

Pre-Print FPHC Maternity Guidelines Excerpts

Table 1: Suggested risk assessment for pregnancy in the pre-hospital setting

Potential hazard	Is this applicable to this role?	Has the evidence been discussed?	Can any adaptations to the role be made to reduce the risk?	Does this aspect concern the employee?
<i>Operating environment</i>				
Cosmic & occupational radiation				
Hypoxia				
VTE risk				
Acceleration/ deceleration forces				
Turbulence & restraint				
<i>Operation role</i>				
Vibration				
Noise				
Circadian disruption				
Fatigue				
Dehydration				
Infection risk				
Violent scene/ trauma exposure				
Manual handling				
Aviation fuel exposure				
Exposure to chemical agents				
Working at height				
Working in PPE				
<i>Physiological changes of pregnancy</i>				
Any pregnancy related complications?				

Dealing with mental stress of the job				
Considering to psychological impact of pregnancy loss				
Impact on wider team				
<i>Physical changes: impact on safety and ergonomics</i>				
Ergonomics				
Crash safety				

VTE = venous thromboembolism; PPE = personal protective equipment

Maternity Policy of Prehospital Organisation

Definitions

Define what the following terms mean:

- Qualifying week
- Ordinary maternity leave
- Statutory maternity leave
- Statutory maternity pay
- Enhanced maternity pay
- Protected period
- Antenatal appointments

Notification

State the latest gestation that the employer should be informed about the pregnancy.

Outline the steps that will be taken by the employer in response to the notification. These should include:

- The paperwork that needs completing
- The minimum appointments required with healthcare/occupational professionals
- The outline of the risk assessment (see suggestion below)
- The cut off times (and rationale) for front line clinical duties

Outline appropriate alternative options

Rights to the mother and partner

Stipulate what support the service provides for the following:

- Antenatal appointments
- Length of maternity leave
- Shared parental leave
- Pregnancy related sickness leave
- Fertility treatments
- Pregnancy loss
- Maternity/paternity pay
- Annual leave

Return to work

Outline the process for returning to work including paired clinical shifts/keeping in touch days.

Discuss the requirements for breastfeeding and rest facilities and what can be done to accommodate this.

Individualised risk assessment – as per Table 1 FPHC pregnancy, maternity and return to work guidelines

References/Further Information

Figure 1: Suggested format of maternity policy for pre-hospital policy