

Change highlights: First aid – Part 11 in the OHS Code

OHS information for work site parties and training providers

This bulletin introduces changes in First aid – Part 11 of the Occupational Health and Safety Code.

IMPORTANT

This is an overview of updates effective March 31, 2023. Consult the law directly to make sure you comply with all applicable requirements.

KEY INFORMATION

- Part 11 identifies requirements for workplace first aid training, equipment, and supplies.
- Key changes include:
 - Harmonizing workplace first aid requirements in Canada.
 - Providing flexibility in implementation.
 - Clarifying requirements for work site parties, training agencies, service providers, and workplace first aiders.

First aid training

First aid training for workers must now meet CSA Standard Z1210-17 (*First aid training for the workplace – Curriculum and quality management for training agencies*). Here's how this change affects training providers and work site parties.

Training providers

[Approved first aid training](#) providers in Alberta have previously updated the curriculum of their courses as follows:

- “Emergency first aid” equals CSA Standard Z1210-17 “basic first aid”.
- “Standard first aid” equals CSA Standard Z1210-17 “intermediate first aid”.
- “Advanced first aid” equals CSA Standard Z1210-17 “advanced first aid”.

Effective March 31, 2023, training providers must also update course names to align with the national standard.

Work site parties

Workplace first aiders are not required to get new certificates or complete new first aid training before their valid first aid certificate's expiry date.

For example, a worker who has a current emergency first aid training certificate from an approved training agency is

considered to have basic first aid training, until the certificate expires. The first aider will recertify by taking a basic first aid course from an approved training provider.

First aid services, supplies and equipment

How to determine your work site needs

Prime contractors – or the employer, if there is no prime contractor – must refer to Tables 4-7 in Schedule 2 of the Occupational Health and Safety Code to determine the level of first aid services, supplies, kits and equipment they are required to provide at the work site.

These tables are updated to harmonize with the national standards. The tables still – as in earlier versions of the code – require the following considerations:

- Whether work performed on site is classified as low, medium or high hazard.
- The number of workers per shift.
- The distance the work site is from a medical facility.

First aid kits

First aid kits must now meet CSA Standard Z1220-17 (*First aid kits for the workplace*). By [Director Order](#), Alberta OHS has permitted employers to use applicable CSA standard kits since May 2022. However, if you are a prime contractor or employer with an Alberta Type P, No. 2 or No. 3 first aid kit at your work site, you may have to add additional items in order for your kit to meet the new standards.

To help with this, you can use the [tables](#) at the end of this resource. These tables compare the previous and current kit requirements. It may also be helpful to understand that the CSA standard organizes first aid kits as follows:

- There are three types of CSA standard kits:
 - Type 1 kits are for personal use.
 - Type 2 are for basic first aid in low and medium risk environments.
 - Type 3 are for intermediate first aid in higher risk environments.
- Type 2 and Type 3 CSA standard kits come in three sizes. If your work site requires either a Type 2 or 3 kit, you have to figure out what size is required:
 - Small kits are for two to 25 workers per shift.

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- Medium kits are for 26 to 50 workers per shift.
- Large kits are for 51 to 100 workers per shift.

SAMPLE SCENARIO

An employer operates a medium hazard work site that is located less than 20 minutes from a medical facility. There are 20 workers per shift.

Under the previous code, the employer had to provide an Alberta No. 2 first aid kit on site. The employer also had to ensure there was one emergency and one standard first aider available each shift.

Referencing the current code (Tables 4-7, Schedule 2), the employer determines they must now provide a CSA Standard Z1220-17 Type 2 first aid kit, size small. They must also ensure one basic and one intermediate first aider are available each shift.

The employer can use the [tables](#) at this end of this resource to see what they have to add to their No. 2 first aid kit, to equal a small CSA Type 2 kit. This must be done on or before March 31, 2023.

The workplace first aiders meet current requirements, until their certificates expire. When they recertify, the emergency first aiders will take basic first aid training from an approved training provider, and the standard first aiders, intermediate first aid training.

Emergency transportation

A prime contractor – or the employer, if there is no prime contractor – is responsible for developing and implementing an emergency transportation plan.

The prime contractor or employer has flexibility to choose the method of transportation. The emergency transportation plan must ensure the workers' health and safety is protected during transport to a health care facility. The plan has to be suitable for illness or injuries that may occur at the site.

Unless there are three or fewer workers at the work site, the prime contractor or employer must ensure ill or injured workers are accompanied by a first aider during emergency transport.

First aid provision in medical settings

Hospitals, medical clinics, physicians' offices, or nursing homes as defined in the *Nursing Homes Act* no longer need to apply to Alberta OHS for an acceptance for first aider requirements. This is only applicable where a physician, nurse or licensed practical nurse is readily available.

Reporting and recording illness or injury

If a worker has an illness or injury at the work site, they must still report it as soon as possible – but now, they report to the prime contractor (or the employer, if there is no prime contractor).

As applicable, the prime contractor or employer must still record the illness or injury as soon as possible.

Note that the previous term “acute illness or injury” is changed to “illness or injury” in the current code. This aligns with the new CSA standard. It also makes it clear that prime contractors or employers must record all illnesses or injuries for which first aid is provided. (Prime contractors and employers may need to update their first aid procedures to reflect the new term and clarified scope.)

First aid records access

There is no change to restrictions regarding who can access first aid records. Only the worker referenced by a first aid record can access that record, unless:

- The record does not identify the worker.
- The worker gave written permission for access.
- The record is required to be accessed, used, or disclosed as a requirement by law.

Definitions

Several terms in Part 11 have been added, changed, or removed to align with the new adoption of CSA first aid standards in the Occupational Health and Safety Code. For instance, “basic first aider” replaces “emergency first aider”, and “intermediate first aider” replaces “standard first aider” as defined terms. Other notable changes include:

- The definition of “advanced first aider” has been updated to remove the reference to a nurse. However, Schedule 2, Tables 6 and 7 will still require nurses to have advanced first aid training (or [an acceptance](#)), if they work at sites other than hospitals, medical clinics, physicians offices or nursing homes.
- “Medium hazard work” means work described in Schedule 2, Table 2. The definition clarifies that medium hazard work is any work not described as low or high hazard.

Contact us

OHS Contact Centre

Anywhere in Alberta

- 1-866-415-8690

Edmonton and surrounding area

- 780-415-8690

Deaf or hard of hearing (TTY)

- 1-800-232-7215 (Alberta)
- 780-427-9999 (Edmonton)

Notify OHS of health and safety concerns

alberta.ca/file-complaint-online.aspx

Call the OHS Contact Centre if you have concerns that involve immediate danger to a person on a work site.

Report a workplace incident to OHS

alberta.ca/ohs-complaints-incidents.aspx

Website

alberta.ca/ohs

Get copies of the OHS Act, Regulation and Code

Alberta King's Printer

alberta.ca/alberta-kings-printer.aspx

OHS

alberta.ca/ohs-act-regulation-code.aspx

For more information

Applying for an OHS acceptance or approval (LI030)

ohs-pubstore.labour.alberta.ca/li030

CSA standards (free account required)

community.csagroup.org/login.jspa

Director order (alignment of requirements with the National Health and Safety Reconciliation Agreement (personal protective equipment and first aid)

open.alberta.ca/publications/ohs-director-order-alignment-with-national-health-safety-reconciliation-agreement

First aid training (includes list of approved first aid trainers)

alberta.ca/first-aid-training.aspx

OHS Code review

alberta.ca/ohs-code-review.aspx

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TABLE 1: ALBERTA Type P first aid kit compared to CSA Type 1: personal first aid kit

| Type P first aid kit (previous) | Quantity | Type 1: Personal first aid kit (new, based on CSA standard) | Quantity |
|--|----------|---|----------|
| Sterile adhesive dressings assorted sizes, individually packaged | 10 | Adhesive bandages, sterile, assorted (standard strip, large fingertip, knuckle, large patch) | 16 |
| 10 x 10 cm sterile gauze pads, individually packaged | 5 | Gauze pad, sterile individually wrapped, 7.6 x 7.6 cm (3 x 3 in) | 6 |
| 10 x 10 cm sterile compress dressing, with ties | 1 | Compress/pressure dressing with ties, sterile, 10.2 x 10.2 cm (4 x 4 in) | 2 |
| Antiseptic cleansing towelettes, individually packaged | 5 | Antiseptic wound cleansing towelette, individually wrapped | 6 |
| Cotton triangular bandage | 1 | Triangular bandage, cotton, with 2 safety pins, 101.6 x 101.6 x 142.2 cm (40 x 40 x 56 in) | 1 |
| Waterproof waste bag | 1 | Biohazard waste disposal bag (single use) | 1 |
| Pair of disposable surgical gloves | 1 | Examination gloves, disposable, medical grade, one-size, non-latex, powder free | 2 pairs |
| | | Adhesive tape 2.5 cm x 2.3 m (1 in x 2.5 yd) <u>NEW</u> | 1 roll |
| | | Antibiotic ointment, topical, single use <u>NEW</u> | 2 |
| | | Conforming stretch bandage, relaxed length, individually wrapped, 5.1cm x 1.8 m (2 in x 2 yd) <u>NEW</u> | 1 roll |
| | | Hand/skin cleansing towelette, individually wrapped (or equivalent) <u>NEW</u> | 4 |
| | | Splinter forceps/tweezers, fine point, stainless steel, minimum 11.4 cm (4.5 in) <u>NEW</u> | 1 |
| | | Contents list <u>NEW</u> | 1 |

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TABLE 2: Alberta No. 2 first aid kit compared to CSA Type 2: basic first aid kit

| Alberta No. 2 first aid kit (previous) | Quantity | Type 2: Basic first aid kits (new, based on CSA standard) | Quantity | |
|--|----------------------------------|---|----------|-------|
| | | | Sm | Lg |
| Sterile adhesive dressings, individually packaged | 50 | Adhesive bandages, sterile, assorted sizes (standard strip, large fingertip, knuckle, large patch) | 25 | 50 |
| 10 x 10 cm sterile gauze pads, individually packaged | 20 | Gauze pad, sterile individually wrapped, 7.6 x 7.6 cm (3 x 3 in) | 12 | 24 |
| Sterile abdominal dressing, 20 x 25 cm | 1 | Abdominal pad, sterile, individually wrapped, 12.7 x 22.9 cm (5 x 9 in) | 1 | 2 |
| 10 x 10 cm sterile compress dressing, with ties, individually packaged | 3 | Conforming stretch bandage, relaxed length, individually wrapped, 5.1 cm x 1.8 m (2 in x 2 yd) | 1 | 2 |
| Conform gauze bandages 75 mm wide | 2 | Conforming stretch bandage, relaxed length, individually wrapped, 7.6 cm x 1.8 m (3 in x 2 yd) | 1 | 2 |
| 15 x 15 cm sterile compress dressings with ties, individually packaged | 3 | Compress/pressure dressing with ties, sterile, 10.2 x 10.2 cm (4 x 4 in) | 2 | 4 |
| Cotton triangular bandages | 4 | Triangular bandage, cotton, with 2 safety pins, 101.6 x 101.6 x 142.2 cm (40 x 40 x 56 in) | 2 | 4 |
| Antiseptic cleansing towelettes, individually packaged | 10 | Antiseptic wound cleansing towelette, individually wrapped | 25 | 50 |
| Resuscitation barrier device, with one-way valve | 1 | CPR resuscitation barrier device, with one-way valve | 1 | 1 |
| Pair of disposable surgical gloves | 6 | Examination gloves, disposable, medical grade, one-size, non-latex, powder free | 4 | 8 |
| Waterproof waste bag | 1 | Biohazard waste disposal bag, single use | 1 | 2 |
| Pair of scissors | 1 | Bandage scissors, stainless steel (with angled, blunt tip). | 1 | 1 |
| Pair of tweezers | 1 | Splinter forceps/tweezers, fine point, stainless steel, minimum 11.4 cm (4.5 in) | 1 | 1 |
| Inventory of kit contents | 1 | Contents list | 1 | 1 |
| Adhesive tape, 25 mm x 4.5 m roll | 1 | Adhesive tape, 2.5 cm (1 in) | 2.3 m | 4.6 m |
| Crepe tension bandages 75 mm wide | <u>NO LONGER REQUIRED</u> | Antibiotic ointment, topical, single use <u>NEW</u> | 6 | 12 |
| First aid instruction manual (condensed) | <u>NO LONGER REQUIRED</u> | Hand/skin cleansing towelette, individually wrapped (or equivalent) <u>NEW</u> | 6 | 12 |
| Sterile, dry eye dressing | <u>NO LONGER REQUIRED</u> | Emergency blanket, aluminumized, non-stretch polyester, minimum 132 x 213 cm (52 x 84 in) <u>NEW</u> | 1 | 1 |
| Safety pins, assorted sizes | <u>NO LONGER REQUIRED</u> | | | |
| | 8 | | | |

Type 2 kits are for basic first aid in low and medium risk work environments. Small kits are for two to 25 workers per shift; medium, 26 to 50 workers per shift; large, 51 to 100 workers per shift. Consult Tables 5, 6 and 7 in Schedule 2 of the Occupational Health and Safety Code directly to know what first aid kit is required at your work site.

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TABLE 3: Alberta No. 3 first aid kit compared to CSA Type 3: intermediate first aid kits

| Alberta No. 3 first aid kit (previous) | Quantity | Type 3: Intermediate first aid kits (new, based on CSA standard) | Quantity | | |
|--|----------|--|---------------|-------------|-------------|
| | | | Sm | Med | Lg |
| Sterile adhesive dressings assorted sizes, individually packaged | 100 | Adhesive bandages, sterile, assorted (standard strip, large fingertip, knuckle large patch) | 25 | 50 | 100 |
| 10 x 10 cm sterile gauze pads, individually wrapped | 50 | Gauze pad, sterile individually wrapped, 7.6 x 7.6 cm (3 x 3 in) | 12 | 24 | 48 |
| Sterile abdominal dressing, 20 x 25 cm | 4 | Abdominal pad, sterile, individually wrapped, 12.7 x 22.9 cm (5 x 9 in) | 1 | 2 | 4 |
| 10 x 10 cm sterile compress dressing, with ties | 6 | Conforming stretch bandage, relaxed length, individually wrapped, 5.1 cm x 1.8 m (2 in x 2 yd) | 1 roll | 2 rolls | 4 rolls |
| Conform gauze bandages 75 mm wide | 6 | Conforming stretch bandage, relaxed length, individually wrapped, 7.6 cm x 1.8 m (3 in x 2 yd) | 1 roll | 2 rolls | 4 rolls |
| 15 x 15 cm sterile compress dressings with ties, individually packaged | 6 | Compress/pressure dressing with ties, sterile, 15.2 x 15.2 cm (6 x 6 in) | 1 | 2 | 4 |
| Cotton triangular bandage | 12 | Triangular bandage, cotton, with 2 safety pins, 101.6 x 101.6 x 142.2 cm (40 x 40 x 56 in) | 2 | 4 | 8 |
| Adhesive tape, 25 mm x 4.5 m roll | 2 | Adhesive tape 2.5 cm (1 in), quantity represents total length required. | 2.3 m (2.5yd) | 4.6 m (5yd) | 9.1m (10yd) |
| Crepe tension bandages 75 mm wide | 4 | Elastic support/compression bandage, 7.6 cm (3 in) | 1 | 2 | 2 |
| Sterile eye dressings, individually packaged | 2 | Eye dressing pad, sterile, and eye shield with elastic strap | 2 sets | 2 sets | 4 sets |
| Antiseptic cleansing towelettes, individually wrapped | 24 | Antiseptic wound cleansing towelette, individually wrapped | 25 | 50 | 100 |
| Resuscitation barrier device, with one-way valve | 1 | CPR resuscitation barrier device, with one-way valve | 1 | 1 | 1 |
| Pairs of disposable surgical gloves | 12 | Examination gloves, disposable, medical grade, one-size, non-latex, powder-free | 4 pairs | 8 pairs | 16 pairs |
| Waterproof waste bag | 2 | Biohazard waste disposal bag, single use | 1 | 4 | 8 |
| Pair of scissors | 1 | Bandage scissors, stainless steel (with angled, blunt tip) minimum 14 cm (5.5 in) | 1 | 1 | 1 |
| Pair of tweezers | 1 | Splinter forceps/tweezers, fine point, stainless steel, minimum 11.4 cm (4.5 in) | 1 | 1 | 1 |
| Tubular finger bandage with applicator | 1 | Splint, padded, malleable, minimum size 10.2 x 61 cm (4 x 24 in) | 1 | 1 | 2 |
| Inventory of kit contents | 1 | Contents list | 1 | 1 | 1 |
| First aid instruction manual (condensed) | 1 | Antibiotic ointment, topical, singular use NEW | 6 | 12 | 24 |
| NO LONGER REQUIRED | | Cold pack, instant (or equivalent) NEW | 1 | 2 | 4 |
| Safety pins, assorted sizes NO LONGER REQUIRED | 12 | Compress/pressure dressing with ties, sterile, 10.2 x 10.2 cm (4 x 4 in) NEW | 1 | 2 | 4 |
| | | Emergency blanket, aluminized, non-stretch polyester, minimum 132 x 213 cm (52 x 84 in) NEW | 1 | 2 | 2 |
| | | Gauze pad, sterile individually wrapped, 10.2 x 10.2 cm (4 x 4 in) NEW | 6 | 12 | 24 |
| | | Glucose tablets, 4 g (10 per package) or acceptable alternative NEW | 1 pkg | 2 pkg | 2 pkg |
| | | Hand/skin cleansing towelette, individually wrapped (or equivalent) NEW | 6 | 12 | 24 |
| | | Non-adherent dressing, sterile, individually wrapped, 5.1 x 7.6 cm (2 x 3 in) NEW | 4 | 8 | 16 |
| | | Tourniquet, arterial NEW | 1 | 1 | 1 |

Type 3 kits are for intermediate first aid in higher risk work environments. Small kits are for two to 25 workers per shift; medium, 26 to 50 workers per shift; large, 51 to 100 workers per shift. Consult Tables 5, 6 and 7 in Schedule 2 of the Occupational Health and Safety Code directly to know what first aid kit is required at your work site.

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TABLE 4: Alberta No. 2 first aid kit compared to CSA Type 3: Intermediate first aid kits

| Alberta No. 2 first aid kit (previous) | Quantity | Type 3: Intermediate first aid kits (new, based on CSA standard) | Sm | Med | Lg |
|--|---------------------------|--|---------------|-------------|-------------|
| Sterile adhesive dressings assorted sizes, individually packaged | 50 | Adhesive bandages, sterile, assorted (standard strip, large fingertip, knuckle large patch) | 25 | 50 | 100 |
| 10 x 10 cm sterile gauze pads, individually wrapped | 20 | Gauze pad, sterile individually wrapped, 7.6 x 7.6 cm (3 x 3 in) | 12 | 24 | 48 |
| Sterile abdominal dressing, 20 x 25 cm | 1 | Abdominal pad, sterile, individually wrapped, 12.7 x 22.9 cm (5 x 9 in) | 1 | 2 | 4 |
| 10 x 10 cm sterile compress dressing, with ties | 3 | Conforming stretch bandage, relaxed length, individually wrapped, 5.1 cm x 1.8 m (2 in x 2 yd) | 1 roll | 2 rolls | 4 rolls |
| Conform gauze bandages 75 mm wide | 2 | Conforming stretch bandage, relaxed length, individually wrapped, 7.6 cm x 1.8 m (3 in x 2 yd) | 1 roll | 2 rolls | 4 rolls |
| 15 x 15 cm sterile compress dressings with ties, individually packaged | 3 | Compress/pressure dressing with ties, sterile, 15.2 x 15.2 cm (6 x 6 in) | 1 | 2 | 4 |
| Cotton triangular bandage | 4 | Triangular bandage, cotton, with 2 safety pins, 101.6 x 101.6 x 142.2 cm (40 x 40 x 56 in) | 2 | 4 | 8 |
| Adhesive tape, 25 mm x 4.5 m roll | 1 | Adhesive tape 2.5 cm (1 in), quantity represents total length required. | 2.3 m (2.5yd) | 4.6 m (5yd) | 9.1m (10yd) |
| Crepe tension bandages 75 mm wide | 2 | Elastic support/compression bandage, 7.6 cm (3 in) | 1 | 2 | 2 |
| Sterile eye dressings, individually packaged | 1 | Eye dressing pad, sterile, and eye shield with elastic strap | 2 sets | 2 sets | 4 sets |
| Antiseptic cleansing towelettes, individually wrapped | 10 | Antiseptic wound cleansing towelette, individually wrapped | 25 | 50 | 100 |
| Resuscitation barrier device, with one-way valve | 1 | CPR resuscitation barrier device, with one-way valve | 1 | 1 | 1 |
| Pairs of disposable surgical gloves | 6 | Examination gloves, disposable, medical grade, one-size, non-latex, powder-free | 4 pairs | 8 pairs | 16 pairs |
| Waterproof waste bag | 1 | Biohazard waste disposal bag, single use | 1 | 4 | 8 |
| Pair of scissors | 1 | Bandage scissors, stainless steel (with angled, blunt tip) minimum 14 cm (5.5 in) | 1 | 1 | 1 |
| Pair of tweezers | 1 | Splinter forceps/tweezers, fine point, stainless steel, minimum 11.4 cm (4.5 in) | 1 | 1 | 1 |
| Inventory of kit contents | 1 | Contents list | 1 | 1 | 1 |
| First aid instruction manual (condensed) | 1 | Splint, padded, malleable, minimum size 10.2 x 61 cm (4 x 24 in) | 1 | 1 | 2 |
| NO LONGER REQUIRED | | | | | |
| Safety pins, assorted sizes | NO LONGER REQUIRED | Antibiotic ointment, topical, singular use NEW | 6 | 12 | 24 |
| | | Cold pack, instant (or equivalent) NEW | 1 | 2 | 4 |
| | | Compress/pressure dressing with ties, sterile, 10.2 x 10.2 cm (4 x 4 in) NEW | 1 | 2 | 4 |
| | | Emergency blanket, aluminumized, non-stretch polyester, minimum 132 x 213 cm (52 x 84 in) NEW | 1 | 2 | 2 |
| | | Gauze pad, sterile individually wrapped, 10.2 x 10.2 cm (4 x 4 in) NEW | 6 | 12 | 24 |
| | | Glucose tablets, 4 g (10 per package) or acceptable alternative NEW | 1 pkg | 2 pkg | 2 pkg |
| | | Hand/skin cleansing towelette, individually wrapped (or equivalent) NEW | 6 | 12 | 24 |
| | | Non-adherent dressing, sterile, individually wrapped, 5.1 x 7.6 cm (2 x 3 in) NEW | 4 | 8 | 16 |
| | | Tourniquet, arterial NEW | 1 | 1 | 1 |

Type 3 kits are for intermediate first aid in higher risk work environments. Small kits are for two to 25 workers per shift; medium, 26 to 50 workers per shift; large, 51 to 100 workers per shift. Consult Tables 5, 6 and 7 in Schedule 2 of the Occupational Health and Safety Code directly to know what first aid kit is required at your work site.

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