

APPENDIX 2 - G11 NEW & EXPECTANT MOTHERS

HAZARDS AND REDUCING RISKS TO NEW AND EXPECTANT MOTHERS

Employees may be at risk from processes, working conditions or physical, biological and chemical agents. These risks will vary depending on their health, the different stages of their pregnancy and on their return to work after giving birth.

Hazards new and expectant mothers could be exposed to include:

Physical agents

- Movements and postures
- Manual handling
- Shocks and vibrations
- Noise
- Radiation (ionising and non-ionising)

Biological agents

- Infectious diseases

Chemical agents

- Toxic chemicals
- Mercury
- Antimitotic (cytotoxic) drugs
- Pesticides
- Carbon monoxide
- Lead

Working conditions

- Facilities (including rest rooms)
- Mental and physical fatigue, working hours
- Poor mental health (including pre-natal / post-natal depression)
- Passive smoking

Created: 2004

Last reviewed: Aug 2022

Version: 1.3

- Temperature
- Working with Display Screen Equipment (DSE)
- Working alone
- Working at height
- Travelling
- Violence
- Personal protective equipment

Information and guidance on reducing risks from the above hazards are detailed in the [Corporate Health and Safety Manual](#) or Directorate Policies.

For further advice or assistance

Contact the [Corporate Health and Safety team](#) or the [LCC Occupational Health Provider](#).

Additional Aspects for New and Expectant Mothers to be taken into account

Apart from hazards already mentioned above, there are other aspects of pregnancy that may affect the pregnant employee. The impact will vary during the course of pregnancy and effects should be kept under review and risk assessment may need to be revised

Examples include:

- Morning sickness
- Backache
- Varicose veins
- Haemorrhoids
- Frequent visits to the toilet
- Increasing size
- Tiredness
- Balance
- Comfort
- Dexterity, agility, co-ordination, speed of movement and reach may be impaired due to
- Mental wellbeing

The above list is not exhaustive; managers and staff should seek advice from the [Corporate Health and Safety Team](#) and the [LCC Occupational Health Provider](#) if the employee is experiencing significant problems associated with their pregnancy or return to work.

Employers must also take into account any medical advice from the employee's GP or midwife about their health and adjust their working conditions accordingly.

Created: 2004

Last reviewed: Aug 2022

Version: 1.3