

Occupational first aid

Regulation amendment

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Agenda

- 1 Rationale & key amendments
- 2 Workplace class factors
- 3 First aid assessment
- 4 First aid procedures
- 5 Training & equipment requirements
- 6 Implementation timeline & key considerations

First Aid Regulation Amendment

Overview

- Strengthen the requirements in Schedule 3-A for minimum levels of first aid
 - Written first aid assessment & two-part duty when conducting the assessment
 - Employers to consider any additional materials 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.

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
- Annual drills
- Equipment (OHS Guidelines for Part 3: Occupational First Aid)
 - Preliminary revision posted June 10, 2024
- First aid credential changes

Workplace class factors

Workplace Class factors

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

“**less-accessible**” means a workplace that cannot be safely accessed by ambulance personnel, or a workplace that include a work area that cannot be safely accessed by ambulance personnel:

- Cannot be reached by an ambulance travelling by land
- Have work areas where BC Emergency Health Services (BCEHS) ambulance attendants may not be able to access an injured worker safely

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)
- Areas with rough or complex terrain
- Areas where there is a significant risk of avalanche, landslide, flood, or other natural hazards

Examples of less accessible workplaces

- Confined spaces or where there is a risk of entrapment
- Underground work
- Excavations
- Areas that are only accessible by ladders, scaffolds, or temporary work platforms
- Work at high angles, or where an unguarded fall hazard exists
- Work on or over water
- Areas requiring specialized PPE or areas where hazardous atmospheres may exist

Workplace Class

Class 1

workplace other than a class 2, 3 or 4 workplace (i.e., urban work location without barriers)

Class 2

workplace that is a remote workplace but not a less-accessible workplace

Class 3

workplace that is a less-accessible workplace but not a remote workplace

Class 4

workplace that is both a remote workplace and a less-accessible workplace

First aid assessment

s.3.16 – Basic requirements

- (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.

[Find your classification unit, industry, or rate - WorkSafeBC](#)

s.3.16 – Basic requirements

(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.

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.

First Aid Assessment worksheet:

[First aid assessment worksheet](#)

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.

**Developing and implementing
first aid procedures**

Developing and implementing first aid procedures

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 worksite 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,

Communicating first aid procedures to workers

s.3.17 (2)/(3)

(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.

Drills (*new*)

s.3.17 (4)

(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.

**Aligning with the CSA standards –
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.

First aid kit equipment requirements

Current first aid requirements	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

Implementation timeline and key considerations

Key considerations for November 1

- First Aid certificates remain valid until expiration
 - Retraining is not required (unless the attendant's certificate is expired)
- 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 are required annually
- First Aid Guideline posted on WorkSafeBC.com
- Ongoing communication from WorkSafeBC through eNews, WorkSafe magazine, social media; and through industry groups, and Health & Safety Associations

First Aid Website Links

- [First aid requirements - WorkSafeBC](#)
- [OHS Guidelines for Part 3 — Occupational First Aid](#)
- [First aid assessment worksheet](#)
- [Upcoming changes to occupational first aid requirements: Frequently asked questions](#)
- [First aid equipment, supplies, and facilities | WorkSafeBC](#)
- [Minimum first aid requirements | WorkSafeBC](#)
- [Workplace hazard ratings | WorkSafeBC](#)
- [Backgrounder: Occupational first aid regulatory changes | WorkSafeBC](#)