



HPH/BFHI Breastfeeding Supportive Workplace Initiative For Healthcare Facilities



AWARD CRITERIA

Self Appraisal Tool

**Complete the relevant self appraisal tool, draw up action plan
and return documentation with award application to:
HPH/BFHI Breastfeeding Supportive Workplace, Irish HPH Network,
c/o Connolly Hospital, Blanchardstown, Dublin 15**

The Maternity Protection (Protection of Mothers who are Breastfeeding) Regulations Statutory Instrument SI No. 654) came into effect in October 2004. Participating in the Breastfeeding Supportive Workplace Initiative helps a workplace to meet the requirement of this legislation.

Bronze Award

Fully in Place
(Tick as appropriate)

A. Policy and support

- 1 There is a safety statement displayed listing any hazards and risks to pregnant or breastfeeding employees as a result of exposure to specific chemical, or biological agents, processes or working conditions. Where there are risks that cannot be removed, alternative work or Health & Safety leave is provided.
- 2 Staff are encouraged to take their full statutory maternity leave.
- 3 Health Facility has a written policy to support all their staff to continue breastfeeding after returning from maternity leave.
- 4 Employer allows creative use of annual leave days, time owing and parental leave days to support mothers.

B. Information for employees

- 1 Information is displayed and distributed where appropriate, to inform employees who are pregnant or considering pregnancy, of the breastfeeding policy and supports in the facility.

C. Facilities for breastfeeding

- 1 A warm, hygienic and private area is provided for breastfeeding employees that is safely accessible at all times.
- 2 Facilities for washing hands and equipment are in or convenient to the area.
- 3 An electric outlet is available in the room and a table or worktop.

D. Time for breastfeeding

- 1 Breastfeeding mothers are offered flexible work options or job-sharing.
- 2 Additional unpaid leave is facilitated for staff members who request it.
- 3 Lactation breaks, in addition to lunch and tea breaks are provided, of at least 60 minutes per day (8 hours) worked or by a reduction in working hours; pro rata for longer or shorter working day. These breaks are provided up to at least the requirement of the legislation.
- 4 Staff are facilitated to take lactation breaks for expressing milk or breastfeeding their child. If their work area is far from a place to express, additional time is provided.



Silver Award

All of the Bronze Award items plus:

A. Policy and support

- 1 All managers and supervisors are aware of their role in supporting breastfeeding among employees.
- 2 Methods for communicating, implementing and monitoring policy are in place.
- 3 Staff member's duties are adjusted to reflect the time on lactation break.

Fully in Place Work in Progress Not in Place
(Tick as appropriate)

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B. Information for employees

- 1 All staff are clearly informed of the organisation's policy supporting breastfeeding.
- 2 All staff are aware of the importance of supporting other staff members who are breastfeeding.
- 3 All staff receive specific information about the value of continued breastfeeding, the workplace facilities and the supports when going on maternity leave.

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C. Facilities for breastfeeding

- 1 A room with comfortable seating, is provided for the use only of pregnant or breastfeeding staff.
- 2 Facilities for washing hands and equipment and a space for storage of equipment are provided in the room.
- 3 Sterilisation equipment is provided in the room.
- 4 Access to a refrigerator for the storage of human milk only.

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D. Time for breastfeeding

- 1 Lactation breaks can be added to routine breaks such as lunchtime, if the mother wishes.
- 2 Support for breastfeeding such as flexible work/ break time continues to be facilitated after the time required by the legislation.

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Gold Award

All of the Bronze and Silver Award items plus:

Fully in Place Work in Progress Not in Place

(Tick as appropriate)

A. Policy and support

- 1 Assistance with childcare is provided e.g. help with locating childcare places, on site crèche, childcare allowance.
- 2 If requested by individual employees, child carer is facilitated to bring baby to work for breastfeeding e.g. safe place to feed the baby, insured to be on the premises.
- 3 Employees are not required to attend training courses, meetings and other off-site work which may be detrimental to breastfeeding if supportive arrangements cannot be provided.

B. Information for employees

- 1 New employees, supervisors and co-workers all receive information on their role in implementing the breastfeeding support policy.
- 2 Employer contracts with skilled lactation care provider on an 'as needed' basis to provide assistance to staff mothers. Or staff member has access to lactation support services available in their workplace.

C. Facilities for breastfeeding

- 1 Room is decorated/furnished in a manner than provides for relaxation.
- 2 Additional rooms are provided as needed to be convenient to women's work areas.
- 3 Employer provides sufficient multi-user electric breast pumps for the number of staff mothers, and employees provide their own collection kits.
- 4 A notice board / resource file for breastfeeding information is provided in the room.

D. Time for breastfeeding

- 1 Staff rotas are flexible to allow breastfeeding mothers avoid night shifts and extended on-call duties if they choose.

Produced by:
The Irish HPH Network
c/o Connolly Hospital
Blanchardstown
Dublin 15

