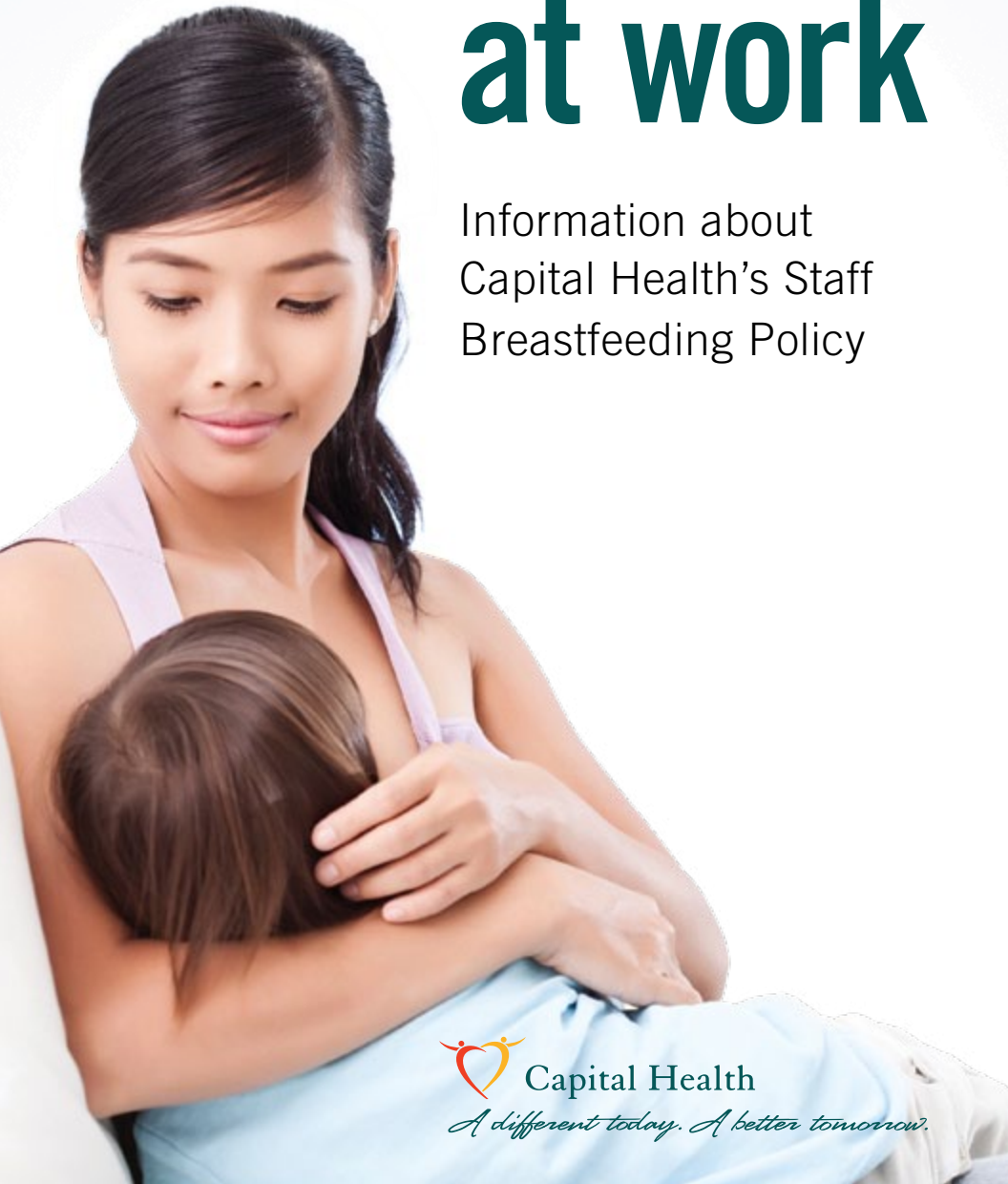


# Supporting breastfeeding staff **at work**

Information about  
Capital Health's Staff  
Breastfeeding Policy



Capital Health

*A different today. A better tomorrow.*

# Capital Health has a breastfeeding policy

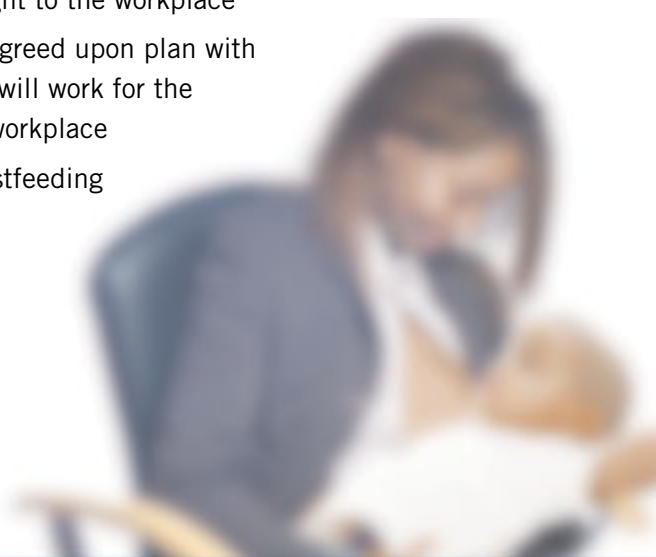
Capital Health's aim is to provide a breastfeeding-friendly workplace that enables staff to balance breastfeeding and work responsibilities. The organization works to create a flexible, supportive environment.

## **This policy hopes to inform and support:**

- Staff who decide to continue breastfeeding once they return to work, or who happen to be breastfeeding at the time of employment
- Management
- Colleagues

## **This policy will support staff to:**

- Find an appropriate location to express breastmilk and/or breastfeed if the child is brought to the workplace
- Create a mutually agreed upon plan with each manager that will work for the employee and the workplace
- Direct staff to breastfeeding resources



*A different today. A better tomorrow.*

# Questions about breastfeeding and working?

Staff who need help to develop a breastfeeding plan before returning to work after a leave or prior to their start date can call the Public Health Services at 902-481-5800.

Whether returning staff plan to express milk or breastfeed during the workday, the public health nurse can help create a schedule. This schedule can provide a starting point for a conversation between the staff member and manager before returning to work, or prior to the start date as a new employee. This will help create a mutually agreeable breastfeeding plan that works for everyone.

The full policy, *Staff Breastfeeding, CH 40-107*, can be found on the policy website:

[http://policy.nshealth.ca/Site\\_Published/DHA9/dha9\\_home.aspx](http://policy.nshealth.ca/Site_Published/DHA9/dha9_home.aspx)  
(go to Policy Search and search *staff breastfeeding*)



# Supporting breastfeeding

According to Health Canada, the Canadian Paediatric Society and Dietitians of Canada, “Breastfeeding provides nutritional, immunological, and emotional benefits to infants and toddlers. Breastmilk is the best food for healthy growth and development.”

Health Canada and the World Health Organization recommend babies be exclusively breastfed for the first six months, with continued breastfeeding encouraged after solid foods are introduced up to and beyond two years of age.

Capital Health upholds a philosophy that protects and supports breastfeeding and respects the decision each staff member makes about how to feed their child.

## Resources

### **Capital Health Staff Breastfeeding Policy**

(CH 40-107)

### **Capital Health Public Health Services**

[www.cdha.nshealth.ca/public-health/pre-post-natal](http://www.cdha.nshealth.ca/public-health/pre-post-natal)

902-481-5800

### **Breastfeeding Support Helping Tree**

[www.breastfeedingcop.com/helping-tree.html](http://www.breastfeedingcop.com/helping-tree.html)

### **Breastfeeding Basics**

[www.gov.ns.ca/hpp/publications/05003\\_breastfeedingbasics\\_en.pdf](http://www.gov.ns.ca/hpp/publications/05003_breastfeedingbasics_en.pdf)

### **Capital Health Conflict Resolution Program**

902-473-2417

[www.cdha.nshealth.ca/wellness-and-respectful-workplace/conflict-resolution](http://www.cdha.nshealth.ca/wellness-and-respectful-workplace/conflict-resolution)

### **Loving Care Books**

[www.gov.ns.ca/hpp/lovingcare/](http://www.gov.ns.ca/hpp/lovingcare/)

### **Employee and Family Assistance program**

1-800-461-5558

[workhealthlife.com](http://workhealthlife.com)