

22 October 2024

Maternity and Expectant Mothers Policy in Vascular Surgery

I am writing to request information under the Freedom of Information Act 2000 regarding your hospital's policies concerning expectant mothers employed as doctors in the vascular surgery department, including both trainees and locally employed doctors.

1. Expectant Mothers in Vascular Surgery:

- Any data, policies, or guidelines related to expectant mothers working as doctors in the vascular surgery department, including their duties and adjustments during pregnancy.
- Details on risk assessments carried out for pregnant doctors working in vascular surgery, including measures taken to mitigate risks associated with their role.

Attached as a separate document is Belfast Trust's New & Expectant Mothers Risk Assessment form – this is used Trust-wide to identify, manage and mitigate any risks and also, the Belfast Trust Policy and Procedural Arrangements relating to New and Expectant Mothers.

2. Maternity Policy in the Surgical Environment:

- Specific policies or guidelines for pregnant doctors within the vascular surgery department concerning surgical duties, particularly in relation to exposure to occupational hazards such as anaesthetic gases, radiation, long hours and night shifts.
- Any restrictions or recommendations for pregnant doctors performing surgery or other related duties.

Please see above and also Belfast Trust's COSHH Policy, Trust Radiation Safety Policy and Trust Policy for the Management of Medical Gas Pipelines and Medical Gas Cylinders

3. Post-Maternity Support:

- Information on return-to-work policies for doctors in the vascular surgery department following maternity leave, including phased returns, flexible working options, and support for balancing clinical responsibilities with new parenting duties.
- Details on breastfeeding facilities and accommodations for doctors returning to the surgical environment after maternity leave.

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Please find attached BHSCT Supporting Breast Feeding Employees Policy, New and Expectant Mothers Policy and Work Life Balance Flexible Working Policies and Arrangements