



# Ministry of Energy and Industry

## Note to Industry (NTI)

TOPIC Workplace Safety and Health Order 2009: Personal Protective Equipment (PPE) and HSE Training (Employers not to charge)			Reference Number 2018/NTI/02
Approved by: MEI, Head of HSE	Issue date: 18 July 2018	Expiry date: OPEN	Revision No: 1

The Ministry of Energy and Industry (MEI), HSE and Ministry of Home Affairs, Labour Department have been made aware that some employers are not providing sufficient personal protective equipment (PPE) to their employees. In addition, the above departments have also been notified that some employers are charging their employees for PPE and also charging their employees for HSE training courses.

All employers are reminded of the following:-

Under the Workplace Safety and Health Order (WSHO) 2009

*18. (1) An employer shall not-*

*(a) deduct, or allow to be deducted, from the sum contracted to be paid by him to any employee of his; or  
(b) receive, or allow any agent of his to receive, any payment from any employee of his,*

*in respect of anything to be done or provided by him in accordance with this Order in order to ensure the safety, health or welfare of any of his employees at work.*

This includes the provision of suitable and sufficient PPE and the provision of suitable information, instruction and training.

*18. (5) Any person who contravenes subsections (1) is guilty of an offence and liable on conviction to a fine not exceeding \$5,000, imprisonment for a term not exceeding 6 months or both.*

Any person requiring further guidance or advice on this matter can contact the Ministry of Energy and Industry, HSE Department or Ministry of Home Affairs, Labour Department.

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