

Report of the Chief Executive

MENOPAUSE IN THE WORKPLACE POLICY

1. Purpose of report

To consider the introduction of a Menopause in the Workplace Policy.

2. Detail

The Council recognises that appropriate support and guidance should be offered to employees experiencing the menopause.

In order to create a policy outlining how the Council will implement this, the HR Manager sought guidance from Gedling Borough Council – who have already created and implemented their own policy.

In principle, the policy is intended to provide employees assurance and support, whilst also providing Managers with guidance on how to do this practically. There is a clear outline of the expectations of Managers in their duty to support women experiencing the menopause or menopause-symptoms where the overriding purpose is to act in a caring and supportive way.

Any medical information contained in the report has been taken from the NHS and nothing has been assumed. It is also acknowledged that the menopause can affect women in different ways and range from short to longer term.

In order to facilitate this support, the Attendance Management Policy (p.14 9.3 – Adjusting Trigger Levels) has already been amended to include reducing trigger points for ‘longer term conditions’ of which menopause-related illness would be covered by. Other existing policies and support mechanisms may also be used to provide additional support, such as the Council’s Flexi-Time Working Policy, Occupational Health and the Employment Assistance Programme (PAM Assist).

There are a number of legislations which cover this policy including the Health and Safety at Work Act 1974 – which are outlined at the end of the policy.

Recommendation

The Local Joint Consultative Committee is asked to RECOMMEND to the Personnel Committee that the introduction of a Menopause in the Workplace Policy be approved.

Background papers

Nil