

PRIME is Changing: New Employer Categories

Path 1 Employer: OHS Education

<\$10k assessments

OR

≥\$10k assessments and <20 workers

To qualify for your PRIME refund, Path 1 Employers will need to complete these three steps:

1. Claim your network.
2. Complete the required training.
3. Submit your Annual Employer Statement by the last day of February of each year.

Path 1 Employers are required to:

- Have a trained OHS Committee, Worker Health and Safety (WHS) Representative, or Designate in place at each applicable worksite in accordance with OHS legislation.
- Complete two PRIME education course(s), as outlined by WorkplaceNL, each year until all five courses have been completed.

Path 2 Employer: OHS Certification

≥\$10k assessments

AND

≥20 workers

To qualify for your PRIME refund, Path 2 Employers will need to complete these four steps:

1. Implement your 15-element OHS program.
2. Indicate you wish to participate in the PRIME audit when you submit your Annual Employer Statement.
3. Participate in the PRIME audit (either WorkplaceNL audit or employer self audit, depending on cycle).
4. Receive 65% on each individual program element and 80% on the overall audit.

Path 2 Employers are required to implement an OHS program that includes the following:

1. Leadership Commitment
2. Hazard Recognition, Evaluation and Control
3. Incident Reporting and Investigation
4. Personal Protective Equipment
5. Workplace Inspections
6. Safe Work Practices and Procedures
7. Training and Communication
8. Emergency Preparedness and Response
9. OHS Committees, WHS Representatives and Designates
10. Return-to-Work
11. Fall Prevention
12. Occupational Health
13. Musculoskeletal Injury (MSI) Prevention
14. Workplace Violence, Harassment, and Psychological Health and Safety
15. Management Review, Records and Statistics



For more info on PRIME
Scan this QR Code
with your phone!



OR

Call Prevention Services at **709-778-1552**

***Path 2 effective January 1, 2026**

WorkplaceNL