



New and Expectant Mothers

Module 4



Health & Safety
Essentials

Registered charity number 207890

New and expectant mothers overview

The Health and Safety Executive (HSE) clearly make the point that pregnancy should not be regarded as ill health and the health & safety implications can be adequately addressed by normal health & safety management procedures.

Working conditions generally considered acceptable may no longer be so during pregnancy and while breastfeeding.

The employer has the duty to manage risk firstly to females of child bearing age; then to those who have notified him that they are new or expectant mothers or that they are still breastfeeding.

The risk assessment process is central to identifying the hazards, evaluating the risks and establishing appropriate control measures. One difference from normal risk management at work is that this situation needs handling with sensitivity and confidentiality. The new and expectant mother must be consulted at every stage. The employer must ensure a frequency of review that keeps pace with the changes during the various stages of pregnancy.

The most significant hazards are: physical, biological and chemical agents as well as workplace arrangements. However, it is incumbent on the employer to carry out a suitable and sufficient assessment of risk that is focussed on the new and expectant mother.

