

PROPOSED AMENDMENTS TO PART 8: PERSONAL PROTECTIVE CLOTHING AND EQUIPMENT
IN THE OCCUPATIONAL HEALTH AND SAFETY REGULATION

PART 8: PERSONAL PROTECTIVE CLOTHING AND EQUIPMENT

SAFETY HEADGEAR

General requirement

- 8.11 ~~(1) Safety headgear must be worn by a worker in any work area where there is a danger of head injury from falling, flying or thrown objects, or other harmful contacts.~~
- (1) Before a worker starts a work assignment where there is a risk of head injury to the worker from falling, flying or thrown objects, or other harmful contacts, the employer must take measures to**
- (a) eliminate the risk, or**
- (b) if it is not practicable to eliminate the risk, minimize the risk to the lowest level practicable by applying the following control measures in order of priority:**
- (i) engineering controls;**
- (ii) administrative controls;**
- (iii) if the control measures set out in subparagraphs (i) and (ii) are not adequate to minimize the risk to the lowest level practicable, the use of safety headgear by the worker.**
- (2) Safety headgear must meet the requirements of one of the following standards:
- (a) *CSA Standard CAN/CSA-Z94.1-05 or CAN/CSA-Z94.1-15, Industrial protective headwear – Performance, selection, care and use;*
- (b) *ANSI Standard ANSI/ISEA Z89.1-2009 or ANSI/ISEA Z89.1-2014, American National Standard for Industrial Head Protection.*
- (3) If a worker may be exposed to an electrical hazard the safety headgear must have an appropriate non-conductive rating.
- (4) Chin straps or other effective means of retention must be used on safety headgear when workers are climbing or working from a height exceeding 3 m (10 ft), or are exposed to high winds or other conditions that may cause loss of the headgear.
- (5) Repealed. [B.C. Reg. 381/2004.]
- (6) Damaged headgear or headgear with missing, mismatched, or modified components must be removed from service.

[Amended by B.C. Reg. 312/2003, 381/2004, 14/2019.]

EXPLANATORY NOTES:

Section 8.11(1) of the *Occupational Health and Safety Regulation (OHSR)* requires safety headgear to be worn by a worker where there is a danger of head injury from falling, flying or thrown objects, or other harmful contacts. The Sikh community has raised concerns employers are effectively applying this section as a blanket requirement, resulting in turban-wearing Sikh workers not being able to fully participate in the workforce. The Ministry of Labour requested WorkSafeBC consider amending the *OHSR* to continue to protect the health and safety of turban-wearing Sikhs, while providing accommodation where there is no risk of head injury.

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Proposed subsection (1) clarifies the hierarchy of control measures employers must follow when there is a risk of head injury to workers from falling, flying or thrown objects, or other harmful contacts. Employers must take steps to eliminate or minimize, through engineering and/or administrative controls, the risk of head injury to workers before relying on safety headgear. Safety headgear must be worn by workers where it is not practicable to eliminate the risk of head injury, or engineering and/or administrative controls are not adequate to minimize the risk of head injury to the lowest level practicable.

An OHS Guideline will be developed to provide employers with information on the hierarchy of control measures and specific examples of engineering and administrative controls to minimize the risk of head injury.

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