

CSA Z1008:21, Management of impairment in the workplace

CSA Z1008.1:21, Implementation guidelines for CSA Z1008 Management of impairment in the workplace, with focus on impairment due to substance use

Many tasks people perform at work require their full alertness, attention, and accuracy. Impairment in the workplace, whether caused by fatigue, stress, medical condition, substance use, or other factors, can negatively impact worker performance and safety. To help organizations manage impairment in the workplace, CSA Group developed a new standard, CSA Z1008:21, and an associated implementation guideline, CSA Z1008.1:21.

CSA Z1008:21 describes requirements to control the health and safety risks related to impairment by taking a system-wide approach while also recognizing the impacts of impairment on the health and safety of individual workers. The Standard also provides guidance on factors that can reduce the negative health and safety impacts of impairment in the workplace.

While the Standard addresses impairment from any source, unique aspects of managing impairment due to substance use are addressed as well. CSA Z1008.1:21, an Implementation Guideline published in parallel with the Standard, advises small, medium, and large organizations on how to best apply CSA Z1008 and provides focused guidance on management of impairment due to substance use.

Get your copy of the Standard

[CSA Z1008:21](#) and [CSA Z1008.1:21](#) are available for no-fee view access and purchase on the CSA Store.

At-A-Glance



Impairment in the workplace caused by fatigue, stress, medical condition, substance use, or other factors, can impact workers' performance and safety.



CSA Z1008:21 specifies requirements for a structured approach for assessing and controlling the impact of impairment in the workplace.



CSA Z1008:21 is accompanied by an implementation guide, CSA Z1008.1:21, and a no-fee online course.

Standard Highlights

This new addition to CSA Group's suite of OHS Management Standards:

- specifies requirements and provides guidance for management of impairment in the workplace, including a structured approach for assessing and controlling the health and safety risk of impairment in the workplace;
- is based on the Plan – Do – Check – Act management system model and can be applied within an existing OHSMS;
- provides guidance on factors that can help reduce the negative health and safety impacts of impairment in the workplace, including non-punitive systems based on education and awareness;
- establishes requirements and guidance for preventative education, identification, and investigations;
- does not provide requirements and guidance for testing programs as part of a systemic approach;
- is designed to support employers, contractors, supervisors, workers, unions, and health and safety representatives;
- recognizes that the use of substances can be a contributing factor for impairment and provides details on unique aspects to managing a substance-related impairment in the workplace; and
- considers all forms of substance use whether the use is licit or illicit, recreational or medically required.

Related Standards and Training

- [CSA Z1008:21 Management of impairment in the workplace – Online training](#)
- [CAN/CSA-Z1002-12 \(R2017\), Occupational health and safety – Hazard identification and elimination and risk assessment and control](#)
- [CAN/CSA Z1003-13/BNQ 9700-803/2013 \(R2018\), Psychological health and safety in the workplace – Prevention, promotion, and guidance to staged implementation](#)
- [CSA Z1011:20, Work disability management system](#)
- [CSA Z45001:19, Occupational health and safety management – Requirements with guidance for use](#)



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Production of the Standard and the accompanying Guideline has been made possible through a financial contribution from Health Canada. The views expressed herein do not necessarily represent the views of Health Canada.

The Standard was developed by CSA Group with funding support provided by the Canadian Association of Administrators of Labour Law – Occupational Safety and Health (CAALL-OSH), including Provincial and Territorial Governments, as well as the Government of Canada. CSA Group is solely responsible for the content of this Standard, and CSA Group and the funding bodies disclaim any liability in connection with the use of the information contained herein.