

Alberta Bill 30 – Training Compliance

Bill 30 comes into effect on **June 1st, 2018**. On that day **every employer in Alberta with more than 4 workers must comply with Bill 30** and have representatives and processes in place to protect the health and well-being of working Albertans. As with any new law, the first step towards compliance is training your employees. Under Bill 30 there are different expectations for large and small employers. We've outlined the legislative training requirements for both below:

BILL 30: AN ACT TO PROTECT THE HEALTH AND WELL-BEING OF WORKING ALBERTANS

Large Employers (20+ Employees)

- Must establish a **Joint work site health and safety committee (HSC)** if the employer employs 20 or more workers (*Part 3, Section 16(1)*)
- The HSC duties must including the following:
 - the **identification of hazards** (*Part 3 Section 19(b)*)
 - the **inspection of the work site** (*Part 3 Section 19(g)*)
 - the **investigations of serious injuries and incidents** (*Part 3 Section 19(g)*)
- The HSC must consist of **at least 4 persons**, of whom at least half represent workers (*Part 3 Section 22(1)*)
 - The employer must ensure that the HSC representative receives training respecting the duties (listed above) and functions of a representatives (*Part 3 Section 29(2)*), and;
 - the employer is to provide a minimum of **16 hours of training per year** (*Part 3 Section 29(4)(a)*)

Small Employers (5-19 Employees)

- Must designate a **health and safety representative (HSR)** if the employer employs 5-19 workers (*Part 3, Section 17(1)*)
- The **HSR** is responsible for completing the same duties that are required of **HSC** members in larger companies (*Part 3, Section 20(1)*), which must include the following:
 - the **identification of hazards** (*Part 3 Section 19(b)*)
 - the **inspection of the work site** (*Part 3 Section 19(g)*)
 - the **investigations of serious injuries and incidents** (*Part 3 Section 19(g)*)
- Must ensure that the **(HSR)**:
 - receives training respecting the duties (listed above) and functions of a representative (*Part 3 Section 29(2)*), and;
 - the employer is to provide a minimum of **16 hours of training per year** (*Part 3 Section 29(4)(a)*)

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BILL 30 – WORKPLACE VIOLENCE AND HARASSMENT

Bill 30 requires every employer to ensure, as far as it is reasonably practicable, that none of the employer's workers are subjected to or participate in **Workplace Violence and Harassment** (Part 1, Section 3(1)(c)). The following online training courses are recommended to meet this compliance obligation:



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