



29 January 2021

Pregnant employees – updated manager guidance

For expectant mothers, the current pandemic will be a particularly worrying and uncertain time. So, it's important managers are supporting colleagues and discussing any concerns they may have.

[NHS Inform advice indicates that pregnant women are typically at no greater risk](#) of becoming seriously unwell than other healthy adults if they develop coronavirus. However, pregnant women are included in the list of people at moderate risk as a precaution, because they can be more at risk of contracting viruses such as flu.

UK Government advice was also recently updated for pregnant women in their third trimester (28 weeks and beyond), or who have an underlying condition that puts them at greater risk of severe illness from coronavirus. These colleagues are advised to take a particularly cautionary approach, which is reflected in our updated guidance below.

Pregnant employees less than 28 weeks

You should consider whether it's possible for an expectant mother in your team to work from home during the current pandemic. If this isn't possible, you should follow existing guidance:

- [Carry out a New and Expectant Mothers risk assessment](#) with the colleague.
- This must include looking at COVID workplace control measures specific to the employee, and any reasonable adjustments required.
- Consider any specific medical advice from the colleague's GP/midwife. You may also consider an Occupational Health referral, depending on the circumstances.
- They can continue to attend work as long as the risk assessment indicates it's safe for them to do so.
- If the risk assessment indicates it's not safe for the colleague to attend work, and they can't work from home, [the appropriate COVID High-Risk absence code should be used](#).

Pregnant employees more than 28 weeks, or with underlying health conditions

Where the expectant mother is in their third trimester or has underlying health conditions that put them at clinical risk, the following guidance also applies:

- Expectant mothers shouldn't be expected to attend work beyond 28 weeks, or if they have a health condition that puts them at clinical risk.
- These colleagues should work from home if possible. If they can't work from home, the appropriate [COVID High-Risk absence code](#) should be used.
- If the expectant mother wishes to come to work, they can **only** do so if their GP/midwife confirms it is safe for them, considering their individual circumstances and any measures in place.
- If the expectant mother is on the shielding list, they shouldn't attend work under any circumstances while current shielding advice is in place.

If you have any team members who are pregnant and at work, you should follow the guidance above and review risk assessments with those colleagues on a regular basis.

Additional resources and information

- [UK Government advice](#) for pregnant employees
- [RCOG Information for pregnant women and their families](#)
- [Employee Assistance Programme \(PAM Assist\)](#)

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