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Menopause and the Workplace

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Survey results

Overview of menopause - symptoms, what can help, resources

Menopause and the workplace

NHS England guidance

Menopause and the law

Menopause friendly workplaces



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Survey results

- 17 responses
- average confidence rating 3.5/5 (where 5 is very confident)
- 76% no training supporting colleagues experiencing menopause
- 53% not aware of NHS England guidance on supporting staff
- 64% no menopause policy in place for staff.



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What do the terms mean? Menopause, perimenopause, early menopause, POI, surgical menopause

When will it happen? 51 on average

How long will it last? 4-8 years on average

How will it start? Suddenly, gradually

Cultural differences are important to remember





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The most common perimenopause

- longer heavier period with less of a gap between periods
- worsening PMS
- more anxiety about the everyday
- brain fog, altered concentration
- less sleep, fatigue
- joint pain
- headaches
- vaginal dryness & soreness
- extra weight around the tummy
- hot flushes and night sweats.





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At least 75% people experiencing menopause will experience symptoms.

Symptoms vary person to person, and over time.

The effects on mental health can be life changing and life threatening.

Symptoms affect those experiencing menopause and also partners, family members and colleagues.





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No two experiences are the same

- “I really thought I had dementia”
- “I thought I was depressed”
- “I sailed through mine”
- “I was just so relieved that my periods stopped, I don’t really remember much else”
- “I have never known tiredness like it”
- “It was so gradual it took me ages to notice something was wrong”





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What can help menopause symptoms?

Recognising what is happening

Reliable information

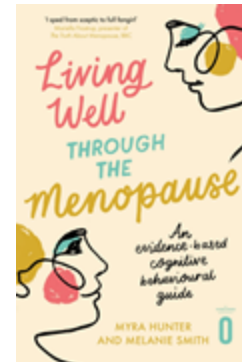
Support from others

Lifestyle - sleep, nutrition, movement, rest

Minimising stress

HRT, local HRT

Non-hormonal treatments





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What menopause resources can I signpost people to?

[BMS](#) & [Women's Health Concern](#) leaflets

[Rock my menopause](#)

QR code for a leaflet from [Menopause Support](#)

POI - [Daisy Network](#) & [Dr Short's book](#)

[Black Women in Menopause](#)

[Queer menopause](#)



Menopause
matters



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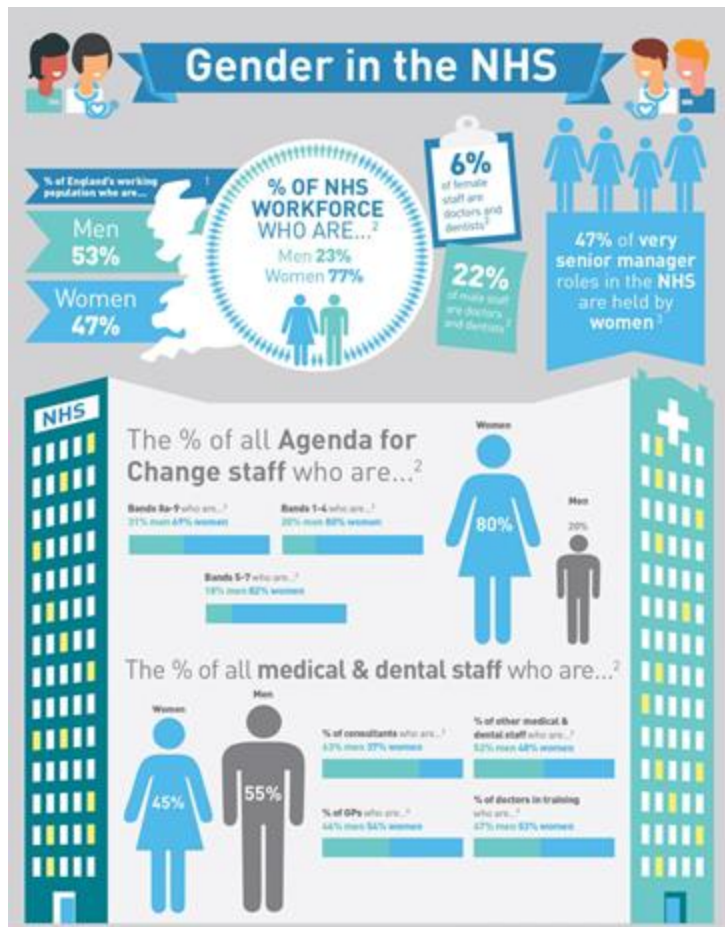
Menopause and the workplace

- 10% women have left work in the UK due to menopause
- 14% have reduced their hours
- 26% have taken time off because of menopause symptoms.

[Fawcett society report](#)



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Menopause & the NHS

Nearly 50% NHS workforce are women aged 45-64.

60% say menopause has a negative impact on work

The right support can

- reduce the impact on health & wellbeing
- help retain experienced people.



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BMA report: Challenging the culture on menopause for working doctors

90% said symptoms impacted their working lives.

“I feel there is still a stigma in medicine about admitting that you are struggling.”

“I suffer attacks of low confidence which makes me question my worth and ability to do my job. When coupled with the symptoms, I have often felt like giving up.”

BMA

**Challenging the culture
on menopause for
working doctors**



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What is the impact of menopause in your organisation?

Are you confident employees would let you know of a menopause-related absence?

Do you record menopause-related absences?

There is [national guidance](#) for organisations that use electronic staff records.

In primary care we need a bespoke approach.

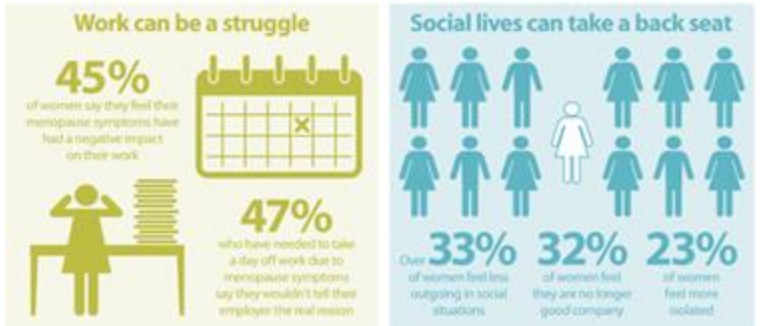
BRITISH MENOPAUSE SOCIETY FACT SHEET

Information for GPs and other healthcare professionals, for women and for media

A woman's relationship with the menopause is complicated...



Three quarters of women in the United Kingdom say that the menopause has caused them to change their lives and more than half say it has had a negative impact on their lives."



"Menopause is an entirely natural but sometimes difficult period affecting 51% of the population. But this is not a time to step down, step back or step out of working life. Women over 50 are the fastest growing demographic in the workplace & when employers provide education & allyship which creates cultural change those women can go on to have arguably the most productive & fulfilling time in their careers."


Department
for Work &
Pensions



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“No Time to Step Back”

The Government’s Menopause
Employment Champion.

Introducing

Helen Tomlinson

Menopause Employment
Champion





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People Promise



Classification: Official

Publication reference: PR1329



Supporting our NHS people through menopause: guidance for line managers and colleagues

28 November 2022, Version 1

[NHSE guidance](#)

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“When we get it right for women, everyone benefits, both in the workplace and beyond.”

Prof Dame Lesley Regan
Chair of Wellbeing of Women



NHS England have signed the [Wellbeing of Women Menopause pledge](#)



#MenopauseWorkplacePledge

In partnership with



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“Women are supported to remain in the workplace during the menopause, and employers are well-equipped to support their workforce during the menopause. Employers are encouraged to implement evidence-based workplace support for the menopause, including introducing workplace menopause policies”



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Department
of Health &
Social Care

Policy paper

Women's Health Strategy for England

Updated 30 August 2022



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CIPD advice

- open up culture
- provide information
- develop supportive framework
- treat employee with menopause symptoms in same way as someone with long-term health condition
- educate and train line managers.

CIPD
Championing better
work and working lives

MANIFESTO
FOR MENOPAUSE
AT WORK





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Faculty Occupational Medicine guidance

- training for employees and managers
- open discussions
- flexible hours, breaks, shift changes
- fans, windows, cold water
- flexibility with uniforms.

Guidance on
menopause
and the
workplace





BMS Menopause and the workplace guidance

- raise awareness for all staff, not just those going through menopause
- reflect on workplace culture
- consider menopause policy, tailor this to meet the needs of your organisation
- review support available
- consider physical environment.

BRITISH MENOPAUSE SOCIETY Tool for clinicians

Information for GPs and other health professionals

1 of 4

Menopause and the workplace
guidance: what to consider



This factsheet provides a 'how to' guide for employers and relevant staff within organisations that are considering writing their own guidance on the menopause.



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Menopause and the Law

Health and Safety Act 1974

For staff affected by the menopause this includes:

- ensuring menopause symptoms are not made worse by the workplace or its work practices
- making changes to help staff manage their symptoms when doing their job.

[Menopause and the law: Menopause at work - Acas](#)

acas working
for everyone



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Menopause and the Law

Equality Act 2010

Protected characteristics – age; sex; disability.

Not menopause.

There are an increasing number of employment tribunals related to menopause with women winning cases regarding discrimination around age, disability and sex.



**The Equality Act,
making equality real**



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What could you do to be a menopause friendly workplace?

Policy - definitions, symptoms, impact on work, open culture, legal issues & duty of care, work adjustments, sources of support

Culture - open conversations, events, coffee room chat

Training - managers and employees, menopause champions

Clothing - layers, extra sets, breathable materials

Facilities - fans, air con, cold water, bathroom breaks, quiet area

Flexible working





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Menopause champions

Raise awareness of symptoms & how they can affect work

Arrange training events

Help advise managers

Can provide 1:1 support

Provide practical advice, self-care and lifestyle tips

Signpost to other resources including information, lifestyle, medical support.





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[NHS National Menopause Programme support](#)

Free access to health and wellbeing apps and coaching.

- [Headspace](#)
- [Unmind](#) - sleep course, [menopause course](#), yoga, nutrition
- [Coaching support](#) for those working in primary care



[Staff mental health and wellbeing hubs](#) - nothing for BNSSG..

[Project 5](#) offers free psychological support for staff experiencing stress & burnout

[BMA](#) offers members and their partners up to 6 sessions free counselling

Avon LMC [COPE scheme](#) & [safehouse](#)



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What will your next steps be?





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What will your next steps be?

Menopause in the Workplace Self-assessment Tool

- Policy with details of local support available
- Culture - menopause awareness session for staff
- Training
 - [eLFH menopause awareness module](#)
 - [webinar from NHS Employers](#)
 - appointing a menopause champion
- Review clothing and facilities
- Flexible working
- Recording menopause-related absence



Menopause and the Workplace Webinar Feedback Form



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Thankyou for listening.

Please complete this short form to give some feedback on the webinar.

Clinician menopause network and events coming soon.