



# OSHA NOTICE

U.S. DEPARTMENT OF LABOR

Occupational Safety and Health Administration

---

**DIRECTIVE NUMBER:** ADM 04-00-003

---

**SUBJECT:** OSHA Safety and Health Management System, Chapter 8, Personal Protective Equipment, UPDATED

---

**DIRECTORATE:** Technical Support and Emergency Management

---

**SIGNATURE DATE:** June 4, 2024

---

**EFFECTIVE DATE:** August 1, 2024

---

## ABSTRACT

**Purpose:** This Notice establishes a Safety and Health Management System (SHMS) for Occupational Safety and Health Administration (OSHA) employees. The Notice also establishes safety and health programs as identified in subsequent chapters for regional implementation. Employee participation is a key element of any successful SHMS. It is the intent of this program that all employees will participate in all aspects including reporting hazards, incidents, and injury/illness without fear of reprisal. Changes to the SHMS or programs that alter the SHMS or program policies require National Office review and approval.

**Scope:** OSHA-wide

**References:** Occupational Safety and Health Act, Public Law 91-596  
Presidential Executive Order 12196 of February 26, 1980  
Title 29: Subtitle B--Regulations Relating to Labor: Chapter XVII  
Occupational Safety and Health Administration, Department of Labor  
Department of Labor Manual Series (DLMS) 4, Chapter 800, DOL Safety and Health Program

See also Reference paragraphs in individual chapters.

**Cancellations:** ADM 04-00-003, OSHA Field Safety and Health Manual, Chapter 8, Personal Protective Equipment, May 12, 2022

**State Impact:** None. For State reference only.

**Action Offices:** OSHA Regions, Directorate of Technical Support and Emergency Management

**Originating Office:** Directorate of Technical Support and Emergency Management

**Contact:** Office of Science and Technology Assessment  
Directorate of Technical Support and Emergency Management  
U.S. Department of Labor  
200 Constitution Ave N.W.  
Washington, DC 20210

By and Under the Authority of

Douglas L. Parker  
Assistant Secretary of Labor

## **Executive Summary**

This Notice establishes a Safety and Health Management System (SHMS) for OSHA employees. The Notice also establishes safety and health programs, as identified in subsequent chapters, for Directorate/Regional implementation.

The SHMS and its programs establish baseline requirements and within established guidelines, may be supplemented or augmented to ensure the safety and health of all OSHA employees as well as temporary and contract employees. Changes related to the implementation of SHMS may be made with local SHMS committee approval. Changes to the SHMS or programs that alter SHMS or program policies require National Labor-Management Steering Committee review and approval.

The SHMS and its programs will be implemented in phases per the timetable that will be provided by Directorate of Technical Support and Emergency Management (DTSEM). Nothing in the instruction eliminates the Regional Administrator or Directorate's obligations to comply with OSHA or other Federal Regulations and Executive Orders.

## **Significant Changes**

The Chapter 8 – Personal Protective Equipment program was revised based upon evolving industry practices, updates to consensus standards and suggestions from the SHMS Executive Steering Committee provided by OSHA Field offices.

- Updated with relevant consensus standards.
- Updated the terminology of head protection to include safety helmets.
- Expanded the definitions to include safety helmets, classes of protection of head protection and levels of personal protective equipment protection.
- Incorporated the requirement of Class G head protection or higher.
- Added information on OSHA PPE Disposal/Retirement Guidelines.
- Updated and standardized format to enhance usability.

