

OHS PPE Payment Requirements 2 – Infographic



OHS PPE PAYMENT REQUIREMENTS

OHS laws require workers to use certain kinds of PPE necessary to protect them against different work hazards. **But who has to actually pay for that equipment?**

It depends on the jurisdiction and type of PPE involved. **There are 2 basic approaches:**

1

THE 7 EMPLOYER PAY JURISDICTIONS

In BC, Manitoba, Québec, Saskatchewan, Northwest Territories, Nunavut and Yukon, the basic rule is that employers must provide all of the PPE required by OHS regulations to the workers that need it at no cost to those workers.

In Québec, the rule is absolute and also applies to items that the joint health and safety committee (JHSC) determines are necessary for the workplace.

In the other 6 employer-must-pay jurisdictions, exceptions apply.

2

THE 7 JURISDICTIONS THAT DON'T CLEARLY SPECIFY WHO MUST PAY FOR PPE

Determining your financial responsibility for required PPE is much more challenging if your workplaces or operations are subject to **Federal, Alberta, New Brunswick, Newfoundland, Nova Scotia, Ontario or Prince Edward Island** OHS laws.

That's because those jurisdictions don't spell out who has to pay for PPE. Instead, they impose 2 basic kinds of PPE obligations on employers:

- Duty to provide PPE
- Duty to ensure use of PPE

Rule of thumb:

While you're always obligated to ensure proper use of PPE, your payment responsibilities would likely be limited to the items that you're required to also provide.

ONE SIMPLE CLICK IS ALL IT TAKES TO ACHIEVE HR COMPLIANCE

HR INSIDER IS YOUR ONE-STOP FOR EXPERT LEGAL ADVICE, EASY-TO-IMPLEMENT TOOLS, COMPLIANT POLICIES, TRAINING, DOCUMENTATION AND MUCH MORE.



104-2510 GOVERNMENT ST,
PENTICTON, BRITISH COLUMBIA

1.800.667.9300
INFO@HRINSIDER.CA