

HEAT ILLNESS PREVENTION PROGRAM (ADDENDUM to IIPP)

Purpose

To provide a safe and healthful working environment and protect (**COMPANY NAME**) employees who are exposed to temperature extremes, radiant heat, humidity, or limited air movement while working from heat related illnesses.

Policy

The workplace will be evaluated to determine if (**COMPANY NAME**) employees are at risk from heat related illnesses during temperature extremes and hot weather while working. If it is determined that employees are at risk they will be trained to be aware of heat related illnesses, how to prevent heat related illnesses, the symptoms of heat related illnesses, and procedures to take if symptoms are present.

Implementation of (**COMPANY NAME**) Heat Illness Prevention Program:

(**COMPANY NAME**) will implement this Heat Illness Prevention Program when employees are at risk of heat related illnesses while they are working and are exposed to a combination of environmental risk factors such as temperature extremes, radiant heat, humidity, limited air movement, protective clothing, workload severity and duration.

Training:

Training will be provided prior to job assignment.

Employee Training: Training in the following topics will be provided to all supervisory and non-supervisory employees:

- Environmental and personal risk factors for heat illness
- Procedures for identifying, evaluating, and controlling exposures to the environmental and personal risk factors for heat illness
- The importance of frequent consumption of water
- The importance of acclimatization
- The different types of heat illness and the common signs and symptoms of heat illness
- The importance of immediately reporting to the employer or designee symptoms or signs of heat illness

Employee Training: (cont.)

- Procedures for responding to symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary
- Procedures for contacting emergency medical services, and if necessary, for transporting employees to a point where they can be reached by medical service personnel

- How to provide clear and precise directions to the work site

Supervisor Training: Prior to assignment to supervision of employees working in the heat, training on the following topics will occur:

- The information provided for employee training
- Procedures the supervisor will follow to implement controls as determined by the employer
- Procedures the supervisor will follow when an employee exhibits symptoms consistent with possible heat illness, including emergency response procedures
- Procedures for contacting emergency medical services, and if necessary, for transporting employees to a point where they can be reached by medical service personnel
- How to provide clear and precise directions to the work site

Controls for reducing heat exposure:

(**COMPANY NAME**) will address how they will reduce the potential for heat stress to occur. This could be a work / rest regimen, starting jobs earlier and ending earlier to avoid the hot times of the day, provisions for gaining access to shade, identifying the onset of heat related symptoms and the methods used to cool an employee off, etc.)

Provisions for Water:

An adequate supply of potable drinking water will be supplied to employees per safety standards (**at a minimum - 1 quart per hour, per person**) and sanitary means to drink the water. Employees will be notified of the location of potable drinking water and encouraged to drink.

The water should be located as close to the employees as is practicable.

Provisions for Shade:

Shade must be provided whenever the outdoor temperature high for the area closest to the location at which employees are to work is forecast, as of 5 p.m. the previous day, to be over 85 degrees F (29.4 degrees C), according to the National Weather Service.

If the actual temperature exceeds 90 degrees F (32.2 degrees C), shade must actually be present regardless of the previous day's predicted high.

The amount of shade is sufficient if there is enough to accommodate, at the same time, 25 percent of the employees on a shift, so that employees can sit comfortably in the shade without touching each other.

The shade must be reachable within a 2 1/2 minute walk.

In no case is it permissible for shade to be located more than 1/4 mile or a five minute walk away, whichever is shorter.

Areas shaded by artificial (as opposed to natural) means, such as by a pop-up canopy, must not allow employees to contact bare soil.

This can be accomplished by providing chairs, benches, sheets, towels, or any other items that let employees sit and rest without contacting dirt. Where the shaded area is a lawn, this is not necessary.

First Aid awareness and actions in the event of a heat related illness:

The following chart helps employees recognize the main types of heat related illnesses, symptoms, and the appropriate treatment to reduce the effects of the heat related illness.

	Symptoms	Treatment
Heat cramps	<ul style="list-style-type: none"> • muscle spasms in legs or abdomen 	<ul style="list-style-type: none"> • move person to a cooler location • stretch muscles for cramps • give cool water or electrolyte-containing fluid to drink
Heat exhaustion	<ul style="list-style-type: none"> • headaches • clumsiness • dizziness/lightheadedness/fainting • weakness/exhaustion • heavy sweating/clammy/moist skin • irritability/confusion • nausea/vomiting • paleness 	<ul style="list-style-type: none"> • move person to a cooler place (do not leave alone) • loosen and remove heavy clothing that restricts evaporative cooling • if conscious, provide small amounts of cool water to drink • fan person, spray with cool water, or apply a wet cloth to skin to increase evaporative cooling • call 911 if not feeling better within a few minutes
Heat stroke	<ul style="list-style-type: none"> • sweating may or may not be present • red or flushed, hot dry skin • bizarre behavior • mental confusion or loss of consciousness • panting/rapid breathing • rapid, weak pulse • seizures or fits. 	<ul style="list-style-type: none"> • call 911 • move person to a cooler place (do not leave alone) • cool worker rapidly • loosen and remove heavy clothing that restricts evaporative cooling • fan person, spray with cool water, or apply a wet cloth to skin to increase evaporative cooling

Provisions for Emergency Medical Treatment / Evacuation:

This information needs to be work-site specific

- Outline detailed procedures for how emergency medical services will be provided should they become necessary at each individual work site:
- Specific procedures for contacting emergency medical services (telephone, cell phone, radio, etc.., and if necessary, **for transporting employees to a specific point where they can be reached by an emergency medical service provider;**
- The written procedures for ensuring that, in the event of an emergency, clear and precise directions to the specific work site can and will be provided as needed to emergency responders.

Definitions

“Acclimatization” – means temporary adaptation of the body to work in the heat that occurs gradually when a person is exposed to it. Acclimatization peaks in most people within four to fourteen days of regular work for at least two hours per day in the heat.

“Heat related illness” - means a serious medical condition resulting from the body’s inability to cope with a particular heat load, and includes heat cramps, heat exhaustion, heat syncope and heat stroke.

“Environmental risk factors for heat illness” - means working conditions that create the possibility that heat illness could occur, including air temperature, relative humidity, radiant heat from the sun and other sources, conductive heat sources such as the ground, air movement, workload severity and duration, protective clothing and personal protective equipment worn by employees. These conditions will be considered when determining that (the employer) is implementing controls and methods to reduce the potential for heat related illness.

“Personal risk factors for heat illness” - means factors such as an individual’s age, degree of acclimatization, health, water consumption, alcohol consumption, caffeine consumption, and use of prescription medications that affect the body’s water retention or other physiological responses to heat.

“Preventative recovery period” - means a period of time to recover from the heat in order to prevent heat illness.

“Provision of water”. - means that employees shall have access to potable drinking water. Where it is not plumbed or otherwise continuously supplied, it shall be provided in **sufficient quantity at the beginning of the work shift to provide one quart per employee per hour for drinking for the entire shift.** Employers may begin the shift with smaller quantities of water if they have effective procedures for replenishment during the shift as needed to allow employees to drink **one quart or more per hour.** The frequent drinking of water shall be encouraged.

“Shade” - means blockage of direct sunlight. Canopies, umbrellas and other temporary structures or devices may be used to provide shade. Some shade producing areas are not adequate to cool the body; for instance, **a car sitting in the sun does not provide acceptable shade to a person inside it, unless the car is running with air conditioning.**

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