

New Legislation and Regulations Coming into Effect in 2025



Regulatory changes in the energy industry are frequently issued at federal, provincial and municipal levels. Organizations need to be proactive and prepared to comply.

Note: This is not an exhaustive list. The information provided is current at the time of publishing and subject to change.

Alberta: Occupational Health and Safety (OHS) Code Updates

- [Part 27: Violence and Harassment](#)
- [Part 33: Explosives](#)
- [Part 37: Oil and Gas Wells](#)

Miscellaneous editorial amendments were made across the OHS Code.

To assist with the updated regulations, there is a transitional period from December 4, 2024, to March 30, 2025, during which worksite parties can comply with either the updated or prior provisions.

Starting March 31, 2025, worksite parties must follow the updated provisions.

For additional information and details on the amendments, [click here](#).

British Columbia: Updates to Health and Safety Legislation

OHS Guidelines Updates:

- **First Aid, Buoyancy Equipment and OHS Citations:** Effective January 1, 2025, editorial revisions have been made to guidelines related to first aid, buoyancy equipment and OHS citations to reflect recent regulatory amendments and include acceptable alternative standards.

Workers Compensation Act Adjustments:

- **Consumer Price Index (CPI) Adjustments:** As of January 1, 2025, certain dollar amounts referenced in the Workers Compensation Act have been adjusted in accordance with the Consumer Price Index.

Occupational Health and Safety Regulation (OHSR) Amendments:

- **Part 5 – Emergency Planning and Hazardous Substances:** Effective February 3, 2025, amendments to Part 5 of the OHSR will introduce updated requirements for emergency planning related to hazardous substances.
- **Part 16 – Mobile Equipment, Three-Point Seat Belts:** Amendments to Part 16 concerning three-point seat belts in mobile equipment are set to come into effect on March 31, 2025.

OHS Policies Updates:

- **CPI Adjustments:** Policies related to OHS citations, penalty amounts, and claims costs levies have been updated to reflect CPI adjustments, effective January 1, 2025.

Saskatchewan

There are no new health and safety legislations or codes scheduled to take effect in 2025.

Federal

Health Canada's Forward Regulatory

Plan (2024-2026): This plan outlines anticipated regulatory initiatives over the next two years. While specific health and safety regulations effective in 2025 are not detailed, the plan indicates ongoing efforts to update and enhance health and safety standards at the federal level.

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What Should Employers Do?

- **Stay informed:** Regularly monitor government announcements, official publications and legal updates for workplace legislation.
- **Review policies and practices:** Assess existing policies and practices to identify areas needing adjustment to align with new legislation.
- **Training and communication:** Train employees on the changes and ensure effective communication of new policies and/or procedures.
- **Engage legal counsel:** Seek legal advice to navigate compliance requirements and understand the implications of the legislative change.
- **Update contracts and agreements:** Review and update employment or work contracts, agreements, and other relevant documents to reflect changes in the law.
- **Compliance audits:** Conduct internal audits to ensure compliance with new legislation and resolve areas of non-compliance.
- **Engage with industry associations:** Share information and best practices related to new legislation or regulations compliance.

What Should Workers Do?

- **Educate yourself:** Stay informed about legislative changes impacting employee rights and obligations.
- **Ask questions:** Seek clarification from your employer or Human Resources department about how legislative changes affect you or your work.
- **Participate in training:** Attend training sessions or workshops to understand the changes and their effects on you or your role.
- **Review employment contracts:** Review your contract and any other relevant documents to ensure they reflect current legal requirements.
- **Report concerns:** If you believe your employer is not in compliance with new legislation, report to the appropriate regulatory body or seek legal advice.
- **Utilize employee resources:** Take advantage of employee assistance programs or resources provided by your employer to address concerns related to legislative changes.

Resources

Alberta:

- [Occupational Health and Safety Code](#)
- [Occupational Health and Safety](#)
- [OHS Code Review Plan 2023-2026](#)

British Columbia: [Occupational Health and Safety](#)

Saskatchewan: [Occupational Health and Safety](#)

Government of Canada: [Forward Regulatory Plan: 2024-2026](#)