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There is no legal maximum temperature for workplaces, however the Workplace (Health, Safety and Welfare) Regulations require employers to provide a reasonable indoor temperature in the workplace.

Under the Management of Health and Safety at Work Regulations, employers must:

- x assess the risks of working in high temperatures to nursing staff
- x put suitable controls in place to protect them from adverse effects.

As heat is a hazard, workplace temperature should be factored into activity/area risk assessments for nursing staff, including those working in the community. In addition, heat/increased temperatures should be considered in individual risk assessments for nursing staff with health conditions which may be exacerbated by heat. Heat should also be considered in pregnancy risk assessments.

Employers should consult with nursing staff and trade union representatives on the proposed measures to manage workplace temperatures.

Potential risks to staff of increased workplace temperatures

The main risks include:

- x not drinking enough cool liquids (dehydration)
- x overheating - which is a risk for people who already have certain health conditions including problems with their heart or breathing
- x heat exhaustion and heatstroke.



