

RISK ASSESSMENT FOR CLINICALLY VULNERABLE (PREGNANT) STAFF RETURNING TO THE WORK PLACE DURING THE COVID-19 PANDEMIC

Completed by: _____ Date: _____ Review Date: Ongoing

Employee Name: _____ Staff No: _____ Post: _____

The information on an individual risk assessment should be regarded as **highly confidential** and appropriate security/safeguards should be in place to ensure confidentiality.

Hazard	To Whom	Severity	Likelihood	Risk
Pregnant employee contracting COVID-19 whilst in the work place	Pregnant employee	4	2	8
Existing Precautions		Additional Precautions		When
<ul style="list-style-type: none"> Other risk assessments in relation to the pregnant employee's role/work place remain extant through the pandemic, e.g. Premises/Fire risk assessments. A risk assessment should also be completed for the work place which considers any risks to new and expectant mothers other than those presented by COVID-19 (for example, from working conditions, or the use of physical, chemical or biological agents). Any risks identified must be included and managed as part of the general work place risk assessment. Where possible pregnant women should work from home or at least partially from home. 		<p><i>Please add any additional precautions you believe are required to mitigate the risk further here.</i></p>		<p><i>If additional precautions are required, please identify who is responsible for implementing them.</i></p> <p><i>If additional precautions are required, please identify by when. e.g. date or ASAP.</i></p>

<ul style="list-style-type: none"> • Any pregnant woman in the third trimester (more than 28 weeks' pregnant), or with an underlying health condition – such as heart or lung disease – should work from home where possible, avoid contact with anyone with symptoms of COVID-19, and significantly reduce unnecessary social contact. • If a pregnant woman cannot work from home, ensure they can constantly maintain 2 metres¹ away from others whilst in the work place. • If necessary offer other on site roles which can ensure 2 metre¹ social distancing can be achieved at all times. • Provide, where possible, alternative hours when work places are not as crowded, or staggering arrival and departure times. • If necessary redesign work layout to achieve social distancing. • Ensure good natural ventilation is maintained throughout the work place, e.g. open windows. • Ensure directional signage is displayed throughout the premises to ensure social distancing. 			
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¹ **Based on current PHA Guidance**

The Stormont Executive has agreed to reduce social distancing in Northern Ireland from 2 metres to 1 metre with restrictions from 29 June. The Stormont Executive agreed that people should keep 2 metres distance where possible, but from 29 June can come within no less than 1 metre where appropriate mitigations can be made.

<ul style="list-style-type: none">• Provide individual hand sanitisers for use by all employees.• Encourage regular handwashing and individual respiratory hygiene i.e. Catch it, bin it, kill it, practises.• Where possible avoid the sharing of resources, staff should be issued with their own equipment. When this is not possible, shared equipment should be cleaned down prior to use.• If possible, allow the member of staff to access their work environment through separate entrances/exits.• Daily enhanced cleaning and disinfecting of objects and surfaces that are touched regularly, particularly in areas of high use such as door handles, light switches, reception area, etc. using appropriate cleaning products and methods.• Provide Personal Protective Equipment (PPE), if required by a PPE risk assessment, to the member of staff. Staff must receive training on correct donning and doffing of PPE. <p><i>Additional control measures particular to your work place should be added here when implement or in operation.</i></p>			
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