

impact hr toolbox talk

Working in Hot Weather & Sun

Hot weather, sun exposure, and UV radiation can have a serious impact on health and wellbeing. This Toolbox Talk aims to brief workers on the risks associated with working in hot weather and exposure to sunlight, including ultraviolet (UV) radiation.

Tell me more

Hot weather, sun exposure, and UV radiation can have a serious impact on health, wellbeing, and performance.

By adopting appropriate precautions, using the right protective measures, and reporting concerns early, you can work safely during periods of high temperatures and strong sunlight.

Why It Matters

Hot conditions can reduce both safety and performance. If you become dehydrated, fatigued, or overheated, you are more likely to make mistakes, lose concentration and feel dizzy.

Exposure to UV radiation can cause sunburn, eye damage, and increases the risks of skin cancer,

Common heat and UV-related hazards

- Dehydration and fatigue.
- Heat exhaustion and heatstroke.
- Sunburn caused by UV radiation.
- Long-term skin damage and increased risk of skin cancer.
- Eye damage caused by UV exposure and glare.
- Reduced alertness and slower reaction times.
- Increased risk when carrying out manual handling or operating plant and machinery.

Safe Working Practices

Planning & Environment

- Be aware of the weather conditions and how they may affect your work.
- Be aware of the UV index — higher levels increase the risk of sunburn and skin damage, even on cooler or cloudy days.
- Reduce the duration of working in direct sun during the hottest part of the day where possible (typically 11am–3pm).
- Make use of shaded areas and take breaks out of direct sunlight.
- Rotate tasks where possible to limit time spent in the heat.
- Stop work and report concerns if conditions feel unsafe or controls are not in place.

Hydration & Welfare

- Drink water regularly — little and often. Do not wait until you feel thirsty.
- Take regular breaks in shaded or cooler areas.
- Use welfare facilities provided and take time to rest when needed.
- Avoid excessive caffeine or sugary drinks, as these are less effective for hydration — water is the best option.
- Report immediately if you feel unwell or affected by the heat.



Clothing

- Wear lightweight, breathable clothing suitable for the task.
- Keep as much skin covered as possible while remaining comfortable.
- Wear head protection and use neck protection if available.
- Apply high-factor sunscreen (SPF 30 or above) to exposed skin and reapply regularly, especially after sweating.
- Wear suitable eye protection to reduce glare and protect against UV.

- Excessive sweating or, in severe cases, lack of sweating.
- Nausea or vomiting.
- Muscle cramps.
- Rapid pulse or breathing.
- Also look out for signs of sunburn or eye irritation caused by UV exposure.

Seek first aid assistance without delay

If someone shows signs of heat illness:

- Stop work immediately.
- Move them to a cool or shaded area.
- Give them water if they are conscious.
- Loosen tight clothing.
- Seek first aid assistance without delay.

Look out for Symptoms of Heat Stress

- Headache, dizziness, or confusion.

Remember

Drink water regularly — do not wait until you feel thirsty.

Take breaks in shaded or cool areas.

Protect your skin — cover up and use sunscreen.

Avoid the hottest part of the day where possible.

Look out for yourself and your colleagues.

Stop work and report concerns if conditions become unsafe.

Discussion Points

What hot weather or UV risks are present on this site today?

Do you have suitable access to water, shade, and welfare facilities?

How will you recognise and respond to heat stress?

What can we do to work more safely in these conditions?

Your next step to safer, smarter workplaces

For tailored advice, call **0330 236 9866** or email hello@impacthr.co.uk. Alternatively, explore more Toolbox Talks in the Impact Hub at [impacthr.co.uk](https://www.impacthr.co.uk).

