

Reference:	FOI.13499.24
Subject:	Menopause/Andropause Policy
Date of Request:	2 January 2024

Requested:

1. Under the Freedom of Information Act please could I get a copy of your current Menopause Policy.
2. If you have a separate Andropause Policy please could I get a copy.
3. 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.

Response:

1. Hywel Dda University Health Board (UHB) has applied an exemption under Section 21 of the Freedom of Information Act 2000 (FoIA), as the information requested is accessible by another means. The following policy is available on the UHB's website:

- Policy 786 – All Wales Menopause Policy

For ease of reference, please click on the link provided overleaf, which will take you directly to the policies and written control documents webpage:

[Policies and written control documents - Hywel Dda University Health Board \(nhs.wales\)](#)

2. The UHB does not hold a separate Andropause Policy.
3. The UHB does not record cases managed under the Menopause Policy. However, the UHB can confirm that there have been no referrals to the Occupational Health Service in relation to Andropause.