

Risk Assessment

IMS Form048
Issue 01 Dated Oct 2020



Operation / Task:	Expectant Mother	Name of Assessor:	Rhys Milton
Assessment Ref:	RA029	Date of Assessment:	02.01.2024
Persons at Risk:	ASW Employees	Reviewed by	<i>R. Milton</i>
Location / Area:	ASW Health and Safety Assessment 2024	Review date	31.12.2024

Ref	Activity	Hazard	Risk	Pre-Control Risk Rating			Control Measures	Post-Control Risk Rating			Comment
				L	S	LxS		L	S	LxS	
1	Female Employee Discovers That She Is Expecting.	Awkward spaces and workstations.	Pregnancy endangered Chronic back pain Nausea and sickness High/low blood pressure Fatigue Stress	4	5	20	Inform employees that it is important for them to provide written notification that they are pregnant or breastfeeding as early as possible. Employers should conduct a specific risk assessment on receipt of written notification from an employee that she is pregnant, has given birth in the last six months or is breastfeeding. This must take into account any advice provided by the woman's health professional. If any risks are identified then employers must take action to remove, reduce or control the risk. If the risk cannot be removed employers must: <ul style="list-style-type: none"> Action 1 - Temporarily adjust her working conditions and/or hours of work; or if that is not possible Action 2 - Offer her suitable alternative work (at the same rate of pay) if available; or if that is not feasible Action 3 - Suspend her from work on paid leave for as long as necessary to protect her health and safety and that of her child. Workstation to be assessed jointly by expectant mother and line manager, reasonable changes made or relocation of workstation (refer to separate DSE risk assessment). Facilities to be assessed for adequacy and reasonable refinements made. Expectant mothers line manager to interview expectant mother to identify any areas of stress. Office environment to be monitored and adjusted if necessary. Expectant Mothers travelling procedures to be reviewed and altered if necessary (refer to separate driver's risk assessment). Hygiene procedures within the office to be reviewed and stringently enforced	1	5	5	
		Unusually stressful work.	Pregnancy endangered Chronic back pain Nausea and sickness High/low blood pressure Fatigue Stress	4	5	20		1	5	5	
		High or low temperatures	Pregnancy endangered Chronic back pain Nausea and sickness High/low blood pressure Fatigue Stress	4	5	20		1	5	5	

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				L	S	LxS		L	S	LxS	
		Infections, disabilities	Pregnancy endangered Chronic back pain Nausea and sickness High/low blood pressure Fatigue Stress	3	5	15		1	5	5	
		Inadequate provision of first aid, hygiene and welfare facilities (including rest rooms).	Pregnancy endangered Chronic back pain Nausea and sickness High/low blood pressure Fatigue Stress	2	4	8		1	4	4	

<u>Likelihood</u>	<u>Severity</u>	<u>Risk factor</u> (Likelihood x Severity)	
1 = Highly unlikely	1 = Insignificant	High Risk = 15-25	Unacceptable Risk. If Post Control risk, work must not commence.
2 = Unlikely	2 = Injury (first aid, no lost time)	Medium Risk = 8-12	If Post Control risk, high level of discipline required & monitoring to consider further controls where possible
3 = Possible	3 = Lost time injury	Low Risk = 1-6	Acceptable Risk assuming all controls in place effectively and workforce aware
4 = Probable	4 = Major injury / disabling condition		
5 = Inevitable	5 = Fatality		

I have read and understand the requirements of this risk assessment.

Name	Signature	Date



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