
STATUTORY INSTRUMENTS

1999 No. 3242

**The Management of Health and
Safety at Work Regulations 1999**

Notification by new or expectant mothers

18.—(1) Nothing in paragraph (2) or (3) of regulation 16 shall require the employer to take any action in relation to an employee until she has notified the employer in writing that she is pregnant, has given birth within the previous six months, or is breastfeeding.

(2) Nothing in paragraph (2) or (3) of regulation 16 or in regulation 17 shall require the employer to maintain action taken in relation to an employee—

- (a) in a case—
 - (i) to which regulation 16(2) or (3) relates; and
 - (ii) where the employee has notified her employer that she is pregnant, where she has failed, within a reasonable time of being requested to do so in writing by her employer, to produce for the employer's inspection a certificate from a registered medical practitioner or a registered midwife showing that she is pregnant;
- (b) once the employer knows that she is no longer a new or expectant mother; or
- (c) if the employer cannot establish whether she remains a new or expectant mother.