

Heat protection plan

for work in the heat, outdoors and indoors · Season 20__

Company		Location / site	
Prepared by	Role	Date	Next review

§
 Legal basis

Tick what applies

☐
Austria: Heat Protection Ordinance (Hitzeschutzverordnung, Hitze-V), BGBl. II No. 325/2025, §§ 3–7. Applies to outdoor work at workplaces, on construction sites and at external work locations; work of short duration is exempt.

☐
Germany: Occupational Safety and Health Act (ArbSchG) §§ 5, 6 and 12 · ASR A3.5 “Room temperature” (indoor workrooms) · ASTA heat recommendation of 21.08.2025 (outdoor workplaces).

+
 Involved in preparing the plan

AT: § 4(2) Hitze-V

☐ Employees
 ☐ Safety representative
 ☐ Works council
 ☐ Safety specialist
 ☐ Occupational physician
 ☐ Other: _____

Task	Name	Phone	Deputy
Check the heat warning every morning and announce the level for the day			
Put measures in place and check them			
First aid on site			
Contact person for field staff and delivery drivers (head office)			
Look after new starters and returners (acclimatisation, section 7)			

Task / area	Outdoors or indoors	Workload L · M · H	Sun: full · partial · shade	Clothing / PPE	Extra heat (asphalt, trench, machinery)	Hours per day

Workload as defined in the ASTA recommendation: **light** = light hand and arm work, sitting or standing · **medium** = moderate hand, arm or leg work · **heavy** = heavy hand, arm, leg and trunk work while walking or standing. Hitze-V § 3 also lists: UV index, duration, heat build-up without air movement, ground-level ozone, acclimatisation and heatwaves.

3 Assessment temperature

DE, outdoor work · ASTA heat recommendation, annex 1

Air temperature °C	Workload	Clothing / PPE	Sun	Humidity	Wind	Result °C
	+		+		-	
Workload		light ±0 · medium +2 · heavy +4				
Clothing / PPE		work clothes ±0 · protective clothing (e.g. high-visibility) +2 to +3 · protective clothing plus PPE (gloves, helmet) +3 to +4				
Sun		overcast or in the shade ±0 · partly cloudy +2 · clear sky, full sun +5				
Humidity		+3 from the humidity limit, e.g. 26 °C from 55 % · 30 °C from 44 % · 35 °C from 33 % relative humidity				
Wind		calm ±0 · light breeze -2 · clearly noticeable wind -3				
Up to and including 26 °C air temperature, the air temperature applies. Example: 28 °C, heavy work (+4), full sun (+5) = 37 °C assessment temperature.						

4 Triggers and levels

Who announces it, and what applies here?

Trigger	What applies	What it means for us	Announced by
AT · GeoSphere Austria heat warning level 2 (yellow), felt temperature 30–34 °C	Put the programme of measures into effect (§ 4(4) Hitze-V)		
AT · higher warning levels (orange, red)	Step up measures by warning level (recommended in the construction model assessment)		
DE · above 26 °C (indoors: air temperature, when it is above 26 °C outside and sun protection is in place · outdoors: assessment temperature)	Measures should be taken, drinks should be provided		
DE · above 30 °C	Effective measures must be taken, drinks provided		
DE · above 35 °C	Not suitable without measures as for hot work		
DE · DWD heat warning (felt above about 32 °C, extreme above 38 °C)	Early warning for planning		

Warnings: warnungen.zamg.at (per district, four-day outlook) · dwd.de/hitzewarnung (per county). UV index: uv-index.at. In Austria, personal UV protection is mandatory from UV index 5 with more than 30 minutes in the sun; from UV index 8, direct sun is to be avoided (labour inspectorate). DE: ASR A3.5 covers indoor workrooms; the ASTA recommendation for outdoor work does not carry the presumption of conformity that an ASR has.

Heat day log

Record that measures were in place on warning days

Date	Level / °C	Measures activated	Notes	Initials

5 Programme of measures

Order: avoid → technical → organisational → personal

A · Avoid the hazard

- ☐ Start work earlier, at _____
- ☐ Finish heavy work by _____
- ☐ Reduce the workload: lifting aids, more people, lighter equipment
- ☐ _____

B · Technical

- ☐ Shade: sun sails, tents, canopies
- ☐ Water misting, spraying, fans
- ☐ Showers
- ☐ Break room / site container kept from overheating (AT § 5(3))
- ☐ Crane cab can be cooled (existing ones from 1.6.2027), newly purchased vehicles with air-conditioned cabs (AT §§ 6, 9)
- ☐ _____

C · Organisational

- ☐ Rotate tasks, move work into the shade
- ☐ Cool-down breaks every _____ min for _____ min
- ☐ Fixed drinking breaks
- ☐ Acclimatisation plan (section 7)
- ☐ No lone working, look out for each other
- ☐ Review piecework pay: adjust or suspend
- ☐ _____

D · Personal

- ☐ Drinking water at the workplace (AT § 5(1), also at external sites)
- ☐ UV-protective clothing: T-shirt to mid upper arm, trousers to the knee (AT § 5(2))
- ☐ Head protection with UV protection, neck guard, sunglasses, sunscreen
- ☐ Breathable clothing that lets water vapour through
- ☐ Cooling clothing, e.g. cooling vest, cooling cap, cooling neck towel, dampened neck guard: _____
- ☐ _____

6 Water, shade, breaks

Drinking water is at

Shade / break area

Guide value in the ASTA recommendation: 100 to 150 ml every 15 to 30 minutes. Many short breaks work better than a few long ones.

Who refills it

Available in the break area

- ☐ Fan ☐ Water to cool the forearms ☐ Fridge for drinks

→ Before the season

Who gets what, by when?

Measure / purchase	Responsible	By	Done

7 Acclimatisation

AUVA M.plus 012, based on NIOSH

Share of normal working time in the heat	Day 1	Day 2	Day 3	Day 4	Day 5
New, no work experience	20 %	40 %	60 %	80 %	100 %
Experienced, e.g. after more than a week of holiday	50 %	60 %	80 %	100 %	

Who looks after new starters for the first 14 days?

Applies this season to (initials)

According to AUVA, acclimatisation takes 7 to 14 days and is largely lost again after a week without heat.

8 Employees at particular risk

AT: § 3 no. 9 Hitze-V · DE: ASR A3.5 point 4.4

- ☐ New starters and returners ☐ Young workers ☐ Older workers ☐ Pregnant and breastfeeding workers
☐ Known pre-existing conditions ☐ Agency and seasonal workers

Additional measures

Do not enter health data here. Agree individual adjustments with the occupational physician.

9 Emergency

based on AUVA M.plus 012, the ASTA recommendation and DGUV Information 204-007

Emergency: 144 ambulance (AT) · 112 European emergency number (AT and DE)

1. Call the ambulance, always when in doubt. Immediately in case of confusion, slurred speech or unconsciousness.
2. Move the person into the shade or a cool room. Never leave them alone.
3. Remove outer clothing and heavy protective clothing.
4. Cool actively: cold water, wet cloths on head, neck, trunk, armpits and groin, a fan.
5. If conscious, give them something to drink. If unconscious, check breathing: if they breathe normally, recovery position and keep checking their breathing; if they do not breathe or breathe abnormally, start resuscitation at once.

First aiders on site

First aid kit is at

Nearest hospital

Address and access route for the ambulance

10 Accessible, briefed, reviewed

AT: § 4(3) and § 7 Hitze-V · DE: §§ 6 and 12 ArbSchG

- ☐ Posted at _____ ☐ Emailed to all employees ☐ Intranet / app
Briefing held on (record p. 6) Post-season review on Employer signature

What worked?

What do we change next season?

Today is a heat day.

Date

Warning level

☐

yellow

☐

orange

☐

red

or ____ °C

Work starts at

Heavy work until

Break in the shade

every ____ minutes, at _____

Drinking water is at

Contact today

Phone

Today, watch out for

- Wear head and UV protection.
- Drink regularly.
- Look out for each other: report dizziness, weakness or confusion straight away.

Emergency: call the ambulance. Move into the shade, cool down, never leave alone.

144 · 112

Heat and UV briefing

AT: § 7 Hitze-V · DE: § 12 ArbSchG

Date	Place	Briefing given by	Duration

✓ Topics

- ☐ Hazards from heat and UV radiation ☐ Recognising heat-related symptoms
☐ Where to find the heat warning and UV index ☐ Protective measures and this plan ☐ Emergency procedure
☐ AT: voluntary health check for UV exposure

No.	Name	Signature
1		
2		
3		
4		
5		
6		
7		
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10		
11		
12		

🕒 Season start in April

- ☐ Read last year's plan and review: what worked, what didn't?
- ☐ Name the people responsible and their deputies for the summer
- ☐ Check sun sails, tents, water containers, fans and first aid kits; order what is missing
- ☐ Have UV-protective clothing and head protection ready in the right sizes
- ☐ Choose cooling clothing and try it out before the first hot day
- ☐ Prepare the acclimatisation plan for new and seasonal workers
- ☐ Bookmark the GeoSphere Austria and DWD warning pages; DWD heat warnings are also available as a newsletter
- ☐ Schedule the briefing; post the plan or email it to everyone