**Risk Assessment for New and Expectant Mothers**

# Important information

The practice manager must ensure that this risk assessment is completed for any expectant mother at each stage of the pregnancy and a further re-assessment upon returning to work following childbirth.

|  |  |
| --- | --- |
| Name: |  |
| Job Title: |  |
| Assessor: |  |
| Date of assessment: |  |
| Due date: |  |
| Current stage: | Pregnant  New Mother |

The potential hazards detailed below must be reviewed and risk assessed in relation to the employee’s working activities and environment. Record any action required to reduce or eliminate any risks as necessary and re-evaluate as appropriate.

|  |  |
| --- | --- |
| Stage | Review date |
| 1-3 months |  |
| 4-6 months |  |
| 7-9 months |  |
| New mother |  |
| Breast feeding mother |  |

|  |  |  |
| --- | --- | --- |
| Slips, trips and falls |  | Further action |
| Is the working environment free from slip, trip and fall hazards (trailing cables, uneven flooring, spilt liquids)? | Yes  No |  |
| Are stair wells maintained and free from obstructions? | Yes  No |  |

|  |  |  |
| --- | --- | --- |
| Display screen equipment |  | Further action |
| Does the employee use display screen equipment for significant periods of time? | Yes  No |  |
| Has the workstation been re-assessed since notification of the pregnancy? | Yes  No |  |
| Is the chair, other equipment and furniture suitable and comfortable for the employee? | Yes  No |  |
| Is the employee able to take sufficient breaks/changes of activity away from the screen? | Yes  No |  |

|  |  |  |
| --- | --- | --- |
| Manual handling |  | Further action |
| Is the employee expected to carry or move heavy loads? | Yes  No |  |
| Is the employee aware of safe moving and handling techniques? | Yes  No |  |
| Has a manual handling assessment been completed? | Yes  No |  |

|  |  |  |
| --- | --- | --- |
| Driving (occupational road risk) |  | Further action |
| Does the employee drive as part of their job? | Yes  No |  |
| Do they have to drive long distances with infrequent breaks? | Yes  No |  |

|  |  |  |
| --- | --- | --- |
| Lone working |  | Further action |
| Does the employee work alone in the building or out in the community? | Yes  No |  |
| Are control measures in place for lone working such as panic alarms or buddy systems? | Yes  No |  |
| Is the employee able to take sufficient breaks? | Yes  No |  |

|  |  |  |
| --- | --- | --- |
| Working at height |  | Further action |
| Does the employee have to complete tasks which require them to work at height (e.g. step ladder or foot stool) or reach awkward shelves or unstable items? | Yes  No |  |

|  |  |  |
| --- | --- | --- |
| Violence and aggression |  | Further action |
| Is the employee exposed to potentially violent situations from members of the public? | Yes  No |  |

|  |  |  |
| --- | --- | --- |
| Stress |  | Further action |
| Is the employee exposed to any undue stress? | Yes  No |  |
| Is the exposure to stress at an acceptable level? | Yes  No |  |

|  |  |  |
| --- | --- | --- |
| Welfare |  | Further action |
| Does the employee have to sit or stand for long periods of time? | Yes  No |  |
| Is there a rest room or suitable area for the employee to rest? | Yes  No |  |
| Is the employee able to take breaks when required? | Yes  No |  |
| Does the employee suffer with morning sickness which may affect morning shifts or when exposed to nauseating smells? | Yes  No |  |
| Do nursing mothers have a facility for privately expressing milk and adequate cold storage available? | Yes  No |  |
| Does the employee work nights, cover night shifts or long working hours? | Yes  No |  |
| Are workplace temperatures reasonable? | Yes  No |  |

|  |  |  |
| --- | --- | --- |
| Biological and chemical agents |  | Further action |
| Is employee exposed to any infectious diseases (e.g. rubella)? | Yes  No |  |
| Is the employee exposed to any bodily fluids? | Yes  No |  |
| Is the employee exposed to any chemicals (as defined by COSHH)? | Yes  No |  |
| Is the employee exposed to radioactive material? | Yes  No |  |
| Is the employee at risk of needlestick injuries? | Yes  No |  |

|  |  |  |
| --- | --- | --- |
| Other issues |  | Further action |
| Consideration should be given to increasing size which may present problems if wearing personal protective equipment and uniforms. | Yes  No |  |
| Dexterity, agility, co-ordination, speed of movement and reach may all be impaired due to increasing size. | Yes  No |  |
| Consider that pre-existing medical conditions may affect a woman during pregnancy or afterwards (e.g. diabetes, heart condition, previous miscarriage). | Yes  No |  |
| Consider the increase in mental and physical fatigue depending on the work activities. | Yes  No |  |

The new or expectant mother is responsible for informing the practice manager or other point of contact if she has a medical condition that should be recorded. This is a requirement throughout the pregnancy term.

**Data Protection**

The handling of your personal data is controlled by the General Data Protection Regulation (GDPR) and associated legislation. GDPR requires us to comply with a number of principles regarding privacy and disclosure when handling personal data (including 'special categories of data'), including ensuring such data are processed, stored and used for limited purposes, and always in accordance with Article 9 of the GDPR. The GDPR includes measures to ensure that information is processed fairly and seeks to protect individuals' rights to confidentiality.

This document will be processed in accordance with the GDPR and data protection legislation, further details can be found in the Practice's [Data Protection Policy/ Employee and/or Job Applicant Privacy Statement / Other [state your relevant document]] which can be found [state where e.g. Practice Website / Job Application Pack].

Individuals have, on written request, the right of access to personal data held about them.

|  |  |
| --- | --- |
| Employee’s signature: |  |
| Date: |  |
| For and on behalf of the practice: |  |
| Date: |  |