

Canada has 14 occupational health and safety jurisdictions: 10 provinces, 3 territories and the federal government. Most workplaces need only one of them. Use this quick reference to find yours, read it well and keep up with changes. The table on page 2 links every jurisdiction's Act, main regulations and regulator.

Find the law that applies

- 1 Is the business federally regulated?** Banks, airlines and airports, railways, telecommunications, broadcasting, ports and shipping, pipelines, postal and courier services, road transport that crosses provincial or national borders, most federal Crown corporations and certain First Nations band council activities follow Part II of the Canada Labour Code. If you're unsure, ask the federal Labour Program and keep the answer on file.
- 2 If not, where is the work done?** Follow the OHS Act, regulations and any code of the province or territory where the work happens. A business with sites in several provinces follows each province's law at each site, and a travelling crew follows the law where it's working.
- 3 Check the special cases.** Saskatchewan uranium mines and mills follow Saskatchewan's OHS law. Offshore oil and gas off Newfoundland and Labrador and Nova Scotia follows the offshore accord legislation.

Read it in layers

Read the **definitions and scope** first, then the **general duties** in the Act, the **specific rules** in the regulations or code, any **standards adopted by reference** (check the edition) and the regulator's **policies and guidelines**. "Shall" and "must" are mandatory; "may" is permissive. Use the current consolidation from the official source and check the date it's current to.

Due diligence in brief

Most OHS offences are strict liability offences (*R. v. Sault Ste. Marie*, 1978). An employer can avoid conviction by proving it took every reasonable precaution in the circumstances. Show it with hazard assessments and controls, written procedures, training and competency, supervision, consistent enforcement, corrective action and records. Section 217.1 of the Criminal Code adds a duty for anyone directing work to take reasonable steps to prevent bodily harm.

Keep it current

- ☐ We've confirmed which jurisdiction(s) apply to each of our workplaces, including any federal operations.
- ☐ Our legal register lists each Act, regulation, code part and adopted standard that applies, with an owner.
- ☐ We're subscribed to updates from each regulator that applies to us.
- ☐ Current copies of the legislation are readily available to workers, supervisors and the committee or representative.
- ☐ We review the register at least once a year and whenever we start new work, enter a new jurisdiction or add a new hazard.



Each link opens the official government or regulator source. Many jurisdictions also have regulations for specific industries or hazards, so check the regulator's site for anything that applies to your work.

Jurisdiction	OHS Act	Main regulations and codes	Regulator
Alberta	Occupational Health and Safety Act	OHS Regulation OHS Code	Alberta Occupational Health and Safety
British Columbia	Workers Compensation Act (Part 2)	Occupational Health and Safety Regulation	WorkSafeBC
Saskatchewan	The Saskatchewan Employment Act (Part III)	The Occupational Health and Safety Regulations, 2020	Ministry of Labour Relations and Workplace Safety
Manitoba	The Workplace Safety and Health Act	Workplace Safety and Health Regulation	Workplace Safety and Health Branch
Ontario	Occupational Health and Safety Act	Industrial Establishments (Reg. 851) Construction Projects (O. Reg. 213/91)	Ministry of Labour, Immigration, Training and Skills Development
Quebec	Act respecting occupational health and safety	Regulation respecting occupational health and safety	CNESST
New Brunswick	Occupational Health and Safety Act	General Regulation 91-191	WorkSafeNB
Nova Scotia	Occupational Health and Safety Act	Occupational Safety General Regulations	Nova Scotia OHS Division
Prince Edward Island	Occupational Health and Safety Act	General Regulations	WCB PEI
Newfoundland and Labrador	Occupational Health and Safety Act	Occupational Health and Safety Regulations, 2012	Occupational Health and Safety Division
Yukon	Workers' Safety and Compensation Act	Workplace Health and Safety Regulations	Yukon Workers' Safety and Compensation Board
Northwest Territories	Safety Act	Occupational Health and Safety Regulations	Workers' Safety and Compensation Commission (WSCC)
Nunavut	Safety Act	Occupational Health and Safety Regulations	WSCC (shared with the Northwest Territories)
Federal	Canada Labour Code (Part II)	Canada Occupational Health and Safety Regulations	Labour Program, Employment and Social Development Canada

Need help applying the law to your workplace? Calgary Safety Consultants helps employers build legal registers, programs and manuals that meet their legal requirements. Visit calgarysafetyconsultants.ca/safety-guides/ohs-legislation/ or call 1-888-231-0358.