**PREGNANT EMPLOYEE COVID-19 ADDITIONAL CONSIDERATIONS – RISK ASSESSMENT**

Please ensure that you complete the general risk assessment for new and expectant mothers and use this to assist in identifying any other additional considerations due to COVID-19. The risk assessment document and guidance can be found here:

[**https://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/health-safety-and-welfare-assessments**](https://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/health-safety-and-welfare-assessments)

**Section A Current situation**

|  |  |
| --- | --- |
| **Employee’s name:** | **Date:** |
| **Job title:** |  |
| **Form completed by:** | **Line manager’s name:** |

**The risk assessment must take into account the employee’s job, any pre-existing health conditions; their use of public transport; and**

**social-distancing guidance on minimising contact and staying two metres away from others.**

**Notes of conversation with employee:**

|  |
| --- |
|  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Section B Risk Rating | Score | | | | |  |
| Factor | 1 | 2 | 3 | 4 | 5 | Score |
| Pregnancy |  | Under 28 weeks (a) |  |  | Over 28 weeks (b) |  |
| Underlying medical condition | 1 condition (b) |  |  | 2 conditions (b) | 3 or more conditions (b) |  |
| You should also take into account other individual factors which may impact on the risk of becoming more severely ill if COVID is contracted: | | | | | | |
|  | 1 | 2 | 3 | 4 | 5 | Score |
| Age | 40-49 | 50-59 | 60-69 |  | 70+ |  |
| Ethnicity | White, Chinese, Mixed origin | Indian | Bangladeshi  Pakistani  Middle East | Black |  |  |
| Obesity BMI | 23+ (exclude white, Chinese/mixed) |  | 30+ (white, Chinese/mixed) | 30+ others | 40+ all groups |  |
| Gender | Female | Male |  |  |  |  |

**NHS:** [**https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/pregnancy-and-coronavirus/**](https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/pregnancy-and-coronavirus/)

[**https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/whos-at-higher-risk-from-coronavirus/**](https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/whos-at-higher-risk-from-coronavirus/)

**BMI -** [**https://www.nhs.uk/live-well/healthy-weight/bmi-calculator/**](https://www.nhs.uk/live-well/healthy-weight/bmi-calculator/)

**Section C Indicative risk score & Initial Control Measures:**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Mild risk  Score -8 | Moderate risk  9-12 | High risk  Score 13+ |
| Overall Assessment: |  |  |  |

**General control measures:** Observe social distancing guidelines - 2 metres, (3 steps away) from other people, and avoid anyone who has symptoms suggestive of coronavirus.

|  |
| --- |
| General Advice for pregnant women during the pandemic |
| * Follow the guidance on staying alert and safe (social distancing) and appropriate use of face coverings for the general public and clinically vulnerable people, including pregnant women. * Keep mobile and hydrated to reduce the risk of blood clots in pregnancy. * Stay active with regular exercise, a healthy balanced diet, and folic acid and vitamin D supplementation to help support a healthy pregnancy * Attend all of your pregnancy scans and antenatal appointments unless you are advised not to. * Contact your maternity team if you have concerns about the wellbeing or yourself or your unborn baby. |
| Risk controls for job role, premises, amendments/adaptations to establishments COVID-19 secure arrangements |
| [Additional use of PPE, temporary change of duties/ location, redeployment to an alternative role, or homeworking (where this is appropriate to the job role) may be considered as a risk management measure.] |

**Section D Final Action Plan and Decision**

|  |
| --- |
| Advice from Occupational Health & Date of Report |
| Bullet point key points of advice and establishment / individual considerations |
| ACTION PLAN – RISK MITIGATION  Agreed adaptations to the role and working environment:  Additional precautions taken in addition to the establishments COVID-19 secure arrangements:  How to raise queries or concerns: |

**Section D cont.**

**On complete of the risk assessment and consideration of Occupational Health advice the decision in relation to working arrangements is as follows:**

|  |  |
| --- | --- |
| DECISION | Explanatory Notes [Review dates, reminders of agreed actions] |
| Continue working in current role with increased risk mitigation |  |
| Suitable alternative work |  |
| Working from home |  |
| Suspend on full pay until start of maternity leave [Last resort] |  |

**Review Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (ideally every 4 weeks)**

**Notes:**

1. Under 28 weeks pregnant and no other factors – risk assess and put in control measure to provide safe working conditions. Seek OH advice on risk assessment and control measures.
2. Over 28 weeks and over and / or with underlying health condition – advised to take a more precautionary approach, particularly attentive to social distancing measures and good hygiene. Risk assess and seek OH advice on risk assessment and control measures.

**[Acknowledgement to: Bishop Wilkinson BAME schools’ assessment, Local Government Association,** [**https://www.local.gov.uk/sites/default/files/documents/Bishop%20WIlkinson%20-%20BAME%20schools%20assessment.pdf**](https://www.local.gov.uk/sites/default/files/documents/Bishop%20WIlkinson%20-%20BAME%20schools%20assessment.pdf)**]**