

# Acas issues tips for employers to manage the hot weather at work

10 July 2025

Workplace expert Acas has offered some top tips to help employers manage workplace challenges due to the hot weather.

The Met Office has predicted that temperatures of up to 35°C are expected towards the end of this week.

Acas Chief Executive Niall Mackenzie said:

"The sizzling weather may be ideal for the beach, but staff getting into work during one of the hottest weeks of the year may not feel the same way.

"Some employees with certain health conditions or disabilities may be adversely affected by the extreme heat. The heat can also impact public transport too, which can affect employees commuting into work.

"Acas has some top tips for employers to help ensure their businesses remain productive during the heatwave, whilst keeping staff happy too."

According to a recent [Acas poll on LinkedIn](#), almost half (47%) of respondents felt that poor sleep during times of hot weather impacted their work. This was followed by 22% saying that overheated offices was their biggest challenge and 21% claiming that they found staying focused in heatwaves difficult.

## Acas top tips

Acas has some top tips for hot weather working.

### Workplace temperatures should be reasonable

There is no legal maximum working temperature. The Health and Safety Executive (HSE) advice is that the temperature in all workplaces inside buildings must be reasonable.

The [Health and Safety Executive offers advice on how to carry out a thermal comfort risk assessment](#) if staff are unhappy with the temperature.

### Keeping cool at work

Switch on any fans or air conditioners to keep workplaces comfortable and use blinds or curtains to block out sunlight. Staff working outside should wear appropriate clothes and use sunscreen to protect from sunburn.

### Stay hydrated

Employers must provide staff with suitable drinking water in the workplace. Workers should drink plenty of water throughout the day to prevent dehydration and not wait until they are thirsty. Employers could allow extra breaks for staff to get cold drinks.

## Dress code

Employers are not under any obligation to relax their uniform or dress code requirements during hot weather but where possible it may be advisable for employers to relax the rules for wearing ties or suits.

## Getting into work

If public transport gets adversely affected by the hot weather, this could affect staff attendance and their ability to get into work on time. Staff should check timetables in advance, and employers should be flexible.

[Read Acas's advice about disruption getting to work](#)

## Vulnerable workers

Workers with health conditions or disabilities may be affected more by hot weather. Employers should assess any risks and discuss what they need to reduce or remove that risk. This might include providing fans, portable air-cooling units or more frequent or longer breaks. Employers must make reasonable adjustments for workers with disabilities.

Read Acas's advice on:

- [reasonable adjustments](#)
- [extreme temperatures in the workplace](#)

## Media enquiries

[Contact the Acas press office](#)

## Background notes

Acas's LinkedIn poll was conducted on Friday 4 July 2025 and received 725 responses.

Respondents were asked: With the recent hot weather, how did this affect you? What's the biggest challenge working in a heatwave?

The results were:

- staying focused – 21%
- commuting – 10%
- overheated office spaces – 22%
- poor sleep affecting work – 47%