

Focus on HSE related issues is an ongoing task and the responsibility lies with both parties, employer and employee.

All HSE related issues must be informed the formal leader of the Institute or section. For the time being at IEMR, formal leaders are **Head of Institute Ivar Sjaastad, Head of SPF Morten Eriksen and Head of Lab and Technical section Lisbeth H. Winer**. Safety representatives can also be contacted, but they are obliged to inform the leadership about all HSE issues. No other employee at IEMR is formally responsible for handling and follow up of HSE related issues. If you have any doubts about matters regarding HSE issues, contact the formal leader.

Guidance for facilitation for pregnant employees

Employees are encouraged to contact their immediate manager when they become pregnant. The earlier adaptations for pregnant employees can be planned, the better (preferably before a planned pregnancy).

An individual assessment must form the basis for what considerations must be taken into account for pregnant woman working in a laboratory. The employer is obligated to carry out an assessment of the possibility of adapting work, so that pregnant employees can work during their pregnancy. The employer must ensure that the necessary protection and safety measures are implemented. Pregnant women are obligated to follow the measures implemented. Assessments must be repeated regularly and whenever there are changes in the risk profile.

The responsibility to prevent hazardous exposure to the foetus lies with the employee, until the employer is informed about the situation.

For further information, see link below.

[Guidance for facilitation for pregnant employees - For employees - University of Oslo \(uio.no\)](#)