

1. General aspects (work organization)

Criteria	Legal requirements	Agreement	from	until
Absence from work	Possible anytime since start of pregnancy until 16 weeks after delivery			
Employment restriction	Eight weeks after delivery			
Working hours	Should not exceed 9 hours during pregnancy			
Rest periods	From 4 th month on, at least 12 hours			
	From 4 th month additional rest periods of 10 minutes every 2 hours			
Night shift work	Until 14 weeks before delivery possibility to switch to day shift upon request			
	In the last 8 weeks before delivery night shift is not permitted			
Breast feeding	Possibility has to be offered during 52 weeks after birth			

Last Revision: March 9, 2016

2. Working place and specific activities

Criteria	Activities performed	Unacceptable risks (maternity protection)	Measures to be applied	Nr.
Moving heavy objects by hand	- Lifting reagent container (<20kg)	Until 6 th month: >5kg on a regular basis >10kg occasionally	Assignment of less onerous task or assistance	1
		From 7 th month: >5kg	Assignment of less onerous task or assistance	2
Movements and posture	Percentage standing and walking: 50 - 95 % Percentage sitting: 5 - 50 %	Mainly standing activities (= >2/3 of all activities)	From 6 th month standing activities should not exceed 4 hours (= less than 50% of all activities)	3
		Same posture over extended period	Assignment of other tasks	4
		- Extensive crouching (Handling below knee level) - Extensive stretching (Handling over shoulder level)	Assignment of less onerous tasks	5
Microorganisms	- Indirect contact with patients - Direct contact with patients (Study Nurse and Hematology)	Immunity against HepB, MMR, VZV: Negative or unknown	Titer control: If negative, contact PAD	6
	- Handling samples with risk of injury - Blood sampling	Blood sampling of HCV- or HIV-positive patients	Assignment of other tasks	7
	Contact with patients (bedside)	- Observance of hygiene guidelines not possible (Isolation of droplets or aerosol) - CMV-Patients with high viral load - Infection with group 4 organisms		8
		Laboratory handling of samples containing group 3 or 4 pathogens		9
Dangerous chemicals (CMR)	- Chemical reagents - Staining solutions - Cleaning solutions	Handling of chemicals with following classification: - GHS code H340, H350, H351, H360, H361 or H362 (previously R codes: R40, R45, R46, R49, R60, R61, R62, R63, R64)	Assignment of other tasks	10
	- Chemical reagents - Staining solutions - Cleaning solutions	Exposure to volatile substances - Gas anesthetics - Substances of category A or B (TLV List Suva) - Substances of category C (TLV List Suva) when TLV is unknown or exceeded	Verification by the person responsible for chemicals Evaluation of threshold limit value (TLV) If uncertain, assignment of other tasks	11

Ionizing radiations		Over the whole pregnancy the dose equivalent to the surface of the abdomen may exceed 2mSv (corresponding to a monthly dose of approx. 0.2mSv)	Verify, if dosimeter is mandatory	12
		When handling radionuclides the effective dose from incorporation may exceed 1mSv	Assignment of other tasks (also while breastfeeding)	13
	Irradiation of blood products	Maximal exposure limit for non-occupationally exposed personal (1mSv) may be attained	The actual exposure limit when working with irradiators is below the maximal dose allowed during pregnancy	14
Other hazards		Working in cold (<10°C), warm (>28°C) or very wet conditions	Short stays in a cold room are possible Rooms with temperature between 10° and -5°: Access with appropriate clothing only Rooms below -5°: no access	15

Legend:

PAD Staff physician (**P**ersonalärztlicher **D**ienst 031 632 20 38, int. 2 20 38)

MSDS Material safety data sheet

GHS New hazard statements accordingly the Globally Harmonized System (GHS)

R-code Old nomenclature 67/548/EWG

CMR Carcinogenicity – Mutagenicity – Reproductive toxicity

TLV The **threshold limit value (TLV)** of a chemical substance is a level to which it is believed a worker can be exposed day after day for a working lifetime without adverse health effects.

Category A: may harm the unborn child when TLV is observed

Category B: harm to the unborn child cannot be excluded when TLV is observed

Category C: harm to the unborn child can be excluded if TLV is observed

Group 3 Microorganisms with high infection potential and/or morbidity (i.e. Tb, HBV, HCV, HIV)

Group 4 Microorganisms with high infection potential und lethality (i.e. Ebola-, Lassa-, Marburg-Virus)

HepB Hepatitis B: Immunity = Vaccination and anti-HBs titer > 100 IE/L

MMR Measles, Mumps, Rubella: Immunity = vaccinated twice or positive serology

VZV Varicella-Zoster-Virus: Immunity = positive serology

3. Agreement

Nr.	Adaptation	Start	Pregnancy	Breastfeeding

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Date:

Collaborator:

Supervisor (Group leader):

Bern,

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