

# Menopause

## Workplace Support

Menopause is a natural biological process that marks the end of menstruation and reproductive years in a woman's life. It is diagnosed after 12 consecutive months without a menstrual period and usually occurs between the ages of 45 and 55, with the average of 51 years.



## Stages of Menopause

### » Perimenopause

The transition period leading up to menopause, which can last several years. Hormone levels fluctuate, and symptoms may begin to appear.



### » Menopause

The point at which a woman has not had a menstrual period for 12 months.

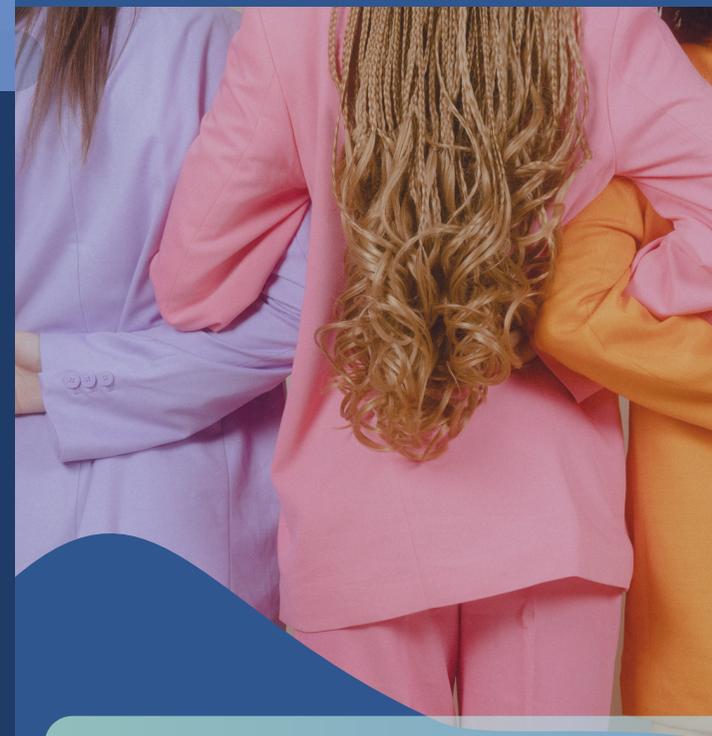


### » Postmenopause

The years after Menopause, during which symptoms may continue but often lessen over time.



Some individuals may experience early menopause (before 40) due to medical conditions or surgery.



## Diagnosis

Perimenopause and Menopause can often be diagnosed based on symptoms.

In some situations, blood tests may be helpful to rule out other conditions with similar symptoms. However, for most women aged 45 and over, hormone level tests are not routinely needed to confirm Perimenopause or Menopause.

# Signs + And Symptoms

## Common Symptoms

Menopause is a unique experience for every woman, and there is no single pattern that applies to all. The symptoms, as well as their intensity and how long they last, can vary greatly from person to person. Some women may only experience mild changes, while others might find their daily lives more noticeably affected. It is also common for symptoms to fluctuate over time, easing or becoming more pronounced at different stages.

### Physical

- Hot flushes
- Night sweats
- Palpitations
- Fatigue
- Joint pains
- Headaches
- Poor sleep
- Weight gain
- Itchy skin

### Psychological

- Irritability
- Emotional
- Low mood
- Heightened anxiety
- Poor concentration or memory lapses ('brain fog')

### Genital & Urinary

- Vaginal dryness
- Vaginal discomfort
- Painful sex
- Frequent urination

# Managing symptoms

## Lifestyle Changes

- Eating a healthy diet
- Regular Exercise
- Aiming for a healthy weight
- Not smoking
- Limiting Alcohol
- Limiting Caffeine
- Focusing on relaxation methods e.g Yoga, Meditation etc

## Medical & Therapeutic Support

- Hormone Replacement Therapy (HRT)
- Non-hormonal treatments
- Cognitive Behavioural Therapy (CBT)
- Herbal therapies (A GP should always be consulted)

## Next Steps

### If you are experiencing symptoms:

- **Log your symptoms** - To help identify patterns and support needs.
- **Speak to someone** - Such as your manager, HR representative, or a wellbeing officer (if available within your organisation).
- **Book an appointment** - With the Well Woman Clinic or your GP.
- **Access training and resources** - To better understand available support.



## Reasonable Adjustments

Every organisation should be committed to ensuring they have a respectful, understanding and inclusive environment for anyone affected by Menopause.

**Reasonable workplace adjustments may include:**

- **Flexible working hours** for fatigue or poor sleep
- **Ventilation or uniform adaptations** for hot flushes
- **Quiet spaces** for managing headaches or anxiety
- **Task adjustment or use of memory aids** for brain fog
- **Support conversations** with line managers
- **Occupational Health referrals** where appropriate



## Guidance for Managers

Managers play a key role in creating an open and supportive culture. Some ways they can support employees experiencing Menopause include:

- Encourage respectful conversations about Menopause
- Schedule regular check-ins with employees experiencing menopause to offer ongoing support and provide a safe space to raise concerns or discuss changing needs.
- Be informed and proactive with reasonable adjustments
- Maintain confidentiality
- Attend training and raise team awareness

## Support in the Workplace



# Useful Resources

## Online Resources

To find out more about the benefits and risks of HRT, and other ways in which you can manage symptoms, please see the below:

- <https://www.womens-health-concern.org/help-and-advice/factsheets/>
- <https://www.rcog.org.uk/for-the-public/translated-patient-information/spanish/menopause-spanish/>
- <https://www.nhs.uk/conditions/menopause/>



## Menopause support contacts

### Routine GP

- For same day appointment call **20052441** between **08:15 - 11am**
- For an advanced appointment (up to 1 month in advance) call **20052441** between **11 - 3pm**

### Well-Woman Clinic GP

- Call **20007842** on Fridays at **11 am**.