

## Freedom of Information Act 2000 disclosure log entry

### Reference

23-24053

### Date response sent

15/05/23

### Subject

Fertility Treatment Leave of Absence

### Details of enquiry

1. Please provide the name of your NHS Trust
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.
3. Do you provide paid leave for employees undergoing fertility treatment?
4. How many days paid absence are employees entitled to for fertility treatment?
5. How is the absence recorded (i.e., sick leave, special leave, other, etc.)?
6. How many employees have had paid time off for fertility treatment in the last 3 financial years (2020-21, 2021-22, 2022-23).
7. What wellbeing support is available for employees undergoing fertility treatment?
8. What guidance is available for managers to help them support and manage employees undergoing fertility treatment?

### Response sent

1. Please provide the name of your NHS Trust  
**The Tavistock and Portman NHS Foundation Trust**
2. Do you have a specific policy for employees undergoing fertility treatment?  
**No**
  - a. if so, please provide a copy.  
**N/A**
  - b. if not, please advise which policy this is covered by, and provide an extract of the relevant section.  
**This is not currently covered by any of our policies.**  
**Should this situation arise, it would be for the line manager to discuss with one of the HR business partnering team on a case by case basis. We are, however, reviewing all of our policies and we are planning to include in our revamped parental leave policy.**
3. Do you provide paid leave for employees undergoing fertility treatment?  
**We do not provide this.**
4. How many days paid absence are employees entitled to for fertility treatment?  
**We do not provide this.**
5. How is the absence recorded (i.e., sick leave, special leave, other, etc.)?

This will vary depending on how the manager has classified the absence on their monthly absence return.

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

We do not hold this data.

7. What wellbeing support is available for employees undergoing fertility treatment?  
Managers can refer employees to our occupational health provider and we also have an employee assistance programme available to all staff.

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

At present, we do not have any guidance, but managers can access support from one of the HR business partnering team