



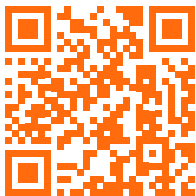
PPE KNOW YOUR RIGHTS

GMB Workers' Guide to Health & Safety

GMB UNION

gmb.org.uk

Workers are safer
in the union



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PPE KNOW YOUR RIGHTS

1. WHAT IS PPE?

Personal Protective Equipment (PPE) includes items designed to protect you from workplace hazards. Examples include:

- Safety helmets
- Gloves
- Eye protection
- Hi-vis clothing
- Puncture proof clothing and shoes
- Safety footwear
- Respiratory protective equipment (RPE)
- Hearing protection
- Harnesses or fall arrest equipment



2. YOUR RIGHT TO BE PROVIDED WITH PPE

Your employer **must provide appropriate PPE free of charge** when there are health and safety risks that cannot be controlled in other ways.

This means:

- You should **never be asked to pay** for your PPE.
- You should receive PPE that is **suitable for your work**
- Your PPE should **fit correctly** so that your work isn't hindered and it protects you in the way it is designed to – for more information see the new British Standard:
www.gmb.org.uk/BSIPPEGuide
- You should have access to replacement PPE when yours becomes damaged or worn.

3. YOUR RIGHT TO TRAINING AND

INFORMATION

Employers must ensure you:

- Know **why** the PPE you have been issued is needed
- Know **how and when** to use it
- Know **how to check for damage and wear**
- Understand the **limitations** of the PPE
- Receive training in the **correct fit and use** of your PPE



4. YOUR RIGHT TO SAFE, WELL MAINTAINED

PPE

PPE must:

- Be **safe and in good condition**
- Be maintained or replaced when necessary
- Be stored properly when not in use
- Meet recognised **safety standards**

If PPE is defective or uncomfortable, you have the right to report it and request a suitable alternative.



5. YOUR RESPONSIBILITY AS A WORKER

While your employer must provide PPE, you also have responsibilities to:

- Use PPE as instructed
- Report any damage, defects, or poor fit
- Take reasonable care of the equipment
- Attend any required PPE training

“Do not make adjustments to your PPE – If you tailor or adapt your PPE in anyway to make it fit, any failing of the PPE to protect you, will now be your liability rather than your employer’s.”

6. YOUR RIGHT TO REFUSE TO WORK

You have the right to raise concerns and refuse to work if:

- PPE is not being provided but is a control measure in the risk assessment for your job task
- The PPE is unsuitable or unsafe for the task you are being asked to carry out (i.e. does not fit, is damaged / broken or is not certified to the correct British Standard)
- You have not been trained in how to correctly use your PPE
- You are being asked to work without required protection

Health and safety concerns can be raised with your manager, health & safety representative, or union rep - **without fear of consequence.**



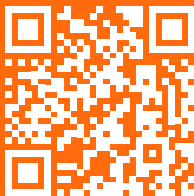
GMB FIT FOR ALL CAMPAIGN

For more information about our GMB Fit for all campaign, visit the campaign webpage: www.gmb.org.uk/campaigns/ppe-fit-for-all/

Here you can find all the materials you need to run the campaign in your workplace and encourage your employer to sign up to the GMB Inclusive PPE charter.



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