**Personal Protective Equipment—Hazard Assessment**

**29 CFR 1910.132—Personal Protective Equipment**

***Scope & Application:***  *This standard requires that a hazard assessment be performed to assess the need for protective equipment wherever their need may be required by reason of hazards of processes or environment, chemical hazards, radiological hazards, or mechanical irritants encountered in a manner capable of causing injury or impairment in the function of any part of the body through absorption, inhalation or physical contact.*

*The following standards are referenced in 29 CFR 1910.132—Personal Protective Equipment:*

* *29 CFR 1910.133—Eye and Face Protection*
* *29 CFR 1910.135—Head Protection*
* *29 CFR 1910.136—Foot Protection*
* *29 CFR 1910.138—Hand Protection*

***Note:*** *The requirement for a hazard assessment and training required by 29 CFR 1910.132—Personal Protective Equipment applies to 29 CFR 1910.133—Eye and Face Protection, 29 CFR 1910.135—Head Protection, 29 CFR 1910.136—Foot Protection**and 29 CFR 1910.138—Hand Protection.*

***Standard Requirements for*** [***29 CFR 1910.132***](https://www.osha.gov/laws-regs/regulations/standardnumber/1910/1910.132)***—Personal Protective Equipment***

* ***Procedures/Practices:*** *Hazard assessment*
* ***Training:*** *Initially, refresher*
* ***Recordkeeping/Documentation:*** *Hazard assessment (certification), training*

***Example Hazard Assessment:*** *The following hazard assessment should be modified to be site-specific to your organization. A personal protective equipment policy has been added as a best practice. Please reference 29 CFR 1910.132—Personal Protective Equipment to ensure that all the standard requirements are being met.*

**Personal Protective Equipment—Hazard Assessment**

**Hazard Assessment and Equipment Selection**

Each workplace will be assessed to determine if hazards are present, or are likely to be present, which necessitate the use of personal protective equipment (PPE). When hazards are present, or likely to be present, we will:

* Select, and have each affected employee use, the types of PPE that will protect the affected employee from the hazards identified in the hazard assessment;
* Communicate selection decisions to each affected employee; and,
* Select PPE that properly fits each affected employee***.***

The workplace hazard assessment will be verified through a written certification that identifies the workplace evaluated; the person certifying that the evaluation has been performed; the date(s) of the hazard assessment; and, will be identified as a certification of hazard assessment.

**Use of Equipment**

Defective or damaged personal protective equipment will not be used.

**Training**

All employees that are required to wear PPE will be trained before their use. Each s employee will be trained to know at least the following:

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

Each affected employee will demonstrate an understanding of the training and the ability to use PPE properly, before being allowed to perform work requiring the use of PPE.

If we have reason to believe that any affected employee who has already been trained does not have the understanding and skill required, the employee will be retrained. Circumstances where retraining is required include, but are not limited to, situations where:

* Changes in the workplace render previous training obsolete; or
* Changes in the types of PPE to be used render previous training obsolete; or
* Inadequacies in an affected employee's knowledge or use of assigned PPE indicate that the employee has not retained the requisite understanding or skill.

**Payment For Protective Equipment**

Protective equipment, including personal protective equipment will be provided at no cost to employees. We are not required to pay for non-specialty safety-toe protective footwear (including steel-toe shoes or steel-toe boots) and non-specialty prescription safety eyewear, when we permit such items to be worn off the job-site.

When we provide metatarsal guards and allow the employee, at his or her request, to use shoes or boots with built-in metatarsal protection, we are not required to reimburse the employee for the shoes or boots.

We are not required to pay for:

* Logging boots
* Everyday clothing, such as long-sleeve shirts, long pants, street shoes, and normal work boots
* Ordinary clothing, skin creams, or other items, used solely for protection from weather, such as winter coats, jackets, gloves, parkas, rubber boots, hats, raincoats, ordinary sunglasses, and sunscreen.

We will pay for replacement PPE, except when the employee has lost or intentionally damaged the PPE. If an employee provides adequate protective equipment owned by them, we may allow the employee to use it but we are required to reimburse the employee for that equipment.

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| **Personal Protective Equipment—Hazard Assessment Certification** | | |
| **Location:** | **Department:** | **Date/Revision Date:** |
| **Job or Task** | **Potential Hazards** | **PPE Required** |
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**Certified By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Free Outreach Resources:**

[*Safety and Health Programs and Plans*](https://www.labor.nc.gov/safety-and-health/publications/example-programs) *(i.e., Example Programs to be Made Site-Specific)*

[*A - Z Safety and Health Topics*](https://www.labor.nc.gov/safety-and-health/occupational-safety-and-health/occupational-safety-and-health-topic-pages) *(i.e., Learn More About Safety and Health Topics)*

[*Which Standards Apply?*](https://www.labor.nc.gov/which-osha-standards-apply) *(Identify the Standards Applicable to Your Worksite)*

[*Safety and Health Presentations*](https://www.labor.nc.gov/document-collection/osh-presentations) *(Downloadable Presentations to be Made Site-Specific)*

[*OSH Training Calendar*](https://www.labor.communications.its.state.nc.us/OSHPublic/ETTA/class_regist/calendar.cfm) *(i.e., Register for Webinars, In-Person Classroom Training, Virtual Events)*

[*Streaming Video Services*](https://www.labor.nc.gov/safety-and-health/library/how-borrow-dvds-and-videos#are-your-videos-online) *(On-Demand Training)*

[*Request Outreach Services*](https://www.labor.communications.its.state.nc.us/OSHPublic/ETTA/Outreach/Outreach_Request_Form.html) *(i.e., Request Training, Booths, Guest Speaker)*

[*AskOSH*](https://www.labor.nc.gov/safety-and-health/occupational-safety-and-health/ask-osh) *(Interpretations)*