**PREGNANCY RISK ASSESSMENT FORM – EMPLOYEE**

*This Pregnancy Risk Assessment is carried out in accordance with the The Safety, Health and Welfare at Work (General Application) Regulations 2007, Part 6, Chapter 2 and the Protection of Pregnant, Post Natal and Breastfeeding Employees (The Pregnancy at Work Regulations) 2007. As Pregnancy is not a static condition this risk assessment may be reviewed in agreement with the pregnant worker as soon as any significant changes are identified*

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| **SECTION 1: TO BE FILLED OUT BY EMPLOYEE** |
| **EMPLOYEE DETAILS** |
| **Name** |  | **Employee No.** |  |
| **Department or area of work** |  |
| **Head of Department / Function Name** |  |
| **Have you been certified pregnant?** | **Yes □** | **No□** |
| **Have you notified your Head of Department / Function?** | **Yes □** | **No□** |
| **Expected due date** |  |
| **Date of Assessment** |  |
| **SECTION 2: PRELIMINARY JOB ASSESSMENT (TO BE FILLED OUT BY THE EMPLOYEE IN CONSULTATION WITH THE INSTITUTES HEALTH AND SAFETY CO-ORDINATOR)** |
| **Does the employee’s work involve exposure to or work with any of the following?** | **Yes □** | **No□** |
| **Excessive noise** | □ | □ |
| **Chemicals (Chemicals classified under the CLP regulations as hazardous to the unborn child or mother – see attached Appendix 1)** | □ | □ |
| **Biological Agents (In particular infectious disease or Group 2, 3 or 4 biological agents – see attached Appendix 1)** | □ | □ |
| **Nauseating smells** | □ | □ |
| **Vibration or Shocks** | □ | □ |
| **Manual Handling (lifting or carrying heavy loads)** | □ | □ |
| **Extreme Cold Environment** | □ | □ |
| **Extreme Hot Environment** | □ | □ |
| **Ionising Radiation (X-Ray)** | □ | □ |
| **Non-Ionising optical radiation (Ultraviolet UV, Visible or Infrared) and Electromagnetic Fields (power frequencies, microwaves and radiofrequencies)** | □ | □ |
| **Shift work (early or late)** | □ | □ |
| **Awkward spaces and workstations** | □ | □ |
| **Working alone** | □ | □ |
| **Abnormal movements or postures** | □ | □ |
| **Travel e.g. long journeys, air travel etc.** | □ | □ |
| **Use of protective clothing** | □ | □ |
| **Difficulty in leaving job for breaks etc.**  | □ | □ |
| **Work in hyperbaric atmospheres e.g. pressurised enclosures and underwater diving** | □ | □ |
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| **Where you Tick YES, please identify the appropriate control measures, if necessary consult with the Health & Safety Co-ordinator for Advice** |

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| **HAZARD** | **WHAT IS THE RISK TO THE EXPECTANT / NURSING MOTHER** | **SUGGESTED CONTROL MEASURE** | **WHERE APPLICABLE STATE WHO WILL IMPLEMENT CONTROLS AND DATE FOR IMPLEMENTATION** |
| Noise | No specific risk | * Apply noise at work regulations
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| Biological Agents | Can cause damage to the foetus | * Pregnant employees (especially those in the lab) should avoid handling or coming into contact with biological agents Group 2, 3 & 4).
* For most workers, the risk of infections are not higher at work than for those living in the community.
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| Chemical Agents  | These substances may have potential to endanger health and safety. They may not in practice present a risk if exposure is below a level, which may cause harm. | * Pregnant employees in the lab should avoid exposures to these substances, especially for the first three months of their pregnancy. After that period full engineering controls (such as fume hoods) and PPE need to be worn to avoid exposures.
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| Exposure to nauseating smells | Morning sickness | * Flexible work pattern.
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| Vibration or Shocks | Increased risk of miscarriage | * Avoid involving uncomfortable whole body vibrations.
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| Manual Handling | When you are pregnant you are more likely to pull a muscle as you have a hormone called relaxin in your system, which relaxes your smooth muscle. Try to separate heavy lifts into smaller ones. Always use good Manual Handling practices as per training. | * Avoid manual handling tasks or reduce manual handling to the lowest practicable level.
* Use Manual Handling Aids where possible.
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| **HAZARD** | **WHAT IS THE RISK TO THE EXPECTANT / NURSING MOTHER** | **SUGGESTED CONTROL MEASURE** | **WHERE APPLICABLE STATE WHO WILL IMPLEMENT CONTROLS AND DATE FOR IMPLEMENTATION** |
| Cold/Hot Environments | Risk of heat stress, dehydration, fatigue | * Avoid prolonged exposure to heat.
* Provide rest facilities and access to refreshments.
* No specific risk arises from extremes in cold. Keep environment at an ambient temperature or wear suitable clothing if working in an outside environment.
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| Ionising radiation | Significant exposure to ionising radiation is harmful to the developing foetus. | * Avoid exposure to radioactive substances.
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| Non-Ionising electromagnetic radiation | No specific risk | * No specific action required.
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| Shift work | Tiredness, morning sickness | * Flexible working pattern to allow rest breaks if required.
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| Awkward spaces and workstations / Abnormal movement and postures | Pregnant employees may experience problems in working in tight fitting workspaces or workstations, which do not adjust sufficiently to take account of increased abdominal size. This may lead to strain or sprain injuries. | * Workstation and chairs to be assessed as pregnancy progresses to avoid any postural problems.
* Provision of alternative desk and chair if required.
* In the later stages of pregnancy employees are encouraged to use the lifts where possible and avoid using the stairs.
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| Lone Working | Vulnerable and pregnant employees may be more at risk from working alone. Pregnant women are more likely to need urgent medical attention.  | * Provide adequate access to communications, mobile phone, etc. Ensure support is available.
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| Use of Protective Clothing | Increasing size | * Provision of bigger sizes when needed.
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| **HAZARD** | **WHAT IS THE RISK TO THE EXPECTANT / NURSING MOTHER** | **SUGGESTED CONTROL MEASURE** | **WHERE APPLICABLE STATE WHO WILL IMPLEMENT CONTROLS AND DATE FOR IMPLEMENTATION** |
| Travel for work e.g. field trips, training | Sitting in a car for long periods can affect circulation and lead to fatigue. Regular air travel is not recommended when in your first or third trimester. | * Ensure hours of work and the volume and pacing of work are not excessive.
* If travelling long distance then extra time should be allowed to ensure that sufficient breaks can be taken e.g. overnight stay instead of travelling to and from a destination in a day.
* Travel by air is not recommended from week 35 onwards as there is a risk of preterm labour (earlier if you are carrying twins or multiples).
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| Difficulty leaving job  | Frequent visits to the toilet | * Flexible work pattern.
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| Work in hyperbaric atmosphere | Potential to harm foetus  | * Pregnant workers should not work in compressed air, nor shall they dive.
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| Public Health - Covid 19 | Employees contracting or spreading Covid 19. Employees becoming ill and unable to work due to contracting Covid 19. | * Adhere to public advice regarding the wearing of face coverings, proper hand washing procedures & respiratory etiquette and physical distancing. (<https://www.gov.ie/en/campaigns/c36c85-covid-19-coronavirus/>)
* Adhere to measures implemented by DkIT on campus and detailed within the DkIT Operating Plan [COVID-19 (Coronavirus) Updates / About DkIT / DkIT - Dundalk Institute of Technology](https://www.dkit.ie/about-dkit/coronavirus/)
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| **RISK ASSESSMENT RECOMMENDATIONS** | **No modifications to work necessary** |  |
| **Modifications to work needed as per the control(‘s) outlined above** |  |
| **Reassignment / Alternative duties** |  |
| **Other** |  |
| **EMPLOYEE SIGNATURE AND DATE** |  |
| **HEALTH AND SAFETY CO-ORDINATOR SIGNATURE AND DATE:** |  |

**(Copies of the completed Pregnancy Risk Assessment are to be sent to the Employee, the Head of the School / Functional Area and the Institute Health & Safety Co-ordinator)**

**APPENDIX 1**

List of Hazard Statements (as per The ‘CLP’ Regulation (EC) No 1272/2008– CLP Regulation poster attached) and Risk Phrases

List of Biological Agents (as per Safety, Health and Welfare at Work (Biological Agents) Regulations 2013)

These can be identified on the **Safety Data Sheet** for each Chemical Agent being used.

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| **Hazard Statements (H-Statements)** | **Risk Phrases (R)** | **Biological Agents** |
| **H340** May cause genetic defects **H341** Suspected of causing genetic defects **H350** May cause cancer **H350i** May cause cancer by inhalation**H351** Suspected of causing cancer **H360** May damage fertility or the unborn child **H360F** May damage fertility**H360D** May damage the unborn child**H360FD** May damage fertility. May damage the unborn child**H360Fd** May damage fertility. Suspected of damaging the unborn child**H360Df** May damage the unborn child. Suspected of damaging fertility**H361** Suspected of damaging fertility or the unborn child **H361f** Suspected of damaging fertility**H361d** Suspected of damaging the unborn child**H361fd** Suspected of damaging fertility. Suspected of damaging the unborn child**H362** May cause harm to breast-fed children | **R40** possible risk of irreversible effects**R45** may cause cancer**R46** may cause heritable genetic damage**R61** may cause harm to the unborn child**R63** possible risk of harm to the unborn child**R64** may cause harm to breast fed babies | Group 2, 3 & 4 Biological Agents are a known risk to the unborn foetus.(Examples of agents where the child might be affected are: rubella, hepatitis B, HIV, herpes, TB, syphilis, chicken pox and typhoid)A "group 1 biological agent", means one that is unlikely to cause human disease to employeesA "group 2 biological agent", means one that can cause human disease and might be a hazard to employees, although it is unlikely to spread to the community and in respect of which, there is usually effective prophylaxis or treatment availableA "group 3 biological agent" means one that  can cause severe human disease and presents a serious hazard to employees and which may present a risk of spreading to the community, although there is usually effective prophylaxis or treatment availableA "group 4 biological agent" means one that causes severe human disease and is a serious hazard to employees and which may present a high risk of spreading to the community and in respect of which there is usually no effective prophylaxis or treatment available |