

Menopause Factsheet

Anyone can be affected by hormonal changes during their lives for a number of reasons, including pregnancy, fertility treatment, gender transitioning, conditions needing hormone treatment, and menopause. These can bring about symptoms which could affect a colleague at work.

Menopause is a stage in a woman's life and it's not something which is 'taboo' or off limits as a topic of conversation. We want all our colleagues to feel comfortable and supported at work.

Key points

- The average age for a woman to reach menopause is **51**, usually between 45 – 55. It can be **earlier** than this due to surgery, illness or other reasons.
- Every **woman experiences menopause differently**, both in terms of her symptoms and her personal preference in managing them.
- **3 in 4** women experience menopause symptoms, **1 in 4** experience serious symptoms.
- Menopause awareness is not just for women, it's for **all colleagues**.

What is menopause?

Menopause is a biological stage in a woman's life that occurs when she stops menstruating. Usually it is defined as when a woman has not had a period for 12 consecutive months.

Perimenopause is the time leading up to menopause when a woman may experience changes, e.g. irregular periods or other menopausal symptoms. This can be years before menopause.

Postmenopause is the time after menopause has occurred, starting when a woman has not had a period for 12 consecutive months and for the rest of her life.

When we talk about menopausal women we are referring to any of these stages.

What are the symptoms of menopause?

Hormonal changes can result in a wide range of symptoms, both physical and psychological, and the ones colleagues have said affect them most at work include:

- Hot flushes during the day or night
- Difficulty sleeping, insomnia or fatigue
- Low mood, depression or changes in mood
- Nervousness, worry or anxiety
- Reduced ability to concentrate or focus
- Problems with memory recall
- Migraines or headaches
- Aches and pains
- Irregular and/or heavy periods
- Urinary issues, e.g. increased frequency

Thinking about long-term health, too

It's important to think about long-term health too. As hormone levels decline, women need to take extra care about their wellbeing, in particular their heart and bone health.

Support for managing your menopause

We treat all conversations seriously and they are in complete confidence. If you feel that menopausal symptoms are negatively affecting you at work, then it's important to seek support.

Your GP	We would always recommend you visit your GP if you're experiencing menopausal symptoms or want to discuss long-term health. They can give advice on medical options, including HRT or other approaches to managing your menopause including diet and lifestyle changes. Here's more information to help you talk to your GP: https://henpicked.net/how-to-talk-to-your-gp-about-menopause/
Employee Assistance Programme (EAP)	This is provided by an external organisation. It is a totally confidential service and is available to all colleagues 24/7. It gives useful advice and counselling on a wide range of issues that may be affecting you at work or at home. You can contact them on 0800 027 7777 or 0330 123 9653 from mobiles with contract minutes. You can also visit the website

	<p>www.validium.com and then join the VClub. The user name is Colleague and the password is Sainsburys.</p> <p>You can find details of our EAP on OurSainsburys or Me@Work.</p>
Line Manager	<p>Talk to your line manager if you're experiencing symptoms that are getting in the way of you being at your best at work. Discuss what symptoms are affecting you in your role, and any support you would like while managing your symptoms. We know that symptoms can vary throughout menopause, these changes could be temporary and adapted as and when you need.</p>
Workplace Adjustments	<p>You might feel that some adjustments to your working environment or pattern will help with menopausal symptoms. As these will vary between individuals, please speak to your line manager to discuss the options.</p>
Occupational Health	<p>If needed your line manager may refer you to OHA.</p>

Where more help and advice is available

Our Sainsburys (on intranet)	<ul style="list-style-type: none"> · On myER advisor page · On the Wellbeing page · Time away from Work Policy · Mental Health Policy
NHS: menopause information	<p>This provides an overview of menopause. http://www.nhs.uk/Conditions/Menopause/Pages/Introduction.aspx.</p>
RCOG: Menopause information	<p>The Royal College of Obstetricians and Gynaecologists offer further information in a dedicated area of their website at: https://www.rcog.org.uk/en/patients/menopause/</p>
National Institute for Health and Care Excellence (NICE) guidelines.	<p>These explain how your GP will determine what types of treatments and interventions they can offer you. You can find out more information by using the following link https://www.nice.org.uk/guidance/ng23/ifp/chapter/About-this-information.</p>
Early menopause	<p>Premature Ovarian Insufficiency (POI) information and support on very early menopause. You can find out more at https://www.daisynetwork.org.uk</p>
Hysterectomies, oophorectomy information	<p>This provides an insight into surgically induced menopause as a result of having a hysterectomy. Further details can be found at https://www.hysterectomy-association.org.uk.</p>
Women's stories	<p>Henpicked. This site provides information on managing menopause, and an insight into women's stories (see https://henpicked.net/menopause/).</p>