

Regulation 1101

First Aid Requirements

Introduction

Regulation 1101: First Aid Requirements outlines mandatory workplace first aid requirements in Ontario. You'll find Regulation 1101, how to report a workplace injury or illness to the WSIB, and additional information about first aid kits and choosing approved training providers in this document.

You can visit wsib.ca/firstaid to learn more about Ontario's First Aid Program.

Questions?

Please email first_aid@wsib.on.ca if you have questions about Regulation 1101 or the First Aid Program. If you have questions about reporting a workplace injury or illness, please visit wsib.ca/onlineaccountshelp for business information or wsib.ca/onlineclaimshelp for information for injured or ill people.

You can visit wsib.ca/firstaid to download a copy of Regulation 1101 or visit wsib.ca/orderforms to order a free hardcopy.

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All businesses covered by the *Workplace Safety and Insurance Act* (WSIA) must follow Regulation 1101: First Aid Requirements.

First aid requirements apply to all employees regardless of their employment status and for all workplaces, including off-site locations.

On June 22, 2026, we updated the First Aid Program and changed the names of first aid certificates to Basic First Aid and Intermediate First Aid, which are in line with the Canadian Standards Association (CSA) Z1210:24 *First aid training for the workplace — Curriculum and quality management for training agencies*. First Aid Program certificates continue to meet the requirements of Regulation 1101 as Basic First Aid is equivalent to Emergency First Aid and Intermediate First Aid is equivalent to Standard First Aid. In Regulation 1101, the names of certification levels remain Emergency First Aid and Standard First Aid.

Regulation 1101 First Aid Requirements

1. (1) A first aid station shall contain,
 - (a) a first aid box containing the items required by this Regulation; and
 - (b) a notice board displaying,
 - (i) the Board's poster known as Form 82
 - (ii) the valid first aid certificates of qualification of the trained workers on duty, and
 - (iii) an inspection card with spaces for recording the date of the most recent inspection of the first aid box and the signature of the person making the inspection.
- (2) A first aid station shall be in the charge of a worker who works in the immediate vicinity of the first

aid station and who is qualified in first aid to the standards required by this Regulation.

- (3) First aid stations shall be so located as to be easily accessible for the prompt treatment of any worker at all times when work is in progress.
2. (1) A first aid box shall contain as a minimum the first aid items required by this Regulation and all items in the box shall be maintained in good condition at all times.
(2) The box shall be large enough so that each item is in plain view and easily accessible.
3. Every employer shall at all times keep posted in other conspicuous places in the place of employment the Board's poster known as Form 82 respecting the necessity of reporting all accidents and receiving first aid treatment.
4. The expense of furnishing and maintaining first aid appliances and services shall be borne by the employer.
5. Every employer shall keep a record of all circumstances respecting an accident as described by the injured worker, the date and time of its occurrence, the names of witnesses, the nature and exact location of the injuries to the worker and the date, time and nature of each first aid treatment given.
6. Employers shall inspect first aid boxes and their contents at not less than quarter-yearly intervals and shall mark the inspection card for each box with the date of the most recent inspection and the signature of the person making the inspection.
7. The Board or its appointees may make inspections of first aid stations, appliances, services and records.

First Aid Requirements

8. (1) Every employer employing not more than five workers in any one shift at a place of employment shall provide and maintain at the place of employment a first aid station with a first aid box containing as a minimum,
- (a) a current edition of a standard St. John Ambulance First Aid Manual;
 - (b) 1 card of safety pins; and
 - (c) dressings consisting of,
 - (i) 12 adhesive dressings individually wrapped,
 - (ii) 4 sterile gauze pads, 3 inches square,
 - (iii) 2 rolls of gauze bandage, 2 inches wide,
 - (iv) 2 field dressings, 4 inches square or 2 four-inch sterile bandage compresses, and
 - (v) 1 triangular bandage.
- (2) The employer shall ensure that the first aid station is at all times in the charge of a worker who,
- (a) is the holder of a valid St. John Ambulance Emergency First Aid Certificate or its equivalent; and
 - (b) works in the immediate vicinity of the station.
9. (1) Every employer employing more than five workers and not more than fifteen workers in any one shift at a place of employment shall provide and maintain a first aid station with a first aid box containing as a minimum,
- (a) a current edition of a standard St. John Ambulance First Aid Manual;
 - (b) 1 card of safety pins; and
 - (c) dressings consisting of,
 - (i) 24 adhesive dressings individually wrapped,

- (ii) 12 sterile gauze pads, 3 inches square,
- (iii) 4 rolls of 2-inch gauze bandage,
- (iv) 4 rolls of 4-inch gauze bandage,
- (v) 4 sterile surgical pads suitable for pressure dressings, individually wrapped,
- (vi) 6 triangular bandages,
- (vii) 2 rolls of splint padding, and
- (viii) 1 roll-up splint.

- (2) The employer shall ensure that the first aid station is at all times in the charge of a worker who,
 - (a) is the holder of a valid St. John Ambulance Standard First Aid Certificate or its equivalent; and
 - (b) works in the immediate vicinity of the box.

- 10.** (1) Every employer employing more than fifteen and fewer than 200 workers in any one shift at a place of employment shall provide and maintain at the place of employment one stretcher, two blankets and a first aid station with a first aid box containing as a minimum,
- (a) a current edition of a standard St. John Ambulance First Aid Manual;
 - (b) 24 safety pins;
 - (c) 1 basin, preferably stainless steel; and
 - (d) dressings consisting of,
 - (i) 48 adhesive dressings, individually wrapped,
 - (ii) 2 rolls of adhesive tape, 1 inch wide,
 - (iii) 12 rolls of 1-inch gauze bandage,
 - (iv) 48 sterile gauze pads, 3 inches square,
 - (v) 8 rolls of 2-inch gauze bandage,
 - (vi) 8 rolls of 4-inch gauze bandage,

- (vii) 6 sterile surgical pads suitable for pressure dressings, individually wrapped,
 - (viii) 12 triangular bandages,
 - (ix) splints of assorted sizes, and
 - (x) 2 rolls of splint padding.
- (2) The employer shall ensure that the first aid station is at all times in the charge of a worker who,
- (a) is the holder of a valid St. John Ambulance Standard First Aid Certificate or its equivalent; and
 - (b) works in the immediate vicinity of the box.

First Aid Room

- 11.** (1) Every employer employing 200 or more workers in any one shift at a place of employment shall provide and maintain a first aid room equipped with,
- (a) a current edition of a standard St. John Ambulance First Aid Manual;
 - (b) instruments consisting of,
 - (i) dressing scissors,
 - (ii) dressing forceps,
 - (iii) safety pins,
 - (iv) graduated medicine glass,
 - (v) tongue depressors, and
 - (vi) applicators, cotton-tipped;
 - (c) denatured ethyl alcohol;
 - (d) dressings consisting of,
 - (i) adhesive dressings, individually wrapped,
 - (ii) sterile gauze pads of assorted sizes, individually wrapped,
 - (iii) gauze bandages of assorted sizes,

- (iv) adhesive plaster,
- (v) absorbent cotton,
- (vi) triangular bandages,
- (vii) splints of assorted sizes, and
- (viii) splint padding; and
- (e) furnishings consisting of,
 - (i) hot and cold running water,
 - (ii) 3 washbasins, preferably stainless steel,
 - (iii) 1 instrument sterilizer,
 - (iv) 1 cabinet for surgical dressings,
 - (v) 1 enamel foot bath,
 - (vi) 1 sanitary disposal receptacle with lid,
 - (vii) 1 first aid box containing as a minimum the items required by subsection 9 (1), for use by the attendant at the scene of an accident before the patient is moved to the first aid room or general hospital,
 - (viii) 1 couch curtained off or in a separate cubicle,
 - (ix) 1 stretcher, and
 - (x) 2 blankets.
- (2) The employer shall ensure that the first aid room is in the charge of,
 - (a) a registered nurse; or
 - (b) a worker who,
 - (i) is the holder of a valid St. John Ambulance Standard First Aid Certificate or its equivalent,
 - (ii) works in the immediate vicinity of the first aid room, and
 - (iii) does not perform other work of a nature that is likely to affect adversely his or her ability to

administer first aid.

(3) The certificate referred to in subclause (2)(b)(i) shall be prominently displayed in the first aid room.

- 12.** Where the first aid station referred to in section 9 or 10 or the first aid room referred to in section 11 is not easily accessible in order to provide prompt treatment of any worker, an additional first aid station or stations shall be established to comply with subsection 1(3).

Transportation, Construction, Farm and Bush Sites

- 13.** For the purposes of section 8, 9, 10 and 11,
- (a) a railway train, vessel or bus on a route, other than an urban or suburban route, on which a worker is employed;
 - (b) the central point from which bush workers are dispatched daily to work sites;
 - (c) a vehicle being used by an employer to transport workers; or
 - (d) the site of the construction, repair or demolition of a building,
- shall be deemed to be a place of employment.
- 14.** (1) Where the place of employment is the site of construction, repair or demolition of a building, a first aid station shall be maintained in the time office for the project.
- (2) Where there is no time office for the project, a first aid station shall be maintained in a vehicle or building at the site and section 1 applies.
- 15.** Where the construction, repair or demolition of a building is in the charge of a general contractor, the general contractor shall provide and maintain the first aid station

or stations required by this Regulation in respect of the workers in the same manner as if the general contractor were the employer of the workers.

- 16.** (1) Every employer of bush workers or farm workers, or both, shall provide at a central location a first aid box containing,
- (a) a current edition of a standard St. John Ambulance First Aid Manual;
 - (b) 1 card of safety pins;
 - (c) dressings consisting of,
 - (i) 16 adhesive dressings, individually wrapped,
 - (ii) 6 sterile gauze pads, 3 inches square,
 - (iii) 4 rolls of 3-inch gauze bandage,
 - (iv) 2 sterile surgical pads suitable for pressure dressings, individually wrapped, and
 - (v) 4 triangular bandages.
- (2) Every employer using a vehicle to transport workers shall equip the vehicle with a first aid box containing,
- (a) a current edition of a standard St. John Ambulance First Aid Manual;
 - (b) 1 card of safety pins;
 - (c) dressings consisting of,
 - (i) 16 adhesive dressings, individually wrapped,
 - (ii) 6 sterile gauze pads, 3 inches square,
 - (iii) 4 rolls of 3-inch gauze bandage,
 - (iv) 2 sterile surgical pads suitable for pressure dressings, individually wrapped, and
 - (v) 4 triangular bandages.
- (3) The employer of workers engaged in transporting goods outside an urban area in a vehicle shall equip the vehicle with a first aid kit containing,

- (a) a current edition of a standard St. John Ambulance First Aid Manual;
- (b) dressings consisting of,
 - (i) 12 adhesive dressings, individually wrapped,
 - (ii) 1 four-inch bandage compress,
 - (iii) 2 two-inch bandage compresses, and
 - (iv) 1 triangular bandage.
- (4) Where a worker is operating heavy construction and maintenance equipment in a place where a first aid station is not readily available to him or her in the event of an accident, the employer shall equip the machinery with a first aid kit containing the items required by subsection (3).
- (5) A bus operated on a route other than an urban route shall be equipped with a first aid kit containing the items required by subsection (3).
- (6) Motive power units of all railways other than units used in yard service shall be equipped with a first aid box equipped with the items required by subsection (2).

Additional supplies and maintenance for first aid kits

All workplaces must have employees trained in first aid and first aid kits with the supplies needed to provide first aid quickly and safely.

In addition to the required first aid kit supplies, we recommend including non-latex gloves in different sizes and a CPR mask (barrier device). Businesses can add more first aid supplies based on the needs of the workplace.

Businesses shouldn't include medications or ointments in first aid kits, or equipment that first aiders are not trained to use.

Section 6 of Regulation 1101 requires businesses to check first aid kits and supplies regularly — at least four times a year — to make sure everything is in good condition and ready to use.

Displaying the “In Case of Injury” poster

Businesses must display the “In Case of Injury” poster (Form 82) at each workplace first aid station, as required in section 1 of Regulation 1101.

The poster explains what businesses and employees need to do when an injury or illness happens on the job.

You can visit wsib.ca/injuryposter to download or order a free hardcopy of the poster.

In all cases of injury or illness

The person with an injury or illness must:

1. Get first aid immediately.

First aid includes treatment for an injury or illness provided by a qualified first aid delivery responder. When needed, first aid also includes calling Emergency Medical Services (EMS), starting cardiopulmonary resuscitation (CPR), and using an automated external defibrillator (AED) if available.

2. Report the injury or illness to your employer as soon as possible. This includes reporting any medical treatment received.
3. Report the injury, illness or exposure to the WSIB if any of the following apply:
 - you require treatment from a health professional beyond first aid (learn more at wsib.ca/healthcareentitlement)
 - you're unable to go to work

- your earnings or hours of work are reduced
- you require modified work at regular pay for more than seven calendar days

Report your injury, illness or exposure at wsib.ca/report.

4. Choose a doctor or other qualified health professional. Do not change health professionals without our approval.
5. Cooperate with your health-care treatment and recovery.
6. If you choose, you can consent to the release of the optional functional abilities information by completing the functional abilities form for early and safe return to work (2647A) at wsib.ca/forms.
7. Participate in the return-to-work process.
8. Let us know if there is a change in your pay, job, health, or other income changes. You can send a message by logging in at wsib.ca or call us.

Businesses must:

1. Make sure first aid is given immediately. First aid can include cleaning minor cuts, scrapes, or scratches, treating a minor burn, applying bandages or dressings, using a cold compress, cold pack, or ice bag, putting on a splint, or changing a bandage or dressing after a follow-up visit. First aid also includes any follow-up care for observation purposes only.
2. Keep a record of the first aid or advice you provided to the person with injury or illness.
3. If needed, arrange for immediate transportation to a hospital, a doctor's office, or the injured or ill person's home.
4. Report the injury or illness if the person with an injury or illness needs treatment from a health professional. Health care includes services that require the skill of a health care practitioner (such as a doctor, nurse, chiropractor or

physiotherapist), services at hospitals and health facilities and prescription drugs.

The person with an injury or illness also needs to report their injury, illness or exposure at wsib.ca/report if they:

- need treatment from a health professional (beyond first aid),
 - are unable to go to work,
 - are being paid less or receiving fewer hours, or
 - require modified work at regular pay for more than seven calendar days.
5. Businesses must report the injury or illness at wsib.ca/report within three business days.
 6. Give your employee a copy of the injury or illness report. You can download a copy from your online account with us.
 7. Pay your employee their full wage and benefits for the day or shift when the injury or illness happened.
 8. You or the injured or ill person may choose to give the optional functional abilities form for early and safe return to work (2647A), available at wsib.ca/forms, to the person's treating health professional. Make sure the person's signed consent to release this information is attached. You can find the consent on the functional abilities form.
 9. Cooperate in the return-to-work process.

Choosing a WSIB-approved first aid training provider

You must choose a WSIB-approved training provider for workplace first aid training.

You can find approved training providers, including providers that offer training in French, at [wsib.ca/firstaidtrainingproviders](https://www.wsib.ca/firstaidtrainingproviders).

Some WSIB-approved providers work with third-party or affiliated providers. You can check the approved provider's website for their list of third-party or affiliated providers or contact them if you have questions.

If you're not sure if a provider is WSIB-approved, you can email first_aid@wsib.on.ca before you purchase training.

You can visit [wsib.ca/firstaid](https://www.wsib.ca/firstaid) to learn more about the First Aid Program.