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8.3.8.1 Definition.

A new or expectant mother is a woman who is pregnant or has given birth within the last six months and is breastfeeding.

8.3.8.2 Requirements.


Legislation requires that an employer responds to receiving a written notification from a woman confirming pregnancy, or childbirth within the last 6 months, by undertaking a job specific risk assessment and implementing any resulting control measures.

The risk assessment must consider the following hazards:

- Shocks, vibrations or rapid movements.
- Manual handling operations, especially of heavy loads.
- Standing for long periods or poor posture.
- Ionising and non-ionising radiations.
- Extreme heat or cold.
- Driving.
- Working at height.
- Exposure to substances with risk phrases R40, R45, R46, R61, R63 and R64 and to mercury, asbestos, other people's smoke, chemicals absorbed through the skin, carbon monoxide, lead and its derivatives, certain biological agents.
- Use of display screen equipment.
- Night work.
- Work-related stress.
- Lone working.
- Excessive noise.
- Pregnancy-related medical conditions.

8.3.8.3 Arrangements.

Following completion of the risk assessment any resulting control measures must be implemented and facilities made available should they be required for privacy, to enable the mother to breastfeed the child.

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8.3.8.4 Applicable Legislation.

Regulations 16 to 18 of the Management of Health and Safety at Work Regulations 1999 (SI 1999/3242).

The Workplace (Health, Safety and Welfare) Regulations 1992 (SI 1992/3004).

The Management of Health and Safety at Work Regulations 1999 (SI 1999/3242).

8.3.8.5 References.

INDG 373 2013 New & Expectant Mothers who Work.

L24 (Second edition published 2013) ACOP & Guidance to the Workplace (Health Safety and Welfare) Regulations 1992.

8.3.8.6 Documentation.

Risk Assessment.