

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2015 - 2016

Cross Portfolio

Department of Employment Question No. EMSQ16-000044

Senator Cameron asked on 11 February 2016 on proof Hansard page 18

Question

Lactation and breastfeeding provisions in enterprise agreement

Senator CAMERON: He is a political appointment, influenced by the government, running the government's agenda; let us be clear about that. So, Ms Leon, is there any mention of lactation or breastfeeding the current agreement?

Ms Leon: There was not in the DEEWR agreement. We have always done lactation and breastfeeding support as a matter of policy. It was not an enforceable right, but it did not need to be an enforceable right for us to make sure that it is available for our staff. We have done that because it is the best thing to do for the workforce.

Senator CAMERON: Can you just provide me details of the policy on that, so I can have a look at that.

Ms Leon: Certainly. We can take that on notice.

Answer

The department supports breastfeeding through leave provisions, flexible work arrangements and breastfeeding facilities. Under the department's *Working Hours Policy* and *Guide to Breastfeeding in the Workplace*, employees who are breastfeeding are permitted up to one hour of paid time per day for breastfeeding purposes. This can be taken as one full hour, or in smaller time periods as required by the employee. Flex leave or approved time off in lieu can be accessed by employees who require in excess of one hour in a day.