

Guideline			
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<ul style="list-style-type: none"> Milton Keynes University Hospital NHS Foundation Trust. <i>Thromboembolic disease in pregnancy and the puerperium</i>. MIDW/GL/21. Version 5, 2015 		
CQC Fundamental standards: Outcome 1,2, 4, 7, 9, 12, 13, 14, 21		

Disclaimer –

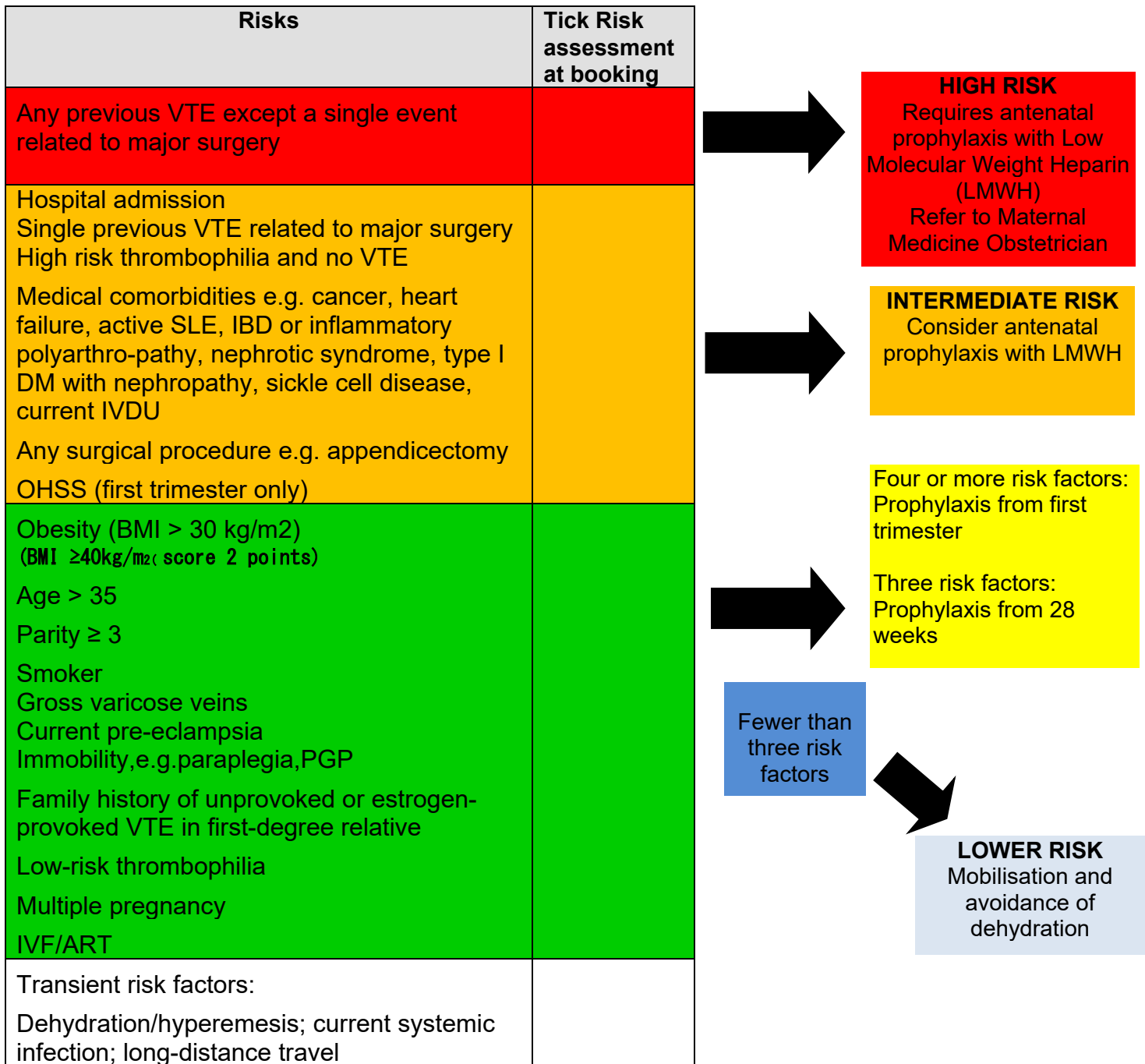
Since every patient's history is different, and even the most exhaustive sources of information cannot cover every possible eventuality, you should be aware that all information is provided in this document on the basis that the healthcare professionals responsible for patient care will retain full and sole responsibility for decisions relating to patient care; the document is intended to supplement, not substitute for, the expertise and judgment of physicians, pharmacists or other healthcare professionals and should not be taken as an indication of suitability of a particular treatment for a particular individual.

The ultimate responsibility for the use of the guideline, dosage of drugs and correct following of instructions as well as the interpretation of the published material **lies solely with you** as the medical practitioner.

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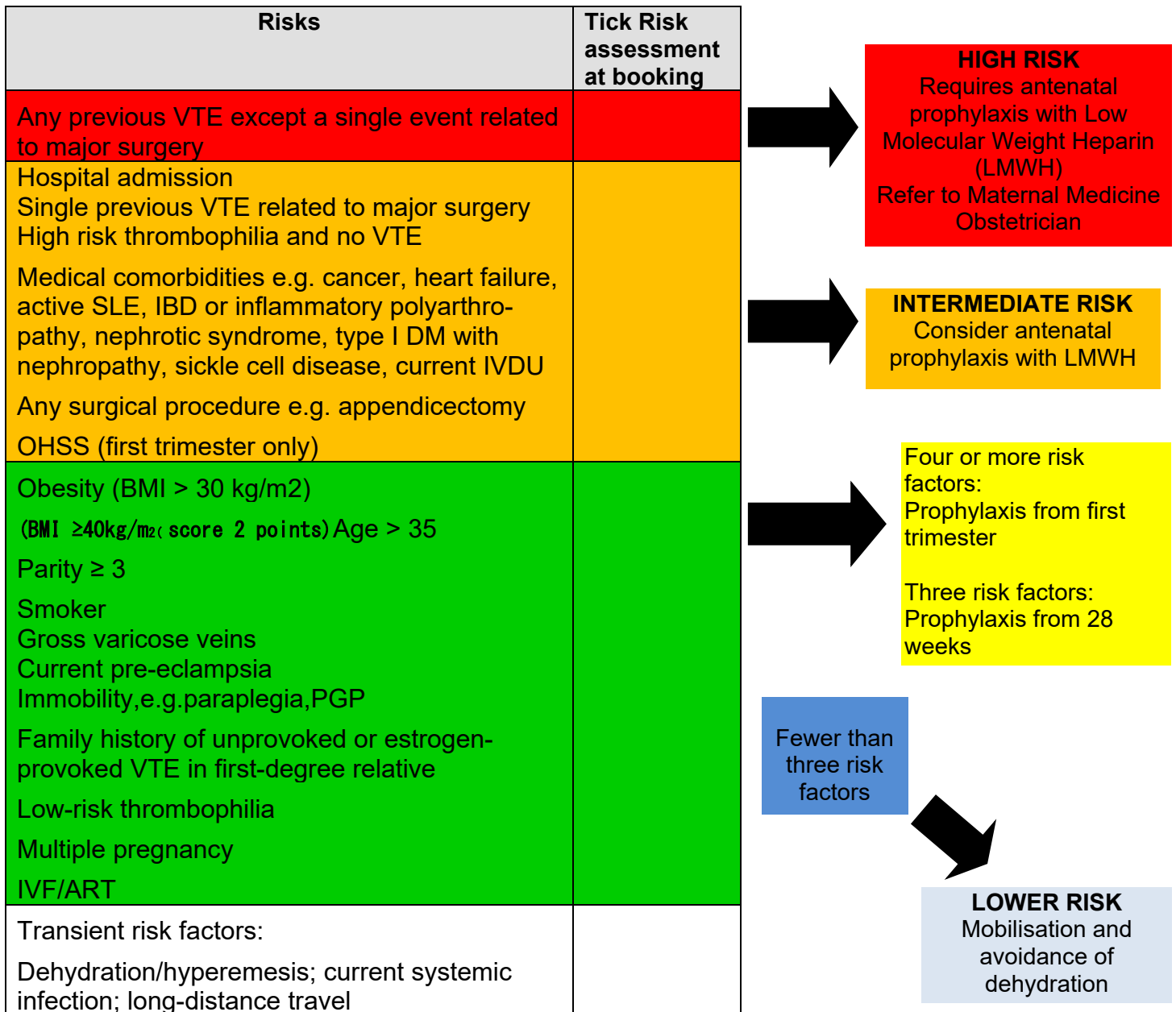
Antenatal Booking Risk Assessment and Management
(Based on RCOG guideline 37a appendix 1)



Date	Time	Risk Assessment Score	Action	Sign and Print

Antenatal Admission Risk Assessment and Management
(Based on RCOG guideline 37a appendix 1)

Surname:
Forename:
DOB:
Hospital No
Or affix Patient Label



Date	Time	Risk Assessment Score	Action	Sign and Print

* Daily risk assessment to be undertaken

Postnatal Risk Assessment and Management (To be assessed on Delivery Suite) (Based on

Any previous VTE
Anyone requiring antenatal LMWH
High-risk thrombophilia
Low-risk thrombophilia + FHx

Surname:
Forename:
DOB:
Hospital No:
O

HIGH RISK
At least 6 weeks' Postnatal prophylactic LMWH

Caesarean section in labour
BMI ≥ 40 kg/m²
Readmission or prolonged admission (≥ 3 days) in the puerperium
Any surgical procedure in the puerperium except immediate repair of the perineum
Medical comorbidities e.g. cancer, heart failure, active SLE, IBD or inflammatory polyarthropathy; nephrotic syndrome, type I DM with nephropathy, sickle cell disease, current IVDU

INTERMEDIATE RISK
At least 10 days' postnatal prophylactic LMWH
NB If persisting or >3 risk factors consider extending thromboprophylaxis with LMWH

Age > 35 years
Obesity (BMI ≥ 30 kg/m²)
(BMI ≥ 40kg/m² (score 2 points))
Parity ≥ 3
Smoker
Elective caesarean section
Family history of VTE
Low-risk thrombophilia
Gross varicose veins
Current systemic infection
Immobility, e.g. paraplegia, PGP, long-distance travel
Current pre-eclampsia
Multiple pregnancy
Preterm delivery in this pregnancy (< 37+0 weeks)
Stillbirth in this pregnancy
Mid-cavity rotational or operative delivery
Prolonged labour (> 24 hours)
PPH > 1 litre or blood transfusion

Two or more risk factors

Fewer than two risk factors

LOWER RISK
Early mobilisation and avoidance of dehydration

Date	Time	Risk Assessment Score	Action	Sign and Print

Guideline Statement

The aim of this guideline is to provide information, based on clinical evidence where available, to support the risk assessment and management of thromboprophylaxis during pregnancy or the puerperium.

Executive Summary

Thrombosis and thromboembolism are the leading cause of direct maternal death during or up to 6 weeks after the end of pregnancy in the UK (1.32/100,000 maternities) (MBRRACE-UK, 2018, p.5 and p.9) and is the second most common cause of maternal death overall (MBRRACE-UK, 2018, p.8).

This is despite detailed guidance for both prevention and treatment of thromboembolic disease from the Royal College of Obstetricians and Gynaecologists, most recently updated in 2015, and the Institute of Obstetricians and Gynaecologists, updated in 2016, leading to the wider use of thromboprophylaxis (Royal College of Obstetricians and Gynaecologists 2015a, Royal College of Obstetricians and Gynaecologists 2015b, Institute of Obstetricians and Gynaecologists Royal College of Physicians of Ireland, HSE Clinical Care Programme in Obstetrics and Gynaecology et al. 2016). Alongside the changes in guidelines, the maternity population as well as interventions are changing. Women giving birth are now older, with more risk factors for thromboembolic disease such as obesity. More interventions such as caesarean section is undertaken, also placing women at higher risk of VTE. Thus, it is likely that VTE in association with pregnancy will become an even greater problem without careful attention to prevention

Many pulmonary emboli are preventable with appropriate thromboprophylaxis. The National Institute of Health and Clinical Excellence (NICE) estimates that low molecular weight heparins (LMWH) reduces VTE risk in medical and surgical patients by 60% and 70%, respectively." (RCOG 2015, p.9)

There were 39 women who died from venous thromboembolism in the UK and Ireland between 2014 and 2016. Thirty women died from pulmonary embolism and two women died from venous sinus thrombosis during pregnancy or up to 6 weeks after pregnancy

Many fatal antenatal VTE events occur in the first trimester and therefore prophylaxis for women with previous VTE should begin early in pregnancy.

1.0 Roles and Responsibilities

Midwives are responsible for ensuring that all women have risk assessments at booking, during any antenatal admission and following delivery.

Medical staff are responsible for undertaking risk assessments and for acting on the results of risk assessments where appropriate.

2.0 Implementation and dissemination of document

This guideline is available on the Trust intranet.

3.0 Processes and procedures

Risk factors for venous thromboembolism in pregnancy and the puerperium are shown in table below:

Pre-existing	Previous VTE
	Thrombophilias <i>Heritable</i> Antithrombin deficiency Protein C deficiency Protein S deficiency Factor V Leiden Prothrombin gene mutation <i>Acquired</i> Antiphospholipid antibodies Persistent lupus anticoagulant and/or persistent moderate/high titre anticardiolipin antibodies and/or β_2 -glycoprotein 1 antibodies
	Medical comorbidities e.g. cancer; heart failure; active SLE, inflammatory polyarthropathy or IBD; nephrotic syndrome; type I diabetes mellitus with nephropathy; sickle cell disease; 49 current intravenous drug user
	Age > 35 years
	Obesity (BMI \geq 30 kg/m ²) either prepregnancy or in early pregnancy
	Parity \geq 3
	Smoking
	Paraplegia
	Gross varicose veins (symptomatic or above knee or with associated phlebitis, oedema/skin changes)
Obstetric risk factors	Multiple pregnancy Current pre-eclampsia
	Caesarean section Prolonged labour (> 24 hours) Mid-cavity or rotational operative delivery Stillbirth Preterm birth Postpartum haemorrhage (> 1 litre/requiring transfusion)
New onset/transient	Any surgical procedure in pregnancy or puerperium except immediate repair of the perineum, e.g. appendicectomy, postpartum sterilisation Bone fracture
New onset/transient	Hyperemesis, dehydration

	Ovarian hyperstimulation syndrome (first trimester only)	Assisted reproductive technology (ART), in vitro fertilisation (IVF)
	Admission or immobility (≥ 3 days' bed rest)	e.g. pelvic girdle pain restricting mobility
	Current systemic infection (requiring intravenous antibiotics or admission to hospital)	e.g. pneumonia, pyelonephritis, postpartum wound infection
	Long-distance travel (> 4 hours)	

3.1 Pre-pregnancy, antenatal & postnatal risk assessment

- All women should undergo a documented assessment of risk factors for venous thromboembolism (VTE) in early pregnancy or pre-pregnancy, (**Refer to Antenatal Booking Risk Assessment and Management on page 3**)
- VTE assessment should be undertaken for all women at every admission to hospital for any reason or if they develop other problems, (**Refer to Antenatal Admission Risk Assessment and Management on page 4**)
- Risk assessment should be repeated again intrapartum or immediately postpartum (**Refer to Postnatal Risk Assessment and Management on page 4**)
- Any woman with **four or more** current risk factors shown in (other than previous VTE or thrombophilia) should be considered for prophylactic low-molecular-weight heparin (LMWH) throughout the antenatal period and will usually require prophylactic LMWH for 6 weeks postnatally but a postnatal risk reassessment should be made.
- Any woman with **three current risk factors** (other than previous VTE or thrombophilia) should be considered for prophylactic LMWH from 28 weeks and will usually require prophylactic LMWH for 6 weeks postnatally but a postnatal risk reassessment should be made.

Any woman with **two current risk factors** (other than previous VTE or thrombophilia) should be considered for prophylactic LMWH for at least 10 days postpartum.

- Women admitted to hospital when pregnant (including to the gynaecology ward with hyperemesis gravidarum or ovarian hyperstimulation syndrome) should usually be offered thromboprophylaxis with LMWH unless there is a specific contraindication such as risk of labour or active bleeding.

3.2 Thromboprophylaxis for women with risk factors in pregnancy

- Women with previous VTE should have a careful history documented.
- All women with single previous VTE should be offered pre-pregnancy counselling with a prospective management plan for thromboprophylaxis in pregnancy made **& referral to maternal medicine clinic. Referral to hematology is not routinely required in the absence of complicating factors.**
- Women with previous VTE (except those with a single previous VTE related to major surgery and no other risk factors) should be offered thromboprophylaxis with LMWH throughout the antenatal period.
- In women in whom the original VTE was provoked by major surgery from which they have recovered and who have no other risk factors, thromboprophylaxis with LMWH can be withheld antenatally until 28 weeks provided no additional risk factors are present (in which case they should be offered LMWH). They require close surveillance for the development of other risk factors.

Where objective documentation is not available, the previous diagnosis of VTE can be assumed in cases where the woman gives a good history and received prolonged (greater than 6 weeks) therapeutic anticoagulation.

- Women with previous VTE associated with **Antithrombin deficiency & Antiphospholipid syndrome (APS)** should be offered thromboprophylaxis with higher dose LMWH (either 50%, 75% or full treatment dose) antenatally and for 6 weeks postpartum or until returned to oral anticoagulant therapy after delivery.
- Management should be undertaken in **collaboration with a haematologist** with expertise in thrombosis in pregnancy and consideration given to antenatal anti-Xa monitoring and the potential for antithrombin replacement at initiation of labour or prior to caesarean section.
- For women on treatment dose of LMWH, Anti-Xa levels are measured 4-hours after dose & peak levels of 0.5–1.0 iu/ml aimed for.
- Heritable thrombophilic defects other than Antithrombin deficiency are lower risk and can be managed with standard doses of thromboprophylaxis. **Routine referral to haematology is not required.**
- Pregnant women with APS and prior VTE or arterial thromboses should be managed in **collaboration with a haematologist** and/or rheumatologist with expertise in this area.
- Women with previous recurrent VTE not on warfarin or other oral anticoagulants should be advised to start LMWH as soon as they have a positive pregnancy test. **Refer to haematology.**

- Women on long-term warfarin or other oral anticoagulants should be counselled about the risks of these agents to the fetus and advised to stop their oral anticoagulant therapy and change to LMWH as soon as pregnancy is confirmed, ideally within 2 weeks of the missed period and before the sixth week of pregnancy.
- Women with previous VTE and a family history of VTE and either antithrombin deficiency or where the specific thrombophilia has not been detected should be tested for antithrombin deficiency.
- Women with an unprovoked VTE should be tested for the presence of antiphospholipid antibodies.
- **Women with asymptomatic antithrombin, protein C or S deficiency or those with more than one thrombophilic defect (including homozygous factor V Leiden, homozygous prothrombin gene mutation and compound heterozygotes) should be referred to haematologist and antenatal prophylaxis considered.** They should be recommended for six weeks' postnatal prophylaxis even in the absence of additional risk factors.
- Women with heterozygosity for factor V Leiden or prothrombin gene mutation or antiphospholipid antibodies may be considered for antenatal thromboprophylaxis in the presence of 3 other risk factors, if there are two other risk factors thromboprophylaxis should be considered from 28 weeks and if there is one other risk factor postnatal thromboprophylaxis for 10 days should be considered (see appendix 1)
- Homozygosity for methylene tetrahydrofolate reductase (MTHFR) does not predispose to an increased risk of VTE in pregnancy and should be ignored.
- Women with no personal history or risk factors for VTE but who have a family history of an unprovoked or estrogen provoked VTE in a first-degree relative when aged under 50 years should be considered for thrombophilia testing. This will be more informative if the relative has a known thrombophilia. **Please refer to Haematology.**

3.3 Timing of initiation of antenatal thromboprophylaxis

- Antenatal thromboprophylaxis for those with previous VTE should begin as early in pregnancy as practical.
- Women without previous VTE and without particular first trimester risk factors or admission to hospital, but with four other risk factors, should be considered for antenatal prophylaxis throughout pregnancy.
- Women without previous VTE and without particular first trimester risk factors or admission to hospital, but with three other risk factors, can start antenatal prophylaxis at 28 weeks of gestation.

- Women admitted with hyperemesis should be considered for thromboprophylaxis with LMWH and can discontinue thromboprophylaxis when the hyperemesis resolves.
- Women with ovarian hyperstimulation syndrome should be considered for thromboprophylaxis with LMWH in the first trimester.

3.4 Advice to women receiving antenatal thromboprophylaxis regarding labour/undergoing planned caesarean section /Induction of labour

- Women receiving antenatal LMWH should be advised that if they have any vaginal bleeding or once labour begins, they should not inject any further LMWH. Assessment should be made on admission and further doses should be prescribed by medical staff.
- Women receiving antenatal LMWH having an elective caesarean section should receive a thromboprophylactic dose of LMWH on the day prior to delivery and, on the day of delivery, any morning dose should be omitted, and the operation performed that morning. **Women should be advised that as long as the prophylactic dose is taken 12 hrs before their planned CS and treatment dose of LMWH is taken 24 hrs before their planned CS, they can continue with the LMWH on the day prior to the planned CS.**

On the day prior to admission for IOL, women should be advised that they can take the LMWH as long as the last prophylactic dose is at least 12 hr and treatment dose is at least 24 hrs from the start of induction process.

- Women on high prophylactic or therapeutic doses of LMWH can continue to have their full dose on day prior to admission for IOL, unless they are at high risk of bleeding as long as the last dose is taken at least 24 hrs before the start of IOL process.

3.5 Guidance on Use of regional analgesia in women on antenatal thromboprophylaxis

- Obstetric anaesthetist should be informed once patient is admitted in labour.
- Regional techniques should be avoided until at least 12 hours after the previous prophylactic dose of LMWH
- Regional techniques should be avoided for 24 hours after the last therapeutic dose of LMWH
- LMWH should not be given for 4 hours after use of spinal anaesthesia or after the epidural catheter has been removed
- Epidural catheter should not be removed within 12 hours of the most recent injection of prophylactic dose LMWH.

3.6 Thromboprophylaxis immediately after delivery

- The first thromboprophylactic dose of LMWH should be given as soon as possible after delivery, usually between 4-6 hrs, if there is no postpartum haemorrhage and regional analgesia has not been used.
- Women at high risk of haemorrhage with risk factors including major antepartum haemorrhage, coagulopathy, progressive wound haematoma, suspected intra-abdominal bleeding and postpartum haemorrhage may be managed with anti-embolism stockings (AES), foot impulse devices or intermittent pneumatic compression devices. Unfractionated heparin (UFT) may also be considered.
- If a woman develops a haemorrhagic problem, while on LMWH the treatment should be stopped and expert haematological advice sought.
- Thromboprophylaxis should be started or reinstated as soon as the immediate risk of haemorrhage is reduced.

3.7 Postnatal thromboprophylaxis

- All women should have a postnatal risk assessment immediately after delivery
- Thromboprophylaxis should be continued for 6 weeks in high-risk women and for 10 days in intermediate-risk women
- Women with two or more persisting risk factors (see appendix 3) should be considered for LMWH in prophylactic doses appropriate for their weight for 10 days after delivery
- In women who have additional persistent (lasting more than 10 days postpartum) risk factors, such as prolonged admission, wound infection or surgery in the puerperium, thromboprophylaxis should be extended for up to 6 weeks or until the additional risk factor/s is/are no longer present
- All women with class 3 obesity (BMI greater than or equal to 40 kg/m²) should be considered for prophylactic LMWH in doses appropriate for their weight for 10 days after delivery.
- All women with a previous history of confirmed VTE should be offered thromboprophylaxis with LMWH or warfarin for at least 6 weeks postpartum regardless of the mode of delivery
- Women with thrombophilia without previous VTE should be stratified according to both the level of risk associated with their thrombophilia and the presence or absence of a family history or other risk factors.
- Women with a family history of VTE and an identified thrombophilia should be considered for 6 weeks' postnatal thromboprophylaxis
- All women who have had caesarean sections should be considered for thromboprophylaxis with LMWH for 10 days after delivery apart from those having an

elective caesarean section who should be considered for thromboprophylaxis with LMWH for 10 days after delivery if they have any additional risk factors

- Risk assessment should be performed in each woman at least once following delivery and before discharge and arrangements made for LMWH prescription and administration (usually by the woman herself) in the community where necessary

3.8 Recommended agents for thromboprophylaxis

3.8.1 Low molecular weight heparins (LMWH)

- LMWHs are the agents of choice for antenatal and postnatal thromboprophylaxis.
- Doses of LMWH are based on weight. For thromboprophylaxis the booking or most recent weight can be used to guide dosing.
- It is only necessary to monitor the platelet count if the woman has had prior exposure to unfractionated heparin (UFH).
- Monitoring of anti-Xa levels is not required when LMWH is used for thromboprophylaxis.
- Doses of LMWH should be reduced in women with renal impairment.
- LMWH is safe in breastfeeding.

3.8.2 Unfractionated heparin

- In women at very high risk of thrombosis (previous VTE on long-term oral anticoagulant therapy).
- Antithrombin deficiency, Antiphospholipid syndrome with previous VTE), UFH may be used peripartum in preference to LMWH where there is an increased risk of haemorrhage or where regional anaesthetic techniques may be required.
- If UFH is used after caesarean section (or other surgery), the platelet count should be monitored every 2–3 days from days 4–14 or until heparin is stopped.
- Aspirin is not recommended for thromboprophylaxis in obstetric patients.

3.8.3 Warfarin

- Warfarin is teratogenic, especially between 6 and 12 weeks of gestation.
- Warfarin use in pregnancy should be avoided and is restricted to the few situations where heparin is considered unsuitable, e.g. some women with mechanical heart valves.
- Women receiving long-term anticoagulation with warfarin can be converted from LMWH to warfarin postpartum when the risk of haemorrhage is reduced, usually 5–7 days after delivery.
- Warfarin is safe in breastfeeding.

3.8.4 Non-vitamin K antagonist oral anticoagulants (NOACs)

- Non-vitamin K antagonist oral anticoagulants (NOACs) should be avoided in pregnant women.
- Use of NOACs is not currently recommended in women who are breastfeeding.

3.9 Thromboprophylaxis for women with DIC/massive obstetric haemorrhage with thrombocytopenia

- Discuss management with consultant haematologist on call.
- Risk assess the patient for VTE prophylaxis and risk of bleeding.
- LMWH can be safely given if platelet count is more than 50 and clotting is normal.

3.10 Guidance about use of LMWH

- **Booking weight** of the women is used for calculating the dose.
- Monitoring anti factor Xa levels is not required if there is good renal function.

- Lower dose Dalteparin should be used if the creatinine clearance is less than 30ml/minute.
- Very low risk of thrombocytopenia, hence no need for repeated platelet testing.
- Risk of osteoporosis is 0.04%
- Allergic skin reactions is 1.8%
- Risk of bleeding is less than 2 %
- Wound haematoma is 2% (hence, undergoing LSCS who are on treatment dose of LMWH needs drain in fatty tissue).

3.10.1 Suggested thromboprophylactic doses for antenatal and postnatal LMWH

Weight (kg)	Dalteparin
<50	2500 units daily
50-90	5000 units daily
91-130	7500 units daily
131-170	10000 units daily
>170	75 units/kg/day

3.10.2 Heparin Intolerance/Allergy

In case of Heparin induced thrombocytopenia (HIT) or skin allergy to heparin, expert advice should be sought from Consultant hematologist.

Potential use of Danaparoid or Fondaparinux should be in conjunction with a consultant hematologist with expertise in hemostasis and pregnancy.

3.11 Anti-embolism stockings

The use of properly applied anti-embolism stockings (AES) of appropriate size and providing graduated compression with a calf pressure of 14–15 mmHg is recommended in pregnancy and the puerperium for **women who are hospitalised and have a contraindication to LMWH**. These include women who are hospitalised post-caesarean section (combined with LMWH) and

considered to be at particularly high risk of VTE (e.g. previous VTE, more than four risk factors antenatally or more than two risk factors postnatally) and women travelling long distance for more than 4 hours. **[RCOG 2015]**

3.12 Rationale for main recommendations

The recommendations of this guideline will ensure that all women have appropriate risk assessments during pregnancy and the postnatal period in line with national guidance as listed in the statement of evidence/references section. Additionally, the guideline indicates where treatment is appropriate and what treatment should be prescribed.

4.0 Statement of evidence/references

References:

Bain, E., et al. (2014) Prophylaxis for venous thromboembolic disease in pregnancy and the early postnatal period. *Cochrane Database of Systematic Reviews* 2014, Issue 2. Art. No.:CD001689. DOI: 10.1002/14651858.CD001689.pub3. Available from: <https://www.cochranelibrary.com/cdsr/doi/10.1002/14651858.CD001689.pub3/full> (Accessed 12 March 2019)

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<https://www.cochranelibrary.com/cdsr/doi/10.1002/14651858.CD008201.pub3/full> (Accessed 12 March 2019)

Kolettis, D. and Craigo, S. (2018) Thromboprophylaxis in pregnancy. *Obstetrics and Gynecology Clinics* **45** (2), pp.389-402. Available from: <https://www.clinicalkey.com/#!/content/journal/1-s2.0-S088985451830007X> (Accessed 12 March 2019)

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Kotaska, A. (2018) Postpartum venous thromboembolism prophylaxis may cause more harm than benefit: a critical analysis of international guidelines through an evidence-based lens. *BJOG* **125** (9), pp.1109-16. Available from: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6055738/> (Accessed 12 March 2019)

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Related MKUH guidelines

Milton Keynes University Hospital NHS Foundation Trust. *Thromboembolic disease in pregnancy and the puerperium*. MIDW/GL/21. Version 5, 2015.

External weblinks:

Please note that although Milton Keynes University Hospital NHS Foundation Trust may include links to external websites, the Trust is not responsible for the accuracy or content therein.

5.0 Governance

5.1 Record of changes to document

Version number: 4.1		Date: 12/2019		
Section Number	Amendment	Deletion	Addition	Reason
3.11	Update to Anti-embolic stockings		Yes	Update post recent incident

5.2 Consultation History

Stakeholders Name/Board	Area of Expertise	Date Sent	Date Received	Comments	Endorsed Yes/No
Circulated to all Maternity staff on the 3/2/16					
Steph Smith	Pharmacist	3/2/16	25/2/16	Yes	Yes
Circulated to staff in Maternity		30/04/2019		No comments received	
Fran Mngola	Pharmacist	30/04/2019		No comments received	
Sarah Davis	Haematologist	April 2019		Yes	Yes
Julie Cooper	Midwife	30/04/2019	22/05/2019	Yes	Yes
Guideline Review Group	Maternity	24/05/2019		Formatting	

5.3 Audit and monitoring

This Guideline outlines the process for document development will be monitored on an ongoing basis. The centralisation of the process for development of documents will enable the Trust to audit more effectively. The centralisation in recording documents onto a Quality Management database will ensure the process is robust.

Audit/Monitoring Criteria	Tool	Audit Lead	Frequency of Audit	Responsible Committee/Board
a) Monitor the implementation of antenatal risk assessments b) Monitor the implementation of antenatal admission risk assessments c) Monitor the implementation of postnatal risk assessments d) Monitor the use of antenatal LMWH e) Monitor care in labour for women who have received antenatal LMWH f) Monitor the use of postnatal LMWH	Audit	Clinical staff	Annually	Maternity Clinical Improvement Group

5.4 Equality Impact Assessment

As part of its development, this Guideline and its impact on equality has been reviewed. The purpose of the assessment is to minimise and if possible remove any disproportionate impact on the grounds of race, gender, disability, age, sexual orientation, religion or belief, pregnancy and maternity, gender reassignment or marriage and civil partnership. No detriment was identified. Equality Impact assessments will show any future actions required to overcome any identified barriers or discriminatory practice.

Equality Impact Assessment			
Division	Women and Children's Health	Department	Maternity
Person completing the EqIA	Faryal Nizami	Contact No.	
Others involved:		Date of assessment:	May 2019
Existing policy/service	Yes	New policy/service	N/A
Will patients, carers, the public or staff be affected by the policy/service?		Yes	
If staff, how many/which groups will be affected?		<i>For example: community midwives, phlebotomists, all staff</i>	
Protected characteristic	Any impact?	Comments	
Age	NO	Positive impact as the policy aims to recognise diversity, promote inclusion and fair treatment for patients and staff	
Disability	NO		
Gender reassignment	NO		
Marriage and civil partnership	NO		
Pregnancy and maternity	NO		
Race	NO		
Religion or belief	NO		
Sex	NO		
Sexual orientation	NO		
What consultation method(s) have you carried out?			
<i>Email sent to staff in Maternity and pharmacy</i>			
How are the changes/amendments to the policies/services communicated?			
<i>Email, minutes of meetings</i>			
What future actions need to be taken to overcome any barriers or discrimination?			
What?	Who will lead this?	Date of completion	Resources needed
Review date of EqIA			

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