

Heat warning: Employers must prepare for a warmer future

Employers need to act now to make sure their workplaces are ready for warmer weather in the future.

The Health and Safety Executive (HSE) is advising businesses to think how they need to adapt to warmer working conditions for their staff.

After last month's record-breaking temperatures and with more hot weather expected this week, HSE is asking employers to ensure extreme heat becomes part of their long-term planning.

With temperatures reaching an unprecedented 40°C in some parts of England in July, adapting to climate change is something all businesses will need to consider as warmer weather becomes more frequent.

Employers have a legal obligation under the Management of Health and Safety at Work Regulations to assess risks to the health and safety of workers. They must review the risk controls they have in place and update them if needed. This includes risks from more frequent extreme weather such as heatwaves.

While there is [no maximum temperature for workplaces](#), all workers are entitled to an environment where risks to their health and safety are properly controlled. Heat is classed as a hazard and comes with legal obligations like any other hazard.

The Workplace (Health, Safety and Welfare) Regulations, which require employers to provide a reasonable temperature in the workplace.

John Rowe, HSE's Acting Head of Operational Strategy, said: "We expect employers to take this recent weather event as the prompt to review how they assess the risk of high temperatures in their workplace and identify now those changes that will future proof them.

"All workplaces need to acknowledge that the working environment is changing. There are low-cost adaptations to the structure of work, but things like improved ventilation and air conditioning should also be considered which will involve investment in the workplace.

"Extreme heat that we have witnessed of late isn't going to stop and we want employers to plan and respond to this now."

You can find more guidance on taking practical steps to work safely in hot conditions:

[Temperature at work](#)

[Temperature: employees' guide](#)

[Temperature: What the law says](#)

[Temperature: Outdoor working](#)

[Workplace health, safety and welfare](#)

[Basics for your business](#)

Notes to editors:

1. The Health and Safety Executive (HSE) is Britain's national regulator for workplace health and safety. We prevent work-related death, injury and ill health through regulatory actions that range from influencing behaviours across whole industry sectors through to targeted interventions on individual businesses. These activities are supported by globally recognised scientific expertise. www.hse.gov.uk
2. HSE news releases are available at <http://press.hse.gov.uk>
3. HSE is happy to facilitate any media interview requests