

Automated External Defibrillators (AEDs) in the Workplace – Know The Laws Of Your Province



In addition to their life savings potential, Automated External Defibrillators (AEDs) are fairly inexpensive, easy to use and simple to maintain. So, why don't more companies use them? Part of the answer is that while AEDs are recommended for just about all workplaces, they're not legally required the way other kinds of first aid equipment are.

But that's beginning to change. A decade ago, Manitoba became the first province to pass legislation requiring AEDs at certain kinds of publicly accessible sites like public fitness, sports and athletic facilities, community centres, public health and government buildings, airports, train and bus stations, schools, colleges, universities, and casinos. In 2025, Ontario became the first jurisdiction to pass legislation mandating the installation of AEDs at certain worksites not accessible to the public, namely, construction projects where 20 or more workers work and that are expected to last at least 3 months.

Ontario actually passed even broader legislation in 2020 called *The Defibrillator Registration and Public Access Act, 2020* requiring AEDs at general workplaces. But the government still hasn't proclaimed the legislation effective or published the regulations necessary to put the law into effect. And there's no assurance that it ever will.

There have also been a smattering of Private Member bills mandating AEDs at workplaces, most recently in BC and Nova Scotia. But those bills didn't pass and there's currently nothing else in the pipeline—although that may change when Assemblies across the nation reconvene.

The only other source of authority on AEDs in the OHS context are the nonbinding government guidelines published in a few jurisdictions.

Here's a look at workplace AEDs laws, such as they are, in all parts of the country. Go to the HR Insider website for a [Game Plan for implementing an AEDs program](#) at your workplace.

FEDERAL

1. AEDs not mandatory in the workplace.
2. No AEDs legislation currently in pipeline.
3. Government guidelines specify that, where used, AEDs must be properly placed, maintained, stored, and checked in accordance with manufacturer's instructions (Govt. of Canada Guidelines, *Automated external defibrillators*).

ALBERTA

1. AEDs not mandatory in the workplace.
2. No AEDs legislation currently in pipeline.
3. OHS guidelines specify that, where used, employer must ensure AEDs are used by a competent person with appropriate training in CPR and AEDs for the particular equipment at the worksite and that there must also be a system to ensure update of these skills and recertification (Alberta OHS Guidelines, *Automated External Defibrillators in the Workplace*).

BRITISH COLUMBIA

1. AEDs not mandatory in the workplace.
2. No AEDs legislation currently in pipeline but previously proposed legislation would have required workplaces that are accessible to the public to have AEDs and implement an AED program (Private Member Bill M 208, *Defibrillator Public Access Act*, tabled May 2, 2022).
3. WorkSafeBC guidelines list factors employers should consider in deciding whether to have AEDs in workplace, including: size of workforce at site; workers' average age and health; hazards present; access to BC Emergency Health Service resources; whether large numbers of the public are present at the site and whether first aid is provided to those members (G3.16(2)-2 *Automated external defibrillator*).

MANITOBA

1. AEDs must be registered and installed at fitness, sports and athletic facilities, community centres, public health and government buildings, airports, train and bus stations, schools, colleges, universities, casinos, sports arenas, and homeless shelters **but not** general workplaces (*Defibrillator Public Access Act*).
2. No new AEDs legislation currently in pipeline.

NEW BRUNSWICK

1. AEDs are not mandatory in the workplace.
2. Good Samaritan Legislation: A person who uses an AED in good faith voluntarily and without reasonable expectation of compensation or reward on another person experiencing an emergency isn't liable for damages resulting from their negligence in acting or failing to act while using the AED, unless the damages were caused by the AED user's gross negligence (*Automated Defibrillator Act*).
3. No new AEDs legislation currently in pipeline.

NEWFOUNDLAND & LABRADOR

1. AEDs are not mandatory in the workplace.
2. No AEDs legislation currently in pipeline.

NOVA SCOTIA

1. AEDs are not mandatory in the workplace.
2. Proposed legislation would have required workplaces that are accessible to the public to install and register AEDs and implement an AED program (Private Member Bill 49, *Defibrillator Public Access Act*, tabled Oct. 22, 2021).
3. No new AEDs legislation currently in pipeline.

NORTHWEST TERRITORIES

1. AEDs are not mandatory in the workplace.
2. No AEDs legislation currently in pipeline.

NUNAVUT

1. AEDs are not mandatory in the workplace.
2. No AEDs legislation currently in pipeline.

ONTARIO

1. AEDs must be installed and maintained at construction project sites with 20 or more workers that are expected to last at least 3 months (*Working for Workers Seven Act*).
2. Constructor in charge of safety and OHS compliance at multi-employer construction project sites where AEDs are required is responsible for AEDs installation, supplies, signage, storage, inspection, and maintenance (*OHS Regs Const Projects, Sec. 27.1*).
3. Legislation requiring registration and installation of AEDs at “designated premises” to be specified by regulations passed in 2020 but hasn’t yet and may never be proclaimed effective (*The Defibrillator Registration and Public Access Act, 2020*).

PRINCE EDWARD ISLAND

1. AEDs are not mandatory in the workplace.
2. No AEDs legislation currently in pipeline.

QUÉBEC

1. AEDs are not mandatory in the workplace.
2. No AEDs legislation currently in pipeline.

SASKATCHEWAN

1. AEDs are not mandatory in the workplace.
2. No AEDs legislation currently in pipeline.

YUKON TERRITORY

1. AEDs are not mandatory in the workplace.
2. No AEDs legislation currently in pipeline.