

## Employers: Protect Your Workers

- **Develop a policy about working in high heat and humidity.**
- **Provide training on the policy and signs and symptoms of heat related illness.**
- **Provide a form of shade.**
- **Provide fans/ventilation.**
- **Provide cool water.**
- **Provide cooling breaks** – particularly during the hottest times of day. Mandatory breaks required when heat humidity reach danger and extreme danger zones.

## Beat the Heat and Stay Healthy

- **Learn the facts:** know signs and symptoms of heat related illness. Watch out for yourself and colleagues.
- **Become acclimatized:** new to the job or have been away for more than a week? – gradually increase workload or have more frequent breaks for the first week.
- **Keep hydrated and nourished:** drink small amounts of water before becoming thirsty. Recommended: 1 cup every 15 to 20 min.
- **Find some shade** and wear shades\*\*
- **Have rest breaks on workdays when heat/humidity reach danger and extreme danger zones or beginning to feel unwell**
- **Wear light, loosely woven fabrics\*\***
- **\*\*Personal protective equipment is still required.** Choose weather appropriate types if possible.

## Occupational Safety and Health Act 1982

### General duties of employers

**3 (1)** It shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees.

### General duties of employees

**5** It shall be the duty of every employee while at work –

**(a)** To take reasonable care to protect his safety and health ...

### For more information:

Occupational Safety and Health Act 1982  
Occupational Safety and Health Regulations 2009

[www.gov.bm/occupational-safety-and-health](http://www.gov.bm/occupational-safety-and-health)



### Department of Health Occupational Safety and Health Office

Metro Building, 6 Hermitage Road  
Devonshire, FL 01

Phone: 278-5333 Fax: 232-1941

[osho@gov.bm](mailto:osho@gov.bm)

### Check out our website:

[www.gov.bm/  
occupational-safety-and-health](http://www.gov.bm/occupational-safety-and-health)

### References:

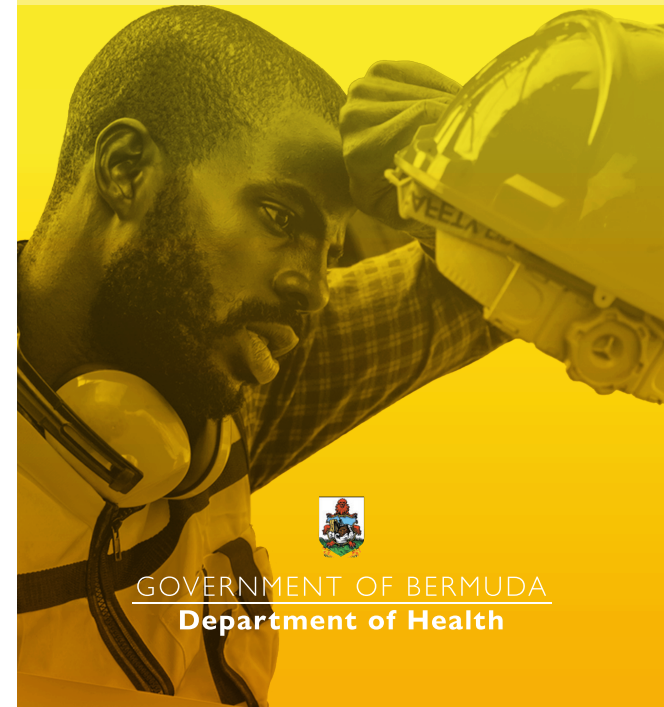
UK Health and Safety Executive, OSHA-NIOSH, CDC, WSIB  
Ontario, National Weather Service (US), Bermuda Weather Service,  
Bermuda OSHA and Regulations  
07/2022

Please give us  
your feedback:



# THE HEAT IS ON

ATTENTION: EMPLOYERS & EMPLOYEES  
HEAT HAZARDS AT THE WORKPLACE



GOVERNMENT OF BERMUDA  
Department of Health

## What happens when you get too much heat?

### From least to most severe:



#### Heat rash/prickly heat

Symptoms: Cluster of pimples or small blisters, usually on neck, upper chest, groin, under breasts and in elbow creases



#### Heat Cramps

Symptoms: Muscle cramps, pain or spasms in the abdomen, arms or legs



#### Heat Syncope (Fainting)

Symptoms: Fainting, dizziness, or light headedness after standing or suddenly rising from sitting/lying down



#### Heat exhaustion

Symptoms: Headache, nausea, dizziness, weakness, irritability, thirst, heavy sweating, elevated body temperature, decreased urine output, dark coloured urine.

#### What to do:

Provide cooling measures for ½ hour, move to shade/air conditioned room, provide water, cool cloths, have person lay down – if not recovering call 911.



#### Heat stroke – Call 911

Symptoms: Confusion, altered mental state, slurred speech, loss of consciousness, hot, dry skin or profuse sweating, seizures, very high body temperatures (103°F). May be fatal if treatment delayed.



## Sun Safety: Protect the skin you are in

1. Apply high spf sunscreen
2. Wear a wide brimmed hat
3. Wear loose weave clothing
4. Find some shade

**Tip:** Check out the uv index.  
Higher UV = Higher risk of skin damage

### Sweating is a good thing!

Sweating is one of the ways our body uses to keep our internal temperatures regulated (eg. 98.6F). Working in conditions of high heat and humidity can drastically affect the body's ability to regulate itself leading to the rise of body temperature and potentially serious illness.

### Workers who may be at higher risk:

- Persons with health conditions such as diabetes, on certain medications.
- Persons new to the job or not acclimatized to working outside, eg. construction, landscaping or in hot indoor environments, eg. kitchens, laundries, warehouses, work shops
- Older persons (65+)
- Persons with very physical jobs
- Persons wearing heavy protective clothing and equipment



## The US National Weather Service Heat Index:

A useful tool which demonstrates that greater caution is required as heat and humidity increase.

For example, at 90 F with a relative humidity of 70, it feels like 109 F with persons at "danger" level for heat related illness. (The chart below is an excerpt from the NWS Heat Index.)

## The Bermuda Weather Service provides

temperature, humidity and UV Index daily.  
<http://www.weather.bm/>

		Temperature (F°)															
		80	82	84	86	88	90	92	94	96	98	100	102	104	106	108	110
Relative Humidity (%)	40	80	81	83	85	88	91	94	97	101	105	109	114	119	124	130	136
	45	80	82	84	87	89	93	96	100	104	109	114	119	124	130	137	
	50	81	83	85	88	91	95	99	103	108	113	118	124	131	137		
	55	81	84	86	89	93	97	101	106	112	117	124	130	137			
	60	82	84	88	91	95	100	105	110	116	123	129	137				
	65	82	85	89	93	98	103	108	114	121	128	136					
	70	83	86	90	95	100	105	112	119	126	134						
	75	84	88	92	97	103	109	116	124	132							
	80	84	89	94	100	106	113	121	129								
	85	85	90	96	102	110	117	126	135								
	90	86	91	98	105	113	122	131									
95	86	93	100	108	117	127											
100	87	95	103	112	121	132											

Caution
  Extreme Caution
  Danger
  Extreme Danger

## HEAT INDEX

What it actually feels like outside when you take into account the humidity and high temperature.