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PART ONE BASIC PROVISIONS

Article 1 Purpose of the regulation

The Directive specifies legal obligations of the employer relating to the provision of personal protective work equipment (hereinafter referred to as "PPWE") to employees.

The provision of PPWE adheres to the provision 104 of the Labour Code No. 262/2006 Coll., as amended, (hereinafter referred to as "Labour Code") and to the Government Decree No. 21/2003 Coll., which shall specify technical requirements for the personal protective work equipment.

PART TWO

Article 2 Personal protective work equipment, protective clothing and footwear, washing agents, detergents, disinfectants and protective beverages

- (1) If the occupational risks cannot be eliminated or sufficiently curbed by means of collective protection (prevention) or by measures in the area of work organization, the employer is obliged to provide the employees with personal protective work equipment. Personal protective work equipment are protective and safety aids which must protect employees against risks, must not endanger their health, must not hinder them in performance of their work and must meet the requirements laid down in a special legal regulation (Government Decree No. 21/2003 Coll).
- (2) In a working environment where clothing or footwear is subject to unusual wear-and-tear or soiling or has a protective function, the employees are entitled to be provided by the employer with work clothing or footwear which are supplied as personal protective work equipment.
- (3) The employer is obliged to provide the employees with washing agents, detergents and disinfectants, based on the degree to which the employees' skin and clothes become soiled; those employees who work at workplaces with unsatisfactory microclimatic conditions shall also be provided with protective beverages in the extent and under the conditions laid down in a special legal regulation.

- (4) The employer is obliged to maintain personal protective work equipment in a usable condition and check its use.
- (5) Personal protective work equipment, washing agents, detergents, disinfectants and protective beverages shall be provided to the employees by the employer free of charge according to the employer's own list prepared in accordance with the assessment of risks and particular work conditions. The employer must not substitute the supply of personal protective equipment by a financial compensation.
- (6) In its Decree, the Government shall specify the extent of and detailed conditions for the provision of personal protective work equipment, washing agents, detergents, disinfectants and protective beverages.
- (7) The Government Decree No. 178/2001 Coll., which shall specify conditions for employees' health and safety at work, 5 Protective beverages, as amended.

Article 3 Employee's responsibilities

- (1) In accordance with the provisions of §106 Paragraph 4, Letter d) employees are obliged to observe the determined working (operating) procedures, use specified means of work and transport, personal protective work equipment and protective devices and not wilfully alter them or put them out of use (operation).

Article 4 Government Decree No. 495/2001 Coll., which shall specify the extent of and detailed conditions for the provision of personal protective work equipment, washing agents, detergents, disinfectants and protective beverages

§1

In accordance with the law of the European Communities, this Decree shall specify the extent of and detailed conditions for the provision of personal protective work equipment (hereinafter referred to as "protective equipment"), washing agents, detergents and disinfectants.

§2

For the purposes of this Decree, the protective equipment does not include:

- a) common clothing and footwear, which is not intended to protect employees against risks to their health and safety and which is not subject to unusual wear-and-tear or soiling during the performance of work,
- b) equipment and accessories of rescue crews and services performing activities in accordance with special legal regulations,
- c) special protective equipment used by the armed forces or in the maintenance of law and order,
- d) equipment and accessories used during road traffic,
- e) sports equipment and accessories,
- f) protective equipment intended for self-defence,
- g) equipment and devices for detecting and signalling risks and contaminants at workplace.

§3

1. The protective equipment must
 - a) so far as is practicable be effective to prevent or adequately control the risks involved without increasing overall risk,
 - b) be appropriate for the conditions at the workplace,
 - c) be capable of fitting the individual employees correctly,

- d) take account of ergonomic requirements and the state of health of the employees.
2. Where the presence of more than one risk to health or safety makes it necessary for employees to wear or use simultaneously more than one item of personal protective equipment, such equipment must be compatible.
3. Employees must be instructed on how to use protective equipment. The use of protective equipment by more employees is allowed only if measures preventing the outbreak and spread of contagious diseases have been adopted.
4. The manner, the conditions and the duration of use of protective equipment shall be specified by the employer according to the frequency and gravity of the risks involved, the character and type of the work performed and of the workplace and with regard to the properties of the protective equipment.

§4

1. The assessment of risks for the selection and use of protective equipment shall adhere mainly to Appendix No. 1 to this Decree (risk assessment table for the selection and use of protective equipment).
2. The selection of protective equipment shall adhere mainly to Appendix No. 2 and Appendix No. 3 to this Decree.

§5

1. The employer shall provide disinfectants in order to prevent the outbreak and spread of infectious diseases. Protective ointments with disinfectant effect are also considered as disinfectants.
2. Those employees who come into contact with substances which may cause irritation to skin or soiling of the employee or his/her clothes shall be provided by the employer with washing agents and detergents according to the type of substance, whose recommended amount is specified in Appendix No. 4 to this Decree, or regenerating creams and ointments.

§6

This Decree shall come into effect on 1 January 2002.

Article 5 Personal protective work equipment

The duration of use is approximate only. Personal protective work equipment must be replaced immediately after its protective function decreased due to use or damage.

Personal protective work equipment	ED*
<u>1. Head protection:</u>	
a) safety helmets (used e.g. in mines, building industry, forestry, agriculture and industry)	36
b) protective equipment to prevent scalping (hats, berets, hair net caps – with or without peak, etc.)	12
c) safety headwear (berets, caps, waterproof hats, etc., made of textile material, impregnated textile material, etc.)	24
Personal protective work equipment	ED*
<u>2. Hearing protection:</u>	
a) hearing protection earplugs and similar devices	12
b) hearing protection ear muffs	24
c) acoustic helmets (the so-called anti-noise helmets)	36
d) hearing protection helmet mounted ear muffs	24
e) hearing protector with built-in receiver for low-frequency induction loop	36
f) ear protection with intercom equipment	36
Personal protective work equipment	ED*
<u>3. Face and eye protection:</u>	
a) safety glasses	AR**
b) X-ray goggles, laser-beam goggles, ultraviolet, infrared, visible (protection against dazzle) radiation goggles/safety glasses	36
c) protective face shields	36
d) welding helmets and shields (headband shields, helmets with adjustable headgear, or masks which can be mounted to safety helmets)	24
Personal protective work equipment	ED*
<u>4. Respiratory protection:</u>	
a) full or half face masks with filters against particles, vapours, gases and radioactive dust with a suitable cheek pad	24
b) self-contained breathing apparatuses with air supply	36
c) respiratory protective equipment including dismountable welding masks	36
d) underwater breathing apparatus and equipment	36
e) mouthpiece	AR
f) nanofiber face mask	AR
g) reusable cotton face mask	AR
h) FFP2 respirator	AR
i) FFP3 respirator	AR
j) protective half face mask with removable shield	36
Personal protective work equipment	ED*
<u>5. Hand and arm protection:</u>	
a) gloves to provide protection from: - mechanical risks (from piercing, cutting, vibrations, etc.),	AR

Personal protective work equipment	ED*
- chemical substances and biological agents (e.g. nitrile, latex, high density polyethylene),	AR
- electricity, heat and cold temperatures,	24
- ionising radiation,	AR
b) mittens	AR
c) protective finger cots/finger stalls	AR
d) arm protection sleeves/oversleeves	AR
e) protective slash guards intended to be used for heavy work	AR
f) safety leather mittens (palm padded)	AR
g) protective gloves intended to be used for work in wet, damp or contaminated environment	AR

Personal protective work equipment

ED*

6. Foot and leg protection:

a) low shoes, ankle boots, mid-calf boots, knee-high boots and high boots, designed particularly for wet conditions	36
b) safety shoes with steel toe	24
c) shoes which can be taken off rapidly	12
d) shoes and overshoes with heat resistant soles	12
e) shoes, boots, slippers with antiskid soles	12
f) vibration-resistant shoes, boots, slippers	24
g) antistatic shoes, boots, slippers	12
h) insulation shoes, boots, slippers	36
i) safety boots intended for work with portable chainsaws	36
j) clogs	12
k) cut protection	12
l) knee pads	12
m) removable instep guards	12
n) spats	12
o) removable soles (heat, piercing or sweat resistant)	12
p) removable spikes intended for walk on ice and snow or on slippery flooring	24

Personal protective work equipment

ED*

7. Trunk and abdomen protection:

a) protective vests, coats, and aprons to provide protection from machinery and hand tools (piercing, cutting, molten metal splashes, etc.)	24
b) protective vests, coats, and aprons to provide protection from chemical and biological substances	12
c) heated vests	36
d) inflatable life jacket	36
e) protective X-ray aprons	36
f) back wraps, back protectors	24

Personal protective work equipment	ED*
<u>8. Whole body protection</u>	
Equipment designed to prevent falls:	
a) full fall-prevention equipment including all necessary accessories	36
b) braking equipment to absorb kinetic energy including all necessary accessories	36
c) body-holding devices	36

Personal protective work equipment	ED*
Protective clothing:	
a) protective work clothing (two-piece, overalls)	12
b) clothing to provide protection from injuries caused by machinery and by tools and equipment (from piercing, cutting, etc.)	12
c) clothing to provide protection from chemical substances and biological agents	12
d) clothing to provide protection from molten metal splashes or from infrared radiation	12
e) heat and flame resistant clothing	12
f) thermal and waterproof clothing (impermeable)	36
g) clothing intended to provide protection from ionising radiation	12
h) dust-proof clothing	24
i) gas-proof clothing	24
j) high visibility clothing and accessories made of retro-reflexive and fluorescent materials (high visibility wrist band, gloves, etc.)	36
k) diving suits	36
l) protective coverings	36
m) disposable overall	AR

Explanation:

* Estimated duration of use (in months)

** as required

Note:

Personal protective work equipment must be regularly checked and examined at least once a year, unless specified otherwise in special regulations or in operating instructions given by the manufacturer. A functional test must also be carried out on the personal protective work equipment after each emergency situation (catching a falling worker, extreme strain, etc.).

PART THREE FINAL PROVISIONS

By issuing this Directive, I hereby abrogate the Rector's Directive No. 19/2002.

Appendix:

Risk assessments for the selection PPWE are filed with the Officer for Occupational Safety and Fire Prevention.