



SHEP PPE Regs and Behavioural Safety webinar

Questions and Answers

Q: Good day, why is PPE considered to be the last resort in the hierarchy of control measures?

Answered in webinar

Q: Should we now be face fit testing agency workers? / Where can you get RPE face fit testing done?

Answered in webinar

Q: When you need to control an exposure to 'as low as reasonably practicable' it seems impossible not to adopt engineering, administrative and PPE controls, where PPE alone will provide 100% exposure control. What is the opinion on this?

Answered in webinar

Q: If a contractor who comes into our site to do PAT testing, do we provide PPE if theirs is not suitable?

A: If you require specific PPE for work on your site, it would be best to advise the contractor before they arrive, to ensure they have the correct PPE when they arrive. If you are unhappy with their PPE when they arrive, you can ask them to go away and get suitable PPE, which would delay the work, or provide it to them, either loaned or charged for.

Q: Does Limb b) include agency staff or sub-contractors to the company?

A: This will depend on their exact employment status. Agency staff are often employed by the agency, so the agency are responsible for ensuring PPE is supplied, even if it is provided by the company where they are working. Sub-contractors can be limb (b) or self-employed, so again it will depend on their actual status.

Q: Who can conduct PPE checks - do they need a qualification? What PPE check records should be kept?

A: This will depend on the type of checks and the PPE being checked. Record keeping will also depend on circumstances. There is no specific regulation about keeping records, but some records will be useful to show that PPE is being managed, ie audits or H+S inspections

Q: I work at a local authority with inhouse domestic and commercial waste collection. Loaders wear long sleeve class 3 hi viz shirts but due to the heat they are asking for short sleeve wicking shirts. This would mean not class 3. What is the preferred approach - blanket class 3 for roadside collection or is class 2 short sleeve Ok depending on route?

A: The numbering of class 2 or class 3 simply denotes the amount of hi-vis material that is present. In hot weather, there will be a trade-off between visibility and comfort that would have to be assessed as part of the risk assessments, as well as the risk of cuts / abrasions depending on the type of waste collection, however, if hi-vis shorts/trousers are also being worn, I would think the difference between class 2/3 tops will be minimal.



Q: Can you insist that someone is clean shaven?

Answered in webinar

Q: If you have someone simply sweeping up dust in a warehouse, I heard last week brush sweeping was banned, is that right? and if allowed do you need to face fit a simple disposal face dust mask?

A: Sweeping isn't banned, but for substances hazardous to health, such as wood or silica dust, sweeping just raises the dust into the breathing zone, putting the person sweeping, and anyone else in the vicinity at risk. In these circumstances using an industrial vacuum is better. If the face mask is to protect against a substance hazardous to health it will need to be face fitted.

Q: I have ADHD and aspergers, often simply unaware of danger. I use risk assessment especially dynamic in the moment risk assessment to get around this. Are there behavioural things I can use to remind or prompt me?

Answered in webinar

Q: I covered Behaviour in our COVID-19 RA back in March 2020. Should I be adding behaviour to many other RA's?

Answered in webinar

Q: Are you able to get me a written explanation of a worker as you described? We have self-employed who may work for a week or months/ years. And that answer in writing would be hugely beneficial

A: From the minimal information given, these self-employed may well actually be workers for the purposes of the PPE Regs, but every situation will be different.

Q: The speed limit analogy used is not a good one. Different drivers such as emergency services can exercise judgement and their limit is set a lot higher and on rural roads is well above 100mph. A manufacturing environment is usually consistent, and risks are predictable. Perhaps this is one reason why people often ignore or flex rules - one person's risk is another's comfort zone and whilst breathing dirty air is likely to be bad thing, some of those people will also be smokers/vapers. There are sectors where yellow and red cards are used, and the criteria quite randomly imposed by supervisors and managers without consultation with the actual workers - just Do as I Say. That's both bad practice and bad psychology which brings the system into disrepute - lots of sporting analogies here.

A: It illustrates why people choose to make the decision to break the rules or do things that are unsafe. The point is to understand why WE do these things, to better understand others.

Q: Simon, what's your view on prescriptive SSoW versus competent people doing tasks they understand with less documented SSoW?

A: Unfortunately, even competent people doing tasks they know well can get hurt, often through complacency, or their knowledge of the task also includes awareness of what risks they can take and



usually get away with. The whole point of a SSoW is the same as the checklist analogy Simon gave for flying.

Q: Could Simon comment on the value of a 'no-blame- culture'?

A: In my experience, a no-blame culture is incredibly important. Having spoken to a few aviators, it's been central to the way that aviation has evolved during the last few decades and the sharp decrease in accident rates. I've also seen how fundamental "complete honesty" is within world class teams.

Q: If an employee is "Subcontracted" into your business are you responsible for providing the PPE

A: Again, this will depend on the exact terms of their contract / employment.

Q: You would have no option to drive with the pack or risk a crash. Also, the comment on peer pressure infers lack of character. I am routinely the only one in a shop in a face covering. Jeff

A: You're absolutely right Jeff. Developing character is a fantastic answer. I also wrote a book called "How to Develop Character". It's easier said than done, particularly in larger organisations, but not impossible. For most organisations, evolving the culture creates a more practical solution.

Q: Simon - As a species, we humans accept, and often seek risk. Look at: extreme sports, children in a playground etc. When it appears that we are programmed to accept risk, how do we get people to treat risk as a threat.

A: SG: H+S is about managing risk, not eliminating it.

A: SH: You're absolutely right. We're also wired to detect danger. I suspect the way we normalise these is the issue. We tend to have our own, personal, baseline. But the context has a huge impact. To give you an example, a friend of mine is a mountaineer. He actively accepted crossing an icesheet near the summit of a mountain KNOWING that there was a 10% chance it would avalanche, and he'd be killed. In the same breath, he said, "If you told me there was a 10% chance of death getting on a train to Kings Cross, I'm not going anywhere near it". He went on to say that mountaineering was his greatest passion and 'his life'. Not doing it was almost like dying anyway.

Q: Should human factors be given more attention in safety training schemes like SMSTS? How could this be encouraged?

A: SG: Human factors should be included in all management training, but without knowing the details of what is provided, it is impossible to say what else should be included.

A: SH: Human factors training has been fundamental to turning around aviation and surgical teams & medical teams (to name a few). I suspect it could be incredibly valuable in other health & safety environments too.

Q: Estates contractors - are they responsible for themselves under new PPE regs? Or will we be?

A: This will depend on their precise employment status.

Q: Question for Simon- is there a factor on age and complacency. How to break bad habits?

A: I'd be reluctant to say it's a function of age per se, but we humans do tend to find it harder to break habits when we're older. The status quo tends to be our comfort zone. Therefore, change is



uncomfortable. We also have a tendency to justify what we did when we were younger (especially if we didn't experience any negative consequences). This can lead to complacency.

But, if something is important enough, we will often do whatever it takes to change. The catalyst is having a strong enough reason to change.

Q: Regarding RPE, can we enforce a clean-shaven policy as opposed to moving towards other items of RPE

A: The only area where I know this is enforced is licenced asbestos removal, so for other industries it would be an area for employment law rather than H+S, however, anyone who has had to wear a face fitted mask for any length of time can tell you how uncomfortable they are. Therefore, RPE that does not need a tight seal, can be more comfortable, making it more likely to be used, and can be used for longer periods, without the additional costs of face fitting tests. In the long run, assuming disposable masks are actually thrown away, alternative RPE can be more cost effective.

Q: If under COSHH risk assessment, RPE is needed, if a staff has beard and refused to give clean shave for face fitting, how should I deal with it? Thanks

A: You would either have to provide alternative RPE that does not need a tight seal, introduce other controls that negate the need for RPE for everyone, or remove that person from the task.

Q: Do you have any tips on influencing team's behaviours towards wearing the correct PPE.

A: Making sure that you set a good example by always using the correct PPE yourself and by making sure you always call out when people are not using it.

Q: How does Stephen feel about shared PPE?

A: This would depend on the PPE, and how hard / easy it is to clean for the next user, or how dirty / sweaty it gets during use.

Q: In a high hazard environment there are very few behavioural mistakes with the most dangerous hazards, but we seem to have more behavioural issues with the lower less dangerous hazards such as PPE or Slips and trips. Why do you think this is the case?

A: I think it is because when people are focused on the 'more important' hazards, they miss the 'everyday'

Q: What are the recent changes in the regulations for engineers?

A: The changes to the PPE Regs apply to all workers in all industries

Q: Does training reduce the impact of peer pressure?

A: Not necessarily. If the training enables people to understand why they would choose to do something, it can positively drive changes.

Q: What is HSE doing about PPE that comes from countries such as China with the fake CE label

A: HSE has a product safety investigation team, so if you have specific concerns about a work product you can report them via the HSE website



Q: Will the Fit2Fit supply masks or do you need to get them first and then they face fit test them? What if they can't get it to fit - do you then have to get them back when you've got new masks?

A: When arranging testing, you will need to discuss with the tester what masks you are intending to use, or take their advice on suitable masks

Q: Is there a book on safety culture that Simon would recommend?

A: There are a few good books on culture, which could be applied to a safety critical environment. One of the best I've read is 'Making Character First' by Tom Hill. It's written by the CEO of a manufacturing business on how he turned around a failing culture.

Q: Regarding the agency worker, don't they fall under limb b, as they are working there all the time?

A: Many agency workers are employed by the agency, so are not limb b workers

42. The recent trend for beards and stubble wearing has meant that we have had to switch from half face to air fed masks in many cases. air fed masks are much more expensive, what is your view on the human right to wear a bear vs cost vs safety? question for you both?

Q: I am a face fit tester, I also deliver an awareness session during the Face Fit testing, on why they are being tested. How often should I get refresher training to face fit?

A: Fit testing should be conducted by a competent person. Competence can be demonstrated by accreditation under the Fit2Fit RPE Fit Test Providers Accreditation Scheme.

This scheme has been developed by the BSIF, together with industry stakeholders, and is supported by HSE. The scheme is not compulsory and employers are free to take other action to comply with the law. Further details on the scheme can be found at www.fit2fit.org

A Fit2fit testers qualification is for 3 years.

A refresher training course is recommended annually.

Q: Fit test question- is there any paperwork that says that is mandatory for staff to be fit tested?

A: To ensure that the selected RPE has the potential to provide adequate protection for individual wearers, the **Approved Codes of Practice (ACOPs) supporting the Control of Substances Hazardous to Health Regulations (COSHH)**,² the **Control of Lead at Work Regulations**,³ the **Control of Asbestos Regulations**,⁴ the **Confined Spaces Regulations**⁵ and the **Ionising Radiations Regulations**⁶ stipulate that tightfitting RPE should be fit tested as part of the selection process.

The performance of tight-fitting facepieces depends on achieving a good contact between the wearer's skin and the face seal of the facepiece.

People's faces vary significantly in shape and size so it is unlikely that one particular model or size of RPE facepiece will fit everyone.

Inadequate fit will significantly reduce the protection provided to the wearer.

Any reduction in protection may lead to immediate or long-term ill health or can even put the RPE wearer's life in danger.



Fit testing is therefore a method for checking that a specific model and size of tight-fitting facepiece matches the wearer's facial features and seals adequately to the wearer's face. It will also help to identify unsuitable facepieces which should not be used.

Q: If a worker won't shave for a face fit test can you charge them for alternative RPE that doesn't need a clean shave?

A: No, you cannot charge workers for PPE

Q: Question for Simon- how to motivate a team to work safe and not take short cuts?

A: The most important ingredient in motivation is an understanding of WHY. So, the first step is to help them realise the reason why. I have often found that asking questions is more effective than giving instructions or providing directions. To put that into context... Why would they choose to spend more time, effort and energy doing it safely? Why would they spend more time, multiple times per day, to prevent a seemingly tiny risk? Why is it worth it? Once they understand that, there's a pretty good chance they'll choose not to take the short cut.

Q: Q for Stephen. What is your view on Contractors / Corporations that mandate the wearing of Safety Glasses and Gloves when they are not actually required?

A: I can understand why they do it, to a point, but there is a risk that such policies make H+S appear ridiculous rather than proportionate.

Q: If you employ a specialist contractor for their skills you don't have - are you still to be responsible for their actions on your site?

A: To some extent, yes, depending on the situation.

Q: Hi, would you please clarify, as I was under the impression that the initial presenter recommended for the air fed masks to be shared...?

A: Depending on the type and usage, there is no problem with RPE being shared

Q: Would somewhere like a school be expected to provide PPE for contractors on a small construction project for who come on site?

A: No, but they would have a client duty to ensure that the principal contractor / contractors are using appropriate PPE

Q: How can you start the process to encourage embrace and celebrate honesty in your team?

A: When it's modelled by leaders, who are willing to show vulnerability, you get the ball rolling. Recognising and appreciating the value of open and honest conversations helps keep the ball rolling and build momentum.

Q: For Simon – why do so many businesses focus on actions and behaviours of shop floor workers, but fail to address the fact that how management lead, is often the cause of failings in accidents

A: That's a very good question. Possibly, it's because the management would prefer to point fingers at others than start by addressing their own actions. That's not an indictment of the management, it's a pretty common human trait. Most people prefer to blame someone else or something else,



rather than take responsibility. I often describe blame as 'a mental painkiller'. It makes us feel better in the moment, but never addresses the root cause of the issue.

Q: Which documents do you recommend as essential reading to allow people to better understand the various legislation regarding PPE?

A: I would suggest looking at the HSE website www.hse.gov.uk for the specific topics you are interested in or that apply to your business. All the publications / leaflets are free to download.

Q: Not really a question but I was always told the reason PPE is a last resort because it is personal so only protects the individual, where engineering controls generally protect a group of people or an entire company.

A: Correct

Q: Going back to the question as the ADHD or other neurodiversity's. Would not checklists help?

A: Potentially. However, my wife and daughter (who both have ADHD) will create dozens of checklists but rarely use them. Then, they'll get really frustrated with themselves for not using them. To be honest, ADHD and neurodiversity is a huge topic and is probably worth a dedicated session.