



What do Employers Need to Know About First Aid & CPR Compliance?

All employers in Ontario must follow the First Aid Requirements in Regulation 1101.

Workplaces with 1-5 employees must have at least one worker on site at all times that has a valid Basic (formerly Emergency) First Aid certificate or higher from a WSIB approved training organization (Training For Life is approved).

Workplaces with 6-15 employees must have at least one worker on site at all times that has a valid Intermediate (formerly Standard) First Aid certificate or higher from a WSIB approved training organization (Training For Life is approved).

Workplaces with 16-200 employees must have at least two workers on site at all times that has a valid Intermediate (formerly Standard First Aid certificate or higher from a WSIB approved training organization (Training For Life is approved).

Employers must cover any cost for First Aid Training, First Aid Kits and Supplies.

Employers must inspect First Aid equipment at least once every three months.

First Aid stations must be easy to find and in charge of a worker who has a valid First Aid certificate.

Employers must post First Aid certificates and kit inspection cards in an area that all workers can easily access.

Employers must keep a detailed record of all incidents and any First Aid treatment given.

The First Aid requirements for workers working off site are the same as for workers on site.

All vehicles used for work purposes should be equipped with a First Aid Kit.

As a best practice an employer should conduct an assessment of their workplace to determine how many First Aiders are needed based on factors such as size and layout of the workplace. Factors such as sick days, vacation, employees working from home, employee not able to access all areas of the work should be taken into consideration. It may take four or more employees per shift to be trained in First Aid to meet the requirements of Regulation 1101.

As of June 1, 2023 Your business may need a Naloxone Kit and training.

Failure to be compliant puts your employees and your business at risk.
kathy@trainingforlife.ca www.trainingforlife.ca 7058882545