

# Surprise Inspections: Managing How Health and Safety Regulators Do Business



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Health and safety inspectors don't only arrive after an incident or to resolve an issue that has brought them to the workplace. They can and do arrive unannounced to conduct surprise inspections of the workplace. Inspectors can arrive with their own agendas and have difficult personalities. They can issue onerous orders and directions to employers and other workplace parties. So employers should be prepared for such inspections'before they happen'in order to ensure that they're properly managed. In this recorded webinar, Jeremy Warning, a former Ontario Ministry of Labour prosecutor, will discuss the inspection process, the issues that can arise from such inspections and best practices for managing them. Topics to be addressed include:

- Understanding the powers of the OHS inspector when conducting a surprise inspection;
- An employer's rights during a surprise inspection;
- The remedial powers of an OHS inspector;
- Setting the stage for success;
- Managing the heavy-handed inspector or over-zealous worker; and
- Appealing orders and directions without repercussions.

**Presenter:** Jeremy Warning, Partner, Matthews, Dinsdale & Clark LLP

Jeremy Warning is a partner at Matthews, Dinsdale & Clark LLP. He's a former health and safety prosecutor with special expertise in OHS matters. Jeremy provides proactive and strategic advice to organizations and management following serious workplace incidents, during regulatory inspections, and on sensitive health and safety issues. He's also an experienced advocate who defends charges under health and safety and other regulatory legislation, represents employers and management in appeals or reprisal proceedings before administrative tribunals, and appears as counsel during Coroner's Inquests. Jeremy also designs and delivers training for organizations, officers, directors, supervisors and managers on a range of health and safety and workplace law issues. Jeremy, a frequent speaker and writer on health and safety and other issues, is a co-author of the *Annotated Occupational Health and Safety Act*, a leading text used by lawyers and human resources and health and safety professionals. He's ranked as a 'consistently recommended' OHS lawyer in the Canadian Legal Lexpert Directory and is listed in the Best Lawyers in Canada as a leading OHS lawyer.