

AREA / ACTIVITY / TASK BEING ASSESSED:		Expectant Mothers at Work during COVID-19	
DEPARTMENT:		ALL	
SERVICE:		ALL	
REFERENCE NO.	VERSION	DATE OF ASSESSMENT	DATE OF NEXT REVIEW
CORP-ALL-RA- COVID19-003	02	20/8/2020	20/8/2023
<b>Description of operations and scope of assessment:</b> <ul style="list-style-type: none"> <li>Activities,</li> <li>Environment(s)</li> <li>Equipment, materials etc.</li> </ul>		<p>Expectant Mothers have been included in the moderate-risk group (clinically vulnerable). This risk assessment has been undertaken to support Managers to consider the risks associated with the work they undertake during COVID-19 and includes advice/recommendations for managers to consider/action as appropriate.</p> <p>The NHS have provided useful guidance on <a href="#">Pregnancy and Coronavirus</a>, this should be shared with the expectant mothers;</p> <p><b>Managers should adapt this risk assessment to suit the role undertaken by the expectant mother</b></p>	
Address / Location where assessment conducted:		All premises	
Legislation / Management standards		<ul style="list-style-type: none"> <li>Health and Safety at Work Act 1974</li> <li>Management of Health and Safety at Work Regulations 1999</li> <li>The Workplace (Health, Safety and Welfare) Regulations 1992</li> <li>Health and Safety (Display Screen Equipment) Regulations 1992 (amended 2002)</li> <li>Health Protection (Coronavirus) Regulations 2020</li> <li>Coronavirus (COVID-19) Infection in Pregnancy Guidance by Royal College of Obstetricians and Gynaecologists (v10 June 2020)</li> <li>NHS online guidance on Pregnancy and Coronavirus</li> </ul>	
<b>Other relevant safety documentation</b> (if applicable): <ul style="list-style-type: none"> <li>Risk Assessments,</li> <li>Safe Systems of Work,</li> <li>Procedures,</li> <li>Guidance etc.</li> </ul>		TITLE	REFERENCE NO.

Name of Risk Assessor(s)	Job Title:	Signature(s) of Risk Assessor(s)
Adam Butler	Health and Safety Advisor	<i>A D Butler</i>

# RISK ASSESSMENT

Item index No.	Identify Hazard(s)	Who/What is likely to be harmed and how?	Existing / Current Control Measures	Risk Rating as per Matrix	Further actions required to reduce risk & person responsible for action	Residual risk(s) as per matrix after additional controls
1.	<b>Expectant Mothers Contracting COVID-19 (General)</b>	<p>Staff</p> <p>Expectant Mothers coming into close contact with other staff / members of the public/ contractors whilst undertaking their work activities -</p> <p><i>This is a new virus, however It is known from other respiratory infections (e.g. influenza, SARS-1,2) that expectant mothers who contract significant respiratory infections in the third trimester are more likely to become seriously unwell. This may also lead to preterm birth of their baby, intended to enable the woman to recover through improving the efficiency of her breathing or ventilation</i></p> <p><b>Important note</b> – if the expectant mother is of a Black, Asian, Minority or Ethnic (BAME) background</p>	<ul style="list-style-type: none"> <li>- Observe good hand hygiene, with frequent use of soap and water or alcohol-containing gel.</li> <li>- Maintain a distance of 2 metres to minimise the risks of the spread of COVID 19.</li> <li>- Use of appropriate personal protective equipment identified for the expectant mother's role and correct use of PPE.</li> <li>- Observe isolation requirements for known or suspected COVID-19 cases.</li> </ul>	<b>HIGH</b>	<ul style="list-style-type: none"> <li>- It is advised that expectant mothers work from home where possible, particularly after 28 weeks</li> <li>- If this cannot be done, expectant mothers should discuss any associated risks to them from COVID-19 with their GP, Health visitor, maternity nurse etc before considering returning to work/ continuing to work and discuss any concerns with their line manager</li> <li>- Those who have suspected symptoms of COVID-19 should stay at home and contact their midwife or maternity team who will advise on the next steps</li> <li>- Expectant mothers are advised not to work in direct face to face / frontline contact roles <b>beyond 28 weeks</b> gestation and Managers should discuss options for alternative duties with suitable adjustments being put in place in liaison with HR.</li> <li>- Where antenatal appointments are scheduled staff should follow the considerations included in <a href="#">Antenatal Care during COVID-19</a> (Pages 14/15) of the above guidance</li> </ul>	<b>LOW</b>

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		<i>and under 28 weeks pregnant; New information about pregnant BAME women indicates that they are at considerably increased risk throughout their pregnancy and so should avoid face-to-face contact with COVID-19 cases. This means no front line work where there is sustained community transmission.</i>			<ul style="list-style-type: none"> <li>- Where expectant mothers are suspected or confirmed to contracting COVID-19 and require hospital attendance / or advice be cared for the considerations included on <b>Pages 17/18</b> of the <a href="#">Antenatal Care during COVID-19</a> guidance. This includes considerations for antenatal care for those who have recovered from COVID-19</li> <li>- There is a FAQ section that is useful for any queries the expectant mother may have during the course of their pregnancy – <a href="#">Coronavirus Infection and Pregnancy</a></li> <li>- Expectant Mothers are advised to keep hydrated throughout the day.</li> <li>- Expectant Mothers are encouraged to take frequent breaks throughout the day.</li> <li>- Expectant Mothers to discuss any concerns with Manager and these should be documented.</li> </ul>	
2.	<b>Expectant Mothers Working in high- risk environments e.g.</b>	<p>Staff</p> <p>Expectant Mothers coming into close contact with</p>	<ul style="list-style-type: none"> <li>- Observe good hand hygiene, with frequent use of soap and water or alcohol-containing gel.</li> </ul>	<b>HIGH</b>	<ul style="list-style-type: none"> <li>- Expectant mothers are advised not to work in direct face to face / frontline contact roles <b>beyond 28 weeks</b> gestation and Managers should discuss</li> </ul>	<b>LOW</b>

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	<b>Residential Care / Domiciliary Care etc. contracting COVID-19</b>	other staff / members of the public/ contractors whilst undertaking their work activities.	<ul style="list-style-type: none"> <li>- Maintain a distance of 2 metres to minimise the risks of the spread of COVID 19.</li> <li>- Use of appropriate personal protective equipment identified for the expectant mother's role and correct use of PPE.</li> <li>- Observe isolation requirements for known or suspected COVID-19 cases.</li> </ul>		<ul style="list-style-type: none"> <li>options for alternative duties with suitable adjustments being put in place in liaison with HR.</li> <li>- Managers should undertake a risk assessment with all expectant mothers of any gestation and decide if it is suitable for those workers to continue in their current role and options for alternative duties with suitable adjustments being put in place in liaison with HR.</li> <li>- Expectant Mothers are advised to keep hydrated throughout the day.</li> <li>- Expectant Mothers are encouraged to take frequent breaks throughout the day.</li> <li>- Expectant Mothers to discuss any concerns with Manager and these should be documented.</li> </ul>	
<b>3.</b>	<b>Display Screen Equipment</b>	<p>Staff</p> <p>Incorrect use of equipment to undertake work from home resulting in musculoskeletal injuries</p>	<ul style="list-style-type: none"> <li>- Expectant mother to undertake a <a href="#">DSE Assessment</a></li> <li>- Managers to discuss the outcomes of this</li> </ul>	<b>MEDIUM</b>	<ul style="list-style-type: none"> <li>- Managers to discuss with expectant mothers what work can be undertaken from home.</li> <li>- CCC are currently developing a plan for the collection / distribution of existing</li> </ul>	<b>LOW</b>

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			assessment with expectant mother. All CCC equipment they currently use at home should be logged along with any additional equipment that may be required to continue to work from home effectively. (including any reasonable adjustments)		<p>equipment to staff that may need it, so that staff can continue to work in a safe and effective manner.</p> <p>In the meantime, this video on the following link <a href="http://intranet/our-people/coronavirus-guidance/working-from-home-guidance/">http://intranet/our-people/coronavirus-guidance/working-from-home-guidance/</a> contains some excellent ideas on how to continue working effectively and there are more ideas on our <a href="#">Wellbeing pages</a></p> <ul style="list-style-type: none"> <li>- Expectant Mothers are encouraged to take frequent breaks away from the workstation.</li> <li>- Expectant Mothers are advised to keep hydrated throughout the day.</li> <li>- Managers are advised to refer to the homeworking policy and guidance <a href="http://intranet/our-people/coronavirus-guidance/working-from-home-guidance/">http://intranet/our-people/coronavirus-guidance/working-from-home-guidance/</a></li> <li>- Managers should have regular contact with expectant mothers whilst homeworking (e.g. regular contact with line manager via telephone, skype calls etc.).</li> </ul>	

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					<ul style="list-style-type: none"> <li>- Expectant Mothers to discuss any concerns with Manager and these should be documented.</li> <li>- Further information is available ; <a href="#">HSE – Protecting Homeworkers</a></li> </ul>	
4.	<b>Work related Stress</b>	<p>Staff</p> <p>Individual vulnerable to stress due to hormonal, psychological and physiological changes during pregnancy</p>	<ul style="list-style-type: none"> <li>- Managers discuss the role/activity the expectant mother undertakes, and look at reasonable adjustments/alternative roles.</li> </ul>	<b>MEDIUM</b>	<ul style="list-style-type: none"> <li>- Managers should take into account known stress factors and any known particular medical and psychosocial factors affecting the expectant mother</li> </ul>	<b>LOW</b>
5.	<b>Manual Handling</b>	<p>Staff</p> <p>Lifting, lowering, pushing, pulling, carrying and supporting of any animate or inanimate objects resulting in musculoskeletal injuries</p>	<ul style="list-style-type: none"> <li>- Staff member to undertake personal risk assessment (Task, Individual, Load, Environment, Other) to determine whether they are able to safely lift, lower, push, pull, carry the equipment/items/person prior to undertaking the task</li> <li>- Appropriate manual handling technique should be used at all times when</li> </ul>	<b>MEDIUM</b>	<ul style="list-style-type: none"> <li>- Staff members to inform their managers as soon as they find out they are pregnant to enable their manager to complete a specific expectant mother risk assessment to lower the risk of miscarriage in the first trimester of pregnancy</li> <li>- Specific risk assessment to be completed on the expectant mother at each trimester highlighting what tasks they should only be undertaking.</li> <li>- This risk assessment is to be reviewed at every trimester.</li> <li>- Reduce amount of physical work associated with task wherever possible.</li> </ul>	<b>LOW</b>

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			undertaking any manual handling activity.		<ul style="list-style-type: none"> <li>- Physical tasks become more difficult to achieve as pregnancy progresses.</li> <li>- Carrying heavy loads to be avoided at all times.</li> <li>- Pushing / pulling people in/ on active and passive hoists to be avoided at all times.</li> <li>- For further advice and support (including training) please contact – <a href="mailto:CEHealthandSafety@carmarthenshire.gov.uk">CEHealthandSafety@carmarthenshire.gov.uk</a></li> </ul>	
6.	<b>Lack of provision of welfare facilities</b>	<p>Staff</p> <p>Lack of welfare facilities including handwashing facilities (soap and supply of warm running water) resulting in infection</p>	<ul style="list-style-type: none"> <li>- Welfare facilities available and frequent breaks from work activities encouraged.</li> <li>- Handwashing facilities are available and hands should be washed regularly throughout the day.</li> </ul>	<b>LOW</b>	<ul style="list-style-type: none"> <li>- Expectant Mothers are encouraged to raise any concerns to their line manager.</li> <li>- Consideration should be given to providing access to quiet area where the individual can rest as necessary.</li> <li>- Appropriate hand washing posters to be placed near to hand washing facilities.</li> </ul>	<b>LOW</b>

## RISK ASSESSMENT

<b>TRIMESTER 1</b>	
<b>EMPLOYEE NAME:</b>	
<b>EMPLOYEE NO:</b>	
<b>LINE MANAGER:</b>	
<b>DATE OF ASSESSMENT:</b>	

NOTES OF DISCUSSION
ADDITIONAL CONTROL MEASURES / ADJUSTMENTS AGREED
DATE AGREED:



## RISK ASSESSMENT

<b>TRIMESTER 2</b>	
<b>EMPLOYEE NAME:</b>	
<b>EMPLOYEE NO:</b>	
<b>LINE MANAGER:</b>	
<b>DATE OF ASSESSMENT:</b>	

## NOTES OF DISCUSSION

[illegible]

ADDITIONAL CONTROL MEASURES / ADJUSTMENTS AGREED	

DATE AGREED:

## RISK ASSESSMENT

<b>TRIMESTER 3</b>	
<b>EMPLOYEE NAME:</b>	
<b>EMPLOYEE NO:</b>	
<b>LINE MANAGER:</b>	
<b>DATE OF ASSESSMENT:</b>	

NOTES OF DISCUSSION

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ADDITIONAL CONTROL MEASURES / ADJUSTMENTS AGREED	

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DATE AGREED:
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