



## NOTE TO INDUSTRY (NTI)

TOPIC <b>REMINDER TO MANAGE RISKS OF HEAT STRESS AND FLASH FLOODS IN THE WORKPLACE</b>				Reference Number <b>2025/NTI/07</b>
Approved by: <b>Director of Compliance &amp; International Division</b>	Endorsed by: <b>Chief Executive Officer (CEO)</b>	Issue date: <b>22 May 2025</b>	Expiry date: <b>None</b>	Revision No: <b>1.0</b>

**Purpose:** This Note to Industry (NTI) serves to remind all principals, employers, occupiers, self-employed persons, and persons at work to exercise heightened precautions in managing the risks associated with heat stress and flash floods within the workplace. This is especially important during periods of changing weather, which may include hot and dry conditions followed by occasional heavy rain and thunderstorms.

On 7 May 2025, the Brunei Darussalam Meteorological Department (BDMD), under the Ministry of Transport and Info-communications, released a statement indicating that Brunei Darussalam is currently in the **inter-monsoon period, experiencing Excessive Hot Weather**. The forecast indicates primarily **hot and dry** conditions, with several areas recording **temperatures of 35°C or higher** since 5 May 2025. BDMD urges the public to take **necessary precautions and safety measures** during this period. Additionally, recent weather warnings from BDMD have noted **occasional heavy and thundery showers which have resulted in flash floods**. For latest weather updates, please refer to BDMD's Instagram ([@brunei.weather](https://www.instagram.com/brunei.weather)) or download BDMD's mobile application, Brunei WX.

In response, SHENA would like to **remind all principals, employers, occupiers, self-employed persons and persons at work to take extra precautions to manage the risks associated with heat stress and flash floods in the workplace**. Heat stress can lead to mild issues, such as heat rash and heat cramps, as well as more severe conditions, including heat exhaustion and potentially fatal heat stroke if not treated immediately. Similarly, flash floods can result in structural instability, create electrical hazards when materials come into contact with water, and increase risk of slips, trips and falls.

The following provisions outline the responsibilities under the relevant legislations:

**(1) Section 12 of the WSHA, Cap 277:**

Employers must implement reasonably practicable measures to ensure the health and safety of employees at work.

**(2) Section 11 (b) of WSHA, Cap 277:**

Occupiers must take reasonable steps to ensure that access to and egress from the workplace are safe and without risks to the health of individual person within those premises.

**(3) Regulation 10 of WSH (General Provisions) Regulations:**

Occupiers of a workplace are obligated to take all reasonably practicable measures to protect individuals at work from excessive heat.

The following references are provided to support compliance with the outlined responsibilities:

- [2023/WSHN/04: Heat Stress Precaution in the Workplace](#)
- [2024/IGN/01: Managing Heat Stress at Workplace](#)
- [Poster: Melindungi Pekerja daripada Tekanan Haba - Malay Version](#)
- [Poster: Protecting Workers from Heat Stress - English Version](#)
- [2024/WSHN/01: Safety Precautions For Working During Northeast Monsoon Period](#)
- [2022/WSN/02: Managing OSH at Workplace during Flash Floods](#)
- [IGN 04/2020: Guidance to Risk Management](#)

SHENA seeks the cooperation of all relevant stakeholders in ensuring Brunei is a safe place to work and live. Any further clarifications, please direct your queries to “**General Enquiries**” section on the SHENA website: [www.shena.gov.bn](http://www.shena.gov.bn) or contact the SHENA office at **+673 238 2000** or **+673 272 2200** during office hours.

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