



**OCCUPATIONAL HEALTH  
AND SAFETY**

**Human Resource Manual**

**Protective Clothing and Safety  
Equipment**

**Section 1003**

**PROTECTIVE CLOTHING AND SAFETY EQUIPMENT**

**PURPOSE**

1. The Government recognizes the importance of the health and safety of its employees. It also accepts the need to reduce or remove workplace health and safety hazards. The Government shall take reasonable steps to supply employees with protective clothing and safety devices. The Government also has a responsibility to make sure employees use the clothing and equipment supplied.

**APPLICATION**

2. These guidelines and procedures apply to employees who need to use protective clothing and safety devices to reduce work hazards.

**DEFINITIONS**

3. **Protective Clothing** are articles of clothing which give greater protection than normal clothing.
4. **Safety Equipment** are tools or equipment used to identify, monitor, reduce or remove work hazards.

**PROVISIONS**

5. Managers take reasonable steps and care to make sure employees have safe working conditions.
6. Employees take reasonable steps and care to maintain their own safety and the safety of fellow employees.
7. Managers make sure that employees' clothing is not a work hazard.
8. Managers make sure employees wear protective clothing where needed.
9. Managers make sure that employees use safety devices where needed.
10. When protective clothing or safety devices are defective or do not provide the protection needed, managers arrange for the necessary repair or replacement.




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11. All protective headgear must meet the standards specified by the Canadian Standards Association for industrial protective headwear.
12. All protective eyewear must meet the standards specified by the Canadian Standards Association for eye protectors.
13. Managers make sure employees wear protective headgear where there is a possible hazard from falling or moving objects or from equipment.
14. Managers supply suitable liners to employees who must wear protective headgear in cold weather.
15. Managers supply suitable eye protection to employees exposed to possible eye hazards. Eye hazards may include the following:
  - chemicals;
  - gases;
  - flying objects or particles;
  - intense light or heat; or
  - radiation.
16. Managers make sure employees wear suitable hand protection. Possible hazards to the hands may result from activities involving the following:
  - pinching;
  - puncturing;
  - cutting;
  - abrasion;
  - burning;
  - freezing;
  - corrosive or poisonous materials.
17. Managers make sure employees wear suitable hearing protection. Constant or intermittent high-decibel noise may cause hearing loss.

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## **AUTHORITIES AND REFERENCES**

18. Collective Agreement with the NEU  
Article 42, Uniforms and Protective Clothing
19. Safety Act Regulations

## **CONTACTS**

20. For clarification or more information, please contact:

**Director, Employee Relations  
Department of Human Resources  
Iqaluit, Nunavut  
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