**Risk Assessment for Expectant/New Mothers**

NB This risk assessment should be used as a live document and reviewed during pregnancy and on return to work to ensure that any identified risks and related measures are kept relevant and up to date. As a minimum assessments and reviews should take place where a worker identifies that they are pregnant; have given birth in the last 6 months or are breast feeding.

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| ASSESSED BY:  | DATE: | REVIEW DATE:  |
| SERVICE: | LOCATION: | ACTIVITY: | PERSON(S) AT RISK: |

\* Enter assessment as follows:  = Yes; X = No;? = Unknown; N/A = Not applicable; PTO = Details overleaf

| **Hazard**  | **Risks**  | \*  | **Control measures**  | \*  | **Action taken**  | \*  |
| --- | --- | --- | --- | --- | --- | --- |
| Infection  | German Measles, Chickenpox, TB, Hepatitis, animal diseases etc. can harm the unborn child.  |   | Unless employee is known to be immune, redeploy or arrange maternity suspension from work that creates higher risks of infection than normal living.  |   |   |   |
| Workstation, Posture and Movement  | Changing shape and muscle tone can impair ability to adopt safe working postures, movements etc.  |   | Redeploy or arrange maternity suspension from work where such changes create risks from cramped position, muscle strain, loss of balance, fatigue, etc.  |   |   |   |
| Manual Handling  | Changes to body shape, posture, muscles and ligaments increase risks of lifting injuries  |   | Avoid/control lifting in accordance with the Manual Handling guidance in the Health and Safety Manual on Molly, significantly reducing weight thresholds outlined in the guidance.  |   |   |   |
| Fatigue and Stress  | Excessive physical and/or mental demand may raise blood pressure  |   | Manage work to control physical & mental demands. Provide seating and rest facilities.  |   |   |   |
| Welfare Facilities  | Toilet, rest or private facilities for milk expression may be too remote  |   | Discuss needs with individual and make reasonable adjustments to work/hygiene/rest facilities as necessary  |   |   |   |
| Shock and Vibration  | Violent or repeated impacts may increase risk of miscarriage  |   | Redeploy or arrange maternity suspension from work creating such risks (eg machinery, off-road driving)  |   |   |   |
| Violence  | Blows to body may injure unborn child.  |   | Redeploy or arrange maternity suspension from work with potentially violent people.  |   |   |   |
| Chemicals  | Some chemicals harm the unborn child  |   | Assess and control in accordance with the guidance on Controlling Hazardous Substances in the Health and Safety Manual on Molly.  |   |   |   |
| High Risk Activities  | Ionising radiation, extremes of pressure or temperature, etc  |   | Activities other than routine low-risk work must be assessed and controlled by competent person(s).  |   |   |   |
| Other (specify)  |   |   |   |   |   |   |