

Expectant Mothers

Appendix 1A

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MAT B1 - Maternity Certificate

MAT B1 is the medical evidence given to the employee by the doctor or midwife showing the expected date of confinement (childbirth). Evidence is acceptable if it is signed from the start of the 20th week before the EWC.

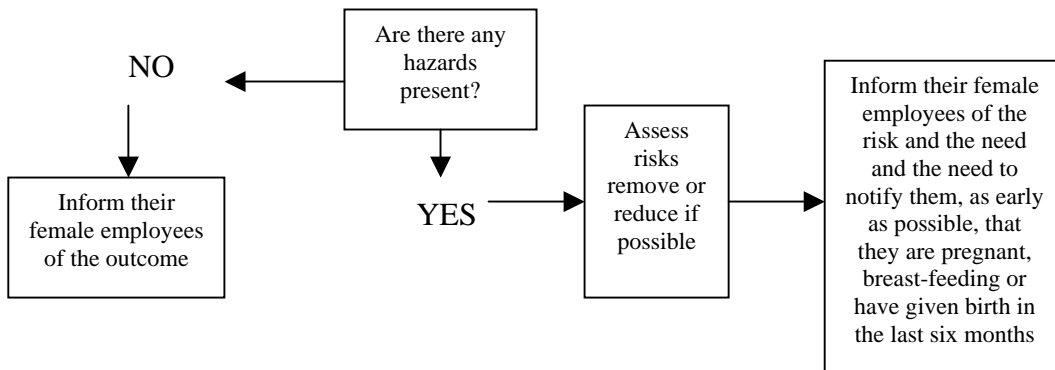
The employee must produce medical evidence of the date the baby is due, usually the MAT B1, but the employer can accept other medical evidence providing it shows the date the baby is due.

MED 3 – SICK NOTE

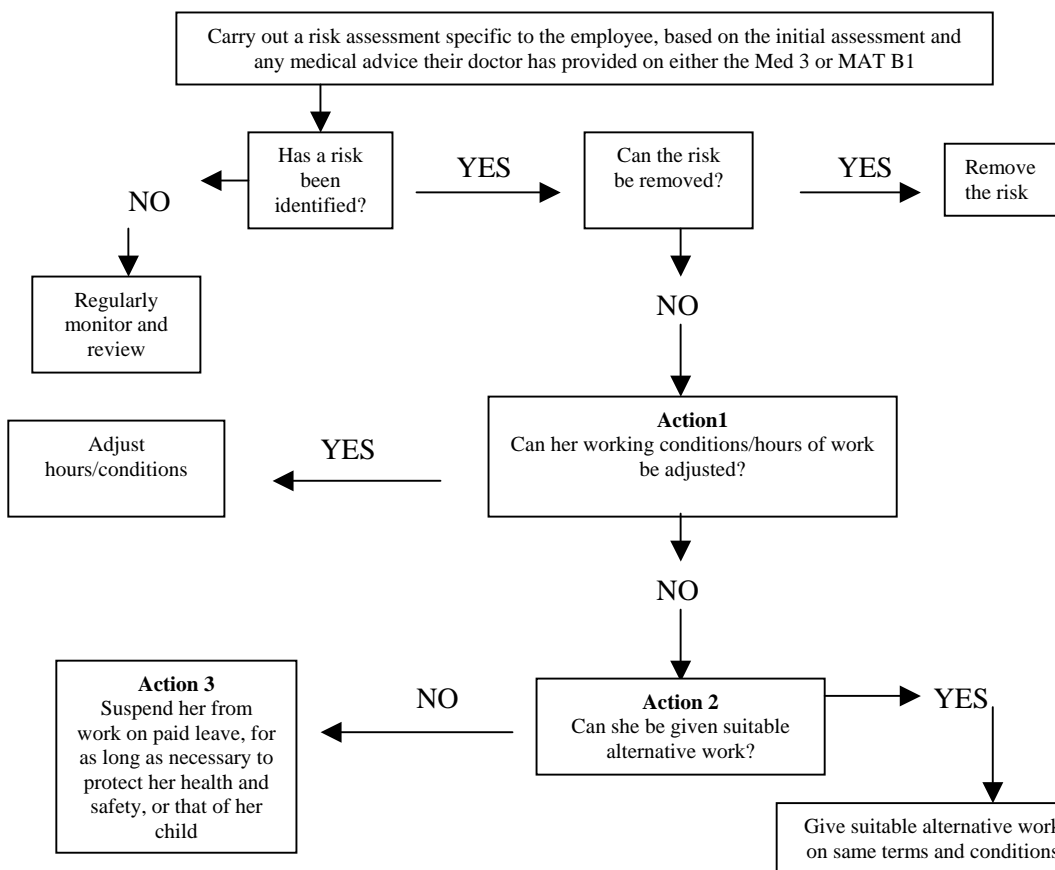
Legally, a doctor is required to issue a statement of incapacity for work due to illness if the illness lasts for more than 7 days (including Sunday).

- form Med 3 is the standard sick note

Stage 1 INITIAL HEALTH AND SAFETY RISK ASSESSMENT



Stage 2 AFTER THE EMPLOYEE HAS PROVIDED WRITTEN NOTIFICATION THAT SHE IS PREGNANT, HAS GIVEN BIRTH IN THE LAST SIX MONTHS OR THAT SHE IS BREAST FEEDING



Managers should monitor and review these actions on a regular basis

The flow chart shows the stages managers must work through to ensure that new and expectant mothers are not exposed to significant risks and how any advice you provide feeds into the this process.