

Updates to First Aid Regulations (2023)



In April 2023, WorkSafeBC approved amendments to the First Aid Regulations that require employers to implement program changes by November 1, 2024.

The goal of these amendments is to reduce confusion around first aid requirements and standardize provincial regulations with national ones set out by the Canadian Standards Association (CSA). These amendments will impact all employers, but primarily those with high-risk workplaces located in remote or less-accessible locations. Due to the breadth of changes, WorkSafeBC has provided employers time to update their internal health and safety policies—requiring complete compliance by November 1, 2024.

Implementation Timeline

To help you better manage your implementation process, here is a suggested timeline and approach through until Nov 1, 2024.

Phase 1 – Recommend to complete by Apr 1:

- Learn about the amendments
- Consider how these amendments will impact your current facility's first aid requirements
- Develop an action plan that includes implementation deadlines and leads for the following key actions:
 - » Complete the written first aid assessment for your workplace
 - » Update to first aid kits to meet CSA Standard Z1220-17
 - » Ensure any new first aid certifications meet CSA Standard Z1210-17
 - » Update written first aid procedures and training modules
 - » Train staff on new procedures
 - » Complete a first aid drill and debrief

Phase 2 – Recommend to complete by Sept 1:

- Begin implementing action plan
- Identify any potential obstacles or challenges
- Consider any supply chain issues that may arise and/or staffing requirements and needs
- Develop a first aid training module covering what workers need to know
- Start training with workers
- Identify and begin conducting site-specific training and orientation for first aid attendants (incl. medical aid, mental health, workplace stress, emerg. response, env't crisis response)

Phase 3 – Final phase, complete by Nov 1:

- Complete any site-specific training and orientation for first aid attendants
- Finalize training with workers
- Conduct a first aid drill with staff and first aid attendances including a debrief to determine what went well and what needs improvement

Additional References

WorkSafeBC Occupational First Aid Regulatory Changes Backgrounder (updated Nov 2023)

| <https://www.worksafebc.com/en/resources/law-policy/act-amendments/regulatory-changes-backgrounder-occupational-first-aid>

First Aid Requirements | <https://www.worksafebc.com/en/health-safety/create-manage/first-aid-requirements>