

 Feidhmeannacht na Seirbhíse Sláinte Health Service Executive	<h1>Health & Safety Risk Assessment Form</h1>		
Ref: CF:009:02	RE: Pregnancy Risk Assessment Form		
Issue date:	February 2022	Review date:	January 2023
Author(s):	National Health & Safety Function		
Legislation:	The Safety, Health and Welfare at Work (General Application) Regulations, 2007, requires all hazards associated with pregnancy and work be identified and any risk to the health and/or safety of the employee assessed. All risk assessments must be in writing and the necessary control measures to eliminate or minimise the risks documented and implemented.		
Note:	<i>It is responsibility of local management to implement any remedial actions identified.</i>		

Section 1: PREGNANT PERSON'S RISK ASSESSMENT	
Department Name & Address:	
Workplace Activity:	
Pregnant Employees Name:	
Assessment Carried Out By:	
Department Manager:	
Expected Date of Delivery:	
Has the pregnant employee formally notified their employer that they have become pregnant or are a new mother within 6 months and are breast feeding?	Yes [<input type="checkbox"/>] No [<input type="checkbox"/>] To Whom: ____ Date: _____

Section 2: Physical Agents Hazards	Yes	No
Do the pregnant employees work activities involve exposure to shocks, vibration or movement: including sudden severe blow to the body, low frequency whole body vibration, e.g. driving in off road vehicles?		
Do the pregnant employees work activities involve exposure to manual handling of loads?		
Do the pregnant employees operations involve climbing steps, ladders or other heights?		
Do the pregnant employees work activities involve exposure to loud noise?		
Do the pregnant employees work activities involve exposure to ionising radiation?		
Is there any difficulty for the pregnant employee wearing protective equipment due their increased size as the pregnancy develops?		
Do the pregnant employees work activities involve exposure to non-ionising radiation or electromagnetic radiation e.g. ultraviolet (UV), visible and infrared) and electromagnetic fields (power frequencies, microwaves and radiofrequencies)?		
Do the pregnant employees work activities involve exposure to extremes of cold or heat?		
Is there exposure to physical assault and/or excessive and/or unpredictable physical activity from clients, members of the public?		
Do the pregnant employees work activities involve entry to tightly fitting workspaces which would present comfort difficulties to the pregnant person?		
Is there any difficulty in the pregnant person evacuating the building in an emergency due to lack of speed and movement? <i>If you have ticked yes to any of the above questions please ensure that you complete the risk assessment as appropriate.</i>		
Biological Agents Hazards	Yes	No
Do the pregnant employees work activities involve exposure to Group 2, Group 3 or Group 4 biological agents, which cause human disease e.g. Measles, HIV or Rubella? <i>If you have ticked yes to the above question please ensure that you complete the risk assessment as appropriate.</i>		

Chemical Agents Hazards	Yes	No
<p>Do the pregnant employees work activities involve exposure to chemical agents labelled as:</p> <p>R40 Limited evidence of a carcinogenic effect</p> <p>R45/H350/H351 May cause cancer</p> <p>R46 /H340/H341 May cause heritable genetic damage</p> <p>R49 May cause cancer by Inhalation</p> <p>R61/ H361 May cause harm to unborn child</p> <p>R63/H360 Possible risk of harm to the unborn child</p> <p>R64/H362 May cause harm to breastfed babies</p> <p>R68 Possible risk of irreversible effects</p> <p><i>If you have ticked yes to any of the above questions please ensure that you complete the risk assessment as appropriate.</i></p>		
<p>Do the pregnant employees work activities involve exposure to mercury or mercury derivatives which could affect the foetus during pregnancy and slow its growth?</p> <p><i>If you have ticked yes to the above question please ensure that you complete the risk assessment as appropriate.</i></p>		
<p>Do the pregnant employees work activities involve exposure to Antimitotic drugs also known as cytotoxic drugs? (Imuran, Cytoxan, and Rheumatrex taken for arthritis)</p> <p><i>If you have ticked yes to the above question please ensure that you complete the risk assessment as appropriate.</i></p>		
<p>Do the pregnant employees work activities involve exposure to chemical agents which allow percutaneous absorption through the skin e.g. some laboratory work?</p> <p><i>If you have ticked yes to the above question please ensure that you complete the risk assessment as appropriate.</i></p>		
<p>Do the pregnant employees work activities involve exposure to lead or lead derivatives?</p> <p><i>If you have ticked yes to the above question please ensure that you complete the risk assessment as appropriate.</i></p>		

Night Work Hazards		Yes	No
Do the pregnant employees' works involve night work between the hours of 11pm and 6am?			
While engaged in night work, is the pregnant employee seriously affected by morning sickness to the extent that it affects her job?			
<i>If you have ticked yes to any of the above questions please ensure that you complete the risk assessment as appropriate</i>			
Display Screen Equipment Hazards		Yes	No
Do the pregnant employees work activities involve work on display screen equipment?			
<i>If you have ticked yes to the above question please ensure that you complete the risk assessment as appropriate.</i>			
Other occupational safety and health hazards identified		Yes	No
Have you identified any other safety and health hazards?			
<i>If you have ticked yes to this question please ensure that you complete the risk assessment as appropriate.</i>			
Section 3: Risk Assessment Recommendations:			
Assessment Carried out by:			
Pregnant Persons' Signature:			
Department Manager:			
Date of Completion of assessment:			
No of Weeks Pregnant:	<div>[]</div> <p><i>The risk assessment is to be reviewed on a regular basis throughout the pregnancy or more frequently should circumstances dictate.</i></p>		
<p>Note: The Manager should ensure that the remedial action specified is implemented to ensure the safety health and welfare of the pregnant employee and their unborn child, as far as reasonably practicable. The risk assessment should be forwarded to the HR/Personnel Department following the period to which the Regulations relate and kept on the employee's personal file.</p>			

Administrative Area: Midlands Louth Meath CHO	Primary Risk Category: Risk to Pregnant employees
Location: Drogheda Services for Older People	Secondary Risk Category: harm/injury
Section /Ward / Dept: The Village Residence	Tertiary Risk Category: Risk to Pregnant employees
Date of Assessment: The Village Residence	Name of Risk Owner :SEAMUS MC CAUL
Source of Risk: Environmental risks	Signature of Risk Owner:
Unique ID No: RA 22	

HAZARD & RISK DESCRIPTION	IMPACTS/VUNERABILITIES	EXISTING CONTROL MEASURES	ADDITIONAL CONTROLS REQUIRED	PERSON RESPONSIBLE FOR ACTION	DUE DATE
<p>A pregnant employee is at risk of being kicked/hit/punched by Residents when providing care.</p> <p>Staff are also at risk of back strain due to stretching over Residents</p> <p>The Pregnant employee is also responsible for her unborn baby and should be aware of the possible risks</p>	<p>Vulnerable to kicks, back strain, lower back pain. Unborn baby is also at risk if the mother is injured.</p>	<ul style="list-style-type: none"> All residents have low beds/ profiling beds which can be easily adjustable to ease the work and prevent over-stretching <p>Undertake TILEO, assess task, Individual factors at times, the load, the environment and other factors present at the time if involved in manual handling.</p> <ul style="list-style-type: none"> Think before you lift Before you start the task you should assess the load. Establish how heavy it is and how you will handle it. Do you need any equipment and where will you put the load? • Keep the load close to your waist Keep the load's centre of gravity close to your own centre of gravity when it is safe to do so as this will keep you more stable when handling loads and will reduce the physical effort required. • Stand in a stable position Stand in a comfortable 		<p>Pregnant employee herself</p> <p>Care staff members</p> <p>Clinical nurse manager</p>	<p>Review: J SEPT 2024</p>

		<p>position with your feet a hip-width apart and one leg slightly forward to keep your balance (Your feet and the whole area between them forms your base of support). • Make sure you have a good, secure hold on the load. Keep the load as close to your body as possible. Grip the load firmly with the palms of your hands (this is known as a palmar grip). • At the start of the lift, use moderate flexion (slight bending) of your back, hips and knees. • Don't flex/bend your spine any further as you lift. Push up slowly and smoothly using your legs. Keep your spine in its natural S shaped curve. • Avoid twisting your trunk or leaning sideways, especially while your back is bent. Avoid twisting – use your feet to change direction. Look ahead and keep your shoulders level and facing in the same direction as your hips. If you have to change direction, move your feet not your body</p> <ul style="list-style-type: none"> • Keep your head up while handling. Look ahead in the direction you are going and not down at the load. • Move smoothly. Lift and handle the load slowly and smoothly, without jerking. • Don't lift more than you can easily manage. If in doubt, seek help or assistance. • Put the load down, then adjust it if necessary. Place the load down first and then slide the load into the position you need. • Employees who present as pregnant to their line managers 			
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<p>Hazard: Working Requirements of Pregnant & Post Natal Employees</p> <p>Risk: that the employee is exposed to anything which would damage either their health or that of their developing child.</p> <p>(Ref HSA Website)</p> <p>Hazards to pregnant women</p> <ul style="list-style-type: none"> • Pressurisation chambers • Rubella – unless adequately immunised • Toxoplasma • Lead and lead substances • Radiation <p>Certain physically demanding tasks – heavy lifting, for instance</p>		<p>will be provided with a risk assessment which their line manager will go through.</p> <ul style="list-style-type: none"> • The Risk assessment will be reviewed each trimester where there are no concerns <p>Where there are concerns raised or further to medical advise the risk assessment will be reviewed to seek alternative supports for the pregnant employee.</p> <ul style="list-style-type: none"> • If residents are agitated or irritable, always undertake an ABC • Ands assess Pain, Infection, Nutritional Status, Constipation, hydration, medication changes, environment at the time. • • foot care will not be provided until a later date when they are more accepting of care • Suitable seating and stools are available in order to work from same height • Manual handling training is provided for all staff • Aids and appliances are available for us (hoists, sliding sheets) and staff are trained in their use 			
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Health Service Executive

Health & Safety Pregnant Employee Risk Assessment Form

INITIAL RISK			RESIDUAL RISK			STATUS
Likelihood	Impact	Initial Risk Rating	Likelihood	Impact	Residual Risk Rating	
possible	moderate	4				open