

PPE EXPLAINER

Ensuring a consistent approach to personal protective equipment

WHAT'S CHANGING?

ARTC employees, contractors, visitors and third parties who are involved in work activities within the ARTC rail corridor, Provisioning Centre yards and construction sites are now required to wear the following personal protective equipment (PPE) – *key changes in bold*:

- High visibility fluorescent orange outer upper body clothing **with retro-reflective strips**
- Long pants
- Long sleeved shirt
- Steel or carbon fibre capped ankle high boots
- **Protective eye wear**
- **Hard hat with sun brim**
- **Gloves (carried and worn when required)**
- **Sunscreen (available and applied)**
- **Hearing protection (carried and worn when required)**

WHY THE CHANGE?

PPE helps protect people from injury at work and can even save lives.

However, at ARTC there are currently different approaches to the use of PPE for work activities across our Interstate, Hunter Valley, Inland Rail and Major Construction Projects businesses. For example, hard hats, gloves, sun protection and hearing protection have not consistently been used.

To improve safety and meet Australian rail industry standards, we are implementing a consistent, company-wide approach to PPE, as endorsed by ARTC Group Executives.

Ultimately, it is vital that everyone is always prepared for the risks. So our PPE requirements are not discretionary, and must always be worn as a last line of protection to help prevent injury.

WHAT YOU NEED TO DO

1. Read the new [PPE procedure](#)
2. Ensure you have all of the correct PPE and always wear as a last line of protection to help prevent injury.

FREQUENTLY ASKED QUESTIONS

When do the PPE changes come into effect?

Immediately. However, a transition period is in place until the end of November 2022 to allow PPE stock to be ordered, training and induction processes to be updated, and industry partners to be informed.

If it's hot, do I still need to wear full PPE?

Yes. If you are involved in ARTC work activities within the ARTC rail corridor, Provisioning Centre yards and construction sites you must wear full PPE at all times. Wearing PPE in the sun helps protect your skin from sun damage.

If I'm working in a tunnel or at night, do I still need to have a sun brim on my hard hat?

No. Sun brims are not required at night, in the rain, inside buildings or within tunnels.

Do I need to wear full PPE inside a Provisioning Centre?

You need to wear PPE when working in Provisioning Centre yards on ARTC work activities. You don't need to wear PPE if working in an office.

I need to organise new PPE. Do I order myself or ask my leader to order for me?

Once you have registered via the [Brandworx User Registration Portal](#), you can order directly via the [Brandworx website](#).

**Note: Separate supply arrangements are in place for Inland Rail team members, who should refer to the [Inland Rail Personal Protective Equipment \(PPE\) Work Instruction](#).*

What if someone refuses to wear correct PPE?

Anyone who refuses to wear correct PPE will not be permitted to enter the worksite. Leaders will be guided by our [Just & Fair Culture](#) approach to address any concerns, noting that complying with PPE requirements is included in ARTC's [Code of Conduct](#) as part of cooperating to meet our health and safety responsibilities.

What if I need prescription glasses for my protective eye wear?

You may be able to obtain a reimbursement of up to \$400 towards the cost of prescription safety glasses. Review the [PPE procedure](#) for more details and speak with your leader.

What if I have a medical condition that is affected by an item of PPE?

Speak with your leader. Any exemption from wearing a particular item of PPE will be individually assessed based on medical advice, specific work duties and the risk level involved.

Do other rail organisations in Australia have the same PPE requirements?

These new PPE requirements bring us into line with current Australian rail industry standards, which other leading rail organisations are already complying with.

Is there any training available regarding PPE?

Yes. Visit the [PPE page on CONNECT](#) which includes training and eLearning resources.