

Protecting Pregnant Workers and New Mothers at Work

TUC webinar 20 July

Notes

1. Existing guidance already said that there was an obligation to include pregnant workers and new mothers in general risk assessment, but TUC case law and review has shown that there is an obligation for employers to undertake an individual risk assessment.
2. As a consequence, the HSE has updated advice and guidance that can be found on the HSE website, including acknowledging the special protections that pregnant workers have:

<https://www.hse.gov.uk/mothers/employer/risk-assessment.htm>.

3. The relevant trade union representative should be involved in the discussions and shown a copy of any revised individual risk assessment.
4. Maternity Action have worked with the TUC to produce a toolkit to assist trade union reps and members. This can be found at:

<https://maternityaction.org.uk> and <https://www.tuc.org.uk/resource/protecting-health-safety-pregnant-workers>