Menopause and the workplace

Today will provide you with the opportunity to:

• Learn more about practical steps

• Hear from Suzanne Banks, Chief Nurse of Sherwood Forest Hospitals NHS Foundation Trust

• Find out from Alex Watson, HR business partner and health and wellbeing lead from Norfolk Community Health and Care NHS Trust
Join in with our poll…

What does your organisation have for menopause support in the workplace?

- A menopause policy and/or guidance
- Workplace adjustments
- Line manager training
- Don’t know
- No specific support

Please submit your answer now…
3.5 million women over 50 in the workplace

Just under 1 million women working in the NHS (960,000)

In the UK, the average age for a woman to go through menopause is 51

Around one in 100 women experience menopause before age 40

Three out of four women experience symptoms (one in four could experience serious symptoms)
Menopause in the workplace

Sherwood Forest NHSFT
#MenoPAUSE4Thought

Suzanne Banks, Chief Nurse

@SuzanneB_NHS
Who are we?

#TeamSFH work across 3 hospital sites providing services to our local communities in Sutton in Ashfield, Mansfield and Newark

- Provide acute healthcare services for 420,000 people across Mansfield, Ashfield, Newark, Sherwood and parts of Derbyshire and Lincolnshire
- Just under 5,000 employees

CQC rated us Good overall and outstanding for Care in 2018
The menopause and why it is important

Symptoms of Menopause

Systemic
- Weight gain
- Heavy night sweats

Psychological
- Dizziness
- Interrupted sleeping patterns
- Anxiety
- Poor memory
- Inability to concentrate
- Depressive mood
- Irritability
- Mood swings
- Less interest in sexual activity

Skin
- Hot flashes
- Dryness
- Itching
- Thinning
- Tingling

Joints
- Soreness
- Stiffness

Back pain

Urinary
- Incontinence
- Urgency

Transitional menstruations
- Shorter or longer cycles
- Bleeding between periods

Vaginal
- Dryness
- Painful intercourse
Why is it important nationally ….

This is a natural stage in every woman’s life

- Some women sail through the menopause but 3 in 4 experience symptoms of which 1 in 4 are significant
- Our NHS has a greater proportion of female / male ratio
- In the NHS retention of some of our most experienced workforce is a national issue
- Increasing numbers of women are working longer or taking flexi retirement
- A recent ITV survey showed that 25% of those women have considered quitting work due to the symptoms
- Large numbers of women transition through the menopause whilst in paid employment and symptoms associated with the menopause may cause difficulties for working women
- Women with menopausal symptoms may be less productive at work and report higher levels of work impairment
Why is it important to #TeamSFH

SP2 – Promote and support health and wellbeing

• As a DGH our staff are our community
• Helps us retain our team members and supports our nursing and midwifery strategy, our AHP strategy and trust wide strategy and health and wellbeing agenda
• We spend a long time at work
• Break the taboo and raise awareness

81% of our workforce are female with 34.85% 50 years or over
SFH statistics and why we need to do something

- 81% of our permanent workforce are female and 35% are over the age of 50 years
- 488(12.4%) of our females are 45 – 49 Years
- 605(15.37%) of our females are 50 – 55 years
- 486(12.35%) of our females are 60 – 64 years
- 287(7.3%) of our females are 65 years or over
Female staff – Anxiety / stress
FTE Days lost 2018

Female Staff - Anxiety/Stress - FTE Days Lost July 2018 to July 2019

- Doughnut chart showing FTE days lost by month from July 2018 to July 2019 for female staff,
- Chart indicates days lost in different age brackets: 45-49, 50-54, 55-59,
- Average days lost also shown in purple line.

(Figure showing a bar chart with data points for each month from July 2018 to July 2019, with the number of days lost for female staff divided into age brackets 45-49, 50-54, 55-59, and an average line over the months.)
Female staff 45-49 years - Anxiety / Stress FTE days lost 2018
Female staff 50 – 54 years – Anxiety / stress FTE days lost 2018

The image shows a bar chart and a line graph. The bar chart represents the FTE days lost due to anxiety/stress for female staff 50 – 54 years old, categorized into Non-Clinical and Clinical groups, for each month from January to December 2018. The line graph indicates the total FTE days lost across all staff groups and ages. The data is presented in a visual format to help understand the trends and differences in FTE days lost between different groups and months.
Female staff 55 – 59 years – Anxiety / stress FTE days lost 2018

[Bar chart showing FTE days lost for Female staff 55 – 59 years with separate bars for Non-Clinical, Clinical, and Total All Staff Groups/Age for each month from Jan-18 to Dec-18.]
Our menopause journey so far.....

Concept!

2017 Symptoms and discussions with senior nurses and evidence of SFH statistics
January 2018 made contact with Henpicked
April 2018 Inaugural project team meeting
Bi monthly project group meetings

Plan

- Engagement with Jo Brewis & team for Research Intervention study
  - 1st Conference planned for World Menopause Day 2018
  - Guidelines and leaflet to be developed
  - Continue to raise awareness both internally and externally through CN bulletin, comms bulletin, word of mouth and social media including
  - #Passiton menopause book
  - Menopause books available in the library (sponsored by TU)

Realisation

18th October World Menopause Day 2018 - 1st Conference for line managers and colleagues
Guidelines, leaflet and intranet support
Research intervention study commenced and on-going for a 12 month period
17th January 2nd Conference held at Newark
From March 2019.....monthly themed support groups: HRT, Anxiety and stress; Gynae and urogynae support; Health and wellbeing
NHS Employers presentation Annual Health and Well being conference and NHSE Blog
Article for publication September 2019 British Journal of Nursing
3rd and 4th conference planned October 2019 and November 2019
So what happened….

- Pre conference survey with the Research study – 84 staff completed, 33 volunteers volunteered to take part and 12 followed throughout the year.
- Conference 1 - Separate events Line managers (am) Colleagues (pm) - Had to move venue to accommodate demand (69 line managers and 120 colleagues).
- Conference 2 - Filled capacity of 40 places with request for more.
- Feedback amazing!
- At both conferences we held market place with health and well being stands and support.
- 10 Menopause books donated as prizes and in library stock.
- CEO / Deputy CEO / Medical Director opened the conferences.
- Media in attendance at both and live BBC East Midlands interviews at First.
- Launched Trust guidelines and leaflet.
- March 2019 monthly support groups commenced informed by the feedback from the conferences.
- Second round of annual conferences starting this month.
#MenoPAUSE4Thought

Hannah Parry-Payne @hparypaynell · 18 Oct 2018
Amazing turn out for our first Menopause Conference #MenoPAUSE4Thought @SuzanneB_NHS @SFHFT

Nicola @arrhythmianurse · 19 Oct 2018
It's a natural process all women will go through! I'm even more glad I took a deep breath and declared to the world I'm going through my menopause now.
#breakthetaboo #MenoPAUSE4Thought

Yvonne Chrislsey @ychristley · 18 Oct 2018
Our Chief Nurse leading the way and speaking passionately about a common experience that we are too often silent about MENOPAUSE
#MenoPAUSE4Thought

Sarah @limbowl · 18 Oct 2018
What an absolutely fabulous session this morning! Lots to think about, lots to talk about, let's be open and honest about how the menopause can affect women at work #MenoPAUSE4Thought @SFHFT
Thank you to @SuzanneB_NHS for initiating and @RMitchell_NHS for his support

Richard @RMitchell_NHS · 18 Oct 2018
Very proud to work with these fantastic colleagues @SuzanneB_NHS @arrhythmianurse @SFHFT @henpickednet #MenoPAUSE4Thought

Jayne Moore @moore2_jayne · 18 Oct 2018
#MenoPAUSE4Thought - Thank God. I am normal! @SFHFT @SuzanneB_NHS and project team thank you for raising this issue and committing to support staff @SFHFT with symptoms. Anyone who needs air, my window is always open!

Henpicked @henpickednet · 18 Oct 2018
WOW, the room really did look amazing today, especially when it was completely full of colleagues learning more about menopause generally & the great support you've put in place #MenoPAUSE4Thought @SFHFT
Sherwood Forest Hospitals NHS Foundation Trust launch campaign to break taboo surrounding menopause by holding conference at Newark Hospital

By Advertiser Reporter - news@newarkadvertiser.co.uk
Published: 07:33, 26 January 2019

A cardiac nurse, who went through the menopause at the age of 30, said the symptoms returned 11 years later after a hysterectomy.

Nicky Williams said she wants to break the taboo over the menopause, which typically affects women in their 40s and 50s. She said her employer, Sherwood Forest Hospitals NHS Foundation Trust in Nottinghamshire, has helped her with the condition.

But she said she would like to see other employers follow suit and support women through the menopause.

Published: 27 Nov 2016
Where now for SFH……

• Continue monthly support groups based on requests from staff
• World menopause day 2019 conference booked
• Bi monthly project groups and planning of support sessions ongoing
• Working with procurement regarding uniforms

The wider NHS needs to address this and all organisations need to adopt policies and guidelines

Recording of menopause on ESR – inflexibility of the system to capture what is truly the cause

Publication of our work:
British Journal of Nursing 12 September 2019 Vol: 28 No: 16 pp. 1086-1090
Great feedback...

Colleagues...

“Fab content and prompted me to see my GP about my symptoms”
“I thought incontinence was normal and had to put up with it”
“Thank you for following this through and it not being tokenistic “
“Thank you so much for investing in this”
“Really, really good – I don’t feel so alone...”

Specialists...

“Amended the ‘process’ to deal with the ‘person’”
“Changed my practice now to consider menopause” (OH, HP and Physio)
“Referrals into OH now state menopause and where stress / anxiety age is considered at triage”
“Sickness reviews now include menopause where applicable”
Thank You for listening
Women’s Health
By Alex Watson, HR Business Partner

Looking after you locally
A DAY AT NCH&C

1,516 patients seen in their own homes
664 patients seen in clinics
1,670 patients in contact with Community Nursing and Therapy Teams
179 patients seen in physiotherapy clinics
176 ill and vulnerable children treated

586 phone calls to patients made by clinical staff
2,315 patients face to face with clinical staff
1,229 referrals made to our services
431 hours spent by clinical staff travelling to see patients
44 patients in ‘virtual wards’, where they stay in their own homes supported

456 patients with wounds cared for
200 hours spent caring for leg ulcers
311 pressure ulcer patients treated
19 end of life patients cared for
235 total beds across our inpatient units, including 166 community beds and 69 specialist beds
Health and Wellbeing at NCHC

• Trust Health & Wellbeing Strategy 2019 – 2021
• Targeted interventions
• Mixed approach of Trust-led initiatives and local interventions
• 4 priorities:
  – Mental Health & Wellbeing
  – Musculoskeletal Health
  – Nutrition & Hydration
  – Women’s Health
• Supported by:
  – Improving use of data to design and evaluate interventions
  – Share our experiences and learn from other best practice in the NHS
  – Work with Estates across STP to improve physical infrastructure
Health and Wellbeing Infrastructure

• NHS Health & Wellbeing Framework

• Health & Wellbeing Group
  – Clinical Lead
  – HR
  – Staff Engagement
  – Communications
  – Staff Side
  – H&WB Champions
  – SMEs

• Each theme has 4 core areas:
  – Awareness
  – Staff
  – Managers
  – Pilot

• Where possible the 4 core areas are supported by a Specialist Resource
Women’s Health

• Awareness
  – Cervical Screening Week – June 2019
  – Monthly Health & Wellbeing Briefing – Women’s Health
  – World Menopause Day – 18th October 2019

• Staff
  – Menopause Guide
  – Uniform Policy
  – Women’s Health intranet page covering five areas of women’s health (menstruation, fertility, pregnancy, the working parent / grandparent, menopause)
  – Facilities Map
Women’s Health cont.

• Managers
  - Menopause Guide

• Pilot
  - “Pass it on” campaign – Menopause: the change for the better, by Henpicked
We have received several questions throughout the webinar...
Please keep sending them through.
Join our **free network** to:
- **Connect** with health and wellbeing leads
- **Share** good practice
- **Learn** about workforce health and wellbeing in the NHS.

**THANK YOU**

**Health and wellbeing network**

🌐 [www.nhsemployers.org/HWBnetwork](http://www.nhsemployers.org/HWBnetwork)
✉️ healthandwellbeing@nhsemployers.org
🐦 @NHSE_wellbeing