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| FUNCTION: | HUMAN RESOURCES MANAGEMENT |
| TITLE: | BREASTFEEDING IN THE WORKPLACE |
| POLICY CODE: | EXPOL3047 |
| | VERSION NO: 1 |

POLICY STATEMENT:

Goulburn Valley Health recognises the importance of breastfeeding for both mother and baby and supports those employees who continue to breastfeed on their return to work from maternity leave. This policy is based on the following principles, which should be adhered to by all those responsible for the implementation of this policy and to whom this policy applies:

PRINCIPLES:

1. GV Health recognises the important role of women in all its operations and seeks to provide policy and services that support their continuing employment.
2. GV Health supports staff with family responsibilities.
3. GV Health promotes equal opportunity and global principles of equity in employment.
4. GV Health provides facilities and the support necessary to enable mothers in their employment to balance breastfeeding with their work.

OBJECTIVES:

1. That mothers returning to work have the ability to take lactation breaks. There will be flexibility for mothers to take lactation breaks during their workday. These may be negotiated between the mother and her supervisor.
2. GV Health will, where practicable, provide access to suitable facilities for breastfeeding. This will include a clean, private room with appropriate facilities (e.g., power-point, hand washing facility, breast pump storage area, etc).
3. Employees who are pregnant or considering pregnancy will be provided with information about breastfeeding resources and the policy, in addition to information about balancing breastfeeding and work.
4. GV Health will attempt to provide flexible work options where operationally practicable. A mother may be able to negotiate more flexible work options (such as part time work, longer break times incorporated into the work period for breast feeding, different rosters etc.) with her supervisor taking into account both the employee's and organisation's needs.

REFERENCES:

- Equal Opportunity Act 2010 (Vic)
- Sex Discrimination Act 1984 (Cwlth)
- Fair Work Act 2009 (Cwlth)
- NSQHS Standard 1

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