

# Heat Illness Prevention



**Did you know failing to implement a written Heat Illness Prevention Plan can result in a Cal/OSHA citation?** Employers are required to provide a plan that is written in both English and the language understood by most employees. It is to be made available at the worksite, to employees, and can be included as part of your Illness and Injury Prevention Program.

**At a minimum, your Heat Illness Prevention Plan (HIPP) must address the following:**



- 1. Access to Water**— Employers must ensure at least two quarts of water for every employee are available in clean, potable containers or water bottles. **You may be cited if it is cumbersome for employees to access water as it is less likely the employee will drink enough water to fully protect themselves against heat illness.**
- 2. Access to Shade**— Shade must be available at the worksite whenever outdoor temperatures reach 80 degrees Fahrenheit or more. **It must be easy for employees to reach shade, and the location must not deter or discourage access.**



**3. High Heat Procedures**—When temperatures reach 95 degrees Fahrenheit or more, employers must implement additional safety measures, which include conducting a safety meeting to review your HIPP. Additional measures include adjusting work schedules to perform work in the morning or evenings and assigning a “buddy” to be on the lookout for signs and symptoms of heat illness to ensure emergency procedures are initiated as appropriate.



**4. Acclimatization Methods**—Acclimatization is a process by which the body adjusts to increased heat exposure. The body needs time to adapt when working in hotter environments. Acclimatization is fully achieved in most people within 4 to 14 days of regular work involving at least 2 hours per day in the heat. Best practices include finding ways to lessen the intensity of employees’ work during a heat wave and during two-week break-in periods of new employees.



**5. Emergency Response Procedures**—In the event of a serious injury or illness, it is crucial emergency medical services can be obtained rapidly and effectively. Employers are required to ensure effective communication by voice, observation, or electronic means is maintained so employees at the work site can contact a supervisor or emergency medical services when necessary.

Procedures must include contacting emergency medical services when necessary as well as taking immediate steps to keep a stricken employee cool and comfortable after emergency service responders have been called.

- 6. Training**—Employers must train all employees, both supervisory and non-supervisory on:
- ◆ Risk factors for heat illness
  - ◆ Signs and symptoms of heat illness
  - ◆ Methods to prevent heat illness
  - ◆ Policies and procedures established to comply with regulations.

Training must be provided prior to the beginning of work involving risk of heat illness. As a best practice, some employers use a daily “tailgate meeting” approach for refresher training prior to the start of each work shift.



## Publications and Resources

Please visit the Department of Industrial Relations at [www.dir.ca.gov/dosh/heatillnessinfo.html](http://www.dir.ca.gov/dosh/heatillnessinfo.html) and Safe at Work California at <https://safeworkca.com/heat-illness/>

## Need help with your HIPP?

A sample template is available on the PARSAC website at: <http://www.parsac.org/dashboard/best-practices/>.

**Questions?** Feel free to contact Erike Young at [eyoung@parsac.org](mailto:eyoung@parsac.org).