

# EMERGENCY PREPAREDNESS & FIRST AID



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## Why This Matters



- Emergencies can happen anytime: medical events, fires, chemical spills, or violent incidents.
- Unprepared workplaces face higher risks of injury, liability, and business disruption.
- Quick, coordinated responses save lives and protect both staff and clients.
- First aid training is a critical part of being ready.

## Key Legislation



- Occupational Health & Safety Act (OHSA)
- Section 25(2)(h): Employers must take every reasonable precaution to protect workers.
- Internal Responsibility System: Safety is shared between employers, supervisors, and workers.
- Regulation 1101 – First Aid Requirements.
- Every workplace must have a stocked first aid kit and trained first aiders.
- Requirements vary by number of workers per shift.

### O. Reg 67/93 – Health Care & Residential Facilities

- Mandates emergency planning, drills, and procedures in health care settings.

### Fire Code & WHMIS (Hazardous Products Act)

- Evacuation procedures and chemical emergency protocols must be in place and trained.

## Hierarchy of Controls in Emergency Preparedness



- **Elimination:** Remove hazards that could cause emergencies.
- **Substitution:** Use safer chemicals or processes where possible.
- **Engineering Controls:** Alarms, sprinklers, eye wash stations, AEDs.
- **Administrative Controls:** Policies, emergency response plans, drills.
- **PPE:** Respirators, gloves, protective clothing during response.



## Building an Emergency Response Plan

- Identify potential emergencies (fire, medical, chemical, violence).
- Assign roles: first aiders, fire wardens, supervisors, communicators.
- Develop evacuation routes and assembly points.
- Establish communication systems (internal + external).
- Integrate first aid and CPR-trained responders into every shift.



## Running & Evaluating Drills

- Conduct regular fire, evacuation, and medical emergency drills.
- Rotate scenarios to cover different risks (e.g., chemical spill vs. cardiac arrest).
- Debrief after drills: What worked? What needs improvement?
- Update procedures based on lessons learned.



## First Aid Training: A Core Component

- Standard First Aid (2-day): Comprehensive emergency response.
- Emergency First Aid (1-day): Basic lifesaving skills.
- CPR & BLS: Critical for health care and high-risk workplaces.
- Training builds confidence and ensures compliance with Regulation 1101.



## If an Incident Occurs

- Ensure scene safety – do not create additional hazards.
- Provide first aid using trained responders.
- Call 911 if required.
- Report and document the incident immediately.
- Conduct root cause analysis to prevent recurrence.

## Resources



- IPAC Consulting – Gap audits, custom safety programs, and Canadian Red Cross First Aid Training.
- Ministry of Labour, Immigration, Training & Skills Development (MLITSD) – Compliance resources.
- Your workplace's Emergency Response & First Aid Policy.