

AUSTRALIAN SERVICES UNION LOCAL GOVERNMENT & ENERGY DELEGATES CONFERENCE 2020

EBA MODEL CLAUSE - EXCESSIVE HEAT

The parties to this Enterprise Agreement recognize that working in hot conditions can result in a number of adverse health effects - ranging from discomfort to serious illness, which are generally grouped together as heat stress. In extreme circumstances this can be fatal.

Council has a duty to identify hazards and implement controls to eliminate or, if this is not reasonably practicable, reduce the risks associated with the hazards. Advice may be sought from a person competent in heat assessment. They can provide recommendations about how the risk can be controlled.

By 1 October each year Council will undertake a risk assessment with Health & Safety Representatives (HSR's), ASU delegates and members and put in place control measures. The purpose of the risk assessment will include ensuring that Council's policies and procedures relating to Excessive Heat are current and that they are communicated to all staff.

The following will apply:

- Alternative duties for employees where a risk of heat illness is identified, particularly in at risk groups. At risks groups include people with asthma or lung problems of any kind, people with heart disease, diabetes or previous stroke, people over 65 or people who are pregnant.
- All employees, except for employees undertaking essential services, who work outdoors will be released from duties with no loss of pay once the temperature reaches 35 degrees.
- For employees who undertake essential services, appropriate controls such as rest breaks will be put in place and they will be granted time off with pay equivalent to the time worked, to enable rest and recovery from working in excessive heat.

All employees who work outdoors will be released from duties with no loss of pay if safe work or suitable alternative duties cannot be provided.



By your side