



Pregnancy Risk Assessment Guidance

The focus is to protect the health and safety of women in the workplace when pregnant or after they have recently given birth and women who are breastfeeding

Employee Name		Assessor Name	
Employee Job Title		Assessor Job title	
Date of Delivery (optional)		Date	

What are the hazards?	Who might be harmed and how? <i>Guidance Notes</i>	What are you doing already?	Do you need to do anything else to manage this risk?	Action by who, when and add date completed
Awkward spaces and workstations	<i>Pregnant workers may be at risk from fatigue caused by standing/sitting for long periods Postural problems occurring due to increasing size Dexterity coordination and balance may be impaired increasing risk of accidents e.g. slips trips and falls Repetitive bending and stretching may cause health issues</i>			
Chemicals (Control of Substances Hazardous to Health)	<i>Certain hazardous substances can affect fertility, breast-feeding and development of the baby. Check with manufacturer if more information needed or visit New and Expectant Mothers and click on the COSHH tab. Look for risk phrases on safety data sheets relevant to situation e.g. R61:May cause harm to the unborn child, R64:May cause harm to breast-fed babies</i>			
High or low temperatures	<i>Heat and cold tolerance may reduce with pregnancy. Consider also working in cold storage and hot summer weather</i>			
Infections and biological hazards	<i>Vaccinations required for protection against infections (e.g. chickenpox, measles)¹. See list of other bacteria, viruses, bugs and germs for all work sectors here</i>			
Lone working, travelling	<i>Pregnant women may be more likely to need urgent medical attention</i>			
Manual handling	<i>Pregnant workers can be at risk from manual handling injury as pregnancy progresses</i>			
Mental Health	<i>Excessive physical and/or mental pressure may result in higher blood pressure interfering with breast-feeding. Possibility of postnatal depression occurring.</i>			
Noise	<i>Prolonged noise levels above 80 dBA can increase blood pressure and stress and an increased risk to the unborn child of developing hearing problems</i>			
Shift work/hours of work	<i>There are no specific known risks to pregnant or breast feeding</i>			

¹ Guidance ([The Green Book](#)) on UK vaccinations and vaccines, practices and procedures. Chicken pox and Rubella pose particular risks

	<i>workers from working at night, consider fatigue levels</i>			
Vibration	<i>Excessive exposure should avoid long periods of truck driving Workers are at risk of carpal tunnel syndrome</i>			
Violence/aggression	<i>Consider work with animals and working in unpredictable situations eg children or members of the public i.e. challenging behaviour/violence</i>			
Specific Hazards e.g. Radiation (ionising and non-ionising) Compressed air and diving Underground mining work Laboratory workers, biohazards	<i>May require specialist training and medical expertise to assess health risks</i>			
General Factors				
Nausea/Sickness	<i>Generally disappears after 3 months. Exposure to particular smells can cause nausea</i>			
Increasing size	<i>Uniform/work clothes and personal protective equipment may need adapting</i>			
Welfare	<i>Position of toilet facilities and rest room (breast feeding)</i>			
First Aid	<i>Ensure awareness of situation</i>			
Breast Feeding	<i>Facilities to express breast milk at work</i>			
Other concerns:				

Employee's signature _____ Date: _____

Assessor's signature _____ Managers signature: _____

Refer to OH/GP/Midwife for medical advice/information: Yes/No _____

Review Dates* _____

***Types of Review**
Review monthly as pregnancy progresses (Review)
Review if returning to work to keep in touch during maternity leave (KIT review)
Review prior to return to work (assume breastfeeding if unable to discuss) (RTW review)
Review if significant changes or indications that this is no longer valid, eg following an accident in the workplace, or any significant changes to the hazards, such as new equipment, hazardous substances or different work activities (Full Review)