

Protective Headgear for Golf Course Staff

The following is a response received from the Ontario Ministry of Labour to an email requesting information regarding the wearing and provision of protective headgear for golf course workers in Ontario:

“A golf course is considered an “extended coverage” workplace. That means that the requirements of the Occupational Health and Safety Act (OHSA) apply, but sector regulations such as the Regulation for Industrial Establishments do not.

Under the OHSA the employer must determine the appropriate head protection based on an assessment of the hazards associated with the work assigned to each worker. The employer must ensure the appropriate head protection is provided. A supervisor must ensure that a worker wears the appropriate head protection. A worker must wear the appropriate head protection that the workers’ employer requires to be worn.

An Ontario employer who is covered by the Act, has an obligation to:

- take every precaution reasonable in the circumstances for the protection of a worker [*section 25(2)(h)*];
- inform a worker, or a person in authority over a worker, about any hazard in the work and train that worker in the handling, storage, use, disposal and transport of any equipment, substances, tools, material, etc. [*section 25(2)(d)*];
- prepare a written occupational health and safety policy, review that policy at least once a year and set up a program to implement it [*section 25(2)(j)*]. For guidance on how to do this, see [Appendix A](#);
- provide and maintain in good condition any prescribed equipment, materials and protective devices [*sections 25(1)(a) and (b)*];

http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90o01_e.htm

If it is determined that head protection is required, the appropriate head protection would be a type that is tested and approved by an organization such as CSA or ANSI for impact protection. Bump caps are not CSA rated or approved.”

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