

Employers' rights

OHS information for employers

This resource summarizes key rights of employers in relation to Alberta Occupational Health and Safety (OHS) regulatory compliance.

KEY INFORMATION

- Alberta employers have the right to:
 - Fair treatment and professionalism.
 - Confidentiality and privacy.
 - Appeal an OHS action.

Right to fair treatment and professionalism

Alberta OHS staff must conduct themselves professionally as representatives of the Government of Alberta.

When an employer interacts with Alberta OHS they have a right to expect our officers to:

- Conduct their work with honesty and integrity by:
 - Following and applying policies and procedures.
 - Fully explaining the rationale behind a decision.
 - Fully explaining options and providing details of the inspection or investigation processes.
- Treat everyone with respect at all times.
- Perform all duties impartially, objectively, fairly and without discrimination, favours or ill will.
- Keep confidential information confidential unless performance of duties or legalities take precedence.
- Conduct activities in a responsive and timely fashion.

OHS officers are guided by the fundamentals of professionalism best practices outlined in [Professionalism in the Workplace: Integrity in Enforcement](#).



Their authorities are explained in the [Role and duties of Alberta OHS officers](#).

Right to confidentiality and privacy

OHS only uses personal information for the purpose for which it was obtained, unless disclosure is required or permitted under the *Freedom of Information and Protection of Privacy Act*, or as required by other law.

Right to appeal an OHS action

If you receive an order from OHS or disagree with certain OHS decisions, you can appeal the matter to the Alberta Labour Relations Board (ALRB).

The ALRB hears appeals of OHS orders, administrative penalties, licence cancellations or suspensions, work refusal investigations and disciplinary action complaint decisions.

The ALRB can:

- Confirm, vary or revoke an order, or certain decisions or actions.
- Remit orders, or certain decisions or actions back to OHS.
- Reject hearing an appeal if the ALRB determines it is without merit, or is frivolous, trivial, vexatious, filed without merit or an abuse of process.

For more information, see [Appeal an OHS action](#) on the [OHS Compliance and enforcement](#) web page.



ALBERTA PUBLIC SERVICE VALUES

Alberta OHS officers follow standards of professionalism and best practice based on Alberta Public Service values. Those values are:

Respect: We foster an environment in which each individual is valued and heard.

Accountability: We are responsible for our actions and for contributing to the effectiveness of the public service.

Integrity: We behave ethically and are open, honest and fair.

Excellence: We use innovation and continuous improvement to achieve excellence.

Contact us

OHS Contact Centre

Anywhere in Alberta

- 1-866-415-8690

Edmonton and surrounding area

- 780-415-8690

Deaf or hard of hearing (TTY)

- 1-800-232-7215 (Alberta)
- 780-427-9999 (Edmonton)

Notify OHS of health and safety concerns

alberta.ca/file-complaint-online.aspx

Call the OHS Contact Centre if you have concerns that involve immediate danger to a person on a work site.

Report a workplace incident to OHS

alberta.ca/ohs-complaints-incidents.aspx

Website

alberta.ca/ohs

Get copies of the OHS Act, Regulation and Code

Alberta Queen's Printer

qp.gov.ab.ca

OHS

alberta.ca/ohs-act-regulation-code.aspx

For more information

Alberta Labour Relations Board Occupational Health and Safety – Appeals

alrb.gov.ab.ca/ohs_appeals.html

Appeal an OHS action

alberta.ca/appeal-ohs-action.aspx

What to expect in an OHS inspection: Information for employers (CI007)

ohs-pubstore.labour.alberta.ca/ci007

Freedom of Information and Protection of Privacy Act

qp.alberta.ca/1266.cfm?page=F25.cfm&leg_type=Acts&isbn_cln=9780779762071

OHS Compliance and enforcement

alberta.ca/ohs-compliance-enforcement.aspx

Professionalism in the Workplace: Integrity in Enforcement (BP034)

ohs-pubstore.labour.alberta.ca/bp034

Role and duties of Alberta OHS officers (LI046)

ohs-pubstore.labour.alberta.ca/li046

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