

Reference:	FOI.6843.21
Subject:	Menopause in the workplace
Date of Request:	7 September 2021

Requested:

1. Please could you tell me how many complaints relating to the Menopause, if any, have been made against the health board by staff members in the last 3 years? (2019, 2020, 2021 until the most recent figures.)
 - a. What was the nature of the complaint - e.g. discrimination, unfair dismissal
2. Please provide the Health Board's Menopause Policy if you have one.

Response:

1. Hywel Dda University Health Board (UHB) confirms that no complaints regarding menopause were made during the calendar years requested.
2. The information requested is already within the public domain and therefore, the UHB has applied an Exemption under Section 21 of the Freedom of Information Act 2000 (FoIA), as the information is accessible by another means. The All Wales Menopause Policy is available on the UHB's website.

For ease of reference, please click on the attached link, which will take you directly to the policy:

<https://hduhb.nhs.wales/about-us/governance-arrangements/policies-and-written-control-documents/policies/all-wales-menopause-policy/>