

Policy Considerations

A sun safety policy is an Occupational Health and Safety (OHS) policy or policy statement about your workplace's commitment to being sun safe. It forms the core of your pool's sun safety program. Ideally, sun safety (including both Solar UV and Heat stress) should be incorporated into your existing OHS system.

Consider including the following elements in your sun safety policy:

1. Management Commitment – The policy should include a statement of commitment to providing a sun safe workplace which aims to reduce exposure to UVR and heat stress for lifeguards.

2. Principles – The policy should include principles that help describe your pool's approach to addressing OHS and sun safety in particular. Is sun safety a matter of legal obligation to your pool? Does your workplace value lifeguard and outdoor worker involvement in the policy process? The answers to these questions reflect the principles that guide your approach.

3. Background/Rationale – The policy should explain why sun safety is an important workplace issue and why it is important to the lifeguards at the pool.

4. Scope – Who does the policy apply to? It is important to clarify which departments/ job roles fall under the umbrella of the sun safe policy (for example, all departments which employ outdoor workers). This is especially true if you're working at the level of a municipality to incorporate sun safety for all outdoor workers, not just lifeguards or pool workers.

5. Objectives – The policy should include measurable targets for sun safety to ensure your pool is on the right track. Some examples of measurable targets:

- Performing risk assessments which identify high risk job duties and the control measures which can be taken to combat them.
- Implementing control measures which are appropriate for the job task and monitoring their effectiveness over time.
- Providing ongoing training and education on sun safety for employees.

6. Responsibility – The policy should clarify the level of responsibility for sun safety held by all employees. Some policies include a section on Authority, Accountability, and Responsibilities.

7. Definitions – The policy should include a brief explanation of all the key technical terms which apply to sun safety (e.g., UV exposure, UV Index, Humidex, etc.)

8. Documentation – The policy should include a list of key documents and materials that will be handy when you implement a sun safety in the pool environment (e.g., posters, incident report forms, etc.)