

**AGENDA of the
Portfolio Committee: Management Services
03 June 2022
(Also the agenda for the Mayoral Committee Meeting: 27 June 2022)**

**2.
REVIEW: PERSONAL PROTECTIVE EQUIPMENT POLICY**

4/7/5/B

N Floors

23 May 2022

Manager: Labour Relations and Health & Safety

(028) 313 8123

1. Executive Summary

The purpose of this report is to inform the Council of the Review of the Personal Protective Equipment Policy.

2. Service Delivery and Budget Implementation Plan - IGNITE

Directorate: Management Services
Department: Human Resources

3. Compliance with Strategic Priorities

Provision of democratic, accountable and ethical governance
Provision and maintenance of municipal services
Creation and maintenance of a safe and healthy environment

4. Delegated Authority

None

5. Legal Requirements

Local Government: Municipal Systems Act, 2000 (Act 32 of 2000);
Basic Conditions of Employment Act, 1997 (Act No 75 of 1997) ;
Labour Relations Act, 1995 (Act 66 of 1995) ;
Occupational Health and Safety Act No 85 of 1993 and Regulations
SALGBC- Disciplinary Procedure Collective Agreement.

6. Background/Discussion/Evaluation/Conclusion

Background

Policies are introduced in the workplace to inform employees of rules of employment relationships and employee practices and to maintain consistency within the workplace

As per the Overstrand Municipality's (OM) staffing policy and its implementation is aimed, fundamentally, at matching the human resources to the strategic and

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operational needs of the Municipality and to ensure the full utilisation and continued development of its employees.

As per changes to the work environment, changes to legislation and regulations, policies must be reviewed from time to time to meet the requirements as mentioned.

7. Financial Implications

Annual Budgetary Provision

8. Staff Implications

Internal Staff

9. Comments from other Departments, Divisions and Administrations

The policy was discussed at the Local Labour Forum of 12 April 2022.

10. Annexures

Annexure A: Personal Protective Equipment Policy

RECOMMENDATION TO THE COUNCIL:

that the Personal Protective Equipment Policy **be approved.**

RESPONSIBLE OFFICIAL :

N FLOORS

TARGET DATE FOR IMPLEMENTATION :

1 JULY 2022

**AGENDA of the
Portfolio Committee : Management Services
3 June 2022
(Also the agenda for the Mayoral Committee Meeting : 27 June 2022)**

**2.
REVIEW: PERSONAL PROTECTIVE EQUIPMENT POLICY**

4/7/5/B

N Floors

23 May 2022

Manager: Labour Relations and Health & Safety

(028) 313 8123

**THIS MATTER SERVED BEFORE THE JOINT PORTFOLIO COMMITTEE ON
3 JUNE 2022, WHICH COMMITTEE RECOMMENDED AS FOLLOWS:**

RECOMMENDATION TO THE COUNCIL:

that the Personal Protective Equipment Policy **be approved.**

RESPONSIBLE OFFICIAL :

N FLOORS

TARGET DATE FOR IMPLEMENTATION :

1 JULY 2022

1. PREAMBLE

Employers are required in terms of the Occupational Health and Safety Act, 85 of 1993 to provide an environment that is safe, healthy and hazard free, for the employees to work in. It is for that reason that Overstrand Municipality has adopted a responsibility to provide for Personal Protective Equipment for its employees with the view to creating a healthy and safe working environment.

1. [INTRODUCTION

Overstrand Municipality compiled a policy and procedure guideline on the issue and control of personal safety equipment / protective clothing.]

2. LEGISLATIVE FRAMEWORK

2.1 The **Constitution of South Africa** 108 of 1996 (as amended)

2.2 The **Basic Conditions of Employment Act** 75 of 1997 (as amended)

2.3 The **Labour Relations Act** 66 of 1995 (as amended)

2.4 The **Occupational Health and Safety Act**, 85 of 1993 and Regulations (as amended)

2.5 **Compensation for Occupational Injuries and Diseases Act** 130/1993 (as amended)

3. OBJECTIVE

[To comply with the conditions relating to the Occupational Health and Safety Act, Act 85 of 1993 regarding the issue and control of safety equipment/protective clothing as well as to compile a policy on the issue and control of other clothing and uniforms which is not legally compulsory.]

3.1 To ensure that all employees entitled, are provided with Personal Protective Equipment that is compliant with Health and Safety Requirements of all employees in terms of the Occupational Health and Safety Act and Regulations.

3.2 To ensure that employees perform their duties in a safe and healthy environment that is free from hazards.

3.3 To set standards with regard to personal protective equipment as to who must wear and use what, where and when.

3.4 To take steps to reduce the risk as much as is practicable possible and to provide free of charge and maintain in a good and clean condition such safety equipment as may be necessary to ensure that any person exposed to any unsafe condition at the workplace is always safe to work in that condition or situation.

3.5 To create a sense of responsibility within Overstrand Municipality as well as to assist employees where the work environment may damage their PPE.

4. DEFINITIONS

4.1 **Danger:** Anything that may cause injury or damage to persons or property

- 4.2 **Hazard:** A source of or exposure to danger.
- 4.3 **Job:** A combination of different tasks.
- 4.4 **Employer:** A person designated as the employer in terms of section 1 the Occupational Health and Safety Act.
- 4.5 **Risk:** The probability that injury or damage will occur.
- 4.6 **Risk assessment:** An assessment of the probability that injury or damage will occur.
- 4.7 **Task:** A usually assigned piece of work to be finished / completed at a certain time.
- 4.8 **Personal Protective Equipment:** Specialized Clothing or equipment worn by employees for protection against health and safety hazards. Personal Protective equipment is designed to protect many parts of the body, i.e., eyes, head, face, hands, feet and ears.

5. POLICY GUIDELINE.

- 5.1 All issues may only be done in terms of this policy of the schedules as approved by the Overstrand Safety Committee and the approval of the relevant Manager (Section 16(2) delegated in terms of Act 85 of 1993).

Definition: Issue – means personal safety equipment/protective clothing as well as other clothing and uniforms not compulsory by law.

- 5.2 Additions, reductions or changes to the schedules must be motivated by the relevant Manager in writing to the Municipal Manager or his assignee.
- 5.3 Occupational Health and Safety Officer is responsible to maintain the official schedules mentioned in (3.1) above.
- 5.4 Each department must keep proper record of all issues to each employee and these records must be open for audit and inspection by the [Manager] by the office of the Internal Auditor and/or the Occupational Health and Safety Section.

6. Wear and use of issues.

Employees are compelled to wear and use the relevant issues. Failure to do so may lead to disciplinary action. Departmental Heads are responsible as stipulated in Section 16(2) of Act 85 of 1993. Supervisors, Occupational Health Safety Officers and safety representatives will continuously check on employees and report deviations to the relevant Manager and the Municipal Manager. No employee may use or wear issues in his/her private time or for private use.

7. Budget.

Managers must budget as necessary.

8. Purchases.

Purchases and issues must be controlled by each Manager or his assignee as well as by the Storekeeper in accordance to points (5.1) and (5.4).

9. **Cleaning.**

Cleaning, washing and ironing of issues is the responsibility of the employee. Abnormal circumstances can be referred to the Municipal Manager or his assignee for consideration.

10. **Ownership.**

All issues issued for a specific cycle remain the property of the Council during that cycle. All issues of equipment remain the property of the Council and must be marked in such a way that the date of issue can be determined.

When an item is replaced, such item, when replaced, will be taken in and subsequently destroyed.

11. **Undertaking in writing.**

All employees must undertake in writing to wear and use all issues, before an issue can take place.

12. **Termination of service.**

When an employee leaves the Council's service, Managers must see to the return or retaining of issues issued for a specific cycle as well as recovering of outstanding monies in collaboration with the [Manager] Human Resources Department.

13. **Induction training.**

All new employees must be properly informed of this policy and the contents thereof, and must sign to acknowledge receipt of a copy. This policy is therefore a part of each employee's service contract and where necessary specific conditions in this regard must be additionally included in the letter of appointment.

14. **Frequency/terms of issue:**

Issues of overalls will be made annually according to schedules. Other issues are based on the principle of as and when needed and will therefore only be replaced when worn out. This schedule serves as determination of which equipment and clothing must be issued; the quantities that must be issued as well as the minimum life expectancy of the items issued. Proof that the items are worn out or the returning of worn out items, is compulsory before a new issue can/may be made.

15. **Responsibility for issues:**

Employees who negligently loose or damage their issues will be held responsible, once such negligence is proven via due processes.

16. **Disregarding of policy conditions:**

Disregarding of the policy conditions will be dealt with in accordance to the existing disciplinary procedures of the Council.

17. ABBREVIATIONS

- 17.1 **PPE: Personal Protective Equipment.**
- 17.2 **OHS Act: The Occupational Health and Safety Act.**
- 17.3 **COIDA: Compensation for Occupational injuries and Diseases Act.**
- 17.4 **BCEA: Basic Conditions of Employment Act.**

18. SCOPE AND APPLICATION

This policy is applicable to ALL employees whose job or functions require them to utilize in PPE on a full time basis. The policy also covers employees who are required in terms of their duties to use PPE on an adhoc basis.

19. GENERAL DUTIES OF THE EMPLOYER TOWARDS ITS EMPLOYEES

- 19.1 Overstrand Municipality will first assess or evaluate the risks and document the risk attached to all work being done.
- 19.2 Overstrand Municipality will provide PPE to assist mitigating the risk of exposing employees to a hazardous environment
- 19.3 Overstrand Municipality will enforce at all times the use of PPE.
- 19.4 Overstrand Municipality shall identify employees who qualify to wear PPE.
- 19.5 Overstrand Municipality shall ensure that no worker and official, including Contractors, are allowed to perform any work without the correct PPE.

20. GENERAL DUTIES OF EMPLOYEES AT WORK

- 20.1 Employees must be aware of and understand all hazards and risks associated with their jobs and work areas.
- 20.2 Co-operate with the employer to ensure that the requirements as set out in the OHSACT and Regulations are complied with.
- 20.3 Maintain each item issued to them and keep it clean and hygienic and in a good state of repair, of which cleaning material are provided by the employer.
- 20.4 Must be trained in the proper use, care, maintenance and limitations of PPE. Employees must wear and use PPE at all times when required.

21. PROCEDURE ON PURCHASING AND ISSUING OF PERSONAL PROTECTIVE EQUIPMENTS

21.1 PROCESS TO PURCHASE PERSONAL PROTECTIVE EQUIPMENTS

- 21.1.1 The budget for Personal Protective Equipment for all departments shall vest with the specific Manager. The budget shall also cater for new appointments.
- 21.1.2 All Personal Protective Equipment purchased shall be in accordance with the SABS, approved quality standards, and in line with the Supply Chain Management Procurement Processes. Fire department's PPE is ordered from overseas.
- 21.1.3 Managers shall submit their Personal Protective Equipment requirements to the Stores Department of the Municipality before the first quarter of each financial year.
- 21.1.4 The Stores Department shall purchase and deliver the Personal Protective Equipment during the first quarter of the financial each year.

21.1.5 Gender-specific requirements shall be taken into consideration when conducting PPE requirement assessments and when purchasing the required items.

22.2. ISSUING OF PERSONAL PROTECTIVE EQUIPMENT

22.2.1 Personal Protective Equipment shall be issued by the Manager/Supervisor in accordance with set schedules, See Annexure B.

22.2.2 A record shall be kept of the issuing of all PPE including specialized equipment to employees. **See attached, Annexure A.**

All employees must, prior to being issued with PPE, undertake in writing to wear and use all issues.

22.2.3 The in-service training learners shall be issued with a full set of PPE depending on the section they are placed in.

22.2.4 Council will not be responsible for the laundry or maintenance of employee's Personal Protective Equipment, but shall replace clothing and equipment damaged during and as a result of the execution of official duties.

22.2.5 All issues issued for a specific cycle shall remain the property of the Council and must be marked in such a way that the date of issue may be determined.

When an item of clothing or equipment is replaced, such item, when replaced, will be taken in and subsequently destroyed.

22.2.6 **Overalls will be issued annually according to schedules.** Other issues are based on the principle of as and when required and will only be replaced when worn out.

The schedules serve as determination of which equipment and clothing must be issued; the quantities that must be issued as well as the minimum life expectancy of the items issued. A person requiring new PPE shall be required to return the worn-out items prior to being issued with new PPE.

22.2.7 When an employee leaves the Council's service, Managers must see to the return or retaining of issues last issued.

22.2.8 Employees are compelled to wear and use the relevant issues. Failure to do so may lead to disciplinary action. No employee may use or wear issues in his/her private time or for private use. When employees clock out – they may still be in PPE, this is Private time.

23.3. ISSUING OF PERSONAL PROTECTIVE EQUIPMENTS IN SPECIAL CIRCUMSTANCES

23.3.1 For employees, who due to physical or ergonomic constraints, are precluded from using standard personal protective equipment specially manufactured PPE may be purchased, provided that a prescription issued by a medical specialist for purposes of assisting the employer in purchasing the correct PPE, is submitted to the employer.

23.3.2 The employer shall be responsible for the costs with regard to the Initial consultation.

23.3.3 The employees' status shall be reviewed on an annual basis in order to establish whether there is any improvement with regard to the condition of the employee, which costs shall be borne by the employer.

24. MONITORING

24.1 Managers will be responsible, during routine inspections, for the monitoring of the correct use and maintenance of protective equipment.

24.2 Employees who negligently loose or negligently or intentionally damage their issues will be held responsible.

25. DISREGARDING OF POLICY CONDITIONS

Disregard of these policy conditions will be dealt with in accordance with the existing disciplinary procedures of the Council.

26. APPROVAL AND IMPLEMENTATION

The policy will be implemented upon adoption by Council.

ANNEXURE A**PERSONAL PROTECTIVE EQUIPMENT (PPE)**

Area		Department	
Name		Staff no.	

CONDITIONS OF SERVICE

1. PPE will be issued at expense of the Overstrand Municipality.
2. PPE remains the property of the Overstrand Municipality and must be handed back on termination of service.
3. Loss or wilful damage to PPE may result in disciplinary action being taken against the employee after an investigation.
4. I will immediately report if PPE issued to me is lost or damaged.
5. I will wear/use PPE issued to me where and whenever required to do so.
6. PPE may not be removed from the Overstrand Municipality's premises.
7. I understand that it is a legal requirement to wear PPE and that refusal to do so can lead to disciplinary procedures being instituted.
8. I have received comprehensive training on the use and limitations of PPE.

I understand and accept all the conditions of issue above.

SIGNATURE: _____ **DATE:** _____

One Peace Overall		Two Peace Overall		Warm Jacket		Jeans	
Hard Hat		Gum Boots		Safety Shoes		Safety Gloves	
Safety Goggles		Reflective Vest		Face Shield		Welding Hood	
Safety Harnas		Switching Suite					

SIGNATURE: _____

DATE ISSUED: _____

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Uniform & Protective Clothing

Overstrand Parks/Resort/Beaches	Safety Clothes and Uniforms.	Total	Distribution date / frequency.
	Overalls	3	<ul style="list-style-type: none"> • 3 Initially. • Replace when damaged/well worn. • Hand in.
	Hi Vizable T-Shirt	3	<ul style="list-style-type: none"> • 3 Initially. • Replace when damaged/well worn. • Hand in.
	Safety boots	2	<ul style="list-style-type: none"> • 2 Initially. • Replace when damaged/well worn. • Hand in.
	Rain suit (Blacklander or similar)	1	<ul style="list-style-type: none"> • 1 Initially. • Replace when damaged/well worn. • Hand in.
	Gum boots	1	<ul style="list-style-type: none"> • 1 Initially • Replace when damaged/well worn • Hand in.
	Reflector vest	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in.
	Gloves	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in.
	Sun Hats	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in.
	Masks	1	<ul style="list-style-type: none"> • As required
	Windbreaker jacket Water resistant	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in
Machine operators (chain saw/bush cutter/grass cutter)	Thick (padded) safety trousers and jacket	1	<ul style="list-style-type: none"> • 1 Initially • Replace when damaged/well worn • Hand in

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Machine operators (chain saw/bush cutter/grass cutter)	Ear muffs		<ul style="list-style-type: none"> 1 Initially Replace when damaged/well worn Hand in
Machine operators (chain saw/bush cutter/grass cutter)	Face guards		<ul style="list-style-type: none"> 1 Initially (as per management approval) Replace when damaged/well worn Hand in
Solid Waste / Refuse Removal			
	Overalls	3	<ul style="list-style-type: none"> 3 Initially. Replace when damaged/well worn. Hand in.
	Hi Vizable T-Shirt	3	<ul style="list-style-type: none"> 3 Initially. Replace when damaged/well worn. Hand in.
	Safety boots	2	<ul style="list-style-type: none"> 2 Initially Replace when damaged/well worn Hand in
	Rain suit (Blacklander or similar)	1	<ul style="list-style-type: none"> 1 Initially Replace when damaged/well worn Hand in
	Gum boots	1	<ul style="list-style-type: none"> 1 Initially Replace when damaged/well worn Hand in
	Gloves	1	<ul style="list-style-type: none"> 1 Initially (as per management approval) Replace when damaged/well worn Hand in
	Sun Hats	1	<ul style="list-style-type: none"> 1 Initially (as per management approval) Replace when damaged/well worn Hand in.
	Reflector vest	1	<ul style="list-style-type: none"> 1 Initially (as per management approval) Replace when damaged/well worn Hand in
	Windbreaker jacket Water resistant	1	<ul style="list-style-type: none"> 1 Initially (as per management approval) Replace when damaged/well worn Hand in

Water & Sewerage distribution			
	Overalls	3	<ul style="list-style-type: none"> • 3 Initially. • Replace when damaged/well worn. • Hand in.
	Hi Vizable T-Shirt	3	<ul style="list-style-type: none"> • 3 Initially. • Replace when damaged/well worn. • Hand in.
	Safety boots	2	<ul style="list-style-type: none"> • 2 Initially • Replace when damaged/well worn • Hand in
	Rain suit (Blacklander or similar)	1	<ul style="list-style-type: none"> • 1 Initially • Replace when damaged/well worn • Hand in
	Gum boots	1	<ul style="list-style-type: none"> • 1 Initially • Replace when damaged/well worn • Hand in
	Rubber Gloves	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in
	Sun Hats	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in.
	Reflector vest	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in.
	Masks	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in.
	Waders	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in.
	Windbreaker jacket Water resistant	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in

Water & Sewerage purification/network

	Overalls	3	<ul style="list-style-type: none"> • 3 Initially. • Replace when damaged/well worn. • Hand in.
	Hi Vizable T-Shirt	3	<ul style="list-style-type: none"> • 3 Initially. • Replace when damaged/well worn. • Hand in.
	Safety boots	2	<ul style="list-style-type: none"> • 2 Initially • Replace when damaged/well worn • Hand in
	Rain suit (Blacklander or similar)	1	<ul style="list-style-type: none"> • 1 Initially • Replace when damaged/well worn • Hand in
	Gum boots (Steel toe cap)	1	<ul style="list-style-type: none"> • 1 Initially • Replace when damaged/well worn • Hand in
	Sun Hats	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in.
	Rubber Gloves	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in
	Masks	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in
	Reflector vest	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in
	Windbreaker jacket Water resistant	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in
Street & Stormwater			
	Overalls	3	<ul style="list-style-type: none"> • 3 Initially. • Replace when damaged/well worn. • Hand in.
	Hi Vizable T-Shirt	3	<ul style="list-style-type: none"> • 3 Initially.

				<ul style="list-style-type: none"> • Replace when damaged/well worn. • Hand in.
	Safety boots	2	<ul style="list-style-type: none"> • 2 Initially • Replace when damaged/well worn • Hand in 	
	Rain suit (Blacklander or similar)	1	<ul style="list-style-type: none"> • 1 Initially • Replace when damaged/well worn • Hand in 	
	Gum boots	1	<ul style="list-style-type: none"> • 1 Initially • Replace when damaged/well worn • Hand in 	
	Gloves	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in 	
	Sun Hats	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in. 	
	Reflector vest	1	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in 	
	Masks	1	<ul style="list-style-type: none"> • As required • 1 Initially • Replace when damaged/well worn • Hand in 	
	Machine operators (chain saw/bush cutter/grass cutter)	1	<ul style="list-style-type: none"> • 1 Initially • Replace when damaged/well worn • Hand in 	
	Machine operators (chain saw/bush cutter/grass cutter)		<ul style="list-style-type: none"> • 1 Initially • Replace when damaged/well worn • Hand in 	
	Machine operators (chain saw/bush cutter/grass cutter)		<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in 	
Office cleaners (female)				
	Berlei navy	2	Annually	
		2	Annually	
	O/strand T Shirts	2	Annually	
	Women's work Jacket – Agrimark	1	Annually	

Raincoat	Rain suits	1	Annually
Ankle Gumboot	Safety shoes	2	Annually
Kleinmond Library			
Pants and Skirts from Image maker			
Gansbaai Admin			
TRF Sport - Beauty Top - Light Blue – twice per year			
Mechanical			
Overalls		2	<ul style="list-style-type: none"> Annually (August)
Safety boots		2	<ul style="list-style-type: none"> 2 Initially Replace when damaged/well worn Hand in
Rain suit (Blacklander or similar)		1	<ul style="list-style-type: none"> 1 Initially Replace when damaged/well worn Hand in
Building maintenance			
Overalls		2	<ul style="list-style-type: none"> Annually (August)
Safety boots		2	<ul style="list-style-type: none"> 2 Initially Replace when damaged/well worn Hand in
Rain suit (Blacklander or similar)		1	<ul style="list-style-type: none"> 1 Initially Replace when damaged/well worn Hand in
Gum boots		1	<ul style="list-style-type: none"> 1 Initially Replace when damaged/well worn Hand in
Gloves		1	<ul style="list-style-type: none"> 1 Initially (as per management approval) Replace when damaged/well worn Hand in
Hard hat		1	<ul style="list-style-type: none"> 1 Initially (as per management approval) Replace when damaged/well worn Hand in

Electricians and Sups			
	Long sleeve trousers – motivation to the director by the manager	<ul style="list-style-type: none"> • 2 per year or when damaged • Hand in • Own supply 	• Interdepartmental distribution
	Short sleeve trousers - Denim - motivation to the director by the manager (Trousers must be neat)	<ul style="list-style-type: none"> • 2 per year or when damaged • Hand in 	• Interdepartmental distribution
	Shirts – strong cotton 2 pockets	<ul style="list-style-type: none"> • 1 pair per year or when damaged • Hand in 	• Interdepartmental distribution
	Safety boots Oil and acid resistant with steel cap	<ul style="list-style-type: none"> • 1 Initially or when damaged • Hand in 	• Interdepartmental distribution
	Rain suit	<ul style="list-style-type: none"> • 1 pair Initially or when damaged • Hand in 	• Interdepartmental distribution
	Gum boots – Electricians boots must be steel toe cap	<ul style="list-style-type: none"> • 1 pair Initially or when damaged • Hand in 	• Interdepartmental distribution
	Gloves Rubber, leather and lining	<ul style="list-style-type: none"> • 1 pair Replace when needed. 	• Interdepartmental distribution
	Hard hat	<ul style="list-style-type: none"> • 1 Initially Replace damaged • Hand in 	• Interdepartmental distribution
	Face Shield – (live work - switching)	<ul style="list-style-type: none"> • 1 Initially Replace damaged • Hand in 	• Interdepartmental distribution
	Windbreaker jacket Water resistant	<ul style="list-style-type: none"> • 1 Initially Replace damaged • Hand in 	• Interdepartmental distribution
	MV Switch Suit	<ul style="list-style-type: none"> • 1 Initially Replace damaged 	• Interdepartmental distribution to designated personnel

		<ul style="list-style-type: none"> • Hand in 	
	LV Switch Suit	<ul style="list-style-type: none"> • 1 Initially • Replace damaged • Hand in <p>when</p>	<ul style="list-style-type: none"> • Interdepartmental distribution to designated personnel
	Cap (optional)	1 Initially	<ul style="list-style-type: none"> • Replace self
	Reflector vest	1 Initially	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in
Electrical - Workers			
	Overalls	<ul style="list-style-type: none"> • 3 pair per year • Replace when damaged • Hand in 	<ul style="list-style-type: none"> • Interdepartmental distribution
	Safety boots (steel toe cap.)	<ul style="list-style-type: none"> • 2 pairs initially • Replace when damaged • Hand in 	<ul style="list-style-type: none"> • Interdepartmental distribution
	Rain suit	<ul style="list-style-type: none"> • 1 Initially • Replace when damaged • Hand in 	<ul style="list-style-type: none"> • Interdepartmental distribution
	Gum boots "Steel toe cap"	<ul style="list-style-type: none"> • 1 pair Initially • Replace when damaged • Hand in 	<ul style="list-style-type: none"> • Interdepartmental distribution
	Gloves	As needed	<ul style="list-style-type: none"> • Interdepartmental distribution
	Hard hat	As needed	<ul style="list-style-type: none"> • Interdepartmental distribution
	Windbreaker jacket	<ul style="list-style-type: none"> • 1 Initially • Replace damaged <p>when</p>	<ul style="list-style-type: none"> • Interdepartmental distribution
	Reflector vest	1 Initially	<ul style="list-style-type: none"> • 1 Initially (as per management approval) • Replace when damaged/well worn • Hand in

Traffic personnel			
Combat trousers	3	• Annually	
Leather boots	1	• Annually	
Goggles	1	• Annually – if needed	
Cap	1	• Annually	
Golf cap	2	• Annually	
Tie	1	• Annually	
Jersey	1	• Annually	
Pull over	1	• Annually	
Long sleeve shirt	2	• Annually	
Short sleeve shirt	5	• Annually	
Wind breaker jacket	1	• Initially - Replace when damaged	
Rain wear	1	• Replace when damaged	
Long sleeve trousers	3	• Annually	
Belt	1	• Annually	
Shoes	2	• Annually	
Combat boots	2	• Annually	
Socks	7 pair	• Annually	
Epaulettes	2 pair	• Annually	
Flash light	2 pair	• Initially - Replace when damaged	
Reflective jacket	1	• Annually	
Directing traffic Gloves (white)	2 pair	• Annually	
Bullet Proof	1	• Replace when damaged	
Shields for Bullet proof	1 pair	• Initially - Replace when damaged	
Beanies	2	• Annually	
Leather jacket	1	• Replace when damaged	
Star	2	• Annually	
Motorcycle helmet	1	• Initially - Replace when damaged	
Motorcycle Gloves	2	• Annually	
Motorcycle jacket	1	• Replace when damaged	
Motorcycle trousers	1	• Replace when damaged	
Motorcycle boots	1	• Replace when damaged	
Ladies skirt	3	• Annually	
Ladies bow tie	1	• Annually	

Ladies Hand bag	1	• Replace when damaged
Ladies court shoe	1	• Annually
Formal Dress Uniform (male)	3	• Replace when damaged
Formal Dress Uniform (Female)	3	• Replace when damaged
Station Wear Summer uniform	1	• Annually
Station Wear Winter uniform	1	• Annually
Specialist Operational one-piece overall	2	• Annually
T-shirt	3	• Annually
All weather PARKA	1	• Replace when damaged
Dress Uniform trousers	3	• Replace when damaged
Officers Corporate Jacket	1	• Replace when damaged
Winter coat	1	• Replace when damaged
Male peak cap	1	• Replace when damaged
Female combination cap	1	• Replace when damaged
6 panel baseball cap	2	• Annually
Arm flashers	2	• Annually
Dress uniform gloves	1	• Annually
Corded lanyard white whistle	1	• Annually
Ceremonial web belt	1	• Replace when damaged
Shield	2	• Annually
Rank Insignia	2	• Annually
Wintershoes (wool lining)	1	• Replace when damaged
Golf shirt	2	• Annually
Law Enforcement Personnel		
Combat trousers	3	• Annually
Leather boots	1	• Annually
Goggles	2	• Annually
Cap	1	• Annually
Golf cap	2	• Annually
Tie	1	• Annually
Jersey	1	• Annually
Pull over	1	• Annually
Long sleeve shirt	2	• Annually
Short sleeve shirt	5	• Annually

Wind breaker jacket	1	• 2 Annually
Rain wear	1	• Replace when damaged
Long sleeve trousers	3	• Annually
Belt	1	• 2 Annually
Shoes	2	• Annually
Combat boots	2	• Annually
Socks	7 pair	• Annually
Epaulettes	2 pair	• Annually
Flash light	2 pair	• Annually
Reflective jacket	1	• Annually
Directing traffic Gloves (white)	2 pair	• Annually
Bullet Proof	1	• Replace when damaged
Shields for Bullet proof	1 pair	• 2 Annually
Beanies	1	• Annually
Leather jacket	1	• Replace when damaged
Star	2	• Annually
Motorcycle helmet	1	• 2 Annually
Motorcycle Gloves	2	• Annually
Motorcycle jacket	1	• Replace when damaged
Motorcycle trousers	1	• Replace when damaged
Motorcycle boots	1	• Replace when damaged
Wet/Diving suit	1	• 2 Annually
Diving flippers/boots	1	• 2 Annually
Diving Gloves	2	• Annually
Diving cap	2	• Annually
Ladies skirt	3	• Annually
Ladies bow tie	1	• Annually
Ladies Handbag	1	• Replace when damaged
Ladies court shoes	1	• Annually
Formal Dress Uniform (male)	3	• Replace when damaged
Formal Dress Uniform (Female)	3	• Replace when damaged
Station Wear Summer uniform	1	• Annually
Station Wear Winter uniform	1	• Annually
Specialist Operational one-piece overall	2	• Annually
T-shirt	3	• Annually

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All weather PARKA	1	• Replace when damaged
Dress Uniform trousers	3	• Replace when damaged
Officers Corporate Jacket	1	• Replace when damaged
Winter coat	1	• Replace when damaged
Male peak cap	1	• Replace when damaged
Female combination cap	1	• Replace when damaged
6 panel baseball cap	2	• Annually
Arm flashers	2	• Annually
Dress uniform gloves	1	• Annually
Corded lanyard white whistle	1	• Annually
Ceremonial web belt	1	• Replace when damaged
Shield	2	• Annually
Rank Insignia	2	• Annually
Winter shoes (wool lining)	1	• Replace when damaged
Golf shirt	2	• Annually

Fire department

Operational Uniform : Station Wear - Klas C 1

Base Ball Peak	1	• Interdepartmental issued as requested
Oxford blue Magnum style short sleeve shirt	3	• Interdepartmental issued as requested
Oxford blue operational pants	2	• Interdepartmental issued as requested
Oxford Blue Jersey	1	• Interdepartmental issued as requested
Oxford Blue – Pull Over	1	• Interdepartmental issued as requested
Oxford/White T-shirt & Golf shirt	4 oxford 2 white	• Interdepartmental issued as requested
All Weather Parka Jacket or Soft shell jacket	1	• Interdepartmental issued as requested
Chelsea Slip on Station boots or Laces up boots	1	• Interdepartmental issued as requested
Socks	5	• Interdepartmental issued as requested
Moulded ranks	2 pairs	• Interdepartmental issued as requested
Leather or Webbing belt	1 of each	• Interdepartmental issued as requested

Corporate Uniform : Black & Whites – Klas B 1 & B2

Peak Cap or Black Base ball cap	1	• Interdepartmental issued as requested
White short sleeve shirt	2	• Interdepartmental issued as requested

	White long sleeve shirt.	2	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Black Trousers	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Black female skirt	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Black Jerseys	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Black pull over / Cardigan for females	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Black leather jacket for officers	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Kenny Jacket for Junior personnel	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Military style shoes (Parabellums) Male & Female	1 pair	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Lanyards for all sets of uniform	2 pair	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Mettellette Ranks	2	<ul style="list-style-type: none"> • Interdepartmental issued as requested

Physical Training Gear

	PT Shorts	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Sweater Top	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Sweater Trousers	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested

Formal Dress Uniform Class A- 1 male & female

	Complete step with 4 button dress Jacket, red pipping trouser and skit.	1 set per member	<ul style="list-style-type: none"> • Interdepartmental distribution
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Specialist Operational Once- Piece Coverall C-2

	Inherent fire retardend material	2 Initially	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Lace up Boot with fire ratings and good ankle support	1 pair	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Kitbag		<ul style="list-style-type: none"> • Interdepartmental issued as requested
	1 Water bottle or hydration pack		<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Helmet for Veld Fires & Rescue	1 each	<ul style="list-style-type: none"> • Interdepartmental issued as requested

Turn out Gear / Bunker Gear

	Helmet	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Flashhood	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Goggle	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Tunic	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Bunker Pants	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Fire Boots	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested
	Flash light	1	<ul style="list-style-type: none"> • Interdepartmental issued as requested

	Gloves – Utility gloves, Structural fire gloves and rescue gloves	1	• Interdepartmental issued as requested
	Reflexive vest	1	• Interdepartmental issued as requested
Aquatic Rescue			
	3mm Full body triathlon wet suit	1	• Interdepartmental issued as requested
	Flippers and boots	1	• Interdepartmental issued as requested
Protection Service Control Room			
	Short Sleeve shirt - white	3	• Interdepartmental issued as requested
	Long Sleeve shirt - white	3	• Interdepartmental issued as requested
	T-Shirt	3	• Interdepartmental issued as requested
	Straight Leg Trousers	3	• Interdepartmental issued as requested
	Cardigan or Jersey	1	• Interdepartmental issued as requested
	Fleece Top	1	• Interdepartmental issued as requested
	Parka or Soft Shell	1	• Interdepartmental issued as requested
	Shoes	1	• Interdepartmental issued as requested
Disaster management			
	Cargo Trousers (unisex)	2	• Interdepartmental issued as requested
	Navy Check shirts – Short Sleeve (Men – Women)	2	• Interdepartmental issued as requested
	Navy Check shirts – Long Sleeve (Men/Women)	2	• Interdepartmental issued as requested
	Navy Legendary Long Sleeve Shirt (Men/Women)	2	• Interdepartmental issued as requested
	Navy Pull Over (Men)	1	• Interdepartmental issued as requested
	Navy Body Warmer (Men/Women)	1	• Interdepartmental issued as requested
	Chelsea Brown Boots (unisex)	1	• Interdepartmental issued as requested
	Brown Low cut Socks	4pairs	• Interdepartmental issued as requested
	Brown Leather Belt	1	• Interdepartmental issued as requested
	Navy Soft Shell Jackets (Men/Women)	1	• Interdepartmental issued as requested
	Navy Fleese Jackets(Men/Women)	1	• Interdepartmental issued as requested
	Navy Legendary Safari Jacket (Men/Women)	1	• Interdepartmental issued as requested
	Navy Parker Jacket (Men/Women)	1	• Interdepartmental issued as requested
	Rain Suits Unisex	1	• Interdepartmental issued as requested
	Navy Cardigan (Women)	1	• Interdepartmental issued as requested
	Navy Kick Pleat Skirts (women)	2	• Interdepartmental issued as requested
	Navy Kick Pleat Pants	2	• Interdepartmental issued as requested

	Court Shoe (Women)	1	• Interdepartmental issued as requested
	Red Golfers (Men/Women)	2	• Interdepartmental issued as requested
	Navy Golfers (Men/Women)	2	• Interdepartmental issued as requested
	Red short Sleeve T Shirts(Men/Women)	2	• Interdepartmental issued as requested
	Navy Short Sleeve T Shirts (Men/Women)	2	• Interdepartmental issued as requested
	Red Long Sleeve T Shirts (Men/Women)	2	• Interdepartmental issued as requested
	Navy Long Sleeve T Shirts(Men/Women)	2	• Interdepartmental issued as requested
	Navy Cricket Hat (Unisex)	1	• Interdepartmental issued as requested
	Red Highviz Cap (Unisex)	1	• Interdepartmental issued as requested
	Navy Beanie (Unisex)	1	• Interdepartmental issued as requested
	All terrain shoe (black & red)	1	• Interdepartmental issued as requested
Wilderness search and rescue (WSAR)			
	Hiking boots	1	• Interdepartmental issued as requested
	Specialised Rain Gear	1	• Interdepartmental issued as requested
	Polar Fleece Top/Jacket	1	• Interdepartmental issued as requested
	Soft shell Jacket	1	• Interdepartmental issued as requested
	Wind dry and breathable clothes	1	• Interdepartmental issued as requested
	Pollar Fleece top & Beanie	1	• Interdepartmental issued as requested
Conference and Event Uniform			
	Chinos	2	• Interdepartmental issued as requested
	T-Shirt	2	• Interdepartmental issued as requested
	Shirt	2	• Interdepartmental issued as requested
	Boots	1	• Interdepartmental issued as requested
	Warm Jacket	1	• Interdepartmental issued as requested
Security			
Corporate Wear			
	Shirts	3	• Interdepartmental issued as requested
	Socks	5	• Interdepartmental issued as requested
	Chino Pants	3	• Interdepartmental issued as requested
	Rain suit	1	• Interdepartmental issued as requested
	Jersey	1	• Interdepartmental issued as requested
	Pull Over	1	• Interdepartmental issued as requested
	Soft Shell Jacket	1	• Interdepartmental issued as requested

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Uniform				
	Step Out Pants	3		• Interdepartmental issued as requested
	Traffic Shirts	4		• Interdepartmental issued as requested
	Cargo Pants	3		• Interdepartmental issued as requested
	Magnum Boots	1		• Interdepartmental issued as requested
	Chelsea Shoes	1		• Interdepartmental issued as requested
	Socks	5		• Interdepartmental issued as requested
	Kenny Jacket	1		• Interdepartmental issued as requested
	Jersey	1		• Interdepartmental issued as requested
	Belt	1		• Interdepartmental issued as requested
	Body Warmer	2		• Interdepartmental issued as requested
	Ranks	2		• Interdepartmental issued as requested
	Arm Flashers	2		• Interdepartmental issued as requested
	Name shields	1		• Interdepartmental issued as requested
	Baseball Cap with Embroidery	1		• Interdepartmental issued as requested
EPWP				
	Shirts	3		• Interdepartmental issued as requested
	Shoes	1		• Interdepartmental issued as requested
	Combat Pants	3		• Interdepartmental issued as requested
	T Shirt	4		• Interdepartmental issued as requested
	Socks	5		• Interdepartmental issued as requested
	Beld	1		• Interdepartmental issued as requested
	Rain Jackets	1		• Interdepartmental issued as requested
	Jersey	1		• Interdepartmental issued as requested
	Combat Boots	1		• Interdepartmental issued as requested
Fernkloof Rangers (Security) and Slipways / Control officers				
	Jersey with embroidery	1		• Annually
	Golf cap with embroidery	2		• Annually
	Short sleeve shirt with embroidery	6		• Annually
	Wind breaker jacket	1		• 2 Annually
	Rain wear	1		• 2 Annually
	Long sleeve trousers	5		• Annually
	Belt	1		• 2 Annually
	Shoes	2		• Annually

	Socks	7	• Annually
	T-shirt with embroidery	5	• Annually
Finance – Meter readers			
	Jacket	1	• Replace as required
	Jacket Kenny	1	• Replace as required
	Jerseys	2	• Replace as required
	Shirts	4	• Annually
	Long sleeve trousers	3	• Annually
	Socks	5	• Annually
	Bicycle helmet	1 Initially	• Replace as required
	Shoes	2	• Annually
	Belt	1 Initially	• Replace as required
	T-shirts	3	• Annually
	Hats	1 Initially	• Replace as required
	Second Skins	2	• Replace as required
Finance - Stores			
	Long sleeve Trouser (jean)	1 Initially	• Replace when damaged Hand in
	Short sleeve Shirt (Black) Overstrand Logo embroidered	1 Initially	• Replace when damaged Hand in
	Long sleeve Shirt (Black) Overstrand Logo embroidered	1 Initially	• Replace when damaged Hand in
	Windbreaker jacket (Drimac) (Black) Overstrand Logo embroidered	1 Initially	• Replace when damaged Hand in
	Safety Shoes	1 Initially	• Replace when damaged Hand in
Environmental Management Section Uniform			
Men Field Uniform Description			

	<p>Legendary Cargo Multipocket shorts Fabric: 100% Cotton Colours: Khaki, Fatigue Sizes: 30-50 Triple needle posting on all seams for extra strenght / Concealed YKK zip / Two cargo pockets with Velcro closure / Cellphone pocket / Hardstone wash with abrasion</p>	2	<ul style="list-style-type: none"> • Yearly
	<p>Legendary Cargo Multipocket trousers Colours: Khaki, Fatigue Sizes: 30-50 Triple needle posting on all seams for extra strenght / Concealed YKK zip / Two cargo pockets with Velcro closure / Cellphone pocket / Hardstone wash with abrasion</p>	2	<ul style="list-style-type: none"> • Yearly
	<p>Legendary Long sleeve work shirt Fabric: 100% Cotton Colours: Fatigue Sizes: S-4XL Triple needle posting for extra strenght / Back Pleats / Extra length curved hem / Two chest pockets with button closure / Pen division / Hard stone wash</p>	2	<ul style="list-style-type: none"> • Yearly
	<p>Legendary Short sleeve work shirt Fabric: 100% Cotton Colours: Fatigue Sizes: S-4XL Triple needle posting for extra strenght / Back Pleats / Extralength curved hem / Two chest pockets with button closure / Pen division / Hard stone wash</p>	2	<ul style="list-style-type: none"> • Yearly
	<p>Long sleeve fleece Jacket Fabric: 100% Polyester Polar Fleece Colours: Black, Fatigue Sizes: S -4XL Heavy weight polar fleece with lining / Side pockets</p>	1	<ul style="list-style-type: none"> • Yearly

	<p>with zip closure / Concealed chest pocket / Draw cord in hem / Raised seams for extra strenght / YKK zip / Adjustable toggles</p>		<ul style="list-style-type: none"> Yearly
	<p>Polar Fleece Bodywarmer Fabric: 100% Polyester Polar Fleece Colours: Black, Fatigue Sizes: S -4XL Heavy weight polar fleece with lining / Draw cord in hem / Front welt pockets / YKK zip / Adjustable toggles</p>	1	<ul style="list-style-type: none"> Yearly
	<p>Quilted bodywarmer Fabric: Diamond quilted ripstop / fleece collar and pocket lining / corduroy trims / draw cord in hem with adjustable toggles with safety catch / leather badge / front welt pockets / concealed chest pocket and safety pocket Colour: Black Sizes: S-4XL</p>	1	<ul style="list-style-type: none"> Yearly
	<p>Long sleeve pullover Fabric: 100% Acrylic Colour: Fatigue Sizes: S-4XL Acrylic for durability and easy care / Anti-pill finish to ensure longevity / Spandex in the hem for better fit</p>	1	<ul style="list-style-type: none"> Yearly
	<p>Legendary Bush hat or Cap Fabric: 100% Cotton Colour: Fatigue Sizes: STD</p>	1	<ul style="list-style-type: none"> Yearly
	<p>Polar Fleece Bearnie Fabric: Anti-Pill Polar Fleece Colour: Black, Fatigue Size: STD</p>	1	<ul style="list-style-type: none"> Yearly
	<p>Anklet Socks Fabric: 60% Cotton / 38% Polyamide / 2% Elastane Colour: Fatigue / Black / Khaki Sizes: 4-7 / 8-12</p>	4	<ul style="list-style-type: none"> Yearly

	<p>Antibacterial treated to prevent development of foot fungus and odour / Extra fine toe seam for added comfort / Reinforced heel and toe for durability / Half cushioned for weather comfort / Elastic ankle band hugs sock to your foot and prevents slipping</p>			<ul style="list-style-type: none"> • 2 Yearly
	<p>Parka Rain Jacket Fabric: PVC Coated Water Resistant 100% Polyester Colour: Black / Fatigue Sizes: S-4XL Water resistant polyester with PVC coating / Polar Fleece Lining with inside pocket / Adjustable inner waist draw cord / Concealed YKK zip with press stud closure / 2 hip pockets with concealed zips / 2 bellowed chest pockets/ slow away hood with draw cord / ribbed storm cuffs</p>		1	<ul style="list-style-type: none"> • Yearly
69	<p>Hiking Boots Lace up Brown Fabric: Waterproof Leather Colour: Dark Brown Shield hydrophobic technology creates an additional layer to repel water / Waterproof coated leather upper provides durable comfort / OrthoLite® sockliner delivers long lasting cushioning which ensures ultimate all day comfort / Moulded impact absorbing midsole, ensures long lasting cushioning and comfort / MDT rugged rubber outsole is great for all terrains / Fork shank for stability and less weight / Dri-Tec waterproof, breathable membrane keeps feet dry</p>		1	
	<p>Hiking Shoes Fabric: Mesh and synthetic materials upper / Breathable mesh lining / Bellows tongue keeps out debris / Molded EVA footbed / Molded nylon arch shank / air cushion in the heel absorbs shock and adds stability / 4mm lug depth</p>		1	<ul style="list-style-type: none"> • 2 Yearly

	<p>Chelsea workwear depot boot Fabric: Full Grain Buffalo Leather Colour: Brown Sizes: 5-13 Elastic side gussets five additional support and comfort / Pull tab is incorporated into the body of the boot to ensure strenght and durability / TPU Sole for durability with oil and acid resistance as well as anti-slip and anti-static properties shank reinforcement for support and stability / Moulded 100% wool innersole for support and comfort</p>	1	<ul style="list-style-type: none"> • 2 Yearly
	<p>Leather Belt Fabric: 100% Buffalo Leather Colours: Brown Sizes: S-2XL 100% genuine leather / Zinc alloy metal buckle</p>	1	<ul style="list-style-type: none"> • 2 Yearly
<p>Men Corporate Uniform Description</p>			
	<p>Half zip jersey Fabric: 100% Acrylic Colours: Black / Fatigue / Grey Sizes: S-4XL Turtle neck / Ribbed collar, cuff & waist / YKK zip with puller</p>	1	<ul style="list-style-type: none"> • Yearly
	<p>Golf T-shirts Fabric: 100% Cotton Pique Knit Colours: Black Sizes: S-4XL Rib collar / Side slits with bar tacks / Regular fit for comfort / Top stitching on the arm holes & shoulder seams</p>	2	<ul style="list-style-type: none"> • Yearly
	<p>Super Strong Work Jeans Fabric: 100% Cotton Denim Colours: Indigo Sizes: 30-50 Triple needle stitching on all seams / Two large back pockets /</p>	2	<ul style="list-style-type: none"> • Yearly

	Concealed YKK zip / Industrial was		<ul style="list-style-type: none"> • Yearly
	<p><i>Long sleeve shirt</i> Fabric: 80/20 Oxford Cotton Rich Blend Colour: White Sizes: S-4XL Double back pleats / button down front / built in collar stays / chest pocket / top stitching on yoke, shoulder and armholes for added strenght / posted side seams / formal cuff and gauntlet with buttion closures / bar tacks on stress points</p>	2	<ul style="list-style-type: none"> • Yearly
	<p><i>Short sleeve shirt</i> Fabric: 80/20 Oxford Cotton Rich Blend Colour: White Sizes: S-4XL Double back pleats / button down front / built in collar stays / chest pocket / top stitching on yoke, shoulder and armholes for added strenght / bar tacks on stress points</p>	2	<ul style="list-style-type: none"> • Yearly
Women Field Uniform Description			
	<p><i>Cargo shorts</i> Fabric: 100% Cotton Twill Colour: Khaki Sizes: 30-50 Shaped waistband / embroidery on back pockets / Cargo pockets with velcro closure / triple stitched on inner and outer leg seams for extra strenght / bar tacks on all stress points / concealed YKK zip / Industrial wash</p>	2	<ul style="list-style-type: none"> • Yearly
	<p><i>Cargo trousers</i> Fabric: 100% Cotton Twill Colour: Khaki Sizes: 30-50 Shaped waistband / embroidery on back pockets / Cargo</p>	2	<ul style="list-style-type: none"> • Yearly

	<p>pockets with velcro closure / triple stitched on inner and outer leg seams for extra strenght / bar tacks on all stress points / concealed YKK zip / industrial wash</p>		<ul style="list-style-type: none"> Yearly
	<p>Long sleeve work shirt Fabric: 100% Cotton Colour: Fatigue Sizes: S-4XL Pocket flap with pen division and button closure / Back darts / industrial wash</p>	2	<ul style="list-style-type: none"> Yearly
	<p>Short sleeve work shirt Fabric: 100% Cotton Colour: Fatigue Sizes: S-4XL Pocket flap with pen division and button closure / Back darts / industrial wash</p>	2	<ul style="list-style-type: none"> Yearly
	<p>Cotton Webbing Belt Fabric: 100% Cotton Colour: Khaki, Fatigue, Black Sizes: S-2XL 100% Cotton / Easy wearing with adjustable steel buckle</p>	1	<ul style="list-style-type: none"> 2 Yearly
Women Corporate Uniform Description			
	<p>Cardigan Fabric: 100% Acrylic Colours: Grey Sizes: S-4XL Acrylic for durability and easy care / Anti-pill finish to ensure longevity / spandex in the hem and cuff for better fit</p>	1	<ul style="list-style-type: none"> Yearly
	<p>Golf T-shirts Fabric: 100% Cotton Pique Knit Colours: Black Sizes: S-4XL Self fabric collar / Semi-fitted / Side vents with bar tacks / functional pocket on left chest</p>	2	<ul style="list-style-type: none"> Yearly

	<p>Strong Work Jeans Fabric: 81% cotton denim / 18% polycotton / 1% spandex Colour: Indigo Sizes: 30-50 Shape waistband for better fit / Embroidery on back pockets / Triple needle stitching on inner seams / Concealed YKK zip / Stretch fabric for added comfort / Bar tacks on all stress points</p>	2	<ul style="list-style-type: none"> Yearly
	<p>3/4 sleeve blouse Fabric: 80/20 Oxford Cotton Rich Blend Colour: White Sizes: S-4XL Semi fit with slits for comfort / two piece collar / button down front / chest pocket / top stitching on yoke, shoulder and armholes for added strenght / 3/4 sleeve with cuff slit / bar tacks on stress points</p>	2	<ul style="list-style-type: none"> Yearly
	<p>Quilted bodywarmer Fabric: Diamond quilted ripstop / fleece collar and pocket lining / corduroy trims / draw cord in hem with adjustable toggels with safety catch / leather badge / front welt pockets / concealed chest pocket and safety pocket Colour: Black Sizes: S-4XL</p>	1	<ul style="list-style-type: none"> Yearly
<p>ENVIRONMENTAL MANAGEMENT SECTION PPE</p>			
<p>MEN FIELD UNIFORM DESCRIPTION</p>			
<p>Fuel 9667 Pinatubo Safety Boots Sole: Stuck-on & Stitched Sole: Nitrile Rubber R5 Heat Resistant to 300°C 1547 Steel Toe cap 200 joules Red Kevlar Thread Black Barton Buffalo leather Sizes: 5-12</p>	1	<ul style="list-style-type: none"> Replace when required 	

	Colour: Black		
	<p>Chainsaw Pants Solid all-around cut protection for the occasional chainsaw user. Made from 50% cotton and 50% nylon. With zip fastener, without a belt. Complies with BS EN 381-5. Sizes: S-XXL</p>	1	<ul style="list-style-type: none"> • Replace when required
	<p>Chainsaw Helmet Standard Proven pro helmet set with high noise protection and ABS helmet. Conforms to EN 352, EN 397 and EN 1731.</p>	1	<ul style="list-style-type: none"> • Replace when required
	<p>Chainsaw Gloves 5-Finger leather gloves, EN 381-7, Protection Class 1 (= 20 m/s), with cut-resistant inlay in the back of both gloves Sizes: S-XL</p>	1 Pair	<ul style="list-style-type: none"> • Replace when required
	<p>Water boots 100% waterproof CR flex-foam shaft with vulcanized rubber foot Diamond-tread self-cleaning outsole Breathable Airmesh™ and fleece lining Colour: Green Sizes: 6-11</p>	1	<ul style="list-style-type: none"> • Replace when required
	<p>Reflector Vests Composed of lightweight, glenguard solid lime modacrylic / aramid blended fabric, inherently fire resistant / FR YKK hoop and loop closures Colour: Fluorescent lime yellow Sizes: M-XXXL</p>	1	<ul style="list-style-type: none"> • Replace when required
	<p>Standard Flat-Front Hard Hat Made from high-density polyethylene, the S51 flat front cap model meets or exceeds ANSI/ISEA Z89.1-2009, Type I, Class E & G and CSA Z94.1-2005 Type 1, Class E & G requirements. Colour: Yellow</p>	1	<ul style="list-style-type: none"> • Replace when required
	<p>Waders PVC Waterproof Nylon Boot-Foot</p>	1	<ul style="list-style-type: none"> • Replace when required

Chest Waders Colour: Fatigue Sizes: 6-11			
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