

Health & Safety – Know The Laws Of Your Province



Health and safety regulations are vital for ensuring safe working environments across Canada. These regulations require **employers** to assess workplace hazards, implement protective measures, and ensure workers receive proper training to prevent injuries and illnesses. Safety measures include risk assessments, emergency preparedness, the use of personal protective equipment (PPE), and the establishment of safe work procedures. Workers **must** be trained to recognize hazards, follow safety protocols, and understand their rights regarding workplace safety. While general health and safety principles are consistent across Canada, specific regulations vary by province and territory to address unique industry and environmental conditions. Compliance with these regulations minimizes risks, prevents workplace accidents, and promotes a culture of safety in the workplace.

FEDERAL

In Canada, **employers** are **required** to address workplace health and safety under the [Canada Labour Code – Part II Occupational Health and Safety, Sections 124 and 125](#). These regulations **mandate** that **employers** take all reasonable precautions to ensure the health and safety of employees in federally regulated workplaces.

Duties of Employers

General Duty of Employer

Every **employer shall** ensure that the health and safety at work of every person employed by the **employer** is protected. **Section 124.**

Specific Duties of Employer

(1) Without restricting the generality of section 124, every **employer shall**, in respect of every workplace controlled by the **employer** and, in respect of every work activity carried out by an employee in a workplace that is not controlled by the **employer**, to the extent that the **employer** controls the activity,

(a) ensure that all permanent and temporary buildings and structures meet the

prescribed standards;

(b) install guards, guardrails, barricades and fences in accordance with prescribed standards;

(c) except as provided for in the regulations, investigate, record and report, in accordance with the regulations, all accidents, occurrences of harassment and violence, occupational illnesses and other hazardous occurrences known to the **employer**;

(d) make readily available to employees, in printed and electronic form,

(i) a copy of this Part and a copy of the regulations made under this Part that apply to the workplace,

(ii) a statement of the **employer's** general policy concerning the health and safety at work of employees, and

(iii) any other information related to health and safety that is prescribed or that may be specified by the Head;

(e) [Repealed, 2018, c. 22, s. 3]

(f) if the information referred to in any of subparagraphs (d)(i) to (iii) is made available in electronic form, ensure that employees receive appropriate training to enable them to have access to the information and, on the request of an employee, make a printed copy of the information available;

(g) keep and maintain in prescribed form and manner prescribed health and safety records;

(h) provide prescribed first-aid facilities and health services;

(i) provide prescribed sanitary and personal facilities;

(j) provide, in accordance with prescribed standards, potable water;

(k) ensure that the vehicles and mobile equipment used by the employees in the course of their employment meet prescribed standards;

(l) provide every person granted access to the work place by the **employer** with prescribed safety materials, equipment, devices and clothing;

(m) ensure that the use, operation and maintenance of the following are in accordance with prescribed standards:

(i) boilers and pressure vessels,

(ii) escalators, elevators and other devices for moving persons or freight,

(iii) all equipment for the generation, distribution or use of electricity,

(iv) gas or oil burning equipment or other heat generating equipment, and

(v) heating, ventilation and air-conditioning systems;

(n) ensure that the levels of ventilation, lighting, temperature, humidity, sound, and vibration are in accordance with prescribed standards;

- (o) comply with prescribed standards relating to fire safety and emergency measures;
- (p) ensure, in the prescribed manner, that employees have safe entry to, exit from and occupancy of the work place;
- (q) provide, in the prescribed manner, each employee with the information, instruction, training and supervision necessary to ensure their health and safety at work;
- (r) maintain all installed guards, guard-rails, barricades and fences in accordance with prescribed standards;
- (s) ensure that each employee is made aware of every known or foreseeable health or safety hazard in the area where the employee works;
- (t) ensure that the machinery, equipment and tools used by the employees in the course of their employment meet prescribed health, safety and ergonomic standards and are safe under all conditions of their intended use;
- (u) ensure that the work place, work spaces and procedures meet prescribed ergonomic standards;
- (v) adopt and implement prescribed safety codes and safety standards;
- (w) ensure that every person granted access to the work place by the **employer** is familiar with and uses in the prescribed circumstances and manner all prescribed safety materials, equipment, devices and clothing;
- (x) comply with every oral or written direction given to the **employer** by the Head or the Board concerning the health and safety of employees;
- (y) ensure that the activities of every person granted access to the work place do not endanger the health and safety of employees;
- (z) ensure that employees who have supervisory or managerial responsibilities are adequately trained in health and safety and are informed of the responsibilities they have under this Part where they act on behalf of their **employer**; **Section 125(1)(a) to (z)**.

For more information:

- More employer duties. **Section 125(1)(z.01) to (z.19)**.
- Exception to (z.17). **Section 125(2)**.
- **Section 125(3)**.
- Former employees. **Section 125(4)**.
- **Section 125(5)**.
- Regulations – former employees. **Section 125(6)**.

Further details on the Canada Labour Code can be found at [Laws-lois.justice.gc.ca](https://laws-lois.justice.gc.ca).

ALBERTA

In Alberta, **employers** are **required** to address workplace health and safety under the **Occupational Health and Safety Act – Part 1 General Obligations, Sections 3 to 5**. These regulations **mandate** that **employers** ensure a safe and healthy work environment by identifying hazards, implementing necessary control measures, and providing workers with proper training and protective equipment.

Obligations of Employers

(1) Every **employer shall** ensure, as far as it is reasonably practicable for the **employer** to do so,

(a) the health, safety and welfare of:

(i) workers engaged in the work of that **employer**,

(ii) those workers not engaged in the work of that **employer** but present at the work site at which that work is being carried out, and

(iii) other persons at or in the vicinity of the work site whose health and safety may be materially affected by identifiable and controllable hazards originating from the worksite,

(b) that the workers engaged in the work of that **employer** are aware of their rights and duties under this Act, the regulations and the OHS Code,

(c) that none of the **employer's** workers are subjected to or participate in harassment or violence at the worksite,

(d) that the **employer's** workers are supervised by a person who:

(i) is competent, and

(ii) is familiar with this Act, the regulations and the OHS Code that apply to the work performed at the worksite,

(e) that the joint health and safety committee, if there is one, or the health and safety representative, if there is one, complies with all requirements imposed on the joint health and safety committee or the health and safety representative under this Act, the regulations or the OHS Code, and

(f) that health and safety concerns raised by workers, supervisors and the joint health and safety committee, if there is one, or the health and safety representative, if there is one, are resolved in a timely manner.

(2) Every **employer shall** ensure that workers engaged in the work of that **employer** are adequately trained in all matters necessary to perform their work in a healthy and safe manner.

(3) If work is to be done that may endanger a worker, the **employer shall** ensure that the work is done:

(a) by a worker who is competent to do the work, or

(b) by a worker who is working under the direct supervision of a worker who is competent to do the work.

(4) Every **employer shall** keep readily available information related to work site hazards, controls, work practices and procedures and provide that information to:

(a) the joint health and safety committee, if there is one, or health and safety representative, if there is one, at the work site,

(b) the workers, and

(c) the prime contractor, if there is one.

(5) Every **employer shall** ensure that current paper or downloaded or stored electronic copies of this Act, the regulations and the OHS Code are readily available for reference by workers, the joint health and safety committee, if there is one, and the health and safety representative, if there is one.

(6) Every **employer** who is a self-employed person engaged in an occupation but is not in the service of an **employer** for that occupation **shall** comply with all requirements imposed on an **employer**, with any necessary modifications.

(7) Every **employer shall** cooperate with any person exercising a duty imposed by this Act, the regulations and the OHS Code. **Section 3(1) to (7).**

Obligations of Supervisors

Every supervisor **shall**:

(a) as far as it is reasonably practicable for the supervisor to do so,

(i) take all precautions necessary to protect the health and safety of every worker under the supervisor's supervision,

(ii) ensure that a worker under the supervisor's supervision works in the manner and in accordance with the requirements of this Act, the regulations and the OHS Code, and

(iii) ensure that none of the workers under the supervisor's supervision are subjected to or participate in harassment or violence at the work site,

(b) advise every worker under the supervisor's supervision of all known or reasonably foreseeable hazards to health and safety in the area where the worker is performing work,

(c) report to the **employer** a concern about an unsafe or harmful work site act that occurs or has occurred or an unsafe or harmful work site condition that exists or has existed, and

(d) cooperate with any person exercising a duty imposed by this Act, the regulations and the OHS Code. **Section 4(a) to (d).**

For more information:

- Obligations of workers. **Section 5(1)(2).**
- Obligations of suppliers. **Section 6(1) to (4).**
- Obligations of service providers. **Section 7(1)(2).**
- Obligations of contracting employers. **Section 8(1) to (3).**
- Obligations of owners. **Section 9(1) to (3).**
- Obligations of prime contractors. **Section 10(1) to (11).**
- Obligations of temporary staffing agencies. **Section 11(1)(2).**
- Multiple obligations. **Section 12(1) to (4).**

Further details on the Occupational Health And Safety Act can be found at Alberta.ca.

BRITISH COLUMBIA

In British Columbia, **employers** are **required** to address workplace health and safety under the [Workers Compensation Act – Part 2 Occupational Health and Safety, Sections 21 to 30](#). These regulations **mandate** that **employers** take all reasonable precautions to

ensure a safe and healthy work environment by identifying workplace hazards, implementing control measures, and providing necessary training and protective equipment.

Division 4 – General Duties of Employers, Workers, and Others

General Duties of Employers

(1) Every **employer must:**

(a) ensure the health and safety of:

(i) all workers working for that **employer**, and

(ii) any other workers present at a workplace at which that **employer's** work is being carried out, and

(b) comply with the OHS provisions, the regulations and any applicable orders.

(2) Without limiting subsection (1), an **employer must:**

(a) remedy any workplace conditions that are hazardous to the health or safety of the **employer's** workers,

(b) ensure that the **employer's** workers:

(i) are made aware of all known or reasonably foreseeable health or safety hazards to which they are likely to be exposed by their work,

(ii) comply with the OHS provisions, the regulations and any applicable orders, and

(iii) are made aware of their rights and duties under the OHS provisions and the regulations,

(c) establish occupational health and safety policies and programs in accordance with the regulations,

(d) provide and maintain in good condition protective equipment, devices and clothing as **required** by regulation and ensure that these are used by the **employer's** workers,

(e) provide to the **employer's** workers the information, instruction, training and supervision necessary to ensure the health and safety of those workers in carrying out their work and to ensure the health and safety of other workers at the workplace,

(f) make a copy of this Act and the regulations readily available for review by the **employer's** workers and, at each workplace where workers of the **employer** are regularly employed, post and keep posted a notice advising where the copy is available for review,

(g) consult and cooperate with the joint committees and worker health and safety representatives for workplaces of the **employer**, and

(h) cooperate with the Board, officers of the Board and any other person carrying out a duty under the OHS provisions or the regulations. **Section 21(1)(2).**

General Duties of Supervisors

(1) Every supervisor **must:**

- (a) ensure the health and safety of all workers under the direct supervision of the supervisor,
- (b) be knowledgeable about the OHS provisions and those regulations applicable to the work being supervised, and
- (c) comply with the OHS provisions, the regulations and any applicable orders.

(2) Without limiting subsection (1), a supervisor **must**:

- (a) ensure that the workers under the supervisor's direct supervision:
 - (i) are made aware of all known or reasonably foreseeable health or safety hazards in the area where they work, and
 - (ii) comply with the OHS provisions, the regulations and any applicable orders,
- (b) consult and cooperate with the joint committee or worker health and safety representative for the workplace, and
- (c) cooperate with the Board, officers of the Board and any other person carrying out a duty under the OHS provisions or the regulations. **Section 23(1)(2).**

General Duties of Owners

Every owner of a workplace **must**:

- (a) provide and maintain the owner's land and premises that are being used as a workplace in a manner that ensures the health and safety of persons at or near the workplace,
- (b) give to the **employer** or prime contractor at the workplace the information known to the owner that is necessary to identify and eliminate or control hazards to the health or safety of persons at the workplace, and
- (c) comply with the OHS provisions, the regulations and any applicable orders.

Section 25(a) to (c).

For more information:

- General duties of workers. **Section 22(1)(2).**
- Coordination at multiple-employer workplaces. **Section 24(1)(2).**
- General duties of suppliers. **Section 26(a) to (e).**
- General obligations are not limited by specific obligations. **Section 28.**
- Person may be subject to obligations in relation to more than one role. **Section 29(1)(2).**
- Responsibility when obligations apply to more than one person. **Section 30(1)(2).**

Further details on the Workers Compensation Act can be found at BCLaws.gov.BC.ca.

MANITOBA

In Manitoba, **employers** are **required** to address workplace health and safety under the **[Workplace Safety and Health Act and Regulation](#)** – **Duties, Sections 4 to 7.3**. These regulations **mandate** that **employers** take all reasonable precautions to protect the health and safety of workers by identifying hazards, implementing control measures, and ensuring employees receive proper training and personal protective equipment

(PPE).

Duties of Employers

General Duties of Employers

(1) Every **employer shall** in accordance with the objects and purposes of this Act:

(a) ensure, so far as is reasonably practicable, the safety, health and welfare at work of all his workers; and

(b) comply with this Act and regulations. **Section 4(1)(a)(b).**

Further Duties of Employer

(2) Without limiting the generality of an **employer's** duty under subsection (1), every **employer shall**:

(a) provide and maintain a workplace, necessary equipment, systems and tools that are safe and without risks to health, so far as is reasonably practicable;

(b) provide to all his workers such information, instruction, training, supervision and facilities to ensure, so far as is reasonably practicable, the safety, health and welfare at work of all his workers;

(c) ensure that all his workers, and particularly his supervisors, foremen, chargehands or similar persons, are acquainted with any safety or health hazards which may be encountered by the workers in the course of their service, and that workers are familiar with the use of all devices or equipment provided for their protection;

(d) conduct his undertaking in such a way as to ensure, so far as is reasonably practicable, that persons who are not in his service are not exposed to risks to their safety or health arising out of, or in connection with activities in his workplace;

(e) consult and co-operate with the workplace safety and health committee where such a committee exists, regarding the duties and matters with which that committee is charged under this Act;

(f) consult and co-operate with the worker safety and health representative where such a representative has been designated, regarding the duties and matters with which that representative is charged under this Act;

(g) co-operate with any other person exercising a duty imposed by this Act, or the regulations;

(h) ensure that all of the **employer's** workers are supervised by a person who:

(i) is competent, because of knowledge, training or experience, to ensure that work is performed in a safe manner, and

(ii) is familiar with this Act and the regulations that apply to the work performed at the workplace;

(i) if the **employer's** workers are working on a construction project that has a prime contractor, advise the prime contractor of the name of the supervisor of the **employer's** workers on the project. **Section 4(2).**

Employer as Supervisor

(3) For the purposes of clause (2)(h), an **employer** may supervise his or her workers if he or she satisfies the criteria set out in that clause. **Section 4(3)**.

Employer's Duty re: Training

(4) Without limiting the generality of clause (2)(b), every **employer shall** provide information, instruction and training to a worker to ensure, so far as is reasonably practicable, the safety, and health of the worker, before the worker:

(a) begins performing a work activity at a workplace;

(b) performs a different work activity than the worker was originally trained to perform; or

(c) is moved to another area of the workplace or a different workplace that has different facilities, procedures or hazards. **Section 4(4)**.

For more information:

- Performing work activity during training. **Section 4(5)**.
- Wages and benefits during training. **Section 4(6)**.
- Duties of supervisors. **Section 4.1(a) to (d)**.
- Duties of Workers. **Section 5(a) to (f)**.
- Duties of Self-Employed Persons. **Section 6(a) to (c)**.
- Duties of Prime Contractors. **Section 7(1) to (3)**.
- Duties of Owners. **Section 7.2**.
- Duties of Supplier. **Section 7.3(a) to (c)**.

Further details on the Workplace Safety and Health Act and Regulation can be found at Gov.MB.ca.

NEW BRUNSWICK

In New Brunswick, **employers** are **required** to address workplace health and safety under the [Occupational Health and Safety Act – Duties of Employers, Owners, Contractors, Sub-contractors, Supervisors, Employees, and Suppliers, Sections 9 to 13](#). These regulations **mandate** that **employers** take all reasonable precautions to protect the health and safety of workers by identifying hazards, implementing control measures, and providing appropriate training and personal protective equipment (PPE).

Duties of Employer

(1) Every **employer shall**:

(a) take every reasonable precaution to ensure the health and safety of its employees;

(b) comply with this Act, the regulations and any order made in accordance with this Act or the regulations; and

(c) ensure that its employees comply with this Act, the regulations and any order made in accordance with this Act or the regulations. **Section 9(1)**.

(2) Without limiting the generality of the duties under subsection (1), every **employer shall**:

(a) ensure that the necessary systems of work, tools, equipment, machines, devices and materials are maintained in good condition and are of minimum risk to health and safety when used as directed by the supplier or in accordance with the directions supplied by the supplier;

(a.1) ensure that the place of employment is inspected at least once a month to identify any risks to the health and safety of its employees;

(b) acquaint an employee with any hazard in connection with the use, handling, storage, disposal, and transport of any tool, equipment, machine, device or biological, chemical, or physical agent;

(c) provide the information that is necessary to ensure an employee's health and safety;

(c.1) provide the instruction that is necessary to ensure an employee's health and safety;

(c.2) provide the training that is necessary to ensure an employee's health and safety;

(c.3) ensure that work at the place of employment is competently supervised and that supervisors have sufficient knowledge of all of the following with respect to matters that are within the scope of the supervisor's duties:

(i) this Act and any regulations under this Act that apply to the place of employment;

(ii) any safety policy for the place of employment;

(iii) any health and safety program for the place of employment;

(iv) any health and safety procedures with respect to hazards in connection with the use, handling, storage, disposal and transport of any tool, equipment, machine, device or biological, chemical or physical agent by employees who work under the supervisor's supervision and direction;

(v) any protective equipment **required** to ensure the health and safety of the employees who work under the supervisor's supervision and direction; and

(vi) any other matters that are necessary to ensure the health and safety of the employees who work under the supervisor's supervision and direction;

(c.4) ensure that work at the place of employment is sufficiently supervised;

(d) provide and maintain in good condition such protective equipment as is **required** by regulation and ensure that such equipment is used by an employee in the course of work;

(e) co-operate with a committee, where such a committee has been established, a health and safety representative, where such a representative has been elected or designated, and with any person responsible for the enforcement of this Act and the regulations. **Section 9(2).**

(3) An **employer shall** develop a program for the inspection referred to in paragraph (2)(a.1) with the joint health and safety committee, if any, or the health and safety representative, if any, and **shall** share the results of each inspection with the committee or the health and safety representative. **Section 9(3).**

Duties of Supervisors

(1) Every supervisor **shall**:

(a) take every reasonable precaution to ensure the health and safety of the employees who work under the supervisor's supervision and direction;

(b) comply with this Act, the regulations and any order made in accordance with this Act or the regulations;

(c) ensure that the employees under the supervisor's supervision and direction comply with this Act, the regulations and any order made in accordance with this Act or the regulations; and

(d) co-operate with:

(i) a committee, if a committee has been established,

(ii) a health and safety representative, if a representative has been elected or designated, and

(iii) any person responsible for the enforcement of this Act and the regulations.

Section 9.1(1).

(2) Without limiting the generality of the duties under subsection (1), every supervisor **shall**:

(a) acquaint the employees under the supervisor's supervision and direction with any hazard in connection with the use, handling, storage, disposal and transport of any tool, equipment, machine, device, or biological, chemical or physical agent;

(b) provide the information that is necessary to ensure the health and safety of the employees under the supervisor's supervision and direction; and

(c) provide the instruction that is necessary to ensure the health and safety of the employees under the supervisor's supervision and direction. **Section 9.1(2).**

For more information:

- Duties of contractor and subcontractor. **Section 10(a)(b).**
- Duties of contracting employer. **Section 10.1(2) to (4).**
- Duties of owner. **Section 11(a)(b).**
- Duties of employee. **Section 12(a) to (f).**
- Duties of supplier. **Section 13(a) to (c).**

Further details on the Occupational Health and Safety Act can be found at

Laws.GNB.ca.

NEWFOUNDLAND & LABRADOR

In Newfoundland and Labrador, **employers** are **required** to address workplace health and safety under the [Occupational Health and Safety Act](#), **Sections 4 to 7**, and the [Occupational Health and Safety Regulations – Part III General Duties](#), **Sections 14, 17, and 18**. These regulations **mandate** that **employers** take all reasonable precautions to ensure a safe and healthy work environment by identifying hazards, implementing control measures, and providing proper training and personal protective equipment (PPE).

Employers' General Duty

An **employer shall** ensure, where it is reasonably practicable, the health, safety and welfare of the **employer's** workers. **Section 4.**

Specific Duties of Employers

Without limiting the generality of section 4, an **employer:**

- (a) **shall**, where it is reasonably practicable, provide and maintain a workplace and the necessary equipment, systems and tools that are safe and without risk to the health of the **employer's** workers;
- (b) **shall**, where it is reasonably practicable, provide the information, instruction, training and supervision and facilities that are necessary to ensure the health, safety and welfare of the **employer's** workers;
- (c) **shall** ensure that the **employer's** workers and supervisors are made familiar with health or safety hazards that may be met by them in the workplace;
- (d) **shall**, where it is reasonably practicable, ensure that the **employer's** undertaking is conducted in a manner that does not expose other persons to health or safety hazards;
- (e) **shall** ensure that the **employer's** workers are given operating instruction in the use of devices and equipment provided for their protection;
- (f) **shall** consult and co-operate with the occupational health and safety committee, the worker health and safety representative or the workplace health and safety designate, where the **employer** is not the workplace health and safety designate, on all matters respecting occupational health and safety at the workplace;
 - (f.1) **shall** respond in writing within 30 days to a recommendation of:
 - (i) the occupational health and safety committee at the workplace,
 - (ii) the worker health and safety representative at the workplace, or
 - (iii) where the **employer** is not the workplace health and safety designate, the workplace health and safety designate at the workplace indicating that the recommendation has been accepted or that it has been rejected, with a reason for the rejection;
 - (f.2) **shall** provide periodic written updates to:
 - (i) the occupational health and safety committee at the workplace,
 - (ii) the worker health and safety representative at the workplace, or
 - (iii) where the **employer** is not the workplace health and safety designate, the workplace health and safety designate at the workplace on the implementation of a recommendation accepted by the **employer** until the implementation is complete;
 - (f.3) **shall** consult with:
 - (i) the occupational health and safety committee at the workplace,
 - (ii) the worker health and safety representative at the workplace, or

(iii) where the **employer** is not the workplace health and safety designate, the workplace health and safety designate at the workplace about the scheduling of workplace inspections that are **required** by the regulations, and ensure that the committee, the worker health and safety representative or the workplace health and safety designate participates in the inspection; and

(g) **shall** co-operate with a person exercising a duty imposed by this Act or regulations. **Section 5.**

Supervisors' General Duty

A supervisor **shall** ensure, where it is reasonably practicable, the health, safety and welfare of all workers under the supervisor's direction and control. **Section 5.1.**

Specific Duties of Supervisors

A supervisor **shall**:

(a) advise workers under the supervisor's direction and control of the health and safety hazards that may be met by them in the workplace;

(b) provide proper written or oral instructions regarding precautions to be taken for the protection of all workers under the supervisor's direction and control; and

(c) ensure that a worker under the supervisor's direction and control uses or wears protective equipment, devices or other apparel that this Act, the regulations or the worker's **employer** requires to be used or worn. **Section 5.2.**

For more information:

- Workers' general duty. **Section 6.**
- Specific duties of workers. **Section 7.**
- General duties of employers. **Section 14(1) to (4).**
- General duties of workers. **Section 17(1) to (3).**
- Safety inspections. **Section 18(1) to (3).**

Further details on the Occupational Health And Safety Act and the Occupational Health and Safety Regulations can be found at Assembly.NL.ca, and NL.ca/legislation.

NOVA SCOTIA

In Nova Scotia, **employers** are **required** to address workplace health and safety under the **Occupational Health and Safety Act – Duties and Precautions, Sections 13 to 19.** These regulations **mandate** that **employers** take all reasonable precautions to protect the health and safety of workers by identifying hazards, implementing control measures, and ensuring employees receive proper training and personal protective equipment (PPE).

Employers' Precautions and Duties

(1) Every **employer shall** take every precaution that is reasonable in the circumstances to:

(a) ensure the health and safety of persons at or near the workplace;

(b) provide and maintain equipment, machines, materials or things that are properly equipped with safety devices;

- (c) provide such information, instruction, training, supervision and facilities as are necessary to the health or safety of the employees;
- (d) ensure that the employees, and particularly the supervisors and foremen, are made familiar with any health or safety hazards that may be met by them at the workplace;
- (e) ensure that the employees are made familiar with the proper use of all devices, equipment and clothing **required** for their protection; and
- (f) conduct the **employer's** undertaking so that employees are not exposed to health or safety hazards as a result of the undertaking.

(2) Every **employer shall**:

- (a) consult and co-operate with the joint occupational health and safety committee, where such a committee has been established at the workplace, or the health and safety representative, where one has been selected at the workplace;
- (b) co-operate with any person performing a duty imposed or exercising a power conferred by this Act or the regulations;
- (c) provide such additional training of committee members or the representative as may be prescribed by the regulations;
- (d) comply with this Act and the regulations and ensure that employees at the workplace comply with this Act and the regulations; and
- (e) where an occupational health and safety policy or occupational health and safety program is **required** pursuant to this Act or the regulations, establish the policy or program.

(3) The **employer** at a subsea coal mine **shall** provide such additional resources or information for the committee as may be prescribed by the regulations. **Section 13(1) to (3).**

Precautions to be Taken by Constructors

Every constructor **shall** take every precaution that is reasonable in the circumstances to ensure:

- (a) the health and safety of persons at or near a project;
- (b) that the activities of the **employers** and self-employed persons at the project are coordinated;
- (c) communication between the **employers** and self-employed persons at the project of information necessary to the health and safety of persons at the project, and facilitate communication with any committee or representative **required** for the project pursuant to this Act or the regulations;
- (d) that the measures and procedures prescribed under this Act and the regulations are carried out on the project; and
- (e) that every employee, self-employed person and **employer** performing work in respect of the project complies with this Act and the regulations. **Section 15(a) to (e).**

Owners' Precautions and Duties

Every owner **shall**:

(a) take every precaution that is reasonable in the circumstances to provide and maintain the owner's land or premises being or to be used as a workplace:

(i) in a manner that ensures the health and safety of persons at or near the workplace, and

(ii) in compliance with this Act and the regulations; and

(b) give to the **employer** at the workplace the information that is

(i) known to the owner or that the owner could reasonably be expected to know, and

(ii) necessary to identify and eliminate or control hazards to the health or safety of persons at the workplace. **Section 19(a)(b).**

For more information:

- Precautions to be taken by suppliers. **Section 16(a) to (c).**
- Employees' precautions and duties. **Section 17(1)(2).**
- Self-employed persons' precautions and duties. **Section 18(a) to (d).**

Further details on the Occupational Health And Safety Act can be found at NSlegislature.ca.

NORTHWEST TERRITORIES

In the Northwest Territories, **employers** are **required** to address workplace health and safety under the [Official Consolidation of Occupational Health and Safety Regulations – Part 3 General Duties, Sections 12, 13, 16 to 18](#). These regulations **mandate** that **employers** take all reasonable precautions to ensure a safe and healthy work environment by identifying hazards, implementing control measures, and providing workers with appropriate training and personal protective equipment (PPE).

PART 3 – General Duties

General Duties of Employers

An **employer shall**, in respect of a worksite,

(a) provide and maintain systems of work and working environments that ensure, as far as is reasonably possible, the health and safety of workers;

(b) arrange for the use, handling, storage and transport of articles and substances in a manner that protects the health and safety of workers;

(c) provide information, instruction, training and supervision that is necessary to protect the health and safety of workers; and

(d) provide and maintain a safe means of entrance to and exit from the work site. **Section 12(a) to (d).**

General Duties of Workers

A worker **shall**, in respect of a worksite,

(a) use safeguards, safety equipment and personal protective equipment **required** by these regulations; and

(b) follow safe work practices and procedures **required** by or developed under these regulations. **Section 13(a)(b)**.

Supervision of Work

(1) An **employer shall** ensure that, at a work site,

(a) work is sufficiently and competently supervised;

(b) supervisors have sufficient knowledge of the following:

(i) any occupational health and safety program applicable to workers supervised at the worksite,

(ii) the safe handling, use, storage, production, and disposal of hazardous substances,

(iii) the need for, and safe use of, personal protective equipment,

(iv) emergency procedures **required** by these regulations,

(v) any other matters that are necessary to ensure the health and safety of workers;

(c) supervisors have completed an approved regulatory familiarization program; and

(d) supervisors comply with the Act and these regulations.

(2) A supervisor **shall** ensure that workers comply with the Act and these regulations as they apply to the work site. **Section 16(1)(2)**.

Duty to Inform Workers

An **employer shall** ensure that workers:

(a) are informed of the provisions of the Act and these regulations as they apply to the worksite; and

(b) comply with the Act and these regulations. **Section 17(a)(b)**.

Training of Workers

(1) An **employer shall** ensure that a worker is trained in matters necessary to protect the health and safety of workers at a work site when:

(a) the worker begins work at the work site; and

(b) the worker is moved from one work activity or work site to another that differs from the old work site with respect to hazards, equipment, facilities or procedures.

(2) The training **required** by subsection (1) **must** include:

(a) procedures to be taken in the event of a fire or other emergency;

(b) the location of first aid supplies, equipment and facilities;

(c) identification of prohibited or restricted areas;

(d) precautions to be taken for the protection of workers from hazardous substances;

(e) procedures, plans, policies and programs that apply to work at the work site; and

(f) any other matters that are necessary to ensure the health and safety of workers at the work site.

(3) An **employer shall** ensure that time spent by a worker in the training **required** by subsection (1) is credited to the worker as time at work, and that they do not lose pay or benefits with respect to that time.

(4) An **employer shall** ensure that a worker is not **required** or permitted to work unless they:

(a) are a competent worker; or

(b) are under close and competent supervision. **Section 18(1) to (4).**

Further details on the Official Consolidation of Occupational Health and Safety Regulations can be found at Canlii.org.

NUNAVUT

In Nunavut, **employers** are **required** to address workplace health and safety under the **Official Consolidation of Occupational Health and Safety Regulations – Part 3 General Duties, Sections 12, 13, 16 to 18**. These regulations **mandate** that **employers** take all reasonable precautions to ensure a safe and healthy work environment by identifying hazards, implementing control measures, and providing workers with appropriate training and personal protective equipment (PPE).

PART 3 – General Duties

General Duties of Employers

An **employer shall**, in respect of a worksite,

(a) provide and maintain systems of work and working environments that ensure, as far as is reasonably possible, the health and safety of workers;

(b) arrange for the use, handling, storage and transport of articles and substances in a manner that protects the health and safety of workers;

(c) provide information, instruction, training and supervision that is necessary to protect the health and safety of workers; and

(d) provide and maintain a safe means of entrance to and exit from the work site. **Section 12(a) to (d).**

General Duties of Workers

A worker **shall**, in respect of a worksite,

(a) use safeguards, safety equipment and personal protective equipment **required** by these regulations; and

(b) follow safe work practices and procedures **required** by or developed under these regulations. **Section 13(a)(b).**

Supervision of Work

(1) An **employer shall** ensure that, at a worksite,

- (a) work is sufficiently and competently supervised;
 - (b) supervisors have sufficient knowledge of the following:
 - (i) any occupational health and safety program applicable to workers supervised at the work site,
 - (ii) the safe handling, use, storage, production and disposal of hazardous substances,
 - (iii) the need for, and safe use of, personal protective equipment,
 - (iv) emergency procedures **required** by these regulations,
 - (v) any other matters that are necessary to ensure the health and safety of workers;
 - (c) supervisors have completed an approved regulatory familiarization program; and
 - (d) supervisors comply with the Act and these regulations.
- (2) A supervisor **shall** ensure that workers comply with the Act and these regulations as they apply to the work site. **Section 16(1)(2).**

Duty to Inform Workers

An **employer shall** ensure that workers:

- (a) are informed of the provisions of the Act and these regulations as they apply to the worksite; and
- (b) comply with the Act and these regulations. **Section 17(a)(b).**

Training of Workers

(1) An **employer shall** ensure that a worker is trained in matters necessary to protect the health and safety of workers at a work site when:

- (a) the worker begins work at the work site; and
- (b) the worker is moved from one work activity or work site to another that differs from the old work site with respect to hazards, equipment, facilities or procedures.

(2) The training **required** by subsection (1) **must** include:

- (a) procedures to be taken in the event of a fire or other emergency;
- (b) the location of first aid supplies, equipment and facilities;
- (c) identification of prohibited or restricted areas;
- (d) precautions to be taken for the protection of workers from hazardous substances;
- (e) procedures, plans, policies, and programs that apply to work at the worksite; and
- (f) any other matters that are necessary to ensure the health and safety of workers at the worksite.

(3) An **employer shall** ensure that time spent by a worker in the training **required** by subsection (1) is credited to the worker as time at work, and that they do not lose pay or benefits with respect to that time.

(4) An **employer shall** ensure that a worker is not **required** or permitted to work unless they:

(a) are a competent worker; or

(b) are under close and competent supervision. **Section 18(1) to (4).**

Further details on the Official Consolidation of Occupational Health and Safety Regulations can be found at Canlii.org.

ONTARIO

In Ontario, **employers** are **required** to address workplace health and safety under the **Occupational Health and Safety Act – Part III Duties of Employers and Other Persons, Sections 25 to 28**. These regulations **mandate** that **employers** take all reasonable precautions to ensure a safe and healthy work environment by identifying hazards, implementing control measures, and providing workers with appropriate training and personal protective equipment (PPE).

Duties of Employers

(1) An **employer shall** ensure that,

(a) the equipment, materials and protective devices as prescribed are provided;

(b) the equipment, materials and protective devices provided by the **employer** are maintained in good condition;

(b.1) any personal protective clothing and equipment that is provided, worn or used is a proper fit and is appropriate in the circumstances, having regard to all relevant factors, including such factors as may be prescribed;

(c) the measures and procedures prescribed are carried out in the workplace;

(d) the equipment, materials and protective devices provided by the **employer** are used as prescribed; and

(e) a building, structure, or any part thereof, or any other part of a workplace, whether temporary or permanent, is capable of supporting any loads that may be applied to it,

(i) as determined by the applicable design requirements established under the version of the Building Code that was in force at the time of its construction,

(ii) in accordance with such other requirements as may be prescribed, or

(iii) in accordance with good engineering practice, if subclauses (i) and (ii) do not apply.

(2) Without limiting the strict duty imposed by subsection (1), an **employer shall**,

(a) provide information, instruction and supervision to a worker to protect the health or safety of the worker;

(b) in a medical emergency for the purpose of diagnosis or treatment, provide, upon request, information in the possession of the **employer**, including confidential business information, to a legally qualified medical practitioner and to such other

persons as may be prescribed;

(c) when appointing a supervisor, appoint a competent person;

(d) acquaint a worker or a person in authority over a worker with any hazard in the work and in the handling, storage, use, disposal and transport of any article, device, equipment or a biological, chemical or physical agent;

(e) afford assistance and co-operation to a committee and a health and safety representative in the carrying out by the committee and the health and safety representative of any of their functions;

(f) only employ in or about a workplace a person over such age as may be prescribed;

(g) not knowingly permit a person who is under such age as may be prescribed to be in or about a workplace;

(h) take every precaution reasonable in the circumstances for the protection of a worker;

(i) post, in a conspicuous place at the workplace, or in a readily accessible electronic format, a copy of this Act and any explanatory material prepared by the Ministry, both in English and the majority language of the workplace, outlining the rights, responsibilities and duties of workers;

(j) prepare and review at least annually a written occupational health and safety policy and develop and maintain a program to implement that policy;

(k) post, in a conspicuous place at the workplace, or in a readily accessible electronic format, a copy of the occupational health and safety policy;

(l) provide to the committee or to a health and safety representative the results of a report respecting occupational health and safety that is in the **employer's** possession and, if that report is in writing, a copy of the portions of the report that concern occupational health and safety; and

(m) advise workers of the results of a report referred to in clause (l) and, if the report is in writing, make available to them on request copies of the portions of the report that concern occupational health and safety;

(n) notify a Director if a committee or a health and safety representative, if any, has identified potential structural inadequacies of a building, structure, or any part thereof, or any other part of a workplace, whether temporary or permanent, as a source of danger or hazard to workers. **Section 25(1)(2).**

For more information:

- Additional duties of employers. **Section 26(1)(a) to (l).**
- Duties of supervisor. **Section 27(1).**
- Additional duties of supervisor. **Section 27(2).**
- Duties of workers. **Section 28(1)(2).**

Further details on the Occupational Health And Safety Act can be found at Ontario.ca.

PRINCE EDWARD ISLAND

In Prince Edward Island, **employers** are **required** to address workplace health and

safety under the [Occupational Health and Safety Act – Duties of Employers, Workers, and Other Persons, Sections 12 to 18](#). These regulations **mandate** that **employers** take all reasonable precautions to ensure a safe and healthy work environment by identifying hazards, implementing control measures, and providing workers with appropriate training and personal protective equipment (PPE).

Duties Of Employers, Workers, and Other Persons

Duties of Employers

(1) An **employer shall** ensure:

(a) that every reasonable precaution is taken to protect the occupational health and safety of persons at or near the workplace;

(b) that any item, device, material, equipment or machinery provided for the use of workers at a workplace is properly maintained, and is properly equipped with the safety features or devices, as recommended by the manufacturer or **required** by the regulations;

(c) that such information, instruction, training, supervision and facilities are provided as are necessary to ensure the occupational health and safety of the workers;

(d) that workers and supervisors are familiar with occupational health or safety hazards at the workplace;

(e) that workers are made familiar with the proper use of all safety features or devices, equipment, and clothing **required** for their protection; and

(f) that the **employer's** undertaking is conducted so that workers are not exposed to occupational health or safety hazards as a result of the undertaking.

(2) An **employer shall**:

(a) consult and cooperate with the joint occupational health and safety committee or the representative, as applicable;

(b) cooperate with any person performing a duty or exercising a power conferred by this Act or the regulations;

(c) provide such additional training of committee members as may be prescribed by the regulations;

(d) comply with this Act and the regulations and ensure that workers at the workplace comply with this Act and the regulations; and

(e) where an occupational health and safety policy or occupational health and safety program is **required** under this Act, establish the policy or program.

Duty Respecting Workplace Harassment

(3) An **employer shall** establish and implement as a policy, in accordance with the regulations, measures to prevent and investigate occurrences of harassment in the workplace. **Section 12(1) to (3)**.

Duties of Constructor

A constructor **shall** ensure:

- (a) that every reasonable precaution is taken to protect the occupational health and safety of persons at or near a project;
- (b) that the activities of the **employers** and self-employed persons at the project are coordinated;
- (c) that the communication of information necessary to the occupational health and safety of persons at the project occurs between the **employers** and self-employed persons at the project;
- (d) that communication is facilitated between the constructor and a committee or representative **required** by this Act for the project;
- (e) that the measures and procedures in this Act and the regulations are carried out at the project; and
- (f) that every worker, self-employed person and **employer** performing work in respect of the project complies with this Act and the regulations. **Section 13(a) to (f)**.

Duties of Owner

An owner **shall**:

- (a) take every reasonable precaution to provide and maintain the owner's land or premises used as a workplace:
- (i) in a manner that ensures the occupational health and safety of persons at or near the workplace, and
- (ii) in compliance with this Act and the regulations; and
- (b) give to the **employer** at the workplace the information that is:
- (i) known to the owner or that the owner could reasonably be expected to know, and
- (ii) necessary to identify and eliminate or control hazards to the occupational health or safety of persons at the workplace. **Section 18(a)(b)**.

For more information:

- Duties of supplier. **Section 15(a) to (c)**.
- Duties of worker. **Section 16(1)(2)**
- Duties of self-employed person. **Section 17(a) to (d)**.

Further details on the Occupational Health And Safety Act can be found at Princedwardisland.ca.

QUÉBEC

In Quebec, **employers** are **required** to address workplace health and safety under the **Occupational Health and Safety Act** – Chapter II Scope, Division I General Provisions, Sections 2 to 4, and Chapter III Rights and Obligations, Division I The Worker, Sections 9 and 10, and Division II The Employer, Sections 50 to 57. These regulations **mandate** that **employers** take all necessary precautions to ensure a safe and healthy work environment by identifying hazards, implementing control measures, and providing workers with appropriate training and personal protective equipment (PPE).

Chapter II – Scope

Division I – General Provisions

The object of this Act is the elimination, at the source, of dangers to the health, safety and physical and mental well-being of workers.

This Act provides mechanisms for the participation of workers, workers' associations, **employers** and **employers'** associations in the realization of its object. **Section 2.**

The fact that collective or individual protective means and equipment are put at the disposal of workers where necessary to meet their special needs **must** in no way reduce the effort expended to eliminate, at the source, dangers to the health, safety and physical or mental well-being of workers. **Section 3.**

This Act is of public order and any derogating provision of any agreement or decree is absolutely null.

However, an agreement or decree may provide, in respect of a worker, a person performing functions under this Act or a certified association, more favorable provisions for the health, safety and physical or mental well-being of the worker. **Section 4.**

Chapter III – Rights and Obligations

Division I – The Worker

General Rights

Every worker has a right to working conditions that have proper regard for his health, safety and physical and mental well-being. **Section 9.**

In accordance with this Act and the regulations, the worker is entitled, in particular,

(1) to training, information and counselling services in matters of occupational health and safety, especially in relation to his work and his work environment, and to receive appropriate instruction, training and supervision;

(2) to receive the preventive and curative health services relating to the risks to which he may be exposed, and his wages for the time spent in undergoing a medical examination during employment prescribed for the application of this Act and the regulations. **Section 10(1)(2).**

Division II – The Employer

General Rights

Every **employer** is entitled, in particular, in accordance with this Act and the regulations, to training, information and counselling services in matters of occupational health and safety. **Section 50.**

For more information:

- General obligations. **Sections 51, 51.1, 51.1.1, 51.2, 52, 53, 54, 55, 56, and 57**

Further details on the Occupational Health and Safety Act can be found at Legisquebec.gouv.qc.ca.

SASKATCHEWAN

In Saskatchewan, **employers** are **required** to address workplace health and safety under the [Occupational Health and Safety Regulations – Part 3 General Duties, Sections 3-1, 3-2, and 3-6 to 3-8](#). These regulations **mandate** that **employers** take all reasonable precautions to ensure a safe and healthy work environment by identifying hazards, implementing control measures, and providing workers with appropriate training and personal protective equipment (PPE).

Part 3 – General Duties

General Duties of Employers

The duties of an **employer** at a place of employment include:

- (a) the provision and maintenance of plant, systems of work and working environments that ensure, as far as is reasonably practicable, the health, safety and welfare at work of the **employer's** workers;
- (b) arrangements for the use, handling, storage and transport of articles and substances in a manner that protects the health and safety of workers;
- (c) the provision of any information, instruction, training and supervision that is necessary to protect the health and safety of workers at work; and
- (d) the provision and maintenance of a safe means of entrance to and exit from the place of employment and all worksites and work-related areas in or on the place of employment. **Section 3-1.**

Supervision of Work

(1) An **employer** or contractor **shall** ensure that:

- (a) all work at a place of employment is sufficiently and competently supervised;
- (b) supervisors have sufficient knowledge of all of the following with respect to matters that are within the scope of the supervisor's responsibility:

- (i) the Act and any regulations made pursuant to the Act that apply to the place of employment;

- (ii) any occupational health and safety program at the place of employment;

- (iii) the safe handling, use, storage, production, and disposal of chemical and biological substances;

- (iv) the need for, and safe use of, personal protective equipment;

- (v) emergency procedures **required** by these regulations;

- (vi) any other matters that are necessary to ensure the health and safety of workers under the supervisor's direction; and

- (c) supervisors comply with the Act and any regulations made pursuant to the Act that apply to the place of employment and ensure that the workers under their direction comply with the Act and those regulations.

(2) A supervisor **shall** ensure that the workers under the supervisor's direction

comply with the Act and any regulations made pursuant to the Act that apply to the place of employment. **Section 3-6(1)(2)**.

Duty to Inform Workers

An **employer shall** ensure that each worker:

(a) is informed of the provisions of the Act and any regulations pursuant to the Act that apply to the worker's work at the place of employment; and

(b) complies with the Act and those regulations. **Section 3-7(a)(b)**.

Training of Workers

(1) An **employer shall** ensure that a worker is trained in all matters that are necessary to protect the health and safety of the worker when the worker:

(a) begins work at a place of employment; or

(b) is moved from 1 work activity or worksite to another that differs with respect to hazards, facilities or procedures.

(2) The training **required** by subsection (1) **must** include:

(a) procedures to be taken in the event of a fire or other emergency;

(b) the location of first aid facilities;

(c) identification of prohibited or restricted areas;

(d) precautions to be taken for the protection of the worker from physical, chemical or biological hazards;

(e) any procedures, plans, policies and programs that the **employer is required** to develop pursuant to the Act or any regulations made pursuant to the Act that apply to the worker's work at the place of employment; and

(f) any other matters that are necessary to ensure the health and safety of the worker while the worker is at work.

(3) An **employer shall** ensure that:

(a) the time spent by a worker in the training **required** by subsection (1) is credited to the worker as time at work; and

(b) the worker does not lose pay or other benefits with respect to that time.

(4) An **employer shall** ensure that no worker is permitted to perform work unless the worker:

(a) has been trained, and has sufficient experience, to perform the work safely and in compliance with the Act and the regulations; or

(b) is under close and competent supervision. **Section 3-8(1) to (4)**.

Further details on the Occupational Health and Safety Regulations can be found at Saskatchewan.ca.

YUKON TERRITORY

In Yukon, **employers** are **required** to address workplace health and safety under the [Occupational Health and Safety Act – Duties in Respect of Health and Safety, Sections 3 to 11](#). These regulations **mandate** that **employers** take all reasonable precautions to ensure a safe and healthy work environment by identifying hazards, implementing control measures, and providing workers with appropriate training and personal protective equipment (PPE).

Duties in Respect of Health and Safety

Employer's Duties

(1) Every **employer shall** ensure, so far as is reasonably practicable, that:

(a) the workplace, machinery, equipment, and processes under the **employer's** control are safe and without risks to health;

(b) work techniques and procedures are adopted and used that will prevent or reduce the risk of occupational injury; and

(c) workers are given necessary instruction and training and are adequately supervised, taking into account the nature of the work and the abilities of the workers.

(2) Without limiting the generality of subsection (1), every **employer shall**, so far as is reasonably practicable,

(a) ensure that workers are made aware of any hazard in the work and in the handling, storage, use, disposal, and transport of any article, device, or equipment, or of a biological, chemical, or physical agent;

(b) cooperate with and assist safety and health representatives and committee members in the performance of their duties;

(c) ensure that workers are informed of their rights, responsibilities, and duties under this Act; and

(d) make reasonable efforts to check the well-being of a worker when the worker is employed under conditions that present a significant hazard of disabling injury, or when the worker might not be able to secure assistance in the event of injury or other misfortune. **Section 3(1)(2)**.

Constructor's Duties

Every constructor **shall** ensure, so far as is reasonably practicable, that during the course of each project the constructor undertakes:

(a) the measures and procedures prescribed by this Act and the regulations are carried out on the project;

(b) every **employer** and every person working on the project complies with this Act and the regulations; and

(c) the health and safety of workers on the project is protected. **Section 4(a) to (c)**.

Joint Duties of Employers

If there is an overlapping of the work areas of two or more **employers**, the principal contractor or, if there is no principal contractor, the owner of the project **shall** establish and ensure the continuing function of a management group to coordinate the accident prevention activities of the several **employers**, and each **employer shall** be represented in and **shall** cooperate with the management group. **Section 5.**

Owner's Duties

(1) The owner of a workplace that is not a project **shall** ensure, so far as is reasonably practicable, that:

(a) the prescribed facilities are provided and maintained;

(b) the workplace complies with the regulations; and

(c) no workplace is constructed, developed, reconstructed, altered, or added to except in compliance with this Act and the regulations.

(2) An **employer**, owner, or constructor engaged in any construction, development, alteration, addition or installation to or in a workplace **shall**, when drawings are **required** for the construction, keep a copy of the drawings in a convenient location at or near the workplace, and those drawings **shall** be produced immediately by the **employer**, owner, or contractor on the request of a safety officer for examination and inspection. **Section 6(1)(2).**

Supervisor's Duties

A supervisor **shall** be responsible for:

(a) the proper instruction of workers under his direction and control and for ensuring that their work is performed without undue risk,

(b) ensuring that a worker uses or wears the equipment, protective devices, or clothing **required** under this Act or by the nature of the work,

(c) advising a worker of the existence of any potential or actual danger to the health or safety of the worker of which the supervisor is aware, and

(d) if so prescribed, providing a worker with written instructions as to the measures and procedures to be taken for the protection of the worker. **Section 7(a) to (d).**

For more information:

- Supplier's duties. **Section 8.**
- Employee's duties. **Section 9(a) to (e).**
- Self-employed person's duties. **Section 10(a) to (d).**
- Creation of hazards. **Section 11(1)(2).**

Further details on the Occupational Health And Safety Act can be found at Laws.Yukon.ca.