

Our ref: IG/FOI/FOI.191.25

19 February 2025

Sent via email to: [REDACTED]

Dear [REDACTED]

## Request under the Freedom of Information Act 2000

I write further to your request for information, which was received on 4 February 2025, to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) does hold the information that you require. For ease of reference your request is set out below and my response follows.

### Your Freedom of Information (FOI) Request:

1. What support do you offer STAFF internally within the NHS, who have received a diagnosis of Autism, who are considered to be on the Autistic Spectrum (Neurodiverse)? This would also include ADHD.
2. If any member of staff, full/part time, paid/volunteer is diagnosed, for example by say Autism Services Carmarthen NHS (or your equivalent) as having any of the above, and they find a group such as ours which meets twice a month, would they be allowed the time off to attend such a group ?
3. If the answer to 2. above is no, why not?

### Powys Response:

Q1. I can confirm support will often be tailored to individual circumstances with advice sought from the internal Occupational Health Team on adjustments that are specific and relevant to that individual and their role. Powys Teaching Health Board (PTHB) also has an Equality, Diversity & Inclusion lead that can provide advice to managers and staff where required. Support to individuals will also need to be considered in the context of the relevant policy, based on the scenario. In addition to this, the organisation has developed additional support for managers and staff in the form of:

- A neurodivergent staff network.
- Guidance on reasonable adjustments.

Pencadlys  
Tŷ Glasbury, Ysbyty Bronllys,  
Aberhonddu, Powys LD3 0LU  
Ffôn: 01874 711661



Headquarters  
Glasbury House, Bronllys Hospital  
Brecon, Powys LD3 0LU  
Tel: 01874 711661

- A “reasonable adjustment passport” for help staff and managers hold structured discussion around the needs of the individual and balancing that with the needs of the service.
  - Identification of Neurodiversity training where necessary.

Q2. Staff can attend the meetings of the neurodivergent staff network within working hours. Attendance of other groups would depend on the circumstances of the request and whether the attendance at the group was part of a programme of care. Page 61, Section 3.0 of the All Wales Managing Attendance at work policy states the following in relation to Disability/Health and Wellbeing Condition Leave.

**"3.0 Disability / Health and Wellbeing Condition Leave**

*Disability / Health and Wellbeing Condition leave is reasonable paid time off for a reason related to someone's known health and wellbeing condition and /or disability as part of a programme of care. Disability / Health and wellbeing condition leave is not disability related sickness absence. Effectively, it is a form of special leave and will usually be requested by the employee and approved by the manager in advance. Disability/ Health and wellbeing condition leave should be recorded on ESR. Typical examples of Disability / Health and wellbeing condition leave may include regular hospital and medical appointments / treatments / follow up assessments in respect of a known disability / health and wellbeing condition. Disability leave will typically apply to part, or the whole, of one working day"*

Paid and unpaid time off can also be requested through annual leave, unpaid leave and Time Owing in Lieu (TOIL).

Q3. Not applicable.

Under the terms of the Health Board's Freedom of Information procedure, individuals seeking access to recorded information held by the Health Board are entitled to request an internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request, please contact us directly at the address below or register your complaint via [Powys.foi@wales.nhs.uk](mailto:Powys.foi@wales.nhs.uk)

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 0330 414 6421.

Yours sincerely



**Mark McIntyre**  
**Deputy Director for People and Culture**

Rydym yn croesawu derbyn gohebiaeth yng Nghymraeg. Byddwn yn ateb y fath ohebiaeth yng Nghymraeg ac ni fydd hyn yn arwain at oedi.

We welcome receiving correspondence in Welsh. We will reply to such correspondence in Welsh and this will not lead to a delay.