



## CS ENERGY PROCEDURE FOR WORKING IN HEAT CS-OHS-24

Responsible Officer: Health and Safety Coordinator  
Responsible Manager: Head of Health and Safety  
Responsible Executive: Executive General Manager People and Safety

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### DOCUMENT HISTORY

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## 1 PURPOSE

This procedure is designed to reduce the risk of heat-related disorders by providing guidance to assist in the assessment of heat stress conditions. Heat stress arises from a combination of work activities, environmental factors, health and other factors outside of work.

## 2 SCOPE

This procedure applies to all CS Energy sites where personnel work in heat. Assessments should be carried out when it is a known hot work environment and individuals are encouraged to perform self assessments of their areas.

## 3 RESPONSIBILITIES AND ACCOUNTABILITIES

### 3.1 Management

Managers/Supervisors are responsible for ensuring that:

- The requirements of this procedure are enforced within their area of responsibility;
- Regular checks are carried out to confirm compliance;
- Adequate PPE is made available for the task at hand. Obtain professional advice from the Health and Safety team if required;
- Appropriate information, instruction and training are provided to each of their employees;
- Where effective temperature is measured and Thermal Work Limits (TWLs) determined, workers are consulted and effective controls are implemented;
- Adequate drinking water is available.

### 3.2 Employees and Contractors

Employees and Contractors are responsible for ensuring that they:

- Comply at all times with the requirements specified within this corporate procedure and any relating approved site-specific procedures;
- Conduct a risk assessment, including the identification of suitable controls to prevent injury from working in heat;
- Drink adequate quantities of water throughout the shift and preceding the shift;
- Notify the supervisor if they are taking medication that could affect their ability to work in hot environments;
- Notify their supervisor or work mates if they suffer heat stress symptoms;
- Observe the condition of their work mates for signs of heat stress.



## 4 WORKING IN HEAT

### 4.1 Introduction

The effects of heat on the body are influenced by a number of factors including:

#### Environmental Factors

- Air Temperature
- Air Movement
- Humidity
- Radiant Temperature

#### Personal Factors

- Clothing worn
- Level of activity
- Hydration level
- Acclimatisation
- Medical history
- Physical condition

All tasks shall be assessed to identify possible work practices or environments that have the potential to expose workers to health and safety risks due to excessive exposure to heat for example:

- working in open areas where exposure to sunlight and/or radiation is unavoidable;
- working in enclosed areas;
- working near heat generating/radiating equipment;
- heavy physical work, particularly when wearing impermeable protective clothing e.g. welding coveralls, disposable overalls, respirators, etc.;
- conducting emergency procedures such as fire fighting.

### 4.2 Controls to minimise the exposure to heat

The extent and application of required controls will depend largely on the outcome of the task risk assessment. The following information is intended to provide general guidelines on control strategies that can be applied, in the order of effectiveness as per the 'hierarchy of controls'.

- **Elimination** – removal of the heat source, for example - Shutdown heat generating equipment.
- **Substitution** – replace process or task with less hazardous one, for example reschedule work to a cooler time of the day.
- **Isolation/Engineering** – shield or isolate heat source from personnel, for example
  - Installing heat shields around hot components
  - Air condition the work environment
- **Administration** – procedural and instructional controls, for example –
  - Provide cool drinking water and schedule rest periods at appropriate intervals.

- Risk assessments/JSEAs to include precautions and controls for prevention of heat stress.
- Ensure persons are able to work in the current environment
- **Personal Protective Equipment** – contingencies to protect employees, for example:
  - Wear appropriate protective clothing and equipment.
  - Apply sunscreen and wear a hard hat and brim to protect against sunlight.
  - Provide a shaded area for rest and work breaks.



Note: The hierarchy of controls should be followed when there is risk to workers who are working in heat

### 4.3 Acclimatisation

Workers in hot environments can become acclimatised as a way of reducing the heat strain. Acclimatisation produces a lower heart rate and higher sweat rate with more diluted sweat.

It is important to note that workers who have been on extended leave, new employees and contract labour from cooler locations will not be acclimatised and this should be taken into consideration when scheduling work in hot environments. Generally new workers in hot environments should become acclimatised in 1 - 2 weeks.

### 4.4 Temperature Monitoring

The Basic Heat Stress Assessment Form (S2234) can be used to consider both personal and environmental factors when working in heat. A flowchart outlining the heat stress risk assessment process is attached with the Basic Heat Stress Assessment Form at 8.2.

If the Basic Heat Assessment determines work conditions are unacceptable, a detailed heat risk assessment is required. Each work site will have a temperature measuring device (e.g. 3M Questemp-32 Heat Stress Monitor) with the ability to calculate the wet bulb globe temperature (WBGT), dry bulb globe temperature (DBGT), and globe temperature (GT) to determine the thermal work limit (TWL). The WBGT measures the effects of humidity on an individual, the DBGT thermometer measures the ambient air temperature, and the GT is an indication of radiant heat exposure on an individual due to either direct light or hot objects in the environment.

Action may be required depending on the measured TWL – refer to 8.3.



Please contact the Health and Safety Department for the technical requirements on how to use the temperature measuring devices and measure the TWL.

## 4.5 Effect of heat on the body

### 4.5.1 Personal Hydration

All people working in hot conditions shall have ready access to a supply of cool, potable water or other fluid replacement beverage – avoid coffee and tea or other drinks containing caffeine. The supply of cool water, as opposed to iced water will assist in the maintenance of adequate hydration levels.

All workers have a responsibility to be well hydrated. Ideally when working in hot conditions, 1 – 1.5 litres of water should be consumed per hour by drinking small amounts at frequent intervals.

Urine colour charts will give people guidance on personal levels of hydration. Further detailed information on hydration testing is provided at 8.4 – Level 3 Physiological Assessment.

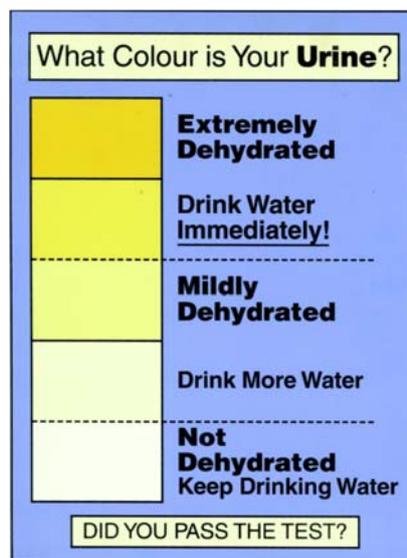


Figure 1 - Urine Colour Chart

### 4.5.2 Medication

People taking prescription or over-the-counter medications that could affect their ability to work in heat, such as cold/flu medications or drugs containing codeine, antihistamines or pseudoephedrine, or other drugs known to affect working-in-heat (such as anti-depressants) should:

- advise their supervisor, and
- follow the CS Energy Managing Alcohol and Other Drugs Procedure



Refer to [CS-OHS-42](#) Managing Alcohol and Other Drugs Procedure

Similarly, workers taking prescription drugs should advise their physician that they work in hot conditions. The physician should ensure any prescribed drugs or treatment plan is safe in these circumstances and provide a medical clearance before the person resumes work in thermally stressful conditions.

## 4.6 Medical Assessment

Where considered necessary by the supervisor, workers may be required to undergo medical assessment by a physician who is to advise of the person's suitability for working in heat. The intervention of the physician is to ensure that medical conditions which may otherwise place the person's

health at greater risk while working in hot conditions are identified. This is especially important where persons are exhibiting symptoms of colds, flu, diarrhoea or other dehydration-causing illness.

#### 4.7 Heat Stress

All suspected cases of heat stress shall be recorded and properly investigated in line with the CS Energy Incident Management Procedure.



Refer to [CS-IM-01](#) Incident Management Procedure

No person suffering heat stress is to be left alone or to travel by themselves unless they have been assessed as safe to do so by a competent person.

On the first instance of heat stress, the person will be re-educated on the need to come to work fully hydrated and stay hydrated during their shift. Where possible, they may also be required to have a urinary hydration test.

On the second instance of heat stress, the person will have a medical assessment by a physician. The physician may require the person to have a urinary hydration test.

#### 4.8 First Aid response to heat stress

The signs and symptoms of heat stress and treatments options are listed below (source St John's Ambulance).



Note: Seek medical assistance if required

##### 4.8.1 Heat Exhaustion

###### Signs and Symptoms

- Feeling hot, exhausted, weak and fatigued
- Persistent headache
- Thirst and nausea
- Giddiness and faintness
- Rapid breathing and shortness of breath
- Pale, cool, clammy, skin
- Rapid, weak pulse

###### Treatment

- Call ERT using site method of contact
- Move the patient to lie down in a cool place with circulating air
- Loosen tight clothing and/or remove unnecessary garments
- Sponge the patient with cool water
- Give the conscious patient fluids to drink



- Seek medical attention if the patient vomits or does not recover quickly

#### 4.8.2 Heatstroke: a medical emergency

##### Signs and Symptoms

- High body temperature at 40°C or more
- Flushed and dry skin
- Pounding rapid pulse
- Headache, nausea and/or vomiting
- Dizziness and visual disturbances
- Irritability and mental confusion which may progress to seizure and unconsciousness

##### Treatment

- Call ERT
- Follow DRSABCD
- Apply cold ice packs or wrapped in ice to the patient's neck, groin and armpits
- Cover the patient with a wet sheet
- Ensure an ambulance has been called
- Give water to the patient if they are fully conscious and able to swallow
- Seek urgent medical attention if the patient has a seizure or becomes unconscious

## 5 DEFINITIONS

Term	Definition
<b>Acclimatisation</b>	The gradual physiological adaptation that improves an individual's ability to tolerate heat stress. Acclimatization requires physical activity under heat-stress conditions similar to those anticipated for the work.
<b>Heat Stress</b>	The net load to which we might be exposed by extreme thermal conditions, physical workload, clothing factors and individual differences.
<b>Heat Stroke</b>	The effects of heat exhaustion resulting in collapse, loss of consciousness, convulsions or death
<b>Thermal Work Limit (TWL)</b>	The sustainable metabolic rate that well-hydrated, acclimatised individuals can maintain in a specific thermal environment, within a safe core temperature and sweat rate.
<b>Dry Bulb Globe Temperature (DBT)</b>	The temperature of air measured by a thermometer freely exposed to the air but shielded from radiation and moisture.
<b>Wet Bulb Globe Temperature (WBGT)</b>	The temperature a parcel of air would have if it were cooled to saturation by the evaporation of water into it
<b>Globe Temperature (GT)</b>	The radiant temperature defined as the uniform temperature in which the radiant heat transfer from the human body is equal to the radiant heat transfer in the non uniform enclosure.
<b>Impermeable Clothing</b>	Impermeable clothing is defined as clothing which prevents the transfer of air or water / water vapour. E.g. Chemical suite, Arc rated switching suit
<b>Clothing (Permeable)</b>	Clothing (Permeable) is defined as a permeable rating which is an indication of how much air or water / water vapour can pass through it. E.g. <ul style="list-style-type: none"> <li>• Single layer (light) – up to 150gsm</li> <li>• Single layer (mod) – up to 200gsm</li> <li>• Multiple layer – &gt;200gsm</li> </ul>

## 6 REFERENCES

Reference No	Reference Title	Author
	American Conference of Governmental Industrial Hygienists. (2007) Threshold Limit Values – Heat Stress & Strain	ACGIH
BS EN ISO 9886:2004	Ergonomics – Evaluation of thermal strain by physiological measurements	
	A Guide to Managing Heat Stress: Developed for Use in the Australian Environment. Australian Institute of Occupational Hygienists - 2013	R DeCorleto I Firth J Mate
<a href="#">B/D/15/20302</a>	Form - S2234 - Level 1 - Basic Heat Stress Assessment	CS Energy



## 7 RECORDS MANAGEMENT

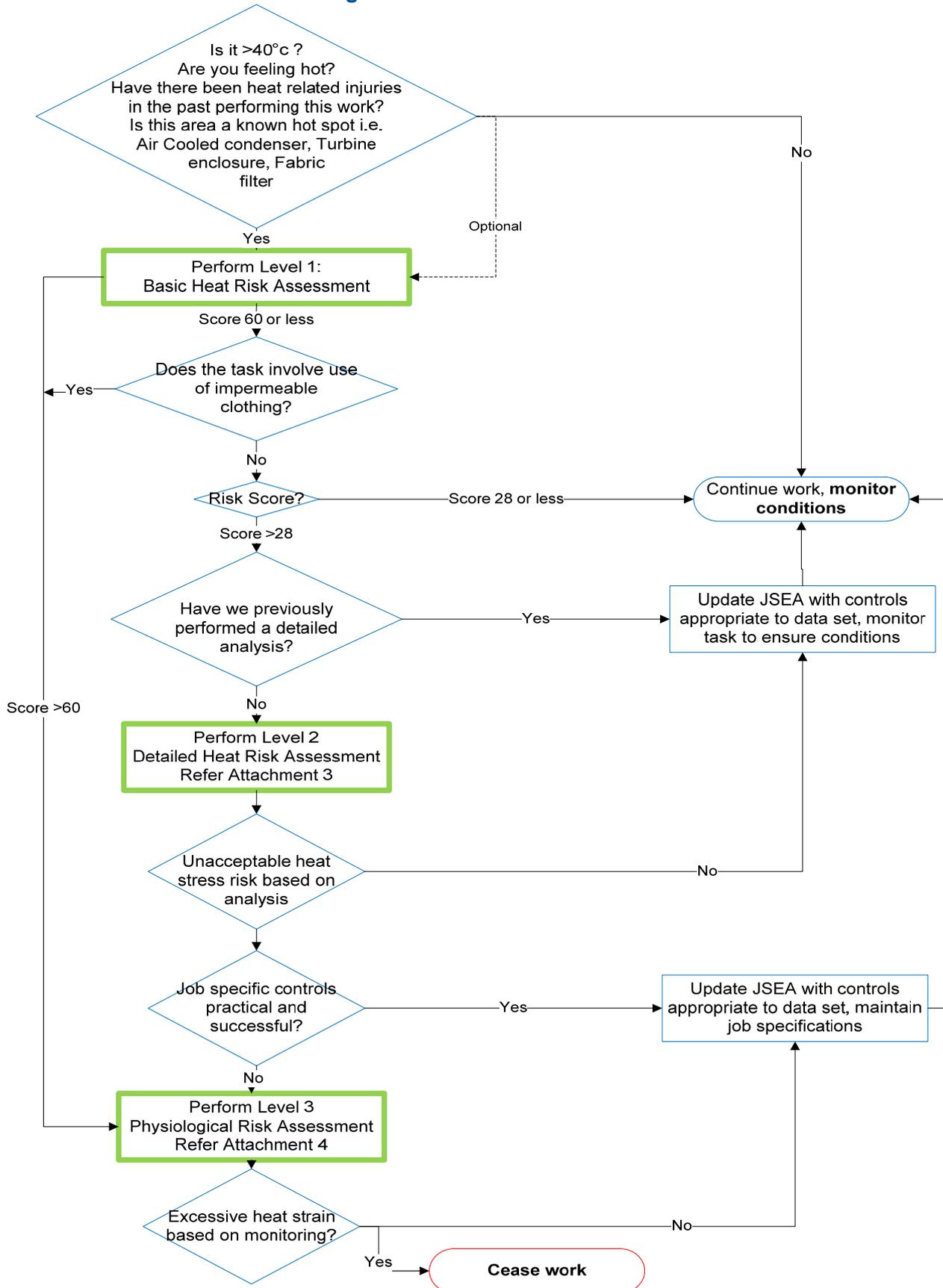
In order to maintain continual improvement, suitability, safety and effectiveness of the organisation, CS Energy's registered documents will be reviewed on a two yearly basis or at intervals specified by legislative or regulatory requirements. Review of controlled documents should occur where it has been identified that there are changes in technology, legislation, standards, regulation or where experience identifies the need for alteration to the content. Registered documents should also be reviewed following an incident, change management process, modification or where directed as part of a risk assessment process.

CS Energy must ensure that records are retained according to accountability, legal, administrative, financial, commercial and operational requirements and expectations. In compliance with records retention and disposal, all documentation created in relation to CS Energy business must be retained in line with minimum retention periods as detailed in legal retention and disposal schedules.



## 8 ATTACHMENTS

### 8.1 Attachment 1 – Heat Management Flow Chart





## 8.2 Attachment 2 – Basic Heat Stress Assessment Form (Linked Image)

LEVEL 1 - BASIC HEAT STRESS ASSESSMENT  
 Form: 52234  
 Version: 11/16

### LEVEL 1 - BASIC HEAT STRESS ASSESSMENT

Mark each box with the assessment point values associated with the conditions. Final result = Subtotal A + Subtotal B x Subtotal C.

HAZARD TYPE	ASSESSMENT POINT VALUE			
	0	1	2	3
Sun Exposure	Indoors	Full shade	Part shade	No shade
Hot Surfaces	Neutral	Warm on contact	Hot on contact	Burn on contact
Exposure Period	<30 minutes	30 minutes - 1 hour	1 hour - 2 hours	> 2 hours
Confined Space	No			Yes
Task Complexity		Simple	Moderate	Complex
Climbing up/down stairs/ladders	None	One level	Two levels	> Two levels
Distance from Cool Rest Area	<10 metres	10 - 50 metres	50 - 100 metres	> 100 metres
Distance from Drinking Water	<10 metres	10 - 30 metres	30 - 50 metres	> 50 metres
Clothing (Permeable)		Single layer (light)	Single layer (mod)	Multiple layer
Understanding of Heat Strain Risk	Training given			No training given
Air Movement	Strong wind	Moderate wind	Light wind	No wind
Respiratory Protection (-ve pressure)	None	Disposable half face	Rubber half face	Full face
Acclimatisation	Acclimatised			Unacclimatised
	<b>0 :Total</b>	<b>0 :Total</b>	<b>0 :Total</b>	<b>0 :Total</b>

**SUBTOTAL A:- 0**

METABOLIC WORK RATE <i>(Refer to Table below)</i>	ASSESSMENT POINT VALUE		
	2	4	6
	Light	Moderate	Heavy

**SUBTOTAL B:- 0**

Metabolic Work Rate Class	Examples
Low/ Light Work	Sitting at ease / Light manual work / Hand and arm work / Car driving / Standing / Casual walking / Sitting or standing to control machines
Moderate / Moderate Work	Sustained hand and arm work / Arm and trunk work / Moving light wheelbarrow / Walking around 4.5 m/h
High / Heavy Work	Intense arm and trunk work / Carrying heavy material / Shovelling / Sawing hard wood / Moving heavily loaded wheelbarrows / Carrying loads upstairs

APPARENT TEMPERATURE	ASSESSMENT POINT VALUE			
	1	2	3	4
	<27 °C	>27 °C ≥ 33 °C	>33 °C ≥ 41 °C	> 41 °C

**SUBTOTAL C:- 0**

**A + B x C TOTAL:- 0**

Total Score	Action Required
Less than 28	Work can proceed. NOTE: If there are reports of heat related disorders then the analysis should be reconsidered or proceed to Level 2: Detailed Heat Risk Assessment
More than 28	Control measures must be considered (see CS-OHS-24 - Attachment 3). Level 2 - Detailed Heat Risk Assessment must be undertaken.
More than 60	Immediate action must be undertaken and further controls implemented (see CS-OHS-24 - Attachment 3).

### 8.3 Attachment 3 – Level 2 Detailed Heat Risk Assessment

- TWL and Actions required**

TWL calculator can be found at <http://www.haad.ae/Safety-in-Heat/Default.aspx?tabid=63>

Source: *Health Authority - Abu Dhabi (HAAD)*

Detailed Risk Assessment Score	TWL	Action Required
Low	>220	<b>Unrestricted self-paced work</b> <ul style="list-style-type: none"> <li>Fluid replacement</li> </ul>
Moderate Low	181-220	<b>Acclimatisation Zone</b> Well hydrated self-paced workers will be able to accommodate to the heat stress by regulating the rate at which they work <ul style="list-style-type: none"> <li>No unacclimatised worker to work alone</li> <li>Fluid replacement to be adequate</li> </ul>
Moderate High	141-180	<b>Acclimatisation Zone</b> <ul style="list-style-type: none"> <li>No worker to work alone</li> <li>Fluid replacement to be adequate</li> </ul>
High	116-140	<b>Buffer Zone</b> The workload exceeds the TWL and even with adequate fluid replacement, heat will limit work time. TWL can be used to predict safe work rest cycling schedules <ul style="list-style-type: none"> <li>No unacclimatised worker to work</li> <li>No worker to be work alone</li> <li>Air flow should be increased to greater than 0.5m/s</li> <li>Redeploy persons wherever practicable</li> <li>Fluid replacement to be adequate</li> <li>Workers could be tested for hydration</li> <li>Work rest cycling must be applied</li> <li>Work should only continue with authorisation and appropriate management controls.</li> </ul>
Critical	<116	<b>Withdrawal Zone</b> Persons cannot continuously work in this environment without increasing their core body temperature. The work load will determine the time to achieve an increase in body temperature, i.e. high workloads mean shorter work times before increased body temperature. As the workload exceeds the TWL and even with adequate fluid replacement heat storage will limit work time. <b>Level 3: Physiological Assessment</b> to be undertaken for work to proceed (refer Attachment 3).



## 8.4 Attachment 4 – Level 3 Physiological Assessment

There are circumstances where control actions (refer Level 2: Detailed Heat Risk Assessment) cannot assure the safety of the exposed work group. There may be situations where only physiological monitoring of the strain imposed on the individuals can be used to ensure that their personal tolerance to that strain is not placed at unacceptable risk. This includes any work undertaken in impermeable clothing.

The important physiological changes that occur during hot conditions and/or high workloads are increases in:

- Core temperature;
- Sweat rate; and
- Heart rate.

### 8.4.1 Recommendations for standardised physiological measures.

Table 1 - physiological monitoring and assessment

Physiological Parameter	Measurements	Information provided	How to measure	Limits (ISO9886:2004)
Heart Rate	Peak Heart Rate	Health based limit for maximum workload.	Equivalental continuous reading device or POLAR heart rate monitor.	185 – (0.63 X Age).
Heart Rate	Sustained Heart Rate	Health based limit for sustained workload.	Equivalental continuous reading device or POLAR heart rate monitor.	180 – Age.
Core Temperature	Auditory canal temperature.	Health based limit to indicate mean temperature of the body mass.	Temperature Transducer or QuestTEMP II continuous reading device.	Increase of 1.0°C or maximum of 38°C.

### 8.4.2 Hydration Testing

Urine Specific Gravity (USG) can be used as a guide in relation to the level of hydration of an individual. Specific Gravity (SG) is defined as the ratio weight of a substance compared to the weight of an equal volume of distilled water; hence the SG of distilled water is 1.000. Generally, for individuals working in ongoing hot conditions the use of USG may be an adequate method to assess hydration status.

Table 2 - US National Athletic Trainers Association index of hydration status (adopted from DiColetto, 2013)

	Body Weight Loss (%)	Urine Specific Gravity
Well Hydrated	<1	1.010
Minimal dehydration	1 – 3	1.010 – 1.020
Significant dehydration	3 – 5	1.021 – 1.030
Severe dehydration	>5	>1.030