

# RECOMMENDED IMPLEMENTATION TIMELINE FOR FIRST AID AMENDMENTS

In response to WorkSafeBC's approved [First Aid Amendments](#), go2HR has developed a suggested implementation timeline to support employers in the transition. A phased approach to the changes is recommended and go2HR will circulate further updates and resources for employers, in order to plan for and implement the changes leading up to November 1, 2024.

<b>Step 1- Summer/Fall 2023</b>
<ol style="list-style-type: none"><li>1. Read the new amendments</li><li>2. Start thinking about what the upcoming changes will mean for your workplace</li></ol>
<b>Step 2- Winter/Spring 2024</b>
<ol style="list-style-type: none"><li>1. Create an action plan (including due dates and assigned responsibility) for identified action items. This list should include the following:<ol style="list-style-type: none"><li>a. Complete the written first aid assessment</li><li>b. Update first aid kits to meet CSA Standard Z1220-17</li><li>c. Ensure any new first aid certifications meet CSA Standard Z1210-17</li><li>d. Update written first aid procedures and training modules</li><li>e. Train staff on the new procedures</li><li>f. Complete a first aid drill and debrief</li></ol></li></ol> <p><i>Note: Take into consideration your peak season(s), assessing when you will have time to complete the tasks and the availability of staff</i></p>
<b>Step 3- Summer 2024</b>
<ol style="list-style-type: none"><li>1. Start executing the action items as per the action plan developed in Step 2:<ol style="list-style-type: none"><li>a. Complete the written first aid assessment for your workplace</li><li>b. Update the first aid kits and order new supplies, if needed</li><li>c. Ensure first aid certificates are appropriate and enroll team members in training, if needed</li><li>d. Update written first aid procedures to include requirements from new regulation</li></ol></li></ol> <p><i>Note: Any new first aid certifications should meet the CSA Standard Z1210-17. However, to facilitate a smooth transition and honour certifications issued before November 1, 2024, new certification requirements will only be required as of November 1, 2027</i></p>
<b>Step 4- Fall 2024:</b>
<ol style="list-style-type: none"><li>1. Ensure progression toward full implementation of the changes</li><li>2. Follow up with any outstanding items on the action plan:<ol style="list-style-type: none"><li>a. Develop a first aid training module covering what workers need to know</li><li>b. Conduct training with workers</li><li>c. Conduct site-specific training and orientation for first aid attendants including considerations such as stay at work, modified duties, medical aid, mental health, and critical incident stress management supports</li><li>d. Conduct a first aid drill with staff and first aid attendants including a debrief to determine what went well and what needs improvement</li></ol></li></ol>
<b>November 1, 2024: Full transition to new First Aid regulatory requirements by all employers</b>