

FOI_1186_2023-24 – FOI Request Concerning – Fertility Treatment & Support for Staff

1. Please provide the name of your NHS Trust

Solent NHS

2. Do you have a specific policy for employees undergoing fertility treatment?

a) if so, please provide a copy.

b) if not, please advise which policy this is covered by, and provide an extract of the relevant section.

Special Leave Policy

5.18 LEAVE TO ATTEND FERTILITY TREATMENT APPOINTMENTS 5.18.1

Employee's undergoing treatment or supporting their partners undergoing treatment will be entitled to paid time off, up to a maximum of three days in any rolling twelve months period to attend appointments and treatment (pro rata for part time staff). Special Leave Policy Page 12 of 24 Version 1 5.18.2 Staff must give their manager advanced notice and evidence of the appointments. 5.18.3 It is recognised that further time off may be required and in this event staff should have an open discussion with their manager with regard to covering and making up the time. 5.18.4 Any sickness or ill health resulting from the treatment will be treated in accordance with the Sickness Absence policy.

3. Do you provide paid leave for employees undergoing fertility treatment?

Yes

4. How many days paid absence are employees entitled to for fertility treatment?

This would be different for each individual and come under Flexible Working

5. How is the absence recorded (i.e., sick leave, special leave, other, etc.)?

Special Leave

6. What wellbeing support is available for employees undergoing fertility treatment?

There is no specific support for Employees, but all staff are able to self refer to the HWB Team who would provide individualised support

7. What guidance is available for managers to help them support and manage employees undergoing fertility treatment?

There is no specific advice, but managers are able to complete a managers referral to OH to support staff with any reasonable adjustments