



PREGNANT EMPLOYEES

Risk Assessment

PROBABILITY OF NEGATIVE EVENT	SEVERITY OF OUTCOME		
	Slightly Harmful	Harmful	Very Harmful
Unlikely	Trivial Risk	Acceptable Risk	Moderate Risk
Likely	Acceptable Risk	Moderate Risk	Substantial Risk
Very Likely	Moderate Risk	Substantial Risk	Intolerable Risk

Descriptive Risk Rating	Interpretation
Moderate Risk	Moderate Risk is adequately controlled but further more stringent controls may be applied. Work can continue but corrective actions may need to be considered and a plan to implement them should be drawn up.

What Are The Hazards?

Long periods of standing, lifting of heavy loads and other hazards that may be exacerbated due to the nature of pregnancy.

Who Might be Harmed and How?	Harm to the mother or unborn child through adverse working conditions.
What can we do about it?	<ul style="list-style-type: none"> - Pregnant employee policy in place. - Review based on medical advice. - Assess individual. - Provide chair or other relevant equipment. - Support for staff. - Training for managers. - Staff training.
What Should an Employee do?	Report a pregnancy to your employer so that a separate risk assessment can be carried out for your work activities.