



This form is provided for Heads of Department / Managers 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 to enable suitable and sufficient risk control measures for the health and safety of the employee and her unborn child. It may well be the case that some of the hazards listed are not present in the employee's role. If so, then simply record **N/A** in the **Risk** column.

Name		Expected Due Date	
Job Title		Department	
Manager		Assessor	
Assessment Date		Is the woman:	New mother/Expectant mother/breast feeding

Physical Hazards	Risk (H/M/L) or N/A	Identified Risk	Control Measure Guidance	Assessor Comments / Adjustments Made
Manual Handling		Pregnant workers are especially at risk from manual handling injury.	<ul style="list-style-type: none"> 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 	
Ergonomics / Posture		Pregnant workers are more at risk from fatigue caused by work demands such as standing, sitting for long periods. Postural problems can occur due to increasing size	<ul style="list-style-type: none"> 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 Driving duties should be risk assessed 	



Physical Hazards	Risk (H/M/L) or N/A	Identified Risk	Control Measure Guidance	Assessor Comments / Adjustments Made
		Dexterity coordination and balance may be impaired increasing the risk of accidents for example from slips trips and falls.	<ul style="list-style-type: none"> Ensure workstation assessment is completed. Seek advice from GP/College Nurse as required 	
Vibration		Regular exposure from cleaning equipment may affect the pregnancy.	<ul style="list-style-type: none"> Avoid excessive exposure. 	
Extremes of cold and heat		Heat and cold tolerance reduces with pregnancy.	<ul style="list-style-type: none"> Rest facilities and access to refreshments should be available. Avoid prolonged exposure to excessive heat; Avoid dehydration 	
Night working		There are no specific known risks to pregnant or breastfeeding workers from working at night although levels of fatigue need to be considered	<ul style="list-style-type: none"> Advise of need to monitor fatigue levels; In the event that medical advice indicates that a pregnant worker is unfit for night work, suitable alternative daytime work should be sought 	
Lone Working		Pregnant women may be more likely to need urgent medical attention.	<ul style="list-style-type: none"> If individual undertakes lone working, work activity, work location and medical condition should be reviewed and control measures implemented 	
Psychological wellbeing		Excessive physical or mental pressure may lead to stress which may affect the pregnancy by resulting in raised blood pressure and interfere with breast feeding.	<ul style="list-style-type: none"> 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		Prolonged exposure to loud noise can lead to increased	<ul style="list-style-type: none"> The Control of Noise at Work Regulations 2005 should be applied to all workers exposed to 	



Physical Hazards	Risk (H/M/L) or N/A	Identified Risk	Control Measure Guidance	Assessor Comments / Adjustments Made
		blood pressures and stress	loud noise where there is a risk to hearing. <ul style="list-style-type: none"> Noise is likely to be too loud if you are unable to hold a conversation 1m apart without shouting Further advice can be obtained from the College nurse office 	
Chemicals		Certain chemicals are potentially harmful to a pregnancy or may affect breastfeeding.	<ul style="list-style-type: none"> Review COSHH assessments, Avoid exposure to chemicals, with the following risk phrases: <ul style="list-style-type: none"> R40: risk of irreversible effects R45: may cause cancer R46: may cause heritable genetic harm R47: may cause birth defects R61: may cause harm to the unborn child R63: possible risk of harm to the unborn child R64: may cause harm to breast fed babies. 	
Biological agents		Exposure to certain bacteria and viruses e.g. Rubella and Cytomegaly can present an increased risk to pregnant workers and their unborn child.	<ul style="list-style-type: none"> Review exposure and advise of increase in risk; Check if woman is a first aider and is aware of good practice for first aiders; Avoid contact with chickenpox between weeks 13-20 of pregnancy Ensure good working practices Ensure good hygiene and infection control Contact College Nurse/GP if there any concerns; Where exposure is likely as a direct result of their work, restrictions should be imposed to prevent the exposure 	
Other Related Factors				
Nausea / Sickness		Early shift work Exposure to nauseating	<ul style="list-style-type: none"> Consider flexible working hours Remove from work involving smells until nausea 	



Physical Hazards	Risk (H/M/L) or N/A	Identified Risk	Control Measure Guidance	Assessor Comments / Adjustments Made
		smells	ceases	
Backache		Standing/ Sitting / Posture Manual Handling	<ul style="list-style-type: none"> See above 	
Increasing Size		Access / Egress Evacuation in emergency Manual Handling Protective Clothing	<ul style="list-style-type: none"> Make arrangements to ensure emergency evacuation is not compromised; Consider impacts for DSE work and review as is required 	
Frequent toilet visits		Difficulty in leaving job/site	<ul style="list-style-type: none"> Ensure adequate welfare provision 	
Breastfeeding		Difficulties associated with expressing breast milk	<ul style="list-style-type: none"> Consider provision of suitable private room for expressing milk; Seek advice from College nurse 	

Does the employee have any particular concerns relating to workplace and /or pregnancy or breastfeeding in the workplace?



Summary of significant risks:	Control measures to be implemented

Signed

Employee

Assessor

Head of Dept.
/Manager

Recommended review times:

Initial Assessment	Upon written notification of pregnancy
1 st Review	second trimester 3- 6 months or earlier if required
2 nd Review	third trimester 6-9 months or earlier if required
3 rd Review	prior to return to work
4 th Review	following return to work

Date of Next Review

A COPY OF THE COMPLETED ASSESSMENT SHOULD BE GIVEN TO THE NEW/EXPECTANT MOTHER AND THE ORIGINAL STORED IN HER PERSONNEL FILE