



**Purpose**  
This policy has been developed in light of good practice guidelines from the Health and Safety Executive for Northern Ireland (HSE) and recognises the value of breastfeeding for mothers and babies.

**Policy**  
1. **Commitment of organisations** – Subsections in this following policy to provide a workplace environment that supports breastfeeding employees in continuing to breastfeed their babies following their return to work. This policy will be implemented for all organisations and will be included in new employee induction/training and an application for maternity leave.  
2. **Support from organisations** – encourage employees and managers to have a positive, supportive attitude toward working women who are breastfeeding and discrimination and harassment of breastfeeding mothers in any form is unacceptable and will be investigated.  
This policy is effective from 1 January 2015 and will be reviewed 1 year later.

**Organisational responsibilities**  
1. **Employers** – It is the responsibility of organisations that supporting breastfeeding has benefits to the organisation such as a reduction in absenteeism and staff turnover and improves health benefits to mother and baby. Employees who wish to continue to breastfeed following return to work shall receive:

- **Breaks for breastfeeding or expressing milk**  
Breastfeeding employees are allowed to breastfeed or express milk during work hours using their normal breaks and/or additional breaks locally if business cases or work a day are agreed with their line manager.  
If employees are unable to breastfeed or express milk during their normal breaks, they will be given additional breaks to do so. These breaks will be agreed with their line manager and will be taken at an appropriate time to the needs of both the workplace and the employee.
- **A private place to express milk**  
A private room that a child can be available for employees to breastfeed or express milk. This room will be private, lockable and have: a closed door; a sink with running water for washing hands and rinsing out breast pump parts, and heat an electrical outlet. If employees prefer, they may also breastfeed or express milk under your protection, in a other designated location agreed upon in consultation with the employee's supervisor. Expressed milk should be stored in a personal cool bag or if available the cool bag can be placed in a designated refrigerator.

# Sample policy on supporting breastfeeding employees

This sample policy has been developed by the Public Health Agency to help guide employers in providing a workplace environment that supports breastfeeding employees in continuing to breastfeed their infants following their return to work. Workplaces can download and complete the policy and communicate it to all current employees.

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## Details

Format  
3 page A4 PDF only  
Target group  
Employers

## Downloads

Attachment	Size
<a href="#">Breastfeeding Sample Policy 11 14.pdf</a>	54.25 KB

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