



AUDIT SAMPLING PROCEDURE

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Owned by: Manager,
Safety Audits & Certifications

Approval: 
Approved By: Manager,
Safety Audits & Certifications

Valid Until: March 15, 2025

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SUMMARY OF CHANGES

This Summary shows:

- All changes from last approved and published document
- The location within the document where the changes have been made

Version	Date	Author(s)	Revision Notes
1.0	December 05, 2018	Melissa Mass	This is the first revision of the Audit Sampling Procedure. This revision brings the Procedure template into alignment with the templates used by the Governing Documents Framework.
1.1	November 30, 2021	Juliet Goodwin	3 Year Review
1.2	March 10, 2022	Courtney Christie	Update to AB Partnership Appendix A2 Criteria for Determining Representative Work Site Sampling & AB Partnerships Program Policy for Audit Sampling 2.1

 Requirements changed in the new revision will be identified with a revision triangle beside it.

SUMMARY OF REVIEWERS

The following people were involved in the review of this Procedure.

Name	Position
Juliet Goodwin	Manager, Safety Audits and Certifications
SME	SA&C Team

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1.0 ABOUT THIS PROCEDURE

1.1 Purpose and Direction

This procedure sets out the factors that must be considered in developing representative samples for audit interviews and work site sampling. This also stipulates minimum interview and work site sampling standards required to meet Energy Safety Canada's audit standards.

1.2 Scope

It is important that the auditor conducts employee interviews and work site sampling that sufficiently represent the employer's workforce and operations covered by the scope of the audit.

All audits completed for certification or maintenance of Certificate of Recognition (COR) or Small Employer Certificate of Recognition (SECOR) must be completed using the same basic auditing principles and standards in order to ensure the integrity of the audit process and the credibility of audit results.

1.3 Target Audience

The target audience for this document is all Energy Safety Canada personnel in any work location. This includes Employers, Auditors, and applicable governing bodies.

2.0 PROCEDURE

2.1.1 At the time of audit registration, auditors may be required to provide a sampling plan to ensure that sampling requirements are met. This plan must be provided for the following scenarios:

- Team audits.
- Site-Specific audits.
- Audits conducted on large and/or complex operations, as detailed in this procedure.

2.2 Interview Sampling

2.2.1 When selecting their interview sample, auditors must use representative sampling that reflects both the size and complexity of the organization being audited. Interviewees should not be selected based on availability or knowledge of the health and safety systems. To be representative, the interview sample must include employees from:

- All departments.
- All shifts.
- All employee levels (include a cross section from every staffing level including senior and middle management, supervisors, and workers, including contract, part time, and casual employees).

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- All types of work (if the audit covers multiple provinces, WCB accounts and/or industry codes or classification units, include personnel from each of these).
 - A representative number of work sites
 - Company history (if the company has been through a recent reorganization or restructuring, include both “old” and “new” parts of the company).
- 2.2.2 Audits used for issuing 3-year CORs must be conducted on active work sites, and the employer’s health and safety management system must have been functional for the preceding 12 months.
- 2.2.3 Audits must be conducted during typically high/medium times of activity for the calendar year.
- For employers experiencing fluctuating activity levels due to changes in general economic conditions, CP’s may determine sampling requirements based on the employer’s best estimate of their “high/medium” times of activity for the current year, provided the employer has at least one active work site.
- 2.2.4 The minimum number of interviews that must be conducted is determined by an employer’s total number of employees within all WCB accounts, and/or industry codes or classification units being audited, and not by the number of work sites visited.
- 2.2.5 The minimum number of interviews based on the total number of employees can be found in [SAC-GDL-004](#).
- 2.2.6 The auditor may be required to exceed the minimum number of interviews based on the total number of employees to meet all the sampling requirements listed in 2.1.
- 2.2.7 The auditor selects the interviewees prior to starting the audit and provides a schedule to the employer. The auditor may refine this list during the course of the audit.
- 2.2.8 Interviews may be carried out face-to-face by the auditor or via remote means. One exception would be where mandated by the governing body (i.e. during a Pandemic).
- 2.2.9 The use of interview questionnaires is not approved for Energy Safety Canada audits.
- 2.2.10 Remote interviews using virtual platforms (Teams, Skype, WebEx, etc.) and or telephone are permitted. The auditor must maintain confidentiality and interview only one person at a time.
- 2.2.11 Temporary workers should be interviewed at their client work sites (where possible).
- 2.2.12 Interviews of temporary workers should be appropriate to their role at the client work site, and focus on:
- orientations,

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- emergency response,
- hazard assessment,
- hazard control,
- job-specific training,
- individual OHS rights (right to know, right to participate, and the right to refuse dangerous work),
- incident reporting, and
- Health and Safety Committee/Health Safety Representative (HSC/HSR) training.

2.3 Worksite Sampling

2.3.1 The auditor is required to provide a sampling plan during audit registration that includes a proposed sampling plan if auditing large and/or complex operations.

2.3.2 Work site sampling must be representative of the overall operations covered by the scope of the audit. To determine representative work site sampling auditors must, as a minimum, consider the following criteria:

- All activities under applicable WCB account(s) and industry code(s) or classification unit(s).
- Work site size differences.
- The diversity of work conditions from one work site to another.
- The location of the work sites.
- The minimum number of work sites to be sampled as required by the governing bodies.
- For multi-jurisdictional audits, work site sampling must include all provinces.

2.3.3 Employers with 3 to 30 fixed manned sites, where employees are stationed on an ongoing basis, must include all work sites as part of the audit scope over the course of the 3-year audit cycle.

2.3.4 Unless they are including all work sites as part of their certification audit, an employer with more than 2 sites cannot use the same combination of sites for COR certification that were audited for the previous certification.

2.3.5 An employer with more than 2 work sites must include their main office or shop in each province as part of the work site sample every Certification or Recertification year.

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- If an employer has 2 main offices/shops in a province, each main site should be included as part of the audit scope every other Re Certification year.
- 2.3.6 Remote observations are permitted with approval from the CP
- 2.3.7 Home office sites are not subject to work site sampling requirements, however a sample of employees who work from home office sites must be included in the interview sample.
- 2.3.8 Mobile equipment and vehicles are not subject to work site sampling requirements; however, some should be included if possible.
- A sample of employees who operate mobile equipment and vehicles must be included in the interview sample.
- 2.4 Complex Sampling
- 2.4.1 If an employer's audit scope is larger than 30 sites, the employer/auditor must consult with Energy Safety Canada to determine the representative sampling by completing a sampling plan. Energy Safety Canada may consult with the applicable governing bodies to determine an appropriate sampling methodology for these employers.
- 2.4.2 In cases where the activities (conditions, location, type of work, work site size, number of employees, etc.) inside the employer's scope of operations are not consistent across sites, multi-site audits may require a sampling of more than the minimum number of work sites to be representative. Employers/auditors should consult Energy Safety Canada to determine adequate work site selection.
- 2.4.3 Employers may have employees who perform work at temporary work sites. These can include field sites, mobile equipment, or motor vehicle fleets (e.g., commercial vehicles). Such activities must be considered as individual work sites and be accounted for under the total number of work sites.
- 2.4.4 Where there is potential for more than 30 of these types of work sites, the auditor must contact Energy Safety Canada for guidance and submit a sampling plan.
- 2.4.5 Employer-owned work sites which may be intermittently visited or serviced by workers but where employees are not stationed on an on-going basis, must be included in the scope of the audit if applicable to the WCB account and industry code(s) or classification unit(s) being audited.
- There is no minimum sampling requirement for these work sites. Employers/ auditors must determine appropriate sampling through submission of a sampling plan.
- 2.5 Special Sampling Scenarios
- 2.5.1 Special sampling guidelines apply where staffing agencies (under industry codes 86906 and 86911) provide temporary labour for another employer's operation.

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- Site observations must be conducted where possible but are not subject to minimum site-sampling requirements. Sites should be selected based on level of risk.
- 2.5.2 Temporary employees of a staffing agency that are sent to off-site locations to work for another employer should be categorized separately inside the auditor’s sampling table (i.e., the total number of temporary employees and the number of sampled temporary employees should be listed as a separate category of employee inside the auditor’s sampling table).
- 2.5.3 Interview sampling for these temporary staffing agency employees is calculated in addition to the minimum required for the sampling of permanent staffing agency employees. The number of temporary employees sampled must be at least equivalent to the number of permanent agency employees sampled.
- 2.5.4 Interviews of temporary workers will focus on orientations, emergency response, hazard assessment, job-specific training provided, right to refuse unsafe work, PPE, injury reporting, SDS and WHMIS. A separate set of interview questions may be provided. Any findings specific to temporary staffing agency workers must be documented inside auditor notes.
- 2.6 Compliance
- 2.6.1 The auditor must report and demonstrate compliance with the above sampling standards by tracking their interviews and all work sites (visited and not visited) within the Energy Safety Canada COR Audit Protocol report.
- 2.6.2 Energy Safety Canada will confirm compliance with the interview and work site sampling standards through the audit quality assurance (QA) review process.
- 2.6.3 An audit cannot pass Energy Safety Canada’s audit QA review process if it does not comply with the interview and work site sampling standards.

3.0 ROLES & RESPONSIBILITIES FOR PROCEDURE

Auditor	<ul style="list-style-type: none"> ○ Conducts sufficient employee interviews and work site sampling as per the above policy and procedure ○ Contacts Energy Safety Canada for guidance and submits a sampling plan prior to the start of the audit, as required in the above policy and procedure ○ Communicates with Energy Safety Canada any changes to the approved sampling plan during the course of the audit ○ Includes justification of representative sampling when submitting their final audit report that complies with the above procedure ○ Sampling plan approval must be noted within the final audit report
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Energy Safety Canada	<ul style="list-style-type: none">○ Provides the “Audit Work Site and Interview Sampling Tables” to auditors through the Energy Safety Canada website and as requested○ Provides guidance to auditors that submit a sampling plan for interview and work site sampling, as required in the above procedure○ Reviews sampling plan prior to registration approval and approves the plan or requires revisions○ May provide feedback to the auditor to correct representative sampling justification as part of the audit QA
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4.0 REFERENCES

[SAC-GDL-004 Criteria for Determining Representative Interview and Worksite Sampling](#)

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