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

Has a risk been identified? → Yes → Can the risk be removed? → **Remove Risk**

→ No

Adjust conditions/Hours

→ Yes

Action 1
Can the mothers working conditions be adjusted?

→ Yes

Action 2
Can she be given suitable alternative work?

→ No

→ Yes

Action 3
Suspend her from work on paid leave for as long as necessary to protect her health and safety, or that of her child

→ No

Give suitable alternative work on same terms and conditions

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

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.