

1. Personal Protective Clothing and Equipment (PPCE)

Outdoor workers should be provided with and wear the following PPCE:

1.1 Sun protective work clothing

- Protective shirts should have a collar and long sleeves or sleeves to the elbow and be made of a closely woven fabric which does not let light through. Shirts shall have a minimum ultraviolet protection factor (UPF) of 40, excellent protection category, as classified by the AS/NZS4399.
- Long trousers offer the best protection. If shorts are worn they should be to the knee.
- Issues of heat stress and safety with some occupations will need to be taken into account when purchasing clothing. For comfort and adequate ventilation choose clothing that is lightweight, UV stable and does not restrict movement.
- Applicable clothing should be of high visible quality conforming to AS1906.4 .

1.2 Broad brim hat or attachment and neck flap

- Hard hats should be fitted with a broad brim hat attachment including neck flap to shade the face, neck and ears. The attachments should have a brim 8-10 cm wide and be made from a close weave material which does not let light through.
- Seperate neck flaps which can be attached to hard hats are also available and should be worn with a broad brim attachment.
- In non-construction areas where hard hats are not required a hat with a 8-10cm broad brim made of a close weave material should be worn. Foreign Legion style caps offer good protection to the face, neck and ears.

1.3 Sun glasses

- Sun glasses which meet AS1067, should be issued to all workers who work outside.
- Sun glasses meeting this standard block out at least 99% of UV light. For optimal protection to the eye area sun glasses should be close fitting and be the 'wrap around' style.
- It is important to note fashion type sun glasses do not provide adequate protection for jobs like grinding, chasing, cutting, oxy and welding etc. Correct PPCE should be used with this equipment. When safety glasses are required they should meet standards AS/NZ1337 and 1338. Glare, impact and scratch resistant area the best types of glasses.

1.4 Sun screen

- A broad spectrum water resistant sun screen with a minimum sun protection factor (SPF) of 30+ should be used.
- It is important that sunscreen is accessible to all workers on site. Place sun screen in high traffic areas where workers can regularly access it during the day e.g. lunch sheds, site entries or a suitable cool place out of direct sunlight as agreed on by the site safety committee.
- No sun screen offers 100% protection. Sun screen should be used in conjunction with other types of skin protection such as clothing and hats.

2. Shade

Workers should be encouraged to use natural and portable shade where possible. When prefabricating, materials should be moved to allow workers to work in the shade. If shade cloth is used it shall meet AS/NZ4147. The design of shade structures will effect the amount of UV rays that employees are exposed to. Trees, existing buildings and shade structures will reduce direct UV radiation but will not block all reflected and scattered UV. Other PPCE should always be used in conjunction with shade.

3. Made in Australia

Where possible clothing and equipment provided should be developed and manufactured in Australia from Australian products.

4. Training

All employees, supervisors and managers must be educated about the effects of exposure to UVR. Training should include an explanation of the skin protection policy as well as information on the prevention and early detection of skin cancer. All employees should be trained in the use of PPCE and other issues relating to skin protection. The training shall be conducted by an accredited workplace trainer or health worker. Training should be conducted on a regular basis.

5. Photosensitive Substances

Exposure to photosensitising substances can worsen the effects of solar UV radiation. Some chemicals, fruits and plants are known to cause photosensitisation. All chemicals used on site should be checked to see if they fall into this category, if any are found appropriate PPCE should be worn.

6. Medical Checks

Regular health checks for employees are a requirement of the enterprise bargaining agreements. A skin check should be incorporated in to these checks. It is important that employees are educated about what changes to look for on their own skin and what the changes may signify. All employees should be encouraged to have their skin checked regularly by their own GP.

7. Contractors

All contractors and sub-contractors shall meet the requirements for skin protection as set out in this policy.

8. Maintenance

The employee will be responsible for the maintenance, safe keeping and cleaning of all UV personal protective clothing and equipment. Where an employer has clothing or equipment cleaned, this practice shall continue.

9. Issuing and replacement of PPCE

New employees will be issued with sun glasses and one brim attachment with neck flap at the start of employment. Pants and/or long shorts and shirts will be issued to employees when their clothing issue is due. PPCE should be replaced on a fair wear and tear basis.