

(extract)

"This document represents an agreed process between RML and CWU, Unite/CMA."

## Personal Protective Equipment (PPE)

If someone is found not wearing PPE for designated tasks:

-First time: stop the individual working therefore reducing the risk of incident. Giving time for the issue to be rectified. The member of staff will be required to wear the PPE before continuing with the designated task.

-Second time: the unit manager and area safety representative (or designated appointee/ASR substitute) will speak to the individual, making sure they understand the need to wear the required PPE.

-Third time: as the PPE requirements have already been explained to the individual and they form part of our safety procedures, it is reasonably practicable for us to expect staff to comply, failure to use the appropriate PPE may be dealt with through use of the conduct code, applying penalties progressively.