



## **UTC PLYMOUTH**

### **New and Expectant Mothers**

#### **Introduction**

It is the policy of UTC Plymouth to ensure that controls are in place for protecting the health and safety of new and expectant mothers by:

- Assessing the risks associated to their daily duties;
- Adjusting their working conditions / hours of work where significant health risks are identified:
- Providing alternative daily working duties where adjustments are not sufficient

#### **1 Responsibilities**

##### **1.1 Managers**

Managers are responsible for ensuring assessments are undertaken on their employees when the Manager has been informed of the pregnancy.

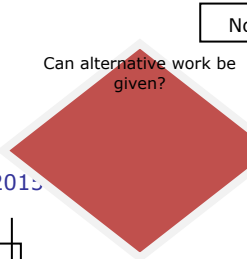
#### **2 Procedure**

The process for performing a risk assessment on a pregnant worker is shown overleaf.

Carry out a risk assessment based on their daily duties doctor

Advise employee of risk assessment findings

Regularly Monitor and Review





### 3 References

Management of Health and Safety Regulations 1999 (MHSW)

Workplace (Health, Safety and Welfare) Regulations 1992

Employment Rights Act 1996 as amended by the Employment Relations Act 1999

Sex Discrimination Act 1975

#### VERSION CONTROL SHEET

**POLICY NAME: New and Expectant Mothers**

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June 2019			Reviewed