



CSA Z1210:24
National Standard of Canada



First aid training for the workplace — Curriculum and quality management for training agencies



Legal Notice for Standards

Canadian Standards Association (operating as “CSA Group”) develops standards through a consensus standards development process approved by the Standards Council of Canada. This process brings together volunteers representing varied viewpoints and interests to achieve consensus and develop a standard. Although CSA Group administers the process and establishes rules to promote fairness in achieving consensus, it does not independently test, evaluate, or verify the content of standards.

Disclaimer and exclusion of liability

This document is provided without any representations, warranties, or conditions of any kind, express or implied, including, without limitation, implied warranties or conditions concerning this document’s fitness for a particular purpose or use, its merchantability, or its non-infringement of any third party’s intellectual property rights. CSA Group does not warrant the accuracy, completeness, or currency of any of the information published in this document. CSA Group makes no representations or warranties regarding this document’s compliance with any applicable statute, rule, or regulation.

IN NO EVENT SHALL CSA GROUP, ITS VOLUNTEERS, MEMBERS, SUBSIDIARIES, OR AFFILIATED COMPANIES, OR THEIR EMPLOYEES, DIRECTORS, OR OFFICERS, BE LIABLE FOR ANY DIRECT, INDIRECT, OR INCIDENTAL DAMAGES, INJURY, LOSS, COSTS, OR EXPENSES, HOWSOEVER CAUSED, INCLUDING BUT NOT LIMITED TO SPECIAL OR CONSEQUENTIAL DAMAGES, LOST REVENUE, BUSINESS INTERRUPTION, LOST OR DAMAGED DATA, OR ANY OTHER COMMERCIAL OR ECONOMIC LOSS, WHETHER BASED IN CONTRACT, TORT (INCLUDING NEGLIGENCE), OR ANY OTHER THEORY OF LIABILITY, ARISING OUT OF OR RESULTING FROM ACCESS TO OR POSSESSION OR USE OF THIS DOCUMENT, EVEN IF CSA GROUP HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES, INJURY, LOSS, COSTS, OR EXPENSES.

In publishing and making this document available, CSA Group is not undertaking to render professional or other services for or on behalf of any person or entity or to perform any duty owed by any person or entity to another person or entity. The information in this document is directed to those who have the appropriate degree of experience to use and apply its contents, and CSA Group accepts no responsibility whatsoever arising in any way from any and all use of or reliance on the information contained in this document.

CSA Group is a private not-for-profit company that publishes voluntary standards and related documents. CSA Group has no power, nor does it undertake, to enforce compliance with the contents of the standards or other documents it publishes.

Intellectual property rights and ownership

As between CSA Group and the users of this document (whether it be in printed or electronic form), CSA Group is the owner, or the authorized licensee, of all works contained herein that are protected by copyright, all trade-marks (except as otherwise noted to the contrary), and all inventions and trade secrets that may be contained in this document, whether or not such inventions and trade secrets are protected by patents and applications for patents. Without limitation, the unauthorized use, modification, copying, or disclosure of this document may violate laws that protect CSA Group’s and/or others’ intellectual property and may give rise to a right in CSA Group and/or others to seek legal redress for such use, modification, copying, or disclosure. To the extent permitted by licence or by law, CSA Group reserves all intellectual property rights in this document.

Patent rights

Attention is drawn to the possibility that some of the elements of this standard may be the subject of patent rights. CSA Group shall not be held responsible for identifying any or all such patent rights. Users of this standard are expressly advised that determination of the validity of any such patent rights is entirely their own responsibility.

Authorized use of this document

This document is being provided by CSA Group for informational and non-commercial use only. The user of this document is authorized to do only the following:

If this document is in electronic form:

- load this document onto a computer for the sole purpose of reviewing it;
- search and browse this document; and
- print this document if it is in PDF format.

Limited copies of this document in print or paper form may be distributed only to persons who are authorized by CSA Group to have such copies, and only if this Legal Notice appears on each such copy.

In addition, users may not and may not permit others to

- alter this document in any way or remove this Legal Notice from the attached standard;
- sell this document without authorization from CSA Group; or
- make an electronic copy of this document.

If you do not agree with any of the terms and conditions contained in this Legal Notice, you may not load or use this document or make any copies of the contents hereof, and if you do make such copies, you are required to destroy them immediately. Use of this document constitutes your acceptance of the terms and conditions of this Legal Notice.



Standards Update Service

CSA Z1210:24

April 2024

Title: *First aid training for the workplace — Curriculum and quality management for training agencies*

To register for e-mail notification about any updates to this publication

- go to www.csagroup.org/store/
- click on **CSA Update Service**

The **List ID** that you will need to register for updates to this publication is **2431336**.

If you require assistance, please e-mail techsupport@csagroup.org or call 416-747-2233.

Visit CSA Group's policy on privacy at www.csagroup.org/legal to find out how we protect your personal information.

Canadian Standards Association (operating as “CSA Group”), under whose auspices this National Standard has been produced, was chartered in 1919 and accredited by the Standards Council of Canada to the National Standards system in 1973. It is a not-for-profit, nonstatutory, voluntary membership association engaged in standards development and certification activities.

CSA Group standards reflect a national consensus of producers and users — including manufacturers, consumers, retailers, unions and professional organizations, and governmental agencies. The standards are used widely by industry and commerce and often adopted by municipal, provincial, and federal governments in their regulations, particularly in the fields of health, safety, building and construction, and the environment.

More than 10 000 members indicate their support for CSA Group’s standards development by volunteering their time and skills to Committee work.

CSA Group offers certification and testing services in support of and as an extension to its standards development activities. To ensure the integrity of its certification process, CSA Group regularly and continually audits and inspects products that bear the CSA Group Mark.

In addition to its head office and laboratory complex in Toronto, CSA Group has regional branch offices in major centres across Canada and inspection and testing agencies in fourteen countries. Since 1919, CSA Group has developed the necessary expertise to meet its corporate mission: CSA Group is an independent service organization whose mission is to provide an open and effective forum for activities facilitating the exchange of goods and services through the use of standards, certification and related services to meet national and international needs.

For further information on CSA Group services, write to
CSA Group
178 Rexdale Boulevard
Toronto, Ontario, M9W 1R3
Canada

A National Standard of Canada is a standard developed by a Standards Council of Canada (SCC) accredited Standards Development Organization, in compliance with requirements and guidance set out by SCC. More information on National Standards of Canada can be found at www.scc.ca.

SCC is a Crown corporation within the portfolio of Innovation, Science and Economic Development (ISED) Canada. With the goal of enhancing Canada’s economic competitiveness and social wellbeing, SCC leads and facilitates the development and use of national and international standards. SCC also coordinates Canadian participation in standards development, and identifies strategies to advance Canadian standardization efforts.

Accreditation services are provided by SCC to various customers, including product certifiers, testing laboratories, and standards development organizations. A list of SCC programs and accredited bodies is publicly available at www.scc.ca.

Standards Council of Canada
600-55 Metcalfe Street
Ottawa, Ontario, K1P 6L5
Canada



Cette Norme Nationale du Canada n’est disponible qu’en anglais.

Although the intended primary application of this Standard is stated in its Scope, it is important to note that it remains the responsibility of the users to judge its suitability for their particular purpose.

®A trademark of the Canadian Standards Association, operating as “CSA Group”

National Standard of Canada

CSA Z1210:24

***First aid training for the
workplace — Curriculum and
quality management for training
agencies***



*®A trademark of the Canadian Standards Association,
operating as “CSA Group”*



*Published in April 2024 by CSA Group
A not-for-profit private sector organization
178 Rexdale Boulevard, Toronto, Ontario, Canada M9W 1R3*

*To purchase standards and related publications, visit our Online Store at
www.csagroup.org/store/ or call toll-free 1-800-463-6727 or 416-747-4044.*

*ICS 11.160
ISBN 978-1-4883-5066-5*

*© 2024 Canadian Standards Association
All rights reserved. No part of this publication may be reproduced in any form whatsoever
without the prior permission of the publisher.*

Contents

Technical Committee on Workplace First Aid	4
Preface	8
SDG Foreword	10
0 Introduction	11
0.1 Overview	11
0.2 Users	11
0.3 Application	11
1 Scope	12
1.1 General	12
1.2 Inclusions	12
1.3 Exclusions	12
1.4 Terminology	12
2 Reference publications	12
3 Definitions and abbreviations	13
3.1 Definitions	13
3.2 Abbreviations	17
4 Workplace first aid training program design	18
4.1 General	18
4.2 Components of workplace first aid training course	18
4.2.1 General	18
4.2.2 Awareness and knowledge component	19
4.2.3 Practical skills component	19
4.2.4 Assessment component	19
4.3 Duration of practical skills component	19
4.4 Optimal learning environments	20
4.4.1 General	20
4.4.2 Training environment	20
4.4.3 Training materials and equipment	20
5 Workplace first aid training levels	20
6 Competencies of a workplace first aider	21
6.1 General	21
6.2 Infant and child cardiopulmonary resuscitation	21
6.3 Curriculum on the principles of workplace first aid	21
6.3.1 General	21
6.3.2 Competencies on the principles of workplace first aid	21
6.4 Curriculum on the management of injured/ill workers	26
6.4.1 General	26
6.4.2 Competencies on the management of injured/ill workers	26

6.5	Curriculum on airway management	28
6.5.1	General	28
6.5.2	Competencies on airway management	28
6.6	Curriculum on breathing management	29
6.6.1	General	29
6.6.2	Competencies on breathing management	29
6.7	Curriculum on circulation management	30
6.7.1	General	30
6.7.2	Competencies on circulation management	31
6.8	Curriculum on oxygen administration	33
6.8.1	General	33
6.8.2	Competencies on oxygen administration	34
6.9	Curriculum on injury management	34
6.9.1	General	34
6.9.2	Competencies on injury management	35
6.10	Curriculum on medical emergencies	37
6.10.1	General	37
6.10.2	Competencies on medical emergencies	37
6.11	Curriculum on transportation management	41
6.11.1	General	41
6.11.2	Competencies on transportation management	41
6.12	Curriculum on spinal and neurological emergencies	42
6.12.1	General	42
6.12.2	Competency on spinal and neurological emergencies	42
6.13	Curriculum on infant and/or child CPR	44
6.13.1	General	44
6.13.2	Competency on infant and/or child CPR	44
7	First aid certificate duration	45
7.1	First aid certificate validity	45
7.2	First aid drills	46
7.3	Workplace first aid recertification	46
7.4	Components of workplace first aid training recertification	46
8	Workplace first aid training program and quality management	46
8.1	Resources and responsibilities of training agencies	46
8.2	Training agency organizational structure	47
8.3	Conduct and oversight	47
8.4	Management of workplace first aid training program records	47
8.5	Quality management and workplace first aid program evaluation	48
8.6	Training agency evaluation	48
8.7	Instructor qualifications	48
8.7.1	General	48
8.7.2	Subject matter expertise	49
8.7.3	Training delivery skills	49
8.7.4	Continuing education	49
8.7.5	Documentation of instructor qualifications	49
8.7.6	Evaluation of instructors	49
8.8	Assessing workplace first aid competencies	49

8.9	Review of evaluation tools and techniques	49
8.10	Issuance of certificates	50

Annex A (normative)	— Level of competency by illness or injury	51
Annex B (informative)	— Sample of a program review process and audit tool	55
Annex C (informative)	— Bibliography	61

Technical Committee on Workplace First Aid

D. Westerby	Daniel Westerby OH&S Consulting, Delta, British Columbia, Canada <i>Category: User Management</i>	<i>Chair</i>
I. Fitzpatrick	Mission, British Columbia, Canada <i>Category: General Interest</i>	<i>Vice-Chair</i>
S. Kennedy	Ascent EMS, Toronto, Ontario, Canada <i>Category: General Interest</i>	<i>Vice-Chair</i>
L. Andrews	Canadian Ski Patrol, Oakville, Ontario, Canada <i>Category: Producer Interest</i>	
E. Brideau	WorkSafeNB, Moncton, New Brunswick, Canada <i>Category: Regulatory Authority</i>	
D. Bymak	Heart and Stroke Foundation of Canada, Calgary, Alberta, Canada	<i>Non-voting</i>
J. Chappel	Canadian Centre for Occupational Health and Safety (CCOHS), Hamilton, Ontario, Canada <i>Category: General Interest</i>	
A. Chénier	Canadian Union of Public Employees, Sudbury, Ontario, Canada <i>Category: Labour/User Interest</i>	
J. Collie	Rescue 7 Inc., Markham, Ontario, Canada <i>Category: Producer Interest</i>	
D. Dente	Dentec Safety Specialists Inc., Newmarket, Ontario, Canada	<i>Non-voting</i>
N. Elder	Elder Educational Consulting Ltd., Calgary, Alberta, Canada <i>Category: User Management</i>	

D. Gauthier	WorkSafeBC, Richmond, British Columbia, Canada <i>Category: Regulatory Authority</i>	
R. Geldreich	Health Sciences Association of Alberta, Edmonton, Alberta, Canada <i>Category: Labour/User Interest</i>	
K. George	Halton Catholic District School Board, Burlington, Ontario, Canada <i>Category: User Management</i>	
L. Giroux	Lafarge Canada, Grimsby, Ontario, Canada	<i>Non-voting</i>
N. Godbout	Santinel Inc., Montréal, Québec, Canada <i>Category: User Management</i>	
D. Hennig	Action First Aid, Barrie, Ontario, Canada	<i>Non-voting</i>
S. Hudon	Ontario Ministry of Labour, Immigration, Training and Skills Development, Ottawa, Ontario, Canada <i>Category: Regulatory Authority</i>	
B. Lafortune	St. John Ambulance, Edmonton, Alberta, Canada <i>Category: Producer Interest</i>	
T. Lévesque	MacEwen Agricentre, Maxville, Ontario, Canada <i>Category: User Management</i>	
L. Maclsaac	Canadian Red Cross, Dartmouth, Nova Scotia, Canada <i>Category: General Interest</i>	
S. MacLean	Workers' Safety and Compensation Board, Whitehorse, Yukon Territory, Canada <i>Category: Regulatory Authority</i>	
M. McCabe	Rescue 7 Inc., Markham, Ontario, Canada	<i>Non-voting</i>

S. Moore	Unifor, Campbellcroft, Ontario, Canada <i>Category: Labour/User Interest</i>	
A. Nash	Bass Pro Shops and Cabela’s Canada, Winnipeg, Manitoba, Canada	<i>Non-voting</i>
T. A. Nicholls	Safety Pros, Blackstock, Ontario, Canada <i>Category: Labour/User Interest</i>	
T. Okubote	SEIU Healthcare, Richmond Hill, Ontario, Canada <i>Category: Labour/User Interest</i>	
D. Oxtan	Kicking Horse Coffee, Invermere, British Columbia, Canada <i>Category: User Management</i>	
S. Page	CTS Canadian Career College — Barrie Campus, Blue Mountains, Ontario, Canada <i>Category: General Interest</i>	
R. Paige	Blackwater Gold, Vancouver, British Columbia, Canada	<i>Non-voting</i>
W. Schultenkamper	Lifesaving Society Canada, Ottawa, Ontario, Canada <i>Category: Producer Interest</i>	
C. Sheppard	Nova Scotia Department of Labour, Skills and Immigration, Dartmouth, Nova Scotia, Canada <i>Category: Regulatory Authority</i>	
S. Sirois	Employment and Social Development Canada — Labour Program, Montréal, Québec, Canada <i>Category: Regulatory Authority</i>	
L. Taylor	Heart and Stroke Foundation of Canada, Calgary, Alberta, Canada <i>Category: Producer Interest</i>	
E. Triggs	Alberta Health Services, Calgary, Alberta, Canada <i>Category: User Management</i>	

P. M. Westcott

Workplace Employee Safety Training Ltd.,
St. John's, Newfoundland and Labrador, Canada
Category: Producer Interest

D. Zelasko

Power Workers' Union,
Toronto, Ontario, Canada
Category: Labour/User Interest

L. Lopez

CSA Group,
Toronto, Ontario, Canada

Project Manager

Preface

This is the second edition of CSA Z1210, *First aid training for the workplace — Curriculum and quality management for training agencies*. It supersedes the previous edition published in 2017.

This Standard has been revised for user clarity, and the major revisions have been made to the following:

- a) the Scope exclusions (see Clause [1.3](#));
- b) the Definitions and Abbreviations (see Clause [3](#));
- c) the components of the workplace first aid training design (Clause [4](#));
- d) the first aid curriculum competencies are presented in clause form based on training levels and cross-linked with the tables;
- e) deleted all headings starting with “L” from all tables;
- f) under the principles of workplace first aid, changed the topic administration of medication to medication assist;
- g) in Table [1](#), in the topic category of medication assist, updated the competency “AHJ requirements for workplace first aiders” to assist with medication, and in the topic category of workplace first aider safety and personal protection, updated the competency of “safe procedures for clean-up of work” from “A” to “K” in both the basic and intermediate training levels;
- h) the first aid certificate validity (see Clause [7.1](#)); and
- i) new clause on recertification (see Clause [7.3](#));

CSA Group acknowledges the development of this Standard was made possible, in part, by the financial support of the Canadian Association of Administrators of Labour Law — Occupational Safety and Health (CAALL-OSH), including provincial and territorial governments, as well as the Government of Canada. CSA Group is solely responsible for the content of this Standard, and CSA Group and the funding bodies disclaim any liability in connection with the use of the information contained here.

This Standard was prepared by the Technical Committee on Workplace First Aid, under the jurisdiction of the Strategic Steering Committee on Occupational Health and Safety, and has been formally approved by the Technical Committee.

This Standard has been developed in compliance with Standards Council of Canada requirements for National Standards of Canada. It has been published as a National Standard of Canada by CSA Group.

Notes:

- 1) *Use of the singular does not exclude the plural (and vice versa) when the sense allows.*
- 2) *Although the intended primary application of this Standard is stated in its Scope, it is important to note that it remains the responsibility of the users of the Standard to judge its suitability for their particular purpose.*
- 3) *This Standard was developed by consensus, which is defined by CSA Policy governing standardization — Code of good practice for standardization as “substantial agreement. Consensus implies much more than a simple majority, but not necessarily unanimity”. It is consistent with this definition that a member may be included in the Technical Committee list and yet not be in full agreement with all clauses of this Standard.*
- 4) *To submit a request for interpretation of this Standard, please send the following information to inquiries@csagroup.org and include “Request for interpretation” in the subject line:*
 - a) *define the problem, making reference to the specific clause, and, where appropriate, include an illustrative sketch;*
 - b) *provide an explanation of circumstances surrounding the actual field condition; and*
 - c) *where possible, phrase the request in such a way that a specific “yes” or “no” answer will address the issue.*