

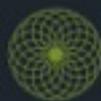


MENOPAUSE

The menopause is a transition in most women's life. This is usually signalled by changes in hormones and the ceasing of periods.

The average age for women to reach menopause in the UK is 51. Quite often this is when women have increased caring responsibilities and the onset of age-related conditions.

Women equate to 51% of the UK workforce therefore it seems appropriate to consider that around 8 in every 10 women will experience noticeable menopausal symptoms. Ignorance and misunderstanding about the menopause can make things worse as the topic can be seen as taboo or embarrassing. A Work Foundation Report 'not women's issues' recognises and supports menopausal symptoms as workplace health concerns.



TORUS
WELLBEING CLINIC

Symptoms Of The Menopause

Symptoms include:

- Lowered confidence
- Feelings of not being able to cope
- Anxiety and depression during menopause
- Increased headaches and migraine
- Aches and joint pain
- Dry and sore eyes
- Hot flushes

Impact On Work Performance

Some women experience the following symptoms:

- Memory loss
- Poor concentration
- Fatigue
- Lack of confidence
- Other symptoms such as anxiety
- Interrupted sleep result in tiredness, lack of energy, irritability, mood swings and tearfulness

Due to peri-menopausal symptoms 31% of women had considered reducing their working hours or leaving their job.

To support women in the workplace employer's need to consider flexible working, line management support and the workplace environment.

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¹ <https://www.unison.org.uk/content/uploads/2019/10/25831.pdf>
<https://www.unison.org.uk/content/uploads/2019/10/25831.pdf>
<https://www.cipd.co.uk/knowledge/culture/well-being/menopause/people-professionals-guidance>

Impact On Work Performance

CIPD guidance offers a 'cafeteria approach' where women can choose from a range of options to help with specific symptoms that ordinarily do not cause problems. When someone is experiencing menopause the following need to be considered

- Poor ventilation and air quality
- Inadequate access to drinking water
- Inadequate or non-existent toilet facilities
- Lack of control over the temperature or light
- Lack of appropriate uniforms or protective equipment

Stress can amplify symptoms and, in some cases, has been known to bring on early menopause. It is important to remember that the 'Equality Act 2020' says it is unlawful to discriminate against people at work because of a protected characteristic including age, disability, and gender.

What Can I Do To Manage My Symptoms?

- Taking more exercise
- Drinking plenty of water
- Eating a balanced and nutritious diet that includes natural (not processed) foods
- Stop smoking
- Revise a weight loss goal
- Talking to others who understand and may be experiencing similar symptoms

Being aware of the treatment options will help you decide what route to take and will assist in preparing you to discuss further with your doctor or nurse to make an informed choice,

Hormone Replacement Therapy, other prescribed treatments, complementary therapies and complementary techniques are all possible options.

Further Information

For further information and a thorough assessment, contact the Torus wellbeing book an appointment email: info@toruswellbeingclinic.co.uk



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