



Administrative Policy
HARD HAT USE
Public Works – A104

Effective Date:

March 2011

Revised Date:

HARD HAT USE

Summary

The Town of Payson is concerned about the safety of its employees. Therefore, all Public Works personnel shall wear an approved hard hat as required by this policy.

Policy

1. All Public Works Employees (Parks, Streets, Water, etc.) shall wear appropriate head protection anytime they are working in areas where there is a potential for injury to the head from falling objects or when near exposed electrical conductors which could contact the head. This includes, but is not limited to, any time an employee is working in conjunction with overhead equipment, trimming or cutting trees, etc.
2. The Town of Payson will furnish hard hats for its employees. These hard hats will be inspected regularly by the Field Supervisor and replaced on an “as-needed” basis.
3. An employee may provide and use their own hard hat rather than the one provided by the Town in accordance with the following:
 - a.) The personal hard hat shall meet the requirements of 29 CFR 1910.135 and ANSI Z89.1-1986.
 - b.) The employee purchases the alternate hard hat at their expense.
 - c.) The Town is not responsible for the condition or replacement of the personal hard hats.
 - d.) The employee shall allow the personal hard hat to be inspected regularly by the Field Supervisor and if the hard hat is determined to be deficient for any reason the employee will replace the hard hat at their expense, or switch to using a hard hat provided by the Town.
4. Failure to abide by this policy shall be grounds for employee discipline up to and including termination.



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References

29 CFR 1910.135(a)(1) states, "Each affected employee shall wear protective helmets when working in areas where there is a potential for injury to the head from falling objects." The standard also covers conditions where electrical hazards are present. 1910.135(a)(2) states, "Protective helmets designed to reduce electrical shock hazard shall be worn by each such affected employee when near exposed electrical conductors which could contact the head."