

# **GREATER SHEPPARTON CITY COUNCIL**

**Policy Number 46:610:0001: 3.09**

## **Breastfeeding Policy**

**Version 1.0**

**Adopted: 18 July 2007.**

This Policy should be read in conjunction with the Greater Shepparton City Council's:

- Greater Shepparton City Council Enterprise Agreement 2008:  
Section 6- 6.4



## **Preamble**

The Greater Shepparton City Council 2005 and 2008 Enterprise Agreement states: *Greater Shepparton City Council recognizes the rights of employees who are nursing mothers, to a work environment which is clean and safe from hazardous chemicals and materials.*

*Greater Shepparton City Council will establish comfortable, private facilities for expressing and storing breast milk and to negotiate means for women to have breaks to breast feed if the child is in nearby care.*

## **Policy Statement**

The purpose of this policy is to inform staff of Council's acceptance and support of breastfeeding mothers who wish to continue breastfeeding when they return to work after taking maternity leave.

## **Policy Objective**

The Greater Shepparton City Council Municipal Early Years Plan and the Greater Shepparton City Council Enterprise Agreement recognises the importance of breastfeeding, which is environmentally friendly and promotes a wide range of health benefits to both the mother and her baby.

Council aims to promote a family friendly workplace that enables mothers to balance breastfeeding and their work responsibilities where practicable when returning from maternity leave.

Greater Shepparton City Council also recognises a need to ensure that work and breastfeeding can be combined comfortably and practically to promote ongoing benefits to the baby, the mother and Council.

## **Commitment:**

Where practicable the Greater Shepparton City Council will provide the following facilities and support to lactating mothers:

- A clean, private room with a powerpoint, lockable door, comfortable chair, refrigerator, hand washing facilities and storage area which may be used for feeding or expressing breast milk.
- Mutually agreed work arrangements as determined by Councils Enterprise Agreement.
- Lactation breaks. The number and duration of lactation breaks taken during the working period will be determined by the individual needs and age of the baby. It is recognised that the younger the baby, the more frequently a mother is likely to feed her baby. These breaks may be negotiated between the mother and her supervisor/manager and will enable the mother to either express breast milk, leave her workplace to feed her baby or have the baby brought to her.

## **Awareness:**

All staff employed by Greater Shepparton City Council will be informed of this policy via newsletter and noticeboards. Staff signalling their intention to apply for maternity leave will

be reminded of this policy by their supervisor/manager and encouraged to discuss the incorporation of breastfeeding in their return to work plans.

**Policy Review**

The policy will be reviewed annually by the Manager Human Resources in conjunction with Council's Executive Management Team (EMT)

Bob Laing

18/7/2007

---

**Bob Laing**  
**Chief Executive Officer**

**Date**