

VIAMED Ltd

Company Personnel Manual

Section 43. Temperature of Environment

All workplaces are covered by the ‘**Health & Safety at Work Act 1974**’, this sets out the general duties that we as an employer have towards our employees, and those duties, which you th employee have to yourself and to each other. Although it does not mention temperature, specifically, we still ensure as far as is reasonably practicable, the health, safety and welfare of our employees. This includes providing a comfortable working environment, that is both safe and without risk to health.

Thermal Comfort is very difficult to define. This is because account needs to be taken of a range of environmental and personal factors when deciding on the temperatures and ventilation that will make our employees feel comfortable. The best that we can realistically hope to achieve is a thermal environment, which satisfies the majority of employees, or put more simply, “reasonable comfort”.

As an employer, we are responsible for assessing risks to health, safety and welfare of our employees. These include the effects of heat, cold and humidity – environmental factors – factors affecting individuals i.e. age, sex and state of health etc. We try to ensure that a reasonable balance is achieved between all these factors

In general we try to ensure that the temperature in your workplace is pleasant, rather than too hot or too cold. We try to ensure that there is a reasonable degree of air movement as this is important to thermal comfort because it distributes fresh air or warmth throughout the workplace, or has a cooling effect. Constant temperature, humidity and insufficient air movement make people uncomfortable because of the static conditions.

An acceptable zone of thermal comfort for most people in the U.K. lies roughly between 13°C (56°F) and 30°C (86°F), with acceptable temperatures for more strenuous activities concentrated towards the bottom end of the range, and more sedentary activities towards the higher end. The ‘**Workplace (Health, Safety and Welfare) Regulations 1992**’ and the accompanying ‘**Approved Code of Practice**’ recommend minimum temperatures of workrooms of at least 16°C (62°F) or 13°C (56°F) if much of the work involve severe physical effort. These minimum temperatures do not apply to rooms or parts of rooms where it would be impractical to maintain these temperatures, i.e. the warehouse.

Therefore, during cold conditions, heating is applied via the gas boiler, and distributed around the building through the radiators. This is controlled by a thermostat and can be altered upon request. In the main office, there are large diameter fans suspended from the ceiling to provide a swirling movement of air through this area, in other areas of the building there are small ‘personal’ fans to provide air movement as required. In the warehouse there is a Gas Heater supplied for use when personnel are in the building.