



**Trinity College Dublin**

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

## **Protecting the Health & Safety of Pregnant, Post Natal and Breastfeeding Employees**

The Safety, Health and Welfare at Work (General Application) Regulations 2007, Part 6, Chapter 2, Protection of Pregnant, Post Natal and Breastfeeding Employees apply when an employee informs her employer that she is pregnant, has recently given birth or is breastfeeding and provides an appropriate medical certificate. In order for the university to be able to comply with the provisions of these Regulations, it is most important that employees who become pregnant inform their Head of Department / School or their Departmental / School Safety Officer as soon as they become aware that they are pregnant so that a risk assessment can be undertaken. The earliest stages of pregnancy are the most critical ones for the developing child, and, it is therefore in the employee's best interest to notify their employer in confidence as soon as possible so that adequate controls can be implemented where necessary. The aforementioned Regulations require that a risk assessment is undertaken to identify potential hazards to the employee and her unborn child. The University Pregnant Employee Risk Assessment Form can be downloaded at this link:

[https://www.tcd.ie/estatesandfacilities/assets/doc/Pregnant\\_Employees\\_Risk\\_Assessment\\_Form.doc](https://www.tcd.ie/estatesandfacilities/assets/doc/Pregnant_Employees_Risk_Assessment_Form.doc)

Further information with regard to this matter can be found in the Health and Safety Authority Guidance which can be downloaded at this link:

[https://www.tcd.ie/estatesandfacilities/assets/pdf/Pregnant\\_Employees\\_Gen\\_App%20.pdf](https://www.tcd.ie/estatesandfacilities/assets/pdf/Pregnant_Employees_Gen_App%20.pdf)

The Safety & Safety Risk Management Office may also be contacted for further guidance and advice.