

UPDATED JULY 7, 2025



**DESERT SERVICES**  
*The Ultimate in Construction Services*

HEAT ILLNESS PREVENTION PLAN  
(HIPP)



## 1. Purpose

The purpose of this plan is to ensure all Desert Services (DS) team members are trained and equipped to prevent heat-related illnesses, injuries, or incidents during hot weather operations. With Metro Phoenix experiencing over 140 days annually above 100°F, this plan is critical for safeguarding employee health and complying with ADOSH's targeted enforcement.

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## 2. Goals

- Train all team members to recognize, prevent, and respond to heat illness symptoms.
  - Promote a culture of safety and shared accountability during the summer months.
  - Reduce the risk of heat-related emergencies through proactive planning and supervision.
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## 3. Team Responsibility

It is the responsibility of every DS team member to:

- Monitor their own physical condition and that of their coworkers.
- Speak up and take action at the first sign of symptoms.
- Prioritize health over deadlines — no task is more important than safety.

Supervisors must ensure:

- Daily planning includes weather consideration.
  - At-risk workers (new hires, rehires, those on medication, or with past incidents) are closely monitored and acclimated appropriately.
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## 4. Risk Assessment

- Phoenix is a high-risk zone for heat exposure. All field activities conducted during summer months should be considered high-risk.
  - Employees should perform the most physically demanding tasks in the early morning hours.
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- Frequent breaks and hydration must be emphasized — especially during critical or fast-paced work.
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## 5. Hydration and Shade

- All jobsites must ensure adequate cool drinking water is available and accessible at all times.
  - Employees must hydrate every hour — do not wait until you feel thirsty.
  - Breaks should be taken in shaded or air-conditioned areas (e.g., trailers, vehicles).
  - Supervisors are responsible for verifying water and shade access daily.
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## 6. Acclimatization

Extra precautions must be taken for:

- New employees
- Employees returning after extended time off
- Employees with medical conditions or medications affecting heat tolerance
- Employees with prior heat-related incidents

These workers must be:

- Gradually reintroduced to physical work in the heat
  - Paired with a buddy system when possible
  - Monitored during the first 7–14 days of work in hot conditions
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## 7. Signs and Symptoms of Heat Illness

Condition	Symptoms
Heat Rash	Red pimples or blisters, typically on neck, chest, groin, or elbows
Heat Cramps	Painful muscle spasms in legs, arms, or abdomen
Heat Syncope	Dizziness, fainting, pale/cool skin, low blood pressure

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Condition	Symptoms
Heat Exhaustion	Heavy sweating, cool/clammy skin, nausea, cramps, dizziness, fainting
Heat Stroke (911)	Confusion, seizures, slurred speech, unconsciousness, high body temperature

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## 8. First Aid Response Procedures

For Heat Exhaustion (Prompt attention):

- Move person to shade or a cool area
- Loosen clothing
- Apply cool, wet cloths to neck and head
- Offer small sips of water
- Seek medical attention if symptoms worsen

For Heat Stroke (Medical Emergency – Call 911):

- Call 911 immediately
  - Move the person to shade or indoors
  - Begin rapid cooling (ice packs, fans, cool water immersion)
  - Do not give fluids if the person is unconscious
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## 9. Training Requirements

All Desert Services employees will be trained annually before the start of the summer season. Training will include:

- Identifying heat illness symptoms
  - First aid response steps
  - Hydration and rest schedules
  - Acclimatization awareness
  - Reporting procedures
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Supervisors will receive additional training in identifying at-risk workers and enforcing the plan.

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#### 10. Review and Enforcement

This plan will be reviewed annually or after any heat-related incident. Supervisors are responsible for enforcing hydration, shade, and reporting protocols on each job site.