

# WORKING IN HEAT POLICY

## POLICY STATEMENT

Austructure Services conducts a wide range of works across a large geographical location. To ensure the health and safety of employees/personnel adequate planning is required. Austructure services enforces strategies to prevent and manage risks of working in heat and how to manage health related injuries/illnesses that employees incur because of working in heat.

## AIMS AND OBJECTIVES

The purpose of this policy to provide the minimum requirements for the mitigation (to as low as reasonable applicable) of risks that pose a threat to the health and safety of employees, that result from working in heat.

Our objectives are:

- Assess environment, work, and person conditions to identify hazards, undertake risk assessment, and implement controls which are continually monitored.
- Ensure that all employees are provided with accurate and relevant information and training with regards to the hazards working in heat, and how to appropriately manage the risks.
- To manage health and safety risks by eliminating them so far as is reasonably practicable, and if this is not reasonably practicable, by minimizing those risks so far as is reasonably practicable.
- To comply with guidelines provided in the Safe Work Australia, managing the risks of working in heat.

## RESPONSIBILITIES

We, as a company will:

- Ensure that this procedure is implemented in all areas of responsibility
- Manage all personnel involved working in heat are aware of this policy and received adequate training,
- Ensure that facilities are available to all employees through the implementation of this policy, including the emergency medical response plan
- Ensure that all workers have access to adequate amounts of cool drinking water
- Ensure that all physically demanding work to be commenced in the cooler times of the day, e.g., before 9am and after 3pm.
- Ensure that buildings, plant and equipment are, so far as is reasonably practicable, designed, manufactured, imported, supplied and installed so as not to expose people to risks to health and safety.
- Commence all actions to assist workers to stay at or return to work as soon as possible in a manner consistent with medical advice.
- Assist any worker who is injured or made ill because of their work to return to work in the shortest possible time to ensure your chance of returning to work if it is safe to do so, by providing suitable duties that do not worsen their injuries enabling a successful return to full-time duties.

Employees are expected to:

- Must take reasonable care for their own health and safety and not adversely affect the health and safety of other people
- Present 'fit for work' at the commencement of works each day
- Maintain adequate hydration using the recommendations in Figure 1
- Maintain adequate nutrition, avoid skipping meals
- Monitor their actions and adjust pace of work, keep an eye on colleague, stop works and reassess whole task if personnel experience heat illness symptoms
- Understand the signs and symptoms of heat illness, and be aware of the controls to prevent heat

- Workers must comply with reasonable instruction and co-operate with any reasonable policy or procedure relating to health and safety at the workplace that has been notified to them.

## MANAGING RISKS

- Identify the Hazard
- Assess the Risk – The Work, The Worker
- Control the Risk – The Plant, The Worker, The Working Environment
- Review the Control Measures

## NOTES

*Notes on Hydration:* When working in heat, dehydration is a major risk. Dark or reduced urine output can indicate dehydration. You can manage the risk of dehydration by providing accessible cool drinking water and encouraging workers to stay hydrated. Water is the best way to keep hydrated.

*Figure 1. Working in Heat Risk Management Guideline*

Heat Index/Apparent Temperature	Risk Level	Control Measures	Work Rest Cycle	Hydration Guidance
< 30°C	Moderate	Provide shade where able, work rest cycles, hydration, check workers, encourage self-monitoring, buddy system and early reporting. Ensure that you take a 10-minute break after a period of 50 minutes work.	50:10	250ml every 20 minutes
30°C – 35°C	Caution	Implement the above precautions, ensure a heightened awareness of these measures. Take a 10-minute break after a period of 50 minutes of work.	50:10	250ml every 20 minutes
35°C – 40°C	Extreme Caution	Implement the above precautions, ensure a heightened awareness of these measures. Ensure that after 40 minutes of work a break of 10 minutes is take.	40:10	250ml every 15 minutes
40°C – 45°C	Danger	Implement all the above controls, manager to declare a heat alert day, and implement additional controls in pre task risk assessment, breaks should be taken in an airconditioned room. Additionally, individual work, working in a confined space and working at height should be stopped immediately.	30:10	250ml every 10 minutes
> 45°C	Extreme Danger	All work would normally stop unless extreme control measures are taken. Only critical emergency works should be undertaken. Senior Management approval required before commencing works. If works are completed, after 10 minutes of works is completed, should be followed by a 20 minute, break in an air-conditioned room.	10:20	250ml every 5 minutes

Signed:   
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