

PPE – one size does not fit all



Steve Crofts
Head of Safety Assurance



Tube Lines

Overview

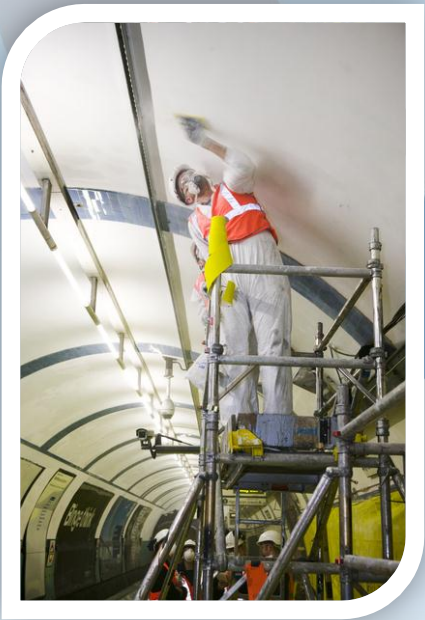
- Who are we?
- A Brief History of Tube Lines
- What we used to do
- Why and how we changed
- How well did the change work?
- What next?



Who are we?

- Wholly owned subsidiary of TfL, employing 2500 with up to another 1500 contractors
- Modernise/Upgrade Jubilee, Northern & Piccadilly lines
- Maintain track, trains, signals, stations and other physical assets

“Working together to deliver an outstanding Tube for London...”



A Brief History of Tube Lines



- Created to run 1 of 3 PPP Contracts (2003)
- Owned by Private Shareholders (2003 – 2010)
- TfL buy out Shareholders (2010)
- New CEO (Former Air Vice-Marshal RAF) (2011)
- Remain at this time wholly owned, separate subsidiary of TfL





**P.P.E.
must be
worn in
this area**



The blanket rule

- 2005, one shareholder mandated safety specs across all Tube Lines sites (hard hats and specific boots also mandated)
- In 2009 gloves were mandated To comply with their international PPE policy, not on any risk basis
- Reduce ambiguity on sites but 2nd shareholder resistant as no risk basis
- Variety and quality of PPE was enhanced to reduce resistance

What London Underground specify?

UNDERGROUND

- LU standard “*All staff, whether LU, Infracore or contractors must wear High Visibility clothing on or near the track.....*” – Significantly less prescriptive than Tube Lines blanket policy.
- Evidence showed that LU maintenance and upgrade divisions did not have a higher proportion of eye/hand incidents than Tube Lines.



Other Considerations

RSSB Human Factors research

"PPE is often essential to protect workers from hazards during maintenance tasks, such as, excessive noise or chemicals. However, such PPE can be a hindrance in the performance of a task if not carefully selected."



"The key Human Factors message is that the need for PPE should be eliminated through the removal of the risk. If this cannot be achieved then, because PPE is a last line of defence, it is very important to ensure that it is worn."

What happened next?

- It's 2011
- Now owned by TfL
- No private shareholders
- New CEO, previously of RAF
- Blanket Policy on PPE remains



Why we changed?

Communication with front line employees during our Senior Manager 'Be Safe for Summer' highlighted on-going issues with blanket policy.

- Meant to bring consistency but didn't
- Requirements often excessive for tasks being undertaken
- Removed a prompt to think (risk assess)
- Not risk based and at odds with best practice



How we changed

- Procedure similar to RAF's dress code system consulted with TUs and agreed
- Focus changed to wearing PPE appropriate to task hazards,
- Broad Spectrum Comms - PPE 'D-Days', staff magazines, focused tool box talks, SPC forums etc



Code BLUE



Hi vi and boots.

Eg track environment for inspection and surveying. Signal and communication equipment rooms.

Code GREEN



Hi vi, boots and eye protection.

Eg depot areas A, B and C, workshop environment including escalator and lift machine rooms. Track signalling and light track maintenance works, general training outside the classroom. (Bump caps as required by WRA eg pit road working).

Code AMBER



Hi vi, boots, eye protection, hard hat, gloves. Ear defenders and dust mask based on risk assessment.

Eg station worksites and PWay working. Heavy maintenance works about the track.

Code RED



Hi vi, boots, eye protection, hard hat, gloves, ear defenders, respiratory protective equipment and other specialist PPE.

Eg ERU sites, vent cleaning, hazardous materials removal sites, track welding and hot works.

This is general guidance to help achieve 100 per cent PPE compliance to protect you from hazards in the work place. Codes blue and green are minimum requirements. Codes amber and red are subject to task specific risk assessments. Remember to carry the PPE you need for the areas your work may take you to. If in doubt talk to your SPC or HSE Adviser.

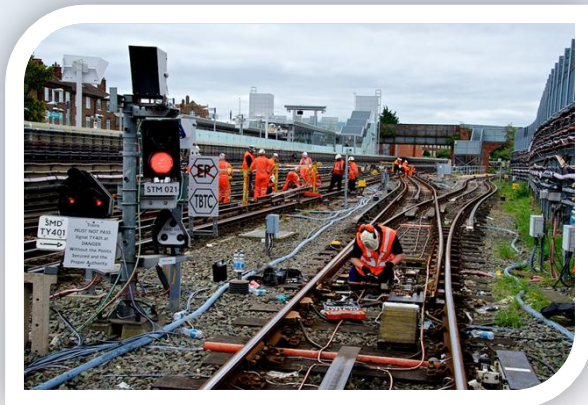
From 1 September 2011 - know your code

What's working well?

- Temporary work sites
- You said we did
- Engrains concept of risk
- Refocuses on SSOW (include codes)



- Risk assessment to use other controls e.g. elimination (not rely on PPE)
- Integrated with Safety Induction



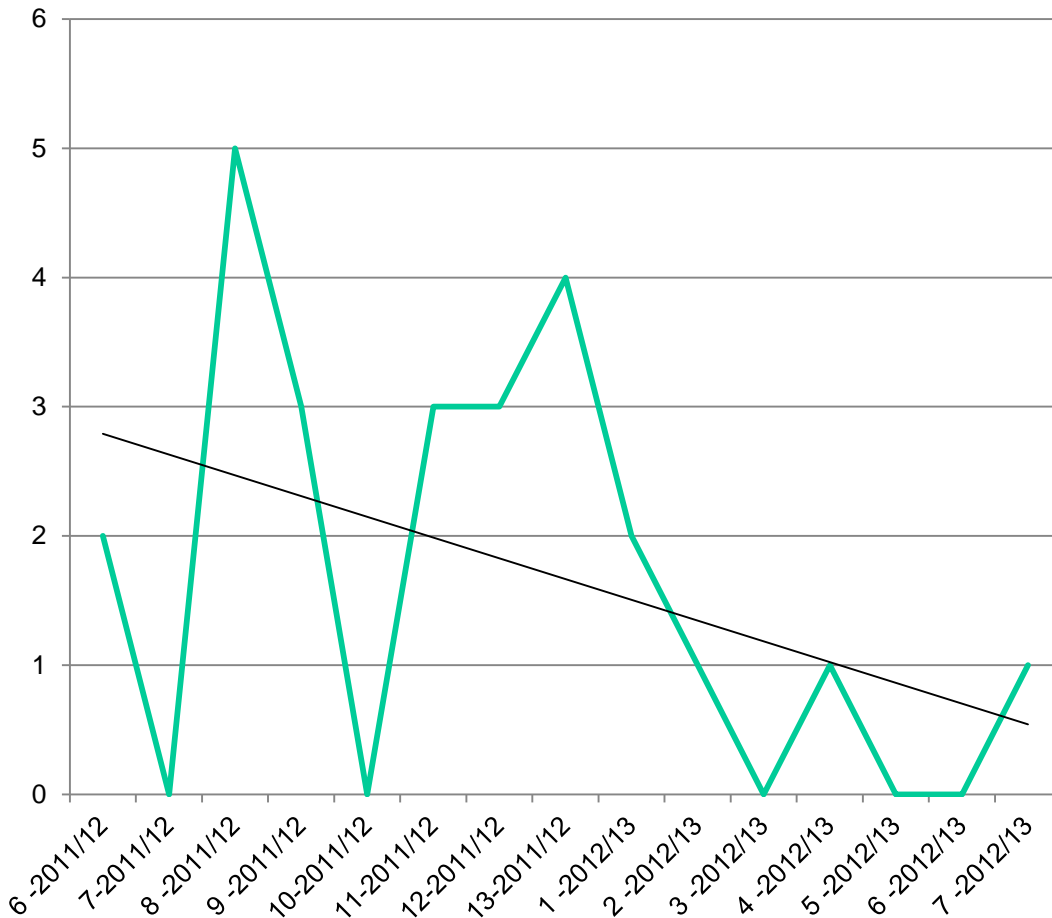
How have we monitoring effectiveness

- Be Safe for Winter
- Million Steps to Safety
- Incident reports
- Contractor Forums
- Site Person in Charge forums
- PPE D-Day
- PPE focused audit (scheduled)



Has it had the desired effect?

Number of incidents since PPE Code Launch



- 36% decrease in PPE non compliance
- 126 observations of good practice during Million Steps to Safety visits
- Feedback generally positive
- Conclusion, Yes but can still do better

Challenges faced and on-going developments

- Challenging to implement positively / not a backward step
- Some permanent sites not grasped
- Some view as dictated despite consultation
- More to remember / train
- Needs on-going comms
- Need to carry all PPE regardless



Enhancements to Respiratory protection (Face Fit)

- Ensure Respiratory Protective Equipment in use was a 'tight fit' and therefore effective in protecting staff and contractors as intended



Filtering face mask being fit tested



Half face mask



Full face mask

PPE Vending Machines

- Trial PPE vending machine installed at our main depot
- 12 more due in by the end of the year across other locations
- Use staff pass as currency and enhance availability



Continued and ever increasing variety available



One Size really does not fit all – Cautionary tale





- Tube Lines try to ensure significant flexibility with PPE requirements to;

- Boost compliance
- Ensure staff feedback acted on
- Promote a risk based approach
- Ensure risks are correctly managed



- Questions?

