PPE: Assess the Hazard Before Choosing Protection

TOPIC 05 / WRITTEN LESSON



Review task hazards, suitable protection, limitations and worker understanding.

Assess first

Identify the task, who is exposed and the relevant physical, chemical or other hazards. Review ways to eliminate or reduce the exposure before relying on protective equipment. Use the applicable PPE assessment and documentation requirements; the academy worksheet supports a review but does not certify a technical selection.

Select for the actual conditions

Protection must be appropriate for the hazard and use. One glove, face covering or eye-protection purchase does not establish suitability for every material or task. Use verified hazard information, manufacturer limitations and competent selection. Separate respiratory protection from an ordinary purchase of masks; applicable respiratory-program duties need their own review.

Make use and limitations understood

Workers need instruction on when equipment is necessary, its proper use, limits, care and replacement. Arrange required fit or task-specific training through the appropriate program. Check the applicable employer-payment rules rather than assuming every item is an employee expense.

Check the equipment in service

Review condition, availability and actual use. Address damage or a changed task before continued exposure. Record the observed problem and who will resolve it; avoid medical details or unsupported claims about what protection will prevent every injury.

PPE: Assess the Hazard Before Choosing Protection

TOPIC 05 / INSPECTION AND EVIDENCE



What an inspector may review

- Appropriate hazard assessment and documentation
- Protection selected for the real hazard
- Training, condition, fit and limitations
- Additional respiratory or other specialized programs when applicable

Records and evidence to locate

- Task/PPE assessment reference and reviewer
- Product specification/compatibility source
- Training and understanding check
- Inspection/replacement and issue-resolution record

Typical gaps to correct

- No hazard assessment
- Generic protection chosen without suitability review
- Workers unsure of limitations or using damaged equipment

Worked example - fictional Harbor Supply

Harbor orders one type of glove for packing, a cleaning product and a cutting-related task.

The reviewer separates the hazards and checks suitable controls and product limitations for each task. The business does not declare a universal glove material from the course. Workers receive the appropriate task instruction and a route to report damage or poor fit.

PPE: Assess the Hazard Before Choosing Protection

TOPIC 05 / FACILITATOR KIT



Before the meeting

Choose a relevant, safe example; check the current rules and site procedure. Review open hazards, recent investigations and the prevention program. Arrange language or accessibility support.

0-3

State the topic, review previous corrective actions, and invite worker observations without retaliation.

3-10

Use the lesson and the worked example. Ask workers to identify the exposure, the control and the responsible person.

10-17

Using documents and clean unused examples only, compare the requirements of two tasks. Record the questions a competent selector must resolve before use.

17-20

Use the teach-back questions. Record actual attendees and topics, assign actions and a verification date. This 20-minute agenda is a suggested teaching plan, not a universal meeting-frequency rule.

Teach-back discussion

- What hazard is this item intended to address?
- What limitation matters here?
- How is damage or poor fit reported?

Use actual attendees and topics in the meeting record. Do not enter private medical details here or treat a fictional exercise as proof of a real correction.

Official references

WAC 296-800-160: personal protective equipment

L&I chemical safety basics

PPE: Assess the Hazard Before Choosing Protection

TOPIC 05 / FILLABLE WORKPLACE EXERCISE



Use the fictional example first. Keep real personnel and medical records in your approved secure systems.

Site / department / task

Actual observation and evidence reference

Workers consulted / language needs

Existing control and observed gap

Protective action and responsible person

Due date / verification method

What changed / remaining concern / follow-up date

Explain it back

What hazard is this item intended to address?

What limitation matters here?

How is damage or poor fit reported?