

Pregnancy Risk Assessment

This form should be completed immediately after a pregnancy being reported.

Company/Organisation:	
Name of competent assessor:	
Date of assessment:	
Review date:	
Date of reported pregnancy:	
Due date:	
Name of employee:	
Job title:	
Who does the employee report to:	

What does the employee's job role involve:

Does the job involve a significant risk of injury or ill health?
If yes, refer to the detailed assessment and points to consider and the detailed assessment
If no, refer to points to consider below

Yes

Has employee been trained in manual handling techniques?
Date that this training took place:
Is there proof of understanding this training?

Date unsure

Not sure?

Best practice – points to consider

1. Health of pregnant women and the foetus can be affected by manual handling especially with prolonged standing or walking.
2. As size increases, it may be difficult to maintain posture.
3. Hormonal changes can affect ligaments and joints therefore increasing the risk of injury.
4. Re-assess as time goes on, especially on returning to work after giving birth.
5. Working practices may need to be changed to accommodate changes in posture.
6. Allow and insist on extra breaks.
7. Consider job rotation to reduce the risk of injury.
8. Consider suspension on full pay (employer to discuss with doctor).
9. General liaison required between employer, employee and doctor.
10. Pregnant employees should not work alone at any time.
11. Pregnant employees may work nights but only with doctor's approval.
12. Doctor's advice to be obtained with regard to type of load to be moved.

Main aspects of pregnancy	Some potential factors in work
Morning sickness	Early shift work Exposure to nauseating smells
Backache	Standing/manual handling/posture
Varicose veins	Standing/sitting
Frequent visits to the toilet	Difficulty in leaving job/site of work
Increasing size	Use of protective clothing Work in confined areas Manual handling
Tiredness	Overtime Evening work
Balance	Problems of working on slippery, wet surfaces
Comfort	Problems of working in tightly fitting workspaces
Dexterity, agility, co-ordination, speed of movement, reach, may be impaired because of increasing size	Problems of working in tightly fitting workspaces

Detailed Assessment

Does the role involve:	No	Yes	Low	Med	High	Mitigation	Result	Action
Physical Factors								
Manual handling?								
Standing for long periods?								
Sitting for long periods?								
Work in confined spaces or cramped conditions?								
Long carrying distances?								
Shocks, jolts or vibrations?								
Prolonged exposure to noise?								
Ionising or non-ionising radiation?								
A work rate imposed by a process?								
Extremes of temperature?								
Driving for long distances or extended periods of time?								
Work at height?								
Biological Agents								
Exposure to bacteria or viruses dangerous to pregnant women?								
Exposure to human or animal fluids or remains?								
Contact with clinical waste such as used hypodermic needles?								
Chemical Agents								
COSHH substances?								
Mercury?								
Lead or lead derivatives?								
Carbon monoxide?								
Pesticides or herbicides?								
Asbestos?								

Does the role involve:	No	Yes	Low	Med	High	Mitigation	Result	Action
Working Conditions:								
Are appropriate rest facilities available?								
Are toilet facilities appropriate?								
Does the employee work long hours, nights or irregular shift patterns?								
Is occupational stress a risk factor?								
Is the employee a lone worker?								
Does the employee use DSE?								
Is the employee exposed to work related violence?	X							

Detailed Assessment – Manual Handling

Questions to consider	No	Yes	Low	Med	High	Mitigation	Result	Action
Do the tasks involve:								
Holding loads away from trunk?								
Twisting?								
Stooping?								
Reaching upwards?								
Long carrying distances?								
Strenuous pushing or pulling?								
Repetitive handling?								
Insufficient rest or recovery?								
A work rate imposed by a process?								
Excessive standing?								
Are the loads:								
Heavy?								
Bulky/unwieldy?								
Difficult to grasp?								
Unstable/unpredictable?								
Intrinsically harmful?								
The working environment – are there:								
Constraint on posture?								
Uneven/slippery floors?								
Variations in levels?								
Hot/cold/humid conditions?								
Strong air movements?								
Poor lighting conditions?								
Steps to negotiate?								

Questions to consider	No	Yes	Low	Med	High	Mitigation	Result	Action
Individual capability – does the job:								
Require unusual capability?								
Hazard those who are pregnant?								
Hazard those with a health problem?								
Call for special information/training?								
Other factors:								
Is the movement or posture hindered by clothing or personal protective equipment?								

Has a DSE user RA been carried out and any actions agreed?

Yes/No

Has emergency plan training been carried out, actions agreed?

Yes/No

Are there any concerns with slip, trip or fall hazards?

Yes/No

Are there any concerns about the use of chemicals?

Yes/No

Are there any concerns regarding driving?

Yes/No

Summary**To be completed after assessor and employee discussions.**

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	Name:	Signature:
Employer (Manager)		
Employee		
Assessor (Competent Person)		

Copies to be given to all the above signatories and the employee's doctor for feedback and advice.

It is essential that the employees Doctor provides advice to the employer and employees in writing or at least points of a telephone conversation are recorded in writing.

Recommended review times:

Initial Assessment	Upon written notification of pregnancy
1 st Review	second trimester 3- 6 months or earlier if required
2 nd Review	third trimester 6-9 months or earlier if required
3 rd Review	prior to return to work
4 th Review	following return to work

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