

Helping your employees with
M E N O P A U S E



Understanding the menopause

The menopause occurs as a woman reaches the end of her reproductive life. It is a natural part of ageing and the average age for the onset of the menopause in the UK is 51 years. It is retrospectively diagnosed and is defined as having one year or more of no periods if over 50 years old, and two years or more of no periods if over 45 years old.

Symptoms can precede the menopause by several years. Common symptoms include hot flushes, night sweats, menstrual irregularities and vaginal dryness, as well as a great variety of effects on physical and mental wellbeing. These arise in the perimenopausal and postmenopausal phases, which may have a very significant impact on quality of life.

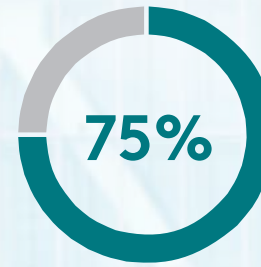
An increasing number of women worldwide are living at least a third of their lives in the postmenopausal state. To their benefit, a dialogue is gradually emerging that is demystifying the issue. Hormonal and nonhormonal therapies have advanced in the past 30 years, including the synthesis of female hormones identical to those produced in nature. Unfortunately, no entirely satisfactory therapy is available, so the search for complementary options and understanding how best to help continues.



Around three quarters of all women will experience some symptoms of the menopause, and at least half of which will experience significant effects on the quality of their personal and social life.



Did you know...



of women state menopause symptoms affect them at work



How does the menopause affect the work life?

Some menopausal symptoms can be stressful to deal with in and out of work. Recent survey results relating to women of menopausal age are below:

- Up to **50% of women** in Great Britain go through the menopause without consulting a health care professional.
- It is estimated that **4.3 million women** aged 50 and over are in employment.
- Over the last 30 years, the proportion of women aged 55 to 59 in UK employment has gone up from **49% to 69%**, and for women aged 60 to 64 from **18% to 41%**.
- According to the Faculty of Occupational Medicine (FOM), **8 out of 10** menopausal women are in work.
- FOM discovered that **most women don't feel comfortable** talking about their menopause with their line managers.
- Women are **passing up promotions or reducing their hours or leaving their jobs** due to symptoms, resulting in a loss of talent and experience. (1 in 4 consider this according to the Wellbeing of Women survey 2016).

The menopause has been regarded as a taboo subject, especially at work. But this is changing as employers gradually acknowledge the potential impact of the menopause on women and become aware of the simple steps they can take to be supportive.



HOW CAN YOU HELP AN EMPLOYEE WITH MENOPAUSE IN THE WORKPLACE?

The majority of women are unwilling to disclose menopause-related health problems to their line managers. To help, the following points should be considered:



Provide training for managers to have an understanding that the menopause can present difficulties for many women at work.



Review control of workplace temperature and ventilation and see how they might be adapted to meet the needs of individuals. This might include providing a desktop fan in an office, or locating a workstation near an opening window or away from a heat source.



Offer flexible working hours or shift changes. Sleep can be disturbed during menopause, so later start times might be helpful.



Provide access to cold drinking water in all work situations, including offsite venues.



Ensure access to washroom facilities and toilets, including when travelling or working in temporary locations.



Where uniforms are compulsory, flexibility is helpful. This might include the use of thermally comfortable fabrics, optional layers, being allowed to remove neckties or jackets, as well as the provision of changing facilities.



Provide educational sessions and workshops.



SUPPORTING YOUR EMPLOYEES

GP appointments

Your employees can have same-day, 30-minute appointments with GPs who have additional training within women's health and menopause. Many are registered with the BMS (British Menopause Society).

Your employees will get a personalised care plan tailored to their needs, HRT prescription if required, and onward referral to a consultant gynaecologist if needed.

Educational sessions

We work with some of the UK's most eminent doctors, psychologists, dietitians and wellbeing specialists, we bring this experience to offer menopause specific events, such as:

- Webinars
- Menopause cafés
- Line manager support

Our educational sessions are entirely designed to suit employer and employee needs. We can deliver them to a small handful of people, a team of managers or the whole workforce.



HOW WE CAN SUPPORT YOU

Clinical advisory service

Our doctors are available to help you make the best decisions for the health and wellbeing of your employees and the organisation. We can:

- Provide access to the latest and most accurate clinical guidance.
- Answer queries by our clinical advisors who are experienced in corporate and organisational healthcare.
- Provide advice on your company HR policy and employee communications, including a clinical review.

Connect with us



Our group

The Harley Street Clinic

The Lister Hospital

London Bridge Hospital

The Portland Hospital

The Princess Grace Hospital

The Wellington Hospital

The Wilmslow Hospital

Private Care at Guy's

HCA UK at University College Hospital

The Christie Private Care

The Harborne Hospital

HCA UK Laboratories

HCA UK Primary Care

Sarah Cannon Research Institute

Roodlane Medical

Blossoms Healthcare