



**PERSONAL PROTECTIVE EQUIPMENT (PPE)  
REQUIREMENTS AS PER LEGISLATION**

**Manitoba Workplace Safety and Health Act and Regulation 2022**

Type of PPE required	When a worker is exposed to the risk of injury
<p><b>High Visibility Safety Apparel</b>  <b>Provided by:</b> Employer                      must meet the specifications for design and performance of <i>CAN/CSA-Z96-02, High Visibility Safety Apparel</i> and be selected, use and maintained in accordance with <i>CSA Z96.1, Guideline on Selection, Use and Care of High Visibility Safety Apparel</i></p>	<p>From a moving vehicle or powered mobile equipment; or due to the worker not being visible to other persons because of environmental or other conditions in the workplace or at the worksite.</p>
<p><b>Skin Protection</b>  <b>Provided by:</b> Employer                      Meets the requirements of <i>CAN/CSA W117.2-12 (R2017), Safety in Welding, Cutting and Allied Processes</i>; and is appropriate for the risk; or a safeguard that provides equivalent protection.</p>	<p>Sparks, molten metal or ionizing or non-ionizing radiation.</p>
<p><b>Skin Protection</b>  <b>Provided by :</b> Employer                      Personal Protective Equipment that is appropriate for the risk</p>	<p>From radiant heat or a sharp or jagged object which may puncture or abrade the skin.</p>
<p><b>Protective Clothing</b>  <b>Provided by:</b> Employer                      Protective clothing appropriate for the risk and launder or dispose of the protective clothing on a regular basis. Provide a place to store the worker’s street clothing that is separate from the place where the worker’s personal protective clothing is stored.</p>	<p>From contamination of the worker’s skin or clothing by a hazardous substance.</p>
<p><b>Protective Headwear</b> (not construction project sites)  <b>Provided by:</b> Employer                      Appropriate for the risk and meets the requirements of <i>CSA Z94.1-15, Industrial Protective Headwear — Performance, Selection, Care and Use</i> or <i>ANSI Z89.1-2003, American National Standard for Industrial Head Protection</i>. Also provide a liner for that headwear, if it is necessary to protect the worker from cold conditions; and a retention system to secure the protective headwear firmly to the worker’s head, if the worker is likely to work in conditions that may cause the headwear to dislodge. A bump hat or other protective headwear appropriate for the risk can be provided, if the risk of injury to a worker’s head is limited to injury to the worker’s scalp.</p>	<p>To the worker’s head, including a significant possibility of lateral impact to the worker’s head; or to the worker from contact with an exposed energized electrical conductor at a workplace that is not a construction project site.</p>
<p><b>Protective Footwear</b>  <b>Provided by:</b> Worker                      Appropriate for the risk associated with the worker’s workplace and work; and meets the requirements of <i>CSA Z195.1-16, Guideline for selection, care, and use of protective footwear</i>, or <i>CSA Z195:14 (R2019), Protective Footwear</i>.</p>	<p>From a heavy or falling object or from treading on a sharp object.</p>

Type of PPE required	When a worker is exposed to the risk of injury
<b>Protective Footwear</b> <b>Provided by:</b> Employer Outer foot guards that provide metatarsal protection	Substantial risk of a crushing injury to the worker's foot.
<b>Protective Footwear</b> <b>Provided by:</b> Employer Protective Footwear	By contact with a hot, corrosive or toxic substance.
<b>Eye or Face Protector</b> <b>Provided by:</b> Employer Meets the requirements of <i>CSA Z94.3-15, Eye and Face Protectors</i> and <i>CSA Z94.3.1-16, Guideline for selection, use, and care of eye and face protectors</i> and that is appropriate for the risk. For certainty, prescription lenses or prescription eyewear are not included as eye protectors under this section.	Irritation or injury to the worker's face or eyes from (a) flying objects or particles; (b) splashing liquids or molten metal; (c) ultraviolet, visible or infrared radiation; or (d) any other material, substance or matter.
<b>Hand, Arm, Leg or Body Protective Equipment</b> <b>Provided by:</b> Employer Appropriate for the risk and to the workplace.	To the worker's hands, arms, legs or torso.
<b>Gloves or Mitts and Sleeves</b> <b>Provided by:</b> Employer Appropriate gloves or mitts and sleeves.	To the worker from contact with an exposed energized electrical conductor.
<b>Respiratory Protective Equipment</b> <b>Provided by:</b> Employer Appropriate for the risk to which the worker is or may be exposed, as determined by the employer and is selected, used and maintained in accordance with <i>CAN/CSA-Z94.4-11, Selection, Use, and Care of Respirators</i> . Worker must be adequately trained by a competent person in the proper fit, testing, maintenance, use and cleaning of the equipment and in its limitations; is able to test, maintain and clean the equipment; is able to use the equipment safely; and inspects and tests the equipment before each use.	See Operational Procedure – Respiratory Protection  From airborne chemical or biological substances.
<b>Hearing Protectors</b> <b>Provided by:</b> Employer A hearing protector performs and is selected, used and maintained in accordance with requirements of <i>CAN/CSA Z94.2-14, Hearing Protection Devices — Performance, Selection, Care and Use</i> , and reduces the worker's noise exposure to 85 dBA Lex or less.	From exposure to noise in a workplace that exceeds 80 dBA Lex but does not exceed 85 dBA Lex, the employer must on the request of the worker.  From exposure to noise in a workplace that exceeds 85 dBA Lex when it is not reasonably practicable to implement sound control measures, or the sound control measures implemented by an employer do not reduce the worker's noise exposure to 85 dBA Lex or less.