

# menopause



**below are some useful links relating to support services and information about menopause**

## **National Institute for Health and Care Excellence (NICE) guidelines**

These explain how a GP will determine what types of treatments and interventions they can offer  
<https://www.nice.org.uk/guidance/ng23/ifp/chapter/About-this-information>

## **National Health Services**

This provides an overview of the menopause  
<http://www.nhs.uk/Conditions/Menopause/Pages/Introduction.aspx>

## **Getting the best from a GP appointment**

Gives guidance on speaking to your GP as well as tips for women  
<https://henpicked.net/how-to-talk-to-your-gp-about-menopause/>

## **Menopause information**

This provides an overview of menopause  
<https://www.rcog.org.uk/en/patients/menopause/>

## **Premature Ovarian insufficiency (POI)**

POI information and support on early menopause  
<https://www.daisynetwork.org.uk>

## **Information on hysterectomy**

This provides an insight into surgically induced menopause as a result of having a hysterectomy  
<https://www.hysterectomy-association.org.uk>

## **Henpicked**

This provides information on managing menopause and an insight into women's stories  
<https://henpicked.net/menopause/>

## **Balance app**

<https://www.balance-menopause.com/balance-app/>

## **Contact us**

**Email:** [cddft.occhealth@nhs.net](mailto:cddft.occhealth@nhs.net)

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**If you would like to receive this document in another format, please do not hesitate to contact us.**

**a guide for staff**

**why is supporting individuals with menopause important**

At Occupational Health we are passionate about the health and wellbeing of all of our staff. As part of this, we want to raise awareness of menopause: what it is, how people can be affected by it and looking at ways menopausal staff can be supported in the workplace. We want to create a culture where menopause can be talked about

**Menopause – what is it?**

Every person is different. Not every person will experience every symptom and some may not notice any at all. However, three out of four will, and one in four could experience severe symptoms.

Symptoms can be both physical and psychological, including;

- hot flushes
- night sweats
- sleep disturbance
- headaches or worsening migraines
- poor concentration or memory problems/brain fog
- depression
- anxiety
- panic attacks
- mood changes
- weight and skin changes
- urinary infections
- joint pain

**what are the symptoms?**

Some people barely notice the changes, while others may suffer from a range of symptoms. These can be physical, such as hot flushes sleeplessness, joint pains, and headaches, or psychological, such as anxiety, memory problems/brain fog, loss of confidence, depression and mood swings.

**how can I manage these symptoms**

There are a variety of medical and natural approaches to tackle the symptoms. We recommend that you look at the many and various sources of information available, some of which are listed at the end of this leaflet, to learn more and maybe speak to a GP to discuss any treatment you may need. This could include medical options or making some changes to your lifestyle.

**how will I be supported at work?**

Talk to your line manager confidentially to explore ways that they can support you, you can also agree any actions and or adjustments and how these can be implemented in your workplace. Agree a follow-up meeting with your line manager if needed.

If long term you feel that you may need more support, you could consider contacting your GP or ask your line manager to refer you to Occupational Health.

Some examples of adjustments;

Hot Flushes	<ul style="list-style-type: none"> <li>● Temperature control for their work area. This could include offering a desk fan</li> <li>● Permanent access to fresh drinking water</li> <li>● Access to a quiet room for breaks if their work involves long periods of standing or sitting, or a quiet area if they need to manage a severe hot flush</li> </ul>
Heavy Periods	<ul style="list-style-type: none"> <li>● Access at all times to washroom facilities</li> <li>● Ensure sanitary protection is available in toilets</li> </ul>
Headaches	<ul style="list-style-type: none"> <li>● Have access to fresh drinking water</li> <li>● Consider if there's a quieter space to work</li> <li>● Have a time out to take medication if needed</li> </ul>
Difficulty Sleeping	<ul style="list-style-type: none"> <li>● Consider our flexible working policy or informal arrangements to arrive later for work</li> <li>● Consider if working from home is an option</li> </ul>
Low Mood, Anxiety	<ul style="list-style-type: none"> <li>● Discuss with them their most appropriate sources of help, which could include their GP, 'Let's Talk'/Emotional Wellbeing Service, Occupational Health and/or the staff counselling service</li> </ul>
Loss of Confidence	<ul style="list-style-type: none"> <li>● Regular one-to-one discussions</li> <li>● Have protected time to catch up with work</li> </ul>
Poor Concentration/Brain Fog	<ul style="list-style-type: none"> <li>● Adjust working hours to fit times of the day when concentration is better</li> <li>● Review task allocation and workload</li> <li>● Provide list books, a note board or other memory-assisting equipment</li> <li>● Offer quieter space to work</li> <li>● Reduce interruptions if possible</li> <li>● Have protected time to catch up with work</li> <li>● Support in meetings if brain fog is experienced</li> </ul>