

Reference:	FOI.15135.24
Subject:	Policies
Date of Request:	27 August 2024

Requested:

I am making a freedom of information request regarding the existence (or not) of Hywel Dda policies on the following topics:

- a. NHS Management of stress in the workplace
- b. NHS Occupational Health procedures for management of sickness
- c. NHS Counter fraud policies
- d. NHS policy on recovery of overpayment or underpayment

Please could you provide me with copies of the policies and also let me know if you follow All Wales versions of these policies?

Response:

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

- a. Policy 340 – Staff Psychological Wellbeing Policy
- b. Policy 768 – All Wales Managing Attendance at Work Policy
- c. Policy 815 – Counter Fraud, Bribery and Corruption Policy
- d. Policy 002 – Underpayments and Overpayments of Salary Policy

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

[Policies and written control documents - Hywel Dda University Health Board \(nhs.wales\)](https://www.nhs.uk/policies-and-written-control-documents-hywel-d-da-university-health-board)

Please note that the policy identified in response to question b is an All Wales policy adhered to by the UHB.