SA CONSTRUCTION INDUSTRY HEAT POLICY

The following is the CFMEU SA branch's industry standard heat policy. It sets a standard for safety across all sites in South Australia; however, there may be some minor differences between Enterprise Agreements. Use this as a guide, but ensure you check your specific Enterprise Agreement before enforcing heat policy on site.

Hot Weather Management

(a) These hot weather management provisions shall apply on sites in the Adelaide metropolitan area excluding Hills area. Temperature reference information shall be that issued formally from the Bureau of Meteorology (BOM) website at http://www.bom.gov.au/sa/observations/adelaide.shtml according to the nominated weather stations located within the Weather District Map in Appendix 5.

(b) For sites located outside of the Adelaide metropolitan area, the Parties agree that reference should be made to the nearest weather station utilised by the BOM website and the specific topographical features of the site locality in adapting this procedure (i.e. increased radiant temperatures will apply in dry, unshaded environs).

(c) Where hot conditions are anticipated to occur or do occur, site management shall endeavour to manage the process of work by reducing exposure time and appropriate rescheduling.

(d) Relocation and transferring of labour will be required and applied in a common-sense manner and in any shall be completed prior to the temperature reaching 35°C. This shall occur in accordance with clause 7.6 Transfer and clause 7.7 Completion of Concrete Pours and Emergency Work.

(e) Site Management in consultation with Health and Safety Representative/s shall generally anticipate the heating effect of sustained temperatures on the internal environment of buildings even in circumstances where the external temperature is less than 35°C.

(f) Subject to clause 7.2 above, upon indication by the BOM website at the weather station closest to the Project location that the general outside temperature is 35°C the following shall apply:

i. Employees shall continue working in areas where air conditioning is operating and in all other areas which are clearly cooler than the general outside temperature.

ii. Relocation and transfers of Employees to less exposed areas should generally occur prior to inclemency arising and provided such areas do not exceed 35°C (provided that no Employee shall be transferred to a cooler work area unless there is work available in his/her classification).

iii. In advance of the temperature reaching 37°C the Company and Employees will consult to ensure orderly management of the Project and application of clause 7.7.

iv. Where it is necessary for services such as external man and material hoists, fixed or mobile cranes to operate to service Employees working in cooler areas, or to complete concrete pours or emergency work, then such Employees who continue to work in inclement conditions shall be paid at a rate of double-time calculated to the next hour. All practical methods of ensuring the welfare of these Employees shall be applied. Employees shall not be called upon to work in unreasonable amount of hours in these circumstances.

v. All other Employees in cooler areas shall be paid at ordinary time rates as per this Agreement.

vi. Where Employees continue working on site as provided in this Agreement the safety and/or first-aid officer shall remain on site and shall be paid ordinary time rates as per Award, where he/she can be located in a cooler working area; or at double-time rates calculated to the next hour where he/she is required to continue working in inclement conditions as in emergency work.

vii. Employees who cannot be relocated from exposed work areas to cooler work areas shall be located in the air conditioned amenities buildings provided that all areas shall be left in a safe condition and all tools and equipment properly stored.

(g) Those Employees prevented from working due to hot work conditions:

i. for more than an accumulated total of four (4) hours of ordinary time in any one (1) day; or

ii. after the meal break for more than an accumulated total of 50% of the normal afternoon work time, or;

iii. during the final two (2) hours of the normal work day for more than an accumulated total of one (1) hour,

shall not be required to remain on site.

(h) The Company shall take into consideration the pattern of temperatures over previous days and the temperature forecast for the remainder of the day in applying the above criteria.

(i) Upon indication from the BOM website that the general outside temperature is 37°C the following shall apply:

i. With the exception of Employees working in air conditioned areas all Employees located on site shall be allowed to cease work and leave the site subject to all areas being left in a safe condition and all tools and equipment properly stored.

ii. When Employees leave a site in accordance with the above the provisions of clause 7.5 above shall apply in respect to entitlements.

APPENDIX 5 – WEATHER DISTRICT MAP

