Does CSU support staff members who are breastfeeding?

Not all women choose to breastfeed their babies. However, for those that do, returning to work after the birth of a child can limit the length of time for which breastfeeding is possible.

Support for breastfeeding at work can provide the following benefits for staff and the University:
- it gives mothers more choice over how long to breastfeed;
- it can assist an earlier return to work from parental leave;
- it potentially reduces absenteeism, since breastfed babies generally have fewer infections;
- it supports positive working relations and reinforces the University’s commitment to work/life balance.

CSU’s support for breastfeeding mothers is stated in its [Policy on Breastfeeding](#) and is part of the University’s commitment to promoting a workplace culture that is family friendly.

How can I balance breastfeeding and work?

There are a number of options available to enable you to breastfeed your baby:
- delay your return to work until your baby can go without breastfeeds during your work time (see maternity/parental leave provisions);
- return to work on a part-time basis for a temporary period while still breastfeeding;
- use onsite childcare to enable you to breastfeed your baby at work;
- have the baby's carer bring him/her to work for breastfeeds; or
- express breast milk at work.

What options are available for lactation breaks?

The University will provide reasonable flexibility for lactation breaks during the workday, taking into account the operational requirements of the area. This might encompass one or more of the following:
- flexible starting and finishing times;
- use of accrued flexi-leave;
- time off for you to express breast milk or breastfeed your baby on campus;
- allowing lunch and/or other breaks to coincide with feeding times and/or be extended; or
- a short period of time to return home for purposes of feeding.

A combination of breaks in paid time and flexi-time can be negotiated with your supervisor utilising any of the options above.

The International Labour Organisation recommends two thirty-minute breaks in an eight-hour shift for breastfeeding mothers in addition to normal breaks. However, the number of breaks required will vary, depending on the needs of the individual child and its age.

What can I do to get myself ready to continue breastfeeding when I return to work?

Make childcare arrangements on campus (if available) as soon as you are aware of your needs (preferably as soon as you know you are pregnant as places for babies are highly sought after). This will make it easier for you to breastfeed your child at work, instead of expressing.

Plan in advance how you would like to come back to work and continue to breastfeed. We suggest you talk with your health care provider and explore the options.
# Support for Breastfeeding

**Division of Human Resources Fact Sheet**

In the event of any discrepancy between this fact sheet and the Enterprise Agreement or Leave Manual, the terms of the Agreement or Leave Manual will prevail.

### How do I negotiate breastfeeding breaks on my return?

As soon as you are certain of your intentions to continue breastfeeding on return to work, contact your manager to discuss your needs. Explore a suitable space for you to breastfeed and/or express and arrangements regarding lactation breaks. These arrangements should be reviewed regularly as your baby’s needs change and to take account of the operational requirements of the area.

### Can I bring my baby to work to be breastfed?

Yes – see [CSU Children on Campus Procedure](#). If possible, arrange for the baby’s carer to bring the baby to you at work.

### What if my work duties or work area poses a health risk to breastfeeding and/or to my child?

Under work health and safety legislation, a breastfeeding mother is entitled to a safe workplace that does not place her or her breastfed baby in danger. If you think there might be a risk, you may wish to consult your health care provider or early childhood nurse and then discuss any changes that need to be made with your manager (See [Support for Pregnancy Fact Sheet](#) for more information).

### Does the University have any dedicated family rooms where I can breastfeed/express milk?

Parenting rooms are available on some campuses. A list of Parenting rooms can be found [here](#). Where a designated room is not located conveniently, you should discuss your requirements with your manager to determine a suitable alternative.

### Who do I approach if I have a concern about breastfeeding at work?

You can contact the HR Service Centre staff via [hr@csu.edu.au](mailto:hr@csu.edu.au) for referral to the most appropriate person to address your concern.

### Where can I go for additional information about breastfeeding?

In the first instance you should seek information from your health care provider or early childhood nurse.

For more general information, the [Australian Breastfeeding Association](#) website has a wealth of information on breastfeeding. The association also runs the National Breastfeeding Helpline - 1800 686 2686

### Further Details

[Charles Sturt University Enterprise Agreement (2013 – 2016)](#)

[Leave Manual](#)