Compliance Review

PPE Online Training

The purpose of this document is to outline the compliance review for the eSafetyFirst Canada (eSafety) PPE Online Training course. The course was viewed in its entirety and then reviewed module by module to determine compliance with the legislation and standards outlined in the next paragraph. Each section will contain recommendations for changes or revisions required to meet compliance and non-technical recommendations to improve or correct content.

The eSafety PPE Online Training course is theory only. The course confirms theory component understanding using a quiz on completion of both modules.

The eSafetyFirst course also provides a robust supplementary information article regarding PPE use, awareness, and training, it can be found here, https://esafetyfirst.com/blog/protectingworkers-the-importance-of-personal-protective-equipment-ppe-training-in-canada/. Unfortunately, the blog article needs some correction as it quotes Part 8 of the Canadian Occupational Health and Safety Regulations (COHSR) as pertaining to PPE but it actually addresses Electrical Safety. Part 12.01 - PART XII - Protection Equipment and Other Preventive Measure does address PPE though. The blog is however still very helpful as it directs the reader to the different governing OHS authorities in Canada so they can reference their own local jurisdiction.

It should be noted that the other provinces and territories are ignored in favour of Ontario legislation. There are some minor differences between the provinces, regarding PPE. It is one of the most difficult challenges when trying to design OHS learning material as there are differences province to province. It would be best if this is corrected in the next revision.

The expected learning outcomes for evaluating the PPE Online Training course align with Canadian Occupational Health and Safety (OHS) legislation (including Part II of the Canada Labour Code for federally regulated workplaces and provincial OHS Acts and Regulations such as WorkSafeBC, Alberta OHS Code Part 18, and Ontario O. Reg. 213/91) as well as National Standards of Canada (CSA Group standards). The expected outcomes are outlined below. Any deficiencies will be noted in each section.

Course Overview

Upon successful completion of this module, participants should be able to:

Legal Requirements & Statutory Framework

- **Interpret Core OHS Frameworks:** Identify key provisions governing personal protective equipment under Part II of the *Canada Labour Code* (for federally regulated entities) and applicable provincial/territorial OHS Acts and Regulations.

- **CSA & Benchmark Standards:** Identify relevant CSA standards referenced across Canadian jurisdictions—such as CSA Z94.1 (Headwear), CSA Z94.3 (Eye/Face), CSA Z94.2 (Hearing), CSA Z96 (High-Visibility), CSA Z195 (Footwear), and CSA Z94.4 (Respirator Selection & Care).
- **General Workplace Conditions:** Recognize environmental conditions, duty-of-care expectations, and situational factors that mandate the deployment of specialized vs. baseline OHS gear.

Internal Responsibility System (IRS) & Duties

- **Supervisor Responsibilities:** Identify the supervisor's legal duties to monitor worker compliance, verify pre-use inspections, ensure correct PPE usage, and correct unsafe practices.
- **Worker Responsibilities:** Differentiate worker legal obligations to inspect, wear, properly fit, clean, and store assigned PPE, as well as promptly report missing, damaged, or defective equipment to supervisors.

This module does a good job of outlining and satisfying all of the above points with some exceptions. Please see the needed revisions below:

~~**Hierarchy of Controls:** The course should explain where PPE resides within the OHS hierarchy of hazard controls as a primary administrative/last-line safeguard when engineering and elimination controls are insufficient. This point should be added somewhere.~~ **A slide has been added to rectify this.**

~~**Employer Responsibilities:** The course needs to define employer statutory duties, including conducting hazard assessments, selecting appropriate CSA-compliant PPE, establishing written PPE programs, ensuring proper fit/training, and providing required equipment at no cost according to local jurisdictional standards. All OHS Legislation in Canada outlines obligations for employers including PPE. This should be added during the next revision~~. **A new slide has been added to correct this.**

~~**Slide 5** – States that under the OHSA (Ontario) employers must provide all PPE. Typically across all of the provinces, employers are only required to provide specialized PPE such as fall protection systems, respirators, and chemical resistant gloves. This is the same for Ontario. In all jurisdictions, employees are required to provide the common PPE such as hardhats, gloves, and hard toe boots. This slide needs to be corrected.~~ **This slide has been corrected**

~~**Slide 17**: Talks about an OHS Section, it almost seems to hint at an OHS Section at a company or organization. It is unclear what or who the slide is addressing. If it is the OHS Committee then it is incorrect. This slide should be omitted or revised.~~ **This slide has been corrected**

Specific PPE Guidance

Upon successful completion of this module, participants should be able to demonstrate competence in the proper selection, donning/doffing, fit-checking, pre-use inspection, maintenance, and safe disposal/storage for each specific category:

Head Protection

- Select appropriate protective headwear based on impact and electrical protection classes (Type 1 vs. Type 2; Class G, E, or C) according to **CSA Z94.1** requirements.
- Perform pre-use inspection of shell, suspension harness, and chin straps for cracks, UV degradation, or damage, and identify proper adjustment techniques.

Eye and Face Protection

- Choose appropriate eye/face gear (e.g., safety glasses with side shields, chemical splash goggles, full-face shields, welding helmets) compliant with **CSA Z94.3** and **CSA Z94.3.1** based on task-specific hazards (impact, dust, chemical splash, optical radiation).
- Explain proper combination rules (e.g., wearing safety glasses beneath face shields or welding helmets).

Ear Protection

- Differentiate between earplugs (disposable, pre-molded, custom) and earmuffs based on Noise Reduction Rating (NRR) and CSA class ratings (Class A, B, C) per **CSA Z94.2**.
- Demonstrate proper insertion techniques (ear pull-and-roll) and care to prevent occupational noise-induced hearing loss.

Respiratory and Upper Body Protection

- Distinguish between air-purifying respirators (disposable N95, half/full-face elastomeric with particulate or chemical cartridges) and atmosphere-supplying devices in accordance with **CSA Z94.4** standards.
- Recognize mandatory requirements for user seal checks (positive/negative pressure fit checks), qualitative/quantitative fit-testing, and medical clearances.
- Select upper body gear—including high-visibility safety apparel (Classes 1, 2, and 3 per **CSA Z96**), flame-resistant clothing (FRC) for arc flash/flash fire, and chemical aprons.

Hand and Arm Protection

- Evaluate cut resistance, chemical permeability, thermal protection, and puncture resistance when selecting gloves and arm sleeves for mechanical, chemical, electrical, or thermal hazards.
- Recognize size, fit, tactile limitations, and proper doffing techniques to avoid skin contamination.

Lower Body and Foot PPE

- Identify protective footwear meeting **CSA Z195** standards, recognizing official markings (e.g., CSA Green Triangle for Grade 1 toe protection with puncture-resistant soles, White Rectangle for Electric Shock Resistance / ESR).
- Select supplementary lower body protection (e.g., chaps for chainsaw operations, metatarsal guards, gaiters) and verify traction requirements for slipping/falling hazards.

Module 2 does an excellent job of outlining the required learning outcomes quoted above. There are some points that need to be addressed in the next revision. Please see below:

~~**Slide 9**: Is missing the narration~~ - **This slide has been corrected**

~~**Slide 21:** Quotes CSA Standard Z94.2 -14 but the slide reads, CSA Standard Z94.2 – 94 then later on quotes the standard, CSA Standard Z94.2 -14 Different standards that govern similar things, it is advised that the slide quote 1 or explain both standards.~~ **This has been corrected**

~~**Slide 23:** Talks about dust masks but actually shows a worker wearing an N-95 respirator. A common mistake is to assume N95 disposable respirators are dust masks but they are not. They are a specialized form of disposable PPE.~~ **This slide has been corrected**

~~**Slide 24:** Same errors as above. This slide shows a worker wearing a P100 respirator which is meant to be used in a petroleum or oil-based environment. These slides need to be revised. These are not simple dust masks~~. **This slide has been corrected**

Note: the respiratory protection slides would benefit with the addition of a powered air purifying respirator (PAPR) they are used often in situations where workers cannot trim beards or shave due to religious reasons and other situations where normal respirators cannot be used such as some biological hazards. There should also be a slide to explain fit testing better and some of the restrictions around using respirators such as beards.



Kevin Barrett CRSP CRM 13-4856