

PPE – Know The Laws of Your Province



Personal Protective Equipment (PPE) regulations are essential for safeguarding workers from workplace hazards that cannot be eliminated through engineering or administrative controls. PPE includes items such as helmets, gloves, goggles, respiratory devices, and protective clothing designed to minimize exposure to physical, chemical, biological, and other hazards. These regulations require employers to assess workplace risks, provide appropriate PPE, and ensure that workers are trained in its proper use, maintenance, and storage. While overarching principles are shared across Canada, specific requirements vary by province and territory, reflecting local priorities and occupational safety standards. Adherence to PPE regulations is critical for preventing injuries, protecting worker health, and maintaining safe working environments.

FEDERAL

Under the [Code of Federal Regulations](#), Subpart I: **Personal Protective Equipment (Section 1910.132)**, **employers are required** to provide and enforce the use of appropriate PPE to protect workers from workplace hazards that cannot be controlled through other means. These regulations **mandate** a hazard assessment to determine necessary PPE, proper training for employees on its use and maintenance, and regular inspections to ensure its effectiveness.

Personal Protective Equipment

General requirements.

(a) ***Application.*** Protective equipment, including personal protective equipment for eyes, face, head, and extremities, protective clothing, respiratory devices, and protective shields and barriers, **shall** be provided, used, and maintained in a sanitary and reliable condition wherever it is necessary by reason of hazards of processes or environment, chemical hazards, radiological hazards, or mechanical irritants encountered in a manner capable of causing injury or impairment in the function of any part of the body through absorption, inhalation, or physical contact.

(b) ***Employee-owned equipment.*** Where employees provide their own protective equipment, the employer **shall** be responsible to assure its adequacy, including proper maintenance, and sanitation of such equipment.

(c) ***Design.*** All personal protective equipment **shall** be of safe design and construction for the work to be performed.

(d) ***Hazard assessment and equipment selection.***

(1) The employer **shall** assess the workplace to determine if hazards are present, or are likely to be present, which necessitates the use of personal protective equipment (PPE). If such hazards are present, or likely to be present, the employer **shall**:

(i) Select, and have each affected employee use, the types of PPE that will protect the affected employee from the hazards identified in the hazard assessment;

(ii) Communicate selection decisions to each affected employee; and

(iii) Select PPE that properly fits each affected employee.

(2) The employer **shall** verify that the required workplace hazard assessment has been performed through a written certification that identifies the workplace evaluated; the person certifying that the evaluation has been performed; the date(s) of the hazard assessment; and, which identifies the document as a certification of hazard assessment.

(e) ***Defective and damaged equipment.*** Defective or damaged personal protective equipment **shall** not be used.

(h) ***Payment for protective equipment.***

(1) Except as provided by [paragraphs \(h\)\(2\) through \(h\)\(6\)](#) of this section, the protective equipment, including personal protective equipment (PPE), used to comply with this part, **shall** be provided by the employer at no cost to employees.

(2) The **employer** is not required to pay for non-specialty safety-toe protective footwear (including steel-toe shoes or steel-toe boots) and non-specialty prescription safety eyewear, provided that the employer permits such items to be worn off the jobsite.

(3) When the **employer** provides metatarsal guards and allows the employee, at his or her request, to use shoes or boots with built-in metatarsal protection, the employer is not required to reimburse the employee for the shoes or boots.

(4) The employer is not required to pay for:

(i) The logging boots required by [29 CFR 1910.266\(d\)\(1\)\(v\)](#);

(ii) Everyday clothing, such as long-sleeve shirts, long pants, street shoes, and normal work boots; or

(iii) Ordinary clothing, skin creams, or other items, used solely for protection from weather, such as winter coats, jackets, gloves, parkas, rubber boots, hats, raincoats, ordinary sunglasses, and sunscreen.

(5) The **employer must** pay for replacement PPE, except when the employee has lost or intentionally damaged the PPE.

(6) Where an employee provides adequate protective equipment he or she owns pursuant to [paragraph \(b\)](#) of this section, the employer may allow the employee to use it and is not required to reimburse the employee for that equipment. The employer **shall** not require an employee to provide or pay for his or her own PPE, unless the PPE is excepted by [paragraphs \(h\)\(2\)](#) through [\(h\)\(5\)](#) of this section.

(7) This [paragraph \(h\)](#) **shall** become effective on February 13, 2008. Employers must implement the PPE payment requirements no later than May 15, 2008.

For more information:

▪ **Section 1910.32**

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

ALBERTA

Under Alberta's **Occupational Health and Safety (OHS) Code, Part 18: Personal Protective Equipment (Section 228)**, **employers are required** to ensure that workers use appropriate PPE to protect against identified workplace hazards. These regulations **mandate** a thorough hazard assessment, the provision of suitable PPE, and training for workers on its proper use, maintenance, and storage.

Duty to use personal protective equipment

If the hazard assessment indicates the need for personal protective equipment, an employer **must** ensure that:

(a) workers wear personal protective equipment that is correct for the hazard and protects workers,

(b) workers properly use and wear the personal protective equipment,

(c) the personal protective equipment is in a condition to perform the function for which it is designed, and

(d) workers are trained in the correct use, care, limitations, and assigned maintenance of the personal protective equipment.

Section 228(1).

A worker **must**:

(a) use and wear properly the appropriate personal protective equipment specified in this Code in accordance with the training and instruction received,

(b) inspect the personal protective equipment before using it, and

(c) not use personal protective equipment that is unable to perform the function for which it is designed. **Section 228(2).**

An employer **must** ensure that the use of personal protective equipment does not endanger the worker. **Section 228(3).**

For more information:

- Eye Protection. **Sections 229 to 231.**
- Flame Resistant Clothing. **Section**
- Foot Protection. **Section**
- Head Protection. **Sections 234 to 239.**
- Life Jackets and Personal Flotation Devices. **Sections 240 and 241.**
- Limb and Body Protection. **Sections 242 and 243.**
- Respiratory Protective Equipment. **Sections 244 to 255.**

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 8.1 to 8.10), employers are **required** to provide and ensure the use of appropriate PPE to protect workers from workplace hazards. These regulations **mandate** that employers conduct hazard assessments, select suitable PPE, and provide training for workers on its proper use, maintenance, and storage.

General Requirements

Responsibility to Provide

(1) A worker is **responsible** for providing

(a) clothing needed for protection against the natural elements,

(b) general purpose work gloves and appropriate footwear including safety footwear, and

(c) safety headgear.

(2) An employer is **responsible** for providing, at no cost to the worker, all other items of personal protective equipment required by this Regulation.

(3) If the personal protective equipment provided by the employer causes allergenic or other adverse health effects, the employer **must** provide appropriate alternate equipment or safe measures.

(4) Nothing in this section precludes or alters an existing or future agreement between a worker or workers and an employer to the effect that the employer will be **responsible** for the provision, either at no cost or some cost to the worker, of any or all of the items described in subsection (1). **Sections 8.2(1) to (4).**

Selection, Use, and Maintenance

(1) Personal protective equipment **must**:

(a) be selected and used in accordance with the 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 a sanitary condition.

(2) If the use of personal protective equipment creates hazards equal to or greater than those its use is intended to prevent, alternative personal protective equipment must be used or other appropriate measures **must** be taken. **Sections 8.3 (1)(2).**

Workplace evaluation

If an evaluation of workplace conditions is required to determine appropriate personal protective equipment, the evaluation, where practicable, **must** be done in consultation with the joint committee or the worker health and safety representative, as applicable, and with the worker who will use the equipment. **Section 8.4.**

Program

If personal protective equipment is required to protect against a chemical exposure or an oxygen deficient atmosphere the employer must implement an effective protective equipment program at the workplace which includes

(a) a statement of purpose and responsibilities,

(b) written procedures for selection, use, inspection, cleaning, maintenance, and storage of protective equipment,

when required,

(c) instruction and training in the correct use and maintenance of the equipment,

(d) for respiratory equipment, medical assessment of respirator wearers, when required,

(e) documentation when required, and

(f) program review. **Section 8.5.**

Annual review

(1) The personal protective equipment program **must** be reviewed annually by the employer in consultation with the joint committee or the worker health and safety representative, as applicable.

(2) The annual review **must**

(a) assess exposure control measures to ensure their continued effectiveness,

(b) determine the need for further control,

(c) ensure the adequacy of instruction, and

(d) for respiratory protection, assess the adequacy of exposure monitoring data and assess the need for further monitoring, and ensure the adequacy of the fit test program.

Section 8.6 (1)(2).

Instruction

The employer must 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 8.7.**

Supervisor's responsibilities

The supervisor **must** ensure that appropriate personal protective equipment is

- (a) available to workers,
 - (b) properly worn when required, and
 - (c) properly cleaned, inspected, maintained and stored.
- Section 8.8.**

Worker's responsibilities

(1) A worker who is required to use personal protective equipment **must**

- (a) use the equipment in accordance with training and instruction,
- (b) inspect the equipment before use,
- (c) refrain from wearing protective equipment outside of the work area where it is required if to do so would constitute a hazard, and
- (d) report any equipment malfunction to the supervisor or employer.

(2) A worker who is assigned responsibility for cleaning, maintaining or storing personal protective equipment must do so in accordance with training and instruction provided.

Section 8.9 (1)(2).

For more information:

- **Section 8.1.**
- Personal Clothing and Accessories. **Section 10.**
- Safety Headgear. **Sections 11 to 8.13.**
- Eye and Face Protection. **Sections 14 to 8.18.**
- Limb and Body Protection. **Sections 19 to 8.21.**
- **Sections 8.22 and 8.23.**
- High Visibility and Distinguishing Apparel. **Sections 24**

and 8.25.

- Buoyancy Equipment. **Sections 26 and 8.30.**
- Flame Resistant Clothing. **Section 31.**
- Respiratory Protection. **Sections 32 and 8.45.**

Further details on the Occupational Health and Safety Regulation can be found at BCLaws.gov.bc.ca.

MANITOBA

Under Manitoba's [Workplace Safety and Health Act and Regulation](#), **Part 6: Personal Protective Equipment (Sections 6.1 to 6.6)**, employers are required to provide and enforce the use of PPE to protect workers from identified workplace hazards. These regulations **mandate** conducting hazard assessments, selecting appropriate PPE, and ensuring workers are trained in its proper use, care, and storage.

Personal protective equipment required – Part 6

An employer **must** ensure that a worker wears and uses personal protective equipment at the following times:

- (a) when required to do so under subsection 2.1(3);
- (b) in any of the circumstances described in sections 6.7 to 6.18;
- (c) in the event of an emergency in the workplace, including a spill or discharge of a hazardous substance. **Section 6.1.**

Safe work procedures

- (1) An employer **must**
 - (a) develop and implement safe work procedures for the use of personal protective equipment in the workplace;
 - (b) train workers in those safe work procedures; and

(c) ensure that workers comply with those safe work procedures. **Section 6.2 (1).**

(2) If the manufacturer of personal protective equipment has established safe work procedures for the equipment's use, an employer must ensure that the safe work procedures developed and implemented under clause (1)(a) are not inconsistent with those established by the manufacturer. **Section 6.2 (2).**

Employer obligations are protective equipment

If personal protective equipment is **required** to be worn or used in the workplace, an employer must

(a) provide a worker, at no cost, the equipment appropriate for the risks associated with the workplace and the work;

(b) ensure that the equipment is

(i) stored in a location that is clean, secure, and readily accessible by the worker,

(ii) immediately repaired or replaced if it is defective, and

(iii) immediately replaced with clean or decontaminated equipment if it is rendered ineffective because of contamination with a hazardous substance; and

(c) make, so far as is reasonably practicable, appropriate adjustments to the work procedures and rate of work to eliminate or reduce any risk to the safety or health of a worker that may arise from the worker's use of the equipment.

Section 6.3.

Employer obligations are equipment provided

An employer **must** ensure that

(a) before providing personal protective equipment to a worker, the equipment is fit for its purpose, as determined by the employer inspecting it and testing it or carrying out any

pre-use procedure in accordance with the manufacturer's specifications;

(b) the equipment provided fits the worker correctly and can be used by the worker without an adverse effect to the worker's safety or health from the use of the equipment; and

(c) the worker is informed of and understands the safety or health risk for which the equipment is designed and the limitations, if any, in the protection it provides. **Section 6.4.**

Worker obligations are equipment

(1) A worker who is provided with personal protective equipment **must**

(a) wear or use it in accordance with the manufacturer's specifications;

(b) take reasonable steps to prevent damage to it; and

(c) inform the employer if it becomes defective or fails to provide the protection that it was intended to provide. **Section 6.5 (1).**

(2) Subsection (1), except clause (c), applies in respect of protective headwear and footwear that a worker is required to provide for himself or herself under subsections 6.11(1) and 6.12(2). **Section 6.5 (2).**

Obligations when worker provides personal protective equipment

When a worker is required to provide protective headwear or protective footwear for himself or herself,

(a) an employer has no obligations under clause 6.3(a), subclauses 6.3(b)(i) and (ii) and section 6.10 in respect of that equipment, but **must** ensure that the equipment provided by the worker meets, and is used in accordance with, the

requirements of this Part; and

(b) the worker **must** ensure that he or she takes reasonable steps to prevent damage to the equipment and that it

(i) meets and is used in accordance with the manufacturer's specifications and the requirements of this Part,

(ii) is immediately repaired or replaced if it is defective, and

(iii) is immediately replaced with clean or decontaminated equipment, if it is rendered ineffective because of contamination by a hazardous substance. **Section 6.6.**

For more information:

- Specific types of personal protective equipment. **Sections 6.7 to 6.18.**

Further details on the Workplace Safety and Health Act and Regulation can be found at Gov.MB.ca.

NEW BRUNSWICK

Under New Brunswick's **[Occupational Health and Safety Act, N.B. Reg. 91-191](#)**, Part VII: Protective Equipment (Section 38), employers **are required** to provide appropriate PPE to protect workers from identified hazards in the workplace. These regulations **mandate** employers conduct hazard assessments, ensure proper selection of PPE, and train workers on its correct use, care, and maintenance.

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\(1\)](#)**.

Where protective equipment is required to be used by an employee under this Regulation, an employee **shall**

(a) use the equipment that is required in accordance with the instruction and training received,

(b) test or visually inspect the equipment before each use as appropriate to the type of equipment to be used,

(c) report any defective equipment to the employer and not use the equipment, and

(d) care for the equipment properly while using it. **Section [38\(2\)](#)**.

For more information:

- Eye, face, ears, or neck protection. **Section 39.**
- Head protection. **Section 40.**
- Foot protection. **Section 41.**
- Protection for skin. **Section 42.**
- Protection for hands. **Section 43.**
- Protective clothing – extreme temperatures. **Section 44.**
- Respiratory protective equipment. **Sections 45 to 47.**
- Hearing protective equipment. **Section 48.**

Further details on the Occupational Health and Safety Act, N.B. Reg. 91-191 can be found at Laws.gnb.ca.

NEWFOUNDLAND & LABRADOR

Under Newfoundland and Labrador's **[Occupational Health and Safety Regulations](#)**, 2012 (N.L.R. 5/12), Part VII: Personal Protective Equipment (Sections 70 to 73), employers are **required** to provide and maintain PPE to protect workers from

hazards that cannot be mitigated through other means. These regulations **mandate** a hazard assessment to identify risks requiring PPE, ensure workers are trained in its correct use and maintenance, and confirm compliance through regular monitoring.

PART VII – PERSONAL PROTECTIVE EQUIPMENT

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.**

Personal clothing and accessories

- (1) The personal clothing of a worker **shall** be of a type and in a condition which does not expose the worker to an unnecessary or avoidable hazard.
- (2) Where there is a danger of contact with moving parts of machinery or with electrically energized equipment, or where the work process presents similar hazards.
 - (a) the clothing of a worker **shall** fit closely about the body;

(b) dangling neckwear, bracelets, wristwatches, rings or similar articles **shall** not be worn, except for medical alert bracelets which may be worn with transparent bands that hold the bracelets snugly to the skin; and

(c) cranial and facial hair **shall** be confined or worn at a length which **shall** prevent it from being snagged or caught in the work process. **Section 73 (1)(2).**

For more information:

- **Section 70.**
- General requirements of safety headgear. **Section 74.**
- Eye and face protection. **Section 75 to 77.**
- General requirements of limb and body protection. **Section 78.**
- Leg protection. **Section 79.**
- Foot protection. **Section 80.**
- High visibility apparel. **Section 81.**
- Flame resistant clothing. **Section 82.**
- Respiratory protection program. **Section 83 to 86.**

Further details on the Occupational Health and Safety Regulations can be found at Assembly.nl.ca.

NOVA SCOTIA

Under Nova Scotia's **[Occupational Safety General Regulations](#)** (N.S. Reg. 44/99), **Part 3: Personal Protective Equipment (Section 9)**, employers **are required** to provide and enforce the use of PPE to protect workers from hazards that cannot be eliminated or controlled by other means. These regulations **obligate** employers to conduct hazard assessments, supply appropriate PPE, and ensure workers are trained in its correct use, care, and limitations. The PPE **must** be suitable for the specific risks identified and maintained in proper working condition to ensure its effectiveness in safeguarding worker health and safety.

Use of personal protective equipment

(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).**

An employee **shall** wear or use personal protective equipment or devices as required under clause 9(2)(b). **Section 9 A.**

For more information:

- Hazard to eyes, face, or neck. **Section 10.**
- Hazard to head. **Section 11.**
- Hazard to foot or skin. **Section 12.**
- Respiratory hazard. **Section 13.**
- Risk of drowning. **Section 14.**

Further details on the Occupational Safety General Regulations (N.S. Reg. 44/99) can be found at Novascotia.ca.

NORTHWEST TERRITORIES & NUNAVUT

Under the Northwest Territories' [Official Consolidation of Occupational Health and Safety Regulations](#), **Part 7: Personal Protective Equipment (Sections 89-90)**, employers are required to provide and enforce the use of PPE to protect workers from workplace hazards that cannot be eliminated or controlled through other measures. These regulations mandate hazard assessments to identify risks, selection of appropriate PPE based on identified hazards, and training for workers on proper usage, maintenance, and limitations of the equipment.

Part 7 – Personal Protective Equipment

Suitable and Adequate Equipment

(1) If it is not reasonably possible to protect the health and safety of a worker by design of a plant and work processes, suitable work practices, or administrative controls, an employer **shall** ensure that the worker wears or uses suitable and adequate personal protective equipment.

(2) If personal protective equipment will not effectively protect a worker, an employer **shall**, if reasonably possible, provide alternative work arrangements for the worker. **Section 89 (1)(2).**

General Responsibilities

(1) An employer who is required by these regulations to provide personal protective equipment to a worker **shall**

(a) provide approved personal protective equipment for use by the worker at no cost to the worker;

(b) ensure that the personal protective equipment is used by the worker;

(c) ensure that the personal protective equipment is at the work site before work begins;

(d) ensure that the personal protective equipment is stored in a clean, secure location that is readily accessible to the worker;

(e) ensure that the worker is

(i) aware of the location of the personal protective equipment, and

(ii) trained in its use;

(f) inform the worker of the reasons why the personal protective equipment is required to be used and of the limitations of its protection; and

(g) ensure that personal protective equipment provided to the worker is

(i) suitable and adequate and a proper fit for the worker,

(ii) maintained and kept in a sanitary condition, and

(iii) removed from use or service when damaged.

(2) If an employer requires a worker to clean and maintain personal protective equipment, the employer **shall** ensure that the worker has adequate time to do so during normal working hours without loss of pay or benefits.

(3) If reasonably possible, an employer **shall** make appropriate adjustments to the work procedures and the rate of work to eliminate or reduce any danger or discomfort to the worker that could arise from the worker's use of personal protective equipment.

(4) A worker who is provided with personal protective equipment by an employer **shall**

(a) use the personal protective equipment; and

(b) take reasonable steps to prevent damage to the personal protective equipment.

(5) If personal protective equipment provided to a worker becomes defective or otherwise fails to provide the protection it is intended for, the worker **shall**

(a) return the personal protective equipment to the employer; and

(b) inform the employer of the defect or other reason why the personal protective equipment does not provide the protection that it was intended to provide.

(6) An employer **shall** immediately repair or replace any personal protective equipment returned to the employer under paragraph (5)(a). **Section 90 (1) to (6).**

For more information:

- Respiratory Protective Devices. **Section 91 and 92.**
- Working in Dangerous Atmospheres. **Section 93.**
- Head Protection. **Section 94.**
- Workers Using All-terrain Vehicles. **Section 95.**
- Workers Using Bicycles. **Section 96.**
- Eye and Face Protection. **Section 97.**
- Skin Protection. **Section 98.**
- Lower Body Protection. **Section**
- **Section 100.**

- Hand and Arm Protection. **Section 101.**

Further details on the Official Consolidation of Occupational Health and Safety Regulations can be found at Canlii.org.

ONTARIO

Under Ontario's [Occupational Health and Safety Act \(O. Reg. 213/91\)](#), **Part II: General Construction (Sections 21 to 25)**, employers **are required** to ensure the use of appropriate PPE to protect workers from hazards specific to construction sites. These regulations **mandate** that PPE, such as hard hats, safety footwear, and protective eyewear, must be provided, maintained, and used by workers.

Protective Clothing, Equipment, and Devices

(1) A worker **shall** wear such protective clothing and use such personal protective equipment or devices as are necessary to protect the worker against the hazards to which the worker may be exposed.

(2) A worker's employer **shall** require the worker to comply with subsection (1).

(3) A worker required to wear protective clothing or use personal protective equipment or devices **shall** be adequately instructed and trained in the care and use of the clothing, equipment, or device before wearing or using it.

(4) Personal protective clothing and equipment that is provided, worn, or used **shall** be a proper fit, having regard to all relevant factors including body types. **Section 21 (1) to (4).**

(1) Every worker **shall** wear protective headwear at all times when on a project. O. Reg. 213/91, s. 22 (1).

(2) Protective headwear **shall** be a safety hat that,

(a) consists of a shell and suspension that is adequate to protect a person's head against impact and against flying or falling small objects; and

(b) has a shell which can withstand a dielectric strength test at 20,000 volts phase to ground. **Section 22 (1)(2).**

(1) Every worker **shall** wear protective footwear at all times when on a project. O. Reg. 213/91, s. 23 (1).

(2) Protective footwear **shall** be a safety shoe or safety boot,

(a) with a box toe that is adequate to protect the wearer's toes against injury due to impact and is capable of resisting at least 125 joules impact; and

(b) with a sole or insole that is adequate to protect the wearer's feet against injury due to puncture and is capable of resisting a penetration load of 1.2 kilonewtons when tested with a Deutsche Industrie Norm standard pin. **Section (1)(2).**

A worker **shall** use protection appropriate in the circumstances when there is a risk of eye injury to the worker. **Section 24.**

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 (a) to (d).**

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

PRINCE EDWARD ISLAND

Under Prince Edward Island's **Occupational Health and Safety Act General Regulations**, **Part 45: Personal Protective Equipment (Sections 45.01 to 45.4)**, employers are required to provide and enforce the use of PPE to protect workers from workplace hazards that cannot be controlled by other means. These regulations **require** employers to conduct hazard assessments, select appropriate PPE for identified risks, and ensure workers are trained in its proper use, care, and limitations.

Definitions

(a) "lifejacket" means a device that

(i) provides a specified buoyancy that will turn the wearer face-up on entry to water and keep the wearer in that position, and

(ii) is approved by Transport Canada, or an agency permitted by Transport Canada to approve lifejackets, and bears a mark or label indicating that approval;

(b) "personal flotation device" means a device that

(i) provides a specified buoyancy that will support a conscious person in an upright or backward-leaning position in water, and

(ii) is approved by Transport Canada, or an agency permitted by Transport Canada to approve personal flotation devices, and bears a mark or label indicating that approval;

(c) "personal protective equipment" means equipment worn or used by a person for the protection of that person from health or safety hazards that may exist at a workplace. **Section 4.5.**

Wearing apparel

The employer **shall** ensure that the personal wearing apparel of a worker **shall** be of a type and condition that will not expose the worker to any unnecessary and avoidable hazards. **Section 4.5.1.**

Maintenance

The employer **shall** ensure that personal protective equipment is maintained in good condition. **Section 4.5.2.**

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 4.5.3.**

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 4.5.4.**

For more information:

- Lifejacket – Personal Flotation Device. **Sections 45.4.1 and 45.4.2.**
- Head Protection. **Sections 45.5 and 45.6.**
- Eye And Face Protection. **Sections 45.7 to 45.12.**
- Hand Protection. **Section 45.13.**
- Acids, Caustics and Hot Materials Protection. **Section 45.14.**
- Foot Protection. **Sections 45.15 and 45.16.**
- Respiratory Protection. **Sections 45.17 to 45.22.**

Further details on the Occupational Health and Safety Act

General Regulations can be found at PrinceEdwardIsland.ca.

QUÉBEC

Under Québec's [Regulation Respecting Occupational Health and Safety](#), **Division XXX: Means and Equipment for Individual and Group Protection (Sections 338 to 345)**, employers are required to provide and ensure the use of appropriate PPE to protect workers from hazards that cannot be eliminated through other means. These regulations **mandate** that employers assess workplace risks, select suitable PPE for identified hazards, and ensure that workers receive proper training in its use, maintenance, and limitations.

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.**

Safety hat: Subject to the second and third paragraphs, the wearing of a safety hat complying with CAN/CSA Standard Z94.1-05, Industrial Protective Headgear – Performance, Selection, Care, and Use, is mandatory for all workers exposed to head injuries. **Section 341.**

As of 3 April 2014, any new safety hat must comply with the most recent version of CAN/CSA Standard Z-94.1 Industrial Protective Headgear – Performance, Selection, Care, and Use.

For activities not subject to the standard prescribed in the

first or second paragraph, a means of protection appropriate to the activity must be used.

Eye and face protectors: The wearing of an eye protector or a face protector acquired on or after 5 May 2011 and complying with the CAN/CSA Z94.3 Eye and Face Protectors standard is **mandatory** for any worker who is exposed to a danger that may cause injury to his eyes or face by:

- (1) particles or objects;
- (2) dangerous substances or molten metals;
- (3) intense radiation.

However, protectors in good condition and complying with the CAN/CSA Z94.3-92, CAN/CSA Z94.3-99 or CAN/CSA Z94.3-02 standard are considered to offer adequate protection.

An eye protector or a face protector complies with the requirements of this section if it meets the most recent version or the previous version of the standard referred to in the first paragraph and if it has not reached the expiry date provided by the manufacturer, where applicable. **Section 343.**

Protective footwear: The wearing of protective shoes in compliance with CAN/CSA-Z195-14 Protective Footwear is mandatory for all workers exposed to foot injuries incurred in the following cases:

- (1) by perforation;
- (2) by electric shock;
- (3) by an accumulation of electrostatic charges;
- (4) by the falling of heavy, burning or sharp objects;
- (5) by contact with molten metal;
- (6) by contact with dangerous substances in a liquid state and

at intense temperatures;

(7) by contact with dangerous substances that are corrosive;

(8) during other dangerous tasks. **Section 344.**

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 7-1 and 7-2)**, employers are **required** to provide appropriate PPE to protect workers from workplace hazards that cannot be eliminated or minimized through other controls. These regulations **mandate** a hazard assessment to identify risks, proper selection of PPE, and training for workers on its correct use, care, and maintenance.

Part 7 – Personal Protective Equipment

Use of equipment required

(1) If it is not reasonably practicable to protect the health and safety of workers by design of the plant and work processes, suitable work practices, or administrative controls, an employer or contractor **shall** ensure that every worker wears or uses suitable and adequate personal protective equipment.

(2) If personal protective equipment will not effectively protect a worker, an employer or contractor **shall**, if reasonably practicable, provide alternative work arrangements for that worker. **Section 7-(1)(2).**

General responsibilities

(1) If an employer or contractor is required by these regulations or any other regulations made pursuant to the Act to provide personal protective equipment, the employer or contractor **shall**:

(a) supply approved personal protective equipment to the workers at no cost to the workers;

(b) ensure that the personal protective equipment is used by the workers;

(c) ensure that the personal protective equipment is at the worksite before work begins;

(d) ensure that the personal protective equipment is stored in a clean, secure location that is readily accessible to workers;

(e) ensure that each worker is aware of the location of the personal protective equipment and trained in its use;

(f) inform the workers of the reasons why the personal protective equipment is required to be used and of the limitations of its protection; and

(g) ensure that personal protective equipment provided to a worker:

(i) is suitable and adequate and a proper fit for that worker;

(ii) is maintained and kept in a sanitary condition; and

(iii) is removed from use or service when damaged.

(2) If an employer or contractor requires a worker to clean and maintain personal protective equipment, the employer **shall** ensure that the worker has adequate time during normal working hours without loss of pay or other benefits for this purpose.

(3) If reasonably practicable, an employer or contractor **shall** make appropriate adjustments to the work procedures and the rate of work to eliminate or reduce the danger or discomfort to the worker that may arise from the worker's use of personal protective equipment.

(4) A worker who is provided with personal protective equipment by an employer or contractor **shall**:

(a) use the personal protective equipment; and

(b) take reasonable steps to prevent damage to the personal protective equipment.

(5) If personal protective equipment provided to a worker becomes defective or otherwise fails to provide the protection it was intended for, the worker **shall**:

(a) return the personal protective equipment to the employer or contractor; and

(b) inform the employer or contractor of the defect or other reason why the personal protective equipment does not provide the protection that it was intended to provide.

(6) An employer or contractor **shall** immediately repair or replace any personal protective equipment returned to the employer or contractor pursuant to clause (5)(a). **Section 7-2 (1) to (6).**

For more information:

- Respiratory protective devices. **Section 7-3.**
- Inspection of respiratory protective devices. **Section 7-4.**

- Working in dangerous atmospheres. **Section 7-5.**
- Protective headwear. **Section 7-6.**
- Workers using all-terrain vehicles, snowmobiles, etc. **Section 7-7.**
- Eye and face protectors. **Section 7-8.**
- Skin protection. **Section 7-9.**
- Lower body protection. **Section 7-10.**
- **Section 7-11.**
- Hand and arm protection. **Section 7-12.**

Further details on the Occupational Health and Safety Regulations can be found at Saskatchewan.ca.

YUKON

Under Yukon's [Workers' Safety and Compensation \(WSC\) Regulations](#), Part 1: General (Sections 1.08 to 1.12), employers **are required** to provide appropriate PPE to protect workers from workplace hazards. These regulations **mandate** a thorough hazard assessment, the selection of suitable PPE, and training for workers on its proper use, maintenance, and storage.

PROTECTIVE EQUIPMENT AND CLOTHING – GENERAL

Workers' responsibility to provide and wear

All workers **shall** provide and wear

- (a) clothing to protect themselves against the natural elements,
- (b) general purpose work gloves where required by the nature of the work or the elements, and
- (c) appropriate footwear including safety footwear as described in subsection 1.13(c) of these Regulations, where there is risk of injury to the feet. **Section 1.08.**

Responsibility for PPE

All workers **shall** be provided, at no cost to the workers, with all personal protective equipment, specialty clothing or equipment required by these Regulations except those listed in section 1.08, and the equipment or clothing **shall** be

Effective protection

(a) selected, used, and maintained to provide effective protection in accordance with the manufacturer's instructions and recognized standards and these Regulations,

Compatible

(b) compatible with other equipment and will not present a hazard to the user,

Replacement

(c) replaced with alternative equipment or other measures if the use of the selected equipment creates hazards equal to or greater than those its use was intended to protect against,

(d) replaced by alternative equipment or safe procedures or measures if the equipment causes allergenic or other adverse health effects,

(e) promptly replaced if deteriorated or if it does not meet the requirements of the applicable standard and these Regulations, or if the conditions of use change, and

Selection

(f) selected in consultation with the joint health and safety committee or the worker health and safety representative, or the worker who will use it. **Section 1.09 (a) to (f).**

Availability of PPE

Appropriate personal protective equipment **shall** be

(a) readily available to workers, with appropriate training provided, and

(b) properly used, cleaned, inspected, maintained, and stored.

Section 1.10 (a)(b).

Inspection and care

(1) Personal protective equipment required by these Regulations **shall** be used in accordance with these Regulations.

(2) Personal protective equipment **shall** be used in accordance with the instruction and training provided to workers, and

(a) the equipment **shall** be inspected before each use,

(b) any equipment malfunction **shall** be reported to the supervisor or employer and the equipment **shall** not be used until it is repaired, and

(c) the equipment **shall** be cleaned, maintained and stored in accordance with the instructions and training. **Section 1.11 (1)(2).**

Conditions

(1) The personal clothing of a worker **shall** be of a type and in a condition that will not expose the worker to any hazards.

Moving parts

(2) Where there is a danger of contact with the moving parts of machinery, or with electrically energized equipment, or where the work process presents similar hazards

Close fitting clothing

(a) the clothing of the worker **shall** fit the body closely,

Head and facial hair

(b) head and facial hair **shall** be confined, or worn at a length that will prevent it from being snagged or caught in the work process or equipment, and

Jewellery

(c) dangling neckwear, bracelets, wristwatches, rings or similar articles **shall** not be worn, except for non-conductive medical alert bracelets that fit snugly to the skin. **Section 1.12 (1)(2)(a)(b)(c).**

For more information:

- Protective Equipment and Clothing – Footwear. **Section 1.13.**
- Protective Equipment and Clothing – Skin, Leg and Body. **Sections 1.14 to 1.16.**
- Protective Equipment and Clothing – Headwear. **Sections 1.17 to 1.21.**
- Protective Equipment and Clothing – Eye And Face. **Sections 1.22 to 1.24.**
- Protective Equipment and Clothing – Hearing. **Section 1.25.**
- Protective Equipment and Clothing – Respiratory. **Sections 1.26 to 1.33.**
- Protective Equipment and Clothing – Buoyancy Equipment. **Sections 1.34 to 1.36.**
- Protective Equipment and Clothing – Fall Arrest. **Sections 1.37 to 1.43.**

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