



PPE responsibilities — employers

PPE is equipment or clothing such as hard hats, safety boots, coveralls, gloves, safety glasses, earplugs, lifejackets, fall protection, and respirators worn by workers to help protect them from workplace hazards.

Who has PPE responsibilities?

Everyone in the workplace has PPE responsibilities:

- You are responsible for ensuring a safe and healthy workplace to protect your workers, including providing and maintaining PPE.
- Workers are required to wear PPE, and supervisors are required to monitor its use.
- Your Occupational Health and Safety (OHS) committee or worker representative participates in addressing issues relating to PPE.

How do you know when PPE is required?

When all other measures have been considered and found impractical or ineffective in controlling hazards, PPE may be necessary, either alone or in addition to other measures.

Who is responsible for providing PPE?

You must provide and pay for all PPE that the job requires except the following, which the worker is responsible to provide:

- Clothing needed for protection against the natural elements
- Safety headgear
- Safety footwear
- General-purpose gloves. However, if a product or a work activity requires specific gloves to protect the worker, you must provide these gloves.

If a worker has an allergy or other adverse reaction to PPE, you are also responsible for providing an appropriate and equally effective substitute (for example, synthetic instead of latex gloves).

How do you select PPE?

Select PPE according to the requirements stated in the OHS Regulation:

- Choose PPE in consultation with the worker and the OHS committee, or worker representative as applicable.
- Ensure PPE meets a standard acceptable to WorkSafeBC when required. Check the permanent marking or label for the standard.

What worker education and training for PPE are required?

PPE education and training must include:

- How the PPE provides protection from specific hazards
- How to properly fit and wear it
- When it must be worn
- How to take care of it

What monitoring and supervision are required?

Make sure that supervisors/managers regularly monitor that:

- Workers wear the required PPE
- PPE is being maintained and is functioning properly
- PPE issues are addressed

How does PPE fit into your OHS program?

You must include a PPE program as part of your OHS program. Topics include education, training, and selection, use, maintenance, and storage of PPE.

For more information go to WorkSafeBC.com, *Workers' Compensation Act* and OHS Regulation.