

APPENDIX A: MATERNITY RISK ASSESSMENT TEMPLATE FOR NEW OR EXPECTANT MOTHERS

Expectant or new mother risk assessment for:		Reference:	
Name:	[Name of employee]	Contact number:	
Job role: (including typical tasks)		Department / location:	
Expected date of delivery: (expectant mothers)		Actual date of birth: (new mothers only)	
Manager completing assessment:		Initial assessment date:	
Any health / wellbeing issues:			

Risk assessment for an expectant or new mother: Hazards and controls

Significant Hazard	Perceived Nature of Risk	Generic Control Measures	Residual Risk/Low Medium/High	Additional Control Measures	Managers Comments
Display Screen Equipment	Increased susceptibility to musculoskeletal disorders and deep vein thrombosis (DVT)	DSE assessment to be undertaken if not already in place. Workstation should provide adequate adjustment to allow for increase in abdominal size. Advice on posture to prevent musculoskeletal problems. Adjust working practices to avoid continuous sitting at workstation (risk of DVT)	Low	Review DSE assessment as pregnancy progresses	
Slips, Trips & Falls	Increased risk of injury due to physical change and or hormonal changes	Maintain high standards of housekeeping in work area. Individual may have difficulty negotiating stairs during later stages of pregnancy	Low		
Lifting and Carrying Loads	Musculoskeletal injury Weakening of the skeletal structure	Reduce amount of physical work associated with task. Physical tasks become more difficult to achieve as pregnancy progresses Carrying heavy loads to be avoided	Low		
Welfare	Access to toilets to protect against risk of infection and kidney disease	Provision of easy access to toilet facilities and more frequent breaks from work activity Consideration should be given to providing access to quiet area where the individual can rest as necessary	Low	Agree provision of suitable rest facility as necessary	
Fatigue	Fatigue from prolonged standing or physical activity	Avoid long periods of time standing. Task modified to provide seating or more frequent rest periods.	Low		

		Aspects of the work may need to be modified as physical capability will be reduced as a result of pregnancy			
Work Related Stress	Individual vulnerable to stress due to hormonal, psychological and physiological changes during pregnancy	Monitoring and reduction of risks in relation to work demands, relationships with colleagues / manager and requirements of the role.	Low		
Temperature / Humidity	Lower tolerance to heat and humidity resulting in discomfort / faint	Temperature of the working environment to be suitably controlled. Individual may require access to fresh air for periods during the working day. Individual to have ready access to fresh drinking water	Low	Provision of equipment to provide local heating / cooling as necessary	
Out of Hours Working	Long working hours or shift work patterns can affect the health of pregnant women.	Allowance made for tiredness and nausea at early stages of pregnancy. Consult with occupational health and individual on modification to working hours / avoidance of night work	Low		
Personal Safety	Violence or fear of violence can increase	If there is a perceived risk of violence or threat of violence / abuse consideration needs to be given to modifying the role to reduce the risk to the individual and or make provision for staff to be available should support be required	Low		
Access / Egress	Mobility may be impaired during later stages of pregnancy	Seek to modify the individual's work task to avoid walking significant distances or traversing flights of steps.	Low	PEEP assessment should be completed with health and safety team	

Working at Height	Loss of agility and or balance	Modify task to avoid aspects of working at height	Low		
Travel Health	<p>Increased medical risk from business travel.</p> <p>Poor posture / prolonged sitting increase risk of deep vein thrombosis (DVT)</p> <p>Risk from infectious diseases in some countries</p>	<p><u>UK Travel</u></p> <p>Travel arrangements should include adequate provision for rest breaks during the journey.</p> <p>Travel times chosen to reduce levels of fatigue. Carry out regular stretching exercises on flights. Drink sufficient fluids.</p> <p>The use of graded compression stockings. Loose-fitting clothing to avoid constriction of veins.</p> <p><u>International Travel</u></p> <p>Health risks to be further assessed with advice from a medical practitioner / occupational health.</p> <p>Travel to be scheduled to avoid restrictions imposed by airlines on pregnant women (typically past 32 weeks).</p> <p>Carry out regular stretching exercises on flights. Drink sufficient fluids.</p> <p>The use of graded compression stockings. Loose-fitting clothing to avoid constriction of veins.</p>	<p>Med</p> <p>Med</p>		

Biological or	Exposure to certain biologicals e.g. bacteria, viruses, moulds, fungi.	New or Expectant mother must not be exposed to biological agents. Consider alternative tasks to working environment where exposure is recognized			
Chemical	Exposure to certain Chemicals; dust, fumes, gas vapour, mist, liquids solids, fibres	New or Expectant mother must not be exposed to chemical agents. Consider alternative tasks to working environment where exposure is recognized.			

Risk assessment for an expectant or new mother: Further actions required

Risk assessment for an expectant or new mother: Risk Assessment Review

Action to be taken to further reduce risk	Person responsible for completing action	Target completion date (Prioritized on risk)		Action closure	
		Date	Priority	Signature	Date
Review DSE assessment as pregnancy progresses	DSE Assessor				
Agree provision of suitable rest facility if necessary	Manager of work area				
Provision of equipment to provide local heating / cooling if necessary	Manager of work area / E&FM				
Additional procedures for lone working / working off site	Manager of work area				
PEEP assessment form to complete	Safety Adviser for the work area				
Seek advice from medical practitioner / Occupational Health before making International travel arrangements	Manager of work area				
	Date	Employee signature		Manager signature	
Initial risk assessment completed:					
Proposed date for next assessment:					
Assessment reviewed on:					