

# Pregnant Employee Risk Assessment Form



Version No

Rev 2

September 2010

<b>Section 1: To be filled out by Employee</b>			
<b>Employee Details</b>			
Name		Employee No	
Department or area of work			
Managers Name			
Have you been certified pregnant?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	
Have you notified your Manager?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	
Expected due Date			
Date of Assessment			
<b>Section 2: Preliminary Job Assessment (To filled out by the employee and her manager)</b>			
<b>Does the employee's work involve exposure to or work with any of the following?</b>	<b>YES</b>	<b>NO</b>	
Excessive noise	<input type="checkbox"/>	<input type="checkbox"/>	
Chemicals (drugs, specific chemicals such as lead, pesticide, Lab chemicals with the following Risk Phrases R40, R45, R61, R63 and R64)	<input type="checkbox"/>	<input type="checkbox"/>	
Biological Agents (in particular infectious diseases)	<input type="checkbox"/>	<input type="checkbox"/>	
Nauseating smells	<input type="checkbox"/>	<input type="checkbox"/>	
Vibration or Shocks	<input type="checkbox"/>	<input type="checkbox"/>	
Manual Handling (Lifting or carrying Heavy loads)	<input type="checkbox"/>	<input type="checkbox"/>	
Extreme Cold Environment	<input type="checkbox"/>	<input type="checkbox"/>	
Extreme Hot Environment	<input type="checkbox"/>	<input type="checkbox"/>	
Ionizing Radiation (X-ray)	<input type="checkbox"/>	<input type="checkbox"/>	
Non-ionizing radiation optical radiation (ultraviolet (UV), visible and infrared) and electromagnetic fields (power frequencies, microwaves and radiofrequencies).	<input type="checkbox"/>	<input type="checkbox"/>	
Shift work (early or late)	<input type="checkbox"/>	<input type="checkbox"/>	
Awkward spaces and workstations	<input type="checkbox"/>	<input type="checkbox"/>	
Abnormal movements or postures	<input type="checkbox"/>	<input type="checkbox"/>	
Travel e.g. long journeys, air travel etc	<input type="checkbox"/>	<input type="checkbox"/>	
Use of protective clothing	<input type="checkbox"/>	<input type="checkbox"/>	
Difficulty in leaving job for breaks etc	<input type="checkbox"/>	<input type="checkbox"/>	
Work in Hyperbaric atmospheres e.g. pressurized enclosures and underwater diving	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Where you Tick YES, please identify the appropriate control measures, if necessary consult the Health &amp; Safety Officer for Advice</b>			

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Hazard	What is the risk to the expectant/nursing mother	Suggested Control measures	Where applicable state who will implement controls and Date for Implementation
Noise	No specific risk	<ul style="list-style-type: none"> <li>Apply noise at work Regulations</li> </ul>	
Biological Agents	Can cause damage to the foetus	<ul style="list-style-type: none"> <li>Pregnant employees (especially those in the lab) should avoid handling or coming in contact with biological agents such as Rubella, Hep B etc</li> <li>For most workers, the risk of infection is not higher at work than for those living in the community</li> </ul>	
Chemical Agents	These substances may have potential to endanger health or safety. They may not in Practice present a risk if exposure is below a level, which may cause harm.	<ul style="list-style-type: none"> <li>Pregnant employees in the Lab should avoid working with these Substances, especially for the first three months of their pregnancy. After that period full engineering controls (such as fume hoods) and PPE need to be worn to avoid exposure.</li> </ul>	
Exposure to nauseating smells	Morning sickness	<ul style="list-style-type: none"> <li>Flexible work pattern</li> </ul>	
Vibration or Shocks	Increased Risk of Miscarriage	<ul style="list-style-type: none"> <li>Avoid involving uncomfortable whole body vibration</li> </ul>	
Manual Handling	When you are pregnant you are more likely to pull a muscle as you have a hormone called relaxin in your system, which relaxes your smooth muscle. Try to separate heavy lifts into smaller ones, and always bend from your knees keeping your back straight.	<ul style="list-style-type: none"> <li>All employees should attend Manual handling training</li> <li>Avoid manual handling tasks; reduce manual handling to lowest practicable level.</li> <li>Use manual handling aids where possible</li> </ul>	
Cold/Hot environments	Risk of heat stress, dehydration, fatigue	<ul style="list-style-type: none"> <li>Avoid prolonged exposure to heat</li> <li>Provide rest facilities and access to refreshments</li> <li>No specific risks arise from extremes in cold.</li> </ul>	
Ionizing Radiation	Significant exposure to ionizing radiation is harmful to the foetus	<ul style="list-style-type: none"> <li>Avoid exposure to radioactive substances</li> </ul>	
Non-ionizing electromagnetic radiation	No specific risk	<ul style="list-style-type: none"> <li>No specific action required</li> </ul>	
Shift work	Tiredness, morning sickness	<ul style="list-style-type: none"> <li>Flexible work roistering should be organized</li> </ul>	

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Awkward spaces and workstations /Abnormal movements and postures	Pregnant employees may experience problems in working in tight fitting workspaces or workstations, which do not adjust sufficiently to take account of increased abdominal size. This may lead to strain or sprain injuries. Dexterity, agility, co-ordination, speed of movement reach and balance may also be impaired.	<ul style="list-style-type: none"> <li>• Workstation and chairs will be assessed as pregnancy progresses to avoid any postural problems</li> <li>• In later stages of pregnancy employees are encouraged to use the lifts where possible and avoid using the stairs</li> </ul>	
Travel	Sitting in a car for long periods can affect circulation and lead to fatigue Regular air travel is not recommended when in your first and third trimester when the risk of miscarriage and preterm labor are lower	<ul style="list-style-type: none"> <li>• Ensure hours of work and the volume and pacing of work are not excessive</li> <li>• If traveling long distances then extra time should be allowed to ensure that sufficient breaks can be taken e.g. overnight stay instead of traveling to and from a destination in a day.</li> <li>• Travel is not recommended from week 35 onwards as there is a risk of pre term labor</li> </ul>	
Use of Protective Clothing	Increasing size	<ul style="list-style-type: none"> <li>• Provision of bigger sizes when needed</li> </ul>	
Difficulty in leaving job	Frequent visits to toilet	<ul style="list-style-type: none"> <li>• Flexible work allocation</li> </ul>	
Working in hyperbaric atmosphere	Potential to harm the fetus	<ul style="list-style-type: none"> <li>• Pregnant workers should not work in compressed air, nor should they dive.</li> </ul>	
<b>Risk Assessment Recommendations</b>		No Modifications to work Necessary	<input type="checkbox"/>
		Modifications to work Needed as per the controls above	<input type="checkbox"/>
		Reassignment / Alternative duties	<input type="checkbox"/>
		Health and Safety Leave	<input type="checkbox"/>
Employee Signature and Date			
Manager Signature and Date			
Where Applicable Health and Safety Officer Signature and Date			