

Personal Protective Equipment



OAR 437  
Division 2/I

Personal Protective Equipment

General Requirements

Oregon OSHA standards require employers to assess the workplace to determine if hazards are present or likely to be present that necessitate the use of personal protective equipment (PPE). Employers must provide workers with appropriate PPE and require them to use and maintain it in a sanitary and reliable condition when, based on the hazards, there is reasonable probability that an injury or illness can occur.

Personal Protective Equipment

PPE is designed to protect employees from serious workplace injury or illness resulting from contact with chemical, radiological, physical, electrical, mechanical, or other workplace hazards that cannot be eliminated. PPE is a supplementary form of protection when hazards have not been controlled through engineering or administrative controls. PPE includes a variety of garments and equipment such as goggles, coveralls, gloves, vests, earplugs, and respirators. PPE, when used properly, protects against hazards but does not eliminate them. Individual standards may require specific PPE.

Employer Responsibility

Survey your workplace

Conduct a hazard assessment to identify hazards and determine if employees need personal protective equipment. OAR 437-002-0134(1) requires **a written document that certifies that the workplace has been evaluated, the date(s) of the hazard assessment, and who performed the evaluation.** Hazard assessments should be re-evaluated whenever there are changes to equipment, processes, or chemicals in the workplace. See an example of a hazard assessment in Table 1, below. The hazard assessment document can be in any format as long as it meets **written-document** requirements.

PPE Hazard Assessment (Example)			
<b>Department:</b> Building maintenance		<b>Job Title:</b> Maintenance helper	
<b>Job Duty Location:</b> Plant-wide.			
<b>Analysis performed by:</b> John Black		<b>Date:</b> December 19, 2001	
Activity/Tools	Potential hazards	Body part(s)	PPE required
Replace glass	1,7	c,g,h	III,VII (cut resistant)
Remove trash	7	c	III
Replace light bulbs	1,4,7	c,h	III,VII (cloth/leather)
Welding	3,7,8	c,e,f,g,h	X (welding helmet/lens) IX (fume) X (welding vest) VII (welding gloves)
	Hazard Key	Body Part Key	PPE Required
	1. Cut	a. Head	I. Hard hat
	2. Abrasion	b. Face	II. Chemical goggles
	3. Burn	c. Eye(s)	III. Safety glasses
	4. Fall	d. Ear(s)	IV. Ear plugs
	5. Flying object	e. Respiratory	V. Ear muffs
	6. Noise	f. Trunk	VI. Body harness
	7. Flying particles	g. Arm(s)	VII. Gloves (list type)
	8. Inhalation	h. Hand(s)	VIII. Shoes/boots (list type)
	9. Slip	i. Finger(s)	IX. Respirator
	10. Splash	j. Leg(s)	X. Other
	11. Other	k. Foot/feet	
		l. Toe(s)	
		m. Other	

Table 1

Website:

www.orosha.org

Salem Central Office  
350 Winter St. NE, Rm. 430  
Salem, OR 97301-3882

Phone: 503-378-3272  
Toll-free: 800-922-2689  
Fax: 503-947-7461



## Personal Protective Equipment - continued

### Select appropriate equipment

Provide appropriate PPE to employees who need protection from the hazards. Select PPE that properly fits workers and ensure equipment is inspected and maintained. Communicate the PPE selection decision to employees. Require that employees use the equipment and use it correctly.

Hazards that cannot be eliminated through engineering or administrative controls are the ones to control with personal protective equipment. Table 2 matches appropriate personal protective equipment with common workplace hazards. The list is not intended to be exhaustive.

Body Part	Hazard	Appropriate PPE
Eyes and Face	Flying particles or dust	Safety glasses with side shields, goggles, face shields, sand-blasting helmets
	Molten metal	Splash goggles, face shields
	Liquid chemicals	Gas-tight goggles, face shields
	UV or IR light	Laser-safety lens with appropriate filter
Head	Falling or overhead objects	Hard hat, helmet
	Electrical conductors	Class B hard hat or helmet
	Power-driven machinery	Head covering or caps that completely cover hair
	Molten metal	Heat resistant hood & neck covering
Feet	Falling/crushing objects	Steel-toed shoes/boots, metatarsals,
	Puncture hazards	Puncture resistant soles
	Electrical conductors	"Electrical-hazard" shoes
	Hot substances	Leggings or leg or foot guards
	Chemicals	Chemical-resistant footwear
Hands	Chemicals	Select according to vendor glove charts, standard industry practices, process knowledge, etc. Consider dexterity requirements and fit.
	Cuts and lacerations	
	Punctures	
	Temperature extremes	

Table 2

### Train employees

Although not required, employers should keep a record of employees who receive PPE training. The record should document the worker's name, the type of training, and the training date. Employees must receive the following training:

- What PPE is necessary
- When PPE must be worn
- How to put on, adjust, wear, and remove PPE
- The limitations of PPE
- Proper care, maintenance, and useful life of PPE
- When to replace worn-out PPE
- How to discard contaminated PPE

Employees must demonstrate an understanding of the training topics and the ability to use PPE before being allowed to perform work requiring the use of PPE. When an employee does not demonstrate an understanding or exhibit an adequate skill level, the employer is responsible for retraining. Retrain when changes in the workplace or PPE make previous training obsolete.

The Respiratory Protection Standard, 1910.134, has an annual training requirement with specific training topics. Review application standards to ensure training requirements are being met.

### Resources

Oregon OSHA primary PPE standards are in OAR 437, Division 2/1, **General Industry/Personal Protective Equipment**. However, you can find PPE requirements in General Industry, Construction, Agriculture, Maritime Activities, and Forest Activities. For the full text of the rules adopted by Oregon OSHA, refer to OAR 437 rules at [www.oregona.gov](http://www.oregona.gov) (Rules/Laws).

[www.osha.gov/Publications/osh3151.pdf](http://www.osha.gov/Publications/osh3151.pdf)

[www.osha.gov/SLTC/personalprotectiveequipment/index.html](http://www.osha.gov/SLTC/personalprotectiveequipment/index.html)

American National Standards Institute (ANSI) standards



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