

Content of the INTERVENTION

All managers, at the workunits allocated to intervention, were invited to participate in a ***three-hour seminar****

The three-hour seminars

The seminars were held at the workplaces and tutors were an occupational physician and a former hospital manager, who used an active pregnancy policy as a manager at an emergency department

Content of the seminar was:

- Knowledge about occupational risk factors in relation to pregnancy
- Introduction to the *Active Pregnancy policy concept (APp-concept)*
- Case-based work with the concept

Each manager received:

- A printed booklet about the *APp-concept*
- A printed booklet about occupational risk factors in relation to pregnancy
- A poster with the study name to display at their work units.

Managers in the intervention were given access to a Hotline, if they had questions about occupational factors in relation to pregnant employees and they were given username and password to www.aktivgravidpolitik.com, that held all seminar presentations, printed materials and detailed study information

The APp-concept

A positive, solution-oriented proactive approach, which consists of:

1. *A visible and acknowledged policy of pregnancy* at the work unit
2. *A congratulation letter* from the manager to the pregnant employee inviting her to the first meeting
3. *Planned meetings* during the pregnancy between the manager and the employee with an individual risk assessment and talk about worries and needs for job adjustments
4. *Job adjustments* when needed (fx changes in work schedules, different work tasks, extra small breaks)

* At two hospitals participation was mandatory, whereas participation was voluntary in the other three hospitals

The Active management policy

