

Bill 30 OHS Changes

Bill 30, *An Act to Protect the Health and Well-being of Working Albertans*, brings significant changes to Alberta OHS.

Purpose: Bill 30 is meant to improve workplace health and safety and provide fair compensation and meaningful support to injured workers and their families. The changes would also ensure Alberta workers have the same rights and protections as other Canadians.

When: New OHS Act comes into effect **June 1, 2018**. WCB Act changes are effective January 1, 2018, while others will become effective at different times in 2018.

What: Some of the principal changes that may affect continuing care operators across the province include:

- For employers with 20 + employees, Joint Occupational Health and Safety Committees will be mandatory across all industries
- For employers with 20 + employees, a Health and Safety Management System with mandated elements will be mandatory across all industries. Required elements would include:
 - OHS policy
 - Hazard assessment
 - Incident investigation
 - Emergency response
 - Responsibilities of work site parties
 - Schedule and procedure for inspections
 - Procedures to deal with OHS issues when another employer or self-employed person works on site
 - Orientation and training
 - Procedure for worker participation
 - Review and revise program every 3 years or when conditions change

**For those operators with a current Certificate of Recognition, it is expected that the key elements of a Health and Safety Management System are already in place. However, this is a good opportunity to compare your last COR audit to the legislative changes. Having COR does not necessarily make you compliant to legislation.*

- Roles and responsibilities for existing work site parties, which include employers, workers, prime contractors, and suppliers will be updated to enhance accountability.
- New roles and responsibilities for supervisors, owners, service providers, self-employed persons and temporary staffing agencies will be added to enhance accountability.
- Under the WCB Act, the maximum insurable earnings cap of \$98,700 will be removed
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- Under the WCB Act, employers will be obligated to return injured workers to work and actively engage those workers in any return-to-work planning. Employers will also have a duty to accommodate consistent with the Alberta Human Rights Act

The CCSA is committed to helping organizations meet legislation and improve health and safety for all workers. We are scheduling Health and Safety Program reviews for members and non-members to help you address any gaps you may have in complying with Bill 30.

To request a Health and Safety Program review, please complete the CCSA [Health and Safety Program Review Request Form](#). Upon receipt of your completed form, you will be contacted by CCSA staff to discuss dates and costs for the tailored review.

Note: *This review is meant to help you improve your workplace health and safety system and determine gaps and opportunities to better meet OHS legislation; it does not address the entirety of the Occupational Health and Safety Act, Regulations and Code.*

Resources

- [AB Gov announcement](#): Bill 30: An Act to Protect the Health and Well-being of Working Albertans
- [Review the OHS changes](#)
- [WCB policy changes](#) as a result of OHS changes
- [Register for webinars](#) on OHS Act changes