

Employee Health and Wellbeing

Menopause Awareness - July 2021

There are 3.5 million women over 50 in the workplace. There are just under one million women working in the NHS (960,000, 76% of the workforce). This means more women than ever before are going through menopause at work. Despite it being a natural life process for women, the menopause – and how menopause at work can affect our employees – is rarely discussed.

What is the menopause?

The menopause is when a woman 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 a woman's oestrogen levels decline. In the UK, the average age for a woman to reach the menopause is 51. But around 1 in 100 women experience the menopause before 40 years of age. This is known as premature menopause or premature ovarian insufficiency.

Most women will experience some symptoms around the menopause. The most commonly expected symptoms are, hot flushes, night sweats, changes in mood, and weight gain. However, there are also a range of symptoms which are unexpected, for example, poor memory, fatigue, lack of concentration, painful joints, palpitations and several others. The duration and severity of these symptoms varies from woman to woman. On average, most symptoms last around 4 years from your last period. However, around 1 in every 10 women experience them for up to 12 years. About 8 in every 10 women will have additional symptoms for some time before and after their periods stop. These can have a significant impact on daily life for some women.

For more information visit: [NHS webpages](#), [The British Menopause Society](#) and [Menopause Support](#)

Support for employers and employees in the workplace

This includes policies in place in the NHS 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 sessions run every month. The awareness session emphasises the importance of becoming menopause aware in the workplace and give ideas how managers and employees can do it. The café is an informal discussion with no pre-set agenda that is a confidential, non-judgemental space for people of all ages, genders, and backgrounds to talk about menopause. To book on to these sessions visit: <https://www.eventbrite.co.uk/o/employee-wellbeing-service-26762286771>
- **Self-Referral to EWS counselling service:** please visit our [website](#) or call our office on 02921 844 465 to get a referral form.

Information and media

To access information via the videos, podcasts, apps and TV, please visit the following:

- Menopause support: [videos](#) and [podcasts](#)
- [Menopause café](#)
- [Davina McCall: Sex, Myths and the Menopause on Channel 4](#)
- [NHS Employers: Menopause and the workplace webinar](#)
- [Balance](#) – Menopause Support App

Wellbeing Workshops

Assertiveness

9.30am - 11.30am
Tuesday 13 July



Introduction to compassion and self-care

1pm - 3pm
Friday 23 July



Menopause session

9am - 10.30am
Tuesday 27 July



Menopause Café

1pm - 2pm
Thursday 29 July



Mindfulness Taster Drop in Sessions are being held every Tuesday morning at 8am. If you would like to find out more then please come and join us and experience a mindful meditation:

Join on your computer or mobile app
[Click here to join the meeting.](#)

Join with a video conferencing device
teams@nhs.wales.onpexip.com
Video Conference ID: 127 777 264 7
[Alternative VTC dialling instructions](#)

Employee Health and Wellbeing Service are also offering question and answer sessions via teams for managers. The sessions will be aimed at supporting managers to help them support the wellbeing of their staff and to share information about wellbeing resources provided by Employee Health and Wellbeing.

To book on the next session detailed below please call Employee Wellbeing on 02921 844465 or email employee.wellbeing@wales.nhs.uk.

Question and Answer Session for Managers on Friday 23rd July 2021 at 10:00am
Once your place is confirmed you will be provided with log on information to access the session on the day.

Further support here

Employee Wellbeing Service: you can contact us on 02921 844465 or email employee.wellbeing@wales.nhs.uk. The Employee Wellbeing Service is now offering video appointments through Attend Anywhere in addition to telephone appointments.

Health for Health Professionals Wales are providing free mental health support to all Health Professionals and Healthcare Students working in NHS 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

C.A.L.L is a mental health helpline, offering a confidential listening service. The service is open 24 hours a day, 365 days year. You can call 0800 132 737 or text help to 81066.

If you are in crisis and do not feel you can keep yourself safe, contact your GP or the emergency services on 999 or 111.



EMPLOYEE HEALTH & WELLBEING SERVICE
Occupational Health
Occupational Physiotherapy
Employee Wellbeing



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