

New and Expectant Mothers

The law

Management of Health and Safety at work Regulations 1999

Regulation 16 & 17:

Requires employers to consider the risks to all female employees of child-bearing-age, regardless of whether or not they are currently pregnant, have given birth in the last 6 months or are breastfeeding.

Regulation 18:

The new or expectant mother is to notify the employer in writing that she is pregnant, has given birth within the last 6 months or is breastfeeding.

Risks

There are a variety of risks that a new and/or expectant mother could be exposed to. These examples do not concern every workplace but some may be relevant;

→ Physical Risks

Posture, long periods of sitting/standing, manual handling, vibration, radiation, temperature etc.

→ Biological Risks

HIV, Rubella, Hepatitis etc.

→ Chemical Risks

Toxic, Mutagenic, Carbon monoxide, lead, pesticides etc.

→ Working conditions

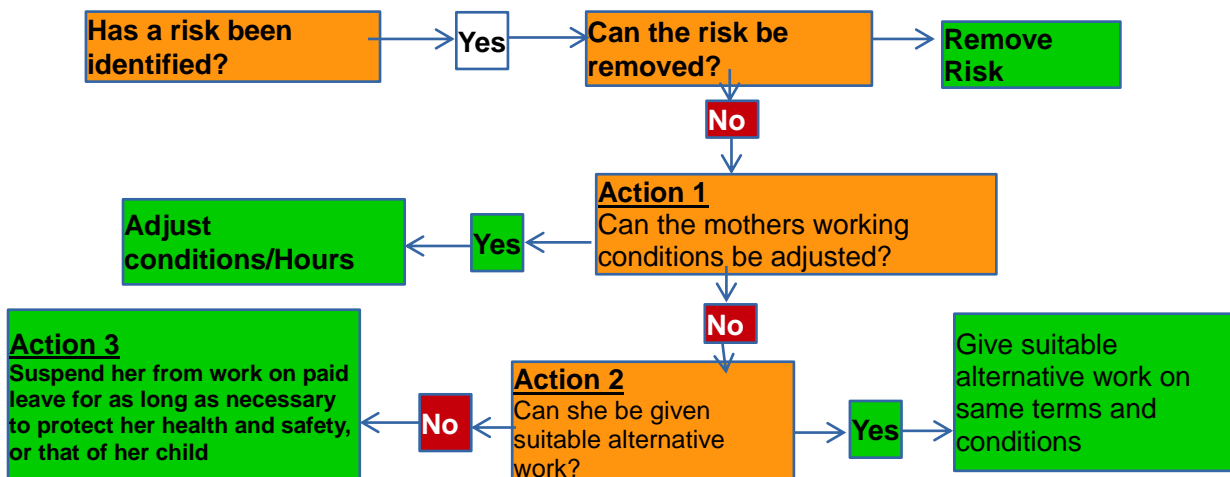
Fatigue, stress, passive smoking, temperature, heights, violence etc.

Controls & Measures

Stage one -Initial risk assessment

Hazards present? Yes > **Assess** risks, **reduce** if possible. > **Inform workers** of the risk and the **need to notify you** of the pregnancy or if they are breastfeeding, given birth in last 6 months as early as possible.

Stage 2- On notification of pregnancy, birth or breastfeeding



All of the above actions should be monitored and reviewed on a regular basis