

## 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 in a work area 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) requiring the worker to wear safety headgear.**
- (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.*
  - (c) Repealed. [B.C. Reg. 14/2019.]
  - (d) Repealed. [B.C. Reg. 312/2003.]
- (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- (5) Repealed.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, 14/2019.]

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### 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.

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

The intent of the proposed revisions are to improve occupational health and safety in the workplace by requiring employers to follow the hierarchy of controls and ensure measures such as elimination, engineering controls, and administrative controls are applied before relying on safety headgear. Personal protective equipment, such as safety headgear, provides the lowest level of protection in the hierarchy.

Proposed subsection (1) clarifies employers must take steps to eliminate or minimize, through engineering and/or administrative controls, the risk of head injury to workers before requiring workers to wear safety headgear. Safety headgear must be worn by workers if 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.