Health and safety in pregnancy and on return to work

This information sheet looks at your rights to health and safety protection during pregnancy and on return to work after maternity leave.

Your employer must make sure that your working conditions do not put your or your baby’s health at risk. It is unlawful for your employer to dismiss you or treat you unfavourably because you cannot do the same work as a result of health and safety risks during pregnancy or when you have given birth or are breastfeeding.

This information sheet was produced in April 2018. Benefit rates apply from April 2018 to April 2019. It is always important to get up-to-date advice.

Health and safety protection

Who do these rights apply to?
The following rights apply to all women who are employees, regardless of whether you are full-time or part-time or how long you have been in your job. If you do agency work, casual work or are self-employed, see the relevant sections below.

These health and safety rights apply to all employees who are pregnant, breastfeeding or have given birth in the last six months (whether breastfeeding or not).

What should my employer do to protect my health and safety?
All employers are required by law to protect the health and safety of their employees. All employers must carry out a ‘general’ risk assessment of the risks to their employees at work as well as the risks to others affected by their business, such as visitors and contractors.

If your employer employs people of childbearing age and the work could involve a risk to pregnant women or new mothers, the general risk assessment must include a ‘specific’ risk assessment of risks to new and expectant mothers arising from any processes, working conditions, physical, biological and chemical agents. This includes women who have given birth in the last six months and for as long as they are breastfeeding.

It also includes a woman who has had a stillbirth after the 24th week of pregnancy.

If the risk assessment reveals a risk, your employer must do all that is reasonable to remove it or prevent your exposure to it. Your employer must give you information on the risks and what action has been taken.

If there are still risks and you have notified your employer in writing (see the next section) that you are pregnant, breastfeeding or have given birth in the last six months, your employer must consider the risks and take action as follows:
Step 1: temporarily alter your working conditions or hours of work, if this is reasonable and avoids the risk, such as allowing extra breaks, ensuring that you can sit down and avoiding heavy lifting.
Step 2: If that is not possible, your employer must offer you suitable alternative work on terms and conditions that are not substantially less favourable than your original job.
Step 3: If there is no suitable alternative work, your employer must suspend you on full pay for as long as necessary to avoid the risk.

Possible risks
The Health and Safety Executive website contains guidance for employers and employees on health and safety during pregnancy at www.hse.gov.uk/mothers. It lists the following risks that employers should look out for:
Physical agents
Movements and postures
Manual handling
Shocks and vibrations
Noise
Radiation (ionising and non-ionising)
Compressed air and diving
Underground mining work

Biological agents
Infectious diseases

Chemical agents
Toxic chemicals
Mercury
Antimitotic (cytotoxic) drugs
Pesticides
Carbon monoxide
Lead

Working conditions
Facilities (including rest rooms)
Mental and physical fatigue, working hours
Stress (including post-natal depression)
Passive smoking
Temperature
Working with visual display units (VDUs)
Working alone
Working at height
Travelling
Violence
Personal protective equipment
Nutrition

Health and safety during pregnancy

What do I need to do to get health and safety protection?
In order to ask your employer to take action to protect your health and safety you must:
• Tell your employer in writing that you are pregnant or breastfeeding or that you have given birth in the last six months.
• If your employer asks for proof of your pregnancy, you must provide a copy of your certificate of pregnancy from your doctor or midwife.

The Health and Safety Executive advises that your employer must allow a reasonable amount of time for you to obtain proof of your pregnancy and they should not delay taking action while waiting for it. However, if you do not provide proof within a reasonable time, your employer does not have to continue any changes to your working conditions or suspension on full pay.

Your employer should not insist on seeing your MATB1 maternity certificate before taking health and safety action as the MATB1 cannot be issued until you are at least 20 weeks pregnant. You can ask your GP or midwife to provide other evidence of pregnancy to show your employer.

What should I do if I am concerned about health risks at work?
You should discuss any work-related concerns about your health or your baby’s health with your doctor or midwife. If they advise you that there could be a risk, ask for a letter to show to your employer so that your employer can take it into account.

When should I tell my employer that I am pregnant?
It is up to you to decide when you want to tell your employer. Many women do not want to tell anyone when they are in the early stages of pregnancy and may wish to wait until they have had their first scan. It is entirely up to you to tell your employer when you feel ready. However, you will have to tell your employer that you are pregnant when you want time off for your first antenatal appointment and when you want your employer to take action to protect your health and safety. Your employer does not have to take any action until you have notified them in writing. For more information on time off for antenatal care, see Time off for antenatal care.

Note: you are required to give notice of the date you want to start your maternity leave by the 15th week before your baby is due, for more information see Pregnant at Work.

I had an emergency caesarean at 34 weeks but my baby was stillborn. I am back at work after maternity leave but I cannot do any lifting. Am I entitled to health and safety protection?
Yes, you are entitled to full maternity rights and health and safety protection as your baby was stillborn after the 24th week of pregnancy. You are also protected by the Manual Handling Regulations 1992, see next question.

My job involves a lot of heavy lifting but I am worried that I will lose my job if I tell my employer I cannot do that type of work?
It is against the law for your employer to dismiss you or treat unfairly due to pregnancy or for raising a health and safety concern. You must notify your employer of your pregnancy in writing and ask them to take action. Your employer should follow the steps above and take reasonable action to ensure that you are not put at risk from having to do heavy lifting or offer you suitable alternative work.

If necessary you may need to provide a letter from your doctor or midwife outlining the risks and a certificate confirming your pregnancy. If the lifting you do involves a risk of injury, the Manual Handling Regulations 1992 require your employer to take reasonable steps to ensure that employees do not undertake heavy lifting that could cause injury and to take appropriate steps to reduce the risk of injury.

Does my employer have to carry out an individual risk assessment when I notify them of my pregnancy?

If your work could involve a risk to a pregnant woman or new mother or her baby, an employer should carry out a specific assessment of risks to new or expectant mothers. An employer does not have to carry out an individual risk assessment but it is good practice to do so and it could help the employer and employee identify what steps need to be taken to protect her health and safety.

Case study
Mrs H was a care assistant in a nursing home. Her job involved lifting elderly residents. She informed her employer that she was pregnant and provided a medical certificate saying that she should avoid heavy lifting. Her employer did not do a risk assessment and offered her a job as a cleaner. Mrs H won a claim for pregnancy discrimination. Hardman v Mallon t/a Orchard Lodge Nursing Home [2002] IRLR 516.

I asked my employer to alter my working conditions as I am working in high temperatures but they said they did not think high temperatures were a particular risk and that I should take sick leave?

You should discuss your concerns with your doctor or midwife as high temperatures (and very low temperatures) can be a risk to a pregnant woman. Ask for a letter stating that your working conditions are a risk to you and/or your baby. You should not have to take sick leave because of a health and safety risk at work as you could lose wages and/or maternity pay if you are in receipt of Statutory Sick Pay when you are off sick.

You should notify your employer of your pregnancy in writing and ask them to take reasonable action to alter your working conditions or provide suitable alternative work as outlined in steps 1 to 3 on page 1.

My job involves night shifts but my doctor has told me it is unsafe to continue. What should I do?

You have the right to transfer to suitable alternative day work if you are pregnant, breastfeeding or have given birth in the last six months. You must tell your employer in writing that you are pregnant and provide a medical certificate saying that you cannot work at night for health and safety reasons.

The suitable alternative work must be on similar terms and conditions and it must be suitable for you. If there is a good reason why you cannot work days or if there is no suitable alternative day-time work available, you should be suspended on full pay.

I do a lot of travelling in my job but I am finding it exhausting. What can I do?

Travelling outside your place of work is a possible health and safety risk if you are pregnant or have recently given birth or are breastfeeding. You must notify your employer in writing of your pregnancy and your employer must follow the steps set out on page 1, for example, by considering whether the amount of travelling you do can be temporarily reduced (step 1) or replaced with other work such as office-based or working from home (step 2). If there is no suitable alternative work you should be suspended on full pay.

I have an hour long commute to work and have to be in by 8am. I am finding this difficult now that I
**am pregnant. Is there anything I can do?**

Unfortunately health and safety protection only applies to travelling which is part of your job. Your employer does not have to take action in relation to your travel to and from work. However, you could ask your employer if they will agree to some temporary changes such as allowing you to come in later or leave earlier in order to miss the rush hour. You could also ask your employer if you could reduce your hours of work, however, this will lead to a reduction in pay and may affect your maternity pay. If you and your employer do agree to a change, make sure it is confirmed in writing and that any change is temporary.

**Can I ask my employer to reduce my hours if I feel tired because of pregnancy?**

Yes, you can ask your employer if you can reduce your hours on a temporary basis but it will mean a reduction in your pay and this may affect your maternity pay. Make sure any change is confirmed in writing and that it is agreed for a temporary period.

If you think that your working conditions are making you feel unwell you should notify your employer in writing of your pregnancy and ask your employer to take action to protect your health and safety. If your job is very tiring your employer should take reasonable action to temporarily alter your working conditions or hours of work (step 1, see page 1) or, if that does not help, offer you suitable alternative work (step 2). If your employer takes action to improve your working conditions your pay and maternity pay will not be affected.

**If I take sick leave or reduce my hours during my pregnancy will it affect my Statutory Maternity Pay?**

Yes, if you receive Statutory Sick Pay or you reduce your hours during approximately weeks 18 to 26 of your pregnancy, your Statutory Maternity Pay may be affected.

In order to qualify for Statutory Maternity Pay you need to earn at least £116 per week on average (April 2018 - April 2019) in the two months (if you are paid monthly) or eight weeks (if you are paid weekly) before the end of the 15th week before your baby is due. If your maternity pay is at risk you may wish to use annual leave during these weeks.

**How to find the 15th week before your baby is due**

Find the Sunday immediately before the day your baby is due and count back 15 weeks. If your baby is due on a Sunday, count back 15 weeks from your due date.

For more information on maternity pay, see [Maternity Pay Questions](#). For more information on sickness, see [Sickness during pregnancy and maternity leave](#).

If your sick leave is being caused by your working conditions it is very important that you notify your employer in writing of your pregnancy and ask your employer to take action to protect your health and safety, as outlined on page 1. If your employer makes changes to your work or offers you suitable alternative work on health and safety grounds you should continue to receive the same pay as before.

**My employer has offered me different work which is not as well paid. Is this ‘suitable alternative work’?**

If you are being offered alternative work on health and safety grounds it must be on terms and conditions, including pay, which are not substantially less favourable. It must also be suitable for you to do in the circumstances. So, for example, in the case study of Mrs Hardman on page 2 it was not suitable for a care assistant to be offered alternative work as a cleaner.

**Case study**

Two flight attendants were offered ground work because of their pregnancy and were told they would receive their basic pay only and not their flight allowances. The Employment Appeal Tribunal found that they had not been offered suitable alternative work as the terms and conditions of the ground work were substantially less favourable. They should have been offered the same terms and conditions or they should have been suspended on full pay.


**What happens to my pay and other contractual rights if I am suspended for health and safety reasons?**

You are entitled to receive your normal pay and any other contractual benefits unless your employer offered you suitable alternative work and you ‘unreasonably’ refused it. If your employer does not pay you during a period of suspension you can make a claim in an employment tribunal for unlawful deduction of wages. If your employer claims that you refused suitable alternative work it would be up to the tribunal to decide if it was a suitable alternative.

You continue to be employed during the suspension and you should continue to benefit from pension rights, pay increments and holiday accrual.
If I am suspended for health and safety reasons can my employer make me start my maternity leave early?
Normally it is up to you to decide when you wish to start your maternity leave. However, if you are suspended your employer has the right to start your maternity leave and pay four weeks before the week your baby is due.
If the health and safety risk remains at the end of your maternity leave, your suspension on full pay will start again if it is within six months of the birth or you are breastfeeding.

I am a teacher and I’m pregnant. There has been an outbreak of rubella at my school. What are my rights?
You must notify your employer in writing of your pregnancy and ask them to take action to protect your health and safety. If your employer cannot offer suitable alternative work, maybe in another school, it is likely that you will have to be suspended on full pay for as long as there is a risk. Your employer must take action if the level of risk from infectious diseases is greater than the risk to which you are likely to be exposed outside your workplace.

Since I became pregnant I have felt exhausted at work. I do not get many rest breaks and my employer says I cannot take any annual leave before my maternity leave?
Firstly, you can notify your employer of your pregnancy and talk to your employer about whether there are any adjustments that can be made to your working conditions to protect your health and safety. Secondly, all employers must provide suitable facilities for a pregnant woman or nursing mother to rest, which should include somewhere to lie down.

Under the Working Time Regulations 1998 you are entitled to at least 20 minutes uninterrupted rest break if you are working more than 6 hours. This should be taken during working time, such as a tea or lunch break, and not at the start or end of the day. If your work is ‘monotonous’ e.g. factory work, your employer may have to give extra rest breaks to ensure your health and safety is not at risk.

Also, under the Working Time Regulations 1998 you are entitled to take a statutory minimum of 28 days paid annual leave per year (pro rata if you work part-time). This may include Bank Holidays.

Some employers give extra contractual annual leave. You continue to accrue annual leave during maternity leave. Your employer must not refuse annual leave because of your maternity leave. You should be allowed to take it in the normal way. It is important to agree with your employer when you will take your annual leave so that you are not left with a large amount of annual leave to carry forward at the end of the year or have a large amount of leave to take when you return from maternity leave. For more information, see Discrimination during maternity leave and on return to work.

I do agency work, do I have the same health and safety protection?
All agency workers have the right to health and safety protection from day one of their employment. Once you notify your employer in writing that you are pregnant, your employer must take reasonable action to remove any risks and give you information about any risks to your health and safety.

Once you have completed 12 weeks’ continuous employment in the same placement, you are entitled to be offered suitable alternative work if it is not possible to remove the risks to your health and safety. If there is no suitable alternative work you are entitled to be suspended on full pay by the agency for the length of the intended placement. The agency can offer a suitable alternative placement if one is available. Any offer of alternative employment must be suitable and appropriate for the agency worker and it must be on not less favourable terms and conditions.

If you have not completed 12 weeks’ continuous employment with the same employer you are not entitled to be offered suitable alternative work or to be suspended on full pay although it would be good practice for an employer to make reasonable changes to your work in order to avoid any risks to your health or your baby.

For more information, see Agency workers – maternity rights and benefits

I do casual work and some freelance work, do I have the same health and safety protection?
If you are not an employee you do not have the same rights to be offered suitable alternative work or to be suspended on full pay although it would be good practice for an employer to make reasonable changes to your work in order to avoid any risks to your health or your baby.

For more information if you work on a zero hours contract, see Zero hours contracts – maternity and parental rights

I am trying to get a new job. Do I have to tell an employer that I am pregnant during an occupational health assessment?
You do not have to tell your employer of your pregnancy until you feel ready to do so. Many women do not want to say anything when they are in the early stages of pregnancy or before their first scan. It is up to you. However, an employer does not have to take
action to protect your health and safety until you have notified them in writing of your pregnancy.

It is pregnancy discrimination for an employer to refuse to offer you a job because of pregnancy, however, it can be hard to prove in an employment tribunal. If an employer has already offered you a job, subject to an occupational health assessment, and the job offer is withdrawn, it may be easier to prove that it was withdrawn because of your pregnancy. Similarly, an employer could be at risk of a disability discrimination claim if they refuse to employ someone who has stated that they have a disability during an occupational health assessment.

Health and safety on return to work

*My baby is five months old and I am returning to work next week. I am still breastfeeding, can I have breaks to express milk?*

You must tell your employer in writing that you are breastfeeding and that you have given birth in the last six months. The law does not give a right to paid breastfeeding breaks but your employer must take reasonable action to avoid any risks to yours or your baby’s health. Government health advice currently recommends that babies should be exclusively breastfed for the first six months. After that, the government recommends that babies should continue to have breast milk alongside the introduction of solid foods.

Your employer must protect your health and safety while you are breastfeeding by making reasonable changes to your working conditions or hours of work, such as allowing you to work shorter shifts, having extra breaks to express milk or avoiding night work or overnight stays.

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In a case involving two Easyjet cabin crew members, it was found to be indirect sex discrimination and a breach of the health and safety regulations when Easyjet refused to provide shorter, individual rosters while the women were breastfeeding. Both women had letters from their GPs stating that working for longer than eight hours increased the risks of engorgement and mastitis. Easyjet had offered ground work for a period of six months but the tribunal agreed that employers must continue to protect their health and safety and provide suitable alternative work for as long as breastfeeding continues.

*McFarlane & Ambacher v easyjet Airline Co Ltd, 2016*

You also have the right to ask for flexible work if you want to change your hours, days or place of work. Any changes to your contract of employment are usually permanent but you and your employer can agree to a temporary change in order to accommodate a period of breastfeeding. Ask your employer to confirm any changes in writing and to state how long they will last. For more information, see *Child Friendly Working Hours*.

What to do if things go wrong

**What can I do if my employer does not take any action to protect my health and safety?**

If your employer has not taken any action and you are concerned about your health and safety, there are a number of steps you can take:

- Firstly, you should talk to your employer informally to try to resolve the situation. Try to keep it amicable and focus on solutions to the problems at work.

- If you are unable to resolve it informally you could write to your employer and set out what action you would like them to take to improve your working conditions during pregnancy. It may help to give your employer a letter from your GP or midwife and some information on your health and safety rights, such as a copy of this leaflet, or information from the Health and Safety Executive: [www.hse.gov.uk/mothers](http://www.hse.gov.uk/mothers)

- You could talk to your HR department, Safety Representative, Occupational Health Officer or trade union rep, if you have one, for help and advice.

- Finally, you can make a complaint to your local authority Environmental Health Officer or Health and Safety Executive, depending on your workplace. Your local authority Environmental Health Officer deals with smaller workplaces such as shops, offices, restaurants, pubs and nurseries. The Health and Safety Executive investigates complaints relating to larger workplaces such as hospitals, schools, factories, farms and government offices. The Health and Safety Executive is only likely to investigate a complaint if there is a breach of the law and the issue has caused significant harm or is likely to cause significant harm.

If you or your baby suffers harm as a result of your employer’s failure to take action you can make a claim for personal injury and you should seek legal advice from a personal injury lawyer.
If your employer does not take action to protect your health and safety and your job involves a risk of harm, you may have a claim for pregnancy discrimination under the Equality Act, see the next question.

**My employer gave me different work during my pregnancy as I was not able to stand all day in my old job but I have been paid less. What can I do?**

Firstly, contact your employer and let them know that you are entitled to reasonable adjustments to your work or to be offered suitable alternative work for health and safety reasons and that you should continue to receive the same terms and conditions.

If your employer does not provide the same terms and conditions you can make a claim in an employment tribunal for loss of wages and you should seek legal advice.

You can make a claim in an employment tribunal if:

- You are not offered suitable alternative work
- You are forced to take sick leave and lose out on wages and maternity pay
- You are not paid while suspended from work on health and safety grounds
- You suffer a detriment as a result of raising health and safety concerns
- You are dismissed or refused work because you have raised a health and safety concern, or
- You are dismissed or refused work because of your pregnancy or pregnancy-related illness.

You are also protected under the Equality Act 2010 if you are treated less favourably because of your pregnancy or pregnancy-related conditions. Unfavourable treatment could include disciplinary action or performance issues due to pregnancy-related sickness, demotion or loss of pay and benefits. Steps taken to protect your health and safety should not result in you being treated less favourably. You can make a claim in an employment tribunal if:

- you are treated unfavourably because of your pregnancy or a related illness or because you wish to take maternity leave.
- A male colleague cannot claim discrimination if you are treated more favourably because of pregnancy or pregnancy-related illness, such as being allowed to arrive late for a temporary period while suffering from morning sickness.

You should seek legal advice from a lawyer specialising in this area. If you are thinking of taking a tribunal claim, you must contact ACAS Early Conciliation on 0300 123 11 00 before starting a claim.

You must make a tribunal claim **within three months (less one day)** from the date that you were dismissed or discriminated against. For more information, see Dealing with problems at work.

**I was forced to take a large amount of sick leave as a result of my employer’s failure to alter my working conditions. This has also affected my maternity pay, is there anything I can do?**

If your sick leave was caused by your working conditions and your employer’s failure to take action to protect your health and safety, you may have a claim for pregnancy discrimination under the Equality Act 2010. You should seek specialist legal advice.

If you did not qualify for Statutory Maternity Pay, you can claim Maternity Allowance from the JobCentre Plus. Your employer must give you form SMP1 explaining why you did not qualify for SMP. You can complain to your local HM Revenue & Customs Officer if your employer avoided paying SMP, see Where to go for more help. For more information on maternity pay, see Maternity Pay Questions.

If you are on a low income or not working you may qualify for tax credits. For more information and an application form, telephone the Tax Credit Helpline on 0845 300 3900. For more information on benefits for families, see Money for Parents and Babies.

**My employer has refused my request for part-time work after my maternity leave ends but I do not think I will be able to continue breastfeeding if I have to go back full-time?**

Your employer does not have to grant your request to change your hours but should seriously consider it. Your employer can only refuse your request if they have good business reasons. However, it may be indirect sex discrimination if your employer refuses without a good reason and you will be disadvantaged by your employer’s refusal, for example, if you cannot continue breastfeeding and your baby is very young or you have been advised to continue breastfeeding for health reasons. You should seek further specialist legal advice.

You should also tell your employer in writing that you are breastfeeding and ask your employer to make reasonable adjustments to your working hours or conditions at work to enable you to continue breastfeeding on health and safety grounds.

For more information, see Continuing to breastfeed on return to work.
This information sheet was produced in April 2018. Benefit rates apply from April 2018 to April 2019. It is always important to get up-to-date advice.

Where to go for more help

Maternity Action
Advice on maternity and parental rights and benefits
www.maternityaction.org.uk
Maternity Rights Advice Line 0808 802 0029 - www.maternityaction.org.uk/advice-2/advice-line/

ACAS
For advice on employment rights or for Early Conciliation if you are thinking of making a tribunal claim
www.acas.org.uk
Helpline: 0300 123 11 00 (offers telephone interpreting service)

Citizens Advice
For information about your rights and to find details of local advice bureau
www.citizensadvice.org.uk
Factsheets available in English, Welsh, Bengali, Gujarati, Punjabi, Urdu and Chinese

Civil Legal Advice
If you are eligible for legal aid you can get free legal advice on 0345 345 4 345 (offers translation service). To check your eligibility see www.gov.uk/civil-legal-advice
To search for specialist legal advisers or solicitors in your area see: find-legal-advice.justice.gov.uk

Equality Advisory Support Service
Help and advice on discrimination and human rights
www.equalityadvisoryservice.com
Helpline: 0808 800 0082 Mon – Fri 9am – 7pm, Sat 10am – 2pm
Textphone: 0808 800 0084

Equality and Human Rights Commission (EHRC)
For information and advice about discrimination law
www.equalityhumanrights.com

GOV.UK
The government’s online information service
www.gov.uk

Jobcentre Plus
To make new telephone benefit claims or request claim forms, including Maternity Allowance and Sure Start Maternity Grant: 0800 055 6688 Mon – Fri 8am – 6pm
For ESA/JSA/Income Support claims: 0800 169 0310 Mon – Fri 8am – 6pm
For Maternity Allowance claims: 0800 169 0283 Mon – Fri 8am – 6pm
For Sure Start Maternity Grant claims: 0800 169 0140 Mon – Fri 8am – 6pm
Universal Credit helpline - if you cannot make an online claim: 0800 328 9344 Mon – Fri 8am – 6pm
Universal Credit helpline – for new claims and existing claims: 0800 328 5644.

HM Revenue & Customs
Tax Credit Helpline: 0345 300 3900 Mon – Fri 8am-8pm, Sat 8am-4pm, Sun 9am -5pm
Child Benefit: 0300 200 3100 Mon – Fri 8am-8pm, Sat 8am-4pm
For queries about Statutory Maternity Pay, Adoption Pay, Paternity Pay and Shared Parental Pay:
Employees helpline 0300 200 3500
Employers helpline 0300 200 3200
For detailed guidance for employers on SMP, SAP, SPP and Statutory Sick Pay see www.gov.uk/government/collections/statutory-pay

HMRC Statutory Payments Disputes Team
For payments of Statutory Maternity Pay/Adoption Pay/Paternity Pay/Shared Parental Pay or Statutory Sick Pay when your employer is insolvent or refusing to pay: 0300 0560 630

Insolvency Service Helpline
What you can claim when your employer goes out of business: www.gov.uk/your-rights-if-your-employer-is-insolvent/claiming-money-owed-to-you
National Insolvency Unit Helpline 0300 678 0015/0017
More Maternity Action information sheets

Rights during pregnancy and maternity leave
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- Zero hours contracts – maternity and parental rights

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Coming from abroad – maternity rights and benefits
- Indefinite leave to remain, right of abode and UK citizens – maternity rights and benefits

Charging for NHS maternity care
- NHS care for women from abroad (England)
- NHS care for women from abroad (Scotland, Wales and Northern Ireland)
- Indefinite leave to remain, right of abode and UK citizens – entitlement to NHS maternity care

Polish language guides to maternity and parental rights
- Ciaza i uprawnienia macierzynskie dla pracownic z Polski
- Pregnancy and maternity rights for Polish workers (in English)
- Karmienie piersia w miejscach publicznych
- Breastfeeding in public places (in English)
- Uprawnienia w pracy dla ojców i partnerów polscy pracownicy
- Rights at work for Polish fathers and partners (in English)
Spanish language guides to maternity rights and benefits

Derechos por embarazo y maternidad de las mujeres trabajadoras de habla hispana

Pregnancy and maternity rights for Spanish speaking workers (in English)

Información para mujeres de habla hispana sobre ayudas económicas para progenitores y bebés

Money for parents and babies for Spanish speakers (in English)

Portuguese language guides to maternity rights and benefits

Gravidez e direitos de maternidade para trabalhadoras que falam português

Pregnancy and maternity rights for Portuguese speaking workers (in English)

Auxílio financier para pais e bebês que falam português

Money for parents and babies for Portuguese speakers (in English)

Available at www.maternityaction.org.uk