

OCCUPATIONAL
HEALTH AND SAFETY
CONFERENCE

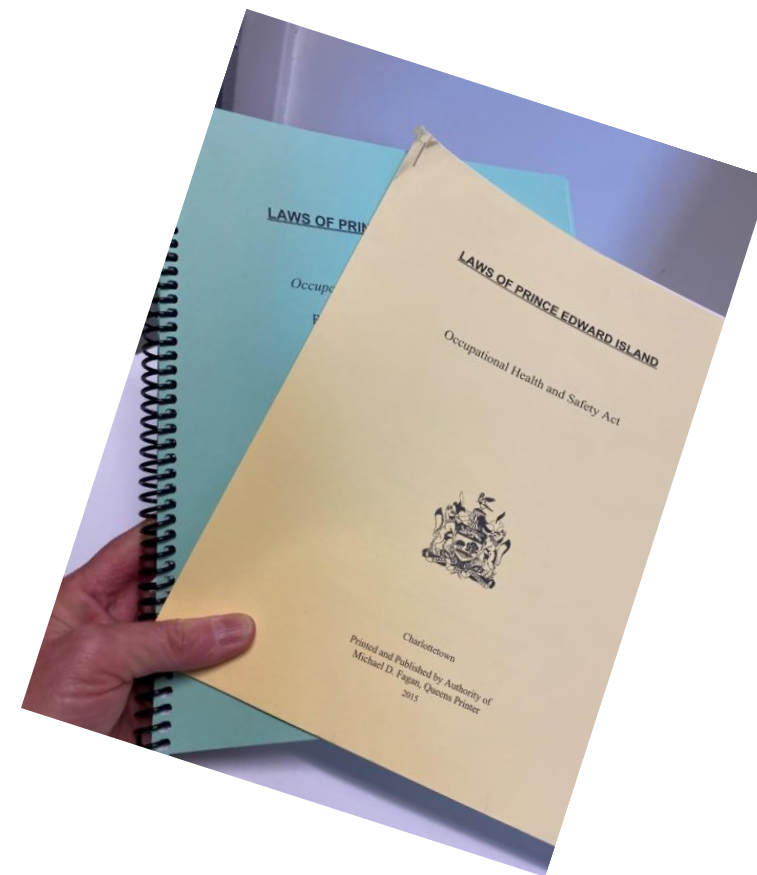
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**NAVIGATING
THE FIRST AID
REGULATIONS
IN PEI
WORKPLACES**

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PRESENTATION CONTENT

- Brief history of the legislation
- Proposed amendments
- Application of legislation at the workplace
- Questions



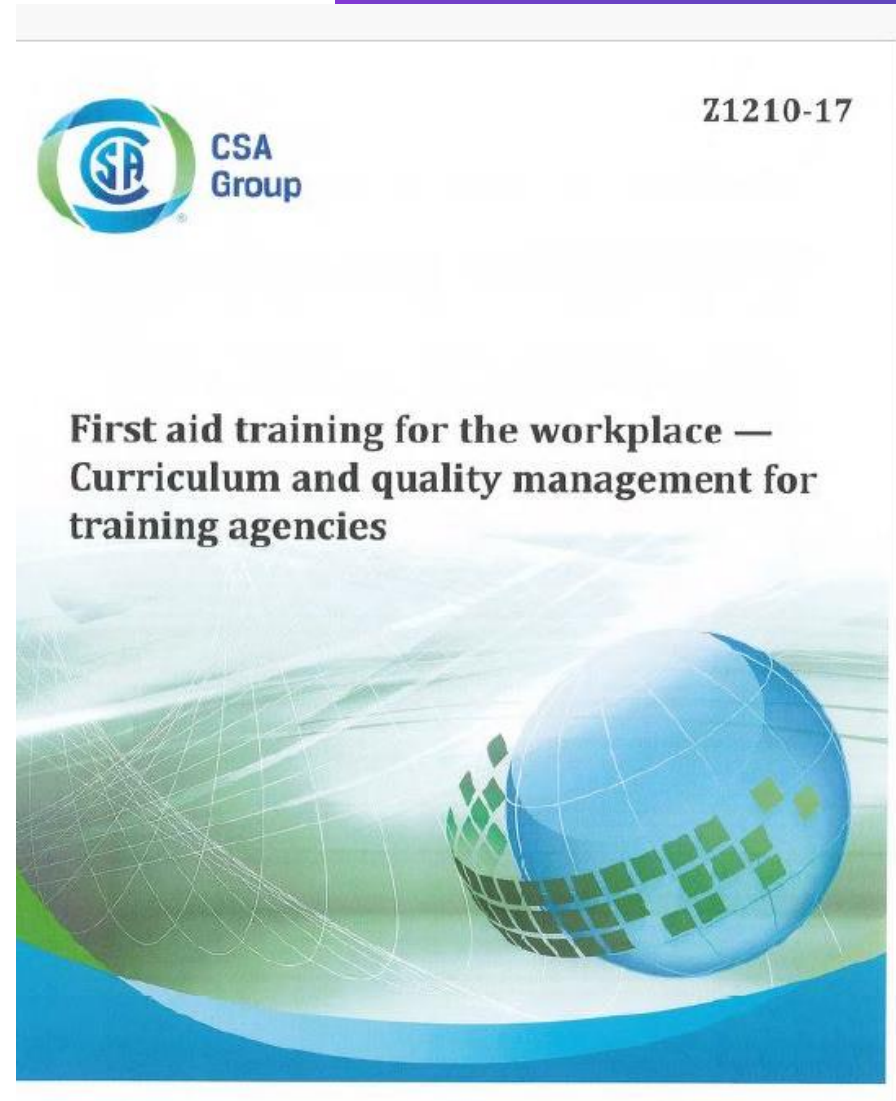
A BRIEF HISTORY OF THE FIRST AID REGULATIONS

LEGISLATIVE HISTORY

- Originated in 1987 when the first set of Occupational Health and Safety Regulations came into effect. It required
 - workplaces with 1-4 workers to have a first aid kit on site
 - 5-15 workers to have a first aider with Emergency First Aid training to be on site
 - 16-100 workers to have a first aider with Standard First Aid training
 - 100 + to have a first aider with Advanced First Aid training
 - The Regulations laid out requirements for the kit contents for each size group
- Substantially updated in 2012 to include first aid requirements for all workplaces to have someone on site with first aid training, including those working alone. It also established that low risk work only required Emergency First Aid training for the first aiders, regardless of the size of the workplace.
- In 2019 there was a national agreement signed by all Labour Ministers across Canada to have common standards nation wide for PPE and First Aid kit contents. The intention was to reduce trade barriers and simplify the legislation so that it is consistent.
- And now in 2024 we are doing the same with First Aid training.

FIRST AID REGULATION CHANGES

The adoption of the *CSA Standard Z1210-17 First aid training for the workplace – Curriculum and quality management for training agencies* creates a more definitive set of requirements that is easier to regulate and allows for a more harmonized system across Canada.



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WHAT'S COVERED IN THE STANDARD

First aid training for the workplace — Curriculum and quality management for training agencies

Z1210-17

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STANDARD IS COMPRISED OF MULTIPLE CHARTS

- Very prescriptive
- Outlines all requirements for the three levels of training
 - Basic
 - Intermediate
 - Advanced
- How in-depth the knowledge should be
 - A = Awareness
 - K=Knowledge
 - S=Skill

A workplace first aider shall have the following competencies on circulation management:

L.5 Circulation management				
Topic	Competency	Basic training level	Inter-mediate training level	Ad-vanced training level
L.5.1 Circulatory system	L.5.1.1 Major structures and function of the circulatory system	A	K	K
L.5.2 Management of cardiovascular emergencies	L.5.2.1 Management of specific cardiovascular illnesses and injuries as specified in Annex A	Annex A	Annex A	Annex A
	L.5.2.2 Approach, assess, and provide workplace first aid for cardiovascular emergencies	S	S	S
L.5.3 Nervous system	L.5.3.1 Major structures and functions of the nervous system	A	A	A
L.5.4 Management for shock	L.5.4.1 Definition of shock	A	K	K
	L.5.4.2 Types of shock	N	A	K
	L.5.4.3 Signs and symptoms of shock	A	K	K
	L.5.4.4 Management for shock	A	S	S
L.5.5 Cardiopulmonary resuscitation (CPR)	L.5.5.1 Indications for CPR	K	K	K
	L.5.5.2 One rescuer adult CPR	S	S	S
	L.5.5.3 Two rescuer adult CPR	A	S	S
L.5.6 Automated external defibrillation (AED)	L.5.6.1 Definition of defibrillation	K	K	K
	L.5.6.2 Indications for using an AED in the workplace	K	K	K
	L.5.6.3 AED equipment inspection	A	A	A
	L.5.6.4 Workplace AED policy and procedures	A	A	A
	L.5.6.5 Application and use of an AED	S	S	S

**SO WHAT IS
CHANGING?**

NEW DEFINITIONS

- The adoption of the standard meant we had to change some terminology:
 - **Emergency First Aid** is now known as **Basic Level First Aid**
 - (3.5 hours of practical skills training)
 - **Standard First Aid** is now known as **Intermediate Level First Aid**
 - (7 hours of practical skills training)
 - **Advanced First Aid** is now known as **Advanced Level First Aid**
 - (35 hours of practical skills training)
- “Practical skills component” means a hands-on learning experience in a supervised setting aimed at the preparation and training of a learner and/or assessment of a learner.
- A “workplace first aider” means someone who has a current certificate and meets the competencies and requirements of the CSA Standard Z1210-17 First aid training for the workplace – Curriculum and quality management for training agencies.

THE CSA STANDARD MADE TRAINING PROGRAMS MORE CONSISTENT

Current:

9.1(2) Approved organization or person

For the purposes of this Part, an organization or person is approved to provide first aid courses if the organization or person is

- (a) St. John's Ambulance
- (b) The Canadian Red Cross Society; or
- (c) An organization or person approved to provide first aid courses by another jurisdiction in Canada; or
- (d) Any other organization or person that provides first aid courses that are approved by the Director.

Amended:

9.1(2) Approved organization or person

For the purposes of this Part, an organization or person is approved to provide first aid courses if the organization or person has been approved by the Director and the training in first aid is in accordance with CSA Standard Z1210-17, First aid training for the workplace – Curriculum and quality management for training agencies.

- Significantly simplifies the process of approval

REGULATION EXEMPTIONS

- **Current:**

- Regulations do not apply to:
 - Hospitals
 - Nursing Homes

- **Amended:**

- Regulations do not apply to:
 - Hospitals
 - Nursing Homes
 - a worker's private residence that is equipped with a home office where the worker conducts low risk work for an employer.

EXAMPLES TO CLARIFY EXEMPTIONS

- 1) Public servant working from home is exempt
- 2) A plumber coming to a private residence to install a new bathroom fixture are not exempt.
- 3) A home office for an accountant is exempt.
- 4) A daycare with an employee that is run in the basement of a private home is not exempt.
- 5) A hairdresser working out of their private home is not exempt.

THE MOST IMPORTANT CHANGE

- Current:
- Section 9.7(1)
 - Low risk work – Emergency
- Section 9.7(2)
 - Other than low risk
 - 1-19 – Emergency First Aid training
 - 20-99 – Standard First Aid training
 - 100+ - Advanced First Aid training
- Section 9.7(3)
 - Working Alone - Emergency

- Amended:
- Section 9.7
 - Workplace First Aider Training level based on the employer's **Risk Assessment** and categorized as low, moderate and high-risk work.
- Section 9.7(a)
 - Low risk – Basic First Aid training
- Section 9.7(b)
 - Moderate risk – Intermediate First Aid training
- Section 9.7(c)
 - High risk – Advanced First Aid training

TWO IMPORTANT CONSIDERATIONS FROM THIS SIGNIFICANT CHANGE

The “Number of Workers” requirement has been removed because that is taken into consideration as one of the factors in the Risk Assessment!

The Working Alone clause was removed because a Risk Assessment would determine what level was needed ...and may not be the Basic level!

OTHER MINOR CHANGES...

- Section 9.11(2)
 - The required first aid kit contents are a minimum requirement and that more can be added to the kit if appropriate under the circumstances
- Adequate emergency lighting has been added as a requirement for first aid rooms.
- The Transition Period allows for the expiry date of the workplace first aider's current First Aid certificate.

COMPONENTS OF A RISK ASSESSMENT

A REVIEW OF THE LEGISLATED REQUIREMENTS
WITH AN OHS OFFICER

IDENTIFICATION OF HAZARDS

- Section 9.3(4)(a)
- Identify hazards at the workplace that could result in work-related injury or illness
 - Use input from the Safety Representative, members of the Safety Committee or workers
 - Use workplace safety checklists
 - Research potential hazards from online resources (ie. Google)

IDENTIFICATION OF RISK

- Section 9.3(4)(b)
- What injuries and illnesses could occur in the workplace?
- Assess the type of risk, the potential severity, and the likelihood of something happening to a worker that would require first aid.
- There are a number of things to consider

THE CHARACTERISTICS OF THE WORKPLACE



THE NUMBER OF WORKERS AT THE WORKPLACE PER SHIFT



INDUSTRY SECTOR TRENDS



THE ORGANIZATIONS HISTORY OF WORKPLACE FIRST AID INCIDENTS

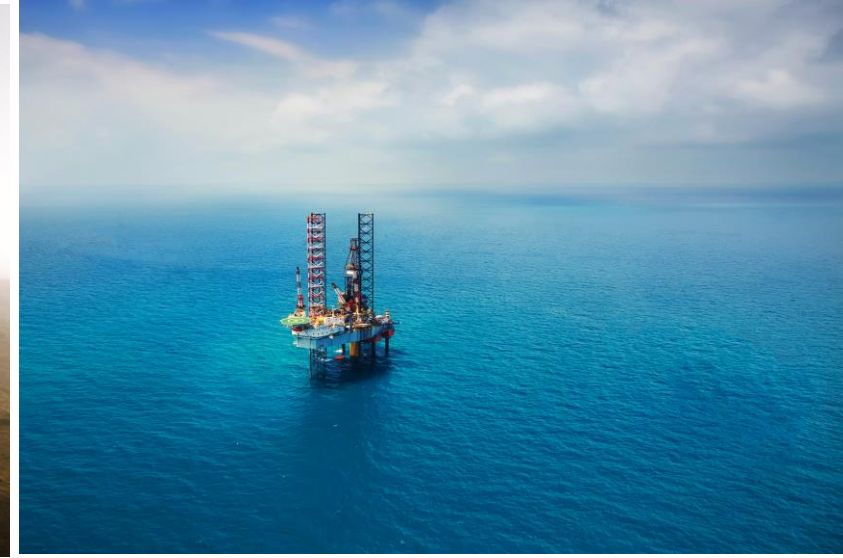


- **Section 9.10** requires every workplace to keep a record of first aid treatment.
- This needs to be reviewed as part of the first aid risk assessment.

THE PROXIMITY OF TRAINED WORKPLACE FIRST AIDERS TO PROVIDE FIRST AID



ACCESSIBILITY TO EMERGENCY MEDICAL SERVICES



WORK PATTERNS

- Consider:
 - Shift work
 - Workers on shared sites
 - Multi-occupied sites
 - Planned and unplanned leave of workplace first aiders

MODES OF TRANSPORTATION FOR TRANSPORTING INJURED WORKER



ANY SPECIAL NEEDS

- Consider:
 - Workers with disabilities
 - Known medical conditions



IDENTIFICATION OF APPROPRIATE FIRST AID SUPPLIES AND SERVICES



ADDITIONAL REQUIREMENTS

- The Risk Assessment is to be reviewed annually
 - This should be documented as proof of due diligence
- If the OHS Officer determines the Risk Assessment is inadequate for the workplace, the OHS Officer can specify additional first aid supplies or services be provided by the employer.

APPLYING THE LEGISLATION

LET'S LOOK AT SOME SAMPLE WORKPLACES

EXAMPLE 1

- 123 Accounting Firm
 - 8 clerical workers
 - 2 partners, 2 staff accountants, 3 accounting technicians, 1 receptionist
 - Staff accountants and accounting technicians work remotely 3 days a week
 - Office location is downtown Charlottetown
 - Previous history for first aid requirements
 - Band-aids for papercuts, tweezers for splinters

EXAMPLE 2

- My Little Pony Daycare
 - 15 workers
 - 1 Administrator, 1 Cook, 1 Cleaner, 10 Early Childhood Educators, 2 ECE Assistants
 - 70 children
 - Daycare location is in Stratford
 - Previous first aid history
 - Cook sliced finger – required stitches; Assistant fell in the playground and broke ankle; Cleaner has diabetes and has had complications; multiple minor cuts and bruises over the years on the children

EXAMPLE 3

- ABC Construction Co.
- 30 workers
 - 4 active sites at different stages of construction
 - 1 with 20 workers in Charlottetown;
 - 1 with 5 workers in Cornwall
 - 1 with 3 workers in Vernon River
 - 1 with 2 workers in Montague
- Previous first aid history
 - Multiple cuts requiring band-aids and gauze; a jammed finger requiring a splint; a foreign object in the eye; a rolled ankle that resulted in a sprain

EXAMPLE 4

- Windmills R Us
- 40 workers across Canada
 - 10 workers in PEI working in teams of 2 at various windmills across PEI
- Previous First Aid History
 - Severed finger; heart attack; blunt trauma to head; broken ribs

GROUP ACTIVITIES

CONFERENCE SURVEY

Please use the QR code to fill out the conference survey or complete one of our paper based surveys.

