

These inspections may be carried out by competent people such as safety representatives, technicians or managers.

(b) *Testing and monitoring*

Monitoring and testing for specific hazards may take the following forms:

- (i) Environmental, e.g. flammable gases.
- (ii) Personal, e.g. noise dosimetry, personal respirable dust sampling.
- (iii) Biological, e.g. heavy metals in blood or urine.

Procedures should be in place for action when results do not conform with exposure standards or limits or show abnormal trends.

4.4.3 Audits of the OHSMS

Periodic audits of the OHSMS are necessary to determine whether the system (including the organization's policy, objectives and targets, management program, operational controls and audit program), has been properly implemented and maintained and whether the organization has met the performance objectives set within its OHS policy.

Audits should be suitable and effective, performed objectively by competent personnel independent of the activities being audited, using a recognized methodology to ensure consistency of the audit process and its outcome. The audit frequency should be determined based on the review of past results and the nature of the hazards evident in the work area, practices or activities.

The results of the audit should be used by senior management in the management review process (see Clause 4.5.2).

In addition to their internal audit program some organizations also choose to arrange external audits of their OHSMS. External audits may be useful in providing a more independent assessment of performance and may employ expertise not available in-house. External OHS audits are conducted by a range of organizations from both the private and public sectors. AS/NZS 4801 is a useful audit tool for such external audits of the organization.

4.4.4 Corrective and preventive action

4.4.4.1 General

The findings, conclusions, and recommendations reached as a result of inspection and testing, audits and other reviews of the OHSMS should be documented, and the necessary corrective and preventive actions identified.

Corrective action is action taken after the event to correct any problem and ensure that a repetition will not occur.