

# HEAT & HYDRATION SAFETY CONVERSATION



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## HEAT & HYDRATION

### WHAT WE ARE GOING TO LEARN

Hot weather increases risk, especially for those working outdoors and in high-activity roles. Our responsibility is to protect our teams by planning and acting early, before people suffer the effects of being exposed to hot conditions. This conversation will help you understand the risks, what actions we should take, and some quick tips minimise these risks to your teams.

### HOW IT WILL HELP YOU IN YOUR JOB

Following this conversation, you will:

- Know the risk of increased temperatures in the workplace
- Understand how to be prepared for hot weather and be proactive
- What signs to look out for when it comes to dehydration

## WHAT YOU NEED TO KNOW

### What is the risk?

Heat exhaustion happens when the body overheats and becomes dehydrated or loses sodium through sweating. The symptoms include tiredness, dizziness, headache, nausea, irritability and cramps.

### Higher risk of experiencing heat exhaustion:

- When working outdoors and exposed to sunlight
- During busy service periods and when there is limited time for breaks
- When wearing heavy uniforms or PPE

Whilst the risks are greater when working outside, many of the buildings and especially kitchens we work in are not airconditioned and are not built for extreme heat, so can become uncomfortably hot at times.

### Top actions for teams

Preventing heat exhaustion is easy and inexpensive, the main challenge is making sure people are aware of what to do to keep themselves hydrated and cool.

### Hydration:

- Drink little and often, and not just when you are thirsty
- Choose water or low-sugar drinks
- Increase intake during hot conditions

### Breaks:

- Take frequent short breaks
- Stay in cool or shaded areas
- Rotate roles where possible

### Sun protection:

- Apply sunscreen before your shift
- Reapply during longer shifts
- Wear hats where appropriate

### Working conditions:

- Improve airflow, for example by using fans or keeping doors open
- Use blinds to reduce direct sunlight
- Monitor hot kitchen areas

### Practical tips:

- Have drinking water available in all areas
- Provide light snacks (fruit, energy snacks) to maintain energy levels

### Quick Facts

- Hydration needs increase in hot conditions
- Everyone is different - encourage frequent drinking
- Don't rely on thirst as a trigger



## Manager Actions

- ✓ Adjust uniforms where possible
- ✓ Allow more frequent breaks
- ✓ Provide free water / refill stations
- ✓ Actively encourage hydration
- ✓ Monitor team wellbeing
- ✓ Reassign tasks where appropriate

## Know The Signs

Early signs of dehydration / heat exhaustion:

- Irritability
- Headache
- Dizziness / light headedness
- Fatigue / low energy
- Dark urine

## What To Do

If someone is struggling:

- Stop work
- Move to a cool/shaded area
- Give water
- Inform a manager
- ➔ Act early—don't ignore symptoms

## MORE INFORMATION

- [Compass HSE Website](#)
- [NHS Website](#)

**Looking after our teams in hot weather is a shared responsibility.  
Small actions prevent serious harm**