HANDI-GUIDE TO SASKATCHEWAN'S OCCUPATIONAL HEALTH AND SAFETY LEGISLATION

Table of Contents

About this HANDI-GUIDE	ix
Regulatory Change and Future Editions	ix
Acknowledgements	ix
Permissions and Copyright	ix
Regulatory Update	1
1.0 OHS Legislative Framework	
1.1 Saskatchewan Employment Act and OHS Regulations	
1.2 Tracking Changes in 2025 to Part III (OHS) of Saskatchewan Employment	
Act and the OHS Regulations	2
1.2.1 Review of OHS Regulation — 2024 Forward	2
1.3 Changes in 2024 to Part III (OHS) of Saskatchewan Employment Act and	
the OHS Regulations	
1.3.1 Violence Prevention Rules in force as of May 2024	
1.3.2 Amendments to Radiation Health and Safety Regulations in 2024	
1.4 Changes in 2023 to Part III (OHS) of Saskatchewan Employment Act	
1.5 Review of Changes in 2022 and 2021	
1.5.1 Harassment Provisions in Force January 1, 2022	
1.5.2 OHS Regulations in Force April 2021	
Review of Legislative Updates in 2020	
Summary of Earlier Changes to SE Act	
1.7.1 Employer Duties Under Part II	
1.8 Occupational Health and Safety (OHS) Branch	
1.9 OHS Compliance and Enforcement	
1.9.1 Compliance Undertakings and Notices of Contravention	
1.9.2 Summary Offence Tickets	
1.10 Offences and Penalties	
1.10.1 Prosecution Statistics	
1.11 Occupational Health Officers	
1.12 Contact the OHS Branch	
1.13 Reporting Incidents	24
1.13.1 Worker's Report of Injury	25
1.14 OHS Statistics from LRWS Annual Report 2023-24	
1.15 Five-year Fatalities and Serious Injuries Strategy	26
1.16 WHMIS 2015	27
1.16.1 OHS Branch and WHMIS Compliance	28
1.16.2 Additional Background and Summary of WHMIS 2015	
1.16.3 Summary of WHMIS 2015	
1.17 Part 33, Prime Contractor within OHS Regulations	
1.18 Mines Regulations, 2018	
1.18.1 Mine Safety Association	
1.19 Other Standards & Codes of Practice	33

Table of Contents

1.20		rces from the OHS Branch	
1.20	0.1 Har	assment and Violence	34
1.20		rkplace Impairment and Cannabis	
1.21	Additio	nal OHS Topics	36
1.2	1.1 Vira	al Respiratory Illnesses and Communicable Disease Prevention	36
1.2	1.2 Infe	ection, Prevention and Control (IPC) Best Practices	36
1.2	1.3 OH	S Issues Arising from the COVID-19 Pandemic	37
1.2	1.4 Wile	dfire Smoke and the Workplace	37
		at Stress and Working in Summer	
1.22	About	WorkSafe Saskatchewan	38
1.2	2.1 Abo	out WorkSafe Training for Inspections and Investigations	38
1.23		Federally Regulated Employers in Saskatchewan	
Chapte	er 1: Ke	y Responsibilities Under the SE Act and OHS Regulations	41
1.0		ction	
2.0		ver Duties	
2.0		y of Certain Employers to Establish a Formal OHS Program	
2.1	2.1.1		
		Building Your OHS Program	
	2.1.2	Required Elements of an OHS Program	
2.2		ditional Employer Duties	
3.0		al Duties of Supervisors	
4.0		al Duties of Owners	
5.0		al Duties of Contractors	
6.0		of Prime Contractors	
7.0		al Duties of Officers, Directors, Managers or Agents of a Corporation	
8.0		al Duties of Suppliers	
9.0		al Duties of Self-Employed Persons	
10.0	Genera	al Duties of Workers	52
11.0	Genera	al Duties and Shared Responsibility	53
Chapte	er 2: OH	S Due Diligence for Employers	55
1.0	Introdu	ction to Due Diligence	55
1.1	Abo	out the Due Diligence Defence	56
1.2		out Negligence	
2.0		ement Mechanisms Under the SE Act	
2.1		e of OHS Division: Enforcement	
2.2		mpliance Undertakings and Notices of Contravention	
2.3		ections to Remedy Contraventions & Stop-Work Orders	
2.4		mmary Offence Tickets	
2.5		ences	
2.6		nalties	64
2.7	•	to / ppea.	
3.0		ligence as a Defence	
3.1		e Diligence and Foreseeability	
	3.1.1	Applicable Regulations	
	3.1.2	Hazard Assessments and Other Safe-Work Planning Techniques	
	3.1.3	Workplace Hazard Identification Systems	
	3.1.4	The Experience of Others	
	3.1.5	The Experience of the Employer	70

4.0	Due Diligence and a System to Prevent Harm from Occurring	70
4.1	Systems of Work to Ensure the Health and Safety of Workers	71
	4.1.1 Elements of Different Safety Systems	71
4.2	Appropriate Equipment, Inspections and Maintenance	72
4.3	PPE and Other Protective Devices	73
4.4	Effective Training	74
	4.4.1 Hiring and Training of Young or New Workers	75
4.5	Direction and Instruction	76
4.6	Information	77
4.7	Monitoring and Correction: Helping to Ensure the OHS Program is Working	78
	4.7.1 Monitoring and Correction Through Observations	79
	4.7.2 Monitoring and Correction Through Reports	79
	4.7.3 Monitoring and Correction Through Workplace Inspections	79
	4.7.4 Monitoring and Correction Through Audits	80
5.0	The Meaning of "Reasonable" and "Practicable"	80
6.0	Review: A Due Diligence Checklist for Employers	81
6.1	Key Steps to Avoid Enforcement Actions, Penalties or Prosecution	81
6.2	Due Diligence Checklist	82
Chant	er 3: Actions for Supervisors	0E
-	•	
1.0	Introduction	
2.0	Reviewing Supervisor Responsibilities	
2.1	3	
3.0	Stopping Work for Immediate Safety	
4.0	Correcting Workers for Future Safety	
5.0	Applying Discipline as Due Diligence	
5.1	Purpose of Discipline	
5.2		
5.3	,,	
6.0	Checklist for Supervisors	91
Chapte	er 4: Actions for Workers	93
1.0	Introduction	93
2.0	Knowing Basic Workers' Rights	
3.0	Adopting Essential Safety Behaviours	
3.1	,	
4.0	Reporting Unsafe Conditions	
5.0	Refusing Unsafe Work	
6.0	Protection for Workers Against Discriminatory Action	
7.0	Working Alone or in Isolation.	
8.0	Getting Workplace Health and Safety Information	
8.1		
9.0	Knowing the Employer's Responsibilities	
1.0	er 5: Occupational Health Committees and OHS Representatives	
	Introduction	
1.1	When OHCs Are Required	
1.2		
2.0	OHC Members	. 105

Table of Contents

2.1	Fair Representation on OHC	106	
3.0	Important Duties and Functions of OHCs	107	
3.1	Associated Duties of Committee or Representatives	108	
4.0	Learning More About OHC Roles	109	
5.0	More About OHS Representatives	111	
6.0	Employer Support for OHCs and OHS Representatives	112	
7.0	Education and Training of OHC Members and OHS Representatives	113	
8.0	Procedures for Running a Successful OHC	113	
9.0	Due Diligence and Immunity	115	
Chapte	er 6: Online OHS Resources	117	
Saska	tchewan Employment Act	127	
Occup	ational Health and Safety Regulations, 2020	309	
Radiat	Radiation Health and Safety Regulations, 2024		
Mines	Mines Regulations, 2018		
Index		701	