Compliance Review

Workplace Hazardous Materials Information System (WHMIS)

Canadian Federal and Provincial Jurisdictions

The purpose of this document is to outline the compliance review for the eSafetyFirst online WHMIS course. The course was viewed in its entirety and then reviewed chapter by chapter to determine compliance with Hazardous Products Regulations and alignment with provincial OHS Legislation.

For a national WHMIS (Workplace Hazardous Materials Information System) online course to be effective across all Canadian provinces and territories in 2026, it must align with the **Hazardous Products Regulations (HPR)** as amended in late 2022.

Since the transition period for these amendments ended on **December 15, 2025**, all training must now reflect the updated "GHS 7th Edition" standards, including new hazard classes and updated Safety Data Sheet (SDS) requirements.

The following learning objectives cover the "Generic WHMIS" education required by law across Canada. Recommendations for revisions are indicated with each point

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1. Overview and Legal Framework

- **Identify the purpose of WHMIS:** Understand how the system protects workers through hazard identification and communication. **The eSafetyFirst Course notes this throughout the course**
- **Recognize Roles and Responsibilities:** Define the legal duties of **Suppliers** (classification and SDS), **Employers** (training and safe handling), and **Workers** (participating in training and following safety protocols). **This is covered in Module 1.**
- **Distinguish Education vs. Training:** Understand the difference between *generic education* (this course) and *site-specific training* (provided by the employer for specific chemicals used on-site). Module 1 notes requirements for education and training.

  ~~**A recommendation would be to provide examples of required training by noting that employers are required to ensure workers are properly oriented to the**~~

~~**specific chemicals onsite and where the necessary information is accessed.**~~ **This error has been corrected**

~~**It is further recommended that there should be a note somewhere that provincial legislation has wording to the effect that employers should ensure workers receive WHMIS training annually or sooner if conditions in the workplace change and employers are obligated to ensure they comply with local legislation.**~~ **This error has been corrected**

2. Hazard Classification

- **Classify Hazardous Products:** Differentiate between **Physical Hazards** (e.g., flammability, reactivity) and **Health Hazards** (e.g., toxicity, irritation). This is covered in Modules 2 and 3 but also reinforced in modules 4 and 5.
- **Understand Hazard Categories:** Explain how categories (e.g., Category 1 vs. Category 4) indicate the severity of a hazard. **Module 3 covers this point, and it is further reinforced in module 5 covering SDS.**
- **Identify Routes of Entry:** Describe how chemicals enter the body via inhalation, ingestion, absorption, or injection. This is talked about modules with some examples but not specifically

~~**A recommendation for the next revision would be to add a short piece regarding routes of entry. This would help learners understand how different chemicals enter the body.**~~ **This error has been corrected**

3. WHMIS Pictograms

- **Identify all 9 Pictograms:** Recognize and explain the meaning of each standard WHMIS symbol.
- **New Hazard Classes:** Specifically recognize updated classes such as **"Chemicals Under Pressure"** and the revised **"Aerosols"** categories.

The eSafetyFirst WHMIS course covers pictograms well and includes the differences between WHMIS 1988 and WHMIS 2015

4. Labels

- **Interpret Supplier Labels:** Identify the six required elements (Product Identifier, Pictograms, Signal Words, Hazard Statements, Precautionary Statements, and Supplier Identifier).

- **Identify Workplace Labels:** Understand when a workplace label is required (e.g., decanting to a new container) and what information it must contain.
- **Recognize Exemptions:** Identify products that may use different labeling systems, such as consumer products, explosives, or pesticides (regulated by other Acts).

The eSafety WHMIS course covers WHMIS labelling well.

5. Safety Data Sheets (SDS)

- **Navigate the 16-Section Format:** Locate specific safety information quickly within the standardized 16-section SDS.
- **Extract Critical Information:** Identify where to find first-aid measures (Section 4), fire-fighting measures (Section 5), and personal protective equipment (Section 8).
- **Check for Currency:** Understand the requirement for SDSs to be accurate and the 90-day rule for suppliers to update information upon learning of new hazards.

The eSafetyFirst program does an excellent job of explaining the SDS format and how to navigate the document.

6. Emergency and Protective Measures

- **Select Appropriate PPE:** Use labels and SDSs to determine the correct gloves, respirators, or eyewear needed.
- **Emergency Procedures:** Identify basic protocols for spills, leaks, or accidental exposures before site-specific training is conducted.

~~**It is recommended that eSafetyFirst, on the next revision specifically note the terms PPE or personal protective equipment as these terms are commonly used in industry. It is also recommended that examples such as "wear gloves" or "wear eye protection" should be used.**~~ **This error has been corrected**

Some additional recommendations which are more cosmetic than technical:

- ~~Module 1 introduction sounds like this training program will provide… skills that will familiarize you with the WHMISt (t sound at the ens of WHMIS). It would be bettet just to say Workplace Hazardous Materials Information System also known as WHMIS. The intro sounds machine like. This refinement would help to improve the initial exposure to the course.~~ **This error has been corrected**

- ~~In the objectives section in Module 1 the narration sounds like WHMees and this is repeated often throughout the program. Often corporate safety professionals will evaluate safety training before booking it or recommending it for their organization. It would be a good idea to fix this as soon as possible.~~ **This error has been corrected**
- ~~The term JHSC is used in Module 1 without an explanation. It would be good to refer to it as a Joint occupational health and safety committee as that is the term most used in legislation.~~ **This error has been corrected**
- ~~The word pictogramme is used for the Flame Pictogram in Module 2 but not used in the remainder of the course. It is best to remain consistent. The term most used in Canada is pictogram.~~ **This error has been corrected**
- ~~Each section has a glossary but it might not get used. When using words that are not commonly used such as pyrophoric it would be a good idea to just narrate the meaning and example so the learner is not stumbled, or their flow is not interrupted by trying to find out the meaning of the term~~. **This error has been corrected**
- ~~There are other places where some words such as lead (Pb) is minspronounced as "leed".~~ **This error has been corrected**
- ~~Supplier labels Module 4 5th screen in Section 4 is supposed to read Signal Word and it says Signal Work.~~ **This error has been corrected**
- ~~It would be a good idea in the SDS section, Module 5 at the end note that SDSs are also technical documents meant for a large audience. They can be complex, it is important that all workers coming into contract with hazardous products in their workplace ensure they are familiar with the information on the SDS that applies to them and the tasks they are performing~~. **This error has been corrected**



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