 **Tallaght**

 **Welcomes**

 **Breastfeeding**

**Workplace Breastfeeding Policy Statement**

[insert company name] recognise the importance of breastfeeding and undertake to promote and support breastfeeding by providing the facilities and supports necessary to enable mothers in our workforce to combine breastfeeding with their work.

Facilities and supports include:

* The provision of breastfeeding breaks. The timing of these paid breaks can be negotiated between the employed breastfeeding mother and her line manager or supervisor. By law breastfeeding employees are entitled to 60 minutes time off or a reduction in work hours in an eight hour working day without loss of pay for up to 26 weeks after birth.

Our options include:

* + Paid time off to express breast milk or to breastfeed her baby at the work place
	+ A short period of time off to breastfeed at another location without loss of pay
	+ We allow lunch and other breaks to be taken to coincide with feeding times
* For the purposes of breastfeeding or breast milk expression access will be provided to a clean, private room with power points, lockable door, comfortable chairs, a table, hand washing facilities, a fridge (where possible), a secure breast pump storage area, as well as the use of a company provided electric breast pump (where possible).
* Access to breastfeeding resources. Employees who are pregnant or considering parenthood will be provided with the booklet ‘Combining Breastfeeding and Work’ along with information on maternity leave/parental leave entitlements and work life balance information.
* Flexible work options. Employed expectant and new mothers can negotiate flexible work options (such as flex-time, part-time, jobsharing and home-based work) with her employer, taking into account both the employee’s and organisation’s needs.
* For employees returning to work before 26 weeks maternity a form for requesting Breastfeeding Breaks is available from the General Manager.

All employees will be made aware of this policy. All women who are going on Maternity Leave will be provided with information on how they can combine breastfeeding and work. Employees who are considering breastfeeding can make arrangements for breastfeeding facilities, flexible working options and other supports before going on Maternity Leave.