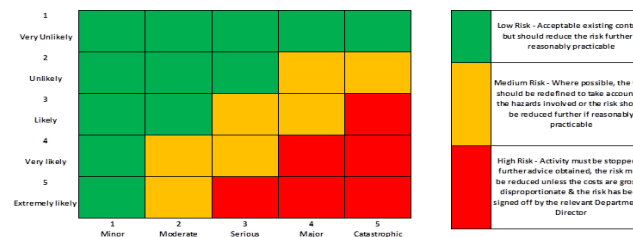


<b>Assessment Title (Task, process, equipment or facility)</b>		<b>Stoma Management</b>	
<b>Location</b>	<b>TMHUK Depots</b>	<b>Date</b>	<b>01/04/2026</b>
		<b>Review date</b>	<b>31/03/2027</b>
<b>Prepared By (Team)</b>		<b>Elaine Greaves</b>	
<b>Legal / Best Practice Requirements / links to other assessments (eg COSHH)</b>		<a href="https://www.colostomyuk.org/information/returning-to-work-after-stoma-surgery/">https://www.colostomyuk.org/information/returning-to-work-after-stoma-surgery/</a>	



Situation/Hazard	Risk	Effect (Who / what affected)	Initial Risk			Current Controls (inc practices/ procedures)	Actual Risk			Additional Controls (inc practices/ procedures)	Action by and when
			Likelihood	Severity	Risk Level		Likelihood	Severity	Risk Level		
Stoma Leakage or Appliance Issues	Skin irritation, infection, discomfort, distress	Individual with Stoma - negative health affect	2	3	M	1) Flexible breaks for checking/changing the appliance 2) Access to private, clean facilities with handwashing 3) Permission granted to keep spare stoma supplies at work 4) Access to a secure storage area for medical items	1	3	L	1) Agree a discreet communication method if the employee needs to step away 2) Manager awareness if team members consents	
Infection Risk	Increased vulnerability post surgery	Individual with Stoma - negative health affect	2	3	M	1) Ensure easy access to handwashing facilities 2) Avoid exposure to contaminated environments 3) Maintain clean welfare areas	1	3	L	Temporary exclusion from higher risk tasks (e.g., waste handling, biohazards)	
Manual Handling / Physical Strain	Risk of hernia or stoma complications from lifting, bending, twisting	Individual with Stoma - negative health affect	3	3	M	1) Leader to review job tasks for physical strain. 2) Where required make a temporary adjustment of manual handling duties, may require an additional risk assessment 3) Provide mechanical aids or team lift arrangements where possible. 4) All team members have completed Manual Handling training. Follow SWP-13	1	3	L	Manual handling refresher (if required) Consult Occupational Health for lifting limitations	
Fatigue After Surgery	Reduced stamina, slower recovery, concentration issues	Individual with Stoma - negative health affect	2	2	M	1) Phased return plan may be required. Contact HR.Ensure all guidance is followed 2) Adjusted hours may be considered. Contact HR 3) Reduced duties may be considered. Contact HR. 4) Dependant on the job,role a reasonable adjustments assessment may be required. Contact HR. 5) Ensure regular check ins are completed with the manager/team leader.	1	2	L	Further OH assessment may be required if fatigue persists	
Stress and Anxiety	Anxiety about leakage, odour, or stigma Impact on mental wellbeing	Individual with Stoma - negative health affect	2	2	M	1) Supportive return to work conversations conducted by HR and Manager/team leader 2) Encourage open communication, All Team members have access to EAP. Confidentiality maintained at all times	1	2	L	Signposting to wellbeing/EAP Confidentiality maintained at all times	
Restricted Access to Toilets	Delayed appliance changes could lead to health issues.	Individual with Stoma - negative health affect	2	2	M	1) Full access to toilet facilities 2) There are no toilet access limitations in place.	1	2	L		

PPE & Work Clothing	Tight or restrictive clothing may cause discomfort or pressure	Individual with Stoma - negative health affect	2	2	M	1) if required there is an option to alternative uniforms or adjusted PPE sizing 2) Ensure belts, harnesses or tools don't press on stoma	1	2	L	Specialist PPE assessment if required (e.g., for safety harness jobs)	
Emergency Evacuation	Reduced mobility or need to carry supplies	Individual with Stoma - negative health affect	2	2	M	1) Review Personal Emergency Evacuation Plan (PEEP) if needed 2) Ensure employee has medical supplies in grab bag	1	2	L	Allocate a buddy system (optional, with consent)	