

BREASTFEEDING & BREASTMILK EXPRESSION IN THE WORKPLACE

Overview

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Directorates	ADHB Generic
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Patients affected (if applicable)	n/a
Staff members affected	All ADHB employees
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Content

This document covers the following topics relating to breastfeeding and breastmilk expression in the workplace.

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BREASTFEEDING & BREASTMILK EXPRESSION IN THE WORKPLACE

Introduction

Purpose

This document details guidelines for ADHB employees planning to continue breastfeeding or breast milk express on their return from maternity leave.

Scope

ADHB supports breastfeeding and breast milk expression by providing suitable parenting facilities where women returning from maternity leave may breastfeed or express in a parenting room located close to their workplace and with provisions for time off work in order to do so.

Associated Documents

The table below indicates other documents associated with this policy.

Type	Document Titles
Board Policy	<ul style="list-style-type: none">• Informed Consent• Harassment
Infection Control	<ul style="list-style-type: none">• Decontamination• Standard Precautions
Reference	<ul style="list-style-type: none">• Breastfeeding in the Workplace a Guide for Employer 2007 (www.dol.govt.nz)• Employment Relations (Breaks and Infant Feeding) Amendment Bill 2008• The Code in New Zealand: Code of Practice for Health Workers 2007• Baby Friendly Hospital. NZ Breastfeeding Authority 2008• Department of Labour (www.ers.dol.govt.nz)

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BREASTFEEDING & BREASTMILK EXPRESSION IN THE WORKPLACE

Introduction, Continued

Policy Statements

ADHB recognises the importance of breastfeeding for both mother and infant and supports, protects and promotes breastfeeding.

This organisation provides facilities and breaks including the necessary support to enable mothers in the workplace to balance breastfeeding and breast milk expression with their work.

BREASTFEEDING & BREASTMILK EXPRESSION IN THE WORKPLACE

Policy

Introduction

The number of women in paid work in New Zealand continues to increase, and many employees have family responsibilities. By implementing practical steps to help women continue to breastfeed or express when they return to work the workplace also benefits from savings in recruitment and training costs, less absenteeism as babies who are breastfed get sick less often and working mothers take less days off to care for them. Providing support for working families improves staff morale and retention.

Time off for Mothers to Express

Breastfeeding and breast milk expression breaks will be provided and should be discussed with your manager in regard to both frequency and duration.

As a guideline, breaks may commonly be 30 minutes twice daily or 20 minutes three times daily.

These breaks are paid and additional to other contractual or statutory rest and meal breaks.

Managers are encouraged at their discretion to be flexible about the timing of meal breaks and rest periods so they can be combined for the purpose of breastfeeding or breast milk expression.

Staff Breastfeeding & Expressing Facility

Staff Parenting Rooms are provided on the Auckland City Hospital site and at the Greenlane Clinical Centre where breastfeeding women can:

- Breastfeed an infant brought in during meal breaks.
 - Express breast milk to be stored for later use – at home or crèche
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BREASTFEEDING & BREASTMILK EXPRESSION IN THE WORKPLACE

Policy, Continued

Location

Auckland City Hospital site

The Staff Parenting Room is located on Level 5, Building 32, next to the Clinical Education Centre (CEC) at Auckland City Hospital.

Greenlane Clinical Centre site

The Staff Parenting Room is located in Room 44071, Level 4, Building 4, Greenlane Clinical Centre

Toilets are not regarded as acceptable places for breastfeeding or breast milk expressing.

Room Access

Access to the Staff Parenting Rooms is via swipe card access only.

Employees who wish to use a Staff Parenting Room must have had swipe card access uploaded onto their swipe card by Security before they can access the room. Line Managers must email Auckland DHB Security confirming eligibility for room access and the employee must take their ID card and swipe card to Security to enable Staff Parenting Room access rights to be given.

Expressing rooms are also available for staff and parents within Starship – in Paediatric Intensive Care Unit, Outpatients, Ward 24B and 23B. These may be used for breastfeeding or breast milk expressing.

The Facility Will Provide

- A secure, clean and private room with comfortable seating.
 - An accessible electrical outlet for electric breast pump use
 - A table
 - Room to manoeuvre a pram
 - A washbasin for hand washing with access to hot water, soap and paper towels and to enable rinsing of expressing equipment facilities.
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BREASTFEEDING & BREASTMILK EXPRESSION IN THE WORKPLACE

Policy, Continued

The Staff Member Will Provide

The staff member planning to express will need to provide:

- Hand or electric breast pumps and accessories such as attachments, bottle and lids. These are available for purchase from pharmacies and baby supply outlets.
 - Sterilizing equipment if pumping more than once per shift.
 - Containers, to be clearly labeled and firmly sealed, with a “use by/throw date.”
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Safe Storage of Breast Milk

The World Health Organisation classifies breastmilk to be a food item (kai) and as such does not require to be kept in a separate refrigerator. This view is strongly supported by He Kamaka Oranga (ADHB) as culturally acceptable practice.

- Expressed breast milk can be stored along with other foods in a common workplace refrigerator, labeled and sealed as above.
 - Where fellow staff is unfamiliar with the concept or mothers themselves are sensitive to comment, an inconspicuous outer container can be used for refrigerator storage.
 - Use of a personal small chilly bin or container with blue ice (frozen gel packs) is a suitable alternative for storing breastmilk.
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Support for Breastfeeding

- The manager will need to discuss the provisions for breastfeeding women with other staff members so all staff are informed about workplace provisions for employees who are breastfeeding or expressing.
 - Breastfeeding support – Lead Maternity Caregiver
 - Lactation Consultant Service – National Women’s Health
 - www.womens-health.org.nz
 - Breastfeeding information and mother’s support groups and classes. www.la lecheleague.org/llnz.
 - La Leche League answer phone 09 846-0752.
 - Selected breastfeeding promotion information will be displayed in departmental areas and updates will be publicised.
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