
WHMIS 2015 - Education and Training

Saskatchewan's Legislation

The Occupational Health and Safety Regulations, 2020, Part 22 states:

“**education**” means the delivery of general information to workers.

“**training**” means the delivery of worksite and job-specific information to workers.

Employers must ensure that a worker who works with a hazardous product, or may be exposed to a hazardous product while at work, is informed about:

- all hazard information that the employer has received from a supplier on hazardous products; and,
- any other hazard information that the employer is (or should be) aware of concerning the use, storage, handling and disposal of that hazardous product.

Employers must ensure that the legislated education and training is developed and implemented:

- for that employer's place of employment - so it must be specific to the worker's worksite; and,
- in consultation with the occupational health committee.

SASWH's Education - classroom or online

Meeting the legislated requirement for education, this course informs workers on:

- how to recognize the pictograms (symbols) and understand the hazards that they represent
- how to identify the hazards in the physical and health hazard classes
- understanding supplier labels, signal words, workplace labels - content that must appear on the labels
- understanding safety data sheets (SDSs) - find additional information about hazards and protective measures
- the basic measures to protect oneself.

Employer's Training - worksite and job-specific

In order to meet the legislated requirement for training, employers must ensure workers are trained according to the chemicals they work with or may be exposed to. Training is specific to the worksite and worker's job. Training of workers would include, but is not limited to:

- the content that is required to appear on a supplier label and workplace label for the hazardous product and the purpose and significance of the information contained on those labels;
- the content that is required to appear on a SDS for a hazardous product and the purpose and significance of the information contained on the safety data sheet;
- all necessary procedures for the safe use, storage, handling and disposal of the hazardous product;
- all necessary procedures to be followed if fugitive emissions are present where workers may be exposed to those fugitive emissions; and
- all necessary procedures to be followed in case of an emergency
- the location of SDSs (such as how to access when available electronically and where binder of paper copies is located)
- required personal protective equipment - PPE (such as respirator fit testing, donning/doffing of gloves/gowns/goggles/etc., maintenance of PPE)
- any specific procedures (such as disposal, emissions, emergency procedure, spill kits, eye wash stations, incident reporting)
- on the job hazard analysis
- the employer's WHMIS policy and procedures

To ensure training is understood, workers would provide a return demonstration of their understanding. A return demonstration can include a presentation on how they are donning and doffing their mask, gloves and gown; and telling you:

- where the SDSs are located
- about the supplier or workplace label and explaining the information it contains
- the emergency procedure in the event of a spill
- where spill kits are located and how to use them
- where the eyewash station is and how to use it
- showing you how they are donning and doffing their mask, gloves, gown

Who can provide worksite and job-specific training?

Competent* managers, supervisors could provide the training on the location of SDSs, location and use of eyewash stations and many other aspects of the training required. In addition, any worker who has been deemed qualified by the employer to provide training (e.g., respirator fit tester).

When must education and training be reviewed?

At least once a year, the employer is required to review the education and training provided to workers on the safe use, storage, handling and disposal of hazardous products. More frequent review would be completed whenever there is a change in work conditions, new products are used, there is a change in a supplier or available hazard information.

When must a worker be re-tested?

The employer must test the knowledge of the worker periodically (e.g., annually) through written tests, a practical return demonstration or other suitable means. Every worker's initial and ongoing training and/or education must be documented.

*The *Saskatchewan Employment Act*, PART III, defines **competent** as "possessing knowledge, experience and training to perform a specific duty".

Safety Talk Discussion

Be Accountable: Choose safety - work safe - and go home injury free!