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| **ASSESSMENT OF RISKS TO WOMEN OF CHILDBEARING AGE** |
| **You need to complete this form with your Line Manager / Supervisor / Personal Tutor where your area of work includes any of the following high hazard activities or where you may work in close proximity to these activities:-**Hazardous chemicals, see *General Guidance* prior to completing this section; Infectious biological organisms – incidental exposure to infectious bacteria, viruses and fungi or deliberate work involving biological materials; High impact noise above lower exposure action level;Use of vibration equipment;Work involving electromagnetic fields;Ionising radiation;Working at Heights;Significant manual handling tasks (heavy or frequent lifting);Activities involving direct contact with the public or activities where there could be a risk of confrontation or violenceWork in excessive heatThis form is divided into 3 sections with the 1st Risk Assessment section designed to provide guidance and suggests some suitable control measures. The 2nd section takes into consideration any declared health condition that the expectant mother is happy to disclose to the assessor (alternatively OH support should be offered). The 3rd section should be completed to assess risks upon the new mother returning to work.Once sections have been completed, you need to ensure it remains relevant and any significant changes need to be discussed with your line manager / supervisor / personal tutor.  |
| **Name (Expectant Mother)** |  | **Department** |  |
| **Name (Line Manager/Supervisor/Personal Tutor)** |  |
| **Date of Assessment** |  | **Assessor** (if not Line Manager/Supervisor/Tutor): |  |

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| **SECTION 1: HIGH HAZARD NEW/EXPECTANT MOTHER RISK ASSESSMENT** |

| **Hazard** | 🗸 | **Guidance** | **Controls** | **Additional Actions / comments****(details, by whom, when)** |
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| Hazardous chemicals |  | Pre-work assessment of chemicals using manufacturers safety data | Chemicals with the following classification must not be handled without containment sufficient to protect the workerCarcinogens (R40, R45, R46, R49), Teratogens (R61, R63, R64, R68), Mutagens (R46); H340, H341, H350, H351, H360, H361, H362; or mercury or mercury derivatives; lead or lead derivatives; antimitotic (cytotoxic) drugs, pesticides etc. |  |
| Biological hazards – possible incidental exposure to biological organisms |  | Pre-work assessment of potential biological agents. Avoidance.Seek advice from the University Biosafety Advisor or Occupational Health.  | Avoid contact with individuals known to have illness that is of particular concern for pregnant women (see [General Guidance](http://www2.warwick.ac.uk/services/healthsafetywellbeing/guidance/womenofchildbearingage/generalguidance/)).Avoid farms and fieldwork at locations where infectious biological agents could be substantial, such as locations where contact with ewes/lambs and sewage could occur. Ensure adequate risk assessment.Avoid handling materials that may be contaminated with blood products unless suitably protected. |  |
| Biological hazards – deliberate work involving biological materials |  | Pre-work assessment of potential biological agents. Where avoidance is not practicable to the agents listed, ensure sufficient use of microbiological safety cabinets, good hygiene practices and compliance with the wearing of suitable personal protective equipment.Larger lab coats, possibly in conjunction with the wearing of plastic aprons should be considered as the pregnancy progresses to ensure sufficient protection. | Work with the following organisms must be avoided where practicable or reduced during pregnancy:HIV, HepB, HepC, Syphilis, VZV, CMV, Rubella, Herpes Virus, Influenza Virus, Candida spp, Coxiella and Brucella.Work involving HG3’s should be avoided if practicable or reduced. |  |
| Noise (above lower exposure action level) and Vibration |  | Pre-work risk assessment to establish potential noise and/or vibration levels.  | Withdrawal from activity pending suitable controls being verified to be below action levels. |  |
| Working with equipment likely to induce EMF’s above the action level |  | Pre-work risk assessment. Ensure work area is below limit value | Obtain information from supplier of equipment or measure EMF levels to verify below limit value. University Radiation Protection Officer to be consulted as required. |  |
| Exposure to ionising radiation |  | Pre-work risk assessment. Withdrawal from activity pending suitable controls being verified. Controls to be sufficient to prevent exposure greater than 1mSv (from all sources) during pregnancy and whilst breastfeeding | Women of child bearing age to be given opportunity of discussing potential radiation issues with local RPS or the University Radiation Protection Officer. Prohibit/limit exposure; good work practices to be adopted; high standards of laboratory and personal hygiene; monitoring for contamination after work with radiation sources; dosimetry determined by risk assessment. |  |
| Work at Heights |  | It is hazardous for pregnant workers to work at height | The risk assessment for working at height should consider the increased risk to pregnant workers. |  |
| Manual Handling of loads where there is a risk of injury |  | Increased risk of injury during pregnancy due to hormonal changes that can affect the ligaments and increase susceptibility to injury. Also postural problems as the pregnancy progresses.  | Handling of heavy loads or frequent handling should be avoided. |  |
| Activities involving direct contact with the public or activities where there could be a risk of confrontation or violence |  | All persons engaged in work activities that involve direct contact with the public where they could be entering a confrontational situation should have undergone training to manage confrontation and de-escalation and should know when and how to withdraw from the situation safely. | When working off campus, carry out a pre-visit assessment. Ensure no visitation is permitted to anyone or any location deemed to be high risk where there could be an increased risk of confrontation or violence.Ensure persons who could be exposed to violence by virtue of their work are provided with suitable alternative work. |  |
| Work in excessive heat |  | During pregnancy a woman cares for two bodies, hers and that of her baby. Therefore, it will take almost twice the fluid and energy to cool her core temperature during extreme heat exposure. Temperatures in excess of 90degC can cause heat stroke. Signs and symptoms of heat stroke include:• Difficulty breathing• Rapid pulse• Flushed skin• Absence of sweating• Confusion and disorientationPre-work risk assessment should determine whether work in excessive heat is necessary. | Working in excessive heat should be avoided for long periods;If hot outside, run errands when temperatures are cooler;Stay hydrated;Take frequent breaks away from hot environment;Wear light, loose-fitting clothing;Carry a small spritz bottle of water to cool off periodically; |  |
| Other – please Specify |  |  |  |  |

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| **SECTION 2: ASPECTS OF PREGNANCY WHICH MAY AFFECT WORK** |

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| Refer to [General Guidance](http://www2.warwick.ac.uk/services/healthsafetywellbeing/guidance/womenofchildbearingage/generalguidance/) and if necessary health issues associated with pregnancyPlan any contingencies should problems arise |
| Comments:  |
| Summary of control measures introduced:  |
| Review date:  |
| Signatures: …………………………..……… (Line Manager/ Supervisor/ Tutor) ……………………………………. (Expectant Mother) |
| Signature: …………………………..……… (Assessor (where different)) |

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| **SECTION 3: BREASTFEEDING OR RETURNING TO WORK WITHIN 6 MONTHS OF DELIVERY** |

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| Date of review:  |
| Date of delivery:  |
| Continuing to breastfeed? | Yes [ ]  No [ ]  |
| If yes, please detail arrangement for breastfeeding/expressing: |
| Does the work result in exposure to chemicals with risk phase R64 | Yes [ ]  No [ ]  |
| Does the work during the post natal period involve any of the following? |  |
| Manual Handling |  |
| Mental and Physical Fatigue |  |
| Prolonged Standing |  |
|  | Yes [ ]  No [ ]  |
| Have there been any changes to the risk assessments/working procedures that the new mother should be briefed about? |
|  | Yes [ ]  No [ ]  |
| Details:  |
| Review date (if appropriate):  |
| Signatures: …………………………..……… (Line Manager/ Supervisor/Tutor) ……………………………………. (New Mother) |