

## **PERSONAL PROTECTIVE EQUIPMENT POLICY**

As a leading company within the Construction Industry MJ Church as a responsible employer, recognises that their employees must have Suitable and adequate PPE / RPE to undertake their general duties and are committed to ensuring the highest possible safety standards in all our operations.

Operatives will be assessed as to what PPE / RPE Requirements are needed involved in the tasks to be undertaken and the individual will be trained / retrained as necessary to identify when and what PPE / RPE should be used and how to wear it correctly, store and maintain it against damage and dispose of at end of use. Records will be maintained in the supply and correct use of PPE / RPE.

The Management of Health and Safety at Work Regulations (MHSWR) 1999 require employers to identify and assess the risks to health and safety present in the workplace, so enabling the most appropriate means of reducing those risks to an acceptable level to be established. There is a hierarchy of control measures, of which PPE / RPE should always be regarded as the 'last resort' to protect against risks to health and safety.

The company will always supply the contracted minimum contract requirements for working on a Client / Network Rail Controlled Infrastructure. PPE / RPE for Rail work of a complex nature will be determined through the Work Package or Project Planning process. Risks will be identified in conjunction with the development of the methodology of tasks to be performed.

PPE / RPE is issued at induction, and verified via a check at the start of every project.

All staff should observe care labels on PPE / RPE (high visibility clothing, safety footwear, hard hats, Masks etc) and are to read and follow instructions regarding care and maintenance.

It should be noted that all hard hats have a recommended life, after which they may need to be replaced, depending on storage and amount of use. There is a kite mark and a date of manufacture stamped on all hardhats. Again, the care instructions and guidelines supplied with hardhats detail this. If you have doubts about the dates, etc. please contact the company QHSE Adviser for advice.

All high visibility clothing will be to an approved Client / Network Rail standard and will be worn in the correct manner and maintained in a clean condition. Dirty clothing must be cleaned in accordance with the manufacturers' instructions. Any clothing which is impossible to clean or has lost its reflectivity must be replaced.

Hi visibility vests and jackets worn whilst working for the company must bear the company logo.

Should staff deem that any item needs replacement (due to general wear-and-tear, damage, expiry of hardhat recommended replacement date, etc) then it is their responsibility to notify his line manager to arrange a replacement.

The company will check the correct wearing of appropriate PPE / RPE during site audits.

It is the responsibility of every manager, employee and persons working on our behalf to comply with this policy and to respond to any issue or discuss any possible improvements or requirements. It is the responsibility of every manager to monitor the PPE / RPE worn by employees and to seek advice from the Health & Safety / Compliance Manager at the earliest sign or notification of a breach of this policy.

This policy will be periodically reviewed and amended if required, to ensure its effectiveness and the performance monitored.

**For & on behalf of MJ Church**



**Steve Blower, Managing Director**  
Last reviewed: April 2017

