AUDITS AND ISO

ISO 45001 is being revised: what changes and what to do now

The 2018 version is still the one you certify against. What's coming reinforces things it already asks for, so the useful part can start without waiting.

Published October 28, 2026 · next review: when ISO confirms the next stage of the draft (FDIS) or publishes the standard

Where the revision stands

- **The current standard is ISO 45001:2018.** It's the one audited and certified today, and it will stay that way until the new one is out and the transition period ends.
- **The Draft International Standard (DIS) has been balloted.** According to ISO's project page, voting closed on September 9, 2026.
- **As of late October 2026, ISO's project page shows the stage as "close of voting."** Comments still have to be resolved, and the next step (a final draft or a new draft) isn't confirmed.
- **Publication is expected in 2027.** BSI says 2027; Intertek estimates March 2027.
- **The transition period hasn't been set yet.** Intertek lists it as TBD.

What's expected to change

This is what certification bodies read in the draft, and the draft can still change:

- **Visible leadership:** top management answers for safety and health results, in behavior and in worker participation, not only in a signed policy.
- **Planning that keeps up with the work:** risks reviewed when the work, the organization or the technology changes, instead of a matrix built once a year.
- **Management of change and contractors,** with more weight within operational controls.
- **Psychosocial risks and new technologies** within hazard identification.
- **Evaluation beyond lagging indicators:** looking at what happens before the accident, not just counting accidents afterward.
- **Improvement driven by data:** from assessments, incidents and what workers say.

The other reading

The changes are described as a shift in emphasis more than in structure: almost everything above is already in the 2018 version in some form. And the loudest voices on the transition are the bodies that certify and train, which have an interest in it happening as soon as possible. Neither point makes the direction any less reasonable.

What to do now

1. **Don't rewrite the system yet.** Redoing procedures on a draft is work you may have to repeat.

2. **Review the risk matrix every time something changes:** a finding, an accident, a new task, a new contractor. The 2018 version asks for it and the revision reinforces it.
3. **Add psychosocial hazards to hazard identification,** with the same method as everything else.
4. **Keep a record of worker participation:** consultations, inductions and procedure read-throughs, signed and dated.
5. **Track leading indicators:** open findings, overdue controls, pending training.



This is handled by **VivoGRC HSE**

In VivoGRC HSE, the risk matrix is reviewed with every finding and every change: Riesgoberto proposes and a person approves.

SOURCES

1 ISO/TC 283, “ISO 45001 Revision Reaches Draft International Standard Ballot Stage” (6/18/2026)
https://committee.iso.org/sites/tc283/home/news/content-left-area/news-and-updates/news.html

2 ISO, project page for ISO/DIS 45001
https://www.iso.org/standard/45001/rev

3 BSI, “ISO 45001 key changes and guidance”
https://www.bsigroup.com/en-GB/products-and-services/standards-services/iso-45001-key-changes-and-guidance/

4 Intertek, “ISO 45001:2027 key updates and transition guidance”
https://www.intertek.com/assurance/iso-45001/iso-45001-2027-key-updates-transition-guidance/