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If a whole or part of a paragraph has been amended, the date of the amending regulation appears in square brackets at the end of the paragraph. If a whole paragraph or sub-paragraph has been deleted, the date of the deletion appears in square brackets beside the deleted paragraph or sub-paragraph.

Republic of Latvia

Cabinet

Regulation No. 372

Adopted 20 August 2002

**Labour Protection Requirements When Using Personal Protective Equipment**

*Issued pursuant to*

*Section 25, Clause 3 of the Labour Protection Law*

**I. General Provisions**

1. This Regulation prescribes labour protection requirements when using personal protective equipment – devices, equipment, systems and products, including working clothes and footwear worn or used in some other way by employees at work in order to protect their safety and health against the effect of one or more working environment risk factors (hereinafter – the protective equipment).

[*28 July 2009*]

2. The Regulation shall not apply to:

2.1. working clothes or uniforms not intended to guarantee the protection of safety and health of employees;

2.2. protective equipment used by emergency and rescue services or emergency medical assistance services;

2.3. protective equipment worn or used by officials of the military service, the police or other services as maintain public order;

2.4. protective equipment used only for rescue on board ships and aircraft;

2.5. protective equipment used in road transport;

2.6. protective equipment – sports equipment – used when engaging in sports and which protects people from trauma;

2.7. protective equipment used for self-defence or to deter an attacker;

2.8. portable measuring devices intended for detection of risk factors or disturbances in the working environment and informing thereof.

3. Personal protective equipment (Annex 1) shall be used if it is impossible to avoid the effect of working environment risk factors, or it is impossible to reduce them by using collective protective equipment (protective equipment intended for the protection of the safety and health of more than one employee) or by introducing the required labour protection measures.

4. It is permitted to use only such protective equipment as is designed and manufactured in conformity with the laws and regulations regarding personal protective equipment and complies with:

4.1. the relevant working environment risk factors (the protective equipment may not cause any increased risk);

4.2. the conditions at the workplace;

4.3. ergonomic requirements and the state of health of employees;

4.4. the physical characteristics of employees (if necessary, the protective equipment shall be adjusted accordingly).

5. The length of time the protective equipment is used shall be determined by considering the working environment risk factors, the frequency and length of exposure of the employee to such risks, as well as the characteristics of the workplace and efficiency of the protective equipment.

6. The employer shall provide employees with protective equipment free of charge, carry out measures which ensure that protective equipment is maintained in working order and conforms to hygienic requirements in accordance with the manufacturer’s instructions (for example, storage, testing, cleaning, disinfection and repair of protective equipment).

7. Protective equipment shall be used only for the purposes provided for in the manufacturer’s instructions and in conformity with the safety requirements specified in these instructions. The employer shall ensure that the instructions are comprehensible and available to employees.

[*28 July 2009*]

8. The testing of protective equipment before use and maintenance, cleaning, disinfection and repair thereof shall be carried out by employees trained for such work or economic operators in accordance with the instructions attached by the manufacturer of the protective equipment.

[*28 July 2009*]

9. Protective equipment shall be so stored as to prevent mechanical or biological damage thereof, as well as harmful effects from chemically active or otherwise dangerous or harmful substances, and from light, temperature or humidity.

10. If employees use several pieces of protective equipment simultaneously for protection against one or several working environment risk factors, they shall be mutually compatible and shall ensure the protection of employees against the effect of all relevant risk factors.

11. Each piece of personal protective equipment shall be intended for one employee. If several employees alternately use the same protective equipment, the employer shall take appropriate measures to comply with hygienic requirements and not to affect adversely the health of users.

12. The employer shall be liable for compliance with this Regulation.

13. The compliance with this Regulation shall be controlled by the State Labour Inspectorate.

**II. Assessment of Working Environment Risk and Choice of Protective Equipment**

[*28 July 2009*]

14. Upon assessing working environment risks in accordance with the laws and regulations regarding procedures for internal supervision of the working environment, the employer shall determine those working environment risk factors for the prevention or reduction of which the protective equipment shall be used (Annex 2).

15. The employer is entitled to not use the form specified in Annex 2 to this Regulation if the use of protective equipment for protection against risk factors referred to in Paragraph 14 of this Regulation has been determined by the employer in the working environment risk assessment or in the labour protection measures plan, or in another document.

16. Upon choosing protective equipment for the prevention or reduction of working environment risk factors referred to in Paragraph 14 of this Regulation, the employer shall:

16.1. determine whether the working environment risk factor can be prevented by other means and measures;

16.2. take into account the activities referred to in Annex 3 to this Regulation during which appropriate personal protective equipment is to be used;

16.3. determine the necessary characteristics of protective equipment in order to ensure effective protection against the relevant working environment risk factor taking into account the risk caused by the protective equipment itself;

16.4. compare the characteristics of the available protective equipment with the characteristics referred to in Sub-paragraph 16.3 of this Regulation;

16.5. assess whether the selected protective equipment complies with the requirements specified in Paragraphs 4 and 10 of this Regulation.

17. The employer shall re-assess the compliance of protective equipment referred to in Sub-paragraph 16.5 of this Regulation and review the assessment of protective equipment if any protective equipment or any part of protective equipment is changed.

18. The employer shall also provide employees with appropriate protective equipment when any work or protective equipment has not been specified in Annexes 1 and 3 to this Regulation, but the protective equipment is necessary for the safety and health protection of employees.

19. [28 July 2009]

20. [28 July 2009]

**III. Informing, Training, Consulting and Participation**

21. The employer has the following obligations:

21.1. to inform employees of working environment risk factors, including the risk factors against which they are protected by protective equipment;

21.2. to inform employees of all work safety and health protection measures to be taken when using protective equipment;

21.3. to ensure that information concerning protective equipment is available and comprehensible to employees;

21.4. to organise the training (theoretical and practical) of employees in the use of protective equipment.

22. Employees and their representatives have the following rights:

22.1. to participate in the discussion of issues regarding the safety and health protection of employees when using protective equipment (also in the assessing and selecting of protective equipment);

22.2. to make proposals regarding the activities specified in Paragraph 16 of this Regulation and protective equipment appropriate thereto, the assessment and selection of protective equipment, and measures required for the improvement of the protection of safety and health of employees.

23. Consultations with employees and their representatives regarding the issues referred to in this Regulation shall take place in accordance with the Labour Protection Law.

**Informative Reference to European Union Directive**

[*28 February 2006*]

The Regulation contains legal norms arising from the Council Directive 89/656/EEC of 30 November 1989 concerning the minimum safety and health requirements for the use by workers of personal protective equipment at the workplace (third individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC).

Prime Minister A. Bērziņš

Minister for Welfare V. Jaksons

**Annex 1**

Cabinet Regulation No. 372

20 August 2002

**Personal Protective Equipment**

[*28 February 2006; 28 July 2009*]

1. The following protective equipment shall be used for the head protection:

1.1. protective helmets for protection of the cranium;

1.2. protective equipment for the scalp (caps, bonnets, hairnets with or without an eye shades);

1.3. protective headgear (caps, bonnets, sou’westers in fabric, rubber-coated fabric).

2. The following protective equipment shall be used for hearing protection:

2.1. earplugs;

2.2. headphones;

2.3. acoustic helmets;

2.4. earmuffs, which can be fitted to industrial helmets or are parts of a helmet;

2.5. ear-protectors with a low frequency receiver;

2.6. ear-protectors with intercom equipment.

3. The following protective equipment shall be used for face and eye protection:

3.1. spectacles;

3.2. goggles;

3.3. X-ray, laser-beam, ultra-violet and infra-red and visible radiation goggles (sunglasses);

3.4. face shields;

3.5. face shields for welding (hand masks, headband masks or masks which can be fitted to helmets).

4. The following protective equipment shall be used for respiratory tract protection:

4.1. dust, gas and radioactive dust filters together with a mask;

4.2. insulating devices with an air supply;

4.3. respiratory type devices including removable welding masks;

4.4. diving equipment;

4.5. diving suits.

5. The following protective equipment shall be used for hand and arm protection:

5.1. gloves:

5.1.1. mittens;

5.1.2. fingerless gloves;

5.1.3. dielectric gloves;

5.1.4. protective gloves against mechanical effects (protection from puncture wounds, cuts, and vibrations), chemical effects, ionising radiation and radioactive pollution, heat and other kinds of effects;

5.2. finger stalls (thimbles);

5.3. oversleeves;

5.4. wrist protectors for heavy work.

6. The following protective equipment shall be used for leg and foot protection:

6.1. footwear;

6.1.1. low shoes, ankle boots, calf-length boots, and safety-boots;

6.1.2. footwear which can be unlaced or unhooked rapidly;

6.1.3. footwear with additional protective toe-cap;

6.1.4. footwear and overshoes with heat-resistant soles;

6.1.5. heat-resistant shoes, boots and overboots;

6.1.6. thermal shoes, boots and overboots;

6.1.7. vibration-resistant shoes, boots and overboots;

6.1.8. anti-static shoes, boots and overboots;

6.1.9. insulating shoes, boots and overboots;

6.1.10. protective footwear against effects of chemicals;

6.1.11. safety-boots for work with a motor-saw;

6.1.12. clogs;

6.1.13. dielectric shoes;

6.2. kneepads;

6.3. leg protectors for work with a motor-saw;

6.4. removable instep protectors;

6.5. gaiters;

6.6. removable soles (heat-proof, pierce-proof, and sweat-proof);

6.7. removable spikes for walking on ice, snow, slippery floors.

7. The following protective equipment shall be used for skin protection:

7.1. barrier creams;

7.2. barrier ointments.

8. The following protective equipment shall be used for trunk and abdomen protection:

8.1. protective waistcoats, jackets, aprons to provide protection from mobile parts of machinery (when cutting, drilling, milling or melting metal);

8.2. protective waistcoats, jackets, smocks (coveralls, cloaks), aprons to provide protection from chemical substances and mixtures;

8.3. warm waist-coats;

8.4. lifejackets;

8.5. protective X-ray aprons;

8.6. protective aprons for work with hand knives;

8.7. belts.

9. The following equipment shall be used for protection from falls:

9.1. equipment to prevent falls;

9.2. body-holding devices (safety harness);

9.3. equipment to absorb kinetic energy (full set with all necessary accessories).

10. The following protective clothing shall be used against the effect of harmful factors of working environment (two-piece and overalls):

10.1. clothing for the protection against mechanical traumas (when drilling, cutting or milling)

10.2. protective clothing for work with a motor-saw;

10.3. clothing for the protection against chemical substances and mixtures;

10.4. clothing for the protection against molten metal and infra-red radiation;

10.5. clothing for the protection against electromagnetic radiation;

10.6. heat-resistant protective clothing;

10.7. thermal protective clothing;

10.8. clothing for the protection against radioactive substances;

10.9. clothing for the protection against dust;

10.10. gas-proof protective clothing;

10.11. fluorescent signalling or retro-reflecting protective clothing and accessories;

10.12. protective coverings.

Minister for Welfare V. Jaksons

**Annex 2**

Cabinet Regulation No. 372

20 August 2002

**Risks of the Working Environment for the Prevention of which Protective Equipment is to be Used**

|  |  |
| --- | --- |
|  | Risk of working environment |
|  | physical | chemical | biological |
|  | mechanical | thermal | electricity | radiation | noise | aerosols | liquids | gas vapour | harmful bacteria | harmful viruses | mycotic fungi | biological reagents |
|  | falls from height | cuts, impacts, punctures | punctures, grazes | vibration | slipping, falling | heat | cold | non-ionising | ionising | dust, fibres | fumes | vapour | immersion | splashes |
| Cranium |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Ears |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Eyes |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Respiratory tract |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Face |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Head |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Hands |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Arms |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Feet |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Legs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Skin |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Parts of the body and stomach |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Body |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 20\_\_\_\_ |  | Drawn up by |  |  | (position, signature and full name) |
|  |  | Employer |  | (signature and full name) |

Minister for Welfare V. Jaksons

**Annex 3**

Cabinet Regulation No. 372

20 August 2002

**Activities During which Appropriate Personal Protective Equipment is to be Used**

[*28 February 2006; 28 July 2009*]

1. Head protection equipment shall be used if the following activities are carried out:

1.1. building work, work on, underneath or in the vicinity of scaffolding, work in elevated places, construction and demolition of scaffolding, erection and demolition of formwork, erecting and dismantling of installations;

1.2. work on steel bridges, steel building constructions, towers, masts, hydraulic structures, furnaces, rolling mills, large containers, large pipelines, boilers and power stations;

1.3. work in channels, tunnels, pits and trenches;

1.4. earth excavation and mining work;

1.5. underground work, work in quarries, pit support removal, transportation of mineral resources;

1.6. work with riveting tools;

1.7. blasting work;

1.8. work with lifts or lifting gear, in the vicinity of cranes or conveyers;

1.9. work with blast furnaces, ore concentration plants, steelworks, rolling mills, metal works, forging plants and casting plants;

1.10. work with industrial furnaces, containers, machinery, bunkers and pipelines;

1.11. shipbuilding;

1.12. railway shunting work;

1.13. work in slaughterhouses;

1.14. forestry operations;

1.15. welding;

1.16. production of foodstuffs;

1.17. manufacture of medicines;

1.18. work with chemical substances and mixtures;

1.19. work in textile industry;

1.20. metal processing;

1.21. electric installation;

1.22. working at height.

1.1 In the activities referred to in Sub-paragraphs 1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7, 1.8, 1.9, 1.10, 1.11, 1.12, 1.13 and 1.14 of this Annex, the use of safety helmets for protection of the cranium is mandatory.

2. Hearing protection equipment shall be used if the following activities are carried out:

2.1. work with metal presses or in the vicinity thereof;

2.2. work with pneumatic and electric tools;

2.3. technical service at airports;

2.4. pile-driving work;

2.5. wood working;

2.6. work with textile machinery or in the vicinity thereof;

2.7. servicing of compressors;

2.8. other activities during which the noise level exceeds maximum permissible limits.

3. Equipment for face and eyes protection shall be used if the following work is performed:

3.1. forging, engraving, and caulking;

3.2. welding, grinding with abrasive tools, turning and separating (for example, cutting, sawing);

3.3. rock working and processing;

3.4. riveting;

3.5. milling;

3.6. hot punching;

3.7. breaking up and removal of fragments;

3.8. spraying of abrasive materials;

3.9. work with acids, alkali or alkaline solutions, disinfectants, corrosive cleaning products and other substances having chemical effect;

3.10. work with liquid and dry sprays;

3.11. work with and in the vicinity of molten substances;

3.12. work with lasers;

3.13. work during which X-ray, ultraviolet and infra-red radiation is possible;

3.14. woodworking;

4. Equipment for respiratory tract protection shall be used if the following activities are carried out:

4.1. work in containers, restricted areas, in the vicinity of gas-fired burners where there may be gas leaks or insufficient oxygen in the air;

4.2. work in the vicinity of gas converters and blast furnace gas pipes;

4.3. work in the vicinity of blast furnace intake and discharge valves (metal fumes);

4.4. lining of furnaces, pouring metal in ladles and dry rock working and processing;

4.5. work with fibreglass and asbestos;

4.6. wood working where there may be much dust;

4.7. spray painting;

4.8. work in sewers and gas shafts and wells, collectors and other sewage related sites;

4.9. work in refrigerators where escape of the refrigerant (heat exchange agent) is possible;

4.10. work on or under water where supply of oxygen is necessary;

4.11. work with chemical substances and mixtures which adversely affect the respiratory tract and digestive organs;

4.12. work with active biological substances and micro-organisms.

5. Equipment for hands and arms protection shall be used if the following activities are carried out:

5.1. work with acids, alkali or alkaline solutions, disinfectants, corrosive cleaning products and other products having chemical effects;

5.2. work with radioactive substances;

5.3. work with hot materials and in the vicinity of hot materials;

5.4. work in freezers and work with cold materials;

5.5. welding;

5.6. forging and casting;

5.7. work with an open source of fire and in the vicinity of an open source of fire;

5.8. work with explosive substances or equipment;

5.9. handling of sharp-edged objects (if this is not connected with such mechanisms where gloves may be caught in);

5.10. work with glass;

5.11. work with shot blasting equipment;

5.12. cutting, chopping and fastening;

5.13. work with sharp instruments (including boning activities);

5.14. changing the knives of cutting machines;

5.15. work with pneumatic hammers;

5.16. earth excavation and mining work;

5.17. moving heavy objects by physical force;

5.18. work where contact with equipment connected to a source of electric power is possible – dielectric gloves are required;

5.19. modification (assembly, transformation) work, technical servicing and repairs;

5.20. work in wells, shafts and containers.

6. Equipment for leg and foot protection shall be used if the following activities are carried out:

6.1. forestry and work with motor-saw;

6.2. work on slippery surfaces;

6.3. work with hot or very cold objects, as well as on hot or very cold objects – footwear with thermo-insulated soles is necessary;

6.4. work with a vibrating surface;

6.5. work, which the employee performs on all fours;

6.6. work where penetration of molten substances into boots is possible – protective boots that can be easily and rapidly removed are required;

6.7. work where contact with equipment connected to a source of electric power is possible – dielectric protective boots are required;

6.8. safety shoes with toe-cap protection and pierce-proof soles are required for the following work:

6.8.1. building carcass assembly and dismantling work, foundation work, road building and road repairs;

6.8.2. scaffolding construction;

6.8.3. work with concrete including formwork erection and demolition;

6.8.4. work within the territory of an undertaking outside premises and in warehouses;

6.8.5. roof work;

6.9. safety shoes with toe-cap protection are required for the following work:

6.9.1. work on steel bridges, building constructions, masts, towers, lifts, lifting gear, on steel hydraulic structures, in the vicinity of blast furnaces, in steelworks and rolling mills, on large containers, large pipelines, cranes, steam boilers and power stations;

6.9.2. assembly of furnaces, heating devices, ventilation systems and metal structures;

6.9.3. modification (assembly, transformation), technical servicing and repair (servicing, maintenance);

6.9.4. work in the vicinity of reduction furnaces and steel casting equipment in rolling, punching, forging, pressing and drawing plants;

6.9.5. work in open pits and the transportation of mineral resources;

6.9.6. rock working and processing;

6.9.7. manufacture and processing of glass plates and similar products;

6.9.8. work with moulds, lining of kilns and moulding in the ceramics industry;

6.9.9. transport and storage work in warehouses;

6.9.10. work with frozen meat blocks and preserved foods packaging;

6.9.11. shipbuilding;

6.9.12. railway shunting work;

6.9.13. moving heavy objects by physical force;

6.10. work with chemical substances and mixtures.

7. Skin protection equipment shall be used:

7.1. for the manufacture of paints and lacquers;

7.2. for tanning;

7.3. for work with petroleum products;

7.4. for work with chemical substances and mixtures.

8. Protective equipment for the whole body, stomach and other parts of the body shall be used if the following activities are performed:

8.1. work with acids, alkali, disinfectants, corrosive cleaning products and other products with a chemical effects;

8.2. work with chemical substances and mixtures;

8.3. work with radioactive substances

8.4. work with active biological substances and micro-organisms;

8.5. work with hot materials and in the vicinity of hot materials;

8.6. work in the vicinity of an open source of fire;

8.7. work with explosive substances or equipment;

8.8. work with a band-saw and a motor-saw;

8.9. work with molten metals and work where infra-red radiation is possible;

8.10. work in freezers;

8.11. work with glass;

8.12. work with shot blasting equipment;

8.13. cutting;

8.14. work with knives, especially if the knife is drawn towards the body of the employee and work with other sharp objects (including boning work);

8.15. metal-working;

8.16. forging and casting;

8.17. drilling, cutting, milling;

8.18. work on or in the vicinity of water;

8.19. work where exposure to X-ray radiation is possible;

8.20. work where exposure to electromagnetic radiation is possible;

8.21. welding, forging, casting;

8.22. work in the open air in rain and cold weather;

8.23. work where the employee must be clearly visible (work on streets, motor roads, railways, airports, ports), fluorescent or reflective protective clothing is required;

8.24. forestry and wood working;

8.25. construction work;

8.26. work in wells, shafts and containers.

9. Protective equipment for the protection of the whole body from falls shall be used if the following activities are carried out:

9.1. work on scaffolding and roofs;

9.2. various types of assembly, repair and maintenance work at height, including work on mobile platforms (suspensions, hoist baskets);

9.3. work on masts and in towers;

9.4. work on high cranes;

9.5. work in warehouses on high leading devices;

9.6. work in high sections of drilling towers;

9.7. work in shafts, wells, collectors and tanks.

9.8. work related to climbing on a pole (tree).

Minister for Welfare V. Jaksons