## PERSONAL PROTECTIVE EQUIPMENT POLICY

The purpose of this standard is to communicate the proper care, selection and use of PPE to

employees and ensure that they are protected at all times when all other means of eliminating hazards have either failed or are not practicable.

DEFINITIONS

A-weighted sound pressure level - means a sound pressure level as determined by a measurement system which includes an A-weighting filter that meets the requirements set out in the International Electrotechnical Commission Standard 651(1979), Sound Level Meters, as amended from time to time.

CSA – Canadian Standards Association.

dBA - means decibel A-weighted and is a unit of A-weighted sound pressure level.

Sound Pressure Level - means 20 times the logarithm to the base 10 of the ratio of the root mean square pressure of a sound to the reference sound pressure of 20 μPa expressed in decibels.

Equivalent Sound Exposure Level - The steady sound level in dBA, which, if present in a workplace for eight hours in a day, would contain the same total energy as that generated by the actual and varying sound levels to which a worker is exposed in his or her total work day.

COHSR - Canadian Occupational Health and Safety Regulations

PPE – Personal Protective Equipment.

STANDARDS/PROCEDURES

Personal Protective Equipment (PPE) reduces or prevents workers from exposure to occupational health and safety hazards where other controls are not reasonable or available. The equipment acts as a barrier to protect workers from blows to the body, loud noises, heat, chemicals and infections, electrical and other hazards. Task-speciﬁc hazard assessments will be conducted to determine the type of PPE required for the task.

Workers will be trained on the safe use, handling and storage of PPE required for their job tasks. It is the responsibility of the worker to inspect PPE prior to use. If PPE is damaged or otherwise defective, it must be removed from service and reported immediately.

As per the COHSR, section 12.05 (1) “all protection equipment that is provided by an employer must

* be properly stores and be maintained, inspected and, if applicable, tested by a qualified person in accordance with the manufacturer’s instructions to ensure that it is in good operating condition;
* in the case of equipment that is worn by a person
  + be safely and properly fitted to each user by a qualified person in accordance with the manufacturer’s instructions, and
  + if necessary to prevent a health hazard, be maintained in a clean and sanitary condition by a qualified person in accordance with the manufacturer’s instructions;
* in the case of any component of the equipment that requires installation and dismantling, be installed and dismantled by a qualified person in accordance with the manufacturer’s instructions; and
* in the case of equipment that is used in a fall-protection system, be used in accordance with the manufacturer’s instructions.

Eye and Face Protection

If there is risk of injury to the eyes or face in a workplace, the employer must provide every person who is granted access to the workplace with eye or face protection equipment that is selected by the employer in accordance with Annex A of CSA Group Standard Z94.3, and that meets the requirements set out in that standard.

if there is routine exposure to irritating airborne chemical agents, intense heat, liquid splashes, molten metals or similar agents in the workplace, contact lenses must not be worn.

Foot Protection

If there is a risk of foot injury or electric shock in the workplace, the employer must ensure that protective footwear that meets the requirements set out in CSA Group Standard Z195 is worn.

If the employer, in consultation with the Health and Safety Representative(s)/Committee determines that the protective footwear meeting the CSA Group Standards Z195 does not eliminate or reduce the risk of injury, the employer must select, in consultation with the Health and Safety Representative(s)/Committee, and ensure that appropriate protective footwear is worn.

If there is a risk of injury due to slipping in a workplace, the employer must ensure that slip-resistant footwear is worn.

Head Protection

if there is a risk of head injury in a workplace, the employer must ensure that protective headwear that meets the requirements set out in CSA Group Standard Z94.9 is worn

If, in consultation with the Health and Safety Representative(s)/Committee, the employer determines that the protection provided by the headwear meeting the CSA Group Standard Z94.1 does not eliminate or reduce the risk of injury, the employer must select, in consultation with the Health and Safety Representative(s)/Committee, and ensure that appropriate protective headwear is worn.

Hand Protection

Suitable gloves shall be worn when handling sharp material such as glass. In most cases, cotton gloves are acceptable. Gloves should not be worn when work is being performed around moving machinery as it could cause an entanglement hazard.

Skin Protection

if there is a risk of injury or disease to or transmitted through the skin in a workplace, the employer must provide every person who is granted access to the workplace with

* a shield or screen;
* a cream or other product to be applied to the skin; or
* appropriate protective clothing.

If sunscreen is provided by the employer, the sunscreen must be broad spectrum and have a minimum sun protection factor of 30.

Hearing Protection

If any employer is required to make a report in accordance with the COHSR Section 1.6, the employer shall, as soon as feasible, provide every employee who is exposed to the sound level that exceeds 87 dBA with a hearing protector that

* meets the requirements set out in CSA Standard Z94.2-M1984
* Prevents the exposure to the sound level exceeding 87 dBA

Where an employer provides a hearing protector to an employee, the employer shall

* in consultation with the Health and Safety Representative(s)/Committee, formulate a program to train the employee in the fit, care and use of the hearing protector; and
* implement the program.

Every employer shall ensure that every person, other than an employee, to whom the employer grants access to a workplace if the person is likely to be exposed to a sound level that exceeds the limits referred to in section 7.4 of the COHSR, uses a hearing protector that meets the requirements set out in CSA Standard Z94.2-M1984.

Respiratory Protection

If there is a risk of injury or disease due to exposure to an oxygen deficient atmosphere in a workplace, the employer must provide every person who is granted access to the workplace with respiratory protective equipment by means of which air will be supplied and that meets the following requirements

* it is listed in the United States Institute for Occupational Safety and Health publication entitled Certified Equipment List, as amended from time to time;
* it meets the requirements set out in CSA Standard Z94.4, Selection, use, and care of respirators; and
* It protects the respiratory tract against the oxygen deficiency.

if there is a risk of injury or disease due to exposure to an airborne hazardous substance, including CBRN agents, in a workplace, the employer must provide every person who is granted access to the workplace with respiratory protective equipment that meets the requirements set out in the COHSR Section 12.13 (2) and Section 12.13 (3)

The employer must ensure that air that is supplied by means of respiratory protective equipment referred to above, and the system that supplies the air, including its cylinders, meet the requirements set out in CSA Standard Z180.1.

Remember: If you are unsure about the personal protective equipment required for the task being completed, ask your Supervisor for advice.

ROLES/RESPONSIBILITIES

Employer

* Shall take all measures reasonably necessary in the circumstances to protect workers from exposure to hazardous sound levels through a combination of engineering controls, workplace practices and personal protective equipment; and,
* Shall ensure a clearly visible warning sign shall be posted at every approach to an area in the workplace where the sound level regularly exceeds 85 dBA.

Supervisor

* Wear the required PPE for the work they are supervising;
* Verify that the required PPE is available to the employees; and,
* Ensure Workers under their authority are using and maintaining PPE as required.

Employee

* Wear all PPE as required in policy, practices and procedures;
* Care for and maintain the PPE issued to them according to manufacturer’s instructions, codes of practice, and related training they have received; and,
* Inspect all components of PPE prior to use and use only approved PPE that is in good condition or repair.