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| Upon receiving written notification of pregnancy the Line Manager will carry out this risk assessment in conjunction with the pregnant person.  **The University is legally responsible for ensuring risk assessments are suitable and sufficient and therefore this form can be reviewed by SLS Safety or UoD Safety Services at any time.**  See <https://www.dundee.ac.uk/corporate-information/pregnant-new-birth-parents-policy>  Contact SLS Safety if specific advice is required. |
| **Section 1:** Action must be taken to avoid exposure to identified hazards by substitution with a safer substance or by adapting the activity. Where this is not possible, the person should be provided with suitable alternative work as required by of the Management of Health and Safety at Work Regulations1999. |
| **Section 2:** The varying health effects of pregnancy should be considered and any reasonably foreseeable issues addressed. The assessment should be reviewed at regular intervals as the pregnancy progresses or if problems arise. |
| **Section 3:** Return to work within 6 months of delivery or continuing to breastfeed. |

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| Name: | Job title: |
| Department: | Date of assessment: |
| Line Manager: | |

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| **SECTION 1: HAZARD IDENTIFICATION** |

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| **1. PHYSICAL HAZARDS** | |
| Ionising radiation | Yes  No |
| Non-ionising radiation | Yes  No |
| Manual Handling | Yes  No |
| Adverse movements and postures | Yes  No |
| Other | Yes  No |
| Details: | |
| Action: | |
| **Adverse movements and posture**  May cause difficulties and should be avoided especially in the later stages of pregnancy when balance and posture are more affected. For example, bending down to remove items from low shelves/located at low levels in freezers/cryo vessels etc in later stages of pregnancy should be avoided. Pregnant workers in the early stages of pregnancy may wish to consider moving items to more easily accessible locations. | |
| **2. CHEMICAL HAZARDS** | |
| **Can the work result in exposure to chemicals with any of the following Hazard Statements?** | |
| H340: May cause genetic defects  H341: Suspected of causing genetic defects  H350: May cause cancer  H351: Suspected of causing cancer  H360: May damage fertility or the unborn child  H361: Suspected of damaging fertility or the unborn child  H362: May cause harm to breastfed children  H370: Causes damage to organs  H371: May cause damage to organs  H372: Causes damage to organs through prolonged or repeated exposure  H373: May cause damage to organs through prolonged or repeated exposure | |
|  | |
|  | Yes  No |
| Details: | |
| Action: | |
| **Notes:**  Ethidium bromide, for example, is toxic if inhaled and suspected of causing genetic defects.  Can safer alternatives be used, e.g. SYBR Safe?  It may be useful to review CSDC/SDS for chemicals used. | |

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| **3. BIOLOGICAL HAZARDS** | |
| Can the work result in exposure to biological agents of hazard groups 2, 3 and 4? | Yes  No |
| Details: | |
| Action: | |
| **Notes:**  Does the work involve pathogens capable of vertical transmission, i.e. transmission from mother to unborn child, for example, Listeria monocytogenes?  Confidential advice regarding any infectious agents can be obtained from your BSO or SLS Safety as required. | |
| **4. WORKING CONDITIONS** | |
| Work with computers | Yes  No |
| Confined spaces | Yes  No |
| Mental and Physical Fatigue | Yes  No |
| Lone working | Yes  No |
| Stress | Yes  No |
| Shift work | Yes  No |
| Working at Heights | Yes  No |
| Adverse Thermal Environments | Yes  No |
| Travelling for Work | Yes  No |
| Standing for prolonged periods | Yes  No |
| Details: | |
| Action: | |
| **Notes:**  **Workstations**  May need to be adjusted for user comfort as abdominal size increases. Also consider microscope use and similar work activities.  DSE advice can be obtained from your local DSE assessor.  **Working at Heights**  May cause difficulties and should be avoided especially in the later stages of pregnancy when balance and posture are more affected. For example, the use of a kick stool to reach items on high shelves may be possible in early stages of pregnancy but should be avoided in later stages. | |
| **5. LESS PREVALENT HAZARDS** | |
| Hyperbaric atmosphere | Yes  No |
| Shock & Vibration | Yes  No |
| Mercury & its derivatives | Yes  No |
| Lead & its derivatives | Yes  No |
| Carbon monoxide | Yes  No |
| Violence | Yes  No |
| Details: | |
| Action: | |
| **Note:**  All mercury containing thermometers within SLS should have been replaced with safer non - mercury thermometers. Please contact support staff if any mercury containing thermometers are found. | |

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| **SECTION 2: ASPECTS OF PREGNANCY WHICH MAY AFFECT WORK** |

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| Refer to guidance on health problems associated with pregnancy.  Plan any contingencies should problems arise. |
| Comments:  *Increasing abdominal size in later stages of pregnancy; increased mental and physical fatigue, especially during later stages of pregnancy.* |
| Summary of control measures introduced:  *Take regular breaks when feeling fatigued and stop work for short periods.*  *Suitable protective clothing/PPE to be sourced in advance of it being required, i.e. before later stages of pregnancy and increased abdominal size.* |
| Review date: |
| **Note:**  This assessment should be regarded as a “living document” and amended as necessary (e.g. when any issues develop that affect work activities) during pregnancy, and as per section 3, if applicable.  Any review of this assessment should be documented and signed by the pregnant worker and their line manager. |
| **Data Protection Statement:**  This assessment will be securely stored and used only for health & safety purposes. Personal details recorded on this form will remain confidential between the individual named below, their Line Manager/Supervisor, and senior Health & Safety Personnel, unless the person to whom the assessment relates gives written permission for the information to be shared with other named individuals, or if access to the data is required by University Safety Services or Enforcing Authorities such as the Health & Safety Executive. You have the right to ask for a hard copy of your personal record and request that inaccurate data is corrected. |
| Signatures:  ……………………………………. (Line Manager)  ……………………………………. (Staff member) |
| Review comments (please continue on a separate sheet if necessary): |
| Signatures:  ……………………………………. (Line Manager)  ……………………………………. (Staff member) |

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| **SECTION 3: BREASTFEEDING OR RETURNING TO WORK WITHIN 6 MONTHS OF DELIVERY** |

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| Date of review: | |
| Date of delivery: | |
| Continuing to breastfeed? | Yes  No |
| If yes, please detail arrangement for breastfeeding/expressing: | |
| Does the work result in exposure to chemicals with hazard statement H362: May cause harm to breastfed children | Yes  No |
| Does the work during the post-natal period involve any of the following? |  |
| Manual Handling |  |
| Mental and Physical Fatigue |  |
| Prolonged Standing |  |
|  | Yes  No |
| Have there been any changes to the risk assessments/working procedures that the birth parent should be briefed about? | |
|  | Yes  No |
| Details: | |
| Review date: | |
| Signatures:  ……………………………………. (Line Manager)  ……………………………………. (Staff member) | |