

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.

Step 1 – Summer 2024

While continuing with your current First Aid Program through the busy summer season consider completing the following actions:

1. Conduct a mock First Aid Assessment for your workplace using WorkSafeBC's [First Aid Assessment Worksheet](#)
2. With your assessment results in mind, become familiar with what the new requirements mean for you by reviewing available resources:
 - a. [First Aid Changes – FAQ's](#)
 - b. [First Aid Equipment, Supplies, & Facilities](#)
 - c. [Minimum First Aid Requirements](#)
 - d. [Workplace Hazard Ratings](#)
 - e. [First Aid Training Providers](#)
3. Start planning to tackle tasks such as buying supplementary first aid supplies, updating first aid procedures, and planning a first aid drill.
4. For further understanding, consider reviewing the amendments and updates themselves:
 - a. [The amendments to the OHS Regulation](#)
 - b. [The preliminary OHS Guidelines](#)
5. [Get in touch with our Health and Safety Team](#) for one-on-one guidance to better understand and implement these changes.
6. Keep your eyes open for future updates by adding this webpage to your favourites and signing up for employer [newsletters and e-Blasts](#).

Step 2 – Fall 2024

1. Assign responsibility and due dates for action items, such as:
 - a. Complete an official [written first aid assessment](#)
 - b. Update first aid kits to meet CSA Standard Z1220-17
 - c. Ensure any new first aid certifications meet CSA Standard Z1210-17
 - d. Update written first aid procedures and training modules
 - e. Train staff on the new procedures
 - f. Complete a first aid drill and debrief
2. Follow up with outstanding items on the action plan and ensure completion.

Important Notes:

- *Take into consideration your peak season(s), assessing when you will have time to complete the tasks and the availability of staff*
- *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*
- *Consult the JHSC or Worker Health and Safety Representative(s) when planning and implementing new First Aid Program elements*

November 1, 2024: Full transition to new First Aid Regulatory requirements by all employers