**Guidance -** Risk Assessment Guidance for Pregnant Trust Staff

The latest occupational health advice and guidance from the Government for pregnant workers during the COVID-19 pandemic can be found below:

* [Coronavirus (COVID-19): advice for pregnant employees](https://www.gov.uk/government/publications/coronavirus-covid-19-advice-for-pregnant-employees/coronavirus-covid-19-advice-for-pregnant-employees)

The guidance has been produced with clinical advice from the Royal College of Obstetricians and Gynaecologists, the Royal College of Midwives and the Faculty of Occupational Medicine.

1. **Process**

All pregnant workers must have a completed new and expectant mothers and COVID-19 risk assessment completed, link to risk assessment below:

* New and Expectant Mothers Risk Assessment

Risk Assessment can be found [here](file:///G:\HR%20Service%20Development\HR%20Governance\Care%20Groups\Standard%20Letter%20Templates\Maternity\Initial%20Risk%20Assessment%20for%20expectant%20mothers.docx)

* COVID-19 Risk Assessment

COVID-19 Risk Assessment can be found [here](https://riskassess.shk.nhs.uk/Lists/Trust%20Risk%20Assessment%20V3/NewAddForm.aspx)

A new and expectant mother risk assessment must be completed at each trimester and a new COVID-19 risk assessment must be completed if the working environment, or workers health changes.

The completed assessments must be shared with your HR Business Partner (HRBP) and if required, a referral to Health, Work and Wellbeing (HWWB) for further advice.

If a safe and low risk working environment cannot be achieved through control measures, suitable alternative work or working arrangements (including working from home) must be considered.

Where this is not possible, medical suspension with normal pay will apply. In such circumstances, the manager will keep in regular contact with the employee throughout their period of medical suspension and ensure a further risk assessment is completed if any matters relating to their health or working environment should change.

1. **Guidance on working environments**

Pregnant workers of any gestation (whether fully vaccinated or not) must not work in high risk areas namely:

* intensive care units
* intensive therapy units
* high dependency units
* emergency department resuscitation areas
* wards with non-invasive ventilation
* operating theatres
* endoscopy units for upper respiratory
* ENT or upper GI endoscopy
* Other clinical areas where AGPs (Aerosol Generating Procedures) are regularly performed (except on confirmed COVID-negative patients).

1. **Further information**

Areas are low risk if patients are screened, in order to identify that no patient with symptoms or confirmed COVID-19 attends for an appointment. Cleaning equipment and PPE must be available at all times. Hospices may also be considered to be low risk areas if patients and visitors are screened for COVID-19 and their status is known to be negative. Pregnant employees should not work on any COVID-19 ward or outbreak area.

Control Measures - recommendations for pregnant workers at any gestation:

* Green’ or ‘COVID Secure’ areas – patient negative COVID-19 status is confirmed
* Full or enhanced PPE is available
* Social distancing adhered to
* Ventilated ward / department / office
* Must not work in high-risk areas
* Must not perform AGPs (Aerosol Generating Procedures) unless on confirmed COVID negative patients.
* Must not treat any patients with confirmed COVID-19, or work on COVID-19 wards or outbreak wards/areas.

These will apply for day to day and on-call duties.

1. **Recommendations for pregnant workers at any gestation:**

* A more precautionary approach should be taken in such circumstances. This is because there is an increased risk of the worker becoming severely ill and of pre-term birth if they contract COVID-19.
* If the worker is high risk, they should be moved immediately from a clinical environment to non-patient facing role whilst further review of their risk assessment and control measures is carried out (this may mean working from home). Where this is not possible, medical suspension with normal pay will apply.
* If the worker is medium or low risk, they must work in ‘Green’ or ‘COVID Secure’ areas – where patient negative COVID-19 status is confirmed.
* Worker regarding their unvaccinated status and they should be encouraged to get the vaccine to protect themselves and their baby. The worker should be signposted to vaccine information resources including seeking advice via their GP or specialist if they remain concerned.
* If the worker elects to have the vaccine, any control measures including redeployment/ working from home / medical suspension can be subsequently reviewed on case by case basis

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**Guidance - Flow Chart**

Employee to remain in new work environment

Employee to complete COVID Risk Assessment (result High Risk due to pregnancy) and manager to complete New and Expectant Mothers RA

Operational Management

Moved to COVID secure green zone

No longer have contact in work environment with confirmed or suspected patients.

Manager to escalate to HRBP to decide if to medically suspend/ remote working

Unstable pregnancy and/ or unstable underlying condition impacting on pregnancy

1st trimester 1-12 weeks

First trimester

1-12weeks

2nd Trimester 13–28 weeks

3rd Trimester 29 weeks - mat leave

Do they work in a COVID secure area?

Normal pregnancy and no underlying conditions

Employee to complete COVID Risk Assessment (result High Risk due to pregnancy) and manager to complete New and Expectant Mothers RA

Employee to complete COVID Risk Assessment (result High Risk due to pregnancy) and manager to complete New and Expectant Mothers RA

Yes

No

Normal pregnancy continues and no underlying conditions impacting on pregnancy & work location remains COVID secure?

Yes

Employee to remain in work

No

Yes

No

Yes

No

Work environment no longer COVID secure

Manager to escalate to HRBP for discussion with HWWB