

University of St Andrews - School of Medicine Handbook
SAFETY OF NEW AND EXPECTANT MOTHERS AT WORK

1. The Management of Health and Safety at Work Regulations (1999) explicitly require that special attention is given to identifying and controlling risks that may affect women who are pregnant, who have given birth in the previous six months or who are breast-feeding. The objective is to avoid adverse effects being suffered either by the woman herself, by the foetus or by the new-born child.

Action to be taken by expectant mothers, new mothers, or mothers who are breast-feeding

2. Mothers in the above group should inform their Head of School of their condition. Expectant mothers should also inform HR of their condition.

Action to be taken by HR and Head of School

3. On being informed by a member of staff that she is a new or expectant mother HR will send her a copy of the Maternity, Paternity and Adoptive Leave Scheme and a Maternity Leave Application Form. The individual will be directed to the current advice for new and expectant mothers.

Action to be taken by Head of School

4. The Head of School, on being informed that a member of staff is an expectant mother, new mother, or breast-feeding mother, will ensure that:

- a. an appropriate risk assessment is carried out.
- b. a record is kept of the results.
- c. where necessary, measures implemented to reduce risk.

5. More detailed information is available in the University Safety Publication entitled '**Guidance on Health and Safety Aspects of New and Expectant Mothers at Work**' (1996) available for consultation at: www.st-andrews.ac.uk/staff/policy/Healthandsafety/Publications/Neworexpectantmothers/

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