



# Breastfeeding employees and return to work

## Employee Responsibilities



- Schedule appointment with manager, > 4 weeks before end of maternity leave, to discuss intentions to continue breastfeeding
- Discuss with the manager workplace expressing and storing milk facilities
- Consider current job and any adaptations that may be required for expressing or breastfeeding baby, in the workplace. *Nb. employee is expected to negotiate realistically with her line manager in order to explore pragmatic ways to accommodate her wish to express milk, or breastfeed her baby in the workplace.*
- Discuss any concerns regarding working conditions, or hours and their compatibility with breastfeeding with line manager.
- Encouraged to consider child care options, e.g. find out what is available and what best suits needs



## Manager Responsibilities

- Discuss any employee concerns (as above) and adjustments that may be required
- Arrange for a **risk assessment** of the employee's working conditions
- Negotiate flexible working and/or extra time for the employee to express milk, or to feed her baby, in the workplace

*Managers may wish to involve a member of HR Department in these discussions.*



## Local Policies and Guidance



[B0302 AC4 Support for Breast Feeding Mothers](#)

[B0302 Maternity, Paternity and Adoption Leave trust policy](#)

[Supported Return to Training \(SupportTT\)](#)



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## Further support

**Staff Advice and Support Hub**



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