

FOI 061/2023 Response

1. Please provide the name of your NHS Trust

Birmingham and Solihull Mental Health Foundation NHS Trust.

2. Do you have a specific policy for employees undergoing fertility treatment? if so, please provide a copy.

The Trust do not currently have a specific policy in relation to employees undergoing fertility treatment.

However we do have a Family Leave Policy which references to staff members being able to take leave for Fertility Treatment.

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

The Trust's Family Leave Policy has the following sections around Fertility treatments:

“ Employees undergoing fertility treatment Employees who are undergoing IVF or other fertility treatment are entitled to take paid leave to undergo treatment.

Pre-treatment appointments and counselling sessions provided as part of the IVF process should be taken as medical appointments.

You should discuss the situation with your manager who may be able to offer alternative suggestions to assist individuals during their treatment depending on their circumstances”.

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

Yes – please refer to the response provided in question 3.

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

The Trust is unable to identify absence cause due to Fertility and therefore cannot provide the requested information.

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

Fertility treatment is treated as paid leave for medical appointments, as per any other medical appointment. It is classed as paid authorised leave for medical appointments.

7. How many employees have had paid time off for fertility treatment in the last 3 financial years (2020-21, 2021-22, 2022-23).

The Trust is unable to identify absence taken due fertility and therefore cannot provide the requested information.

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

Staff members can access People Asset Management (PAM) OHIO for additional support.

(PAM) is a commissioned occupational health and wellbeing services that support staff member's physical and mental health both inside and outside of work.

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

There is support and guidance for managers and employees in the Trust Family Leave policy. There are also health and wellbeing services available via referrals to Occupational Health