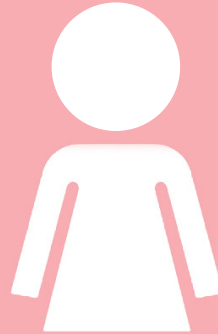




Humber Teaching
NHS Foundation Trust

Let's talk
about the
menopause



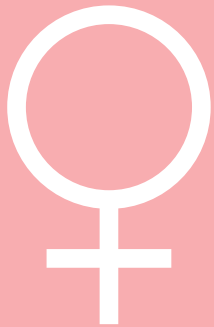
MENOPAIISE

A G U I D E F O R S T A F F



WHY IS SUPPORTING WOMEN WITH MENOPAUSE IMPORTANT TO HUMBER

At Occupational Health we're 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 women 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 openly and without embarrassment.



MENOPAUSE WHAT IS IT?

The menopause is a natural phase in every woman's life when her balance of hormones change and ultimately her periods stop.

Did you know?

- 51 is the average age women reach menopause.
- 8 out of 10 women of menopausal age are in work?
- 3 in 4 women experience menopause symptoms, 1 in 4 experience serious symptoms.
- 1 in 100 women reach menopause before the age of 40.
- 2 in 5 women said their menopause symptoms had been worse than they had expected.
- The majority of women are unwilling to disclose menopause-related health problems to their line managers.

WHAT ARE THE SYMPTOMS

Some women 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, 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?

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.

WHO TO CONTACT

Your GP

Contact your GP surgery if you're struggling with menopause symptoms or would like advice about any aspect of menopause to go:

<https://henpicked.net/how-to-talk-to-your-gp-about-menopause/> or

<https://www.nice.org.uk/guidance/ng23/ifp/chapter/About-this-information>.

Your line manager

If you feel your symptoms are affecting you at work and want to discuss how we can help talk to your line manager.

Occupational health

If you would like to speak about possible workplace adjustments, contact the occupational health team or ask your manager to refer you.

BELOW ARE SOME USEFUL LINKS RELATING TO SUPPORT SERVICES AND INFORMATION ABOUT MENOPAUSE

Sources of information

<https://henpicked.net/menopause/>

<https://www.nhs.uk/conditions/menopause/symptoms/>

<https://www.rcog.org.uk/en/patients/menopause/>

Sources of help

www.womens-health-concern.org/help-and-advice/factsheets/cognitive-behaviour-therapy-cbt-menopausal-symptoms

About HRT

<https://henpicked.net/hrt-facts/>

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