

# *Workplace Health & Safety and Employment Standards Compliance*

## **Workplace Health and Safety Compliance**

**(WH&S)** explains legislated standards and uses a variety of strategies to achieve sustained compliance. WH&S serves employers, workers, worker representatives (unions, medical professionals, etc.), health/safety associations, and health/safety professionals. The Occupational Health and Safety legislation covers approximately 107,000 employers in Alberta.

WH&S enforces the *Occupational Health and Safety Act, Regulations and Occupational Health and Safety Code*:

- WH&S officers can enter/inspect worksites to enforce the *Act, Regulations and Code*.
- An officer can order work stopped or call for immediate corrective actions if the officer believes a worksite is dangerous.
- WH&S receives notification of serious incidents and investigates workplace fatalities.
- If evidence reveals a significant failure to follow regulations, WH&S can forward the file to Alberta Justice who can, in turn, charge the employer or worker.
- WH&S targets inspections for industries and employers with poor occupational health and safety performance.
- WH&S provides occupational health and safety information to Albertans with telephone inquiries, library services, requests for technical information, publications and website posting.

Orders can be appealed to the OHS Council.

**Employment Standards Compliance (ES)** staff administer and enforce the *Employment Standards Code and Regulation*, which establishes minimum standards of employment for most employers and employees in Alberta.

These minimum standards include payment of earnings, minimum wage, hours of work, days of rest, overtime pay, vacations and general holiday pay, maternity and parental benefits, notice of employment termination, and restrictions on the employment of workers under 18 years of age.

The standards apply to all Alberta employers and employees except those subject to federal legislation. This includes industries such as banking, railways, radio and TV stations and inter-provincial trucking.

## **Employment Standards provides:**

### **Information and Counselling**

From ten offices located throughout Alberta, ES provides information, counselling and self-help materials to assist employees and employers resolve workplace disputes often without the need to file complaints.

### **Investigation and complaint resolution**

Where employers and employees are unable to resolve their dispute, ES will investigate the matter following receipt of a written complaint. ES officers investigate and resolve approximately 5,000 complaints per year.