

WHMIS Training Program & Review Requirements



WHMIS TRAINING PROGRAM & REVIEW REQUIREMENTS		
JURISD.	REQUIREMENTS	LAW
Federal	<p>Employer must, in consultation with workplace JHSC or health and safety rep:</p> <ol style="list-style-type: none"> 1) Develop and implement “employee education and training program” on controlling work hazards, including hazardous substances 2) Review and, if necessary, revise the employee education and training program: <ol style="list-style-type: none"> a) At least once a year; b) Whenever there’s a change in conditions regarding the hazardous substances in the workplace; and c) Whenever new hazard information about a hazardous substance in the workplace becomes available to the employer 	<i>Canada OHS Regs., Sec. 10.14</i>
Alberta	<p>Employer must, in consultation with workplace JHSC or health and safety rep:</p> <ol style="list-style-type: none"> 1) Develop and implement WHMIS training procedures and program of instruction for workers who work with or near or are involved in manufacture of hazardous product; 2) Review the program at least annually, or more frequently if required by a change in work conditions or available hazard information 	<i>OHS Code, Sec. 397</i>
BC	<p>If hazardous products are used in workplace, employer must, in consultation with workplace JHSC or health and safety rep:</p> <ol style="list-style-type: none"> 1) Establish and maintain an effective WHMIS program, including education and training; and 2) Review the program at least annually or more frequently if required by a change in work conditions or available hazard information 3) Periodically evaluate workers’ knowledge using suitable means such as written tests and practical demonstrations 	<i>OHS Reg., Sec. 5.5</i>
Manitoba	<p>Employer must, in consultation with workplace JHSC or health and safety rep:</p> <ol style="list-style-type: none"> 1) Develop and implement a WHMIS training program 2) Review the WHMIS training program at least annually or more frequently if required by a change in work conditions or available hazard information 	<i>Workplace Health & Safety Regs., Sec. 35.3</i>

<p>New Brunswick</p>	<p>1) Employer must, in consultation with the workplace JHSC or health and safety rep, ensure that employees who work with or may be exposed to a hazardous product receive WHMIS education, instruction and training under a program that's:</p> <ul style="list-style-type: none"> a) Developed and implemented for the workplace; b) Related to any other hazard prevention and control program in the workplace; and c) Reviewed at least annually, or more frequently if required by a change in work conditions or available hazard information <p>2) Employer must, so far as is reasonably practicable, also ensure that:</p> <ul style="list-style-type: none"> a) The program of employee education, instruction and training results in the employee's being able to apply the knowledge to protect his/her health and safety b) In consultation with the JHSC or health and safety rep, employees' knowledge is periodically evaluated via written test, practical demonstration or other suitable means 	<p><i>WHMIS Reg., Sec. 7</i></p>
<p>Newfound.</p>	<p>1) Employer must, in consultation with the workplace JHSC or health and safety rep, ensure that workers who work with or may be exposed to a hazardous product receive WHMIS education and training under a program that's:</p> <ul style="list-style-type: none"> a) Developed and implemented for the workplace related to the workplace's hazard prevention and control program b) Reviewed at least annually, or more frequently if required by a change in work conditions or available hazard information <p>2) Employer must, so far as is reasonably practicable, also ensure that:</p> <ul style="list-style-type: none"> a) The program of worker education and training results in the worker's being able to apply the knowledge to protect his/her health and safety b) Workers' knowledge is periodically evaluated via written test, practical demonstrations or other suitable means 	<p><i>WHMIS Reg., Sec. 6</i></p>
<p>NWT & Nunavut</p>	<p>1) Employer must, in consultation with the workplace JHSC or health and safety rep, ensure that:</p> <ul style="list-style-type: none"> a) Workers who work with or may be exposed to a hazardous product receive WHMIS training under a program that's developed for the workplace b) The training program is reviewed at least annually, or more frequently if required by a change in work conditions or available hazard information <p>2) Employer must also ensure that the program of worker training results in the worker's being able to apply the knowledge to protect his/her or another person's health and safety</p> <p>3) Employer must, so far as is reasonably practicable, also ensure that:</p> <ul style="list-style-type: none"> a) The program of worker education and training results in the worker's being able to apply the knowledge to protect his/her health and safety b) Workers' knowledge is periodically evaluated via written test, practical demonstrations or other suitable means 	<p><i>OHS Regs., Sec. 325</i></p>
<p>Nova Scotia</p>	<p>1) Employer must ensure that a program for employee education and training on WHMIS is developed and implemented:</p> <ul style="list-style-type: none"> a) For that workplace b) In relation to any health or safety hazards to employees who work with or near hazardous products; and c) In consultation with workplace JHSC <p>2) Employer must, in consultation with JHSC, review program at least annually, or more frequently if required by a change in work conditions or available hazard information</p> <p>3) Employer must make reasonable enquiries to determine, so far as is reasonably practicable, that the program of employee instruction results in the employee's being able to apply the knowledge to protect his/her or another person's health and safety</p>	<p><i>WHMIS Reg., Secs. 4 and 5</i></p>

Ontario	<p>1) Employer must ensure that a program for worker education and instruction on WHMIS is developed and implemented:</p> <p>a) For that workplace</p> <p>b) Is related to other training, instruction and prevention plans at the workplace</p> <p>c) In consultation with workplace JHSC or health and safety rep</p> <p>2) Employers must, in consultation with JHSC or safety rep, review program at least annually, or more frequently if required by a change in circumstances potentially affecting health or safety or the employer, on the advice of the JHSC or safety rep, determines such a review is necessary</p> <p>3) Employer must, so far as is reasonably practicable, ensure that the program of worker instruction results in the worker's being able to apply the knowledge to protect his/her health and safety</p>	<p><i>OHS Act</i>, Sec. 42 + <i>WHMIS Reg.</i>, Secs. 6 and 7</p>
Prince Edward Island	<p>1) Employer must, ensure that program for worker WHMIS training and education is developed and implemented:</p> <p>a) For the workplace and related to the workplace's hazard prevention and control program</p> <p>b) In consultation with workplace JHSC or health and safety rep</p> <p>2) Employers must, in consultation with workplace JHSC or safety rep, review WHMIS instruction and training provided to workers at least annually, or more frequently if required by a change in work conditions or available hazard information</p> <p>3) Employer must, so far as is reasonably practicable, ensure that:</p> <p>a) The program of education and instruction results in the worker's being able to apply the knowledge to protect his/her health and safety</p> <p>b) Workers' knowledge is periodically evaluated using written tests, practical demonstrations and other suitable means</p>	<p><i>WHMIS Regs.</i>, Sec. 5</p>
Quebec	<p>1) JHSC must establish WHMIS training and information program that's adapted to the workers, specific workplace characteristics and hazardous products present</p> <p>2) If there's no JHSC at workplace, program must be established by employer in consultation with the certified association or if there is no association, the workers or their representatives</p> <p>3) Employer must implement WHMIS training and information program at the workplace</p> <p>4) Training and information program must be updated each year or as soon as required by the situation, including:</p> <p>a) Introduction of new hazardous products not covered by previous training and information</p> <p>b) Changes affecting work methods, risks of exposure to a hazardous product and/or emergency procedures</p>	<p><i>Hazardous Products Information Reg.</i>, Div. VI</p>
Sask.	<p>1) Employer must ensure that required WHMIS training and education is developed:</p> <p>a) For that workplace; and</p> <p>b) In consultation with the workplace JHSC</p> <p>2) Employer must, in consultation with JHSC, health and safety rep or, if there's no JHSC or rep, the workers, review WHMIS training and education at least annually, or more frequently if there's a change in work conditions or available hazard information</p> <p>3) Employer must ensure that:</p> <p>a) The program of training and education results in the worker's being able to apply the knowledge to protect his/her or another worker's health and safety</p> <p>b) Workers' knowledge is periodically evaluated using written tests, practical demonstrations or other suitable means</p>	<p><i>OHS (WHMIS) Regs.</i>, Sec. 5</p>
Yukon	<p>1) Employer must ensure that required worker WHMIS education and training is developed in consultation with the workplace JHSC or health and safety rep</p> <p>2) Employer must, in consultation with JHSC or safety rep, review WHMIS training and education at least annually, or more frequently if there's a change in work conditions or available hazard information</p> <p>3) Employer must ensure that the program of education and training results in the worker's being able to apply the knowledge to protect his/her health and safety</p>	<p><i>WHMIS Regs.</i>, Secs. 4 and 5</p>