Human Resources Legislative Update

Ontario Launches First Aid Modernization Consultation

Date: January 12, 2021

The Ministry of Labour, Training and Skills Development (Ministry) has launched a "First Aid Modernization" consultation on transferring the responsibility for first aid from the Workplace Safety and Insurance Board (WSIB) to the Ministry.

Currently, the WSIB administers Regulation 1101, First Aid Requirements, made under the *Workplace Safety and Insurance Act, 1997*. Regulation 1101 applies to a majority, but not all, of provincially regulated workplaces.

The Ministry is proposing to revoke Regulation 1101, enact a new first aid regulation under the Occupational Health and Safety Act (OHSA), and develop new first aid standards approved by the Chief Prevention Officer (CPO). Enforcement of first aid requirements would be done by the Ministry. The Ministry states that an objective of this proposal is to bring all health and safety requirements under one statute, the OHSA.

Further to this proposal, the Ministry has issued a consultation paper seeking feedback from interested stakeholders on a number of issues. These issues include but are not limited to:

- concerns with the extension of first aid requirements to workplaces not currently covered by Regulation 1101
- concerns with including Canadian Standards Association (CSA) minimum requirements for first aid kits in a new regulation under the OHSA
- concerns with incorporating the current requirements under Regulation 1101 related to first aid stations and rooms into the new OHSA regulation (these requirements are not found in the current CSA specifications)
- any unique first aid requirements that should be considered for places of remote work, and
- input on developing first aid training and training provider standards that would be approved by the CPO (including input on barriers faced by those seeking to access first aid training).

The Ministry is seeking comments by February 22, 2021.

Should you wish to make submissions on this proposal and require assistance, please contact your regular Hicks Morley lawyer.