TOTAL GROUP

SAFETY & EQUIPMENT GUIDE

Industrial First Aid Kit Requirements: How to Choose the Right Kit

Practical equipment guidance for industrial teams.

PUBLISHED
October 29, 2026

ONLINE GUIDE
https://safetywearandrescue.ca/blogs/safety-equipment-guides/industrial-first-aid-kit-requirements

General information only. Confirm site-specific equipment decisions, applicable requirements, and manufacturer instructions before purchase or use.

The right industrial first aid kit follows the governing jurisdiction and a documented assessment of workers, likely injuries, access to care, conditions, and emergency arrangements. It is not chosen from one Canada/U.S. contents list. CCOHS CSA Z1220:24
Before deployment, verify the baseline rule, then plan supplies, container, placement, trained first aiders, communications, transport, inspection, and replenishment as one system. OSHA requires adequate supplies to be readily available when suitable treatment is not near. OSHA

> **Canada and U.S. requirements vary.** This is a practical selection guide, not a compliance checklist for every province, territory, state, sector, or worksite.

1 Key Takeaways

- Confirm the authority having jurisdiction and current requirement before comparing kit labels.
- Record workforce, hazards, care access, vehicles, layout, and deployment conditions.
- Use the applicable baseline; add items only where the assessment, local rule, medical direction, and training support them.
- Treat placement, communications, transport, inspection, and replenishment as part of kit selection.
- Have a qualified reviewer verify the completed arrangement before implementation.

2 Industrial first aid kit requirements begin with jurisdiction

"Industrial first aid kit requirements" do not mean one contents list. In Canada, rules differ by jurisdiction and can depend on worker count, hazards, and access to professional care; they may also address attendants, facilities, transport, records, and reporting. CCOHS

CSA Z1220:24 is the current Canadian consensus standard for workplace first aid kits, covering classification, minimum contents, selection by workers per shift, container and marking, maintenance, and risk assessment. It does not replace jurisdiction-specific law or cover every specialized environment. CSA Z1220:24

For federally regulated Canadian workplaces, Part XVI of the Canada Occupational Health and Safety Regulations uses Schedule I employee-count triggers and Schedule II Types A–D contents and quantities. Confirm the regime that governs the work; do not assume this federal framework applies to every Canadian site.

For U.S. sites, OSHA 29 CFR 1910.151 requires adequate supplies to be readily available when suitable treatment is not near. Its non-mandatory Appendix A advises periodic assessment and additional kits, quantities, or equipment as appropriate for large, multiple-operation, unique, or changing worksites. OSHA Appendix A

3 Use a written assessment before selecting a kit

A practical assessment records the regulation to verify, maximum workers per shift, processes and materials, likely injury mechanisms, work areas, access to care, communications, transport, and environmental conditions. Include dust, moisture, vibration, impacts, corrosion, and weather if they could affect readiness.

This is not a compliance calculator. It is a decision record for fixed, portable, vehicle, mobile-equipment, or rugged deployment. CCOHS supports considering known hazards, likely injuries, worker count, access to care, and existing hazard-identification information. CCOHS

WorkSafeBC offers a B.C.-specific illustration: its written assessment considers workforce, hazards, ambulance access, barriers, equipment, documentation, and annual or change-triggered review; it includes vehicles and mobile equipment. Verify the local rule rather than applying this example universally. WorkSafeBC

4 Set the baseline, then address hazards and special controls

Once the governing baseline is known, check it against the assessment. Separated areas, changing crews, higher-hazard work, remote locations, or limited care access may change the kits, quantities, related equipment, or emergency arrangements that need review.

CSA Z1220:24 can support Canadian comparison after confirming the local requirement. In U.S. vendor documentation, ANSI/ISEA Z308.1-2021 is a voluntary consensus standard: Class A and B describe supply baselines, while Type I–IV describe container deployment and durability. These terms can help compare products, but do not automatically satisfy OSHA, state, sector, or site-specific requirements. ANSI overview

Do not use a universal industrial contents list. Begin with supplies required by the applicable rule or standard, then add items only where the assessment, local requirement, medical direction, and responder training support them.

Some hazards require controls outside the kit. Where exposure to injurious corrosives may occur, OSHA requires suitable quick drenching or flushing facilities in the work area; a kit is not a substitute. For anticipated blood or other potentially infectious-material exposure, its Appendix A points to appropriate PPE under the Bloodborne Pathogens standard. OSHA OSHA Appendix A

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Do not add medications, oxygen, epinephrine, naloxone, or advanced equipment simply by buyer preference. CCOHS advises checking local requirements and legal counsel. Ontario's WSIB says businesses should not include medications or ointments in kits or equipment that first aiders are not trained to use; that example is Ontario-specific. CCOHS WSIB

5 Match the container and placement to actual work

Choose the container for where workers will be: at a fixed indoor station, across separated areas, in a vehicle, on mobile equipment, or outdoors. ANSI/ISEA Type I–IV terminology may help describe deployment and durability, but it is not a universal approval mark. ANSI overview

Location matters as much as container choice. Consider work movement, levels, access, visibility, first-aider availability, communications, and transport. For federally regulated Canadian workplaces, stations are required to be near work, clearly identified, accessible during working hours, and in multi-storey buildings no more than two stories from employees. Canada Occupational Health and Safety Regulations

Alberta's OHS Code requires first aiders, supplies, equipment, kits, and rooms to be at or near the worksite, readily available and accessible during working hours, with emergency communications. Alberta OHS Code, Part 11 Ontario's WSIB likewise emphasizes accessible, signed stations near a certificated worker and supplies in work vehicles, rather than a kit-per-employee ratio. WSIB

6 Maintain readiness, then document the review

Assign responsibility for inspection, restocking, condition checks, and records. The process should confirm that required supplies are clean, dry, serviceable, environmentally protected, identified, accessible, and ready. Alberta OHS Code, Part 11

Set the inspection cadence to the applicable rule and also inspect after use, exposure, or changed conditions. Federally regulated Canadian workplaces require station inspections at least monthly; Ontario states its regulated kits and supplies must be checked at least four times yearly. Do not transfer these intervals across jurisdictions. Canada Occupational Health and Safety Regulations WSIB

Use injury reports and other records to identify recurring or unique problems. OSHA Appendix A recommends periodic reassessment and, when helpful, consultation with local fire/rescue, an appropriate medical professional, or an emergency room. OSHA Appendix A

6.1 Pre-purchase and deployment checklist

- Identify the governing jurisdiction and current requirement.
- Document workforce, hazards, likely injuries, access to care, vehicles, work areas, and environmental conditions.
- Confirm whether fixed, portable, vehicle, mobile-equipment, or rugged outdoor deployment is needed.
- Evaluate locations, signs, trained first aiders, communications, and transport together.
- Separate special controls, including corrosive-exposure flushing facilities, from ordinary kit supplies.
- Assign inspection, replenishment, records, reassessment, and final-review responsibilities.

After review, explore Total Group's Medical & First Aid collection as one part of a site-specific readiness plan.

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7 FAQs

7.1 What are industrial first aid kit requirements?

They are the workplace-first-aid requirements that apply to the jurisdiction and worksite, not one contents list. Canadian requirements can vary with worker count, hazards, and care access. In the U.S., OSHA requires adequate supplies where treatment is not near. CCOHS OSHA

7.2 How many first aid kits does an industrial worksite need?

The answer depends on the governing rule and site assessment. Workforce, separated areas, vehicles, work movement, hazards, care access, and first-aider availability can affect deployment. Do not use a universal kit-per-worker ratio. WorkSafeBC WSIB

7.3 Does OSHA require ANSI/ISEA Z308.1-2021?

OSHA's cited rule is for adequate supplies where suitable treatment is not near. ANSI/ISEA Z308.1-2021 is a voluntary consensus standard that can help compare Class A/B supplies and Type I–IV containers; it does not replace OSHA, state, sector, or site-specific review. OSHA ANSI overview

7.4 What changes for remote or mobile work?

Remote, vehicle-based, or mobile work can change the assessment of placement, container durability, first-aider access, communications, transport, and response barriers. WorkSafeBC includes vehicles and mobile equipment in its assessment context. Verify the local rule and work pattern. WorkSafeBC

7.5 Can a first aid kit replace an eyewash station or emergency shower?

No. Where injurious corrosive exposure may occur, OSHA requires suitable quick drenching or flushing facilities in the work area. A kit is not a substitute. OSHA

8 Limitations and qualified-review note

This article is general information, not legal advice, a work procedure, a site assessment, engineering advice, or a substitute for manufacturer instructions for kits, equipment, chemicals, or PPE. Verify the governing jurisdiction, current regulation or standard edition, responder training, emergency arrangements, and manufacturer instructions with the appropriate authority and qualified reviewer.

Total Group can help your team organize the questions to resolve before deployment, including site conditions, access, placement, container suitability, and readiness responsibilities. Discuss your requirements with a qualified Total Group representative and your internal HSE, medical, and regulatory resources before making a selection.

9 References

- Canadian Centre for Occupational Health and Safety — First Aid: General
- CSA Group — CSA Z1220:24: First aid kits for the workplace
- Occupational Safety and Health Administration — 29 CFR 1910.151, Medical services and first aid
- Occupational Safety and Health Administration — Appendix A to 29 CFR 1910.151: First aid kits, Non-Mandatory
- Justice Laws Website — Canada Occupational Health and Safety Regulations, Part XVI: First Aid
- WorkSafeBC — Assess your first aid requirements
- American National Standards Institute — Workplace First Aid Kits: ANSI/ISEA Z308.1-2021
- Workplace Safety and Insurance Board Ontario — First aid requirements
- Alberta King's Printer — Occupational Health and Safety Code, Part 11: First Aid

Publication status: Qualified Total Group review is required before Shopify publication.