

19.12 PERSONAL PROTECTIVE EQUIPMENT (PPE)

All employees will wear the required personal protective equipment at this facility. Failure to wear the required personal protective equipment may result in disciplinary action.

The following PPE will be made available to Board employees who require it:

- Safety Footwear
- Safety Glasses
- Protective gloves
- Head protection
- Face shields
- Protective clothing
- Respirator
- Fall arrest

Procedure

When exposure to a particular chemical, physical or biological hazard cannot be eliminated or adequately controlled then it may be necessary for workers to wear Personal Protective Equipment (PPE). The type of hazard and the expected exposure duration will determine the appropriate PPE. For Nipissing Parry Sound Catholic District School Board employees this may include: foot and eye protection, gloves, head protection, respirators and fall protection. The following directives provide information as to the proper care and use of the PPE.

Foot Safety

When a worker is exposed to hazards that could cause a foot injury it is necessary that safety footwear be worn. All employees should review their respective collective agreements and the Board's draft Footwear Policy (Oct. 2011) to determine the safety footwear required.

Eye Safety

The following protective eyewear is recommended for NPSCDSB staff based on the potential hazards that are likely to occur when completing job tasks.

UVEX 78 closed goggles when decanting or mixing chemicals.

Protective eyewear must be worn while operating the following equipment: snow blowers (both snow throwers and riding blowers, walk behind power mower, lawn tractors, grass trimmers, hedge trimmers, brush cutter, all power tools, and power washers. Protective eyewear should also be worn when decanting and/or mixing chemicals.

Safety Gloves

Should there be the potential for the hands to be injured by a chemical, biological or physical hazard (abrasion, puncture, laceration) then appropriate gloves should be used and maintained. The gloves should be comfortable and provide a secure fit.

Trades Chemicals (based on MSDS) - Polyvinyl or neoprene gloves
Biological Contamination - Nitrile glove underneath the metal glove

Hearing Protection

If potentially hazardous noise exposure levels cannot be adequately reduced through engineering or administrative controls then it will be necessary for NPSCDSB staff to wear appropriate hearing protection. Based on the nature of the work being performed, select staff should have earmuffs available that comply with the Canadian Standards Association or working in areas with elevated noise levels (wood shop, music room) or while using equipment that create elevated noise levels (e.g. while using lawn mowers, lawn tractors).

Respirators

Job tasks conducted by NPSCDSB staff can result in the production of respiratory hazards including gases, vapours, fumes, mist and/or dusts. The concentration of these respiratory hazards currently does not warrant respiratory protection based on the existing engineering and administrative controls. However, in the circumstances that a respirator is necessary then determine the appropriate respirator based on the contaminant characteristics and anticipated exposure limit. Upon selecting a respirator it is imperative that the respirator fits properly and is maintained accordingly to ensure the protection factor is not compromised.

Based on the classification of products used by our custodial staff it is recommended that they use the following respirator:

MSA Advantage 200LS to be used with the MSA Advantage GME-P100 Cartridge

Staff using respirators must have the mask fitted by a qualified person and must receive a brief overview on the care and maintenance of the mask.

Fall Protection – Working From Heights

All staff must refer to the Board's Working from Heights Policy to use and maintain the proper equipment in the proper fashion when working from heights. The Working from Heights procedure applies to work that is performed from any height, both internal and external, where there is a risk of a fall liable to cause personal injury.

The fall arrest system consists of the following components: CSA-approved full body harness with a 1.8m (6') shock absorbing lanyard. Only qualified and certified workers shall use a fall arrest system. Workers must possess the basic fall protection training before working at heights over 2.4 m (8').

Note: Provisions for safety footwear and personal protective equipment are addressed in the applicable collective agreements.

PPE not listed will be provided when the need and type of equipment is identified.

Training

All workers will be fully trained in the use, maintenance and storage of their personal protective equipment.

Following the completion of the training, records will be maintained in the employees' personnel file.

Special Education - Personal Protective Equipment (PPE) Guidelines and Tips

What is Personal Protective Equipment?

Personal Protective Equipment (PPE) is defined as equipment, devices or clothing that is used to protect a staff member or student from injury during the course of daily activities.

Examples of PPE include:

- lifting equipment;
- safety harness for bus transportation;
- helmet for student or staff head protection;
- padded sleeves and shin guards for protection against pinching, biting and kicking;
- vests for protection against punches;
- face shields for protection against bodily fluids;
- hair nets for protection against grabs and pulls;
- emergency communication devices.

When is PPE Required?

Boards are required to provide PPE as a reasonable precaution when information is obtained through professional assessments, medical reports, and parent/community agency information or in – school observation that identifies equipment, devices or clothing that will eliminate or reduce the risk of injury to staff and or the student during the course of instruction or daily activities.

Some items of PPE may be required on an ongoing basis due to a student's medical or developmental condition. For example, lifting devices, safety harnesses and helmets for students with limited mobility, seizure disorders etc. may necessitate an ongoing need for PPE.

Other PPE may be required as part of an interim response due to behavioural issues. The goal is to reduce the need for PPE over time.

Where and When is PPE Prescribed?

When determining the need and type of PPE, the principal, parents and professional staff (Educators, Occupational Therapists, medical personnel etc.) will consult prior to implementation.

PPE is identified in the Safety or medical plan for the student and should be detailed in the IEP Accommodations section.

PPE Training and Replacement

When PPE is required and introduced, Special Education system staff will provide site specific training in the use of the specific PPE.

An inventory of PPE is kept identifying the description and location of the PPE. Replacement of PPE is determined by annual review of the equipment by the supervisor and in consultation with Special Education system staff.

What is the Legislative Requirement?

The Occupational Health and Safety Act (OHSA) require that employers (Boards) provide any prescribed protective devices.

In addition, a supervisor (Principal) must ensure that any required personal protective device or clothing is used or worn by a staff member who requires its use due to the needs presented by the student. (Section 27 (1) (b))

Accordingly, the OHSA requires a worker to use or wear any equipment, protective devices or clothing required by the employer. (Section 28 (1) (b))

Recommended Resources

Occupational Health and Safety (OHSA)
www.e-laws.gov.on.ca/DBLaws/Statutes/English

Safety Express: www.safetyexpress.com

Impacto Protective Products Inc. www.2protect.com

References

Behaviour Management Systems Training (BMST) Tip Sheet

OHSA sections 25 (1) (a) and (b), 27 (s) (b), 28 (1)(b)

Personal Protective Equipment Inventory List

SPECIAL EDUCATION Personal Protective Equipment (PPE) Inventory

Item (Description and Manufacturer)	Quantity	Location
Leg Guards/Shin Pads (Umbro, Protouch, Wilson)	2 pairs	OLS
	4 pairs	SJSH
Chest Plates/Protectors (Mission Thorax)	3	OLS
	2	SJSH
Wind Suit Under Armor	1	SJSH
Arm Guards/Arm Pads/Forearm Guard (No Name)	4 pairs	OLS
	4 pairs	SJSH
Lifting Equipment Waverly Glen P-440 Universal sling	2 units	J23 LAC Classroom and Snoezelen
Safety Goggles	2 pairs	OLS
Gloves	3 pairs	OLS
	3 pairs	SJSH
Jack (Itech)	1	SJSH
Jill (Itech)	1	SJSH
Spit Guard/Face Shield Pyr Amex	3	Spec Ed Office

Updated October 2011

Note: The only Personal Protective Equipment (PPE) in use as of October 2011 is the lifting equipment at John XXIII.