



## **Pregnancy/Postpartum Guidelines for Health Risk Assessment/Biometric Screening**

It is up to the employer whether or not they will require employees and/or spouses who are pregnant or postpartum (0-12 months) at the time of the annual screening to complete the health risk assessment/biometric screening or if they will be exempt from the process.

For those employers requiring employees and/or spouses who are pregnant/postpartum at the time of the screening to complete the process, the following applies:

- ◆ There is a question on the HRA that asks the participant to indicate if they are pregnant or postpartum. If the participant is pregnant/postpartum, height, blood pressure and blood sample will be obtained. Weight and Waist will not be taken. Pre-pregnancy weight should be documented on the questionnaire. Note: If the participant is postpartum and indicates actual weight is better than pre-pregnancy weight, Healics will use the better of the two weights.
- ◆ If no pre-pregnancy weight is noted, Healics will attempt to contact the participant once. If they are unable to obtain a pre-pregnancy weight, the report will be processed with no weight. Score will be N/C (not calculated).
- ◆ Employees/spouses who are pregnant or recently gave birth may find that their glucose, cholesterol and triglycerides are elevated. The participant's primary care provider can complete and submit to Healics a Medical Condition Letter indicating the participant is under their care and following the treatment plan for their condition. The participant will receive full points for glucose, cholesterol and triglycerides.