**Appendix A2**

**RISK ASSESSMENT FOR CLINICALLY VULNERABLE (PREGNANT) STAFF IN THE WORK PLACE DURING THE COVID-19 PANDEMIC**

Completed by: Date: Review Date: Ongoing

Employee Name: Staff No: Post:

The information on an individual risk assessment should be regarding as **highly confidential** and appropriate security/safeguards should be in place to ensure confidentiality.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Hazard** | **To Whom** | **Severity** | **Likelihood** | **Risk** |
| Pregnant employee (under 28 weeks)[[1]](#footnote-1) contracting COVID-19 whilst in the work place. | Pregnant employee | 3 | 2 | 6 |
| Pregnant employee (28 weeks or more) contracting COVID-19 whilst in the work place. | Pregnant employee | 4 | 2 | 8 |
| **Existing Precautions** | **Additional Precautions** | **Who** | **When** |
| * Other risk assessments in relation to the pregnant employee’s role/work place remain extant through the pandemic, e.g. School/Premises/Fire risk assessments.
* A risk assessment should also be completed for the work place which considers any risks to new and expectant mothers other than those presented by COVID-19 (for example, from working conditions, or the use of physical, chemical or biological agents). Any risks identified must be included and managed as part of the general work place risk assessment.
* Where possible pregnant women should work from home, however where this isn’t possible they should follow medical advice and apply all control measures put in place as part of the work place risk assessment.
* Any pregnant woman in the [third trimester](https://www.rcog.org.uk/en/guidelines-research-services/guidelines/coronavirus-pregnancy/covid-19-virus-infection-and-pregnancy/#occupational) (more than 28 weeks’ pregnant) should follow current PHA advice, follow their maternity care team/ GPs advice and significantly reduce unnecessary social contact.
* If a pregnant woman cannot work from home, ensure they can constantly maintain 2 metres[[2]](#footnote-2) away from others whilst in the work place.
* If necessary offer other on site roles which can ensure 2 metre2 social distancing can be achieved at all times.
* Where 1 metre with restriction can’t be assured latest PHA advice suggests the following:

**Up to 28 Weeks*** If a pregnant woman is under 28 weeks, a risk assessment should be undertaken and precautions such as PPE put in place to minimise risk in the work environment.

**Post 28 Weeks*** If a pregnant woman is over 28 weeks, a risk assessment should be undertaken and precautions such as PPE put in place to minimise risk in the work environment. If the pregnant woman has a heart or lung condition, it is advised that they should not have direct contact with service users/ children. They could undertake other duties e.g. administrative work.
* Provide, where possible, alternative hours when work places are not as crowded, or staggering arrival and departure times.
* If necessary redesign work layout to achieve social distancing.
* Ensure good natural ventilation is maintained throughout the work place, e.g. open windows.
* Ensure directional signage is displayed throughout the premises to ensure social distancing.
* Provide individual hand sanitisers for use by all employees.
* Encourage regular handwashing and individual respiratory hygiene i.e. Catch it, bin it, kill it, practises.
* Where possible avoid the sharing of resources, staff should be issued with their own equipment. When this is not possible, shared equipment should be cleaned down prior to use.
* If possible, allow the member of staff to access their work environment through separate entrances/exits.
* Daily enhanced cleaning and disinfecting of objects and surfaces that are touched regularly, particularly in areas of high use such as door handles, light switches, reception area, etc. using appropriate cleaning products and methods.
* Provide Personal Protective Equipment (PPE), if required by a PPE risk assessment, to the member of staff. Staff must receive training on correct donning and doffing of PPE.

**Individual considerations when carrying out a risk assessment linked to pregnancy*** The medical history and current health status of the individual worker needs to be considered. The Principal/ Manager may consider an Occupational Health referral for an individual if they still remain concerned.
* The Royal College of Obstetrics and Gynaecology Guidance is designed primarily for Health Workers who would have a higher risk of contracting COVID-19 than the general population. The Chief Medical Officers of the 4 Nations have noted that ONS identifies teaching as a lower risk profession.
* To view the Royal College of Obstetrics and Gynaecology Guidance for COVID–19 [click here](https://www.rcog.org.uk/globalassets/documents/guidelines/2020-08-10-occupational--health--advice--for--employers-and--pregnant-women-during-the-covid-19-pandemic.pdf)

Additional control measures particular to your work place should be added here when implement or in operation. | *Please add any additional precautions you believe are required to mitigate the risk further here.* | *If additional precautions are required, please identify who is responsible for implementing them.* | *If additional precautions are required, please identify by when. e.g. date or ASAP.* |

1. Pregnant women of less than 28 weeks gestation do not appear to be more likely to be seriously unwell than other healthy adults if they develop coronavirus. For women who are 28 weeks pregnant and beyond, there is an increased risk of becoming severely ill should you contract COVID-19, which is true of any viral illness contracted, such as flu. It is expected the large majority of pregnant women will experience only mild or moderate cold/flu like symptoms. Cough, fever, shortness of breath, headache and loss of sense of smell are other relevant symptoms. As yet, there is no evidence that pregnant women who get this infection are more at risk of serious complications than any other healthy individuals. ([PHA Sept 2020](https://www.publichealth.hscni.net/covid-19-coronavirus/covid-19-information-public/frequently-asked-questions)). [↑](#footnote-ref-1)
2. **Based on current PHA Guidance**

The Stormont Executive has agreed to reduce social distancing in Northern Ireland from 2 metres to 1 metre with restrictions from 29 June. The Stormont Executive agreed that people should keep 2 metres distance where possible, but from 29 June can come within no less than 1 metre where appropriate mitigations can be made. [↑](#footnote-ref-2)