

Occupational & Safety Health Standard
Guide Lines of Hazard Assessment for Personal Protective Equipment
Title: General Requirement

29 CFR 1910.132
December 2009

OSHA Requirements for Compliance:

Employers need to furnish employees with employment and a place of employment which is free of recognized hazards that are causing or are likely to cause death or serious physical harm to employees. Personal Protective Equipment (PPE) should be used wherever, it is necessary by reason of hazards of processes or environment, chemical hazards, radiological hazards, or mechanical irritants to shield or isolate employees from the hazard.

The training and recordkeeping requirements outlined in this topic **do not** apply to the respiratory and electrical protection parts of the regulation. These parts have their own training and recordkeeping requirements.

Hazard Assessment to Determine PPE:

- ?) What are my employees working with?
- ?) Can they be injured by being exposed or performing this task?
- ?) How can I protect them from the recognized hazard?
- ?) What parts of the body need protection?



(FACE/HEAD)



(EYES)



(FEET)



(HANDS)

Protective equipment, including personal protective equipment for eyes, face, head, extremities, protective clothing, respiratory devices, and protective shields and barriers, shall be provided, used, and maintained where potentially hazardous environments/hazardous environments are identified.

Employers and employees should not rely exclusively on PPE for protection from hazards. PPE should be used, where appropriate, in conjunction with engineering controls, guards, and safe work practices and procedures.

When is PPE Necessary?

When employer assess the workplace and determines that hazards are present, or are likely to be present, which necessitate the use of personal protective equipment (PPE).

Review the following categories that should be taken into consideration during a hazard assessment...

- Impact – i.e. sources of motion; for example, machinery or processes where any movement of tools, machine elements or particles could exist, or movement of personnel that could result in collision with stationary objects.

- Penetration – i.e. sharp objects which might pierce or penetrate any part of the body.
- Compression (roll-over) – i.e. rolling or pinching objects which could crush the feet.
- Chemical – i.e. chemical exposures
- Heat – i.e. sources of high temperature that could result in heat stress, burns, eye injury, or ignition of protective equipment.
- Harmful dust – i.e.
- Light (optical) radiation – i.e. welding, brazing, cutting, heat treating, furnaces, and high intensity lights.
- Drowning – i.e. open water pits.
- Falling – i.e. sources of falling objects or potential for dropping objects.
- Levels of exposure

If such hazards are present, or likely to be present, employer shall:

1. Verify hazard assessments by means of a written certification with a “Job Hazard Analysis” (JHA) form.

This certification must;

- a. Identify the workplace or job title that has been evaluated
 - b. Name the person certifying that the evaluation has been performed
 - c. Record the date(s) of the hazard assessment, and
 - d. Identify the document as a certification of hazard assessment (or JHA form).
 - e. Explain the task description
 - f. State hazard type
 - g. Explain hazard description
 - h. State consequence of hazard type
 - i. Explain hazard controls
 - j. At the end provide any rationale or comments
2. Select, and have each affected employee use, the types of PPE that will protect the affected employee from the hazards identified in the job hazard analysis form;
3. Communicate (train) selected decisions to each affected employee;
4. Select PPE that properly fits each affected employee.

Selection:

When selecting personal protective equipment keep in mind that the greater the levels of PPE protection, the greater are the associated risks. For any given situation, equipment and clothing should be selected that provide an adequate level of protection. Over-protection as well as under-protection can be hazardous and should be avoided. If you are dealing with more than one regulatory guideline for PPE always implement the most stringent.

When working with chemicals, pesticides, or other hazardous substance refer to the material safety data sheet (MSDS) or labels to determine PPE needed.

All PPE should be safe in design and construction. Select PPE that properly fits each employee. Always take the fit and comfort into consideration when selecting appropriate PPE, as items that fit well and are comfortable will encourage employee use. PPE that does not fit properly may not provide the necessary

protection, and may create other problems for wearers. Generally, protective devices are available in a variety of sizes and choices. Therefore employers should be careful to select the appropriate sized PPE.

Purchase:

Employers must pay for PPE if it is selected to be used in the workplace to comply with one of the PPE requirements is OSHA's standards. Employers **do not** have to pay for PPE if it is:

- Not required
- Everyday clothing (e.g., long sleeve shirts, long pants, street shoes, normal work boots) unless it is required to be used and provides protection from a workplace hazard.
- Non-specialty foot wear (e.g. steel toe shoes or boots)
- Ordinary clothing, skin creams, or other items used solely for the protection from the weather (e.g. winter jackets, gloves, hats, sunscreen, ordinary sunglasses, etc.) **unless** these items don't provide sufficient protection and special equipment or extraordinary clothing is needed or they are used to protect employees from artificial heat or cold (e.g. an employee working in a freezer warehouse may need a heavy coat).

Maintenance of PPE:

It is important that all PPE be kept clean and be properly maintained. Cleaning is particularly important for eye and face protection where dirty or fogged lenses could impair vision. For the purpose of compliance, PPE should be inspected, cleaned, and maintained at regular intervals so that the PPE provides the requisite protection. Defective or damaged equipment will not protect against the identified hazards, such equipment cannot be used.

Training Requirements:

All employees required to use PPE must be given training so they know:

- When PPE is necessary;
- What PPE is necessary;
- How to properly don, doff, adjust, and wear PPE;
- The limitations of PPE; and
- The proper care, maintenance, useful life, and disposal of the PPE.

Each employee must demonstrate the ability to properly use PPE before being allowed to perform work requiring the use of PPE. If employers have reason to believe that affected employees who have already been trained do not have this understanding and ability, employers must require such employees to be retrained.

Recordkeeping:

In situations in which PPE might be used, a written PPE program should be established. PPE program should include policy statements, procedures, and guidelines. Copies should be made available to all employees, and a reference copy should be available at each work site. Employers are required to keep a record of PPE training containing the name of each employee trained, the date(s) of training, and the subject of certification. Review your program at least annually. Certain elements are considered to be reviewed.