



# Occupational Health and Safety Regulations Review

October 2025

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# Intent of Public Engagement on *The Occupational Health and Safety Regulations, 2020*

As part of our ongoing commitment to reduce serious injuries and fatalities and to promote the importance of workplace safety, the government is reviewing *The Occupational Health and Safety Regulations, 2020*.

We are committed to ensuring regulations remain relevant to the modern workplace, continue to meet the needs of employers and employees, and allow for the free flow of labour across jurisdictions.

The occupational health and safety regulations have not been substantively reviewed since 2006. Since then, technology and workplace practices have changed significantly. Additionally, recent amendments to the occupational health and safety provisions of *The Saskatchewan Employment Act* require changes to the regulations to ensure alignment.

The review will be completed in stages to provide stakeholders with ample opportunity to provide feedback. The first stage of the review is Parts 1 to 5 of *The Occupational Health and Safety Regulations, 2020*. While the discussion paper includes specific topics, we encourage stakeholders to identify any issues with these Parts that will help improve workplace health and safety.

Please be aware that submissions may be disclosed according to the provisions of *The Freedom of Information and Protection of Privacy Act*.

Please submit all written responses no later than November 30, 2025 to:

[legislation.labour@gov.sk.ca](mailto:legislation.labour@gov.sk.ca)

You can also respond through mail:

Occupational Health and Safety Regulations Review  
Corporate Services Division  
Ministry of Labour Relations and Workplace Safety  
300–1870 Albert Street  
Regina, SK S4P 4W1

# Topics for Consideration

## Notifications to the Ministry

Part 2 of *The Occupational Health and Safety Regulations, 2020* (the regulations) outlines the requirements for the employer and/or contractor to notify the ministry of a serious injury, fatality, dangerous occurrence and high risk asbestos processes. In addition, the ministry is to be notified when work begins at a new construction site, processing or manufacturing plant.

### Asbestos Processes

Currently, an employer, contractor or owner must notify the ministry at least 14 days before beginning a high risk asbestos process (section 2-1 and table 5 of the regulations).

### Notice of Accidents

In the case of an accident that causes or may have caused the death of a worker or results in a serious injury, the employer or contractor is to notify the ministry as soon as possible (section 2-2). To be considered a serious injury, a worker must be admitted to a hospital for a period of 72 hours.

Over the last two decades, health care protocols have reduced the length of hospital admissions. As a result, the 72-hour threshold does not necessarily capture all serious injuries to the same extent it did in the past.

### **Questions for Consideration:**

- Are the existing notification requirements in part 2 of the regulations adequate?
- Is the notification period of a high risk asbestos process in section 2-1 adequate?
- Is the notification requirement in section 2-2 sufficient?

## Youth Employment

Any worker can be injured at the workplace, but young and new workers are at greater risk of injury due to a lack of experience and/or knowledge of their rights and responsibilities.

In 2024, there were 2,689 injury claims accepted by the Workers' Compensation Board for workers under 25 years of age. This makes up 15 per cent of total claims.

The regulations restrict youth working in high risk industries. Section 3-3 prohibits youth under 16 years from working on a construction site, confined spaces, forestry or logging operations, meat, fish or poultry

processing plants, for example. Additionally, people 18 years or younger cannot work in mines or in asbestos or silica processes, as a radiation worker, or where the use of an atmosphere-supplying respirator is required.

**Questions for Consideration:**

- Do you have any recommendations to improve the regulatory provisions related to youth employment?
- Is the list of prescribed places of employment in section 3-3 of the regulations relevant and sufficient?

## Occupational Health and Safety Program

An occupational health and safety program is a systematic plan to identify and control hazards and respond to emergencies. The program identifies responsibilities, resources and procedures for keeping the workers healthy and safe. Its purpose is to integrate health and safety into all work practices and conditions.

Every employer with 10 or more workers who operates in building construction, mining, oil and gas drilling sectors or any other prescribed industry is required to have an occupational health and safety program (section 3-11 and table 7).

**Questions for Consideration:**

- Are the requirements for an occupational health and safety program adequate?
- Is the list of prescribed workplaces in table 7 relevant and sufficient?
- Is the threshold of 10 workers adequate?

## Employers' Duty to Investigate Accidents

Employers have a responsibility for ensuring that every accident that causes or may have caused the death of a worker or results in a hospital admission as an in-patient for a period of 24 hours or more is investigated (section 3-18).

These investigations are to be conducted by one of the following: the co-chairpersons of the occupational health committee or their designates; the employer and the representative, if there is no committee; the employer, if there is no committee or representative. Following the investigation, a written report is prepared which outlines the accident, evidence, causes of the accident and corrective actions.

**Questions for Consideration:**

- Is the existing requirement relevant and sufficient?
- Is the 24-hour hospital admission requirement adequate?

## Interference at the Scene of an Accident

The regulations require that a scene of an accident involving a fatality is to be preserved until an occupational health officer has completed an investigation of the accident (section 3-19). This includes a prohibition from any person removing, destroying or interfering with evidence at the scene.

**Questions for Consideration:**

- Are the existing requirements adequate?
- Is the application of section 3-19 to the scene of fatality sufficient?

## Working Alone or at an Isolated Place of Employment

Workers who work alone or who work in an isolated place face additional risks as they do not have assistance readily available in the case of injury or emergency. In these situations, the employer has an obligation to take measures to reduce or eliminate the risk to workers.

These measures must include an effective communication system and may include regular contact with a worker, establishing minimum training or experience, safe work practices or procedures, limits on specified activities, and providing personal protective equipment and emergency supplies to be used in inclement weather.

**Question for Consideration:**

- Do you have any recommendations to improve the regulatory provisions related to working alone or in isolation?
- Is the list of mandatory measures sufficient?

## Harassment and Violence

Saskatchewan employers and workers have a shared responsibility to ensure safe and healthy workplaces that are free from harassment and violence. Employers are required to take steps to prevent harassment and violence in the workplace.

Harassment and violence provisions in the Act have recently been expanded and clarified to ensure that all workplaces develop and implement a harassment and violence policy, employers investigate every incident of harassment and violence, and the provisions protect workers, volunteers and dependent and independent contractors. As a result of the legislative amendments, regulatory changes to the harassment and violence requirements in sections 3-25 and 3-26 of the regulations are necessary.

**Question for Consideration:**

- Do you have any recommendations to improve the regulatory provisions related to harassment and violence?

## Occupational Health Committees and Representatives

Occupational health committees and representatives help employers communicate and cooperate with workers in identifying and resolving health and safety concerns.

Employers in Saskatchewan are obligated to establish an occupational health committee in workplaces with 10 or more workers. In smaller workplaces, an occupational health committee is not required; instead, an employer must designate a representative in high hazard workplaces (identified in table 7 of the regulations) with five to nine workers.

Part 4 of the regulations sets out requirements for the composition of the committee, frequency of meetings, training and other matters. The committee is responsible for ensuring meetings occur, and meeting minutes are recorded and posted in the workplace (sections 4-4 and 4-5 of the regulations).

**Questions for Consideration:**

- Are provisions in Part 4 of the regulations appropriate?
- Is the list of prescribed workplaces in table 7 relevant and sufficient?
- Which party should be responsible for ensuring that a committee meets and that minutes are recorded and posted?

## Harmonization of First Aid Requirements

The Canada Free Trade Agreement establishes a regulatory reconciliation process to address trade barriers across Canadian jurisdictions. As part of this work, Saskatchewan and other Canadian jurisdictions have harmonized first aid kits, fall protection standards and personal protective equipment.

### First Aid Kits

The adoption of CSA standard Z1220-17 in 2020 resulted in consistent requirements for first aid kits based on first aid kit risk assessments for all workplaces. The number of kits required and the content is determined by the risk classification for worksites.

Once the first aid kit harmonization initiative came into effect, certain provisions of the regulations became irrelevant and need to be updated. For example, table 8 that was used to prescribe high hazard work for first aid purposes is no longer relevant. Part 5 also includes first aid room requirements that are based on workplace location rather than risk levels (section 5-9 requires that workplaces with more than 100 workers in isolated places have first aid rooms).

### First Aid Training

As part of its continued work on harmonizing occupational health and safety standards across Canada, Saskatchewan is considering adopting CSA Z1210-17, which establishes requirements for first aid training programs in the workplace, including curriculum and quality management for training agencies.

Adopting this standard requires regulatory changes. In particular, changes are needed to requirements on minimum duration for the practical skills component of the training course, workplace first aid training levels, competencies of the first aider, first aid certificate duration and recertification.

#### **Questions for Consideration:**

- Are the requirements for first aid rooms in section 5-9 sufficient?
- What is the impact of harmonizing first aid training requirements?