

Supplementary material S3: Case examples of bad practice

"Despite 10 - 12 months advance notice of approximate time I would return to FT training, this could not be accommodated at the last minute... As a result of this, I failed my ARCP due to insufficient provision of theatre time and I was not able to commence an MD I have been planning for 18 months. My entire career which I have planned for the past 15 years will now take an entirely different trajectory. I almost left training and medicine completely due to this experience."

"I had no risk assessment of any kind. Occupational health said I had to be referred. My department said I had to self-refer therefore no one would see me. Had to fight to come off oncall rota at 30 weeks. Instead asked to swap my oncalls to start of pregnancy."

"After previously suffering a miscarriage at 13 weeks, I was more aware of trying to look after myself at work... However, I was on my paediatric rotation and constantly exposed to non-scavenged anaesthetic agents. Some individual consultants were really good about trying to limit my exposure. But no overall policy or recommendations to refer to."

"I asked to cut down on calls but was repeatedly ignored till I personally sought a consultation with occupational health (which took over 4 weeks of emails back and forth!)"

"If there was an overall policy it would really help to negotiate better working conditions, avoidance where possible of harmful substances & radiation, and reduce physical strain especially coming into the 3rd trimester for rotating junior doctors."

"I was significantly exposed to various viruses that could have been harmful to my baby, including CMV and influenza. The situations were out of hours and emergencies so it was impossible to get someone else to attend the patients. I worked nights until 26 weeks- there were no adequate rest facilities, and I had to sleep on the floor. I worked a 72hr week at 32 weeks pregnant (and ended up in hospital immediately after it). I had to provide anaesthetic cover for interventional radiology procedures throughout my pregnancy (radiation exposure.)"

"I asked to discuss adjusting my on call commitment when I was approaching 30 weeks. Instead of discussing it with me I was removed from all on calls, which was fine. Then a week after my child was born I received an extremely reduced payslip and upon calling payroll was told that they were going to claim 2 months of banding back from me! It took several weeks, multiple emails and phone calls to resolve the situation which was extremely stressful, especially whilst looking after a newborn and an 18 month old. The same happened to a colleague at the same hospital, who was pregnant at the same time."

"A trainee I work with who is 34 weeks pregnant was told that she could not bring her maternity leave forward (by 4 days) because there would be no one to cover her clinics. This came from her educational supervisor."

"Was not told about all the risks of chemicals I am in contact with. Only found out from this post. Long shifts and heavy lists despite being on light duties due to previous miscarriages." Theatre scrub nurse

"With my first pregnancy there was no support at all. As a surgical trainee I felt I had to be better than the others to prove pregnancy wasn't going to affect me. One of my bosses used to sit in the coffee room while I could barely reach the table. It had to reach crisis levels before I could give up on calls. Subsequently I ended up going off at 31 weeks with pre-eclampsia and almost died 3 days after delivery. With my second pregnancy I was much more belligerent but still had a hard time. My boss refused to do a risk assessment- I remember being in tears between occ health as no one would help me. In the end I announced I was stopping my on calls at 29 weeks with the support of my midwife. I was then able to work till 36 weeks and had a much safer delivery. I am still appalled at how pregnant trainees are treated."

"I was a Medical Registrar and wished to come off the on call and night rota at 7 months pregnant as I had pelvic problems and was struggling to walk. I was advised this was not possible so I had to go on Maternity leave early"

One man experienced difficulties: *"When taking paternity leave due to premature birth, my employer threatened disciplinary action if I didn't go to work during my paternity leave period. Despite backing from lead employer and BMA, the host trust clinical director was very persistent about this, at what was meant to be a very happy time it just created added stress and concern about being sacked."*