

A Contractors Journey to the Re-setting of Clean-shaven Requirements



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Stork

Re-setting Clean Shaven Requirements - A Contractor's Journey

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STORK UK ACTIVITIES

Typical Stork UK activities include but are not limited to:

- Fabric Maintenance
- Rope Access
- Scaffolding
- Specialist Cleaning
- Machining & Bolting
- Decommissioning Support
- Integrity Services



IMPROVEMENT NOTICE

Stork UK received an improvement notice from the Health & Safety Executive. A team of Fabric Maintenance operatives were applying coatings outside on a platform without wearing the appropriate RPE. Members of the team were observed to have full beards which would have compromised the effectiveness of any facial seal had RPE been worn. In addition, the COSHH Assessment in use was found not to be suitable and sufficient in that it was not adequately clear on the protective measures to be implemented for each stage of work.



STORK RESPONSE



1.0 Stork Clean Shaven Policy Statement

Stork Technical Services UK Limited (Stork) are committed to protecting the health, safety and wellbeing of all individuals performing operations on behalf of the Stork UK Region business from respiratory hazards. Stork recognises that it has a duty to ensure risks are 'As Low As Reasonably Practicable' (ALARP) and the selection of Respiratory Protective Equipment (RPE) is the last line of protection when working with respiratory hazards cannot be prevented or otherwise controlled. Where there is a requirement to utilise RPE, it shall come following a careful and considered assessment of risk and only when it is not reasonably practicable to firstly eliminate exposure or secondly control exposure to respiratory hazards in other ways.

Where there is a requirement to wear RPE which requires a face seal (including during face fit testing and operations), all employees and contractor operatives working for Stork must be clean shaven and any facial adornments (i.e. piercings) removed. Individuals are required to utilise RPE where directed by applicable risk assessments (i.e. task risk assessments and / or COSHH assessments).

These requirements are justified on the following grounds:

- Seal Integrity** - The primary function of RPE is to filter out harmful airborne contaminants and provide clean air for the wearer to breathe. A proper seal between the face and the respirator is essential for the RPE to work effectively. Facial hair, especially stubble or a beard, and facial adornments can interfere with the seal, allowing contaminated air to leak into the respirator and in turn exposing the wearer to respiratory hazards.
- Fit Testing** - Fit testing involves checking the seal of the respirator on the wearer's face during various movements and positions. Facial hair and/or facial adornments can impede the fit testing process, leading to inaccurate results and potentially compromising the health and safety of the wearer.
- Comfort** - Wearing RPE for extended periods can be uncomfortable, especially if the respirator does not fit properly. Facial hair and/or facial adornments can cause discomfort by creating pressure points or preventing a snug fit against the face.
- Hygiene & Maintenance** - Keeping the area where the respirator contacts the face clean-shaven promotes better hygiene and reduces the likelihood of skin irritation or breakouts caused by friction between facial hair and the respirator seal. Checking seal integrity is an essential part of maintaining RPE and this can only effectively be achieved when clean shaven.
- Legislative Compliance** - Employees of Stork are duty bound to cooperate with Stork to enable the business to comply with Occupational Health & Safety laws and approved codes of practice.

The above is not an exhaustive list of Stork's aims in relation to the requirements provided for in this policy which may change from time to time.

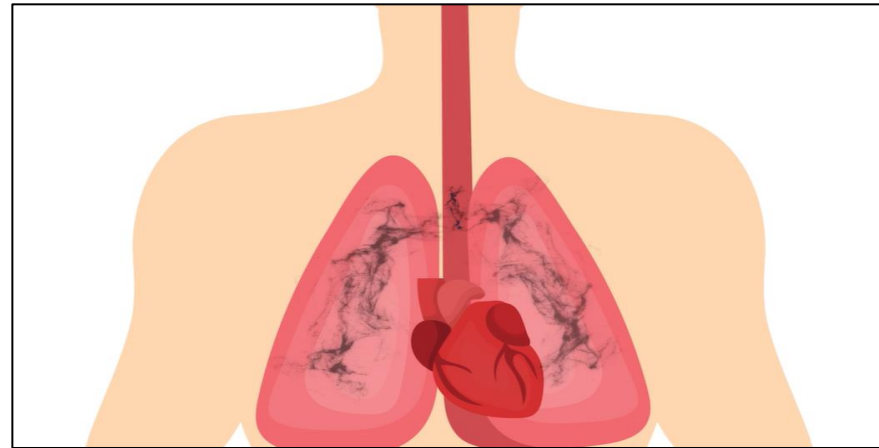
Stork management and supervision are responsible for ensuring the requirements of this policy are adhered to at all times. Any client clean-shaven policies or procedures shall only have primacy at their work-sites and where their requirements are stricter than those of Stork.

The scope of this policy extends to Stork employees who may be required to wear RPE for the performance of emergency response duties at Client facilities.

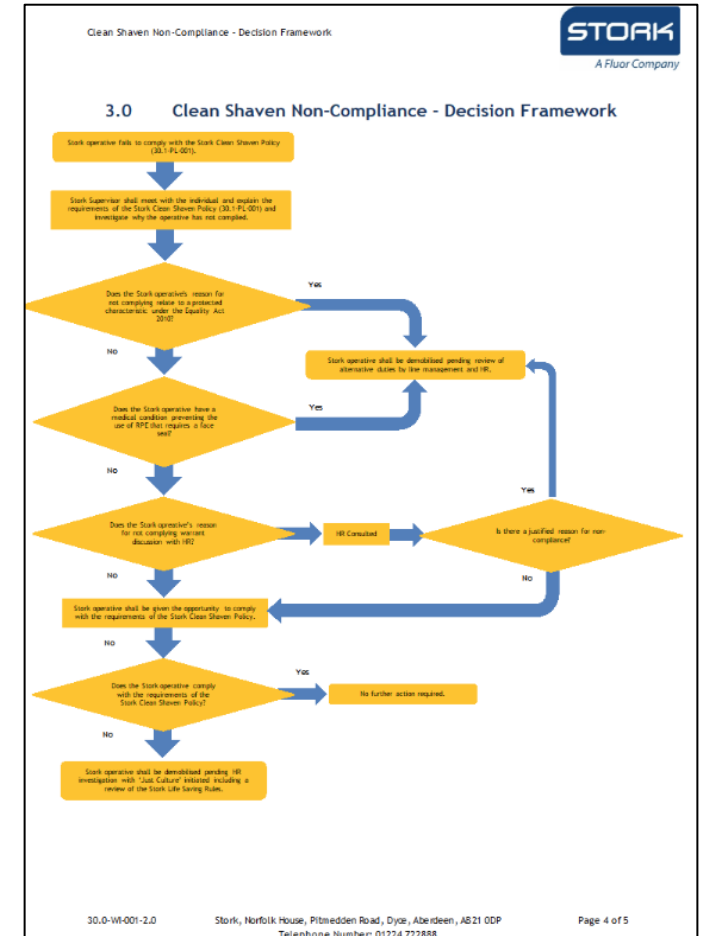
Where concerns exist regarding the ability to comply with this policy, both line management and the Human Resources (HR) department must be contacted to evaluate the situation and determine required action(s). The individual may be excluded from any face fit test or task requiring the use of RPE until the required action(s) are determined. Face fit test providers are required to refuse to allow employees and contractors to undertake face fit tests in the event of non-compliance and refer the matter back to Stork management.

This policy does not form part of any contract of employment or any other contract we may have with individuals and Stork may amend it at any time.

Stork Clean Shaven Policy



Stork RPE Awareness Video



Stork Clean Shaven Non-Compliance Decision Framework



CLEAN SHAVEN REQUIREMENTS

Facial Hairstyles and Filtering Facepiece Respirators

Intended for workers who wear tight-fitting respirators

Hairstyle	Compatibility
CLEAN SHAVEN	✓
STUBBLE	✗
LONG STUBBLE	✗
FULL BEARD	✗
FRENCH FORK	✗
DUCKTAIL	✗
VERDI	✗
GARIBALDI	✗
BANDHOLZ	✗
SOUL PATCH	✓
GOATEE (Careful! Chin hair may easily cross the seal)	✗
CHIN CURTAIN	✗
EXTENDED GOATEE	✗
CIRCLE BEARD	✗
ANCHOR (Careful! Chin hair may easily cross the seal)	✗
BALBO (Careful! Chin hair may easily cross the seal)	✗
VAN DYKE	✗
IMPERIAL	✗
SIDE WHISKERS	✓
MUTTON CHOPS	✗
HULIHEE	✗
HORSESHOE (Careful not to cross the seal)	✓
ZAPPA	✓
WALRUS	✓
PAINTER'S BRUSH	✓
CHEVRON	✓
HANDLEBAR	✓
PENCIL	✓
LAMP SHADE	✓
ZORRO	✓
VILLAIN (Careful not to cross the seal)	✓
WET NOODLE	✗
ENGLISH	✗
DALI	✗

*If your respirator has an exhalation valve, some of these styles may interfere with the valve working properly if the facial hair comes in contact with it.
 †This graphic may not include all types of facial hairstyles. For any style, hair should not cross under the respirator sealing surface.
 Source: OSHA Respiratory Protection Standard
https://www.osha.gov/pls/oshweb/owadsp.show_document?p1=table-standards&p2=id-12716
 Further Reading: NIOSH Respirator Trusted Source Webpage
https://www.cdc.gov/niosh/nppt/topics/respirators/disp_part3resource3/fittest.html

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Centers for Disease Control and Prevention
National Institute for Occupational Safety and Health

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Stork Supervision



CLEAN SHAVEN REQUIREMENTS

PLAY YOUR PART