

# Limbs – Know The Laws of Your Province



Limb protection is an essential aspect of workplace safety, designed to safeguard workers from injuries to their arms and legs caused by physical impacts, sharp materials, extreme temperatures, and chemical exposure. This category of personal protective equipment (PPE) includes items such as gloves, arm guards, knee pads, and protective leggings, all tailored to mitigate specific workplace hazards. Employers are responsible for assessing risks, providing appropriate limb protection, and ensuring workers are trained in its correct use, maintenance, and limitations. Across Canada, specific requirements for limb protection vary by province and territory, reflecting regional safety standards and workplace needs. Adherence to limb protection regulations is critical for reducing injuries, promoting worker health, and maintaining a safe and productive work environment.

## FEDERAL

The [Code of Federal Regulations, Hand and Body Protection](#), supports the use of protective equipment to safeguard workers from injuries to the arms and legs caused by workplace hazards such as impacts, sharp materials, and chemical exposure. These regulations require **employers** to assess workplace hazards, provide suitable protective equipment, and ensure that workers are trained in its proper use, maintenance, and limitations.

## Hand and body protection

(a) **Use.** The employer **shall** ensure that each affected employee uses appropriate hand protection and other protective clothing where there is exposure to hazards such as skin absorption of harmful substances, severe cuts or lacerations, severe abrasions, punctures, chemical burns, thermal burns, harmful temperature extremes, and sharp objects.

(b) **Hot work operations.** The employer **shall** ensure that no employee wears clothing impregnated or covered in full or in part with flammable or combustible materials (such as grease or oil) while engaged in hot work operations or working near an ignition source.

(c) **Electrical protective devices.** The employer **shall** ensure that each affected employee wears protective electrical insulating gloves and sleeves or other electrical protective equipment, if that employee is exposed to electrical shock hazards while working on electrical equipment. **Section 1915.157.**

Further details on the Code of Federal Regulations can be found at [Ecfr.gov](https://www.ecfr.gov).

## ALBERTA

Under Alberta's [Occupational Health and Safety Code](#), Part 18: **Personal Protective Equipment (Sections 242 and 243)**, **employers** are required to provide and enforce the use of appropriate protective equipment for arms and legs to safeguard workers from hazards such as impacts, sharp materials, and chemical exposure. These regulations mandate that **employers** conduct hazard assessments to identify risks requiring limb protection, select suitable protective equipment that meets recognized safety standards, and ensure proper maintenance of the equipment.

## **Limb and Body Protection**

If there is a danger that a worker's hand, arm, leg or torso may be injured, an **employer must** ensure that the worker wears properly fitting hand, arm, leg or body personal protective equipment that is appropriate to the work, the work site, and the hazards identified. **Section 242.**

### **Skin protection**

An **employer must** ensure that a worker's skin is protected from a harmful substance that may injure the skin on contact or may adversely affect a worker's health if it is absorbed through the skin. **Section 243.**

Further details on the Occupational Health And Safety Code can be found at [Alberta.ca](https://www.alberta.ca).

## **BRITISH COLUMBIA**

Under British Columbia's [Occupational Health and Safety Regulation](#), Part 8: Personal Protective Clothing and Equipment (Sections 8.19 to 8.21), **employers are required** to provide and enforce the use of appropriate limb protection to safeguard workers from hazards such as impacts, cuts, and chemical exposure. These regulations **mandate** that employers assess workplace risks, select protective equipment that meets recognized safety standards, and ensure the equipment is maintained in good condition

### **Limb and Body Protection – General requirement**

(1) The **employer must** provide appropriate skin, hand, foot, or body protection if a worker is exposed to a substance or condition which is likely to puncture, abrade, or otherwise adversely affect the skin, or be absorbed through it.

(2) If there is a danger of injury, contamination, or infection to a worker's hands, arms, legs, or torso, the

worker **must** wear properly fitting protective equipment appropriate to the work being done and the hazards involved. **Section 8.19.**

### **Cleaning or replacement**

If a glove, apron, or other protective equipment used to protect the skin against contact with a hazardous substance is rendered ineffective due to contamination with the substance, the protective equipment **must** be promptly replaced with clean or decontaminated equipment to maintain the required protection. **Section 8.20.**

### **Leg protection**

(1) Leg protective devices **must** be worn by a worker operating a chain saw if there is a danger of leg injury.

(2) Leg protective devices **must** meet the requirements of *WCB Standard, PPE 1-1997 Leg Protective Devices*.

(3) Every leg protective device **must** have a label permanently affixed to the outer surface of the device indicating the standard it meets.

(4) The requirement to wear leg protective devices does not apply to a firefighter using a chain saw at the scene of a structural fire. **Section 8.21.**

**Further details on the Occupational Health and Safety Regulation can be found at [BCLaws.gov.bc.ca](http://BCLaws.gov.bc.ca).**

## **MANITOBA**

Under Manitoba's [Workplace Safety and Health Act and Regulation](#), **Part 6: Personal Protective Equipment (Sections 6.8 and 6.14)**, employers are required to provide and enforce the use of appropriate protective equipment to safeguard workers' arms and legs from hazards such as impacts, sharp

materials, and chemical exposure. These regulations **mandate** that employers conduct hazard assessments to identify risks requiring limb protection, select suitable protective equipment that meets recognized safety standards, and ensure proper maintenance of the equipment.

### **Skin protection**

If there is a risk of injury to a worker's skin from sparks, molten metal or ionizing or non-ionizing radiation, an employer **must** provide personal protective equipment that

(a) meets the requirements of CAN/CSA W117.2-12 (R2017), Safety in Welding, Cutting, and Allied Processes; and

(b) is appropriate for the risk; or a safeguard that provides equivalent protection. **Section 6.8(1).**

An employer **must** provide personal protective equipment that is appropriate for the risk if there is a risk of injury to a worker's skin from radiant heat or a sharp or jagged object which may puncture or abrade the skin. **Sections 6.8(2).**

### **Hand, arm, leg, and body protection**

An employer **must** provide a worker with hand, arm, leg or body protective equipment that is appropriate for the risk and to the workplace if there is a risk of injury to the worker's hands, arms, legs or torso. **Section 6.14(1).**

Without limiting subsection (1), an employer **must** provide a worker with appropriate gloves or mitts and sleeves if there is a risk of injury to the worker from contact with an exposed energized electrical conductor. **Section 6.14(2).**

**Further details on the Workplace Safety and Health Act and Regulation can be found at [Gov.mb.ca](http://Gov.mb.ca).**

## **NEW BRUNSWICK**

Under New Brunswick's **Regulation 91-191 under the Occupational Health and Safety Act**, **Part VII: Protective Equipment (Sections 38, 42, and 43)**, employers are required to provide and enforce the use of protective equipment to safeguard workers' arms and legs from hazards such as impacts, cuts, and chemical exposure. These regulations **mandate** that employers conduct hazard assessments, select appropriate limb protection that meets recognized safety standards, and ensure that the equipment is properly maintained.

### **Part VII Protective Equipment – General**

#### **Duty to supply, train, and use**

Where protective equipment is required to be used by an employee under this Regulation, an employer **shall** provide the protective equipment required and **shall** ensure that the employee is instructed and trained on how to use, care for and inspect the protective equipment in accordance with the manufacturer's specifications. **Section 38(1)**.

#### **Protection for skin**

Where an employee is exposed to a hazard that may injure the skin, the employee **shall** use, as necessary,

- (a) adequate protective gloves,
- (b) adequate protective footwear,
- (c) adequate body covering,
- (d) a barrier cream or oil to prevent irritation to exposed parts of the body, or
- (e) other protective equipment sufficient to provide protection from the hazard. **Section 42(1)**.

#### **Protection for hands**

Subject to subsection (2), where an employee is handling objects that may injure the hands, the employee **shall** use adequate protective gloves or other protective equipment. **Section 43(1).**

Where an employee is handling wire rope in a logging operation, the employee **shall** wear adequate double-palmed leather mitts or gloves. **Section 43(2).**

Further details on Regulation 91-191 under the Occupational Health and Safety Act can be found at [Laws.gnb.ca](https://laws.gnb.ca).

## **NEWFOUNDLAND & LABRADOR**

Under Newfoundland and Labrador's [Regulation 5/12](#), Part VII: **Personal Protective Equipment (Sections 71, 72, 78, and 79)**, **employers** are **required** to provide and enforce the use of protective equipment to safeguard workers' arms and legs from hazards such as impacts, cuts, and chemical exposure. These regulations **require** employers to assess workplace hazards, select suitable limb protection that meets recognized safety standards, and ensure that the equipment is properly maintained.

### **Selection, use, and maintenance**

Personal protective equipment **shall**

- (a) be selected and used in accordance with recognized standards and provide effective protection;
- (b) not in itself create a hazard to the wearer;
- (c) be compatible so that one item of personal protective equipment does not make another item ineffective; and
- (d) be maintained in good working order and in sanitary condition. **Section 71.**

### **Instruction**

An employer **shall** ensure that a worker who wears personal protective equipment is adequately instructed in the correct use, limitations and assigned maintenance duties for the equipment to be used. **Section 72.**

### **General requirements of limb and body protection**

Where there is a danger of injury, contamination or infection to a worker's skin, hands, feet, or body, the worker **shall** wear properly fitting protective equipment appropriate to the work being done and the hazards involved. **Section 78.**

### **Leg protection**

A worker operating a chain saw **shall** wear a leg protective device with a label permanently affixed to the outer surface of the device indicating the standard it meets. **Section 79.**

**Further details on the Newfoundland and Labrador's Regulation 5/12 can be found at [Assembly.nl.ca](http://Assembly.nl.ca).**

## **NOVA SCOTIA**

While Nova Scotia does not have specific regulations for limb protection, the [Nova Scotia Occupational Health and Safety Act](#), **Part 3: Personal Protective Equipment (Sections 9 and 12)**, supports the use of protective equipment to safeguard workers' arms and legs from workplace hazards such as impacts, cuts, and chemical exposure. **Section 12** specifically addresses protection for skin, emphasizing the need to prevent injuries caused by hazardous materials and environmental factors. **Employers are required** to assess workplace hazards, provide suitable protective equipment, and ensure workers are trained in its correct use, maintenance, and limitations to effectively prevent injuries and promote safety.

### **Part 3 – Personal Protective Equipment – Use**

(1) An **employer shall** ensure that adequate personal protective



equipment or devices required for an assigned task are used, based on

- (a) the nature of the task;
- (b) the location and conditions of the workplace; and
- (c) any hazards that may affect the health and safety of people in the workplace.

(2) Where personal protective equipment or devices are required under the Act or these regulations, an employer **shall** ensure that

- (a) an employee receives adequate training in the proper use and care of the personal protective equipment or devices; and
- (b) an employee wears or uses the personal protective equipment or devices in accordance with the instruction and training provided.

(3) An employer **shall** ensure that all personal protective equipment or devices required under the Act or these regulations are

- (a) maintained by a competent person; and
- (b) tested or visually inspected before each use, in accordance with the manufacturer's specifications.

(4) Where a person identifies any defect in personal protective equipment or devices that may impair the adequacy of the equipment or devices, the **employer shall** ensure that the personal protective equipment or devices are not used until they are repaired. **Section 9(1) to (4).**

### **Hazard to foot or skin**

(1) Where a person is exposed to a hazard that may injure the person's foot, an employer **shall** ensure that protective equipment is worn that is appropriate to the hazard and that

complies with the latest version of CSA standard CSA Z195, "Protective Footwear".

(2) Where a person is exposed to a hazard that may injure the skin, an employer **shall** ensure that adequate protection is worn or used. **Section 12.**

Further details on the Occupational Health and Safety Act can be found at [Novascotia.ca](http://Novascotia.ca).

## **NORTHWEST TERRITORIES & NUNAVUT**

Under the Northwest Territories [Official Consolidation of Occupational Health and Safety Regulations](#), Part 7: Personal Protective Equipment (Sections 98, 99, and 101), employers are **required** to provide and enforce the use of protective equipment to safeguard workers' arms and legs from hazards such as impacts, cuts, and chemical exposure. These regulations **mandate** that employers assess workplace risks, select appropriate limb protection that meets recognized safety standards, and ensure the equipment is properly maintained.

### **Skin Protection**

(1) If there is a risk of injury to the skin of a worker from sparks, molten metal, or radiation, an employer **shall** provide, and require the worker to use, approved protective clothing or covers or any other safeguard that provides equivalent protection for the worker.

(2) If there is a risk of injury to the skin of a worker from fire or explosion, an employer **shall** provide the worker with, and require the worker to use, fire resistant clothing that

(a) meets an approved industry standard; and

(b) is appropriate to the risk.

(3) If there is a risk of injury to the skin of an electrical worker from arc flash, an employer **shall** provide the electrical worker with, and require the electrical worker to use, approved arc flash protection. **Section 98.**

### **Lower Body Protection**

If a worker is at risk of a cut, puncture, irritation, or abrasion to their lower body, an employer **shall** require the worker to use safety pants or chaps that are suitable for the work being performed. **Section 99.**

### **Hand and Arm Protection**

(1) An employer **shall** provide, and require a worker to use, suitable and properly fitted hand or arm protection to protect the worker from injury to the hand or arm, including (a) injury arising from exposure to chemical or biological substances;

(b) injury arising from exposure to work processes that result in extreme temperatures;

(c) injury arising from prolonged exposure to water; and

(d) puncture, abrasion, or irritation of the skin.

(2) If a worker could contact an exposed energized high voltage conductor, an employer **shall** provide, and require the worker to use, approved rubber insulating gloves and mitts and approved rubber insulating sleeves. **Section 101.**

**Further details on the Official Consolidation of Occupational Health and Safety Regulations can be found at [Canlii.org](https://www.canlii.org).**

## **ONTARIO**

While Ontario does not have specific regulations for limb protection, the [Occupational Health and Safety Act](#) includes applicable provisions that support worker safety. **Section**

**25(1)(b)** mandates that employers **maintain** equipment in good condition, **Section 25(2)(a)** **requires** employers to provide information and instruction to workers, **Section 25(2)(d)** ensures workers are made aware of hazards they may face, and **Section 25(2)(h)** emphasizes the obligation to take every reasonable precaution to protect workers. Additionally, under [0. Reg. 213/91](#) – **Part II – General Construction**, **Section 25** employers are **required** to ensure that suitable protective equipment, including limb protection, is provided and maintained for workers exposed to risks such as impacts, cuts, and abrasions in construction environments.

## **Duties of Employers and Other Persons – Part III**

### **Duties of employers**

An employer **shall** ensure that,

(b) the equipment, materials and protective devices provided by the employer are maintained in good condition;

Without limiting the strict duty imposed by subsection (1), an employer **shall**,

(a) provide information, instruction and supervision to a worker to protect the health or safety of the worker;

(d) acquaint a worker or a person in authority over a worker with any hazard in the work and in the handling, storage, use, disposal, and transport of any article, device, equipment or a biological, chemical, or physical agent;

(h) take every precaution reasonable in the circumstances for the protection of a worker; **Section 25(1)(2)**.

## **General Construction – Part II**

### **Protective Clothing, Equipment, and Devices**

A worker **shall** use protection appropriate in the circumstances

when there is a risk of injury on a project from contact between the worker's skin and,

- (a) a noxious gas, liquid, fume, or dust;
- (b) an object that may puncture, cut, or abrade the skin;
- (c) a hot object, hot liquid, or molten metal; or
- (d) radiant heat. **Section 25.**

**Further details on the Occupational Health and Safety Act and O. Reg. 213/91 can be found at [Ontario.ca/laws](https://www.ontario.ca/laws) and [Ontario.ca](https://www.ontario.ca).**

## **PRINCE EDWARD ISLAND**

While Prince Edward Island does not have specific regulations for limb protection, under Prince Edward Island's [Occupational Health and Safety Act General Regulations](#), **Part 45: Personal Protective Equipment (Sections 45.2 to 45.4 and 45.13)**, supports the use of protective equipment to safeguard workers' arms and legs from hazards such as impacts, cuts, and chemical exposure. These regulations require **employers** to assess workplace risks, provide appropriate protective equipment, and ensure that workers are trained in its proper use, care, and limitations. **Employers must** also maintain the equipment in good condition to ensure it remains effective in preventing injuries and ensuring workers' safety.

### **Maintenance**

The employer **shall** ensure that personal protective equipment is maintained in good condition. **Section 45.2.**

### **Instruction**

Every employer **shall** ensure that every worker who is required to use personal protective equipment **shall** be given pre-job instruction by the employer to understand its use, its limitations, and its maintenance requirements, as far as these

relate to its correct use by the worker. **Section 45.3.**

## **Testing**

A worker wearing or using personal protective equipment **shall** test the equipment before each use and **shall** not wear or use any equipment the worker has reason to believe is defective. **Section 45.4.**

## **Hand Protection**

The employer **shall** ensure that all persons handling materials likely to puncture, abrade, or irritate hands or arms, **shall** wear personal protective equipment to prevent such injuries, except when the use of this equipment introduces equal or greater hazards. **Sections 45.13.**

Further details on the Occupational Health and Safety Act General Regulations can be found at [PrinceEdwardIsland.ca](http://PrinceEdwardIsland.ca).

## **QUÉBEC**

Under Québec's [Regulation Respecting Occupational Health and Safety](#), Division XXX: : Means and Equipment for Individual and Group Protection (Sections 338, 339, and 345), employers are required to provide and enforce the use of protective equipment to safeguard workers' arms and legs from hazards such as impacts, cuts, and chemical exposure. These regulations **mandate** that employers assess workplace risks, select appropriate limb protection that meets safety standards, and ensure the equipment is properly maintained.

## **Division XXX – Means and Equipment for Individual and Group Protection**

**Employer's obligations:** The employer **shall** provide the worker free-of-charge with the individual or collective means and equipment required under this Regulation and ensure that the workers have received the information necessary for using

those means and equipment. **Section 338.**

**Worker's obligations:** The worker **shall** wear or use, as the case may be, the individual or collective protective means and equipment required under this Regulation. **Section 339.**

**Protectors for other parts of the body:** The wearing of protective equipment suited to the type of work performed such as a hood, an apron, leggings, protective sleeves, and gloves is mandatory for all workers exposed to burning objects or objects with sharp edges or dangerous projections, splashes of molten metals or in contact with dangerous or infectious substances. **Section 345.**

Further details on the Regulation respecting occupational health and safety can be found at [Legisquebec.gouv.qc.ca](http://Legisquebec.gouv.qc.ca).

## **SASKATCHEWAN**

Under Saskatchewan's [Occupational Health and Safety Regulations](#), **Part 7: Personal Protective Equipment (Sections 7-9, 7-10, and 7-12)**, employers **must** provide and enforce protective equipment to safeguard workers from hazards. This includes protective clothing for risks like sparks, fire, and arc flashes, lower body protection for tasks such as chainsaw use, and hand and arm protection against chemicals, extreme temperatures, and electrical hazards. These regulations mandate that employers assess workplace risks, select appropriate limb protection that meets recognized safety standards, and ensure proper maintenance of the equipment.

### **Part 7 – Personal Protective Equipment**

#### **Skin protection**

(1) If there is a risk of injury to the skin of a worker from sparks, molten metal or radiation, an employer or contractor **shall** provide, and require the worker to use, approved protective clothing or covers or any other safeguard that

provides equivalent protection for the worker.

(2) If there is a risk of injury to the skin of a worker from fire or explosion, an employer or contractor **shall** provide the worker with, and require the worker to use, outer fire resistant clothing that:

(a) meets an approved industry standard; and

(b) is appropriate to the risk.

(3) If there is a risk of injury to the skin of an electrical worker from arc flash, an employer or contractor **shall** provide the electrical worker with, and require the electrical worker to use, arc flash protection that meets an approved standard. **Section 7-9(1) to (3).**

### **Lower body protection**

(1) If a worker is at risk of a cut, puncture, irritation, or abrasion to the worker's lower body, an employer or contractor **shall** ensure that the worker uses safety pants or chaps that are appropriate for the work being performed by the worker.

(2) A worker operating a chain saw is deemed to be exposed to the risk described in subsection (1). **Section 7-10(1)(2).**

### **Hand and arm protection**

(1) An employer or contractor **shall** provide, and require a worker to use, suitable and properly fitted hand or arm protection to protect the worker from injury to the hand or arm, including:

(a) injury arising from contact with chemical or biological substances;

(b) injury arising from exposure to work processes that result in extreme temperatures;

(c) injury arising from prolonged exposure to water; and



(d) puncture, abrasion, or irritation of the skin.

(2) If a worker may contact an exposed energized high voltage electrical conductor, an employer or contractor **shall** provide, and require the worker to use, approved rubber insulating gloves and mitts and approved rubber insulating sleeves. **Section 7-12(1)(2).**

**Further details on the Occupational Health and Safety Regulations can be found at [Saskatchewan.ca](https://www.saskatchewan.ca).**

## **YUKON**

Under the Yukon **[Workers' Safety and Compensation \(WSC\) Regulations](#)**, **Part 1: General: Sections 1.14 to 1.16**, employers are **required** to provide and enforce the use of protective equipment and clothing to safeguard workers' arms and legs from hazards such as impacts, cuts, and chemical exposure. These regulations mandate that employers assess workplace hazards, select suitable limb protection that meets recognized safety standards, and ensure the equipment is properly maintained. **Employers must** also ensure that workers are trained in the correct use, care, and limitations of limb protection to ensure its effectiveness in preventing injuries and maintaining a safe work environment.

### **Protective Equipment and Clothing – Skin, Leg, and Body**

#### **Provision**

Appropriate skin, hand, foot, or body protection **shall** be provided if a worker may be exposed to a substance or a condition that may puncture, abrade, burn, corrode, electrically shock, or otherwise adversely affect the skin or be absorbed through it. **Section 1.14.**

#### **Fire resistant clothing**

The worker **shall** ensure that fire resistant clothing appropriate to the risk is worn where there may be exposure to a flash fire, molten metal, welding, and burning or similar hot work hazards. **Section 1.15.**

### **Leg protection**

Leg protective devices, meeting the requirements of “Protective Devices for Chainsaw Users” of Standard Council of Canada or other similar standard acceptable to the board, **shall** be provided to a worker operating a chain saw, except where a firefighter is using a chainsaw in a structural fire. **Section 1.16.**

**Further details on the Workers’ Safety and Compensation (WSC) Regulations can be found at [wcb.yk.ca](http://wcb.yk.ca).**