



# Health and Safety Management System (HSMS)

## Element 8 Monitoring, Review and Audit

### 1. Intent and Scope

The University provides a framework for monitoring, inspection and review of health, safety and wellbeing requirements, to evaluate the overall strategy and priorities of the system to ensure it meets intended performance objectives and continual improvement.

The University implements robust processes for health, safety and wellbeing auditing and review, to ensure the effectiveness and suitability of the Health and Safety Management System (HSMS) and to identify any areas for continuous improvement.

This Element applies to all staff, students, visitors (including volunteers and contractors), Council members, and other persons interacting with the University of Newcastle (workers); the operations of staff of University aligned Research Centres and controlled entities; and all activities conducted by or on behalf of the University of Newcastle on and outside of the University's campuses.

### 2. Key Commitment and Actions

- Mechanisms are in place to review the Health and Safety Management System (HSMS) by assessing the extent to which each aspect of the system has been effectively integrated into University processes to ensure continuing suitability and effectiveness to satisfy:
  - the objectives as prescribed by the Work, Health and Safety Policy;
  - the health, safety and wellbeing risk appetite of the University;
  - best practice requirements of Standard ISO 45001.
- The University commits to regular monitoring and audit to provide assurance and confidence that all controls established through risk management processes are present and effective.
- Management ensures effective monitoring and supervision occurs to manage risk and appropriate actions are implemented to address recommendations arising from monitoring, review or audit to achieve continuous improvement.

### 3. Associated Guidelines and Related Documents

[HSG 8.1 Health and Safety Inspections and Testing](#)

[HSG 8.2 Management Review of the Health and Safety Management System](#)

[HSG 8.3 Health and Safety Audits](#)

[HSG 8.4 Workplace Exposure Monitoring](#)

#### 4. Amendment History

Version	Date of Issue	Approval	Section(s) Modified	Details of Amendment
2	October 2016	Manager Health and Safety	All	Element 10 Monitoring, Measurement and Review
3	June 2023	CPCO	All	1. Renumbered and renamed Element 10 to Element 8 Monitoring, Review and Audit 1. Updated all content in Intent and Key Commitment and Actions, including feedback from staff consultation 2. Added new/renamed Associated Guidelines 3. Added Amendment History 4. Amended document control header and footer