A Barbour Guide

Personal Protective Equipment

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Current Position

Personal Protective Equipment (PPE) is legally defined as 'all equipment (including clothing affording protection against the weather) which is intended to be worn or held by a person at work and which protects the user against one or more risks to their health or safety'. Examples of PPE include safety helmets, respiratory protection, gloves, safety boots or other protective footwear, eye protection, high-visibility clothing, warm and weatherproof clothing and safety harnesses or fall arrest systems. In appropriate situations disposable PPE may be provided; eg single-use coveralls or respirators.

Examples of PPE include safety helmets, respiratory protection, gloves, safety boots or other protective footwear, eye protection, high-visibility clothing, warm and weatherproof clothing and safety harnesses or fall arrest systems

PPE does not include:

- Ordinary working clothes or uniforms not designed to provide for the health or safety of workers.
- Clothing provided for food hygiene purposes.
- Equipment used for protection while travelling on a public road (ie motorcycle or bicycle helmets).
- Equipment used during competitive sport competitions (but other protective equipment used by sports instructors would be included eg life jacket worn by canoe instructor).
- An offensive weapon used as self-defence or as deterrent equipment. For example, truncheons or CS gas canisters as used by the police or military (but helmets, body armour and other PPE used to protect staff from physical violence, is included).
- Portable devices for detecting and signalling risks and nuisances, such as badges for detecting radiation, or personal gas detectors and monitors.

In the hierarchy of risk control, PPE is considered to rank lowest and represents the option of last resort. PPE is only appropriate where the hazard in question cannot be totally removed or adequately controlled by other means (for example by isolating the hazard or reducing the risk at source to an acceptable level).

There are a number of reasons for this approach:

- PPE protects only the person using it, whereas measures controlling the risk at source can protect everyone at the workplace.
- Theoretical maximum levels of protection are seldom achieved using PPE, particularly respiratory protection, and the real level of protection is difficult to assess (due to factors such as poor fit, or failure to wear it when required). Effective protection can only be achieved by PPE which is correctly fitted, maintained and properly used at all times.
- PPE may restrict the wearer by limiting mobility, visibility or by requiring additional weight to be carried, and is nearly always uncomfortable to wear for long periods.
- It is easy to forget to don it when required, or bring it to where it is needed.
- Use of PPE may alter employees' perception of the hazards they are dealing with.

In this context of a last resort control measure, PPE

is critically important as it is generally only used where other measures are insufficient and, as such, it plays a crucial role in preventing and reducing many occupational fatalities, injuries and diseases.

Employers are legally obliged to take reasonable steps to protect their workers from injury or harm to health whilst at work. Consequently, there is now a requirement to make appropriate provision to protect the workforce against the health risks associated with infection by Coronavirus (Covid-19). The Control of Substances Hazardous to Health (COSHH) Regulations 2002 (as amended) cover biological agents and as this virus remains in circulation, where employers cannot prevent exposure to such a biological agent then control measures must be introduced.

Face coverings (made of fabric or paper and worn over the nose and mouth) used as a means to combat the spread of Coronavirus are not classified as PPE as their use is primarily intended to protect others from infection, as opposed to the wearer. Face masks designed to protect the wearer from the infection are classified as PPE and the wearing of these might be a requirement in your workplace. These masks will often be easy-fit medical / surgical masks. PPE in the form of filter-type Respiratory Protective Equipment (RPE or respirator masks) will need to be used in certain healthcare settings, where procedures potentially expose healthcare workers to aerosols.

It is important to remember that the wearing of face masks alone is not sufficient to prevent the spread of Covid-19 and that other measures (eg effective hand washing, work area ventilation, social distancing, plus hand and equipment sanitisation) will be required as part of a comprehensive strategy to control the spread of the virus.

Legal Requirements

The **Health and Safety at Work, etc Act 1974** (HSWA) places a general duty of care on employers for ensuring the safety of their employees and others, and requires that no charge may be made for anything done for the purposes of compliance such as providing PPE (Section 9). Furthermore, the **Management of Health and Safety at Work Regulations 1999** require employers and self-employed people to carry out a suitable and sufficient risk assessment for all work activities for the purpose of deciding what measures are necessary for safety.

Those responsible for carrying out risk assessments are required to identify precautions and measures that protect people from harm. The provision of PPE is a legitimate response to the presence of hazards in the workplace, but should only be applied where other measures to remove, reduce or isolate the hazard are likely to prove insufficient. Regulation 4 of the **Personal Protective Equipment at Work Regulations 1992** (the Regulations) makes it clear that employers must provide suitable PPE for employees exposed to health and safety risks except 'where and to the extent that such risk has been adequately controlled by other means which are equally or more effective'. A similar duty applies to the relevant self-employed (ie. those working in prescribed undertakings—see the **Health and Safety at Work Act (General Duties of Self-Employed Persons) (Prescribed Undertakings) Regulations 2015)** with regard to supplying PPE for their own use. A "prescribed undertaking" is one where a self-employed person may pose a risk to others or, a specific type of work listed in the above 2015 Regulations is being undertaken, such as construction work and work with asbestos.

Regulation 4 goes on to explain that PPE will not satisfy the requirement that it is 'suitable' unless:

- It is appropriate for the risks and the conditions at the place of work.
- It takes account of ergonomic requirements and the state of health of the person who may wear it.
- It is capable of fitting the wearer correctly (if necessary after adjustments within the design range).
- So far as is reasonably practicable, it is effective in preventing or adequately controlling the risk, without increasing overall risk.
- It complies with community directives applicable

to the item (ie it is CE marked or, with effect from 01 January 2021 which marks the end of the UK's Brexit transition period, it complies with the new UK product marking system UKCA (UK Conformity Assessed). Most goods which previously required the CE marking and are destined for the market in Great Britain (England, Wales and Scotland) will require a UKCA classification, whilst goods for the Northern Ireland market will require CE marking or UK(NI) marking. Although the government is encouraging businesses to transition to UKCA as quickly as possible, some businesses will be able to use the CE mark until 01 January 2022 to give them time to adjust. The UKCA marking will not be recognised in the EU so CE marking will still be required for products destined for the European market).

The Regulations also require that:

- Where more than one item of PPE is to be worn, that all items are compatible.
- PPE is properly assessed before use to ensure it is suitable—to assess the risks which the PPE is to control, to evaluate the characteristics required of the PPE in order for it to be effective against those risks, and to check that the PPE selected has those characteristics.
- PPE is maintained in an efficient state, in efficient working order and in good repair (including replacement and cleaning as appropriate).
- Appropriate accommodation is provided to store the PPE when it is not being used.
- Employees are provided with instructions on the risks which the PPE will avoid or limit, the reason for using the PPE, how to use it safely and effectively, actions needed by the employee to keep it in good order eg cleaning, replacement, storage (such instruction must be comprehensible to the persons to whom it is provided).
- Employers take reasonable steps to ensure the PPE is used correctly by employees.

Employees themselves also have duties to use the PPE in accordance with their training, report loss or defect and to store the PPE as instructed. The self-employed similarly have a duty to make full and proper use of PPE.

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The Regulations do not apply where there is other legislation with mandatory requirements for the provision and use of PPE in relation to specific hazards:

- **The Control of Lead at Work Regulations 2002 (CLAW)** (as amended)
- **The Ionising Radiations Regulations 2017 (IRR17)**
- **The Control of Asbestos Regulations 2012**
- **The Control of Substances Hazardous to Health Regulations 2002** (as amended)
- **The Control of Noise at Work Regulations 2005 (The Noise Regulations)** (as amended).

The Construction (Head Protection) Regulations 1998 have been revoked. The requirement to provide head protection on construction sites is covered by the PPE Regulations. The updated **L25 Personal Protective Equipment at Work** (3rd Edition 2015) covers this and head protection for turban-wearing Sikhs following changes to the **Employment Act** made by the **Deregulation Act 2015**. Turban-wearing members of the Sikh faith are exempt from wearing head protection on any work site (whether workers or visitors) with certain limited high risk exceptions eg. helmets for fire fighters. Employers, however, still have duties to minimise the risks from falling objects by putting in place reasonably practicable control measures such as safe systems of work and engineering controls. This could include, for example, limitation of access and prevention objects from falling.

Information

Duties—Employers

Employers should provide PPE to their employees only where there is a health and safety risk that cannot be adequately controlled by other means.

Where risks cannot be controlled by other means then PPE must be provided. It must:

- Be appropriate for the risks and for the working environment.

- Take account of the user's health, ergonomics, fit factors and be compatible with other items of PPE required to be worn.
- Adequately control the risk presented by the hazard without increasing the overall risk experienced by the worker. For example, goggles which are to be used in a hot environment should not steam up making it difficult to see.
- Be supplied free of charge if supplied to employees for work-related health and safety reasons.
- Be properly maintained and suitably stored (in practice, for mobile workers, it may be necessary to supply a holdall or other container to prevent damage to PPE in transit).
- Comply with relevant legislation governing the PPE's design and manufacture.

Employers should also consult the potential wearers of PPE before items are supplied because they are usually best placed to know what is demanded by their jobs and the type and configuration of PPE that is best suited to their working environment.

It is also recommended, that employers maintain a record of the items issued, to whom, the date of issue, the date of any replacement or maintenance required and the training provided to facilitate its effective use.

Furthermore, there are also considerable differences in the physical dimensions of different workers, depending on their gender, ethnicity, and lifestyle. Consequently, different sizes and contours should be available to fit wearers. PPE should also be adjustable and where problems occur, advice should be sought to take account of any medical conditions. In the case of close fitting respiratory protection specific employee fit testing is required.

Training, instruction and information will also need to be provided to wearers of PPE and this should include:

- the risks the PPE will avoid or limit
- the purpose and manner in which the PPE is to be used
- action to be taken by the employee to ensure the PPE remains in both good working order and in hygienic condition.

Any training provided should be comprehensible to those receiving it (literacy and language barriers should be taken into account), and should cover the theory and practice of using PPE with a view to ensuring that users understand not only how to use the PPE, but also why it is important that they do so. Employers should also organise demonstrations of the use of PPE, with regular refresher training. Clearly, the extent of this instruction will depend on the item. In the case of high visibility clothing simple reinforcement of the requirement to wear it in certain work areas should be sufficient, whereas, in the case of a complex item such as a lifejacket or harness, much more detailed instruction and training, is required.

Each type of PPE is required to be manufactured to relevant harmonised European standards (CEN standards). Note: the British Standards Institute's (BSI's) membership of CEN will continue beyond the end of the Brexit transition period.

Where PPE is supplied for the first time, it must conform to the appropriate European or British Standard. It is unlawful for suppliers to provide PPE which does not carry the 'CE' mark or (with effect from 01 January 2021) the UK equivalent mark (UKCA—UK Conformity Assessed).

PPE must be maintained in efficient working order and in good repair in accordance with manufacturers' maintenance schedules and instructions. An effective system of monitoring and maintenance or replacement should be set up. This will include appropriate periodic checks along with records of tests and examinations.

A stock of proper CE-marked (or UKCA-marked) spare parts should be available to replace damaged or defective elements of the PPE, with any repairs carried out by only those competent to undertake them. PPE awaiting repair should be stored separately and be clearly identifiable from PPE that is ready-to-wear.

There should also be a system by which employees can report missing or lost items of PPE and arrange for them to be replaced.

Duties—Employees

With regard to PPE, employees are required to correctly use any such items provided as directed and in accordance with any training, instructions or information they have received.

Aside from proper use, employees are also required to return PPE to its storage place after use unless agreed otherwise with the employer.

Employees must take care of PPE and report defects or loss of equipment as soon as they become aware of them.

Charging

Employers cannot charge an employee for providing or replacing PPE, regardless of whether the PPE in question is returnable or not. This prohibition on charging extends to agency workers if they are legally regarded as employees.

If employment has been terminated and the employee keeps the PPE without the employer's permission, then, as long as it has been made clear in the contract of employment, the employer may be able to deduct the cost of the replacement from any wages owed or require the return of the equipment.

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Assessing Suitable PPE

The type and nature of the hazards in the workplace will be a primary indicator of the right type of PPE.

The following questions should be considered when assessing whether PPE is suitable or not:

- Is it appropriate for the risks involved and the conditions at the place where exposure to the risk may occur? For example, eye protection designed for providing protection against agricultural pesticides will not offer adequate face protection for someone using an angle grinder to cut steel or stone.
- Does it prevent or adequately control the risks involved without increasing the overall level of risk?
- Can it be adjusted to fit the wearer correctly? (In the case of close fitting respiratory protective equipment specialist fit testing—a "face fit test"—is required).
- Has the state of health or needs of those who will be wearing it been taken into account?
- What are the needs of the job and the demands it places on the wearer? For example, the length of time the PPE needs to be worn, the physical effort required to do the job and the requirements for visibility and communication.
- If more than one item of PPE is being worn, are they compatible? For example, does a particular type of respirator make it difficult to get eye protection to fit properly?

Further advice may be sought from suppliers of PPE, or in particularly difficult cases from specialist sources or from the PPE manufacturer. Another useful source of information is the British Safety Industry Federation **www.bsif.co.uk** (the UK's leading trade body within the safety industry).

Types of PPE

Various types of PPE are available for use in the workplace. The Health and Safety Executive provides guidance and general information about types of PPE used in industry, but it doesn't cover specialised and less-used items. Detailed information should be obtained from suppliers on these more specialised devices.

Potential users of PPE should be involved in the selection of equipment they will be expected to wear and if possible more than one model should be made available to them.

The different types of PPE include:

- head and scalp protection
- respiratory protection
- eye protection
- hearing protection

- hand and arm protection
- foot and leg protection
- body protection
- height and access protection.

Head and Scalp Protection

There are five primary purposes of head protection ie to protect the head:

- in falls
- against falling objects, impact with fixed objects, or wielded weapons
- by offering thermal insulation
- against entanglement and laceration
- against scalping / entanglement particularly on machinery where injuries are still numerous. Hair-nets and caps are also used for hygiene reasons.

All forms of head and scalp protection must be suitable, correctly fitted and have an easily adjustable headband, nape and chin strap where appropriate. The relevant standards are **BS EN 397:2012** (Industrial Safety Helmets), BS EN 14052:2012 (High Performance Industrial Helmets) and BS EN 13087-2:2012 (Protective helmets. Test methods. Shock absorption).

Eye Protection

PPE for the eyes is intended to provide protection against impact, cuts, splashes, mists and sprays. The relevant standards are **BS 7028:1999** (Guide to Selection of Eye Protection for Industrial and Other Uses) and **BS EN 166:2002** (Personal Eye Protection—Specifications).

All PPE must be regularly cleaned, but this is especially important in the case of eye protection as dirty lenses lead to poor vision and may contribute to accidents.

Where lenses become scratched, pitted or cracked they should be replaced.

Users who need to wear corrective lenses (glasses) should have this requirement accommodated in the provision of their PPE eg as protective over glasses where appropriate, or in the form of prescription lenses if necessary. Where they may be required to wear eye protection on a regular and prolonged basis then any goggles, safety-glasses etc should meet the user's prescription requirements.

Hearing Protection

Assessments carried out under the '**Control of Noise at Work Regulations 2005**' will determine whether personal ear protectors are required in the workplace or not, and the noise attenuation required. The standard for ear protectors is the relevant part of BS EN 352 which covers the specific types of approved hearing protection.

In providing hearing protection, employers should select protectors which are suitable for the working environment and must consider how comfortable and hygienic they are. Like other PPE, hearing protection will need to be compatible with other PPE (eg hard hats, dust masks and eye protection) worn by workers.

Employers may also wish to provide a range of protectors to allow employees to choose ones which suit them. It should be noted that the theoretical attenuation is rarely achieved and it is therefore necessary to over-specify the protection. When selecting hearing protection, the detailed noise assessment should be used to determine the attenuation required at High, Medium and Low frequencies with this being matched against suitable products. Where ear plugs are used, training will be needed to ensure that they are deployed correctly. Where ear defenders are used it should be ensured that workers do not use music headphones or buds simultaneously. For very high noise environments, it may be necessary to specify both plugs and defenders to meet the required level of protection.

Hand and Arm Protection

Most work requires a degree of manual dexterity and consequently the hands are exposed to a wide range of hazards. Risks include cuts, abrasions, heat, cold, chemical contamination, vibration, burns, infection, skin irritation and dermatitis.

Before selecting hand and arm protection, the hierarchy of control measures must be followed. Gloves and gauntlets provide the main form of hand protection against a range of industrial hazards, but other forms of PPE such as mitts, wrist cuffs or armlets may also be used.

In the case of manual handling where there may be a risk of piercing by abrasive, sharp or pointed objects, gloves should be provided where these hazards cannot otherwise be removed, isolated or reduced to an acceptable level. Such gloves are usually made from leather, chain mail, rubber, knitted Kevlar or stout canvas. However, gloves should not be worn where there is a risk of them being caught in machinery.

Where chemical exposure is a hazard, and the risk extends to contact with the arms, gauntlets should be specified rather than gloves.

BS EN 14328:2005 (currently under review) is the standard for gloves and armguards protecting against cuts by powered knives while **BS EN 407:2020** contains the specifications for gloves intended to protect against thermal risk such as heat and / or fire. **BS EN ISO 374-5:2016** covers gloves for protection against chemicals and micro-organisms. **BS EN 511: 2006** covers gloves for protection against the cold. **BS EN 388:2016+A1:2018** covers the specification of gloves against mechanical risks.

Some occupations are prone to skin disease caused by contact with substances such as cutting oils, chemicals, degreasants, glass-fibre and some horticultural agents (eg slug pellets). The main condition is dermatitis, in a variety of forms.

The use of barrier creams, although traditional in many occupations, should not be considered as personal protective equipment. It provides negligible protection and is unlikely to be effective in preventing contact dermatitis. The benefit of barrier creams is in preventing dirt from becoming so ingrained that it is difficult to remove.

A properly implemented skin-care hygiene programme, including barrier creams, emollient and skin-conditioning creams can help protect and replace the natural skin oil which is otherwise removed by degreasants and solvents. Before undertaking this, advice should be sought from independent skin-care specialists or a dermatologist.

The HSE has dedicated a section of its website to trying to reduce the likelihood of people contracting painful and sometimes debilitating skin conditions at work, with the emphasis on the APC approach (avoid, protect, check) **www.hse.gov.uk/skin**.

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Foot and Leg Protection

A wide range of safety footwear is available providing protection against many hazards to the feet or legs including crushing, slipping, piercing, temperatures, electricity, chemicals, cutting, and chopping. The relevant standard for safety footwear is **BS EN ISO 20345:2011**. **BS EN ISO 17249:2013** is the standard for chainsaw footwear.

Depending on the hazard, various PPE options may be appropriate including safety boots or shoes with protective toe caps and penetration-resistant midsole; gaiters; leggings; and spats.

Body Protection

The Regulations' definition of PPE excludes ordinary working clothes and uniforms which have no specific protection for the wearer. However, body protection may be required for extended periods of work outdoors to protect against the weather, and to ensure high visibility during work where there is mixed vehicle and pedestrian traffic (see **BS EN ISO 20471:2013+A1:2016. High Visibility Clothing. Test Methods and Requirements**).

PPE for the body may also be required where workers are exposed to extremes of temperature (whether outdoors or indoors), as well as chemical or metal splash, spray from pressure leaks or spray guns, impact or penetration, contaminated dust, excessive wear, entanglement of own clothing or the risk of drowning.

When choosing body protection the following factors should be considered:

- thermal comfort, for example, due to sweating
- cost and practicality of cleaning

- emergency procedures, such as buoyancy or the need to be identified or spotted in hazardous situations
- level of hygiene control required
- level of personal contamination
- personal preference
- restriction of movement
- storage
- temperature and humidity fluctuation
- whether the worker is involved in a process that is wet or dry.

Respiratory Protection

Respiratory protective equipment (RPE) covers equipment ranging from breathing apparatus and positive pressure powered respirators through to protective hoods, close fitting full face respirators, half mask respirators and disposable face masks. It is always essential to select the correct equipment both for the risk and the individual and to ensure there is adequate training in its use. It should be noted that the only form of respiratory protection which is suitable for work in a confined space is breathing apparatus, as other forms of respiratory protection do not provide a source of air or oxygen. Face fit testing requirements apply to all close fitting respirators. The HSE guidance note **INDG479 — Guidance on Respiratory Protective Equipment** provides further information on face fit testing (including the requirements for tester competence). They have also developed supporting guidance on how to conduct face fit testing during the Covid-19 pandemic. RPE is a specialised area—see the Barbour guide: '**Respiratory Protective Equipment (RPE) Use During Covid-19 in a Non-healthcare and Non-social Care Setting**'.

Nuisance dust masks (that typically have a single head strap) do not provide adequate protection against harmful dusts and are not classified as RPE.

Face coverings (worn over the nose and mouth) used as a means to combat the spread of Coronavirus (Covid-19) are not classified as PPE as their use is primarily intended to protect others from infection, as opposed to the wearer. Face masks designed to protect the wearer from the infection are classified as PPE and these will often take the form of medical / surgical masks.

Work at Height and Access Protection

This range of protective equipment is very wide and includes body harnesses, fall-arrest systems, rescue lifting and lowering harnesses, energy absorbers and lanyards. Such PPE is specialised and requires thorough training by competent persons, in user checks as well as correct use. Equipment will require periodic inspection by a competent person and anchorage points will normally require periodic testing. See also **BS EN363:2018 Personal Fall Protection Equipment** and **INDG 367, Inspecting Fall Arrest Equipment Made From Webbing or Rope**.

Key Actions

Employers should:

- Carry out a risk assessment of the workplaces and work activities they are responsible for and through implementation of the risk assessment findings, remove or, as far as is reasonably practicable, reduce the risk of the identified hazards causing harm to workers or others who may be present in the workplace.
- Provide PPE where other means fail to reduce the risk presented by hazards in the workplace to an acceptable level.
- Carry out an assessment to identify the most appropriate types of PPE for use in the workplace.
- Where PPE is required ensure that it:
  - is appropriate for the risks and for the working environment
  - takes account of the user's health, ergonomic, physical and other factors
  - adequately controls the risk presented by the hazard without increasing the overall risk experienced by the worker.
- Supply and replace PPE free of charge.

- Comply with relevant legislation governing PPE design and manufacture.
- Where reasonably practicable, provide a range of PPE to allow workers to choose the equipment that best suits their working environment and routines; however, the employer must always ensure that the alternatives made available provide the level of protection required.
- Provide training, instruction and information, including refresher training and demonstrations, as appropriate in the use and care of the PPE provided.
- Ensure face fit testing is undertaken for close fitting respiratory protective equipment.
- Establish a system of recording the issue of PPE and of monitoring, examination and repair for PPE and also to allow for the reporting of missing or lost items.

Employees should:

- Correctly use any PPE provided as directed and in accordance with any training, instructions or information they have received.
- Return PPE to its storage place after use unless agreed otherwise with the employer.
- Take care of PPE.
- Report defects or loss of equipment as soon as they become aware of them.

Related Documents and Further Information

Key documents available include:

Barbour:

- **Technical Guide: Respiratory Protective Equipment (RPE) Use During Covid-19 in a Non-healthcare and Non-social Care Setting**
- **Technical Guide: Working in the Sun and Heat**

BSI:

- **BS 7028:1999: Eye Protection for Industrial and Other Uses. Guidance on Selection, Use and Maintenance**
- **BS 7963:2000: Ergonomics of Thermal Environment: Guide to Assessment of Heat Strain in Workers Wearing Personal Protective Equipment**
- **BS EN 166:2002: Personal Eye Protection. Specifications** (under review)
- BS EN 352-8:2008: Hearing Protectors. Safety Requirements and Testing. Entertainment Audio Ear-muffs
- **BS EN 388:2016+A1:2018: Protective Gloves Against Mechanical Risks**
- **BS EN 397: 2012: Industrial Safety Helmets** (current but under review)
- **BS EN 407: 2020: Protective Gloves and Other Hand Protective Equipments Against Thermal Risks (Heat and / or Fire)**
- **BS EN 458: 2016: Hearing Protectors. Recommendations for Selection, Use, Care and Maintenance. Guidance document**
- **BS EN 511: 2006: Protective Gloves Against Cold**
- BS EN 13921: 2007: Personal Protective Equipment: Ergonomic Principles
- BS EN 14052: 2012: High Performance Industrial Helmets
- **BS EN ISO 374-1: 2016: Protective Gloves Against Chemicals and Micro-organisms. Terminology and Performance Requirements for Chemical Risks**
- BS EN ISO 17249: 2013: Safety Footwear with Resistance to Chain Saw Cutting
- **BS EN ISO 20345: 2011: Personal Protective Equipment. Safety Footwear**
- **BS EN ISO 20471: 2013: High-visibility Clothing. Test Methods and Requirements**
- BS EN 13087-2: 2012: Protective Helmets. Test Methods. Shock Absorption.

House of Lords Case Law:

- **Fytche v Wincanton Logistics Plc (sufficiency of PPE)**.

Health and Safety Authority:

- **Personal Protective Equipment: Chapter 3 of Part 2: Guide to Safety, Health and Welfare at Work, General Application, Regulations 2007**.

HSE:

- **Personal Protective Equipment at Work: 'Personal Protective Equipment at Work Regulations 1992': Guidance on Regulations, as amended (Legal Series L25 3rd Edition 2015)**
- **Personal Protective Equipment (PPE) at Work - Brief Guide (INDG174 (rev2))**
- **Research report 419 Evidence Base for Identifying Potential Failures in Specification, Use and Maintenance of PPE at Work**
- **https://www.hse.gov.uk/foi/internalops/oms/index.htm**.
- **Real World Use and Performance of Hearing Protection. RR720 Prepared by HSL 2009**
- **Risk at Work—Personal Protective Equipment. 2020 (PPE)**.

Incorporated Council of Law Reporting:

- **Bux v Slough Metals Ltd (duty to enforce use of PPE) (1973)**
- **Qualcast, Wolverhampton, Ltd v Haynes 1959 (molten metal spillage, PPE) (1959)**.

Parliament:

- **Personal Protective Equipment at Work Regulations 1992 (as amended)**.

Royal Courts of Justice:

- **Lane Group Plc and North Somerset Council v Farmiloe 2004 (skin condition, use of PPE, individual risk assessment)**
- **Mr Steven Threlfall v Hull City Council 2010**.

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