

Law 27 readiness checklist

What every Quebec employer needs in place to identify and act on psychosocial risk.

Every Quebec employer has to identify psychosocial risks and act on them. Use this checklist to see what you already have in place and what's missing. Tick each line, name an owner for every gap, and keep a dated copy with your prevention records.

“Law 27” is the common name for Bill 59, An Act to modernize the occupational health and safety regime.



Know which rules apply

What you need depends on the number of workers in each establishment.

	20 or more workers	19 or fewer workers
Prevention document	Prevention program, risks ranked by priority	Action plan
Covers psychosocial risks	Yes	Yes
Worker participation	Health and safety committee and health and safety representative	Health and safety liaison officer
Update	At least once a year	At least once a year

- ☐ We've counted the workers in each establishment, including people who work from home.
- ☐ We know whether we need a prevention program or an action plan.
- ☐ We've checked whether a program covering several establishments, a sector rule or a CNESST requirement changes that for us.
- ☐ We know our deadline: one year from the day we became subject to the obligation. For most establishments that existed in October 2025, that was October 6, 2026.
- ☐ If we're past the deadline, we've started and we're dating everything we do.

2 Worker participation

- ☐ Workers chose their liaison officer (19 or fewer) or their representative (20 or more).
- ☐ With 20 or more workers, the health and safety committee is set up and meeting.
- ☐ The liaison officer or representative has completed, or is booked into, CNESST-recognized training.
- ☐ Workers and their liaison officer, representative or committee took part in identifying risks and choosing measures, and we can show how.

3 Required policies

- ☐ We have a written policy on preventing and handling psychological harassment, and workers know where to find it.
- ☐ Our program or action plan covers workers who work from home.

4 Identify the risks

Psychosocial risks come from the nature and organization of work, not from a worker's personality or resilience.

- ☐ We reviewed records we already keep: absences, turnover, incident and accident logs, complaints.
- ☐ We asked the people closest to the work: the committee, representative or liaison officer, HR and supervisors.
- ☐ We asked workers directly, with interviews or a questionnaire that is valid, reliable and confidential (run by someone outside the organization if trust is low).
- ☐ We checked for the three risks the CNESST puts first: violence, harassment, and exposure to a potentially traumatic event.
- ☐ We checked the five risk factors: workload, decision-making autonomy, social support from colleagues and managers, recognition, and organizational justice.
- ☐ We noted recent or upcoming changes that raise risk: restructuring, new systems, leadership changes, staff shortages.

5 Analyse and rank

- ☐ For each risk, we weighed how many people are affected, how serious the harm could be, and how likely and frequent the exposure is.
- ☐ We took into account what workers say matters most.
- ☐ With 20 or more workers, our program lists the risks in order of priority.

6 Act at the source

- ☐ Each risk has a measure that eliminates it at the source where possible, or reduces it where not.
- ☐ Measures change the work first. A workload risk gets a workload change; individual support comes on top, not instead.
- ☐ Each measure has an owner and a due date.

7 Check and update

- ☐ For each measure, we've decided how we'll know it worked and when we'll check.
- ☐ We update the program or action plan at least once a year.
- ☐ We update it sooner after a restructuring, a serious incident or anything else that changes the picture.

6 Your risk record

Risk	How and when we found it	Priority	What we're changing	Owner	Due	How we'll check	What the check showed

Also note how workers and their liaison officer, representative or committee took part.

Free help

The CNESST's psychological health advisors can explain your obligations and run awareness sessions in your workplace on request. Quebec's public occupational health network offers free support at santeautravail.qc.ca.