



1 February 2024

**RE: CHANGES TO PPE POLICY AND SUN SAFETY REQUIREMENTS**

Australia has the highest rate of skin cancer in the world. Despite being an entirely preventable disease, it continues to affect two in every three Australians before the age of 70. Of all new cancers diagnosed in Australia each year, 80% are skin cancers.

Since 2020 Council has been undertaking a review of Personal Protective Equipment (PPE) and the management of UV radiation risk in the workplace. Best practice and industry standards have been reviewed and there has been a significant change in PPE arrangements within all industries. Most local Council's in the Hunter region are in consultation with workers and unions to transition to long and long pants for their workforce. Other partners and stakeholders including Transport for NSW, and major contractors have adopted best practice and long and long pants policy for all workers and those working on their sites.

Council has undertaken considerable work on keeping all workers safe as per legislative requirements in both the WHS Act and Regulation and managing all risks across all functions of Council. Council's Executive Leadership Team (ELT) team have endorsed that **ALL** Council workers including contractors and volunteers will wear long and long pants commencing 1 March 2024.

What this means in practical terms is that from 1 March 2024 all contractors working on Council worksites will be required to wear long sleeved shirts, long pants and broad brimmed hats (no Caps).

As advised, this is a direction endorsed by Cessnock City Council's Executive Leadership Team. If contractors wish to discuss this matter, please put concerns in writing to Charmaine Bennett via email [charmaine.bennett@cessnock.nsw.gov.au](mailto:charmaine.bennett@cessnock.nsw.gov.au) or contact the council officer that you undertake work for.

Yours sincerely

A handwritten signature in blue ink that reads "CA Bennett".

Charmaine Bennett  
**Safety and Risk Coordinator**