

# NEW AND EXPECTANT MOTHERS RISK ASSESSMENT

**This Assessment should be used to assess individuals who are pregnant and/or a nursing mother.** Once complete it should be filed in the individual's personal file.

The Assessment should be revisited and revised throughout the pregnancy and on return to work after giving birth. NB If required, facilities should be arranged for expressing milk in private (not in the toilet) and for the storage of the milk afterwards, for example, in a refrigerator.

## Who is at Risk?

Female workers who are pregnant or have recently given birth and those who have recently miscarried.

## Details of Person being Assessed:

Name: \_\_\_\_\_

Job title: \_\_\_\_\_

RISK	FACTORS CONTRIBUTING TO RISK	CONTROL MEASURES	THINGS TO CONSIDER DURING ASSESSMENT	ITEMS IDENTIFIED AS REQUIRING ACTION
<b>Changes in physique during pregnancy</b>	Impairment of dexterity, agility co-ordination, speed of movement reach, balance etc.	Discussion with the individual and reorganisation of work and job role if necessary and appropriate.	Consider whether the individual is still happy to continue in the role; if not consider suitable alternatives i.e., reducing hours, changing role etc.	
<b>Back Strain</b>	Poor posture and position when sitting at workstation.	Ergonomic assessment / adjustment of seating position.	Consider work activity; does it involve sitting. If appropriate undertake a DSE assessment and /or review seating position in vehicle to ensure appropriate support to lower back etc.	

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<b>Osteoporosis</b>	As Above.	As Above.	Pregnant woman are more at risk of osteoporosis as the pregnancy progresses and should be reminded to flag any concerns raised by the doctor to their manager so a further assessment can be undertaken.	
<b>Morning Sickness</b>	So called 'morning sickness' can last all day but is often more pronounced in the hours shortly after waking which for most people is in the morning.	If possible, change of shift to one where symptoms are less pronounced. Make access to toilet/rest facilities easy and allow access to drinking water.	Generally, only an issue in the early stages of pregnancy but can, in some cases, last for the full term. It can be eased by sipping drinks containing ginger and peppermint little and often and it is important that the individual maintains their fluid levels throughout the day.	
<b>Psychosocial Stress</b>  <b>High blood pressure</b>  <b>Physical/ verbal abuse</b> <b>Work pressures</b>	Heightened emotional state.  Job role i.e., customer facing team members will be at a higher risk.	Review of job role and stress factors.	Consider whether the individual is still happy to continue in the role; if not consider suitable alternatives i.e., reducing hours, changing role etc.	

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<b>Tiredness</b>	<p>Working without adequate breaks.</p> <p>Driving (car) for work without adequate breaks.</p>	<p>Look at working pattern. Consider if space can be allocated as an area to lie down and have a rest if necessary, during the day.</p> <p>Remind team member of the need to take breaks and avoid driving while tired.</p>	<p>Individuals may sometimes have more than one job, so both need to be considered with max 40 working hours recommended in total per week.</p> <p>Max. 2hrs- driving with 15 mins breaks in the journey and avoid long journeys in the first /last three months.</p>	
<b>Varicose veins</b>	Prolonged standing.	Avoid prolonged standing	Combination of standing sitting and walking around is recommended	
<b>Swollen ankles</b> This may be an indication of high blood pressure. Also consider the risk of thrombosis.	<p>High blood pressure.</p> <p>Excessive standing/sitting.</p>	<p>Seek medical advice. may have to change job role or cease work all together.</p> <p>Avoid standing/sitting for long periods.</p>	Permit team member to sit or take appropriate rest breaks.	
<b>Pandemic Infection and or Infection risks due to illness within the community including. Covid</b>	Pregnancy.	Individuals should refer to the Department of Health guidance and their own GP if they have any specific concerns.		

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Human parvovirus B19, Rubella, Chickenpox.				
COSHH	Contact with chemicals that may have an impact on the unborn child	Review Chemicals in use and on the COSHH register to ensure none have any adverse effects		
Any Additional comments				

Signature of Person being assessed: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of person carrying out the Assessment: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date: \_\_\_\_\_

Agreed review date, if applicable: \_\_\_\_\_