Menopause in the Workplace
Deborah Garlick
URGENT & IMPORTANT
Menopause: the FACTs

• Menopause age: 45-55

• 3 in 4 experience symptoms; 1 in 4 serious symptoms

• Every woman’s experience is different

• Majority do not talk to line managers about it

• Employers can make a big difference

Work can be a struggle

45% of women say they feel their menopause symptoms have had a negative impact on their work

47% who have needed to take a day off work due to menopause symptoms say they wouldn’t tell their employer the real reason

Source: BRITISH MENOPAUSE SOCIETY
Significant benefits and return on investment:

✓ Supports an inclusive culture
✓ Reduces time off
✓ Improves performance and motivation
✓ Reduces employee relations and tribunal risks
✓ ATTRACTION!

For colleagues....

Can be life-changing – at work and at home!

https://menopauseintheworkplace.co.uk
How menopause-friendly is your organisation?

- Raise menopause awareness, understanding and education
- Accessible, well-publicised policy or guidance documents
- Appropriate training for managers, HR, OH and colleagues
- Providing reasonable adjustments and support
- Take account of menopause in workplace environments, facilities, uniforms or dress code

https://menopauseintheworkplace.co.uk
Menopause in the workplace
@Sherwood Forest NHSFT Hospitals
#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*
What are the symptoms of the menopause

Symptoms of Menopause

- Systemic
  - Weight gain
  - Heavy night sweats

- Headache

- Palpitations

- Breasts
  - Enlargement
  - Pain

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

- Joints
  - Soreness
  - Stiffness
  - Back pain

- Urinary
  - Incontinence
  - Urgency

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

- Transitional menstruations
  - Shorter or longer cycles
  - Bleeding between periods

- Vaginal
  - Dryness
  - Painful intercourse
The Seven Dwarves of Menopause

Itchy, Bitchy, Sweaty, Sleepy, Bloated, Forgetful & Psycho
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

• It’s the RIGHT thing to do
• As a DGH our staff are members of our community and we have a duty to care for them in the widest sense
• Helps us retain our team members and supports our nursing and midwifery strategy, our AHP strategy and Trust wide strategy and Health and Well being agenda
• We spend a long time at work
• Break the taboo and raise awareness – It’s become the norm to talk about menopause at SFH and is becoming an unremarkable conversation to hold within the workplace
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 45 -49 years -Anxiety / Stress FTE days lost 2018
Female staff 50 – 54 years – Anxiety / stress FTE days lost 2018
Female staff 55 – 59 years – Anxiety / stress FTE days lost 2018
Our menopause journey so far.....

Concept!

2017 Symptoms and discussions with some of my senior nurses and evidence of SFH statistics

January 2018 made contact with Deborah from Henpicked

April 2018 Inaugural project team meeting

Bi monthly project group meetings

Plan

Engagement with Jo Brewis & team for Research Intervention study

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 1st Conference for line managers and colleagues

Launch guidelines and leaflet and intranet support

Research intervention study commenced

17th January 2nd Conference at Newark site

Now.....March 2019 commence our monthly themed support groups
So what happened….

- Pre conference survey with the Research study – 84 staff completed 33 volunteers 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
#MenoPAUSE4Thought

Hannah Parry-Payne @hparrypayne1 - 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 Christley @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

Jayne Moore @moore2jayne - 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!

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

Yvonne Christley @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

Rachel Saxelby @rachsx - 18 Oct 2018
#MenoPAUSE4Thought #SFHFT
What a fantastic session thank you @SFHFT @SuzanneB_NHS @RMitchell_NHS for supporting all of us and recognising the importance of awareness and on going support needed for all affected

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

Dedicated to Outstanding care
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

‘My bones felt like they were on fire - I thought I would burst into flames’

Nurse tells how she went through menopause while in her 20s

Nurse at King's Mill breaks the silence...
What has been some of the 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
Where now…

• This month we start our monthly support groups with HRT then April Continence and Prolapse. Based on requests from staff at our conferences
• World menopause day 2019 conference venue booked
• Monthly project groups and planning of support sessions
• 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
Our menopause journey in summary...
Thank You for listening