

# WHMIS EDUCATION REQUIREMENTS

WHMIS 2015 came into effect in February of 2015 and was meant to replace WHMIS 1988 using a phased approach with transition taking effect in three phases:

- Phase One – Suppliers and employers will be able to comply with either the 1988 or the 2015 requirements (February 2015 to **June 2017**)
- Phase Two and Three – Labels and Safety Data Sheets (SDSs) from WHMIS 1988 are gradually phased out, starting at the top of the supply chain (manufacturers and importers), working through to distributors and eventual full compliance with WHMIS 2015 at the workplace level (June 2017 to December 2018).

Because of these changes there has been some confusion as to what WHMIS education is required for Health PEI employees. Here are the WHMIS education requirements:

## INITIAL TRAINING

All employees (new and existing) must have WHMIS 2015 education by December 31, 2017. There are a few options for education endorsed by Health PEI at present.

1. AIX Safety offers a free online module at <http://aixsafety.com/free-whmis-2015-training-and-free-test-and-certification/>. If completing this module, it is also recommended that staff review the WHMIS 2015 Training Handout – available on the Staff Resource Centre.
2. CCOHS offers a comprehensive online module for \$10/person at [https://www.ccohs.ca/products/courses/whmis\\_workers/](https://www.ccohs.ca/products/courses/whmis_workers/)
3. In person training may be completed by a competent trainer. Training materials are available for trainers who are interested in putting on a class – contact OH&S Officer-Safety & Compliance at 902-894-2149.

## REFRESHER TRAINING

While managers need to have a means of showing that their employees have up to date WHMIS training, there is no legislative requirement to complete refresher training on an annual basis as long as a person maintains their competency in this area. It would be up to the manager of the department to determine the frequency of refresher training that is required for their staff.