



# Hot Weather Alert

Don't let heat stress put your workforce at risk

With temperatures soaring today, now's the time to act. Heat stress can affect concentration, cause serious illness and put your workforce at risk. As an employer, you're legally responsible for taking action. Even without a maximum workplace temperature in UK law, you must protect your team from heat-related risks.



## What is heat stress?

Heat stress happens when the body struggles to regulate its temperature in a hot environment. It can lead to:

- **Headaches, dizziness, fatigue**
- **Muscle cramps and dehydration**
- **Heat exhaustion** (nausea, confusion, excessive sweating)
- **Heat stroke**, a life-threatening emergency

Even mild symptoms can impair concentration and lead to accidents, especially in high-risk environments.



**You are legally required to act if high temperatures could impact health or safety.**

## What can employers do today?

1. Encourage hydration
2. Adjust work patterns to cooler hours
3. Provide shade or ventilated rest areas
4. Ease PPE where safe
5. Train staff to spot the signs

## Longer-term considerations

- Improve ventilation systems
- Review uniform or PPE policy for lighter alternatives
- Install temperature monitoring in problem areas
- Update your risk assessments to account for rising summer temperatures

## Final takeaway

With today's heat, this isn't something to put off. Heat stress can cause serious illness, or worse. Make sure you're checking in with your team, adapting your environment, and meeting your legal duties.

