

Frequently Asked Questions

1. If I already have the OHS Committee, WHS Representative and Designate Certification Training completed, do I need to complete it again?

No, if you have a worker who has a valid OHS committee, worker health and safety representative/designate certification, you do not need to complete it again.

2. Does the same worker have to complete all the courses?

No, different workers can complete the courses. For example, one worker can complete the Worker Health and Safety Representative/Designate Certification and another the Return to Work course.

3. How do I access the courses I need to complete?

All courses are available in the Certification Training Registry (CTR) under the PRIME section.

4. Is there a cost for the required courses?

There is no cost for the required PRIME online courses offered by WorkplaceNL through the Certification Training Registry (CTR).

Employers are responsible to pay for the cost of the Worker Health and Safety Representative/Designate Certification offered by WorkplaceNL-approved providers.

5. How will WorkplaceNL know I have met the requirements for Path 1 (i.e. have completed the required courses)?

WorkplaceNL validates completed courses through the Certification Training Registry (CTR). Employers are required to claim their network on the CTR and link their workers to their account. To learn more about claiming your network on the CTR, view our How-to Guide.

6. What is changing in PRIME from 2023 to 2026?

WorkplaceNL is phasing in changes to the PRIME program to better help workplaces understand their OHS responsibilities and improve safety.

- In 2023, the Path 1 – OHS Education category was introduced.
- In 2024, more employers were added to the Path 1 category.
- In 2026, Medium and Large employers are expected to be combined in a new Path 2 – OHS Leadership Certification category, which will focus on developing and maintaining an OHS program. More information to come!
- The PRIME assessment limit, which helps to determine which Path you are in, was lowered from \$48,000 to \$10,000.
- All employer categories will require either return-to-work education or to include return-to-work in their OHS program.
- Other safety certifications (i.e. COR™) for non-Construction employers will be recognized.

7. What is staying the same under the revised PRIME program?

Financial incentives remain the same for practice refunds and experience refunds or charges. Employers must still pass their practice requirements to receive the experience refund. Construction employers still require COR™ certification.