

Personal Protective
Equipment (PPE) -
Employee led working
group

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Background



- Employee feedback on PPE was poor due to lack of flexibility, choice, type of clothing, quantities.
- Standard issue each year.
- Budget was maintained in this area – no cuts.
- Large volumes of PPE lying about depots/lockers/homes unopened still in the wrapper.

PPE



Employee lead Working Group



- Working group set up with representatives from cleansing, grounds maintenance, arboriculture, bereavements. PPE supplier also attended.
- Talked through the issues and asked employees for solutions.
- Employees suggested a mix of core items (waterproof jacket and trousers) and points based system for non-core (t-shirts, fleeces, boots, non waterproof trousers etc).
- Employees to take responsibility for individual points/budget.

How does it work?

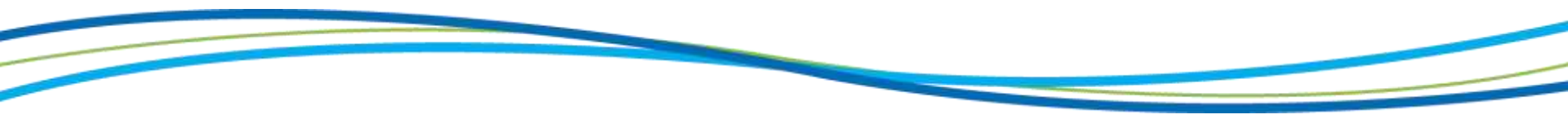


- Budget has standard core items removed from it.
- Remaining budget is split between the number of employees to deliver an individual budget for each employee.
- PPE items and their discounted contract price provided to employees. Note: all items meet H&S requirements, Hi Viz essential.
- Employees complete and submit form with their choices.
- Supervisor authorises.
- Goods ordered, received and issued.

Feedback/Outcomes



- Employee feedback very positive.
- PPE now fit for purpose.
- Improved morale, engagement and trust.
- Less waste – some employees handed in un-opened PPE.
- Didn't cost a penny more.
- Everyone came in under budget – modest saving.
- Led to other working groups – Machinery/Equipment, Accommodation, Personal Development Process and Health and Safety.



- Thank you
- Any questions

