

Personal Protective Equipment (PPE) minimum standards

HBF members are expected to promote the following minimum PPE standards for all employees, subcontractors and visitors working on or attending sites that are under construction. Additional PPE may be required on a task specific basis following a risk assessment process. In addition to the minimum PPE standards, members are asked to consider implementing the optional suggested 'best practice' to enhance the minimum standards.

Minimum standards

1. Have a formal company specific PPE standard;
2. Require that as a minimum a hard-hat, high-visibility vest/ jacket and safety footwear be worn, a minimum three-point requirement;
3. Supply gender specific PPE where appropriate;
4. Subcontractor supervisors to wear a black hard hat;
5. Slinger/ signaller's to wear a distinguishable hard hat and high-visibility vest/ jacket, preferably orange;
6. Directly employed site staff to wear company branded hard hats, high-visibility vests/ jackets;
7. Everyone on site must wear safety footwear that meets the requirement of EN ISO 20345 S3, which includes toe/ mid-sole protection and ankle support; and
8. Have formal PPE replacement policy, so that it is communicated to site workers when PPE must be replaced, i.e. because of condition, age, damage or no longer serves its purpose.

Suggested 'best practice' to improve on the minimum standards

1. Have a distinguishable hard hat for site management;
2. Have a way to identify the name of worker and/or support services (e.g. first aiders), through the placement of visual aids on hard hats, high-visibility vests or jackets;
3. Subcontractor site workers to wear their company branded hard hats, high-visibility vests or jackets;
4. Have a short sleeves and shorts policy, so that it is communicated to site workers the standard of this attire and when shorts can/ can't be worn and for what reason; and
5. Have a policy whereby the quality of the PPE provided is assessed by the user so that it is sufficiently durable for the tasks that they undertake.



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