

2025.06.24

3.17 Deputy L.M.C. Doublet of St. Saviour of the Chair of the States Employment Board regarding support for women's health conditions among public sector employees (OQ.138/2025):

Will the chair please advise how the Government is supporting States employees who are experiencing symptoms of menopause, perimenopause or conditions such as P.M.D.D. (Premenstrual Dysphoric Disorder), P.C.O.S. (Polycystic Ovary Syndrome) and endometriosis?

Deputy L.J. Farnham of St. Mary, St. Ouen and St. Peter (Chair, States Employment Board):

With the permission of the Deputy, Deputy Ferey, the vice-chair of the board, will answer the question.

Deputy M.R. Ferey of St. Saviour (Vice-Chair, States Employment Board - rapporteur):

I thank the Deputy for the question. Government employees experiencing menopausal symptoms or the other conditions, as the Deputy outlined, are encouraged to talk to their line manager or the well-being team to ensure appropriate support can be made available. This includes provision of flexible working and, if needed, a referral to our Occupational Health Service. Support is available for all employees experiencing these symptoms, who have a medical condition, through the 24/7 employee assistance programme which is called Be Supportive and through the Health at Hand, which provides them with direct access to a medical professional to discuss their concerns. The Government continues to progress support and understand through building an open and inclusive culture to normalising menstruation in the workplace, through supportive discussions and open dialogue. This is not only key in supporting States employees but acts as a model for the private sector. The Government is a committed menopause-friendly employer, having signed the employer pledge and has implemented things like continuous face-to-face online events to promote awareness around menopause, with championed inclusive culture and in changing sexism and ageism and derogatory comments by publishing articles on OurGov around menopause and women's experiences and testimonials. We have updated our sickness absence policy with a new code for menopause and we have created menopause guidelines for leaders and employees.

3.17.1 Deputy L.M.C. Doublet:

Is there a policy for all of the conditions mentioned in my initial question? How are these policies communicated to employees across the States of Jersey? Are these policies being implemented consistently for different types of employees and in different workplaces?

Deputy M.R. Ferey:

I thank the Deputy for that additional question. Yes, the policies are universal across those conditions that the Deputy mentions. We are also fortunate in the health team to have an expert on endometriosis in particular who has worked for the Oxford Care Centre for endometriosis. We have the expertise available in Jersey. Training is taking place for menopause and mental health, myths around menopause, menopause and nutrition and there are lots of other initiatives going around the whole of the States to highlight the issue and to point people who are experiencing symptoms in the right direction for help.

Deputy L.M.C. Doublet:

Sir, could the Minister respond to the part of my question, how are these policies communicated to all employees?

The Deputy Bailiff:

Yes.

Deputy M.R. Ferey:

Yes, through the relevant leaders of each of the sections where people work.

The Deputy Bailiff:

Thank you, Vice-Chair. Question 18, Deputy Andrews will put to the Chief Minister. Deputy Andrews.

Deputy R.S. Kovacs of St. Saviour:

I also have a question.

The Deputy Bailiff:

Sorry, forgive me. Sorry, did you want to say something? Forgive me.

Deputy R.S. Kovacs:

I was still having a question but ...

The Deputy Bailiff:

Yes, perhaps you missed me. I said that in view of the fact that we have got 6 questions left and only 20 minutes, we will only have time for the questioner and their supplementary question.