



PRO PAIE CONSULTING

# HEAT WAVE: WHAT CONSEQUENCES FOR THE COMPANY ?

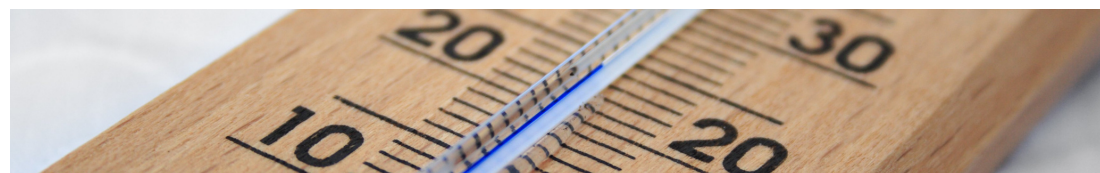


Summer is coming, and with it the heat. Within the company, measures must be taken to protect the health and safety of employees exposed to this risk:



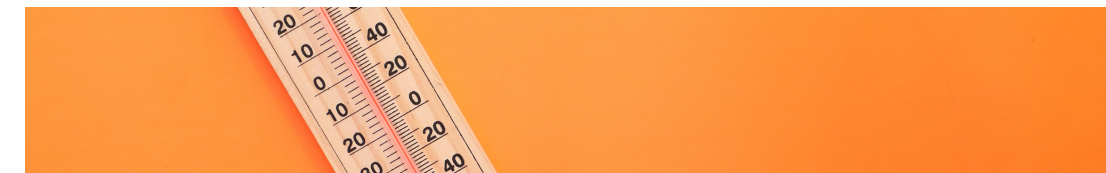
## BEFORE SUMMER

- **Update the risk assessment document [DUERP] to incorporate the risk** [high heat].
- **Anticipate possible work arrangements in case of high temperatures**, if necessary in connection with your occupational health service (remote work, scheduling, breaks, reorganization of premises, provision of air conditioning units, etc.)



## IN CASE OF HIGH TEMPERATURE

- **Change the assignment of young workers exposed** to temperatures that could affect their health.
- **Make fresh drinks available** to employees.
- **Adapt individual and collective** protection measures.
- **Adapt working conditions** (teleworking, scheduling, breaks, reorganization of premises, provision of air conditioning units, etc.).
- **Report possible** heat-related occupational accidents (discomfort...).



## IN CASE OF ORANGE OR RED VIGILANCE

- **Reassess the risks several times a day according** to the temperature, the work to be done and the health status of the workers (pregnant women, chronic pathologies, disability situation, etc.).
- **Adjust workstations**, workload and schedules.
- **Postpone work** with too much risk exposure.
- In the event of a work stoppage, it is possible to use:
  - **The system** of recovery of lost hours.
  - **Partial activity in case of orange or red vigilance**, or suspension of activity by prefectorial decree.
  - **In the construction sector, [congés intempéries]** via the BTP in case of orange or red vigilance, or suspension of activity by prefectorial decree.

The legal department remains at your disposal to study the management of your staff. Do not hesitate to contact us.