DATE EMPLOYEE

MANAGER AMR:

|  |  |  |  |
| --- | --- | --- | --- |
| PHYSICAL-ERGONOMIC WORK ENVIRONMENT | YES | NO | COMMENTS (any suggestions for solutions) |
| Is your workplace appropriately designed in relation to your pregnancy? |  |  |  |
| Do you have the opportunity to adapt your working positions? |  |  |  |
| In your normal duties, are there physical and ergonomic conditions that are problematic in connection with your pregnancy? (Appendix A) |  |  |  |
|  |  |  |  |
| CHEMICAL WORK ENVIRONMENT |  |  |  |
| Do you work with chemicals/products that may pose a danger to you and/or your child (appendix B)? Check your APB or contact the chemical consultant |  |  |  |
| Do you work with radioactive substances (appendix C)? |  |  |  |
|  |  |  |  |
| BIOLOGICAL WORK ENVIRONMENT |  |  |  |
| Do you work with biological material (appendix D)? |  |  |  |
| Do you work with laboratory animals (appendix D)? |  |  |  |
|  |  |  |  |
| PSYCHOLOGICAL WORKPLACE ENVIRONMENT |  |  |  |
| Do you have enough time to perform your duties? |  |  |  |
| Do get help from your colleagues when you require it? |  |  |  |
| Do you ask for help when you require it? |  |  |  |
| Do you feel comfortable with your duties during your pregnancy? |  |  |  |
|  |  |  |  |
| BACK TO WORK |  |  |  |
| Are there circumstances in relation to your duties, you would like to have adjusted after you have returned from maternity leave? |  |  |  |
|  |  |  |  |

|  |
| --- |
| ACTION PLAN |
|  |

|  |
| --- |
| FOLLOW-UP |
| Scheduled date...... |

APPENDIX A

|  |
| --- |
| The risk of premature birth or of inhibiting the growth of the unborn child can be increased by physical strain. |
|  |

* Shocks, vibrations and the risk of violence
* Noise and ultrasound
* Extreme cold and heat
* Manual handling of heavy loads
* Work involving a lot of standing or walking

If required, help from external consultants such as the [Department of Occupational Medicine](http://www.auh.dk/om-auh/afdelinger/arbejdsmedicinsk-klinik/sarligt-for-gravide/) can be incorporated.

APPENDIX B

CHEMICAL SUBSTANCES/PRODUCTS

Some substances may be hazardous to the health of the pregnant woman and the unborn child and may pose a risk to a breastfeeding child.

The employer is responsible for the preparation of an assessment of the risk for the pregnant woman, the unborn child and for breastfeeding when women either work with or are exposed to substances and materials with the following hazard statements on the label:

* 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: Suspected of causing cancer by inhalation
* H351: Suspected of causing cancer
* 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 that are labelled with other hazard statements may also have an effect which the unborn child’s cells can be sensitive to. For this reason, the employer must therefore also conduct an assessment when pregnant and breastfeeding women are working with – or are exposed to—the following substances and materials:

* Carcinogenic substances and processes
* Hormone-disrupting substances
* Volatile substances and organic solvents
* Pesticides
* Heavy metals
* Anaesthetic gases
* Suffocating gases
* Chemical substances absorbed through the skin

|  |
| --- |
|  |
|  |

When preparing the risk assessment, the HE chemical consultant can be contacted and in case of doubt, the pregnant women may be referred to the Department of Occupational Medicine.

See also the [WEA Guideline](https://arbejdstilsynet.dk/da/regler/at-vejledninger/g/a-1-8-gravides-og-ammendes-arbejdsmiljoe) A.1.8-5 on the work environment for pregnant and breastfeeding mothers.

APPENDIX C

RADIOACTIVE SUBSTANCES

Rules for pregnant women's work with radioactivity.

Woman of childbearing age receive instructions from the day-to-day manager/supervisor about the special rules that apply during pregnancy.

The responsible day-to-day manager must – in collaboration with the pregnant woman – assess the size of the dose of radiation on the unborn child. The pregnant employee’s work must be organised in such a way that there is no risk of the dose received by the unborn child during pregnancy exceeding 1 mSv. This should include taking into account the risk of doses of radiation as a result of unintended incidents/accidents. If the dose is definitely assessed as being below 1 mSv, then the pregnant woman may continue with existing duties without special measures to reduce the exposure to radiation and the monitoring of this.

In case of doubt, the resulting written workplace assessment may be submitted to the National Institute of Radiation Protection (SIS) for a final assessment.

See also the [WEA Guideline](https://arbejdstilsynet.dk/da/regler/at-vejledninger/g/a-1-8-gravides-og-ammendes-arbejdsmiljoe) A.1.8-5 on the work environment for pregnant and breastfeeding mothers.

APPENDIX D

BIOLOGICAL AGENTS

The current rules governing laboratory classification must always be followed and a thorough instruction must be given by the person responsible (supervisor/day-to-day manager) before work is commenced.

Laboratory animals can constitute a risk for the unborn child:

Laboratory animals can carry a protozoa called Toxoplasmosis gondii, which can give Toxoplasmosis in humans. It is recommended that you have a blood test taken at your general practitioner to test for antibodies against toxoplasmosis. Animals can also be tested. If the antibody is present, you can continue work as previously; otherwise, you must be transferred to other work.

Avoiding work with poultry/birds

Moreover, pregnant women should not work with poultry/birds due to the danger of Psittacosis (also known as ornithosis and parrot fever). Both Toxoplasmosis and Psittacosis can lead to foetal defects.

Patient material

When working with blood and tissue samples, it is important to note that all patient material is considered potentially infectious and must be handled accordingly. A vaccination against infectious hepatitis before commencing the work/before pregnancy is recommended.

The effects of these micro-organisms can endanger the pregnancy:

* Toxoplasmosis
* Listeria
* Varicella (chickenpox)
* Erythema infectiosum (fifth disease)
* Cytomegalovirus
* Hepatitis A
* Hepatitis B
* Psittacosis (parrot fever)
* Q fever
* Rubella (rubella) – (NB! The vaccine against rubella is included in the Danish childhood immunisation programme)

|  |
| --- |
|  |

See also the [WEA Guideline](https://arbejdstilsynet.dk/da/regler/at-vejledninger/g/a-1-8-gravides-og-ammendes-arbejdsmiljoe) A.1.8-5 on the work environment for pregnant and breastfeeding mothers.

|  |
| --- |
|  |