



Circular Letter 0060/2018

**To: The Managerial Authorities of Recognised Primary, Secondary,
Community and Comprehensive Schools
and
The Chief Executives of Education and Training Boards**

**BREASTFEEDING BREAKS FOR REGISTERED TEACHERS
IN
RECOGNISED PRIMARY AND POST PRIMARY SCHOOLS**

Following agreement between the parties to the Teachers' Conciliation Council, the Minister for Education and Skills directs you to implement the changes as stated in this Circular in relation to breastfeeding breaks for eligible registered teachers employed in approved teaching posts funded by monies provided by the Oireachtas.

This Circular supersedes all previous rules and regulations in relation to breastfeeding breaks for registered teachers employed in recognised primary and post primary schools. The changes as detailed will be included in the next edition of the "Terms and Conditions of Employment for Registered Teachers in Recognised Primary and Post Primary Schools".

The regulations and procedures are to be implemented by each employer with immediate effect and all teachers must adhere to the agreed terms and conditions.

Please ensure that copies of this Circular are provided to all members of the Board of Management/Education and Training Boards and its contents are brought to the attention of all teachers in your employment including those on leave of absence.

This Circular can be accessed on the Department's website at the following link: www.education.ie/Home-Education-Staff-Services-Breaks/Leave-Maternity-Leave.

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Teacher/SNA Terms & Conditions
21st September, 2018

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Payroll Division
21st September, 2018

1. Purpose of this Circular

1.1 This Circular outlines the extension of provision for breastfeeding breaks from 'within a 26 period' to 'within a 104 week period' after the birth of the child and includes the procedures that must be followed.

2. Breastfeeding breaks for teachers

2.1 Paragraph 13 of [Maternity Leave Entitlements](#) for teachers is amended as follows:

13. Provision for breastfeeding

13.1 Within a 104 week period after the birth of the child, a teacher who has returned to work may avail of breastfeeding breaks without loss of pay for up to one hour per day for the purpose of breastfeeding or lactation.

13.2 A teacher who qualifies for this provision must notify her employer in writing of her intention to avail of such breaks at least four weeks in advance. A copy of the birth certificate of the child must be submitted with the application for breastfeeding breaks.

13.3 Breastfeeding breaks may be taken in the form of:-

a) one break of 60 minutes, or

b) two breaks of 30 minutes each, or

c) three breaks of 20 minutes each

The pattern of breastfeeding breaks should be agreed following consultation between the employer and the teacher. Employers should take reasonable measures to facilitate the pattern of breastfeeding breaks as requested, while having due regard to the welfare and educational needs of pupils.

13.4 A teacher on less than full hours may avail of breastfeeding breaks on a pro-rata basis.

13.5 A teacher availing of breastfeeding breaks who ceases to breastfeed should notify her employer in writing as soon as possible.

3. Substitution

Substitute cover for breastfeeding breaks is not paid by the Department. At post primary level, the breaks should be covered through the Supervision and Substitution Scheme.