

INSTRUCTION 17

NEW AND EXPECTANT MOTHERS

References:

- A. Health and Safety at Work Act 1974
- B. Management of Health and Safety at Work Regulations (as amended)
- C. New and expectant mothers at work (as amended)

Introduction

17.1 On initial risk assessments managers/supervisors must take into account the risks to new and expectant mothers within the workplace. If there is still a specific risk to the mother, child or prospective child then the following is to be adopted:

- Temporarily adjust her working conditions and/or hours of work
- If it is not reasonable to do this or if it would not avoid the risk then offer her suitable alternative work if any is available
- If none is available, then give her paid leave for as long as is necessary to protect her safety and health or that of the child.

17.2 This is laid down in two stages, stage 1 – Initial risk assessment (Fig 1) and stage 2 – On notification of pregnancy, birth or breastfeeding (Fig 2).

Stage 1- Initial risk assessment

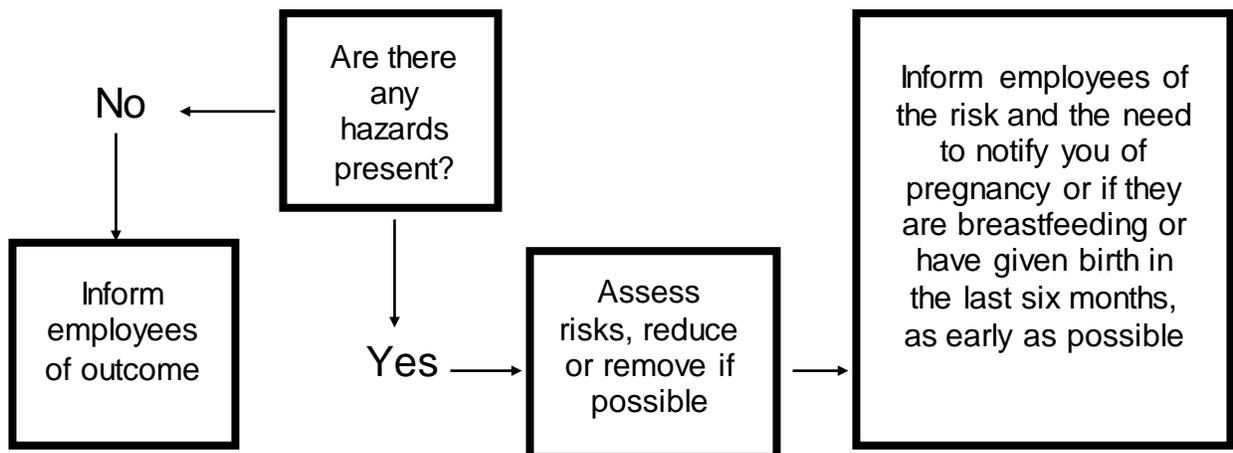


Figure 1

Stage 2 – On notification of pregnancy, birth or breast feeding

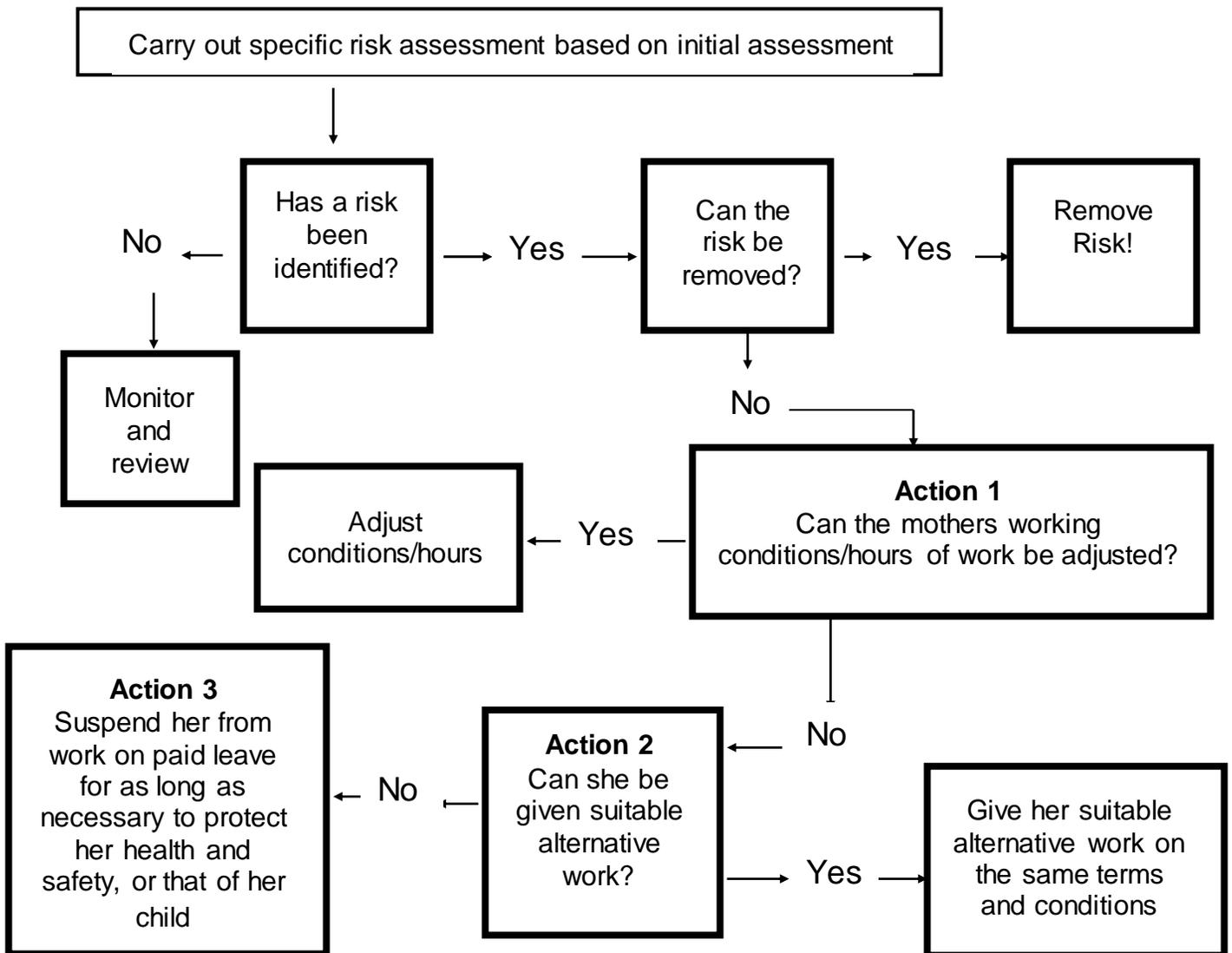


Figure 2

17.3 Further guidance on the risks to new and expectant mothers at work is at Annex G.