

People Health and Wellbeing

Menopause Awareness - July 2022

What is the menopause?

The menopause is when an individual with a uterus stops having periods and is no longer able to get pregnant naturally. The menopause is a natural part of ageing that usually occurs between 45 and 55 years of age, as oestrogen levels decline. In the UK, the average age for an individual to reach the menopause is 51. But around 1 in 100 individuals experience the menopause before 40 years of age. This is known as premature menopause or premature ovarian insufficiency

Some symptoms associated with menopause

Most individuals will experience a range of symptoms, with the most common being: hot flushes, weight gain, changes in mood and night sweats. Some are unexpected such as: fatigue, lack on concentration, poor memory, painful joints, palpitations and more.

The severity and duration of these symptoms differs for each individual, and can have a significant impact. On average most symptoms last for around 4 years following your last period. However, 1 in 10 can experience them for up to 12 years. Around 8 in 10 will have additional symptoms before and after their period stops.

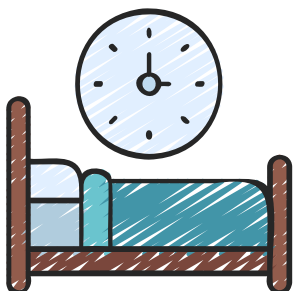
Managing menopause



Eat
healthily



Exercise
regularly



Stick to a
bedtime
routine



Try
calming
activities.



Join a
support
network

Support for employers and employees in the workplace

This includes policies to support colleagues as well as risk assessments for reasonable adjustments in the workplace:

- NHS Wales Menopause Policy
- NHS employers: Menopause and the workplace
- ACAS: Menopause at Work
- NICE guidance: Menopause: Diagnosis and Management (NICE guideline) and Menopause Quality standard (NICE)

EWS Sessions and further support available

- EWS Menopause Café and Awareness Sessions: These awareness sessions are monthly and emphasise the importance of becoming menopause aware in the workplace.

The café is an informal discussion with no pre-set agenda that is a non-judgmental space for people of all ages, genders, and backgrounds to talk about menopause. Information discussed during these sessions are confidential.

To book on to these sessions : Scan the QR code.



Self-referral to EWS service: please visit our website or call our office on 02921 844 465 to get a referral form.

Information and media

To access more information for Menopause support, click here.
You can also find out more via the Balance – Menopause Support App



July Wellbeing Workshops

Menopause Awareness workshop



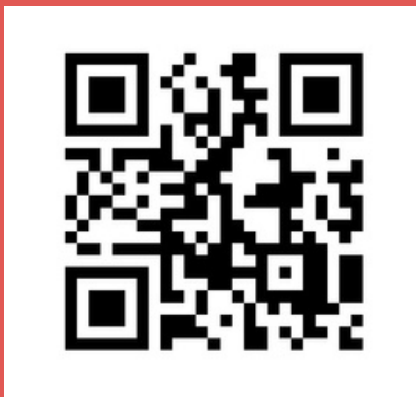
9:30am - 11:30am
Wednesday 6th July

Introduction to Assertiveness



1pm to 3pm
Friday 8th July

Stress Risk Assessment for Managers



9:30am - 11:30am
Wednesday 13th July

WellBeing Champion Training



12pm - 4pm
Thursday 14th July

July Wellbeing Workshops

Employee Health and Wellbeing Q & A session for managers



**1:30pm - 3pm
Monday 18th July**

Menopause Café



**1pm - 2pm
Wednesday 27th July**

Introduction to Compassion and Self-Care



**9:30am - 11:30am
Friday 29th July.**

Information drop ins:

**Friday 15th July -
UHL
(12:30pm - 2pm)**

**Tuesday 19th July
- St David's
(12pm - 2pm)**

Further Support for everyone

Cultural Cwtsh | Cultural Cwtsh

A suite of fun and stimulating online resources made by artists as support for the healthcare workforce in Wales, to assist on the recovery from the intense pressures of working throughout a pandemic. Offering an alternative, additional approach to supporting wellbeing and the wider package of resources that HEIW (Health Education Improvement Wales) is developing to support our frontline healthcare staff

The Employee Wellbeing Service can provide support through counselling, guided self-help and signposting to other resources or services. Contact the Employee Wellbeing Service on 02921 844465 or employee.wellbeing@wales.nhs.uk.

Canopi offers a free, confidential service that provides mental health support to NHS and social care staff working in Wales.

Samaritans offer a free, confidential telephone helpline where you can talk to someone about anything that is troubling you. The helpline is open 24 hours a day, 365 days a year. Call: 116 123

Remploy offers a free, confidential service to any employee with mental health difficulties that affect their work. Call: 0300 456 8025 or email waleswhp@mail.www.remploy.co.uk.

Coming up in August

In the month of August our newsletter will be focusing on mindfulness and how to practice mindfulness in our everyday lives.



**PEOPLE HEALTH &
WELLBEING SERVICE**
Occupational Health
Occupational Physiotherapy
Employee Wellbeing
Health Intervention



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Caerdydd a'r Fro
Cardiff and Vale
University Health Board