

3.1 Provision of Protective Clothing/Equipment

POLICY TITLE: PROVISION OF PROTECTIVE CLOTHING/EQUIPMENT

FILE REF: SC67

EXPIRY DATE: DECEMBER 2027

OBJECTIVES

A. To comply with Council's obligations as an employer under the:

- a) Work Health & Safety Act 2011; and
- b) Local Government (State) Award 2017; and

Any relevant legislation by, inter alia, supplying workers with protective clothing and equipment suitable to the nature of the work performed and the work environment.

B. To demonstrate a positive approach towards work health and safety.

POLICY STATEMENT

1. Application of the Policy

This policy applies to all workers of Lockhart Shire Council who work in an environment where they are exposed to workplace hazards such as ultraviolet radiation, chemical and mechanical hazards. These positions shall be supplied with personal protective clothing and equipment to reduce the risk of exposure.

2. Employee Responsibilities

All Lockhart Shire Council workers are responsible for their personal health, safety and welfare and that of their fellow workers. They are required to co-operate with their employer in the interest of health and safety in accordance with Section 28 of the Work Health & Safety Act 2011.

In conjunction with this employee statutory requirement, it is the responsibility of supervisory staff to enforce this policy to ensure that each worker required to wear protective clothing/equipment does so at the appropriate times.

3. Clothing Protection

Employees are to wear clothing in accordance with Council's Personal Protection Equipment and Clothing procedure.

4. Supply of Protective Clothing/Equipment

Council will supply safety boots meeting Australian Standards up to a value of \$200.00. Additionally, Council will supply FXD pants at \$60.00 each and FXD shorts at \$50.00 each. Any costs exceeding these amounts must be covered by the employee.

Council will provide all other protective clothing and equipment outlined in Clause 3 at no cost to the employee. Quantities of clothing supplied will be at the discretion of the Director of Engineering.

5. Maintenance and Replacement of Items

Items will be replaced only if the unserviceable items are returned to the Storeperson who will determine whether the item is serviceable or not.

The worker will be responsible for notifying the Storeperson of any lost or stolen items.

The worker will be responsible for the daily maintenance and safekeeping of all personal protective clothing and equipment issued to them.

6. Disputes

Any disputes regarding the replacement of unserviceable or lost items will be referred to the relevant Director.

7. Property Ownership

At all times personal protective equipment remains the property of Lockhart Shire Council.

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8. Return of Personal Protective Clothing and Equipment

Permanent and temporary employees upon termination may be required, at the discretion of Director of Engineering, to return all items of personal protective clothing and equipment to the Council Storeperson. If clothes are deemed serviceable, Council will arrange for their suitable cleaning, and they will go into a pool of clothing for temporary workers.

9. Exemption

There will be no exemptions to the wearing of personal protective clothing and equipment and other safety equipment deemed necessary under the circumstances.

10. Disciplinary Procedures

Any worker who fails to wear any of the personal protective clothing/equipment shall not be paid until such time that they report to work wearing the correct personal protective clothing/equipment. The incident will be reported to the relevant Director and the disciplinary procedure as outlined in the NSW Local Government (State) Award 2017 applied.

11. Education and Training of Employees

At induction to Council all new workers are to be made aware of the Protective Clothing & Equipment Policy and their duty to comply with this Policy.

Supervisors who work in an environment exposed to solar UV radiation will be required to participate in sun protection education training dealing with issues surrounding supervisory responsibilities.

12. Plant

Where practicable, all items of plant shall be air-conditioned, and all large areas of glass shall be tinted. Seatbelts, where fitted, must be worn at all times.

13. Contractors

Contractors and their workers are required to meet the minimum personal protective equipment requirements as set out in Council's Personal Protection Equipment and Clothing procedure at their own cost. Pool lifeguard Contractors will be provided with approved lifeguarding apparel and personal protective equipment as required.

Adopted by Council – 16 December 2024

Refer Minute No. 212/24

Adopted by Council – 15 August 2022

Refer Minute No. 169/22

Adopted by Council – 18 March 2019

Refer Minute No. 68/19

Adopted by Council – 18 June 2018

Refer Minute No. 172/18

Adopted by Council – 13 December 2010

Refer Minute No. 392/10

Adopted by Council 17 August 2009

Refer Minute 283/09

Adopted by Council – 20 June 2005

Refer Minute No. 24669

Adopted by Council – 23 April 2001

Refer Minute No. 22610