



Orion Rail Construction Policy Statements

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5 Personal Protective Equipment Policy

This policy is based on the Personal Protective Equipment (PPE) Regulations 1992 and refers to all equipment designed to be worn or held by a person at work to protect him/her against one or more risks, and any addition or accessory to meet this objective, other than PPE that may be either disposable or reusable. Both protective clothing and equipment are within the scope of the definition and PPE therefore includes items such as:

- Safety Boots – BS EN 345
- Hard Hats – BS EN 397
- Eye Protection – Goggles/Glasses – BS EN 166
- Ear Defenders – BS EN 352
- Hi-Visibility (Orange) Clothing and Vests – BS EN 471
- Hi-Visibility (Orange) Wet Weather Jacket & Trousers
- Face Masks (Where applicable) – 3M 6000 Series BS EN 140:1998
- Identity Armbands i.e. PWT (formerly SPC)

The above list is not exhaustive; it will depend on the Client and/or Contract.

Note: Contractors/Sub-Contractors are required to provide their own prescription safety glasses (EN 166 F). Visitors to hazardous areas should be provided with suitable eye protection in accordance with the findings of risk assessment.

Legal position

The issuing of PPE is covered by the **Personal Protective Equipment at Work Regulations 1992**. These regulations require us to provide PPE to any employee who's still exposed to risks to their Health & Safety, despite the introduction of other, more suitable control measures. In other cases, the provision of PPE may be a legal requirement, e.g. the provision of hard hats.

We are also required by law to assess the suitability of PPE before its purchase and to ensure that it is maintained in an efficient state. Under these regulations, employees/contractors do not have to pay for any PPE issued to them.

Other Compliance Requirements

- Health & Safety at Work Act 1974
- Management of Health & Safety at Work Regulations 1999
- Provision and Use of Work Equipment (PUWER) Regulations 1998
- The supply of Machinery (Safety) Regulations 1992

Risks

As with all tasks, using PPE presents a number of possible risks which are defined below:

- Poorly maintained or damaged equipment e.g. damaged, cracks, splits, cuts.
- Wrong Protective Equipment issued.
- Inadequate Training in the safe use of PPE.
- Improper storage facilities and inspection process.



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Risk Control Measures

Risk Assessment

If a hazard cannot be isolated or suitably controlled then PPE must be used. Risk assessments made under the Management of Health & Safety Regulations 1999 (Regulation 3) will help determine the most appropriate controls.

A suitable and sufficient risk assessment must have been carried out to determine who needs to use PPE, when PPE is to be used, what PPE is to be used for and whether it is suitable for such use.

Managers are responsible for making an assessment of the need for and type of PPE to be used. PPE does not provide 100% protection and as with other assessments, judgement of types of hazard and degree of risk will have to be made to ensure correct equipment selection.

The risk assessment must include;

- Assessment of the risks which cannot be avoided by other means
- Who is to use the PPE
- Any risks which the use of PPE may create
- Be appropriate for the risks involved.
- Be effective without leading to any increased risk, so far as is reasonably practicable.

Personal Protective equipment is only deemed suitable if:

- It is appropriate for the risk or risks involved and the conditions at the place of work where exposure to the risk may occur.
- It takes account of ergonomic requirements and the state of health of the person or persons who may use it.
- It is capable of fitting the user correctly.
- So far as is practicable, it is effective to prevent or adequately control the risk or risks involved without increasing overall risk.
- It complies with any legal provision on design or manufacture which applies to items of PPE.

Compatibility

It is the duty of the Orion Rail Construction to ensure that PPE equipment provided is compatible and continues to be effective against risk or risks.

Standard of Design and Manufacture

The Appointed Person: **John Fitzmaurice** must ensure that any PPE purchased complies with the Supply of Personal Protective Equipment Regulations (implementing community directives) concerning the design or manufacture of PPE and bears the appropriate CE marking.

Roles and Responsibilities

The Orion Rail Construction Compliance Manager or consultant can provide advice regarding the suitability of various types of PPE. However, it is the responsibility of individual employees/contractors to ensure equipment they use conforms to this policy.



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PPE Supplies – Head Office

The PPE supplies department can offer advice and cost for LUL and Network Rail approved PPE equipment.

Orion Rail Construction Managers

Orion Rail Construction Managers have a responsibility to:

- Provide means other than PPE to control the risks where reasonably practicable
- Ensure suitable and sufficient risk assessments are being carried out.
- Ensure the findings of the risk assessment are communicated to the user.
- Record, document, monitor and review the risk.
- Ensure all PPE is maintained, replaced, cleaned or disposed of as appropriate.
- Ensure PPE is regularly inspected.
- Provide adequate information, instruction and training.
- Listen to Operatives in relation to matters concerning the use of PPE.
- Take all reasonable steps to ensure that PPE is properly used.
- Ensure Operatives are not charged for anything provided as PPE.
- Ensure Operatives are aware of the 'shelf life' of any protective equipment provided.

Orion Rail Construction Employees/Contractors

- Where a need for PPE has been identified, are expected to wear it whilst working with a particular process or in a certain area
- Use PPE in accordance with the advice, instructions and training provided by their manager.
- Inspect PPE before usage
- Report to their manager any loss or obvious defect with that PPE.
- Make full and proper use of the PPE provided to him.
- Report any difficulties being experienced with PPE provided.
- Orion Rail Construction operates an 'Old for New' Policy with regards to PPE and Batteries
- Maintain any PPE issued to them in accordance with the manufacturer's instructions

Note: PPE must be maintained and be available for inspection at all times. Inspections can be conducted at any time. All equipment must be made available to managers and works controllers during briefing to ensure equipment is to required standard and fit for use.

Sam Dcruze
Rail Managing Director
8th September 2020