



Piacentini & Son

Management of Pregnant Employees Policy

In accordance with The *Australian National Occupational Health & Safety Commission* Guidelines, Piacentini & Son have developed this policy and procedures for the management of pregnant employees.

A pregnant employee is not to be discriminated against in the course of her duties. She retains the right to all employment opportunities such as promotion, transfer, training, leave etc.

On notifying her supervisor of her pregnancy, a special risk assessment will be undertaken in the workplace. Should some of her duties have the potential to impact on her health or that of her unborn child, appropriate changes to those duties will be decided in negotiation between the employee and her Company Director, Supervisor, Health & Safety Coordinator, and medical practitioner (employee's treating Medical Practitioner and/or company appointed Medical Practitioner).

The duties to be performed during the pregnancy will be recorded in a work plan which will take into consideration any health issues reported by her Medical Practitioner.

Occupations undertaken in Piacentini & Son operations areas can include a number of hazards including:

- Physical: Manual Handling, Slips Trips & Falls, Shocks & Vibrations, blows to the abdomen
- Possible chemical exposure
- Prolonged standing & sitting
- Noise exposure

Should conflict arise between the requirements of the employee and Piacentini & Son's duty of care responsibilities, advice of the medical practitioner and duty of care responsibilities will take priority.

If you have any queries you should contact Brad Birrell on 0438 931 890. Enquires will be treated with appropriate confidentiality.

C. M. Piacentini
Managing Director