

MASTER TABLE OF CONTENTS

About the Editor	iii
About this HANDI-GUIDE	xiii
Purpose	xiii
Regulatory Change and Future Editions	xiii
Summary of Regulatory Agencies and Health and Safety Legislation — New Brunswick	xv
1.0 About WorkSafeNB	xv
2.0 WHS Legislation	xvi
3.0 Regulatory Update for 2025 and 2024	xvii
3.1 Updates to General Regulation 91-091	xvii
3.2 Updates to WorkSafeNB’s Guide to OHS Legislation	xx
3.3 Proposed Legislative Changes in Early 2025	xxi
3.4 New Employee Orientation Guide	xxii
3.5 Changes to OHS Act in 2024	xxii
3.6 Update on Head Protection in Part VII of General Regulation	xxiii
3.7 Updated Resources for Joint OHS Committees	xxiii
3.8 Changes to First Aid Regulation in 2024	xxiv
3.9 Fishing Vessels Under the OHS Act	xxiv
4.0 WorkSafeNB Policies for OHS Regulatory Oversight	xxvi
5.0 Standards	xxvi
6.0 Guidelines	xxvii
7.0 Enforcement	xxvii
7.1 Penalties	xxviii
7.2 Administrative Penalties	xxix
8.0 Duties for Employers and Supervisors Under OHS Act	xxx
9.0 Employer Duty to Report Incidents	xxxi
10.0 About Workplace Violence and Harassment	xxxii
11.0 Workplace Impairment	xxxii
12.0 Respiratory Illness Prevention and Infection Control	xxxiii
13.0 WHMIS 2015	xxxiii
14.0 About Federally Regulated Employers in New Brunswick	xxxiv
15.0 Useful Resources	xxxiv
15.1 E-News	xxxv

Master Table of Contents

15.2 E-Courses and Curriculum	xxxv
16.0 Contact WorkSafeNB	xxxv
Summary of Regulatory Agencies and Health and Safety Legislation — Prince Edward Island	xxxvii
1.0 About the Workers Compensation Board	xxxvii
2.0 WHS Legislation	xxxviii
3.0 Regulatory Compliance Developments in 2025 and 2024	xxxix
3.1 OHS Legislation Mobile App	xxxix
3.2 WCB’s 2024–2026 Strategic Plan	xl
3.3 WCB Annual Reports	xli
3.4 Aquaculture Code of Practice	xli
3.5 Farm Safety Code of Practice	xlii
4.0 Regulatory Compliance Developments in 2023 and Earlier	xliii
4.1 Role of OHS Advisory Council	xliii
5.0 Amendments in 2021 to General Regulations (PPE) and Fall Protection Regulations	xliv
6.0 Regulatory Changes in 2020	xliv
6.1 Workplace Harassment Regulations	xliv
6.2 Asbestos Regulations	xlv
7.0 Important OHS-Related Policies	xlvi
8.0 OHS Penalties	xlvi
9.0 Enforcement Approach	xlvii
9.1 Inspections and Orders	xlvii
9.2 Investigations	xlviii
9.2.1 Report an Injury	xlviii
9.2.2 Reporting Serious Accidents	xlix
9.3 Prosecution	xlix
10.0 Occupational Hygiene	l
11.0 Standards	l
12.0 Guidelines	l
13.0 About Federally Regulated Employers in PEI	l
14.0 Complying with WHMIS 2015	li
15.0 Joint OSH Committees and HS Representatives	lii
16.0 Useful Resources	liii
16.1 Respiratory Illness Prevention and Infection Control	liv
17.0 Contact the WCB of PEI	lv
Summary of Regulatory Agencies and Health and Safety Legislation — Nova Scotia	lvii

Master Table of Contents

1.0 About the Safety Branch	lvii
1.1 Regulations in Force under the OHS Act	lviii
1.2 About the Workers' Compensation Board (WCB) of Nova Scotia	lviii
2.0 Regulatory Changes in 2025 and 2024	lviii
2.1 Stronger Workplaces for Nova Scotia Act	lviii
2.2 Amendments to OHS Act	lix
2.2.1 Workplace Harassment	lix
2.2.2 Psychological Health and Safety	lix
2.2.3 Definition of Reprisal	lix
2.3 Updated First Aid Regulations — Part 4 of the WHSR	lx
2.4 Updates to WHMIS Rules in Part 3 of the WHSR	lx
2.5 Updates to OEL Limits	lxi
3.0 Enforcement Update	lxi
3.1 Report a Serious Incident or Serious Injury	lxiii
3.2 Injunctions and Orders	lxiv
3.3 Reporting Workplace Injuries to the WCB	lxv
4.0 Compliance with Codes of Practice, Standards and Guidelines	lxvi
5.0 About Federally Regulated Employers in Nova Scotia	lxvii
6.0 Safety in the Offshore Oil and Gas Industry	lxvii
7.0 Useful Resources	lxvii
7.1 Nova SAFE App	lxviii
7.2 Resources for Workplace Psychological Health and Safety	lxix
7.3 Safety Branch	lxx
7.4 Updated Guide for Joint OHS Committees and HS Representatives	lxx
7.5 Vulnerable Worker Safety Course	lxx
7.6 Respiratory Illness Prevention and Infection Control	lxx
7.7 Online OHS Training	lxxi
8.0 Contact the Safety Branch	lxxii
Summary of Regulatory Agencies and Health and Safety Legislation — Newfoundland and Labrador	lxxiii
1.0 About the OHS Division	lxxiii
1.1 Administration of the OHS Act and Regulations	lxxiii
1.1.1 Guide to OHS Legislation NL (app)	lxxiv
1.2 Prevention Role of WorkplaceNL	lxxv
1.3 Connections Between WorkplaceNL and the OHS Division	lxxvi

Master Table of Contents

2.0 Regulatory News in 2025 and 2024	lxxvii
2.1 Amendments to the OHS Act Relating to OHS Programs and Committees	lxxvii
2.2 Amendments to the Radiation Health and Safety Act and Regulations	lxxix
3.0 Regulatory News in 2023 and Earlier	lxxx
3.1 Amendments to OHS Act in May 2023	lxxx
3.2 Workplace Health, Safety and Compensation Act, 2022	lxxx
3.3 Amendments to First Aid Regulations in 2021	lxxx
3.4 Amendments to OHS Regulations (Harassment and Violence) in 2020	lxxx
4.0 Compliance with WHS Legislation	lxxxii
4.1 Written Health and Safety Program or Policy	lxxxiii
4.2 Standards	lxxxiii
4.3 Guidelines	lxxxiii
5.0 Enforcement Approach — Statistics	lxxxiv
5.1 Penalties	lxxxv
5.2 Reporting Serious Accidents to OHS Division	lxxxv
5.3 Reporting a Workplace Incident/Injury	lxxxvi
6.0 About Federally Regulated Employers	lxxxvii
6.1 Federal-Provincial Cooperation for Safety in the Offshore Oil and Gas Industry	lxxxvii
7.0 WHMIS 2015 Update	lxxxvii
8.0 Useful Resources	lxxxvii
9.0 Contact the OHS Division	lxxxviii
Chapter 1: Key Responsibilities	1
1.1 The Legislative Framework	1
1.2 General Duties of Employers	1
1.3 Duty of Employers to Establish a Formal WHS Program	4
1.4 Duty to Have a WHS Policy	6
1.5 General Duties of Owners	6
1.6 General Duties of Principal Contractors	7
1.7 General Duties of Contractors	8
1.8 General Duties of Suppliers	9
1.9 General Duties of Supervisors	9
1.10 General Duties of Workers	10
1.11 Duties of Self-Employed Persons	10
1.12 Duties of Those With Multiple Functions Under the Act	11

Master Table of Contents

Chapter 2: OHS Due Diligence	13
2.1 Introduction to Due Diligence	13
2.2 About the Due Diligence Defence	13
2.3 About Negligence	14
2.4 Maximum Fines and Penalties Under the OHS Act	14
2.5 Due Diligence as a Defence	14
2.6 Due Diligence and Foreseeability	15
2.7 Applicable Regulations	15
2.8 Hazard Assessments and Other Safe-Work Planning Techniques	15
2.9 Workplace Hazard Identification Systems	16
2.10 The Experience of Others	16
2.10.1 Industry Standards	17
2.10.2 Best Practices	17
2.11 The Experience of the Employer	17
2.11.1 Previous Incidents	18
2.12 Due Diligence and a System to Prevent Harm From Occurring	18
2.13 Systems of Work to Ensure the Health and Safety of Workers	19
2.14 Elements of Different Safety Systems	19
2.15 Appropriate Equipment, Inspections and Maintenance	20
2.16 PPE and Other Protective Devices	21
2.17 Effective Training	22
2.17.1 Role of Supervisors	22
2.17.2 Testing	23
2.17.3 Ongoing Training	23
2.18 Direction and Instruction	24
2.19 Information	24
2.19.1 Safety Policies, Rules and Procedures	25
2.19.2 Hazards to Which the Worker May Be Exposed	25
2.19.3 Regulations or Standards That Apply to the Work	25
2.20 Monitoring and Correction: Helping to Ensure the OHS Program is Working	25
2.21 Monitoring and Correction Through Observations	26
2.21.1 Planned Observations	26
2.21.2 General Observations	27
2.22 Monitoring and Correction Through Reports	27
2.23 Monitoring and Correction Through Workplace Inspections	27
2.24 Monitoring and Correction Through Audits	27
2.25 The Meaning of “Reasonable” and “Practicable”	28

Master Table of Contents

2.26 Due Diligence and the Internal Responsibility System (IRS)	29
2.27 Review: A Due Diligence Checklist for Employers	30
2.27.1 Key Steps to Avoid Enforcement Orders, Administrative Penalties or Prosecution	30
2.27.2 Due Diligence Checklist	30
Chapter 3: Actions for Supervisors	35
3.1 Introduction	35
3.2 Reviewing Responsibilities	36
3.3 Employer Duty to Train Supervisors	37
3.4 Supervisors as Safety Leaders and Motivators	38
3.5 Stopping Work for Immediate Safety	39
3.6 Correcting Workers for Future Safety	39
3.7 Applying Discipline as Due Diligence	40
3.7.1 Record of Discipline	40
3.7.2 About Reprisals	41
Chapter 4: Actions for Workers	43
4.1 Reviewing General and Specific Duties	43
4.2 Knowing Basic Workers' Rights	44
4.3 Adopting Essential Safety Behaviours	44
4.4 Refusing Unsafe Work	45
4.5 Protection for Workers Against Reprisal or Discriminatory Action	47
4.6 Getting Workplace Health and Safety Information	47
4.7 Knowing the Employer's Responsibilities	48
Chapter 5: Joint Health and Safety Committees (JHSCs)	51
5.1 JHSCs and WHS Representatives Play an Important Safety Role	51
5.2 Legal Responsibilities of JHSCs	52
5.3 About JHSC Membership	53
5.4 About WHS Representatives	54
5.5 Employers Must Respond to JHSC Recommendations	55
5.6 Education and Training of JHSC Members and WHS Representatives	55
5.7 Procedures for Running a Successful JHSC	55
5.8 Sample Resources	56
Chapter 6: WHMIS 2015 Summary	57
6.1 Background on WHMIS 2015	57
6.2 Main Elements of WHMIS 2015	58

Master Table of Contents

6.3 Hazard Classes, Labels and SDSs	59
6.4 Education and Training — Employer Duties	60
Chapter 7: Online OHS Resources	61
New Brunswick	61
Prince Edward Island	61
Nova Scotia	61
Newfoundland and Labrador	62
Federal	63
National Organizations	63
British Columbia	64
Yukon	66
Northwest Territories & Nunavut	66
Alberta	67
Saskatchewan	68
Manitoba	70
Ontario	71
Quebec	72
United States Websites	72
International Websites	73
New Brunswick Legislation	
New Brunswick Occupational Health and Safety Act	75
Administration Regulation — Occupational Health and Safety Act	112
Code of Practice for Working Alone Regulation — Occupational Health and Safety Act	115
Code of Practice for Working With Material Containing Asbestos Regulation — Occupational Health and Safety Act [Repealed]	117
First Aid Regulation — Occupational Health and Safety Act	118
General Regulation — Occupational Health and Safety Act	125
Training and Designated Trades Regulation — Occupational Health and Safety Act	328
Workplace Hazardous Materials Information System Regulation — Occupational Health and Safety Act	330
Prince Edward Island Legislation	
Prince Edward Island Occupational Health and Safety Act	345
Occupational Health and Safety Act Fall Protection Regulations	375
General Regulations	387
Scaffolding Regulations	514

Master Table of Contents

Workplace Hazardous Materials Information System Regulations	530
Workplace Harassment Regulations	544
Nova Scotia Legislation	
Nova Scotia Occupational Health and Safety Act	549
Blasting Safety Regulations	599
Disclosure of Information Regulations [Repealed]	618
Occupational Diving Regulations	624
Occupational Safety General Regulations	661
Violence in the Workplace Regulations	737
Workplace Hazardous Materials Information System (WHMIS) Regulations [Repealed]	743
Workplace Health and Safety Regulations	757
Newfoundland and Labrador Legislation	
Newfoundland and Labrador Occupational Health and Safety Act	825
Asbestos Abatement Regulations, 1998	847
Asbestos Exposure Code Regulations	860
Occupational Health and Safety First Aid Regulations	863
Occupational Health and Safety Regulations, 2012	870
Workplace Hazardous Materials Information System (WHMIS) Regulations, 2018	1086
Index	1101