

Working in high temperatures

Practical solutions for employers



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Working long days during heatwaves may overstretch and tire employees. Ensure employees remain hydrated and take regular breaks to replenish their energy levels.

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Vicky Walker,
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Five tips for prioritising employee wellbeing during a heatwave:

1

Health and safety checks

Start by conducting risk assessments and health and safety checks to ensure employees will be safe to work in the heat.

2

Remote working

Consider offering remote working where possible so employees can be more comfortable and avoid public transport in high temperatures.

3

Flexible working

Offering flexible working options means employees can take more regular breaks and avoid working in the peak heat of the day.

4

Workload management

If productivity levels are low, employers should encourage people to ask for help, and set realistic workloads during the heatwave period.

5

Make the workplace more comfortable

This can be by checking in with employees, providing fans or cold drinks and ensuring employees are shaded from direct sunlight.

