



Policy #22 – Employee Clothing Allowance

Approval Date: March 1, 2018

Policy Statement

Under the Occupational Health and Safety Act, Revised Statutes of Alberta 2000 an employer is required “to ensure, as far as it is reasonably practicable to do so, the health and safety of workers engaged in the work of that employer”, section 2(1.a.i)

Part 18 indicates “an employer must ensure that workers wear personal protective equipment that is correct for the hazard and protects workers”.

The Village of Delia is committed to ensuring that all employees use proper Personal Protective Equipment to do their job safely.

Purpose

To protect the employees of the Village of Delia from the occupational hazards within the workplace by providing protective equipment (PPE).

Application

1. A full time Public Works employee shall be provided by the Employer the following clothing to be worn when performing Village duties:
 - 1 Safety Vest
 - 1 Hard Hat
 - 1 Pair of Safety Glasses (non prescription)
 - 1 Pair of Fire Retardant Coveralls
2. Safety Clothing will be provided for Seasonal or Contract staff, as indicated above, on an as needed basis.
3. The Village of Delia will reimburse a full time employee for the purchase of clothing or safety footwear up to a maximum of \$400 every two years upon submission of an expense claim with valid receipts attached.
4. Council and staff will be provided with 1 golf shirt or equivalent with the Village logo to be worn at work or when attending meetings, conferences or training as Village representatives.
5. All Village PPE will conform to OH&S requirements.
6. All PPE used will be in good condition and maintained according to manufacturers instructions.
7. No piece of PPE will be modified or changed contrary to manufacturers instructions or specifications or OH&S regulations.