

Personal protective equipment

Duties of employers and employees



Occupational safety begins with every one of us

Duties of employer relating to the provision of PPE

Pursuant to Sec. 104 of the Labour Code and Government Order No. 495/2001 Coll., to regulate the scope and more specific conditions for the provision of personal protective equipment, washing, cleaning and disinfecting agents, the employer is obliged to:

- provide employees with personal protective equipment in case it is not possible to eliminate risks or to limit them by means of technical resources for collective protection or by means of measures concerning the area of work organization,
- provide employees with washing, cleaning and disinfecting agents (disinfecting agents also refers to protective ointment),
- provide employees with protective beverages in places of work with inconvenient microclimatic conditions, within the scope and under the conditions prescribed by Government Order No. 361/2007 Coll., to regulate conditions for occupational safety and health,
- elaborate own list (based on identified and evaluated risks and specific working conditions) for the purposes of providing PPE, washing, cleaning and disinfecting agents to employees,
- provide personal protective equipment reasonably to all third parties, which are present in the employer's place of work with the employer's knowledge; this concerns excursions, visits, inspection bodies, etc.,
- provide only personal protective equipment, which protects employees against a specific risk, which does not represent a threat to an employee's health, which

does not prevent performance of work and which fulfils the requirements as defined by Government Order No. 21/2003 Coll., regulating the technical requirements for personal protective equipment,

- maintain personal protective equipment in useable condition,
- provide personal protective equipment free of charge; the employer must not substitute provision thereof with a financial consideration,
- determine method, conditions and period of use of protective equipment based on the frequency and severity of occurring risks, character and type of work and place of work, parameters thereof with respect to characteristics of the protective equipment,
- acquaint employees with the use of protective equipment and check the use thereof,
- use of PPE by several employees is only possible on the condition that measures have been taken to prevent hazard due to infectious diseases.

PPE must

- be effective against occurring risks for the period of its use and the use thereof must not create any additional risk,
- correspond with conditions in the place of work,
- be adapted to the physical prerequisites of individual employees,
- respect ergonomic requirements and medical fitness of employees.

Duties of employees

- every employee is obliged to take care of own safety and health as well as the safety and health of third parties that are immediately affected by an employee's conduct or omission at work to the best of an employee's knowledge and ability,
- use personal protective equipment and protective devices at work,
- get acquainted with instructions for the use and maintenance of assigned PPE and adhere to the rules which are stated in such instructions,
- carry out minor maintenance to assigned protective equipment,
- use protective equipment only for the purpose for which it is designed,
- handle the assigned protective equipment in a careful and economic manner.

Occupational accidents and PPE

Annually, there are 6000-7000 occupational accidents, the causes of which are:

- failure to use protective equipment,
- use of damaged or inappropriate PPE,
- incorrect use of, or erroneously adapted, PPE.

Recommended details for elaboration of own list of PPE

- Government Order No. 495/2001 Coll., to regulate the scope and more specific conditions for the provision of personal protective equipment, washing, cleaning and disinfecting agents,
- a list of items of personal protective equipment (issued by the Occupational Safety Research Institute).

Example of the procedure concerning a draft list of personal protective equipment

Profession: CONSTRUCTION WORKER











Risks identified during working activity assessment:

- fall from height
- slipping
- injury of hands due to material processing
- contact of hands with chemical substances (bitumen, lime)
- fall of objects from height
- exposure of eyes during material processing or while working with lime.













List of PPE for the profession of CONSTRUCTION WORKER:

- safety helmet
- protective gloves (against mechanical risk, against chemical substances)
- working shoes with non-slip soles
- retaining harness
- protective goggles
- protective ointment
- protective clothing as protection against excessive contamination.

The following symbols are used for labelling protective clothing:

Symbol	To be used for protection against:	Symbol	To be used for protection against:
	movable machine parts		cutting with a chain cutting saw
	coldness		heat and flame
	unfavourable weather		cutting and stab wounds
	chemical substances		contamination with radioactive particles
	static electricity		Hazardous micro-organisms

The following symbols are used for protective gloves labelling:

Symbol	To be used for protection against:	Symbol	To be used for protection against:
	mechanical hazard		hazard of cold
	cutting due to falling sharp edge		heat and fire
	ionizing radiation		radioactive contamination
	cutting with a chain cutting saw		chemical hazard
	heat and hazard of fire		chemical hazard (limited scope)
	notice of additional information		hazardous micro-organisms

Most symbols are accompanied by numbers, which designate classes of protection for protective sub-properties, e.g. in case of mechanical protection, these concern abrasion, cutting with a sharp edge, tearing and puncturing.

How can you be sure that an item of personal protective equipment complies with the regulations?

For every new item of personal protective equipment (PPE), the manufacturer issues a so-called “ES declaration of conformity” and at the same time, the “CE” label is placed on the product.



This label is a graphic representation of the ES declaration of conformity and means that the product concerned fulfils the basic requirements of Government Order No. 21/2003 Coll. and requirements of Council Directive 89/686/EHS for PPE as well.

For PPE with a complicated design, which is intended for protection against severe risks (protection against a fall, protection of respiratory organs, protection against high temperatures, chemical substances, etc.), the CE label is accompanied by the identification number of the authorized person that performs inspections of the manufactured PPE on a regular basis.

How, in addition to the above-mentioned, should the personal protective equipment be labelled?

- by the name, identification label of the manufacturer (importer),
- by the type of product,
- by the number of the standard and the respective symbols of protection and degrees (classes) of protection (if these are prescribed),
- by the date of manufacture and by the date of expiration (if this is prescribed).

Instructions for use in the Czech language must be attached to PPE and they must include information on the following:

- use, storage, cleaning, maintenance, testing and disinfection,
- achieved efficiency of personal protective equipment,
- suitable accessories of personal protective equipment as well as spare parts,
- classes of protection corresponding with different levels of hazard and the resulting limitations for use,
- a period of usability of personal protective equipment or specific parts thereof,
- method of packing suitable for transport,
- meaning of all labels placed on the respective personal protective equipment.

Additional information on PPE is available on www.volny.cz/ao235.

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