

Radon Gas

Workplace Risk Assessment

Guidance & Templates

Information compiled by proPERTECO, national specialists in radon gas testing and management.

For further information on radon gas or to order a radon test kit, please contact Head Office on 0800 046 6193 or email hello@properteco.co.uk



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1. Introduction

1.1 What is radon?

Radon is a naturally occurring radioactive gas that can affect properties of all types, ages, locations and uses. The gas is formed when uranium in the soil and rocks beneath us decays. When it permeates the ground into open air, it is quickly diluted to low concentrations, however if it rises into a building, it can become trapped and build to dangerous concentrations.

1.2 What risks are associated with radon exposure?

When indoor radon concentrations are high, the radioactive decay products are inhaled and some are deposited in the lungs, where they continue to emit radiation. Each year in the UK over 1100 people die from lung cancer developed as a result of exposure to radon. Radon exposure is the second leading cause of lung cancer, after smoking.

Research into occupational cancers carried out at Imperial College, London estimates that over 200 lung cancer deaths each year are attributable to radon exposure specifically received whilst at work.

1.3 Where is radon found?

Properties that lie in certain areas of the UK are more likely to contain high levels of radon, due to the underlying geology and varying amounts of uranium present. Many people mistakenly believe that radon is only of real concern in the South West, however the latest set of indicative maps published by UK Health Security Agency (UKHSA) show that radon can be found nationwide. Areas where estimates show more than 1% of properties will contain high levels of radon are classed as radon Affected Areas.



Buildings with basements are also more susceptible to high levels of radon accumulating, as there is a larger surface area in contact with the soil through which the gas can permeate. UKHSA advises that any property with a basement, regardless of whether it is located in an Affected Area or not, will have an increased probability of containing high radon concentrations.

1.4 How does radon get inside a building?

Some radon will passively infiltrate into the building, for example through cracks in the foundations and gaps around service pipes. Radon can also pass through certain materials, however, even those which provide an adequate barrier to water penetration.

The main mechanism through which radon enters a property is advection. This is the movement of the gas from the soil to the lowest point of pressure, which is usually inside the building. The gas is being 'sucked' from the ground into the building, and the greater this pressure difference is, the faster the rate at which the gas is drawn inside is.

1.5 How do I know if there is radon in a building?



Radon is odourless, colourless and tasteless. To assess the level of radon in an existing building, a specialist detector must be placed in the property before being sent to a laboratory for analysis. Radon detectors are small and discreet, and the whole process including laboratory analysis is inexpensive. As radon levels fluctuate according to seasonal and occupational variances (e.g. amount of ventilation through opening windows), a three month period is required to take such inconsistencies into account. The

result is given in a unit called Becquerels and expressed as Becquerels per cubic metre of air (Bq/m^3).

The number of detectors required depends upon the size, layout and usage of the building, and propertECO can advise on this.

1.6 Do I need to test for radon?

Employers with premises that contain basement workspaces or that are situated in Affected Areas have a duty to conduct a radon test. Under the Management of Health and Safety at Work Regulations 1999, employers must assess all hazards. The risk of high levels of radon being found in a property situated in an Affected Area or with a basement is significant, so a test must be conducted as this is the only way to know whether the employees' health is at risk.

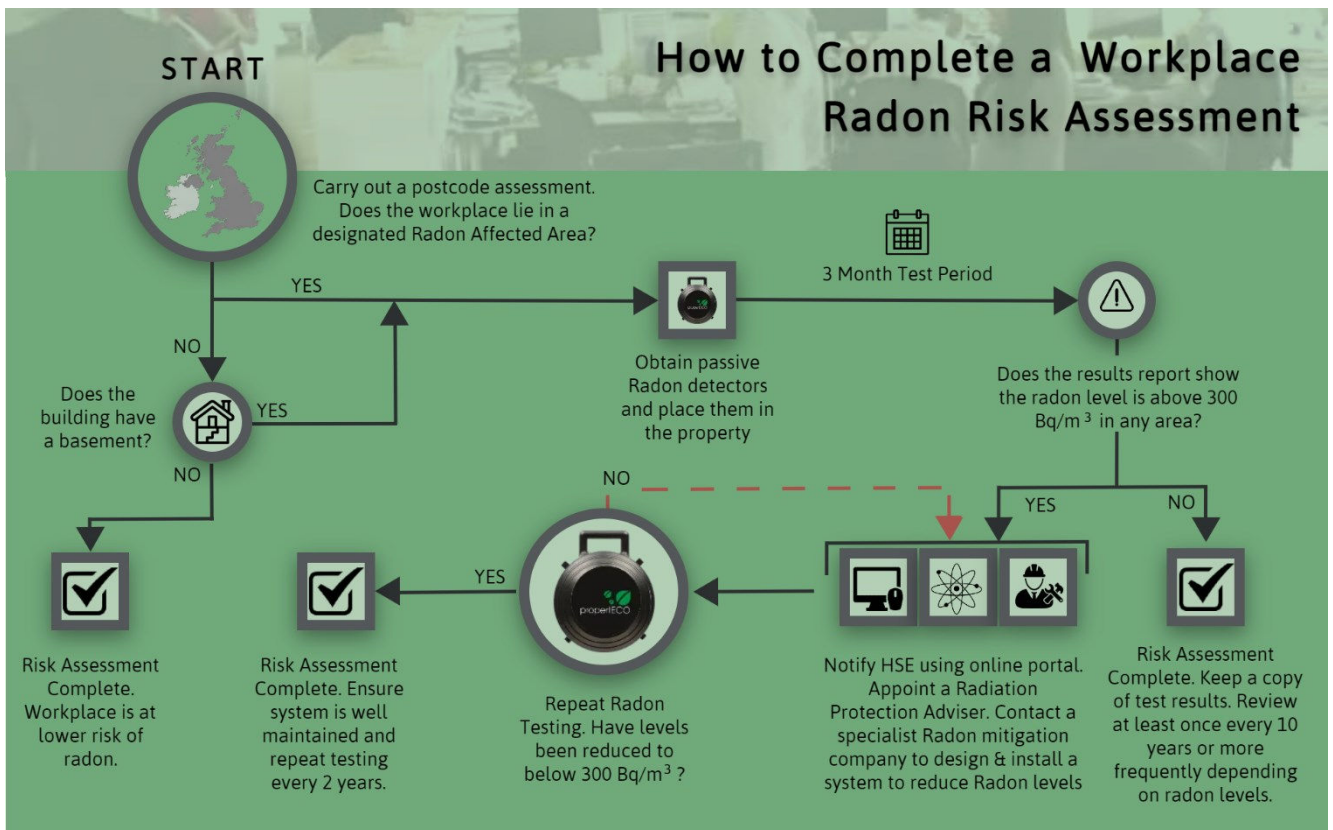
The Health & Safety Executive can and do enforce radon testing in commercial properties and have a team of Radiation Inspectors who visit workplaces to ensure that a radon risk assessment has been completed. Enforcement duties for some sectors have been delegated to Local Authority Environmental Health Officers. In July 2023, HSE successfully prosecuted an employer for failing to protect staff from radon exposure, and the employer was fined £50,000.

1.7 What do radon test results mean?

The Government has set guideline radon levels that are acceptable inside buildings. These are referred to as Action Levels, as they are the point at which it is advised (or required, in the case of commercial buildings) that action is taken to lower the concentration.

The workplace Action Level is $300 \text{ Bq}/\text{m}^3$ and if a non-domestic building contains levels higher than this, the Ionising Radiations Regulations 2017 (IRR17) apply. Under this legislation, the employer must take steps to reduce employees' exposure to the hazard. This can be achieved by either restricting access or, more practically, reducing the radon concentration via the installation of a radon mitigation system. A suitable Radiation Protection Adviser (RPA) must be appointed and consulted where the workplace Action Level is exceeded. The employer can appoint a specialist contractor to carry out remedial works, such as installing a radon sump or utilising air management techniques to lower the radon concentration in the building. Radon testing must then be repeated to confirm that the levels have fallen below $300 \text{ Bq}/\text{m}^3$, and IRR17 will no longer apply. This is the preferred and by far the most sensible approach to adopt if high radon levels are found in a workplace.

2. How To Conduct A Workplace Radon Risk Assessment



3. Template Basic* Risk Assessment Documentation

Radon Risk Assessment for _____ (company name)

Workplace Address	
Affected Area Status as per UKHSA map	<input type="checkbox"/> <1% – no further action required unless you have basement or subterranean areas <hr/> <input type="checkbox"/> 1–3% – further action required <input type="checkbox"/> 3–5% – further action required <input type="checkbox"/> 5–10% – further action required <input type="checkbox"/> 10–30% – further action required <input type="checkbox"/> >30% – further action required
Building levels	<input type="checkbox"/> Basement <input type="checkbox"/> Ground Floor <input type="checkbox"/> First Floor <input type="checkbox"/> Second Floor & Above
Radon Testing Status	Based upon the above factors, <input type="checkbox"/> The property is at low risk of containing elevated radon levels <input type="checkbox"/> The property is at increased risk of containing elevated levels and so radon testing will be carried out
Radon Test Results (if applicable)	<input type="checkbox"/> Results for all areas of the property tested are below 300 Bq/m ³ <input type="checkbox"/> Results for one or more area tested exceed 300 Bq/m ³
Radon Protection Advice & Further Action (if applicable)	Consultant details & plan of action:
Review due:	Date:

**If radon concentrations above 300 Bq/m³ are present, a more detailed radiation risk assessment will need to be completed by a qualified Radiation Protection Adviser*

4. Instructions for notifying HSE if elevated radon levels are found

If annual average radon concentrations in excess of 300 Bq/m³ are found within a workplace, it is the responsibility of the employer to notify HSE. This is now done via an online portal, RADAN.

- Visit <https://www.hse.gov.uk/radiation/ionising/notify.htm>
- Create an Account and Log In
- Click 'Create a New Submission'
- Complete information about the company
- The number of employees engaged with work with ionising radiation is the number of employees who have access to the area(s) of the workplace that you have identified as having elevated radon levels
- Unless you have been advised otherwise, you do not have any Classified persons
- Choose the option "Notify when working in an atmosphere containing radon above an annual concentration of 300Bq per cubic meter". You do not need to complete the Registration or Consent sections.
- Complete application and you download a PDF copy of the application for your records

The Notification is for your entire organisation and not a specific site, so if you operate from multiple sites you only need to do this process once.

The information provided in this document is accurate and up to date as of the time of publication (March 2026). However, please be aware that circumstances and information may change over time. Consequently, there is a possibility that the content of this document may become outdated or inaccurate in the future.