Maternity Risk Assessment Template for New or Expectant Mothers (from [gov.uk](https://assets.publishing.service.gov.uk/media/5bacf327e5274a3de9f14153/Maternity_leave_-_APPENDIX_A_.pdf))

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| **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

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| **Significant Hazard** | **Perceived Nature of Risk** | **Generic Control Measures** | **Residual Risk/Low Medium/High** | **Additional Control Measures** | **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.  Aspects of the work may need to be modified as physical capability will reduced as a result of pregnancy | Low |  |  |
| 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 their 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 individuals work task to avoid walking significant distances or traversing flights of steps. | Low | PEEP, Personal Emergency Evacuation Plan, assessment should be completed |  |
| Working at Height | Loss of agility and or balance | Modify task to avoid aspects of working at height | Low |  |  |
| Travel Health | Increased medical risk from business travel.  Poor posture / prolonged sitting increase risk of deep vein thrombosis (DVT) Risk from infectious diseases in some countries | UK Travel  Travel arrangements should include adequate provision for rest breaks during the journey.  Travel times chosen to reduce levels of fatigue. Carry out regular stretching exercises on flights. Drink sufficient fluids.  The use of graded compression stockings. Loose-fitting clothing to avoid constriction of veins.  International Travel  Health risks to be further assessed with advice from a medical practitioner / occupational health.  Travel to be scheduled to avoid restrictions imposed by airlines on pregnant women (typically past 32 weeks).  Carry out regular stretching exercises on flights. Drink sufficient fluids.  The use of graded compression stockings. Loose-fitting clothing to avoid constriction of veins. | Med  Med |  |  |

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