

# EMPLOYER COMPLIANCE INSPECTIONS

*For employers hiring temporary foreign workers through the International Mobility Program*

## An employer compliance inspection



- verifies that you are meeting your obligations when hiring foreign workers
- can happen anytime during the foreign worker's employment or up to 6 years after a work permit is issued
- may include an on-site component, during which inspectors may interview anyone relevant to the inspection and check records
- requires that you have accurate records demonstrating compliance with immigration and labour laws
- will result in non-compliance if you don't cooperate, ignore calls and messages

## During the employment period



- have the [required documents](#) ready to show compliance
- make sure job duties, pay, and work conditions match the employment agreement, and the offer in the [Employer Portal](#)
- submit a [voluntary disclosure](#) to inform IRCC of any potential non-compliance with program conditions
- keep records if a worker didn't work for you or left before their work permit expired
- post "[Get to Know Your Rights](#)" where workers can easily access it

## If found non-compliant



- you'll have an opportunity to share your account of the situation
- you have 30 days to pay the fine or set up payment arrangements
- penalties depend on the severity of non-compliance. Your business will be added to the [public list of non-compliant employers](#) if you receive a fine or a program ban

## Additional resources



[Employer compliance inspection](#)

[Employer Portal user guide - Canada.ca](#)

To report visa overstay or immigration violations, call the [CBSA Border Watch Line](#) at **1-888-502-9060**.



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