

PERSONAL PROTECTIVE EQUIPMENT (PPE) POLICY

In accordance with current Workplace Health and Safety Legislation, Powerhouse Wiring Solutions Pty Ltd will provide employees with personal protective clothing and equipment that is necessary to protect them from injury.

Uniforms and Protective clothing and equipment will be provided to employees on commencement of employment.

Wherever possible, worksite hazards must be eliminated, substituted, isolated or controlled through the use of engineering or administrative controls. Where hazards remain, as an additional precaution, all personnel and visitors shall use Personal Protective Equipment (PPE) provided by Powerhouse Wiring Solutions Pty Ltd. Employees are also required to observe all mandatory signs displayed in work areas that indicate what PPE is required and where protective equipment must be worn.

It is essential that all personnel understand the situations that require PPE:

- Personnel shall be made aware that PPE is not regarded as ensuring the safety of the wearer; rather it provides some protection in the event of exposure to risk or injury.
- Personnel shall be trained in the proper use of PPE.
- Personnel shall not use PPE that is not in a condition to perform the function for which it was designed.
- Personnel shall inspect PPE prior to use to ensure it is fit for use.
- Defective or damaged PPE shall be immediately removed from use.
- Personnel shall notify their supervisor if the PPE needs to be repaired or replaced.
- Personal protective equipment shall be selected appropriate to the hazards on the worksite.
- Manufacturers' recommendations shall be followed for fitting, maintaining, and wearing PPE.
- Only PPE that is approved to a recognised national or international standard shall be utilised.
- PPE shall be selected appropriate for task/hazard (e.g. gloves to be selected according to task to be performed).

PPE shall be issued to employees to ensure their safety whilst undertaking work related activities.

The minimum requirements listed below shall apply in all cases. Where the site specific and or customer's requirements are more stringent these shall be followed in addition to the requirements of this policy.

- Powerhouse provided Long sleeve shirts made from natural fibres only, with collar and with sleeves rolled down and buttoned at the cuff are to be always worn.
- Employee provided Long Trousers made from natural fibres only are to be always worn.



- Powerhouse provided High visibility vest (unless high visibility apparel is worn).
- Employee provided Steel capped safety footwear with ankle support are to be worn at all times.
- Powerhouse provided safety hard hats are to be worn at all times on construction sites or where required by the customer. Hat accessories such as wide brim, hard hat liners and other apparel to protect neck and head are recommended for outdoor climatic conditions.
- Powerhouse provided Safety glasses with side shields are to be worn at all times on construction sites and maintained on person as a minimum to be used appropriate to the task. (If required to wear prescription glasses, safety glasses with side shields shall apply).
- Powerhouse provided Gloves shall be worn for all work tasks deemed necessary from a risk assessment. Gloves shall be suitable to the work task involved and be in good condition. All personnel, including visitors, are to always carry a pair of gloves on their person. All gloves require to have a minimum cut resistance level of 3.
- Metal ring finger apparel and any jewelry is not permitted to be worn by personnel that undertake manual labour on the site.
- Hearing protection shall be worn in designated and sign-posted areas and when undertaking noisy tasks or in areas where there is excessive noise.

In addition to the minimum PPE requirements listed above, additional PPE may be required due to the nature of the tasks and the hazards present. Additional PPE requirements must be identified by hazard identification process (hazard studies, risk assessment, SWMS etc.).

Examples include; Fall protection, harness; Face shields, welding shields, goggles; Respiratory protection devices; Floatation devices; Special task specific gloves; Insulation mats; and Sun Screen.

If a site requires additional PPE not currently supplied, all employees are to consult with their supervisor and are authorised to purchase whatever PPE is necessary at any time and will be reimbursed quickly if the situation requires it.

Where there is a situation that the mandatory PPE may present increased safety or health risk, or is not practicable to implement, a formal written risk assessment with final approval by a Director shall be conducted before any deviation from this policy is accepted.

Training regarding PPE shall as a minimum include:

- When PPE is required;
- What PPE is required;
- How to wear, adjust, and maintain PPE;
- How to determine if PPE is damaged or defective; and
- The limitations of PPE.

Personnel shall be able to demonstrate understanding of this training and the ability to use PPE properly before beginning work that requires PPE. If a person later demonstrates a lack of understanding or skill in PPE, it is imperative that they be retrained prior to recommencing work.



Upon issue of personal protective equipment to employees, employees are required to sign for the equipment to verify that it has been received and that they have been inducted and trained in the safe use of the equipment.

It is always the responsibility of employees to care for and maintain personal protective equipment. If personal protective equipment is damaged, it is the responsibility of the employee to report it to their supervisor and present the damaged equipment for replacement. Protective equipment will be replaced on an as needs basis.

Personal protective equipment must be worn and used in such a way as to achieve the purpose for which it is intended and in accordance with any site or client requirements, policies and procedures.

Any breach in compliance with the wearing and use of personal protective equipment will result in disciplinary action.

Corey Dowler,



Michael Jauncey,



Directors, Powerhouse Wiring Solutions Pty Ltd 01/09/23

