OHS Requirements by Jurisdiction

Regulators and thresholds · Canada

1. REGULATOR AND THRESHOLDS

JURISDICTION	REGULATOR	MAIN STATUTE / REGULATION	JOINT COMMITTEE	REPRESENTATIVE	WRITTEN PROGRAM / POLICY
Federal	Employment and Social Development Canada, Labour Program	Canada Labour Code Part II; Canada Occupational Health and Safety Regulations	Policy committee: 300+ employees (s.134.1). Workplace committee: 20+ employees per workplace (s.135)	Under 20 employees (s.136)	Hazard prevention program, sized to the workplace and its hazards (Code s.125(1)(z.03)); the prescribed program is in COHSR Part XIX (s.19.1)
British Columbia	WorkSafeBC	Workers Compensation Act; OHS Regulation	20+ workers (WCA s.31)	10–19 workers (WCA s.45)	Formal program: 20+ workers with at least one moderate- or high-hazard workplace, or 50+ workers. Smaller employers need a less formal program (OHSR 3.1, 3.2)
Alberta	Jobs, Economy, Trade and Immigration	Occupational Health and Safety Act (SA 2020, c O-2.2); OHS Code (AR 191/2021)	20+ workers (Act s.13(1)(a))	5–19 workers (Act s.14(1)(a))	Health and safety program: 20+ workers (Act s.16)
Saskatchewan	Ministry of Labour Relations and Workplace Safety	Saskatchewan Employment Act, Part III; OHS Regulations, 2020	10+ workers of one employer (SEA s.3-22(1))	5–9 workers in prescribed workplaces (OHS Regs 4-8(1); SEA s.3-24)	Prescribed workplaces with 10+ workers (OHS Regs 3-11(2); SEA s.3-20)
Manitoba	Manitoba Labour and Immigration	Workplace Safety and Health Act (C.C.S.M. c. W210); Workplace Safety and Health Regulation, M.R. 217/2006	20+ workers (Act s.40(1)(a))	5+ workers where no committee is required (Act s.41(1)(a))	Written program: 20+ workers (Act s.7.4(1))
Ontario	Ministry of Labour, Immigration, Training and Skills Development	Occupational Health and Safety Act (OHSA)	20+ workers (s.9(2)(a))	6–19 workers (s.8(1))	Written OH&S policy, reviewed yearly, with a program to implement it: 6+ workers (s.25(2)(j), s.25(4))
Quebec	CNESST	Act respecting occupational health and safety (CQLR c. S-2.1), as amended by the 2021 modernization Act (SQ 2021, c. 27)	20+ workers in an establishment during the year (s.68). Not required if 20 is reached for fewer than 21 days in the year	Under 20 workers: in the cases set by regulation (s.88). Where a committee exists, at least one representative is designated (s.87)	Prevention program: 20+ workers in an establishment during the year (s.58); under 20 in the cases set by regulation (s.58)
New Brunswick	WorkSafeNB	Occupational Health and Safety Act (SNB 1983, c O-0.2)	20+ employees (s.14(1))	5–19 employees: safety policy that may provide for a representative (s.17(1)); if it does, employees elect one (s.17(3))	Written safety policy and written program: 20+ employees in the province (s.8(1), s.8.1(1)). Safety policy: 5–19 employees at a place of employment (s.17(1))
Nova Scotia	Labour, Skills and Immigration	Occupational Health and Safety Act (SNS 1996, c 7)	20+ persons regularly employed (s.29(1))	5+ persons where no committee is required (s.33(1))	Written policy: 5+ employees (s.27(1)). Written program: 20+ employees (s.28(1))
Prince Edward Island	Workers Compensation Board of PEI	Occupational Health and Safety Act (RSPEI 1988, c O-1.01)	20+ persons (s.25(1))	5+ workers where no committee is required (s.26(1))	Written policy: 5+ workers (s.24(1)). Written program: 20+ workers (s.23(1))
Newfoundland and Labrador	Government Services, Occupational Health and Safety Division	Occupational Health and Safety Act (RSNL 1990, c O-3)	20+ workers (s.37)	Fewer than 20 workers (s.41(1))	Program: 20+ workers (s.36.1(1)). Policy: fewer than 20 workers (s.36.2(1))
Yukon	Workers' Safety and Compensation Board	Workers' Safety and Compensation Act; Workplace Health and Safety Regulations	20+ regularly employed workers (per WSCB)	5–19 regularly employed workers (per WSCB)	Health and safety management system: 20+ regularly employed workers (Act, per WSCB)
Northwest Territories	Workers' Safety and Compensation Commission (WSCC)	Safety Act (RSNWT 1988, c S-1); Occupational Health and Safety Regulations, R-039-2015	20+ workers likely to work more than 90 days (Regs s.37(a))	Fewer than 20 workers (Regs s.39)	Program: 20+ workers (Regs s.21(1)(a))
Nunavut	Workers' Safety and Compensation Commission (WSCC)	Safety Act (Nunavut); Occupational Health and Safety Regulations, R-003-2016	20+ workers likely to work more than 90 days (Regs s.37(a))	Fewer than 20 workers (Regs s.39)	Program: 20+ workers (Regs s.21(1)(a))

Yukon figures are from the Workers' Safety and Compensation Board website. Nunavut figures are from the official consolidation of 28 September 2021; ask the WSCC about later amendments. Quebec figures are from LégisQuébec, current to 12 August 2026.

Most thresholds count the workers regularly employed at one workplace. Some count the employer's whole workforce, for example Alberta's committee and program thresholds, the federal policy committee and New Brunswick's written policy and program. Industry-specific rules (construction, mining, forestry) can differ. Workers' compensation coverage is separate from these duties.

2. EMPLOYER SELF-CHECK: DUTIES THAT APPLY IN EVERY JURISDICTION

- [ ] Hazards at each workplace are identified and assessed, and the assessment is reviewed when work changes.
- [ ] Workers receive health and safety training for their tasks, and training records are kept.
- [ ] Serious incidents are reported to the regulator within the time your jurisdiction sets.
- [ ] Hazardous products carry WHMIS labels, and current safety data sheets are available to workers.
- [ ] First aid supplies, trained personnel and procedures match your workplace and worker count.
- [ ] A joint committee or representative is in place where the table above or your regulator requires one.
- [ ] Inspection findings and corrective actions are written down and followed up.

3. JURISDICTION-SPECIFIC CHECKLISTS

- [ ] Federal OHS compliance checklist for federally regulated employers.
- [ ] Ontario OHSA compliance checklist.
- [ ] WorkSafeBC inspection readiness checklist.

Want help applying this?

Our consultants (CRSP Certified · COR & ISO 45001 Lead Auditors) can adapt this to your workplace or review your safety program with you.

(647) 620-5278 · **info@hseadvisor.ca** · **hseadvisor.ca/contact**

HSE Compliance Checklist for Canadian Businesses · Version 2.0 · Reviewed October 2026 · HSE Advisor Canada. Free to use and adapt. General guidance, not legal advice.

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