



Príomhoifigeach Daoine

Feidhmeannacht na Seirbhísí
Sláinte Ospidéal Dr. Steevens',
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Chief People Officer

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To:

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- Each Regional Executive Officer**
- Each National Director**
- Each Assistant National Director HR**
- Each Assistant Chief Finance Officer**
- Each Hospital Group CEO**
- Each Hospital Group Director of HR**
- Each Chief Officer CHOs**
- Each Head of HR CHOs**
- Head of HR, PCRS**
- Each CEO Section 38 Agencies**
- Each HR Manager Section 38 Agencies**
- Each Employee Relations Manager**
- Each Group Director of Nursing & Midwifery**
- Each Group Director of Midwifery**
- Each Clinical Director**
- Director National Ambulance Service**

From: Anne Marie Hoey, Chief People Officer

Date: 17th April 2024

Subject: HR Circular 007/2024 – HSE Menopause Policy

Dear Colleagues

The [HSE Menopause Policy](#) comes into effect from **10th April 2024**. The focus of the policy is on supporting employees who are experiencing or who may, in the future, experience menopausal symptoms which impact on them at work. It aims to give guidance to managers and employees on how to be supportive of employees with menopause related concerns, with a focus on awareness and support in the workplace.

The Women's Health Taskforce was established by the Department of Health to improve women's health outcomes, and experiences of healthcare, in September 2019. Inputs from this informed the [Women's Health Action Plan 2022 – 2023](#). As part of these recommendations state organisations were advised to develop and implement a Menopause in the Workplace Policy by the 30th June 2024. The HSE

Menopause Policy has been based on the [Civil Service Menopause in the Workplace Policy Framework](#) which issued in October 2023.

Two educational training modules have been developed for HSeLanD to support implementation of the policy

- an information module for all employees and
- a managers module detailing how to support employees who have symptoms impacting them at work.

They can be accessed at <https://www.hseland.ie/>

There is a dedicated webpage on menopause in the staff section of the HSE website. This webpage contains further information, supports and resources for employees and is available [HERE](#) .

Please ensure that this Circular is brought to the attention of all relevant managers and employees in your area of responsibility.

Queries

For further information on menopause symptoms and treatment please refer to the [HSE menopause webpage](#).

Queries from individual employees or managers regarding the HR aspects of the policy should be referred to local HR Departments/Employee Relations Departments. Please note that the National HR Help Desk is also available to take queries on 1800 444 925 or email: ask.hr@hse.ie.

Queries from HR Departments on the HR aspects of this policy may be referred to National Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2 Tel: 01 6626966, Email: info.t@hse.ie.

Yours sincerely



Anne Marie Hoey
Chief People Officer