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Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

Our ref: FOI 23-698

Wednesday 17th January 2024

Thank you for your request to Aneurin Bevan University Health Board for information under the Freedom of Information Act (2000) received on 1st January 2024.

Your request

You requested the following:

Under the Freedom of Information Act please could I get a copy of your current Menopause Policy.

If you have a separate Andropause Policy please could I get a copy.

Please would you also detail how many times the Menopause/ Andropause policy has been applied for male employees broken down by the following years:-2023, 2022, 2021, 2020, 2019.

Our Response

I can confirm that the Health Board has completed a search of its records and has established that it does hold information in relation to your request, as set out below.

Please find attached a copy of the All-Wales Menopause Policy which has been adopted by the Health Board. However, please note that this Policy is currently being updated to ensure the policy is Aneurin Bevan University Health Board specific.

The Health Board does not currently have an Andropause Policy. However, the Health Board has a duty under Health and Safety legislation to ensure the health, safety, and welfare of all employees, including those experiencing symptoms brought on by andropause. Therefore, reasonable adjustments would be considered for all males that disclose that they are experiencing the andropause, on a case-by-case basis.

Before 2021, menopause related absence was not centrally recorded, therefore the Health Board holds no data prior to 2021. The recorded data extracted from Electronic Staff Record (ESR) in relation to menopause related absence since 2021 is contained in the table below.

Year	Number of Menopause related absences
2021	2
2022	4
2023	5

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Rydym yn croesawu gohebiaeth yn Gymraeg a byddwn yn ymateb yn Gymraeg heb oedi.
Bwrdd Iechyd Prifysgol Aneurin Bevan yw enw gweithredol Bwrdd Iechyd Lleol Prifysgol Aneurin Bevan.

Dyfodol Clinigol
Clinical Futures

Aneurin Bevan University Health Board
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We welcome correspondence in Welsh and we will respond in Welsh without delay.
Aneurin Bevan University Health Board is the operational name of Aneurin Bevan University Local Health Board.

In accordance with the All-Wales Policy, risk assessments should also be undertaken to consider the specific needs of individuals going through the menopause and ensure that the working environment will not make the symptoms worse. However, we are unable to provide this data as this is not recorded centrally. This means that we would need to search individual staff records to obtain this information. We have established that it would take in excess of 18 hours to access this information and therefore exceeds the appropriate costs limit under Section 12 of the Freedom of Information Act 2000, which is currently £450. This is not an exemption which requires us to consider the application of the public interest test.