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NSSF promotes breastfeeding at the workplace

KAMPALA September 5 2019: The National Social Security Fund (NSSF) has opened a lactating center for its breastfeeding staff to allow them effectively execute their work duties whilst tending to their babies.

The facility located on the 1st floor of Workers House (NSSF Head Office), is among the few fully furnished modern lactating centers at workplaces in Uganda.

While opening the center, NSSF Managing Director Richard Byarugaba said the facility would support their nursing staff to concentrate on their work after their maternity leave without worrying about the health and safety of their young babies.

“At NSSF, we recognize the importance of breastfeeding in the early development of children and the need for a work-life balance for our nursing staff. This facility will therefore improve effectiveness & productivity of our lactating staff, allowing them to serve our customers better without anxiety for their babies’ safety and welfare.” Bayrugaba said.

The facility also demonstrates the Fund’s commitment to being the leading “Employer of choice” in Uganda and is in line with its strategy of improving staff satisfaction to 95% by 2025.

Designed by an internal architect, the facility comprises of a breastfeeding room with 4 comfortable chairs and separating curtains for privacy, changing tables, sleeping room with 8 beds, two play areas with assorted toys and fitted with an artificial grass turf, a child friendly washroom, laundry room and kitchen.

In addition, it is fitted with CCTV cameras both in and around the facility with biometric door access to ensure safety of the children.

It will serve a maximum of 12 children a day aged between 3 months and 24 months, who will be attended to by three experienced child minders.

“46% of our staff are female aged between 24 and 35 years of age. Construction of this facility is therefore timely and will minimize destruction of work that is usually associated with child bearing,” Byarugaba added.

In addition to the facility, NSSF has other incentives to support nursing mothers. These include; 60 days paid maternity leave and a free hour daily for purposes of timely nursing of their babies for a period of six months after maternity leave.

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ABOUT NSSF

The National Social Security Fund Uganda is a multi-trillion Fund mandated by Government through the NSSF Act, Cap 222 (Laws of Uganda) to provide social security services to employees in the private sector.

NSSF is the most profitable, trustworthy, efficient, secure, innovative and dynamic social security provider that guarantees safety, security and a competitive return on members' savings, delivering an annual return of investment of over 2% above the 10-year inflation average.

The Fund manages assets worth over UGX 10.6 trillion invested in Fixed Income, Equities and Real Estate assets within the East Africa region. As the largest Fund in East Africa by value, we have the ambitious goal of growing our Assets Under Management to 20 trillion by 2025.

Since 2012, the Fund is regulated by the Uganda Retirement Benefits Regulatory Authority while Minister of Finance, Planning and Economic Development is responsible for policy oversight.

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