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## UniSEP Application – SSTE Group

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### DANGER IDENTIFICATION IN CASE OF PREGNANCY AND BREASTFEEDING

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#### Principle:

During pregnancy, physiological modifications increase a person’s sensitivity to harmful circumstances and constraints linked to the working conditions and environment. Professional conditions should be adapted so as not to compromise the health of pregnant employee, nursing person, or children.

As such, as soon as a supervisor is informed about the pregnancy of a member of their team, they should proceed without delay to evaluate the work environment of the pregnant employee in order to identify any dangers to which the person and the child could be exposed. This document serves to guide supervisors and employees in this mission. The analysis may also be undertaken in advance of an anticipated pregnancy so that modifications might be put into place immediately at the beginning of the pregnancy.

#### Legal bases:

- Labour Act (LTr, RS 822.11): art 6, 35, 36a;
- Ordinance 1 of the Labour Act (OLT1, RS 822.111): art 60 à 65;
- Ordinance 3 of the Labour Act (OLT3, RS 822.113): art 34;
- DEFR Ordinance on dangerous or strenuous activities in the event of pregnancy and maternity (OPROMA, RS 822.111.52);
- Worker Protection Ordinance against risks related to micro-organisms (OPTM, RS 832.321);
- Radioprotection Ordinance (ORaP, RS 814.501).

#### Steps:

1. The supervisor completes this document and check list in the presence of the pregnant employee and the departmental safety officer.
2. The signed document is sent to the generic address [proma@unil.ch](mailto:proma@unil.ch).
3. If no danger has been identified, the document will be archived with no further action taken by UniSEP.  
There is a presumption of danger if any one of the “yes” or “maybe” boxes has been ticked. In that case, the supervisor is immediately required to take the necessary measures, up to the analysis of the situation by UniSEP.
4. UniSEP evaluates the appropriateness of a risk analysis. On the basis of these evaluations, UniSEP determines the necessity of taking potential measures of supplemental prevention and transmits a report to the supervisor and the pregnant employee.



### Synthesis of information concerning the employee and her·his duties:

Faculty, department, service	
Pregnant employee (surname, first name)	
Expected date of birth	
Function	
Contract percentage	
Main duties carried out by the pregnant employee:	
Professional contact information of the pregnant employee:	
Building:	
Office:	
Telephone:	
Email:	
Locations in which the pregnant employee might spend time within the scope of her·his duties: (e.g., other laboratories or offices)	
Supervisor (surname, first name)	
Departmental safety officer (surname, first name)	

## Checklist for identification of dangers related to pregnancy and breastfeeding

To be completed by the pregnant employee, the supervisor and the departmental safety officer.

Specific danger	YES	MAY BE	NO	Comment(s)
<b>Movement of heavy objects (in accordance with art. 7 OProMa)</b>				
1. The employee must regularly shift loads above 5kg or regularly activate levers or crank handles corresponding to a load of more than 5kg. (regularly = more than once per hour)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. The employee must occasionally move loads greater than 10 kg or regularly activate levers or crank handles corresponding to a load of more than 10 kg. (occasionally = max 1 to 2 times per day)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Exposure to cold, heat or humidity (in accordance with art. 8 OProMa)</b>				
3. The employee works in rooms with ambient temperatures below -5°C	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4. The employee works in rooms with ambient temperatures above +28°C	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5. The employee works with ambient temperatures below 15°C where hot beverages are not available.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6. The employee works with ambient temperatures between -5°C and +10°C without being provided clothing appropriate to the thermal situation and related duties.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7. The employee works in an environment of high humidity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Movements et postures which lead to premature fatigue (in accordance with art. 9 OProMa &amp; art. 64 OLT1)</b>				
8. The employee must regularly extend arms above head height (storage, cleaning).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9. The employee must regularly bend, lean or crouch (work on or near the floor)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10. The employee must regularly work in a static position without possibility of movement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
11. The employee is subjected to shocks, jolts or vibrations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
12. The employee carries out any other task which is strenuous for the person or which could become troublesome during the pregnancy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
13. The employee mainly works in a standing position.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Specific danger	YES	MAY BE	NO	Comment(s)
<b>Exposure to noise (in accordance with art. 11 OProMa)</b>				
14. The employee is exposed to a very noisy environment ( $\geq 85$ dB(A) e.g., lawn mower).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Exposure to the effects of dangerous chemical substances (in accordance with art. 13 OProMa)</b>				
15. The employee works with or is exposed to substances or chemical products classified as dangerous for pregnancy (carcinogens, mutagens, reproductive toxins, carbon monoxide, cytostatics, mercury and derivatives).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Exposure to Micro-organisms (in accordance with art. 10 OProMa)</b>				
16. The employee works in contact with live animals (specify which ones).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
17. The employee works in contact with dead animals (specify which ones).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
18. The employee works with cell lines (specify which ones).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
19. The employee works in or enters locations where non specified micro-organisms are handled.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
20. The employee works in or enters locations which handle group 2 micro-organisms reputed to be harmful to embryos and foetuses (specify which ones) (e.g., rubella, toxoplasmosis, gonococcus, salmonella, listeriosis, meningococcus ( <i>Neisseria meningitidis</i> ), cytomegalovirus (CMV), herpes, varicella-zoster virus, measles, parvovirus B19, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
21. The employee works in or enters locations which handle group 3 or 4 micro-organisms (e.g., tuberculosis).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
22. The employee works in contact with the soil.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Exposure to effects of ionising or non-ionising radiation (in accordance with art. 12 OProMa)</b>				
23. The employee is exposed to ionising radiation (e.g., radioactive isotopes, X rays, gamma rays, accelerators, radiology, etc. Open and closed sources)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
24. The employee is exposed to non-ionising radiation (e.g., electric, magnetic or electromagnetic fields, micro-waves, ultraviolet rays, induction apparatuses, high density electronic devices, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Specific danger	YES	MAY BE	NO	Comment(s)
<b>Other prohibited conditions (in accordance with art. 14 &amp; 16 OProMa et art. 60 &amp; 61 OLT1)</b>				
25. The employee works in a hyperbaric environment (excessive pressure).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
26. The employee works in an oxygen-poor environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
27. The working rhythm of the employee is determined by a machine and cannot be regulated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
28. The employee works evenings or nights (20h-6h).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
29. The employee works in a shift rotation system (e.g., 3 x 8 hours).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
30. The employee is likely to work more than 9 hours per day.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
31. The employee is likely to work overtime (more than the ordinary agreed-upon hours).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Workplace environment</b>				
32. The duties carried out in locations frequented by the pregnant employee present one or more of the above-listed dangers (use of chemical products in the workplace, ionising radiation, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

With their signature, the supervisor confirms that the identification of dangers and the rapid implementation of necessary measures have been duly effected. In the case of any presumption of danger, he or she is committed to insuring the follow-up of the dossier with UniSEP. With their signature, the pregnant employee and the departmental safety officer confirm to have participated in this identification of the dangers.

**Date of evaluation:**

**Signatures:**

Supervisor:	Pregnant employee:	Departmental safety officer: