



Health and Safety Guidance Notes on Maternity issues

Introduction

Recent Health and Safety guidance has been published by the Health and Safety Executive (HSE) designed to help protect the health and safety of new (including breast feeding) mothers or expectant mothers at work. It also is relevant to female staff of child bearing age, as in most cases pregnancy goes undetected for the first 4-6 weeks. This note does not cover maternity rights per se and advice on this matter can be sought from the Personnel Office, www.rdg.ac.uk/personnel, contact Pam Scoble ext. 6492 or p.a.scoble@rdg.ac.uk.

Other useful websites are given in the Information Section at the end.

Main legislative requirements

General risk assessments have been a legal requirement for some time now. Under the Management of Health and Safety At Work Regulations 1999, specific risk assessments are required to be carried out for vulnerable workers such as young persons and new and expectant mothers. It is important to establish that we should

Appendix 1

HEALTH & SAFETY RISK ASSESSMENT FORM FOR NEW OR EXPECTANT MOTHERS Example of initial assessment	
School/ Department	<i>School of Good Practice</i>
Persons affected and main activities	<i>Administration staff, mainly office based and DSE work</i>
Please delete as appropriate	

Appendix 2

HEALTH & SAFETY RISK ASSESSMENT FORM FOR NEW OR EXPECTANT MOTHERS Example of specific risk assessment	
Name of person	<i>Ms. X</i>
School/ Department	<i>School of Good Practice</i>
Main activity	<i>Lecturer with some administration, mainly computer work. Visiting Tutor for 5-6 students on work placements, typically one per week.</i>
Please delete as appropriate	New mother <i>Expectant mother</i> Breast feeding
Identify the specific risks from the hazard categories overleaf	<u>Movement and postures</u> <i>Prolonged standing during lectures, can be of several hours duration in total, Sitting whilst doing administration and computer work can be up to 4 hours per day. Ms. X expressed concern regarding work with DSE and increased risk of miscarriage.</i> <u>Travelling</u> <i>Travelling to student placements by rail, and own car within the UK, in variety of locations, usually whole day visits, does entail sitting in traffic on occasions and crowded public transport. Travel in hot weather could pose an additional risk.</i> <u>Facilities</u> <i>Shares office with two other colleagues, therefore ability to rest is difficult.</i>

Identify control measures

**Note: Use the hierarchy
Remove risk, if no hierarchy**

Services and Occupational Health that current scientific evidence states there is no increased risk for pregnant workers working at DSEs. However, to reduce any anxiety

HAZARD CATEGORIES - Please tick the appropriate hazards

Physical risks

- Movements and postures: prolonged sitting prolonged standing ☐ work in confined space
- ☐ Manual handling of loads
 - ☐ Shocks and vibration
 - ☐ Noise
 - ☐ Ionising radiation
 - ☐ Non-ionising radiation
 - ☐ Hyperbaric (high pressure) atmospheres eg diving, compressed air
 - ☐ Underground mining

Biological agents

- ☐ Biological agent of hazard group 2, 3 and 4,
 - ☐ Biological agents known to cause abortion or physical and neurological damage
- Examples of biological agents: Brucella spp., Chlamydia (psittaci/trachomatis), Listeria

HAZARD CATEGORIES -

Appendix 4

HEALTH AND SAFETY RISK ASSESSMENT FORM FOR NEW OR EXPECTANT MOTHERS Specific Risk assessment	
Name of person	
School/ Department	
Main activity	
Please delete as appropriate	New mother Expe