

LGRCEU



*Western Australian Shire Councils, Municipal Road Boards,
Health Boards, Parks, Cemeteries and Racecourses,
Public Authorities Water Boards Union*

SECRETARY ANDREW JOHNSON

PO BOX 183 LEEDERVILLE WA 6007

Email: lgrceu @ tpg.com.au

TEL: (08) 9328 5854

(08) 9328 7159

FAX: (08) 9328 4792

1800 199 945

FORMERLY THE 
FOR OVER 106 YEARS

PERSISTENT HOT WEATHER

Dear Member

With the persistent hot weather this summer season we are again receiving inquiries regarding employer policies concerning inclement weather and employee rights when these conditions prevail.

It is not commonly understood that all employees under the Occupational Health and Safety Act of Western Australia 1984 as amended from time to time, are entitled to cease work and request allocation to other duties if their work condition pose an **imminent threat or risk to their health and safety** .

They are not entitled to walk off the job as such under the Act but are entitled to cease and request that their supervisor allocate them suitable alternative duties that do not put their health and safety at risk where the existing duties are presenting imminent risk.

Attached to this circular is an extract from the City of Fremantle Enterprise Bargaining Agreement which at Clause 14 spells out exactly what the workers rights and obligations are when there is inclement weather.

The union believes that this clause is a good working model for the industry.

Some Councils have specific policies regarding inclement weather and some have clauses similar to the Fremantle Clause. To the union's knowledge Fremantle is the only one that provides a temperature arrangement and covers all types of inclement weather.

Most importantly all sensible measures should be taken to prevent heat exposure- and ultimately your employer is responsible for protecting you!

YOURS FAITHFULLY
ANDREW JOHNSON
SECRETARY
encl.

