

# First Aid Regulatory Changes

## A Forest Industry Perspective

Troy Lockhart, RPF

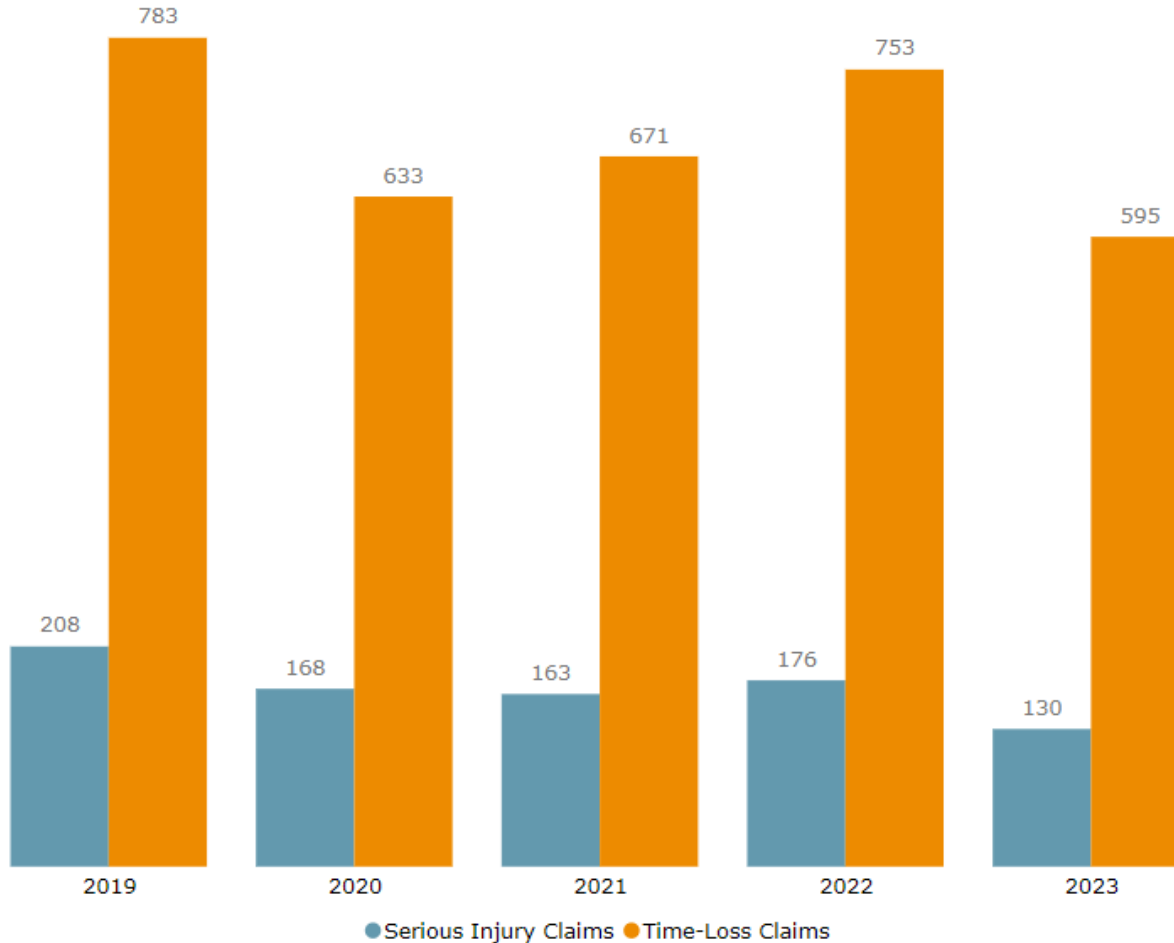
Prevention Officer

Darcy Moshenko, RPF

Industry and Program Specialist



## Count of Serious Injury Claims and Time-Loss Claims



**Forestry Sub-sector  
(7030 CU's)  
+ Log Hauling  
+ Log Towing**

**# Employers 2019 ~ 4500  
# Employers 2023 ~ 4000**

# Agenda

- 1 Rationale & Key Amendments
- 2 Workplace Class Factors
- 3 Training & Equipment Requirements
- 4 First Aid Assessment
- 5 First Aid Procedures
- 6 Resources
- 7 Summary and Key Considerations

## **Rationale & Key Amendments**

# First Aid Regulation Amendment - Rationale

## Overview

- Current first aid requirements in place for over 20 years – minimal updates
- Strengthen the first aid requirements in Schedule 3-A
  - Written first aid assessment & two-part duty when conducting the assessment
  - Employers to consider any additional materials, equipment, and people required
- Enhanced transportation & equipment requirements for remote & less accessible work locations
- Alignment with the first aid training and first aid kits as per CSA Z1210-17 and CSA Z1220-17 (National Standards)

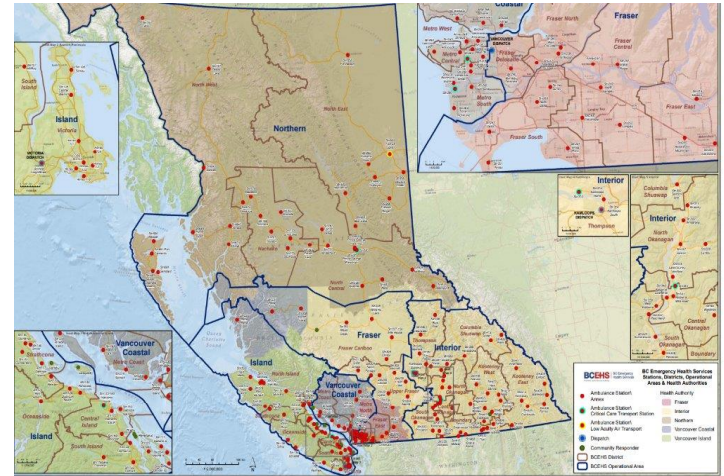
# Key Amendments

- Introduction of workplace class (location & accessibility)
  - Definition of “remote” work location
  - Introduction of “less accessible” framework
- Written first aid assessment
  - Conducted in consultation with joint committee or worker representative
- New requirements within written first aid procedures
- Annual first aid drills
- Equipment - kits (see OHS Guidelines for Part 3: Occupational First Aid)
- First aid credential changes

## **Workplace Class Factors**

# Workplace Class Factors

**“Remote workplace”** means a workplace to which, under normal travel conditions, an ambulance cannot travel from its base in 30 minutes or less





# Workplace Class Factors

**“Less accessible”** workplaces are either of the following:

- Cannot be reached by an ambulance travelling by land
- Have work areas where BC Emergency Health Services (BCEHS) ambulance attendants cannot safely access



# Examples of Less Accessible Workplaces

- Backcountry areas only accessible by ATV, snowmobile, or similar
- Areas where the only means of access involves steep or slippery slopes or embankments (without walkways)
- Private, industrial, or resource roads not accessible to BCEHS
- Areas with rough or complex terrain
- Areas where there is a significant risk of avalanche, landslide, flood, or other natural hazards
- Work on or over water

\*Note: see new OHS Guideline Part 3 for more information

# Workplace Class



Remote	Less accessible	Workplace class	Schedule 3-A table
No	No	<input type="checkbox"/> Class 1	Table 3-1
Yes	No	<input type="checkbox"/> Class 2	Table 3-2
No	Yes	<input type="checkbox"/> Class 3	Table 3-3
Yes	Yes	<input type="checkbox"/> Class 4	Table 3-4

# Class 4 Workplace

Table 3-4  
Minimum Requirements – Class 4 Workplaces

Item	Column 1	Column 2 Low hazard rating	Column 3 Moderate hazard rating	Column 4 High hazard rating
1	2 – 5 <b>Workers present</b>	<ul style="list-style-type: none"> <li>• Basic first aid kit</li> <li>• Basic first aid attendant</li> </ul>	<ul style="list-style-type: none"> <li>• Basic first aid kit</li> <li>• Basic first aid attendant (transport)</li> </ul>	<ul style="list-style-type: none"> <li>• Intermediate first aid kit</li> <li>• Intermediate first aid attendant (transport)</li> </ul>
2	6 – 9	<ul style="list-style-type: none"> <li>• Basic first aid kit</li> <li>• Basic first aid attendant</li> </ul>	<ul style="list-style-type: none"> <li>• Basic first aid kit</li> <li>• Basic first aid attendant (transport)</li> </ul>	<ul style="list-style-type: none"> <li>• Intermediate first aid kit</li> <li>• Intermediate first aid attendant (transport)</li> <li>• Emergency transportation for one injured worker</li> </ul>
3	10 – 19	<ul style="list-style-type: none"> <li>• Basic first aid kit</li> <li>• Basic first aid attendant (transport)</li> </ul>	<ul style="list-style-type: none"> <li>• Intermediate first aid kit</li> <li>• Intermediate first aid attendant (transport)</li> <li>• Emergency transportation for one injured worker</li> </ul>	<ul style="list-style-type: none"> <li>• Advanced first aid kit</li> <li>• Basic first aid attendant (transport)</li> <li>• Advanced first aid attendant</li> <li>• Emergency transportation for one injured worker</li> </ul>
4	20 – 49	<ul style="list-style-type: none"> <li>• Basic first aid kit</li> <li>• Basic first aid attendant (transport)</li> </ul>	<ul style="list-style-type: none"> <li>• Advanced first aid kit</li> <li>• Dressing station</li> <li>• Basic first aid attendant (transport)</li> <li>• Advanced first aid attendant</li> <li>• Emergency transportation for one injured worker</li> </ul>	<ul style="list-style-type: none"> <li>• Advanced first aid kit</li> <li>• Dressing station</li> <li>• Basic first aid attendant (transport)</li> <li>• Advanced first aid attendant</li> <li>• Emergency transportation for one injured worker</li> </ul>



**Table 3–4**  
**Minimum Requirements – Class 4 Workplaces**

<b>Item</b>	<b>Column 1 Workers present</b>	<b>Column 2 Low hazard rating</b>	<b>Column 3 Moderate hazard rating</b>	<b>Column 4 High hazard rating</b>
<b>1</b>	<b>2 – 5</b>	<ul style="list-style-type: none"> <li>• Basic first aid kit</li> <li>• Basic first aid attendant</li> </ul>	<ul style="list-style-type: none"> <li>• Basic first aid kit</li> <li>• Basic first aid attendant (transport)</li> </ul>	<ul style="list-style-type: none"> <li>• Intermediate first aid kit</li> <li>• Intermediate first aid attendant (transport)</li> </ul>

## **Training and Equipment Requirements**

# CSA Z1210-17 Workplace First Aid Training Standard

Current program name	Duration	2024 program name	Duration
OFA 1	1 day	Basic First Aid	1 day
OFA 2	5 days	Intermediate First Aid	2 days
OFA 3	10 days	Advanced First Aid	10 days
Transportation Endorsement – 1 day			

- **Level 1, 2 or 3** first aid certificates issued before November 1, 2024 that have not expired are considered a basic, intermediate or advanced first aid certificate, respectively.
- **Note:** even though your certificate may not expire until after Nov. 1/24, you may need to upgrade to a higher-level certificate (see Schedule 3-A) by Nov. 1/24

# First Aid Kit Equipment Requirements

Current first aid requirements	Nov. 1, 2024 first aid equipment requirements
Personal Kit	CSA Z1220-17 Personal Kit
Level 1 First Aid Kit	CSA Z1220-17 Basic Kit (Medium) + tourniquet + PPE
Level 2 First Aid Kit	CSA Z1220-17 Intermediate Kit (Medium) + PPE
Level 3 First Aid Kit	CSA Z1220-17 Intermediate Kit (Medium) + Oxygen Therapy Kit + PPE





## **First Aid Assessment**

# First Aid Assessment - Basic Requirements

OHSR 3.16

- (1) An employer must provide for each workplace
  - (a) at least the equipment, supplies, facilities, first aid attendants and services **required by Schedule 3-A**, and
  - (b) **any additional** equipment, supplies, facilities, first aid attendants and services **that are necessary** to ensure that workers who suffer an injury at work can be
    - (i) promptly provided first aid, and**
    - (ii) promptly transported to medical treatment.**

# First Aid Assessment - Basic Requirements

OHSR 3.16

(2) For the purpose of complying with subsection (1)(b), the employer must prepare a written assessment that sets out at least the following information:

- (a) the number of workers present;
- (b) the locations of workers;
- (c) the nature and extent of the risk and hazards in the workplace;
- (d) the types of injuries likely to occur;
- (e) any barriers to first aid being provided to an injured worker;
- (f) the time that may be required to obtain transportation and to transport an injured worker to medical treatment and the methods of transportation available.

# Equipment, Supplies, Facilities, First Aid Attendants and Services

## Part 1: Prescriptive (Schedule 3-A)

- Workplace class
- Hazard rating
- Number of workers

## Part 2: Performance Based Specific Workplace Characteristics

- Hazard ID & risk assessment
- Types of injuries
- Barriers to first aid
- Specialized equipment for transport and evacuation
- Time required to obtain transportation and transport an injured worker to medical treatment and the methods of transportation available.

# Involving Workers in First Aid Assessments

Section 3.16 of the new OHS Regulation also states:

**(3.1)** An assessment under subsection (2) must be prepared, reviewed and updated in **consultation with the joint committee or the worker health and safety representative**, as applicable.

# Reviewing First Aid Assessments

Section 3.16(3) of the OHS Regulation states:

The employer must review **and update** the assessment under subsection (2)

- a) within 12 months after the previous assessment or review,  
and
- b) whenever a significant change affecting the assessment occurs in the employer's operations.

# First Aid Assessment Worksheet

Reset

WorkSAFE BC

## First Aid Assessment Worksheet

### Using this worksheet

Every employer in B.C. needs to prepare a written first aid assessment for each of their workplaces. Use this worksheet to document the minimum and additional first aid required for your workplace. Consult [S.1.1.6](#) of the Occupational Health and Safety (OHS) Guidelines for more information, including how to determine the number of workers and hazard rating for your workplace.

Employer's name	Location assessed
Shift name and/or time	Assessment date or date of review
Workers consulted	Date(s) of consultation(s) with joint committee and/or workers
<input type="checkbox"/> Joint committee participated (if applicable)	Contact number (optional)
Documented by	

### Minimum first aid

#### Determine the number of workers per shift

Count every worker at your workplace or worksite or on this shift, including dispatched workers, managers, and supervisors.

#### Maximum number of workers at this location or on this shift

#### Determine your hazard rating

1. Is this a separate administrative location?

☐ Yes  
If yes, your hazard rating is Low (skip question 2 and check off "Low" at bottom of page)

☐ No  
If no, refer to the [Workplace hazard ratings](#) document (click the link or scan the QR code) to find the hazard rating assigned to your classification unit (CU).

What is your CU?

What is the hazard rating assigned to your CU?

2. Are work activities at this location typical of your CU?

☐ Yes  
Check off the hazard rating assigned to your CU

☐ No, work activities are more consistent with activities of another CU with a higher hazard rating

☐ No, this is a multiple employer workplace where the work is phased Alternative CU Reasoning (task performed)

Check off the hazard rating assigned to the alternative CU

Hazard rating

☐ Low ☐ Moderate ☐ High

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## First Aid Assessment Worksheet

### Determine if your workplace is remote and/or less accessible

Determine if your workplace is remote.

Being able to typically take to drive from your workplace to the nearest ambulance station operated by British Columbia Emergency Services (BCES) (Use an online mapping tool to estimate time during a typical work shift.)

Workplaces located on roads that cannot be made accessible to BCES ambulance must be considered remote.

☐ No BCES station

30 minutes or less to BCES station → ☐ Not remote If more than 30 minutes → ☐ Remote

Determine if your workplace is less accessible.

Workers working in any of the following areas?

#### Group 1 areas

Work areas that are only accessible by all-terrain vehicle (ATV), snowmobile, or similar means

Areas where the only means of access involves steep or slippery slopes or embankments (without walkways)

Private, industrial, or resource roads that cannot be made accessible to BCES

Areas with rough or complex terrain

Areas where there is a significant risk of avalanche, landslide, flood, or other natural hazards

Other natural hazards

Other natural hazards

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BCES ambulance can access your workplace and there are no hazardous areas where BCES attendants will be less accessible, or if workers are prevented from accessing these areas, your workplace is **not less accessible**.

☐ Workplace is less accessible

☐ Workplace is not less accessible

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## First Aid Assessment Worksheet

### Determine your workplace class

For answers about remoteness and accessibility, check off the box below for your workplace class.  
For minimum first aid requirements, document (click the link or scan the QR code) for tables that list minimum requirements for your class.

Less accessible	Workplace class	Schedule 3-A table	Schedule 3-A tables
No	<input type="checkbox"/> Class 1	Table 3-1	
No	<input type="checkbox"/> Class 2	Table 3-2	
Yes	<input type="checkbox"/> Class 3	Table 3-3	
Yes	<input type="checkbox"/> Class 4	Table 3-4	

### Determine your minimum first aid requirements

Document the maximum number of workers at your workplace, your hazard rating, and your workplace class, and applicable Schedule 3-A table to determine your minimum first aid requirements and document below.

#### First aid attendant(s)

☐ None  
☐ Basic: ☐ 1 or ☐ 2  
☐ Intermediate: ☐ 1 or ☐ 2 or ☐ 3  
☐ Advanced: ☐ 1 or ☐ 2  
☐ Transport endorsement

#### Emergency transportation

☐ For 1 worker  
☐ For 2 workers  
☐ None

#### Describe type of emergency transportation (if applicable)

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## First Aid Assessment Worksheet

It any additional factors applicable to the workplace being assessed

Document the minimum first aid services provided at this workplace in the minimum first aid services required by Schedule 3-A and your consideration of the additional factors document the first aid services provided at this workplace.

Document the minimum first aid services required by Schedule 3-A are provided at this workplace.

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## **First Aid Procedures**



# First Aid Procedures - Barriers

The amended Section 3.17 of the OHSR states:

- (1) The employer must keep **up-to-date written procedures** for providing first aid at the workplace including
- (a) the equipment, supplies, facilities, first aid attendants and services available,
  - (b) the location of, and how to call for, first aid,
  - (c) how the first aid attendant is to respond to a call for first aid,
- (c.1) if there are any barriers to first aid being provided to injured workers, how injured workers will be accessed and moved,**

# First Aid Procedures - Transportation

OHSR 3.17(1) (*continued*):

(d) the authority of the first aid attendant over the treatment of injured workers and the responsibility of the employer to report injuries to the Board,

(e) who is to call for transportation for the injured worker, and the methods of transportation and calling,

**(e.1) if emergency transportation is required by section 3 of Schedule 3-A, the location of the method of emergency transportation, and**

(f) prearranged routes in and out of the workplace and to medical treatment.

# First Aid Procedures - Transportation

## Special considerations for remote workplaces

- Consider geographic and access challenges
  - Possible significant delays with BCEHS ambulance services
  - Cases where nearest medical facility is more than two hours away
  - Known or foreseeable emergency room closures
- Employers should consider providing alternative or supplementary methods of emergency transport for seriously injured workers
- Emergency transport vehicle
  - Arrangements for emergency air transportation

# Emergency Transportation – **Schedule 3-A**

6 Emergency transportation required by section 3 (Schedule 3-A) must

- (a) be capable of **safely transporting**
  - (i) a first aid attendant, and
  - (ii) the injured worker, with a stretcher used to secure the worker,
- (b) have an effective means of **communication** between the first aid attendant and the operator of the transportation, and
- (c) be designed and equipped to
  - (i) **secure** injured workers to minimize excessive jarring,
  - (ii) **protect** injured workers from natural elements and dust,
  - (iii) **maintain** normal body temperature of injured workers, and
  - (iv) allow **adequate space** for the first aid attendant to safely provide first aid to injured workers.

# First Aid Procedures - Communication

## OHSR 3.17

(2) The employer must **post the procedures** conspicuously in suitable locations throughout the workplace or, if posting is not practicable, the employer must adopt other measures to ensure that the information is effectively communicated to workers.

(3) The first aid attendant and all other persons authorized to call for transportation for injured workers must be **trained** in the procedures.

# First Aid Procedures - Drills (*new*)

## OHSR 3.17

(4) At least **once each year** and **whenever the procedures change**, the employer must ensure that drills are conducted to ensure that

(a) the procedures are effective, and

(b) workers, first aid attendants and other persons referred to in subsection (3) are capable of fulfilling their roles and responsibilities.

# When to Conduct Drills (see Guideline)

- At least once each year, *and*
- Whenever the procedures change substantively; for example:
  - Change in transportation methods
  - Change in protocol for summoning the first aid attendant
  - Change in workplace class
  - Change in the level of required FA certification
  - Change to rescue procedures

# Air Transportation *(revised)*

## OHSR 3.17.1:

If air transportation is the primary or only method for transporting an injured worker, all of the following requirements must be met:

(a) before the start of operations in a workplace, arrangements must be made with an air service to ensure that

**(i) an appropriate aircraft is reasonably available to the workplace during those operations, and;**

**(ii) without limiting subparagraph (i), there is at least (A) one stretcher in the aircraft, or (B) one stretcher, at the workplace, that is compatible with the aircraft;**



# Air Transportation *(revised)*

## **OHSR 3.17.1**

- (b) the arrangements in paragraph (a) must include procedures for
  - (i) the employer to determine the availability of appropriate aircraft before the start of each work day, and
  - (ii) the air service to notify the employer if an appropriate aircraft ceases to be available;
- (c) a system must be provided that enables the pilot of the aircraft and the first aid attendant attending to an injured worker to communicate at all times when the aircraft is in transit to the location of the injured worker and during transport of the injured worker to medical treatment.

**Resources**

[Health & Safety](#)
[Insurance](#)
[Claims](#)
[I Am a...](#)


[Home](#) > [Health & Safety](#) > [Create & manage a healthy & safe workplace](#) > [First aid requirements](#)

#### First aid requirements

[Supplies, equipment & facilities](#)
[First aid attendants](#)
[Certificates accepted in B.C.](#)
[Forms & records](#)
[Related topics](#)

## First aid requirements

Employers are responsible for first aid in the workplace. To determine the first aid needs of your workplace, first you'll need to do an assessment. Then, you can review the findings and take necessary steps to put proper first aid procedures in place.

### New first aid requirements come into effect November 1, 2024

Amendments to the Occupational Health and Safety Regulation relating to occupational first aid will take effect November 1, 2024. To assist employers in preparing to implement these new requirements, the following resources are available:

- [OHS Guidelines for Part 3 — Occupational First Aid \(preliminary draft\)](#)
- [Backgrounder: Occupational first aid regulatory changes](#)
- [First aid assessment worksheet](#)
- [Changes to occupational first aid requirements: Frequently asked questions](#)
- [Workplace First Aid: OHS Regulation Changes \(video\)](#)

You can also view a [strikethrough version](#) of the Regulation amendments.

**These are the current first aid requirements until the new requirements come into effect on November 1, 2024.**

[Conducting a first aid assessment](#)
[Resources](#)
[Developing first aid procedures](#)

First aid in the workplace is about providing workers with prompt, easily accessible, and appropriate first aid treatment. Depending on your workplace, some or all of the following might be needed:

# Backgrounder: Occupational first aid regulatory changes

WorkSafeBC's Board of Directors has approved amendments to Part 3 of the Occupational Health and Safety (OHS) Regulation, relating to the provision of occupational first aid. These amendments will take effect November 1, 2024, to give employers time to obtain any required first aid training and equipment necessitated by these changes.

This backgrounder was updated in June 2024 to align guidance with the preliminary revision of the OHS Guidelines associated with these regulatory amendments. The guidelines have been posted as a resource to help employers determine the first aid services required for their workplace once the amendments to the Regulation come into effect.

## Background

The requirement to provide first aid services appropriate to the workplace is a basic responsibility of all employers. The requirements for first aid listed in Schedule 3-A of the OHS Regulation have been in place for almost 20 years with minimal updates.

Over this time, there have been improvements in both first aid training and equipment, as well as the issuance of two standards from the Canadian Standards Association (CSA):

- CSA Z1210-17 First aid training for the workplace — Curriculum and quality management for training agencies
- CSA Z1220-17 First aid kits for the workplace

These standards provide national guidance on workplace first aid training programs and first aid kits.

WorkSafeBC has also identified challenges with the current regulatory requirements related to appropriate emergency transport for injured workers in remote areas.

## Objective of the regulatory amendments

The purpose of the amendments is to strengthen the current requirements in Schedule 3-A, with a focus on high-risk remote industries, and to harmonize the OHS Regulation with the first aid training and first aid kits framework in CSA Z1210-17 and CSA Z1220-17.

## Key amendments

### Determining first aid requirements

Under the amended OHS Regulation, employers will have a two-part duty to establish their workplace first aid requirements. They must:

- Provide at least the supplies, facilities, and first aid attendants required by Schedule 3-A
- In consultation with workers, perform a written first aid assessment for each workplace to determine any additional equipment, supplies, facilities, attendants, and services necessary to ensure injured workers can be promptly provided first aid and transported to medical treatment

# Changes to occupational first aid requirements

## Frequently asked questions

**The Occupational Health and Safety Regulation requirements for first aid in B.C. workplaces are changing on November 1, 2024. What are the key changes?**

- First aid certification levels and first aid kit contents are being aligned with Canadian Standards Association standards. Level 1, 2, and 3 certificates and kits will become basic, intermediate, and advanced, respectively. The instruction time for the new intermediate (previously Level 2) first aid course is changing from five days to two days.
- Employers will be required to conduct and document a two-part first aid assessment for every workplace (see last question on this page). As a result of this assessment, minimum levels of first aid may change for some workplaces.
- Employers must conduct drills to test the effectiveness of first aid procedures. Drills must be conducted annually or when procedures change significantly.
- More first aid attendants may be required to attend a one-day transportation endorsement course.
- Employers will have more flexibility in selecting an appropriate method of emergency transportation.

**Where can I find a copy of the amendments to the Regulation, including the revised Schedule 3-A?**

You can find the amended Regulation on our website: [Part 3 – Minimum Levels of First Aid](#).

**Where can I find a copy of the OHS Guidelines that will accompany the amended Regulation?**

You can find the draft preliminary guidelines on our website: [OHS Guidelines for Part 3 – Occupational First Aid](#).

**How do I determine the first aid requirements for my workplace?**

As an employer, you need to conduct and document a first aid assessment.

First, you need to determine four factors:

- The maximum number of workers present at your workplace
- The hazard rating assigned to your workplace (low, moderate, or high)
- The distance from your workplace to the nearest BC Emergency Health Services (BCEHS) ambulance station
- Whether your workplace and all areas within it are accessible to BCEHS ambulance personnel

### PART 3: RIGHTS AND RESPONSIBILITIES

- When program required** 3.1 (1) An occupational health and safety program as outlined in section 3.3 must be initiated and maintained
- (a) by each employer that has
    - (i) a workforce of 20 or more workers, and
    - (ii) at least one workplace that is determined under section 3.16(2)(b) to create a moderate or high risk of injury has a hazard rating, within the meaning of section 1(1) of Schedule 3A, of moderate or high, or and
  - (b) by each employer that has a workforce of 50 or more workers.
- (1.1) If subsection (1)(a) or (b) applies to the employer, the occupational health and safety program applies to the whole of the employer's operations.
- (2) Despite subsection (1) an occupational health and safety program may be required in any workplace when, in the opinion of an officer, such a program is necessary.
- [Amended by B.C. Regs. 185/99; 348/2003; 19/2006; 320/2007.]

#### OCCUPATIONAL FIRST AID

- Definitions** 3.14 In this section and in sections 3.15 to 3.21:
- "ambulance"** means an ambulance that is
- (a) operated by British Columbia Emergency Health Services, or
  - (b) otherwise authorized to operate under the *Emergency Health Services Act*;
- "first aid"** means
- (a) in cases in which a person will need medical treatment, treatment for the purpose of preserving life and minimizing the consequences of injury until medical treatment is obtained, and
  - (b) treatment of minor injuries that would otherwise receive no medical treatment or that do not need medical treatment;
- "first aid attendant"** means a person who holds a valid first aid certificate issued by the Board or by a person recognized by the Board and who is designated as a first aid attendant by the employer;
- "injured worker"** means a worker who suffers an injury during work;
- "injury"** includes an occupational disease or illness;
- "medical certificate"** means a report in a form acceptable to the Board from a physician registered under the *Medical Practitioners Act* as to a person's fitness to perform the functions of a first aid attendant.
- First aid attendant qualifications** 3.15 The employer must ensure that a person who is designated as a first aid attendant
- (a) is at least 16 years old,
  - (b) has successfully completed the first aid training course or first aid examination developed or approved by the Board,
  - (c) has a first aid certificate in good standing at the required level issued by the Board or a person recognized by the Board, and

## OHS Guidelines for Part 3: Occupational First Aid

Preliminary Revision: June 2024

## Workplace hazard ratings

If you're an employer, this information will help you determine your required first aid coverage based on your workplace hazard rating. Hazard ratings are assigned to your classification unit (CU) and reflect the nature and extent of the risks and hazards in your workplace.

You can find your CU's hazard rating by searching this document for your CU name or number, or by using the Contents below to help you browse by industry.

The information here is current as of June 15, 2024. Although WorkSafeBC makes every attempt to keep this information up to date, if there is any discrepancy then the hazard rating on the CU description sent to you each year and available [online](#) should be considered correct.

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<b>Transportation and Warehousing</b> .....	<b>10</b>
Warehousing .....	10
Transportation and Related Services .....	10
<b>Trade</b> .....	<b>12</b>
Retail .....	12
Wholesale .....	12
<b>Public Sector</b> .....	<b>13</b>
<b>Services</b> .....	<b>13</b>
Tourism and Hospitality .....	13
Business Services .....	14
Professional, Scientific, and Technical Services .....	15
Other Services (not elsewhere specified) .....	17
Education .....	18
Health Care and Social Services .....	18
Utilities .....	19

### Classification unit (CU)

### Hazard rating

702009 - Trawl Fishing	Moderate
702010 - Fish Packing	Moderate

#### Forestry

703002 - Brushing and Weeding or Tree Thinning or Spacing	High
703003 - Cable or Hi-Lead Logging	High
703004 - Dry Land Sort	High
703005 - Forest Fire Fighting	High
703006 - Ground Skidding, Horse Logging, or Log Loading	High
703008 - Integrated Forest Management	High
703009 - Log Booming or Marine Log Salvage	High
703011 - Log Processing	High
703012 - Logging Road Construction or Maintenance	High
703013 - Manual Tree Falling and Bucking	High
703014 - Mechanized Tree Falling	High
703015 - Shake Block Cutting	High
703016 - Tree Planting or Cone Picking	Moderate
703019 - Helicopter Logging	High

#### Oil & Gas or Mineral Resources

704001 - Clay, Peat, Soil, or Topsoil Digging or Processing	High
704002 - Oil or Gas Drilling	High
704003 - Oil or Gas Field Servicing	High
704005 - Open Pit Coal Mining	High
704006 - Open Pit Metal or Mineral Mining	High
704007 - Placer Mining	High
704008 - Quarry	High
704009 - Seismic Exploration	High
704010 - Diamond Drilling, Seismic Drilling, or Shot Hole Drilling	High
704011 - Stone Crushing	Moderate
704013 - Underground Mining	High

#### Manufacturing

##### Food and Beverage Products

711001 - Abattoir	Moderate
711002 - Alcoholic Beverage Manufacture	Moderate
711003 - Animal Feed or Supplement Manufacture or Packaging	Moderate
711004 - Baked Goods Manufacture	Moderate

# Minimum first aid requirements

If you're an employer, this information will help you determine your minimum first aid requirements based on the maximum number of workers at your workplace, your workplace class, and hazard rating.

Find the table below that corresponds to your workplace class (class 1, 2, 3, or 4). Then refer to the row in column 1 that matches the number of workers at your workplace. Finally, refer to columns 2, 3, and 4 to see the minimum first aid requirements for your workplaces based on your assigned **hazard rating** (low, moderate, or high).

These tables are excerpted from **Schedule 3-A** of the Occupational Health and Safety Regulation, amendments effective November 1, 2024.

**Table 3-1**

## Minimum Requirements for Class 1 Workplaces

Column 1 Workers present	Column 2 Low hazard rating	Column 3 Moderate hazard rating	Column 4 High hazard rating
2 – 9	<ul style="list-style-type: none"><li>• Personal first aid kit</li></ul>	<ul style="list-style-type: none"><li>• Basic first aid kit</li><li>• Basic first aid attendant</li></ul>	<ul style="list-style-type: none"><li>• Basic first aid kit</li><li>• Basic first aid attendant</li></ul>
10 – 19	<ul style="list-style-type: none"><li>• Basic first aid kit</li><li>• Basic first aid attendant</li></ul>	<ul style="list-style-type: none"><li>• Basic first aid kit</li><li>• Basic first aid attendant</li></ul>	<ul style="list-style-type: none"><li>• Basic first aid kit</li><li>• 2 basic first aid attendants</li></ul>
20 – 49	<ul style="list-style-type: none"><li>• Basic first aid kit</li><li>• Basic first aid attendant</li></ul>	<ul style="list-style-type: none"><li>• Intermediate first aid kit</li><li>• Dressing station</li><li>• Intermediate first aid attendant</li></ul>	<ul style="list-style-type: none"><li>• Intermediate first aid kit</li><li>• Dressing station</li><li>• Basic first aid attendant</li><li>• Intermediate first aid attendant</li></ul>

# First aid equipment, supplies, and facilities

Employers are responsible for ensuring their workplace has the required first aid equipment, supplies, facilities, and attendants to treat workers if they are injured on the job.

To determine the first aid needs of your workplace, you'll need to do an assessment that considers the number of workers present, the hazard rating, and other workplace factors. This assessment will tell you the type of first aid kit you will need to provide.

Outlined here are the recommended minimum contents for each type of first aid kit: personal, basic, intermediate, and advanced. There are also equipment and supply lists for dressing stations and first aid rooms.

Note that all first aid kit contents should be made of latex-free materials. They must also be kept clean, dry, ready for use, and readily accessible.

## Personal first aid kit (based on CSA standard Z1220 Type 1: Personal first aid kit)

Description	Quantity
Adhesive bandages, sterile, assorted sizes (standard strip, large fingertip, knuckle, large patch)	16
Gauze pad, sterile, individually wrapped, 7.6 × 7.6 cm (3 × 3 in.)	6
Conforming stretch bandage, relaxed length, individually wrapped, 5.1 cm × 1.8 m (2 in. × 2 yd.)	1 roll
Compress/pressure dressing with ties, sterile, 10.2 × 10.2 cm (4 × 4 in.)	2
Triangular bandage, cotton, with 2 safety pins, 101.6 × 101.6 × 142.2 cm (40 × 40 × 56 in.)	1
Adhesive tape, 2.5 cm × 2.3 m (1 in. × 2.5 yd.)	1 roll
Antiseptic wound cleansing towelette, individually wrapped	6

## **Summary and Key Considerations**



# Summary

- Workplace Class Factors
  - Remote & Less Accessible workplaces / Workplace Class 1 – 4
- First Aid Assessment (written)
  - Minimum requirement from Schedule 3-A (Prescriptive)
  - Additional considerations (Performance based)
- Training and Equipment Requirements
  - First Aid Training and First Aid Kit requirements
- First Aid Procedures (written)
  - Barriers, Emergency Transportation, Communication, Drills, Air Transport
- Resources

# Key considerations for November 1

- First aid certificates remain valid until expiration
  - Retraining is not required (unless the attendant's certificate is expired)
  - OFA 1,2,3 ----> Basic, Intermediate, Advanced
- First aid kits do not need to be replaced, simply replenished or additional materials added in accordance with CSA kit requirements
- Written first aid assessments - annually or when significant change in operations; must consult with joint committee or worker rep
  - PDF worksheet (available); online interactive worksheet (coming soon)
- First aid drills – at least once per year or when procedures change
- First aid video available

