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JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Specialist Bereavement Midwife |
| **Reports to** | Matron for inpatient Care |
| **Band** | 7 |
| **Department/Directorate** | Maternity Department, Specialist Services |

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| **JOB PURPOSE** |
| * The post holder will be a practising midwife who will lead, and work as a member of the team within the maternity services providing individualised care to bereaved women and their families. * The post holder will provide support and advice to women and their families who have experienced bereavement due to miscarriage, stillbirth, termination of pregnancy for fetal abnormality or neonatal death. * Give specialist advise to doctors, nurses and midwives on specific aspects of bereavement care whilst also providing educational updates and additional resource. * Meet with parents and their families to discuss issues related to the disposal and funeral/ farewell rituals, including implications of post mortem and registration (if applicable) * Generate and submit monthly reports of cases and be actively involved in audits of their service and escalate through the governance process. * The post holder will support healthcare professional providing labour and birth care. Leading the multidisciplinary team in the provision of postnatal bereavement care, debrief and ongoing follow up and managing the administrative and legal requirement relating to fetal loss. * The post holder will assess requests and initiate investigations to determine the cause of death and the effects of treatment and provide information, which may be of a complex nature to the woman and her family. This will include consent for post-mortem and tissue retention. * Deliver an excellent bereavement service by contributing to the working of the team, as required by the needs of the service. * The post holder will work alongside the Leaf Consultant to effectively manage the rainbow clinic. * Be prepared to undertake additional duties as directed by the Matron, to support the team and the wider bereavement services within maternity. * Act as an advocate for the women and their families in dealing with trust staff, community health services and support agencies. * The post holder will act as a champion for bereaved parents, providing emotional and psychological support upon diagnosis of fetal loss or decision to terminate pregnancy due to fetal anomaly (TOPFA)   **K** |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| * Provide leadership to the midwifery clinical team in relation to bereaved women and their families ensuring the delivery of confidential counselling service to women and their families following the loss of a pregnancy and /or a child birth related difficulty * Provide individualised plan of care to support women and their families in area of specialism. * Working in conjunction with multidisciplinary team to assist in the provision of healthy pregnancies. * Act as a resource, in own area of speciality for members of the multidisciplinary team and external agencies e.g. GP’s, health visitors support groups etc * Provide continued individualised support to women in conjunction with the antenatal screening co-ordinators where an abnormality has been detected and provide a safe environment; giving adequate information to allow a woman to make a decision regarding the continuation of the pregnancy. * Provide support to a woman and their families in future pregnancies and participate in the public health agenda by informing women and their families about exercise, healthy eating, smoking cessation and healthy lifestyles. * Promote, encourage and support women with breast-feeding where appropriate. Offer support to women who have chosen formula feeding and provide information to women regarding suppression of lactation as appropriate (e.g. still births) * Provide support and guidance to staff in the area of bereavement and loss as required. * Ensure the provision of a safe therapeutic environment for women and their deceased babies, conducive to their physical, psychological, social and spiritual needs. * Review information for patients and ensure that literature is based on nationally accepted standards and that it is available in languages relevant to the locality. * Participate in local and national events relating to bereavement support. * Ensure appropriate referrals and achievement of relevant actions with agreed timescale * Lead and facilitate the role out of the National Bereavement care pathway (NBCP) within the Trust |
| **KEY WORKING RELATIONSHIPS** |
| Areas  of  Responsibility: (type of work undertaken)    The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis.  In addition, the post holder will deal with the wider healthcare community, external organisations and the public.  This will include verbal, written and electronic media.  Of particular importance are working relationships with:   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | | * **Head of Midwifery and Gynaecology** * **Deputy Head of Midwifery and Gynaecology** * **Senior Midwifery Manager** * **Midwives and nursing staff** * **Obstetricians** * **Chaplaincy team** * **Bereavement Office team** * **Medical Staff** * **Paediatricians** * **Mortuary Team** | * **Social Services** * **Primary care teams** * **Local GP’s** * **Health visitors** * **Coroners** * **DCC registration office** | |  |  | |  |  | |  |  | |

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| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| * To be an expert midwifery practitioner leading the development and delivery of high-quality midwifery services with a focus on the needs of bereaved families. * To assist in the development and continually review of guidelines in relation to medical termination of pregnancy, late miscarriage, stillbirth and neonatal death to achieve best practise. * To work independently with locally agreed policies and guidelines in accordance with NMC Code of Professional Conduct, National Legislation, Trust Policies and managing the Perinatal Mortality Review Tool (PMRT) in order that a safe and quality service is provided. * To work independently, to care for families * Practice at all times within the Midwifery Standards, NMC Code and local policies and procedures * Act as a resource for colleagues so that expert knowledge in bereavement care is always available. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| * Act as an advocate for the bereaved families by using influencing skills at all levels of organisation to ensure that an individual’s care is to the highest possible standard. * Hold sensitive conversations in regards to giving information to women following hearing bad news regarding their pregnancy * Provide ongoing support and information to colleagues around bereavement services and care for women experiencing loss in pregnancy, stillbirth, TOPFA or early neonatal death * To work in close liaison with the maternity department, the Trust bereavement team, mortuary, Chaplaincy, Charities, agencies laboratory services, registrar of births and death, the coroner’s officers and funeral directors. * To lead patient support and liaison with internal/ external agencies with regard to funeral arrangements. * Effectively deal with staff/ patients/ public including those who may be upset, aggressive or challenge explanations given. * Ensure effective and honest communication with families, taking in consideration level of understanding, culture and background. * Attend regular unit meetings and to represent the Unit at the Trust and external meetings * Develop and maintain a list of external organisations that provide counselling and support services to bereaved families, and develop referral pathways in liaison with existing networks i.e. Maternal Mental health Clinic * Ensure all women and their families receive empathetic and confidential support as required, both on a face to face basis, through email, telephone and letter contacts, respecting culture and religion. * Use advanced information technology skills to prepare and deliver presentations at local and national events to maintain the national profile relating to bereavement support * The post holder working in collaboration with the multidisciplinary team and external agencies takes the midwifery lead in ensuring that women and their families who have suffered the loss of a pregnancy, childbirth related difficulties, or those who have made formal enquired to the trust regarding the retention of tissue receive appropriate bereavement support, advise and counselling. * Communicate complex and sensitive information to women and their families, using appropriate means of communication e.g. interpreters, empathy and reassurance at times of vulnerability, emotional distress and bereavement to enable them to make informed choices about their care. * Ensure effective dissemination of information to the MDT especially in areas relating to bereavement/ lawful and respectful disposal and funeral arrangements * Respond to requests for assistance with emotional and psychological support of family members and recognise need to refer to the perinatal counsellor. * Be sensitive and have an awareness of differences in religious, cultural and spiritual needs of the families. * Ensure there is an effective and sensitive communication between the women, babies and their families and with all the MDT. * Promote and collaborate in developing good working relationships with internal and external departments to ensure the patient journey is effective and efficient. * Actively complete all the documentation, including face to face discussions, telephone and email conversations with parents, pathways, and from outside referrals and agencies. * Answer voicemails and emails on a daily basis from bereaved families and outside referrals. * Be responsible for liaising with bereaved patients/ relatives when arranging appointments for them to see the bereavement midwife, registration and postnatal appointments. * Deal with all enquiries from staff, patients and relatives in a timely and professional manner either in writing, orally or electronically. |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * Use specialist expert midwifery knowledge, experience, practice and skills to provide and perform accurate assessments and procedures including monitoring of maternal and fetal well- being during ante, intra and postnatal period and refer to multidisciplinary team as appropriate. * Assess the needs of individuals attending/ contacting the service and identify the required levels of intervention. * Analyse problems and encourage members of the team to think for themselves and account for their actions with logical and precise factual evidence   Contribute to multi-disciplinary panels to look at specific areas of perinatal mortality**.**   * Plan and evaluate perinatal bereavement clinical care across the maternity service, ensuring that safe and effective holistic, evidence-based care is provided. * Is aware of his/her accountability and limitations |
| **PLANNING/ORGANISATIONAL SKILLS** |
| * Identify deficits in care and take proactive steps to remedy this e.g. by setting up intra departmental multi-disciplinary group to initiate changes consistent with best practice * Lead in projects for the improving quality programme. * To supervise and instruct support staff so that they integrate into the team and operate effectively within the boundaries of their role * Lead in the service and other group meetings as required, such as bereavement coffee mornings, bereavement steering groups, external and internal agencies. * On a shift by shift basis, be responsible in prioritising, assessing, planning implementing and evaluating in all relevant aspects of midwifery care to an agreed and expected high standard. * By discussion and evaluation, a commitment to develop and support good clinical practice which is research and evidence based. |
| **PATIENT/CLIENT CARE** |
| * Provide immediate clinical care of bereaved parents when possible * Supporting colleagues providing bereavement care on duty * Promote pre natal health for previously bereaved parents * Ensure privacy and dignity is achieved for all families * Ensure equality in health care with sphere of responsibility * Support the bereaved families to help them understand clinical information they may have been given. * Demonstrate knowledge and skills relevant to the clinical setting to enhance patient care * To be responsible for the assessment of care needs and the development, implementation and evaluation of programmes of care to women and their babies throughout pregnancy, labour and postnatal period. Work collaboratively support the bereavement activities of the maternity team, in particular the oversight of bereavement related patient contacts (face- to face, phone, email or letter), gaining the required consents of funeral direction and having oversight of funeral arrangement for each family. * Be competent in clinical skills to enable delivery of high-quality midwifery care/ bereavement care within the service * Undertake, perform and assess enhanced skills within the clinical area, to improve the patient experience. * Be competent in the correct use of all equipment used in the clinical setting in accordance with instructions, department procedures and NSHLA guidelines, reporting any faults as necessary. * Lead the bereavement team in supporting families visiting their babies on the delivery unit or in the mortuary. They will help co-ordinate this with the delivery unit/ mortuary. * Be involved in supporting families and staff to create memories, washing babies, arranging blessings and preparing babies for funeral having knowledge and understanding of religious, cultural and spiritual needs. * Lead in the releasing of deceased babies from the ward for funeral or home, in line with current policies and standing operating procedures. * Co-ordinate and assist in the transfer of deceased babies to the mortuary, supporting parents, maintaining dignity, respect and wishes of parents. * Assist patients during their stay on the ward, with memory making, spending time with their baby, emotional support. Ensuring the privacy and dignity of all patients are maintained being mindful of patient confidentiality. * Deliver Antenatal care to women in a subsequent pregnancy as part of the ‘’continuity of care bereavement’’. This will include antenatal appointments, antenatal bookings and working alongside the lead consultant within the rainbow clinic. * To be responsible for the assessment of care needs, development and implementation and evaluation of programmes of care for women during pregnancy, labour, post natal period and for the infant. * To inform and discuss with the Matron, changes in the condition of the mother and/or her infant. * Comply with procedures and guidelines within the Maternity department and Trust policies to ensure good standards of patient care. * Act as a support for the Matron in maintaining and developing a caring environment which responds to the needs of the mothers and their families. * Work within the NMC publications including Midwives Rules and Code Practice- Code of Professional Conduct * Extends sphere of responsibility as sees fit in order to ensure safe practice * Within a defined time span acquire competence in epidural, IV administration and perineal suturing. * To be fully conversant in dealing with complex midwifery issues * To act and seek advice with regard to any safeguarding concerns. * To have knowledge of disability needs. * Undertake any other relevant duties as delegated by the Senior Matrons and Matrons. |
| **POLICY/SERVICE DEVELOPMENT** |
| * Participate in the development and implementation of policies, guidelines and patient information * Draw up clinical guidelines on aspects of bereavement and prepare for Trust Board approval as necessary * The post holder will be responsible for continuously improving the quality of the service and care provided to patients through evidence-based care. Ensuring a positive focused service-incorporating family’s feedback to improve all aspects of care. * Formulate appropriate bereavement policies and guidelines in conjunction with the Multidisciplinary team and external agencies. * Work in partnership with the MDT to facilitate a co-ordinated approach in identifying where there are gaps in the service and where possible create additional initiatives to bridge those gaps.   • Assist in review of the services and participate in development projects which lead the service improvement   * Participate in meetings in which broad professional and service issues are discussed * To take part in the processes of MBBRACE, PMRT and Child death review. This will include attendance at meeting and administration work   • Participate and lead in the Improving Quality Programme   * Promote the agenda of national and local policies including those relating to the speciality e.g. CEMACH, ensuring care is evidence based * Identify potential risks and assist in the completion of reports following clinical incidents * Raise concerns regarding quality and patient safety * Manage and monitor the pathway and processes associated with sensitive disposal of fetal remains, stillbirth and neonatal deaths |
| **FINANCIAL/PHYSICAL RESOURCES** |
| * Contribute to plans and facilitate the continual upkeep and refurbishment of facilities for bereaved parents within maternity * Ensure a safe and comfortable environment for families * Ensure daily checks for Lily’s room and other bereavement rooms including: stocking of equipment and resources, ordering of equipment and resources, stock rotation and replacement. * Understand cost implications associated with the service and ensure effective use f all resources including staff, medical and surgical sundries |
| **HUMAN RESOURCES** |
| * Be responsible for in house maternity bereavement training including facilitating sessions on midwifery/ obstetric training days, clinical audit days and other study days as require. * Lead in objective setting and performance management; ensure ongoing staff development and achievement of the Trust strategic objectives, as delegated by ward manager/ team leader for the whole of RDUH maternity staff group the role will involve the direct line management of the bereavement band 6 midwives on both sites. * Act as a mentor/ preceptor and resource person of all midwifery, support staff and midwifery students encouraging a high level of motivation in all involved * Ensure that mentorship training is updated annually * The post holder will assist in the providing the training of health care professionals in bereavement care for all maternity RDUH staff. Collaborating with the education leads on both sites. * Maintain own continuing professional development in accordance with CPD requirements and contribute to formulation of own objectives and personal development plan * Complete annual appraisals for junior team members * In conjunction with the ward manager/ team leader and educational teams contribute to the delivery of orientation programmes for new staff and students within maternity at RDUH * Promote awareness of current developments in the speciality and seek opportunities to further own knowledge and that of other staff * Provide educational and supportive opportunities to midwifery students to ensure placement satisfy all requirement of their learning objectives. This may include presenting a conference and study days. * Develop skills to act in a support/ advisor role to all members of staff and carers involved with the patient group providing supervisory support for staff involved in traumatic situations * Provide an environment that encourages patient centred involvement where advise and education is required as outlined in the RDUH clinical guidelines * Contribute to the development of strategies which safe guard confidentiality for women within the specialism * Participate in the recruitment and selection of staff * Support staff in developing skills and knowledge within bereavement care standards allowing staff to achieve bereavement competencies * Negotiate, develop, co-ordinate, participate and evaluate multi professional education and induction programmes for Midwives, student and other members of the MDT as required * Use advanced information technology skills to prepare and deliver presentations at local and national events to maintain the national profile relating to bereavement support * Ensure that midwifery staff and students are monitored, supervised and supported within the speciality. * The postholder is expected to act as mentor for junior midwives and be involved in the mentoring and assessing of student including basic and/or post- basic students. |
| **INFORMATION RESOURCES** |
| * Maintaining contemporaneous records all bereaved families * Lead in development of the bereavement aspects of the planned new IT System * Ensure failsafe procedures are in place and clear documentation of all aspects of bereavement pathway * Maintain accurate service databases to ensure up to date, accurate data recording for the service * Compile and review reports and update plans * Ensure completion of documentation as required e.g. cases to be registered with CEMACH * Participate in the clinical incidents reporting system, ensuring that staff are fully aware of the process and outcomes. Investigate incidents as directed * Ensure that patient documentation is appropriate, accountable and defensible in accordance with the Trust and NMS policies, disseminating all relevant changes in the patient’s condition to the MDT. * Engage with the MBRRACE PMRT including inputting data, coordinating and participating in local reviews and Producing PMRT reports in line with the Trust requirements. Participate in external PMRT meeting required. |
| **RESEARCH AND DEVELOPMENT** |
| * Provide monthly, quarterly and annual statistics as required in relation to the area of specialism * Initiate and participate and where required lead, in multidisciplinary clinical audit and implement relevant findings * Initiate and participate in research as required * Ensure an up-to-date knowledge of current evidence-based practice * Implement research findings in collaboration with the MDT where appropriate quality of service and effective practice * Demonstrate the sharing of knowledge, skill and attitudes to others * Contribute to the dissemination and implementation of evidence-based care in the shared guidelines/ protocols for care * Lead, where appropriate, in multi-disciplinary clinical and research * Promote an evidence-based culture through the pathways and protocols of care utilising an interdisciplinary approach * Lead the bereavement team in local and national audits in an attempt to improve the service to bereaved relatives and their families. * To ensure that the bereavement service is developed in partnership with service users and stakeholders and that it meets national guidance through the audit cycle. |
| **PHYSICAL SKILLS** |
| Input client details on to hospital information databases and maintain clear and accurate documentation of care provided as per trust policy.  Input client details to external reporting systems  Work as a practicing midwife in a clinical setting |
| **PHYSICAL EFFORT** |
| * Frequent travel to other sites including RD&E community base sites and NDHT * Daily requirement to visit multiple clinical areas and to move around the various departments within the division and trust wide Will be required to assist women in labour. |
| **MENTAL EFFORT** |
| * Consistently dealing with bereavement, breaking bad news, emotional labour, supporting staff and families * Concentration is required when analysing data, compiling reports, delivering presentations and training. * Requirement to investigate incidents associated with bereavement and to work with the divisional teams and bereavement services to formulate plans for mitigation of risk. * The work pattern will be largely predictable but the postholder will be required to support the Midwifery on-call Manager rota which may require unpredictable work out of hours. * Will be required to respond to emergencies and unpredictable events on Labour Ward. |
| **EMOTIONAL EFFORT** |
| * Provide both practical and emotional support to women and their families, giving them opportunity to acknowledge and express concerns in a safe environment maintaining confidentiality. * Frequent exposure to highly distressing/ emotive circumstances when advising and supporting bereaved families. * Use conflict resolution strategies in response to barriers of understanding or acceptance in respect of professional standards/requirements, processes, procedures * Handle change management issues professionally and sometimes in hostile or antagonistic situations. * Deal with staff problems and patient/public complaints |
| **WORKING CONDITIONS** |
| * Work within clinical working conditions with the potential for exposure to bodily fluids two to three times a week. * Concentrate in an intense and sometimes noisy environment * Fulfil Trust health and safety policies and procedures when performing risk associated procedures including dealing with hazardous substances. * Frequent exposure to women families and staff in distressing traumatic situations is required for this role |
| **OTHER RESPONSIBILITIES** |
| Take part in regular performance appraisal.  Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling  Contribute to and work within a safe working environment  You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection  As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal. |
| **DISCLOSURE AND BARRING SERVICE CHECKS** |
| This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check. |
| **GENERAL** |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.  Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.  Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust continue to develop our long standing partnership with a view to becoming a single integrated organisation across Eastern and Northern Devon. Working together gives us the opportunity to offer unique and varied careers across our services combining the RD&E’s track record of excellence in research, teaching and links to the university with NDHT’s innovation and adaptability.  T*his is* |

PERSON SPECIFICATION

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| **Job Title** | Bereavement Midwife |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATIONS / TRAINING**   * Registered Midwife with current NMC registration * Degree level education or equivalent demonstratable experience * Evidence of continuing professional development * Knowledge of factors influencing perinatal/maternal mortality * Demonstrates clear insight, with an increased awareness about the impact of perinatal and maternal loss on families * Successfully completed midwifery preceptorship and gained significant experience post-qualification" * Evidence of Working towards masters (MSc) * Diploma in counselling * Knowledge of audit and research methodologies * Ability to motivate self and team members * Trained in Post Mortem consent | E  E  E  E  E  E  E | D  D  D  D  D  D |
| **KNOWLEDGE/SKILLS**   * Ability to organise and prioritise own and others workload and ensure members of the team do the same * Knowledge/ understanding of National bereavement document/ guidance * Well-developed IT skills * Excellent people skills and motivated management * Budgetary and resource management * RCA/ Incident investigation experience * Research/ audit skills * Midwife with substantial experience at Band 6 bereavement * Bereavement/ counselling experience and training. Willing to undergo training as necessary to undertake role * Leadership training or commitment to undertake * Has knowledge and understanding about care in subsequent pregnancy | E  E  E  E  E  E  E  E  E | D  D |
| **EXPERIENCE**   * Ability to work using own initiative and as part of a multidisciplinary team * Enthusiasm and commitment for teaching from experience and experience and evidence-based practice * Ability to inspire self and team members * Excellent interpersonal skills with the ability influence others * Involvement in professional organisation * Participating in professional awareness group/ activities * Participates in the confidential perinatal/ maternal death enquiry process as required * Ability to manage communication of highly complex information well with colleagues * Excellent written and verbal communication * Record keeping and documentation * Ability to make calm rational decisions in the face of adversity * Able to work flexibly * Treats colleagues with dignity and respect * Capacity to work within a multidisciplinary team * Exemplary personal standards of conduct and behaviour * Inspire others and lead by example * Effective organisation skills * Good analytical and clinical decision making * Knowledge of Clinical Governance process * Demonstrate problem solving and decision-making skills | E  E  E  E  E  E  E  E  E  E  E  E  E  E | D  D  D  D  D  D  D  D |
| **PERSONAL ATTRIBUTES**   * Demonstrable ability to communicate effectively in sensitive situation * Personal commitment to achievement of the highest possible standard of care * Empathic, sensitive approach to emotional subjects * Be personable and be able to relate | E  E  E  E |  |
| **OTHER REQUIREMENTS**   * Manual dexterity for venepuncture, cannulation, IV drug administration, perinatal suturing and tissue sampling * Keyboard and IT Skills ` * Ability to assist with the transportation of women and babies in cots, beds and chairs * Able to support women suffering from post-natal depression * Able to support women who are victim of domestic violence * Able to support women and their families whose child has been removed from their care * Regularly takes the responsibility for imparting distressing/ unwelcome news to staff, patients and the relatives in a sensitive manner * Regularly support women and their families where an abnormality has been detected in the foetus and following the birth of the child. * Ensuring pregnant people have the information to be able to make informed choices about their next options for themselves and their baby * Inform pregnant people about post-mortem examinations, testing and gaining consent | E  E  E  E  E  E  E  E  E  E  E |  |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | Y/ |  | X |  |  |
| Contact with patients | Y/ |  |  |  |  |
| Exposure Prone Procedures | Y/ |  | X |  |  |
| Blood/body fluids | Y/ |  | X |  |  |
| Laboratory specimens | Y/ |  | X |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N | RRR | X |  |  |
| Respiratory sensitisers (e.g isocyanates) | N |  | XX |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | /N |  |  |  |  |
| Animals | N | X | R |  |  |
| Cytotoxic drugs | N | X |  |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | N |  |  |  |  |
| Dusty environment (>4mg/m3) | N |  |  |  |  |
| Noise (over 80dBA) | N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | N |  |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y |  |  |  | X |
| Heavy manual handling (>10kg) | Y | X |  |  |  |
| Driving | Y |  | X |  |  |
| Food handling | N |  |  |  |  |
| Night working | Y |  | X |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort | Y |  |  |  | X |
| Mental Effort | Y |  |  |  | X |
| Emotional Effort | Y |  |  |  | X |
| Working in isolation | Y |  |  |  | X |
| Challenging behaviour | Y |  |  |  | X |