DATE: EMPLOYEE:

IMMIDIATE SUPERVISOR: OHS:

|  |  |  |  |
| --- | --- | --- | --- |
|  | **YES** | **NO** | **COMMENTS (possible solutions for solving)** |
| **PHYSICAL WORK ENVIRONMENT (APPENDIX A)** |  |  |  |
| Are your workplace arranged appropriately for your pregnancy? |  |  |  |
| Can you adjust your working positions? |  |  |  |
| Are your work organized appropriately in relation to breaks/rest during the day? |  |  |  |
| Are you exposed to shock or vibrations? |  |  |  |
| Are you exposed to loud noise? |  |  |  |
| Do you work with ultrasound? |  |  |  |
| Do you work with non-ionizing radiation? |  |  |  |
| Are you exposed to extreme heat or cold? |  |  |  |
| Are you exposed to prolonged standing and walking work? |  |  |  |
| Do you lift more than 10 kg many times a day? |  |  |  |
| Are you exposed to combined physical loads? |  |  |  |
| Are you exposed to high overpressure (diver)? |  |  |  |
| Are there – in your normal work tasks – physical conditions (appendix A), that are problematic in terms of your pregnancy or during breast feeding period?? |  |  |  |
| **CHEMICAL WORK ENVIRONMENT**  **(APPENDIX B)** |  |  | Read the safety datasheets (SDS(MSDS) for each chemical/product in your work process - contact your OHS representative who will help you. |
| Do you work with substances that are toxic by skin contact?  (H310, H311 and H312 |  |  |  |
| Do you work with substances that are carcinogenic?  (H350, H350i, H351 and H351i) |  |  |  |
| Do you work with substances that are mutagenic? (H340 and H341) |  |  |  |
| Do you work with substances that are reproduction toxic? (H360, H361 and H362) |  |  |  |
| Do you work with substances that are causes organ damage? (H373) |  |  |  |
| Do you work with substances that are endocrine disruptors? (EUH380, EUH381, EUH430 and EUH431). |  |  |  |
| Do you work with volatile substances or organic solvents? |  |  |  |
| Do you work with pesticides? |  |  |  |
| Do you work with heavy metals? |  |  |  |
| Do you work with anesthetic gasses? |  |  |  |
| Do you work with cytostatica and other pharmaceuticals? |  |  |  |
| Do you work with suffocating gasses? |  |  |  |
| Do you work with chemical substances, that is absorbed through the skin? |  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **YES** | **NO** | **COMMENTS (possible solutions for solving)** |
| Do you know of any chemical that you must NOT handle during your pregnancy or during breast-feeding? |  |  |  |
| Are there – in your normal work tasks – chemical conditions (appendix B), that are problematic in terms of your pregnancy or during breast feeding period? |  |  |  |
| **RADIOACTIVE WORK ENVIRONMENT**  **(APPENDIX C)** |  |  |  |
| Do you work with radioactive material?  (appendix C) |  |  |  |
| Is it considered that the fetus is exposed to a radiation dose that exceeds 1 mSv? |  |  | If yes, the pregant employee is transfered to other work. |
| Are there – in your normal work tasks – radioactive conditions (appendix C), that are problematic in terms of your pregnancy or during breast feeding period? |  |  |  |
| **BIOLOGICAL WORK ENVIRONMENT**  **(Appendix D)** |  |  |  |
| Do you work with biological material (appendix D)? |  |  |  |
| Do you work with laboratory animals? |  |  |  |
| Do you work with poultry or birds? |  |  |  |
| Do you work with patient specimens? |  |  |  |
| Do you know of any biological material that you must NOT handle during your pregnancy or during breast-feeding? |  |  |  |
| Are there – in your normal work tasks – biological conditions (appendix D), that are problematic in terms of your pregnancy or during breast feeding period? |  |  |  |
| **PSYCHIC WORK ENVIRONMENT** |  |  |  |
| Du you have the time needed for solving your work tasks? |  |  |  |
| Do you get help from your colleagues when you need it? |  |  |  |
| Do you ask for help yourself when you need help? |  |  |  |
| Do you feel comfortable with your work tasks during your pregnancy? |  |  |  |
| Do you know who you can turn to if you need this? |  |  |  |
| **RETURNING FROM MATERNITY/PATERNITY LEAVE** |  |  |  |
| Are there conditions in relation to your work duties that you would like to have adjusted after you have returned from maternity/paternity? |  |  |  |
| **OTHER**: |  |  |  |
| **ACTION PLAN** | | | | |
| 1.  2.  3.  4.  5. | | | | |
| **FOLLOW-UP** | | | | |
| Date for follow-up................. | | | | |

*For further information you can read the guideline (only in danish)* [*Gravides og ammendes arbejdsmiljø - Arbejdstilsynet (at.dk)*](https://at.dk/regler/at-vejledninger/gravides-ammendes-arbejdsmiljoe-a-1-8/) *A.1.8-8 fra 28. August 2023.*

*If necessary, help from external consultancy is possible – e.g.* [*Arbejdsmedicinsk Klinik*](http://www.auh.dk/om-auh/afdelinger/arbejdsmedicinsk-klinik/sarligt-for-gravide/)*.*

**APPENDIX A: PHYSICAL IMPACTS.**

|  |
| --- |
| The risk of giving birth prematurely or stunting the growth of the fetus can increase with following physical impacts: |
|  |

* [**Shock, vibrations and risk of violence.**](javascript:open_editwin%20('sideindhold.asp?skab_id_special=popup.html&sideid=365',450,340))**.**Shocks, e.g. as a result of a fall or blow directly to the pregnant woman’s stomach, can pose a danger to the pregnancy.

Pregnant women should not be exposed to strong whole-body vibrations, e.g. when driving on uneven surfaces. Vibrations when driving in a car, bus, lorry, train or when working on planes and ships do not involve any risk.

* **Noise and Ultra sound.**Knowledge about significance of noise for the pregnant woman is limited, but heavy noise exposure above 85 db(A) during a working day can probably affect the fetus, partly the ears and other parts of the organism.   
    
  The fetus is protected by the mother´s body when ultrasound is in air. Regardless of how powerful the ultrasound is.  
  The ultrasound will pass into human tissue, when the body is in contact with solid objects or liquids that oscillate with the frequencies of the ultrasound. The ultrasound can pose a danger to both mother and child.  
  The ultrasound-carrying parts of and ultrasound device must be isolated from the parts that the operator touches during work – and preferably with air.
* **Non-ionzing radiation**Non-ionzing radiation is a collective term for electromagnetic fields with frequencies up to 300 GHz as well as optical radiation.
* [**Extreme heat and cold.**](javascript:open_editwin%20('sideindhold.asp?skab_id_special=popup.html&sideid=369',450,340))Working temperatures of more than 35 °C can be harmfull to the development of th fetus. Exacerbating factors must be taken into account when the pregnant woman's heat stress is assessed, such as high humidity and direct hot radiation from sunlight or ovens.  
  Working in extremely cold conditions does not give rise to special measurement for pregnant woman if she is suitable dressed.
* [**Manual handling of heavy loads.**](javascript:open_editwin%20('sideindhold.asp?skab_id_special=popup.html&sideid=370',450,340))Research suggests that pregnant women who lift loads weighing more than 10 kg more than 10 times during a working day are likely to have an increased risk of preterm birth, but lifting loads below 10 kg does not pose a risk.
* [**Prolonged standing and walking work.**](javascript:open_editwin%20('sideindhold.asp?skab_id_special=popup.html&sideid=371',450,340))[Prolonged standing and walking work](javascript:open_editwin%20('sideindhold.asp?skab_id_special=popup.html&sideid=371',450,340)) is suspected of being the cause of stunted growth in the fetus.   
  The employer must organize the pregnant woman´s work so that she can alternate between sitting work and standing/walking work from the beginning of the fourth month of pregnancy.  
  The need for relief from work increases during pregnancy. Therefore, it will often be necessary for the pregnant woman to have opportunity to take rest breaks in a suitable resting place during the last month of pregnancy.
* **Combined physicals loads.**The risk of giving premature birth or stunted growth of the fetus can increase with combined physically loads, e.g. repeated heavy lifting, manual movement of people or materials, pulling and pushing or a lot of standing/walking work.
* **High Overpressure.**  
  Working under high overpressure, e.g. in pressure chambers and when diving poses a particular risk for pregnant women. Pregnant women must therefore not perform this type of work.

**APPENDIX B: CHEMICAL SUBSTANCES AND MATERIALS**

Certain chemicals can be hazardous to the health of the pregnant woman and the fetus, as well as posing a risk to the child who is breast feed.

The employer is responsible for preparing an assessment of the risk to the pregnant woman when working with chemical substances and materials with the **following Hazard phrases (H):**

* H310 Fatal in contact with skin.
* H311 Toxic in contact with skin.
* H312 Harmful in contact with skin.
* H340 May cause genetic defects.
* H341 Suspected of causing genetic defects.
* H350 May cause cancer.
* H350i May cause cance by inhalation.
* H351 Suspected of causing cancer.
* H351i Suspected of causing cancer by inhalation.
* H360 May damage fertility or the unborn child.
* H361 Suspected of damaging fertility or the unborn child.
* H362 May cause harm to breast-fed children.
* H370 Causes damage to organs.
* H371 May cause damage to organs.
* H372 Causes damage to organs through prolonged or repeated exposure
* H373 May cause damage to organs through prolonged or repeated exposure

Substances and materials labeled with other hazard phrases may also cause hazardous effects to the unborn child or reproductive effects.

Therefore, the employer must also make an assessment of the risk to the pregnant woman when working **following substances and materials:**

* Carcinogenic substances and processes.
* Endocrine disruptors (EUH380, EUH381, EUH430 and EUH431).
* Volatile substances and organic solvents.
* Pesticids.
* Heavy metals.
* Cytostatica and other pharmaceuticals.
* Anesthetic gasses.
* Suffocating gasses.
* Chemical substances, that is absorbed through the skin.

|  |
| --- |
|  |
|  |

Involve the OHS-group when preparing the pregnancy risk assessment. If in doubt, contact the occupational medicine clinic – it is the pregnant woman that contact her doctor, who if necessary contact the occuptational medicine clinic.

The local adminstrator in Kiros can pull a list of all the chemicals in the group that are classified as hazardous to pregnant and breast feeding women.

**APPENDIX C: RADIOACTIVE MATERIAL**

The manager must in collaboration with the pregnant woman make a assessment for the radiation dose for the unborn child.

Pregnant women´s work must be organized in such a way that there is no risk that the radiation dose to the unborn child exceed 1mSv. In account must be taken of the risk of radiation dose as a result of unintended incidents/accidents.

If the radiation dose is less than 1 mSV the work can continue without special measurements.

If in doubt, the work risk assesment can be submitted to Danish Health Authority (Statens Institut for Strålehygiejne -SIS) for final assessment.

**APPENDIX D: BIOLOGICAL MATERIAL AND LABORATORY ANIMALS**

The rules for each BioSafety Level must always be followed, and a thorough instruction must be given by the person responsible for instruction (supervisor/labmanager) before the work begins.

**Laboratory animal may pose a danger for the fetus:**

Laboratory animals can carry a protozoa, toxoplasma gondii, which in humans can cause toxoplasmosis. It is recommended to consult your doctor and request a blood sample to determine antibodies against toxoplamosis. It is also possible to test the laboratory animals. If the presence of antibody, the work can continue, otherwise the employee must be transferred to other work.

**Avoid working with birds/poultry:**

In addition, pregnant women should not work with birds/poultry due to the risk of Ornithosis/Psittacosis (parrot fever). Both Toxoplasmosis and Ornithosis/Psittacosis can cause birth defects.

**Patient specimens:**

Pay attention when workning with blood and tissue samples; all patient specimens is considered potentially infectious and treated accordingly to that.

It is recommended to get a vaccination against infectious hepatitis before starting work and before a possible pregnancy.

Following microorganisms can pose a risk to pregnancy or during breast feeding period:

* Rubella - (Vaccine against rubella is included in the Danish Child vaccination program)
* Toxoplasmosis.
* Varicella (chicken pox)
* Erythema infectiosum (fifth disease or slapped cheek syndrome)
* Cytomegalovirus (CMV)
* Hepatitis A
* Hepatitis B
* Ornithosis/Psittacosis (parrot fever)
* Q-fever (Coxiella burnetti)

|  |
| --- |
|  |

|  |
| --- |
|  |