

First aid program

Program overview

All employers covered by the **Workplace Safety & Insurance Act** are required to have first aid equipment, facilities and trained workers in all workplaces. The **First Aid Requirements (Regulation 1101)** (PDF) states what each employer is required to provide.

In summary:

- The expense of first aid equipment and services is the responsibility of the employer
- First aid equipment must be inspected at least quarterly
- First aid stations must be easily accessible and near a worker who has a valid first aid certificate from a WSIB-recognized training organization
- Employers must post the first aid poster (Form 82), first aid certificates, and kit inspection card
- Employers must keep detailed records of all incidents and first aid treatment given

First aid kits

You may assemble your own first aid kit for your workplace, using **Regulation 1101** (PDF) as a guide. You may also purchase ready-made first aid kits from the supplier of your choice. The WSIB does not endorse any particular first aid kit vendor.

First aid training for workers

1. What training is required?

Training depends on the number of workers per shift at a workplace:

- a) For workplaces with 5 or fewer workers on any one shift, an **Emergency First Aid** certificate is required. This program consists of 6.5 hours of instruction.
- b) For workplaces with 6 or more workers on any shift, a **Standard First Aid** certificate is required. This program consists of 13 hours of instruction.

2. Is CPR training equivalent to first aid training?

No, CPR is a mandatory module as part of a first aid training program.

3. Who can deliver first aid training?

Training is available through providers approved by the WSIB.

4. How many people do I need to have trained in first aid?

Employers must ensure that first aid stations are under the care of a worker with a valid first aid certificate at all times when work is in progress. Employers with more than one shift require first aiders for **each shift**. Having multiple trained first aiders is recommended to ensure compliance when a first aider is away from work ill or on vacation.

Employers with large workplaces need to have multiple trained first aiders. It is recommended that a first aider should be able to reach an injured or ill worker within a two minute walk (based on information that brain damage starts after about 4 minutes of no oxygen). Employers should conduct an assessment of their workplace to determine how quickly it would take for a first aider to attend to an injured or ill worker.

5. What are the first aid requirements for workers who use a vehicle for work?

Employers should ensure that all vehicles are equipped with a first aid kit. Workers should be instructed to report any incident requiring first aid and what to do in the case of an emergency.

Have questions?

For more information, call 416-344-1016, (toll-free 1-800-663-6639) or email

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