## GENERAL OUTDOORS/ICE WORK POLICY

[Organization Name] has implemented this policy to ensure that employees who work in outdoor or icy conditions are aware of any potential hazards and health and safety guidelines that apply to them.

This policy is to be used in conjunction with the organization’s Cold Stress Policy.  
  
SCOPE  
  
This policy is applicable to all employees who work outdoors and/or in icy conditions.   
  
POLICY  
  
Employer Responsibilities

* Before employees work outside or in icy conditions, the employer will ensure that a risk assessment is conducted to identify potential hazards and determine appropriate control measures to minimize the risk of injury.
  + The assessment will consider factors such as weather conditions, temperature, wind chill, and the condition of walking surfaces.
* The employer will ensure that all employees who work outside in icy conditions receive training on the hazards associated with working in cold weather or on icy surfaces.
* The employer will ensure that all employees are educated on safety procedures and control measures to minimize the risk of injury while working outdoors or in icy conditions.
  + Training will include but is not limited to: information on how to dress appropriately for cold weather, how to recognize the signs of cold-related injuries, and how to prevent slips, trips, and falls.
* The employer will ensure the employees who work outdoors in icy conditions will be provided with appropriate personal protective equipment (PPE) to minimize the risk of injury.
  + Including:
    - [Insert examples: Slip-resistant footwear,
    - Warm clothing,
    - Gloves,
    - Hats,
    - Insulated boots,
    - etc.
* The employer will ensure any tools or equipment that are used by employees working in outdoor environments or icy conditions are appropriate for the weather conditions and can be used safely.
* The employer will ensure that employees are provided with appropriate breaks in accordance with the Northwest Territories’ employment standards. The employer will ensure employees have a warm, dry, area to take their breaks.
* If necessary, the employer will ensure that there is a Health and Safety Representative responsible for monitoring safe work practices and making additional recommendations to ensure the health and safety of employees
* The employer will ensure that the contact information of the supervisor or designated health and safety representative will be provided to all employees working outdoors in icy conditions for reporting hazards or unsafe conditions.
* The employer will ensure that there are emergency procedures and protocols in place in case employees need to be evacuated or emergency responders are required.
* [Insert Any Other Specific Duties/Responsibilities of the Employer]

Employee Responsibilities

* Employees must adhere to all health and safety procedures and safe work practices while working outdoors or in icy conditions.
* Employees must take regular breaks in warm, dry areas to prevent overexposure to cold temperatures.
* Employees must avoid walking on icy surfaces and use designated walkways where possible.
* Employees must watch their step and use handrails on stairways and ramps.
* Employees should wear slip-resistant footwear and take shorter steps to maintain stability when walking on icy surfaces.
* Employees must monitor their own health and wellbeing and ensure their extremities (E.g., hands, feet, face) are not over-exposed to cold temperatures.
* In the event of a cold-related injury or emergency, employees must follow the appropriate emergency procedures, including notifying their supervisor and seeking medical attention if necessary.
* Employees must use appropriate tools and equipment designed for use in cold weather.
* Employees must report any hazards or unsafe conditions to their supervisor/designated health and safety representative immediately.

Please note: This policy will be reviewed and updated as necessary to ensure it remains effective and relevant to the workplace's needs. This is a general policy and the employer will provide site-specific health and safety guidelines as required.