



I have completed my COR audit. What happens if an Occupational Health and Safety Officer issues me an order?

The COR audit is used to evaluate an employer's health and safety "system." Though the audit does not assess an employer's level of compliance with legislation, there is an expectation that COR-holding employers will do their best to meet their health and safety responsibilities under the law. Before Partnerships issues a new COR, or processes an employer's maintenance audit, the employer's compliance history is checked. If the employer has any outstanding compliance orders, the COR will be held until the orders are closed. Should any orders remain open more than four months from the date on which the COR certification/maintenance request was received by Partnerships, the request will not be approved and a new audit will be required.

What is OSAR, and do I have to participate?

In addition to the quality assurance reviews conducted on all audit reports received by the Certifying Partners, approximately 100 on-site audit reviews (or OSARs) are conducted by Partnerships annually. These reviews are designed to validate key findings of health and safety auditors, and ensure the auditors followed appropriate audit process.

Employers whose external auditors are selected for an OSAR will be required to participate in the process. The review will typically take no more than one day at the employer's work site, and offers the employer an opportunity to meet with an experienced Partnerships auditor, and provide feedback on the external audit. The OSA Reviewer will also ask to review some of the employer's key documentation in order to compare the findings with those of the original auditor. On-site audit reviews are scheduled within four months of an employer's last external audit.

Though on-site audit reviews are focused on validating the work of external auditors, a review may identify significant deficiencies in an employer's health and safety system. If this happens, the Certifying Partner will work with employers to ensure their systems meet the audit standard. An employer's COR status will not be jeopardized by OSAR results.

Can having a workplace incident affect my COR status?

Yes. COR-holding employers that experience a workplace fatality or a serious injury/incident may have their COR placed under review. The same applies to an employer with a history of OHS compliance orders or multiple stop-work orders due to imminent danger. Partnerships will determine whether there are problems with the employer's health and safety management system. If a systemic issue is identified, an Employer Review will be initiated. The employer will be required to meet with a representative from Partnerships, and develop an action plan designed to address identified weaknesses in the employer's health and safety management system.

Should an employer experience a second fatality, serious incident/injury or stop work order within two years of the first incident, Partnerships may require a full external audit in addition to completion of the action planning process.

Can being on the EIIPP list trigger an Employer Review?

The Employer Injury and Illness Prevention Program (EIIPP) list identifies the 500 employers with the highest disabling injury rates in the province. Should an employer have a COR for four years or more, and be included on the EIIPP list for four years or more, the COR is automatically subjected to an Employer Review. These employers are required to meet with a Partnerships Consultant and develop an action plan to address the identified weaknesses in their system.

Will an Employer Review impact my WCB rebate?

Yes. When an employer is under review, any Workers' Compensation Board Alberta PIR rebates to which the employer may be entitled are put on hold until an action plan has been successfully completed.

What happens if I don't complete the requirements of the Employer Review process?

Employers that do not cooperate with the process, or who do not meet the agreed-upon timelines for completing their action plan, will have their COR cancelled. Any pending WCB rebates will be forfeited.

To obtain more information on On-Site Audit Reviews or the Employer Review process, call the Workplace Health and Safety Contact Centre at (780) 415-8690, visit our website at employment.alberta.ca, or contact your Certifying Partner.