



TURRIFF INITIATIVES – RED HARD HATS

- On joining the company and following the company Induction / Health & Safety brief, all new starts will be issued with a Turriff or UMS red hard hat as part of their personal protection equipment (PPE).
- The red hard hat is issued under a HSEQ directive and all new starts regardless of experience must wear it whilst operating on site during the first 3 months of employment.
- On completion of the first 3 months employment with the company, the Turriff or UMS red hard hat will be replaced with the standard white hard hat.
- The purpose of the red hard hat is to make other Turriff or UMS employees on site aware that the person wearing the hat is new to the company and therefore may not be conversant with company policy, procedures and working practices as other longer serving employees.
- The wearing of a Turriff red hard hat does not signify industry inexperience as some new starts may well have been working in the utility or construction industries for a substantial time and have a great deal of site experience.
- Any new start found not wearing their Turriff or UMS red hard hat on site as appropriate may face disciplinary action in accordance with company policy. New starts are not authorised to wear any other hard hats on site during their first 3 months of employment.
- Any losses of hard hats must be reported immediately to the site supervisor.

please complete the following:

I have read and understand the instructions above covering **Turriff Initiatives Scheme – Red Hard Hats** and confirm I have received my Turriff or UMS red hard hat.

Name:..... **Start Date :**.....

Depot:.....**Hat No:**..... **Signed:**.....