

NEW OR EXPECTANT MOTHER RISK ASSESSMENT

ASSESSMENT — HOLD SEPARATELY

The individual assessment once she has told you in writing — risks, controls, the steps if a risk remains

KD-HR-NM-004 Rev A0

MHSWR 1999 reg 16(1): where women of child-bearing age work in the business and the work could involve risk to a new or expectant mother or her baby from processes, working conditions, or physical, biological or chemical agents, the risk assessment under reg 3 includes that risk. A new or expectant mother is an employee who is pregnant, has given birth within the previous six months, or is breastfeeding (reg 1(2)). The duties to alter her conditions or hours, or suspend her, arise once she has told the employer in writing (reg 18(1)); HSE: then complete an individual risk assessment, talk to her about anything in her pregnancy that could affect her work and any concerns she has, consult her safety representative if she has one, record the findings and share them with her. If a significant risk remains, the steps in section 4 are taken in order. For an agency worker the hirer alters conditions or hours, and where that is not reasonable or would not avoid the risk tells the agency without delay, and the agency ends the supply (reg 16A). The business arrangement is KD-HSA-YN-018; an occupational health referral is KD-OH-RF-008. Written for Great Britain; Northern Ireland has its own management regulations with equivalent duties — use those there.

Suspension, alternative work and pay have employment-law consequences. Check her contract and take employment advice before suspending her or changing her terms, and do not change her pay or terms without that advice.

1 THE EMPLOYEE AND THE NOTIFICATION

EMPLOYER	EMPLOYEE	JOB AND MAIN TASKS	WORKPLACE / SITE
TOLD IN WRITING ON	NOTIFIED AS	AGENCY WORKER?	TALKED THROUGH WITH HER ON
SAFETY REPRESENTATIVE			

2 RISKS — FOR EACH, WHETHER IT ARISES IN HER WORK AND WHAT IS DONE ABOUT IT

Work through every line with her, then add anything particular to her job in section 3. Write the controls as they will actually be, and answer Y in "Risk remains?" where a significant risk is left after them — section 4 then applies.

MANUAL HANDLING — lifting, carrying, pushing and pulling — materials, tools, bags of cement and plaster, plasterboard, unloading vans

ARISES? CONTROLS FOR HER RISK REMAINS?

POSTURE — standing or sitting for long periods, kneeling, stooping, lofts, risers, ceiling voids, long drives between sites

ARISES? CONTROLS FOR HER RISK REMAINS?

WORK AT HEIGHT — ladders, stepladders, towers, scaffolds, MEWPs and roofs — balance changes as pregnancy progresses

ARISES? CONTROLS FOR HER RISK REMAINS?

HOURS — long hours, shift work and night work, early starts, overtime, fatigue — a certificate against night work is section 4 (reg 17)

ARISES? CONTROLS FOR HER RISK REMAINS?

WORKING ALONE AND TRAVEL — lone working, remote sites, driving — and how she calls for help (KD-OH-LW-007)

ARISES? CONTROLS FOR HER RISK REMAINS?

STRESS AND VIOLENCE — programme pressure, occupied premises, dealing with the public

ARISES? CONTROLS FOR HER RISK REMAINS?

TEMPERATURE — outdoor work, cold cabins, hot roof spaces and plant rooms

ARISES? CONTROLS FOR HER RISK REMAINS?

NOISE — from the noise assessment (KD-OH-NA-003)

ARISES? CONTROLS FOR HER RISK REMAINS?

VIBRATION — hand-held tools (KD-OH-HV-002) and whole-body vibration from plant and site vehicles

ARISES? CONTROLS FOR HER RISK REMAINS?

HAZARDOUS SUBSTANCES — from the COSHH assessments — solvents, resins, dusts, pesticides, mercury; check each safety data sheet for effects on pregnancy or breastfeeding

ARISES? CONTROLS FOR HER RISK REMAINS?

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continued

KD-HR-NM-004 Rev A0

LEAD — removing old paint, lead roofing and pipework — lead has its own assessment

ARISES?

CONTROLS FOR HER

RISK REMAINS?

INFECTIOUS DISEASE — drains and sewage, contaminated ground, bird and animal droppings, healthcare premises — the risk above that outside work (reg 16(4))

ARISES?

CONTROLS FOR HER

RISK REMAINS?

RADIATION — industrial radiography or radioactive sources on the site

ARISES?

CONTROLS FOR HER

RISK REMAINS?

PPE AND WORKWEAR — harnesses, overalls, hi-vis and RPE that no longer fit — replacement sizes, and PPE that is uncomfortable to wear

ARISES?

CONTROLS FOR HER

RISK REMAINS?

WELFARE — toilets close to the work, somewhere to rest, somewhere private to express milk — section 5

ARISES?

CONTROLS FOR HER

RISK REMAINS?

3 ANYTHING ELSE PARTICULAR TO HER JOB

OTHER RISKS AND CONTROLS

4 IF A SIGNIFICANT RISK REMAINS — THE STEPS, IN THIS ORDER

Take step 1 before step 2, and step 2 before step 3. Record each step taken, or why it could not avoid the risk.

STEP 1 — ALTER HER WORKING CONDITIONS OR HOURS OF WORK, where it is reasonable to do so and would avoid the risk (reg 16(2))

WHAT WAS CHANGED

FROM

OR WHY STEP 1 COULD NOT BE USED

STEP 2 — OFFER SUITABLE ALTERNATIVE WORK where it is available: suitable for her and appropriate in the circumstances, on terms not substantially less favourable than her normal terms — offered before any suspension

ALTERNATIVE WORK OFFERED

TERMS — PAY, HOURS, PLACE

OFFERED ON / HER ANSWER

STEP 3 — SUSPEND HER FROM WORK for as long as necessary to avoid the risk, only where steps 1 and 2 do not avoid it (reg 16(3)); she is paid while suspended unless she has unreasonably refused suitable alternative work offered at step 2

SUSPENDED FROM

REVIEW DATE

PAYROLL TOLD ON

EMPLOYMENT ADVICE — FROM WHOM, DATE

AGENCY WORKER — her conditions or hours cannot reasonably be altered to avoid the risk: the agency told without delay (reg 16A(2))

NIGHT WORK — a certificate from a registered medical practitioner or registered midwife shows she should not work at night for a period: suitable alternative day work offered, otherwise suspended from that night work for as long as necessary (reg 17)

AGENCY TOLD ON / BY

NIGHT WORK CERTIFICATE DATED DAY WORK OFFERED / SUSPENDED FROM

5 REST, WELFARE AND BREASTFEEDING

On a construction site: rest rooms or rest areas that include, where necessary, suitable facilities for her to rest lying down (CDM 2015 Schedule 2 para 5(2)(b))

In an office, yard or workshop that is not a construction site: suitable facilities for her to rest (Workplace (Health, Safety and Welfare) Regulations 1992 reg 25(4)) — HSE: including somewhere to lie down if necessary

If she is breastfeeding: a private, hygienic place to express milk — HSE: toilets are not a suitable place — and somewhere to store it, such as a fridge

Toilets close to where she works, and breaks arranged so she can use them and the rest facility

REST FACILITY — WHERE

PLACE FOR EXPRESSING MILK — WHERE

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continued

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KD-HR-NM-004 Rev A0

WHAT HER SUPERVISOR NEEDS TO KNOW — THE CONTROLS AND RESTRICTIONS, NOT THE REASON

6 REVIEW — AS THE PREGNANCY PROGRESSES, ON RETURN TO WORK, AND WHILE BREASTFEEDING

Look at this assessment again as the pregnancy progresses and whenever her work or workplace changes significantly (HSE), when she returns to work after the birth, and while she is breastfeeding. The employer need not maintain the actions once it knows she is no longer a new or expectant mother, or cannot establish whether she remains one; nor, after she has notified a pregnancy, if she has not produced a certificate of the pregnancy from a registered medical practitioner or registered midwife within a reasonable time of a written request (reg 18(2)).

DATE	STAGE	WHAT HAS CHANGED	CONTROLS CHANGED	HER INITIALS	NEXT REVIEW

CERTIFICATE OF PREGNANCY ASKED FOR IN WRITING

ASSESSMENT CLOSED ON

WHY CLOSED

7 RECORDS

This is health information about her. Hold it apart from the site file; show it to her and give her a copy, and share the findings with her safety representative if she has one (HSE); give the supervisor only the section 5 line (UK GDPR and the Data Protection Act 2018). With five or more employees the significant findings of the general assessment, and any group it identifies as especially at risk, are recorded (reg 3(6)).

8 SIGNATURES

Assessed by:

PRINTED NAME	ROLE	COMPANY	SIGNATURE	DATE	TIME

Employee — I have talked this assessment through and received a copy:

PRINTED NAME	ROLE	COMPANY	SIGNATURE	DATE	TIME

R REVISION HISTORY

Every revision of this document, and every review that found nothing to change. The revision on the front of this sheet is the one you are holding — check kubitdocs.com for the current one before use.

Rev	Date	Class	What changed	Authorised by
D0	2026-09-12	first-issue	First issue.	— not yet approved —
A0	2026-09-12	review	Approved for issue by the author. Content unchanged from the reviewed draft; the draft status strip is removed. No independent third-party review has been carried out.	Author — director, UK principal contractor, SMSTS. Not an independent review.

Class: first-issue · material (the law, a control, a field or the scope changed — past buyers are notified) · editorial (wording or layout only) · review (checked, nothing changed) · withdrawal. Revision prefix D = draft, not approved and not for sale; A = approved for issue by the person named, on the date shown.