**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) |  |  |  |  |  |  |