

**Ice Cleat Policy**

Winter-related slip and fall injuries are among the most frequently reported types of workers’ compensation claims. In New Hampshire, where snow and ice are part of our daily lives for several months of the year, walking outside can sometimes be hazardous. However, slipping and falling on snow and ice is preventable. To reduce the risk of injury, the use of ice cleats is very effective at helping prevent falls on snow and ice.

Each employee who is provided ice cleats is expected to use them during the following times:

• While shoveling walkways or putting down salt/sand in inclement weather

• During freezing rain/ice/snow storms, or after it snows

• During field work, including when arriving onsite and entering and exiting client facilities if there is snow or ice in the parking lot

Ice cleats should be stored in the glove box of your vehicle when not in use, so they are available when you need them. Employees should regularly clean off the bottom of their ice cleats. Snow and slush buildup could reduce the cleat’s effectiveness.

There are shared pairs of ice cleats available for employees who are not given their own pair of ice cleats. Please see your manager or a member of the safety committee if you will be out for a client visit during inclement weather and don’t know where to find a pair of ice cleats to use, or if you do not have your own pair and feel you should.

**Note:** Let your manager know if your ice cleats do not fit properly or you have misplaced one or both of them.



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I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ acknowledge that I have received a copy of the Ice Cleat Policy. I have read and understand the policy and agree to use the ice cleats provided to me when necessary.

Employee Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_