements.

For Existing Certified Clients of VQMI who have already migrated:

1. VQMI will audit on the revised criteria (ISO 45001:2018) and follow the standard Rules of Certification.

For any additional information feel free to contact us using our form on http://www.vqmi.com/contactus.php