

HEAT ILLNESS PREVENTION RESOURCES

In January 2025, the Nevada Division of Industrial Relations released employer guidance for meeting the requirements of Heat Illness Regulation R131-24AP.

PGM Safety Services stands ready to help employers meet and exceed regulatory minimums for a true risk management approach. Complete the following initiatives to ensure you're adequately controlling this hazard:

ASSESS YOUR EXPOSURE

Perform a Job Hazard Assessment (JHA) of working conditions that could lead to heat illness. Focus on job classifications and tasks that create heat illness exposure for 30 minutes or more in any 60-minute period.

PGMSS provides a JHA template document in fillable PDF format that makes it easy to document and communicate this assessment to your employees.

It may be a good idea to use the JHA to restrict employees from engaging in tasks that have heat illness exposure for more than 30 minutes, if feasible.

DOCUMENT YOUR PLAN

Add a Heat Illness Prevention section to your Written Workplace Safety Program (WWSP). Your WWSP section must provide for the following:

- Potable water;
- A rest break when an employee exhibits signs or symptoms of heat illness;
- Means of cooling for employees;
- Monitoring for working conditions that could create heat illness exposure (added PPE and/or exertion);
- Identification and control of work processes that may generate additional heat or humidity;
- Training of employees (see next column); and
- Procedures for responding to an emergency (see next column).

PGMSS provides a Heat Illness Prevention WWSP template with the basic structure for these requirements that you can tailor for your operations.

Also consider employees that primarily work in climate-controlled facilities or vehicles, to establish procedures to follow in the event of an air conditioning failure.

PREPARE FOR EMERGENCIES

Designate an employee who will take appropriate steps when an employee shows signs of heat illness that need medical attention (first aid, emergency treatment, etc.).

Consider procedures the designated emergency contact will need to follow for employees working in a remote area or without reliable cell phone signal.

TRAIN YOUR EMPLOYEES

Your employees covered by the JHA must receive training and be able to demonstrate their understanding of these topics:

- How to recognize the hazards of heat illness; and
- Procedures to be followed to minimize the hazards of heat illness.

This training does not have to be a formal classroom event. PGMSS provides a Safety Meeting Sign-in Sheet template that can easily be paired with a copy of the training outline used, to document your completion of this requirement.

Remember: **DOCUMENTATION** and **TRAINING** must be in a language and format your employees understand [NV Revised Statutes 618.383(4)].

For more information on Heat Illness Prevention, or other workplace safety questions or concerns, please contact PGM Safety Services, an affiliate company of Pro Group Management. We'll be glad to assist!

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"Safety starts with you."