**Please adapt this risk assessment to meet the needs of your organisation and environment**

**New and Expectant Mother Risk Assessment**

This form is provided for Mangers to undertake a risk assessment for the purpose of determining the additional hazards and risks likely to be experienced by a pregnant member of staff/new mother to enable suitable and sufficient risk control measures for the health and safety of the employee and her child.

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| **Name:** |  | **Job Title:** |  |
|  |  |  |  |
| **Expected Due Date:** |  | **Assessment Date:** |  |
| **Is this employee:** | Expectant Mother/~~New Mother/Breastfeeding~~ |

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| --- | --- | --- | --- | --- |
| **Physical Hazards** | **Risk (H/M/L)** | **Identified Risk** | **Control Measure Guidance** | **Adjustments Made/Comments** |
| Manual Handling | L  | Pregnant workers are especially at risk from manual handling injury | * Manual Handling Operations Regulations 1992 apply to all employees required to undertake manual handling duties
* Restrictions on manual handling as the pregnancy progresses may be required
* Colleagues to support if any risk involved
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| Ergonomics/Posture | M | Pregnant workers are more at risk of fatigue caused by work demands such as standing, sitting for long periodsPostural problems can occur due to increasing size | * Breaks from a seated position can help promote good circulation and posture
* More frequent breaks from workstation may help reduce fatigue
* The comfort of the individual at work should be reviewed regularly and adjustments made as required
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| **Physical Hazards** | **Risk (H/M/L)** | **Identified Risk** | **Control Measure Guidance** | **Adjustments Made/Comments** |
|  | L | Dexterity and balance may be impaired increasing the risk of accidents | * Driving duties should be risk assessed
* Ensure work station assessment is completed
* Seek advice from GP as required
 |  |
| Slips, Trips and Falls | L | Injury as a result of tripping on stairs or items that have been left in walkways. Slipping on wet floors or in bad weather conditions | * Ensure good housekeeping throughout the site, keep walkways clear
* Walk up and down stairs slowly and use handrails
* Ensure suitable footwear is worn at work
 |  |
| Extremes of cold and heat | L | Heat and cold tolerance reduces with pregnancy | * Rest facilities and access to refreshments should be available
* Avoid prolonged exposure to excessive heat
* Avoid dehydration
 |  |
| Lone Working | L | Pregnant women may be more likely to need urgent medical attention | * If individual undertakes lone working, work activity, work location and medical condition should be reviewed and control measures implemented
 |  |
| Psychological Wellbeing | H | Excessive physical or mental pressure may lead to stress which may affect the pregnancy by resulting in raised blood pressure and interfere with breastfeeding | * Discuss working hours with employee
* Pregnant workers should be allowed greater control over their working day
* Consideration should be given to workload and work demands
* Avoid excessive working hours
* Encourage good time management
 |  |
| Noise | L | Prolonged exposure to loud noise can lead to increased blood pressure and stress | * The Control of Noise at Work Regulations 2005 should be applied to all workers exposed to loud noise where there is a risk to hearing
* Noise is likely to be too loud if you are unable to hold a conversation 1m apart without shouting
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| **Physical Hazards** | **Risk (H/M/L)** | **Identified Risk** | **Control Measure Guidance** | **Adjustments Made/Comments** |
| Evening Working | L |  | * Ensure excessive working hours are minimised and if attendance is required think about starting the day later on.
 |  |
| Travelling | L | Excessive travelling can be tiring | * Ensure diary is well managed and that travelling is minimised where possible
 |  |
| Chemicals | L | Certain chemicals are potentially harmful to pregnancy or may affect breastfeeding | * Review COSHH assessments
* Avoid exposure to chemicals with the following risk phrases: R40, R45, R46, R47, R61, R63, R64
 |  |
| Biological Agents | H | Exposure to certain bacteria and viruses e.g. Rubella and Cytomegaly can present an increased risk to pregnant workers and their unborn child | * Review exposure and advise of increase in risk
* Check if individual is a first aider and is aware of good practice for first aiders
* Avoid contact with chicken pox between weeks 13-20 of pregnancy
* Ensure good working practices
* Ensure good hygiene and infection control
* Contact GP is there are any concerns
* Where exposure is likely as a direct result of their work, restrictions should be imposed to prevent exposure
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| **Other related factors** |
| Nausea/Sickness | H | Early workExposure to nauseating smells | * Consider flexible working hours
* Remove from work involving smells until nausea ceases
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| Backache | M | Standing/sitting/postureManual handling | * See above
 |  |
| Increasing size | L | Access/egressEvacuation in emergencyManual HandlingProtective clothing | * Make arrangements to ensure emergency evacuation is not compromised
* Consider impacts for DSE work and review as is required
 |  |
| Frequent toilet visits | L | Difficulty in leaving job/site | * Ensure adequate welfare provision
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| Breastfeeding | N/A | Difficulties associated with expressing breast milk | * Consider provision of suitable private room for expressing milk
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| **Does the employee have any particular concerns relating to the workplace and/or pregnancy or breastfeeding in the workplace?**None |

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| **Summary of significant risks:** | **Control measures to be implemented:** |
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| Employee (signed): |  | Date:  |  |
| Manager (signed): |  | Date:  |  |

**Recommended review times:**

* Initial Assessment – Upon notification of pregnancy

**Date of next review:**

* 1st Review – Second trimester (3-6 months or earlier if required)
* 2nd Review – Third trimester (6-9 months or earlier if required)
* 3rd Review – Prior to return to work
* 4th Review – Following return to work

**A copy of the completed assessment should be given to the expectant/new mother and the original stored in her personnel file**