

Quick Guide for Supervisors

Heat Stress

Follow this quick guide to review the principles of Heat Stress and Related Emergencies protocols with staff. EHS recommends quarterly reviews to ensure safe work practices. **This guide does not replace the annual training provided by EHS.** It is provided as a dynamic way to ensure continuity of safe practices and an opportunity for a supervisor to evaluate their staff's level of knowledge and understanding of safe practices. Logs of presenting this quick guide should be kept with other training records and be available for review by EHS personnel during the annual shop review.

Idaho General Safety and Health Standard 030.01 Safe Place Standards; and OSHA General Duty Clause Sec. 5. Each employer shall furnish to each of his employees a place of employment free from recognized hazards that are causing or likely to cause serious injury or death to his employees. This includes heat-related hazards that are likely to cause death or serious bodily harm. Federal OSHA requirements are incorporated where it is helpful for clarification.

Working in the heat stresses the body and can lead to illness or even death in severe cases. Exposure to heat can also increase the risk of other injuries because of sweaty palms, fogged-up safety glasses, dizziness, and burns from hot surfaces. Every year thousands of workers become sick from heat exposure and a number of workers die. Most heat-related health problems can be prevented and the risk of developing them can be reduced.

- **Risk Factors**

- **Weather/Working Conditions.** The risk of heat stress is relative to temperature, humidity, sunlight, and wind speed. High temperature, high humidity, direct sunlight and low wind speed make the worst combination. Working indoors in areas where heat is generated and/or is not easily dissipated can be a risk factor. Try to provide ventilation/enhance air movement, and if possible schedule heavy work for the cooler parts of the day.
- **Personal Factors and Physical Demands.** The risk of heat stress increases with physical demands. For example, a worker who is walking is at higher risk than a worker who is riding in a vehicle. A worker who is lifting and carrying heavy items is at the greatest risk. Age, physical health, and persons taking certain types of medication, such as antihistamines, are factors that should be considered.

- **Mitigation Strategies**

It may not always be possible to work only in cooler parts of the day or in cool environments. The risk of heat-related illness can be reduced by:

- **Acclimation.** Tolerance to the heat can be increased through a process of acclimation that involves gradually increasing exposure time and work load. New employees and

workers returning from an absence of a week or more should take care to re-acclimate to the conditions.

- **Appropriate Clothing.** Wear light, loose clothing and a hat. In some cases, personal cooling devices (such as water circulating cooling vests) may be advisable.
- **Hydration.** Pre-hydrate the body by drinking 8-16 ounces of water before working in the heat. Keep water or an electrolyte drink within easy reach and consume about 8 ounces of fluid every 15-20 minutes, not just during rest breaks. Avoid alcohol, coffee, tea, or soda, which act as diuretics and further dehydrate the body. Monitor your urine output. Large volumes of relatively clear or light-colored liquid indicate proper hydration. Small volumes and/or dark urine may be indicators of dehydration.
- **Adequate Rest Periods.** Avoid overexertion and work at a steady pace. Heed the body’s signals. Take plenty of breaks in shaded or cooler areas.
- **Job Rotation.** When possible, rotate difficult work tasks in hot conditions between two or more employees.
- **Education.** Heat stress can manifest as a number of conditions, all to be taken seriously and some requiring medical assistance to avoid permanent after effects. Workers should recognize the signs and symptoms of heat stress and the proper actions to take, whether experienced personally or observed in co-workers.

The Occupational Safety and Health Administration (OSHA) developed a Heat Safety smartphone app in both English and Spanish. The app provides reminders about protective measures that should be taken at the indicated risk level to protect workers from heat-related illness, for example, reminders about drinking enough water, recognizing signs and symptoms of heat-related illness, planning for and knowing what to do in an emergency. ([Heat Safety Tool | Occupational Safety and Health Administration \(osha.gov\)](https://www.osha-slc.gov/heat-safety-tool))

SIGNS AND SYMPTOMS	TREATMENT
<p>Early Heat Illness Mild dizziness, fatigue, or irritability; decreased concentration; impaired judgment.</p>	<ul style="list-style-type: none"> • Loosen or remove clothing. • Rest in shade 30 minutes or more. • Drink water.
<p>Heat Rash Tiny blister-like red spots on the skin; prickling sensations. Commonly found on clothed areas of the body.</p>	<ul style="list-style-type: none"> • Clean the skin and allow it to dry. • Wear loose clothing. • Rest in a cool place.
<p>Heat Syncope Fainting of an un-acclimated worker when standing still in the heat.</p>	<ul style="list-style-type: none"> • Lie down until recovered. • Moving around, instead of standing still, in the heat will reduce recurrence. • Acclimate to heat.

SIGNS AND SYMPTOMS	TREATMENT
<p>Heat Cramps Painful spasms of the muscles; occurs when workers drink large amounts of water without replacing salts. May occur during or after work hours.</p>	<ul style="list-style-type: none"> • Drink electrolyte liquids (sports drinks such as Gatorade, All Sport, etc.). • Rest. • Massage affected areas. • May require intravenous salt solutions if determined by a doctor.
<p>Heat Exhaustion Extreme weakness or fatigue, giddiness, nausea, or headache. Moist, clammy skin. Pale or flushed complexion. Normal or slightly elevated body temperature.</p>	<ul style="list-style-type: none"> • Rest lying down in a cool place. • Loosen or remove clothing. • Splash water on body. • Massage legs and arms. • If conscious, drink water or an electrolyte solution, but not salt or salt water. • If unconscious, treat for Heat Stroke (below) until proven otherwise. • Severe cases involving workers who vomit or lose consciousness may require longer treatment under medical supervision. • Medical personnel should evaluate workers who collapse.
<p>Heat Stroke Often occurs suddenly. Sweating stops. Mental confusion, very aggressive behavior, delirium, loss of consciousness, convulsions, or coma. Fast pulse. Rapid breathing. Body temperature of 106° F or higher. Hot, red skin that may be red, mottled, or bluish. Worker may resist treatment.</p>	<ul style="list-style-type: none"> • call 911 • While awaiting medical help, remove victim to cool area, soak clothing with cool water, fan vigorously to increase cooling, and elevate legs. Treat for shock, if required, after temperature drops. • If conscious, have victim drink as much water as possible. • Prompt first aid and medical attention can prevent permanent injury to the brain and other vital organs.

* Sources: A Guide to Heat Stress in Agriculture (EPA); Heat-related Illness and First Aid (OSHA) 2011

Date reviewed with staff	Supervisor name	Supervisor Signature
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