

# At a Glance: A Visual Comparison of JHSC Member/Safety Rep. Training Requirements Across Canada



Most jurisdictions (NS, PEI and QC being the only exceptions) require employers to ensure workers who serve on JHSCs or as health and safety representatives get specialized training and instruction to perform those roles and responsibilities at the company's expense and with no loss of wages and benefits. Here's a visual breakdown and comparison of the training rules of each jurisdiction.

## Noise Control Requirements by Jurisdiction (abbrev.: NS = Not Specified)

FEDERAL	
<b>Who Must Receive Training</b>	JHSC members + health & safety reps.
<b>When Training Must Be Provided</b>	Not specified
<b>Who Must Provide Training</b>	Employer
<b>Separate Education Leave</b>	None
<b>Other Reqs.</b>	* Employer must develop training in consultation with JHSC/Rep.
	*Employer must review training every 3 years or sooner after changes in circumstances affecting content
	*Training must cover: Act, Regs., JHSC/Rep. functions, JHSC rules & procedures, consensus building principles
ALBERTA	
<b>Who Must Receive Training</b>	JHSC co-chairs + health & safety reps.
<b>When Training Must Be Provided</b>	Not specified
<b>Who Must Provide Training</b>	Govt.-approved training provider
<b>Separate Education Leave</b>	JHSC co-chairs, members & reps. may, upon giving reasonable notice, take leave for OHS courses, seminars or programs of: 16 hours or hours in 2 normal work shifts, whichever is greater
<b>Other Reqs.</b>	Minister published list of approved training providers and program criteria
BRITISH COLUMBIA	

<b>Who Must Receive Training</b>	All JHSC members + health & safety reps. (unless person received required training in past 2 years)
<b>When Training Must Be Provided</b>	As soon as practicable and no later than 6 months after designation
<b>Who Must Provide Training</b>	Not specified
<b>Separate Education Leave</b>	JHSC members get up to 8 hours per year and reps. get up to 4 hours to take WorkSafeBC-approved programs/courses, with no loss of pay or benefits
<b>Other Reqs.</b>	*JHSC training must cover: Committee duties, functions & procedures; workplace inspections & investigations; work refusals; JHSC evaluation; *Training must be certified in writing; *Employer must keep written training record for at least 2 years after person stops being committee member or rep

#### MANITOBA

<b>Who Must Receive Training</b>	JHSC members + health & safety reps.
<b>When Training Must Be Provided</b>	Not specified
<b>Who Must Provide Training</b>	Not specified
<b>Separate Education Leave</b>	JHSC members & reps. get annual leave for training offered by govt., approved by JHSC or provided for in collective agreement of up to 16 hours or hours in 2 normal work shifts, whichever is greater, with no loss of pay or benefits
<b>Other Reqs.</b>	*Annual education leave doesn't apply to members of JHSC at construction or seasonal worksites

#### NEW BRUNSWICK

<b>Who Must Receive Training</b>	All JHSC members at all sites + health & safety reps. at construction sites
<b>When Training Must Be Provided</b>	<u>Non-construction sites:</u> Before or within 12 months of designation; <u>Construction sites:</u> Before designation
<b>Who Must Provide Training</b>	WorkSafeNB or trainer approved by WorkSafeNB to provide training for that workplace
<b>Separate Education Leave</b>	None
<b>Other Reqs.</b>	*Training must be provided at workplace & last at least 3 days *Training must cover: JHSC/Rep. responsibilities; health & safety law; workplace inspection & hazard identification; accident review; prevention resources; elements of an OHS program *Successful completion of training must be certified in writing

#### NEWFOUNDLAND

<b>Who Must Receive Training</b>	*If 50+ workers at site: All JHSC members *If 10-49 workers: JHSC co-chairs; *If 10 workers: Rep.
<b>When Training Must Be Provided</b>	Not specified
<b>Who Must Provide Training</b>	Not specified
<b>Separate Education Leave</b>	None

**Other Reqs.** Training must meet WorkplaceNL criteria

#### NOVA SCOTIA

**Who Must Receive Training** NA

**When Training Must Be Provided** NA

**Who Must Provide Training** NA

**Separate Education Leave** NA

**Other Reqs.** NA

#### ONTARIO

**Who Must Receive Training** \*At least 1 worker member & 1 management member must be certified  
\*Reps. need not be certified, only trained to perform their responsibilities competently

**When Training Must Be Provided** Not specified

**Who Must Provide Training** Trainer approved by Chief Prevention Officer

**Separate Education Leave** None

**Other Reqs.** \*Certification not required for committee members at construction sites with <50 workers or that are expected to last <months

\*Certification consists of: Part 1, 19.5 hours general training, and Part 2, 13 hours for trainees to apply of hazard recognition, assessment, and control, and evaluation of hazard controls to 6 specific workplace hazards

\*Certification must be renewed every 3 years via completion of 6.5 hours refresher training

#### PRINCE EDWARD ISLAND

**Who Must Receive Training** NA

**When Training Must Be Provided** NA

**Who Must Provide Training** NA

**Separate Education Leave** NA

**Other Reqs.** NA

#### QUÉBEC

**Who Must Receive Training** NA

**When Training Must Be Provided** NA

**Who Must Provide Training** NA

**Separate Education Leave** NA

**Other Reqs.** NA

#### SASKATCHEWAN

**Who Must Receive Training** JHSC co-chairs + health & safety reps.

**When Training Must Be Provided** Not specified

**Who Must Provide Training** Not specified

**Separate Education Leave** JHSC co-chairs, members & reps. may, upon giving reasonable notice, take leave of up to 5 working days for OHS courses, seminars or programs with no loss of pay or benefits

<b>Other Reqs.</b>	<p>Guidelines recommend that training also be provided to alternate co-chairs and cover:</p> <ul style="list-style-type: none"> <li>*How to identify &amp; control industry-specific hazards, including ergonomic hazards</li> <li>*How to conduct inspections</li> <li>*SK OHS legislation</li> <li>*WHMIS</li> </ul>
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#### NORTHWEST TERRITORIES & NUNAVUT

<b>Who Must Receive Training</b>	JHSC co-chairs + health & safety reps.
<b>When Training Must Be Provided</b>	Not specified
<b>Who Must Provide Training</b>	Not specified
<b>Separate Education Leave</b>	<p>JHSC members, co-chairs and reps. can attend training courses, programs or seminars without loss of pay or benefits, provided that training is provided by WSCC or WSCC-approved provider</p>
<b>Other Reqs.</b>	<p>Guidelines recommend that training also be provided to alternate co-chairs and cover:</p> <ul style="list-style-type: none"> <li>*How to identify &amp; control industry-specific hazards, including ergonomic hazards</li> <li>*How to conduct inspections</li> <li>*SK OHS legislation</li> <li>*WHMIS</li> </ul>

#### YUKON

<b>Who Must Receive Training</b>	JHSC co-chairs + health & safety reps.
<b>When Training Must Be Provided</b>	Within 90 days of selection
<b>Who Must Provide Training</b>	Employer
<b>Separate Education Leave</b>	None
<b>Other Reqs.</b>	<p>Employer must orient co-chairs and reps. to their duties and functions within 90 days and let them take OHS courses offered or designated by director as soon as those courses become available</p>