Pregnancy and Maternity at Work

Your Rights – a Brief Summary

DEPARTMENT OF ECONOMIC DEVELOPMENT

APRIL 2016
Pregnancy and maternity at work

Women have special protection during pregnancy and after childbirth. These are your rights -

Leave

- If you are an employee you are entitled to take maternity leave.
- You are entitled to take unpaid Ordinary Maternity Leave of 26 weeks.
- You are entitled to take a further 26 weeks’ unpaid Additional Maternity Leave if you have 26 weeks’ qualifying service at the 14th week before your expected week of childbirth.
- In order to be entitled to this leave you must let your employer know, no later than the end of the 15th week before your baby is due, that you are pregnant and the expected week of childbirth.
- You can use the Mat B1 form as proof of your expected week of childbirth.

Pay

- You should be allowed paid time off to attend antenatal classes.
- You may be entitled to claim maternity allowance from the Department of Health and Social Care.
- Your employer may offer you some payment during maternity leave – check your contract.

Keeping your job

- You should be offered the same training and promotion opportunities as other staff while pregnant.
You should be allowed to keep the same duties and responsibilities while pregnant.

You cannot be dismissed or treated less favourably because you are pregnant or for reasons connected with pregnancy or maternity leave.

You must be allowed to return to your own job unless this is genuinely not possible (e.g. a redundancy situation) in which case you should be offered a suitable alternative.

A safe pregnancy

You and your baby must be protected from risks to your health at work.

Your employer should carry out a health and safety risk assessment of your workplace; you trigger this by writing to your employer to inform him or her that you are pregnant.

Important information


To receive the full extent of your rights, you must tell your employer in writing that you are pregnant, preferably as soon as you know.

Find out about your organisation’s maternity policy. It may give you more than your basic statutory rights.
Further information

“Maternity Rights – A Guide for Employers and Employees”
Available from the Department of Economic Development
Tel: 682371
email: emplaw@gov.im
Web: www.emplaw.gov.im

Maternity Allowance
Treasury – Social Security Division
Tel.: 685656
Email: socialsecurity@gov.im
Web: www.gov.im/dhss

Queries from Employees and Employers about their rights and responsibilities.
Manx Industrial Relations Service
Tel.: 672942
Email: iro@ir.gov.im
Web: www.mirs.org.im

Health and Safety
Health and Safety at Work Inspectorate
Tel. 685881 (8.30 am to 5 pm) or for urgent matters, 313626
Web: www.gov.im/hswi/

Note that this is general guidance only: it has no legal force. Please consult the full Maternity Leave Guide for more information on the rights and your entitlement.

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