

MENOPAUSE AND THE WORKPLACE WEBINAR

**LOUISE MURRAY
SUZANNE BANKS
ALEX WATSON**



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?

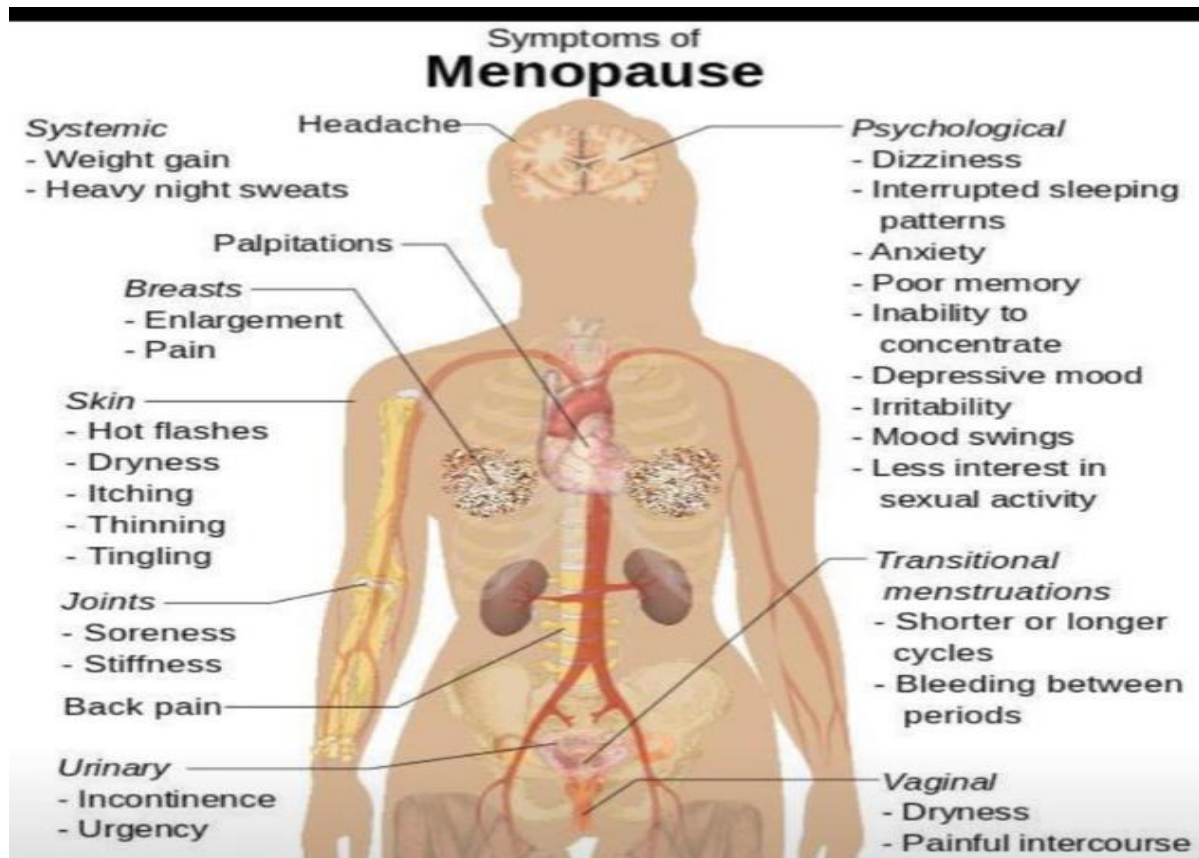
#TeamSFH work across 3 hospital sites providing services to our local communities in Sutton in Ashfield, Mansfield and Newark

- 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



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

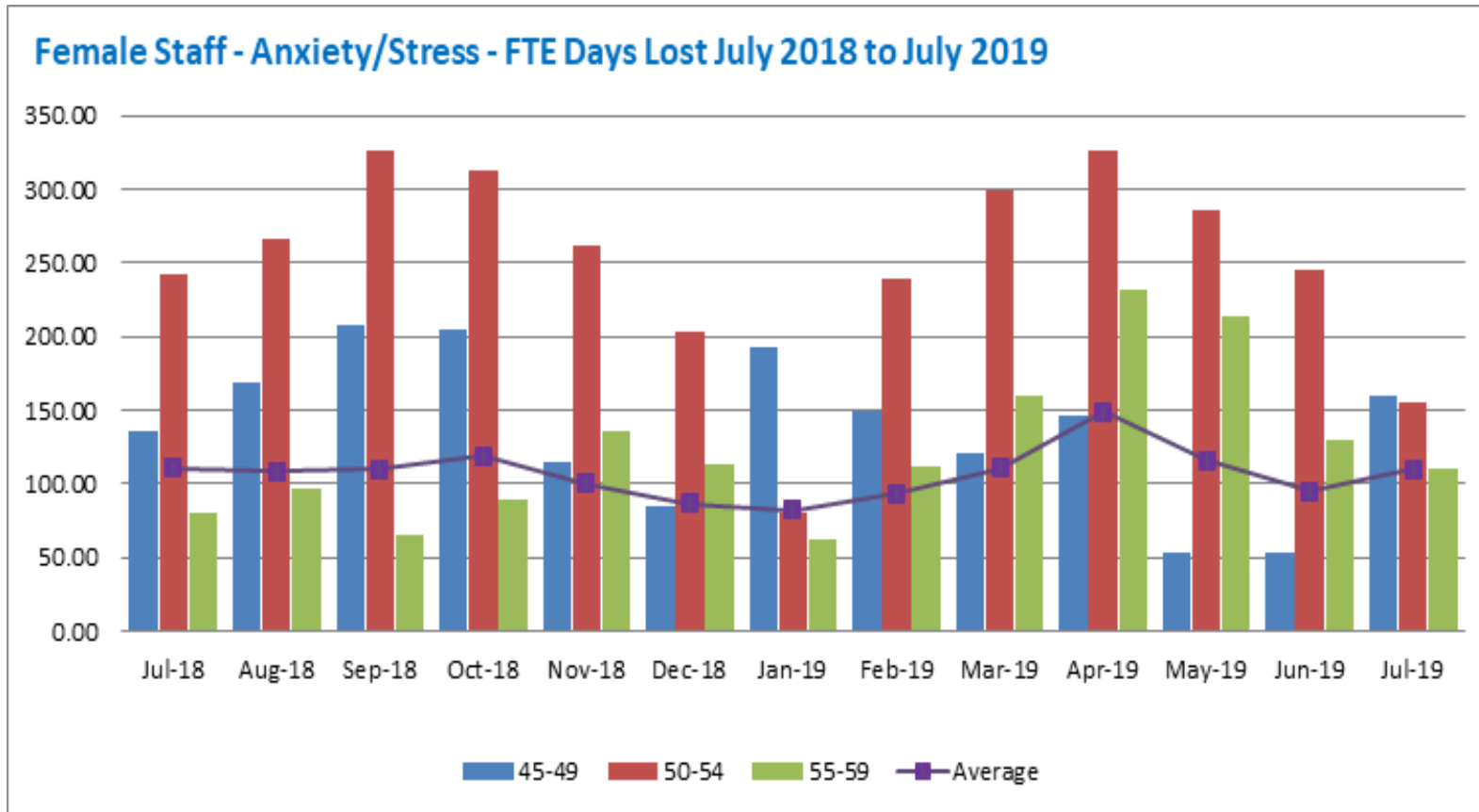
- As a DGH our staff are our community
- Helps us retain our team members and supports our nursing and midwifery strategy, our AHP strategy and trust wide strategy and health and wellbeing agenda
- We spend a long time at work
- Break the taboo and raise awareness

81% of our workforce are female with 34.85% 50 years or over

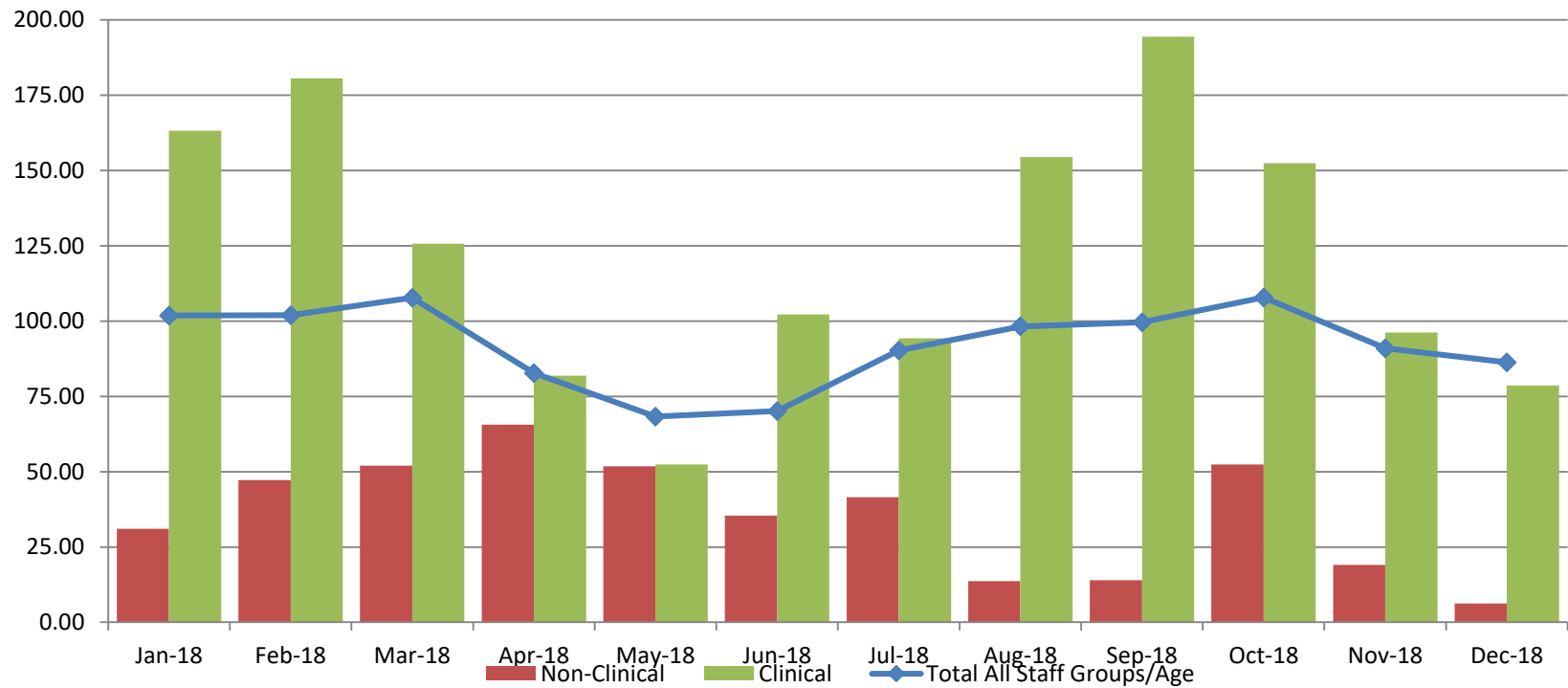
SFH statistics and why we need to do something

- 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

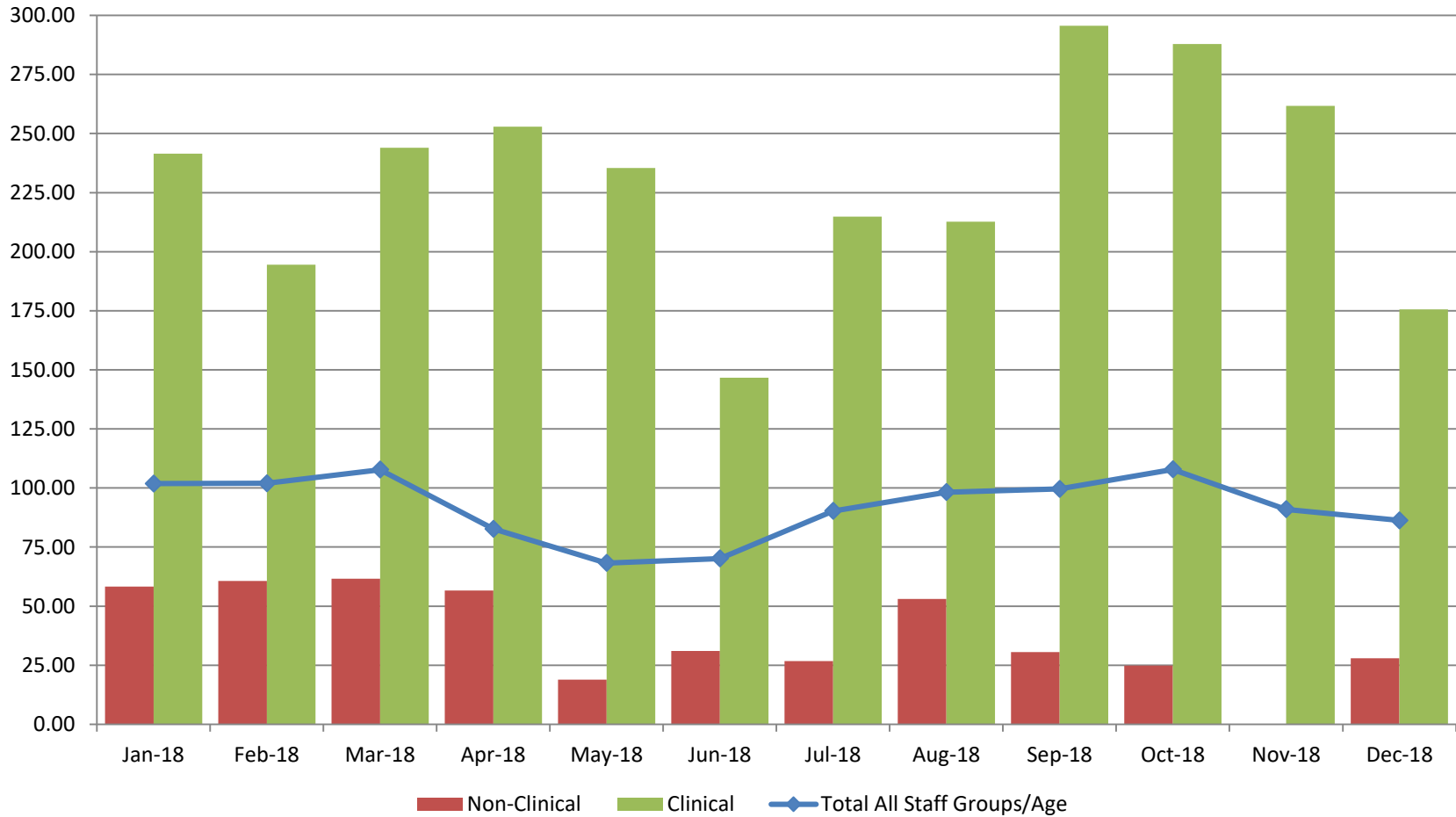
Female staff – Anxiety / stress FTE Days lost 2018



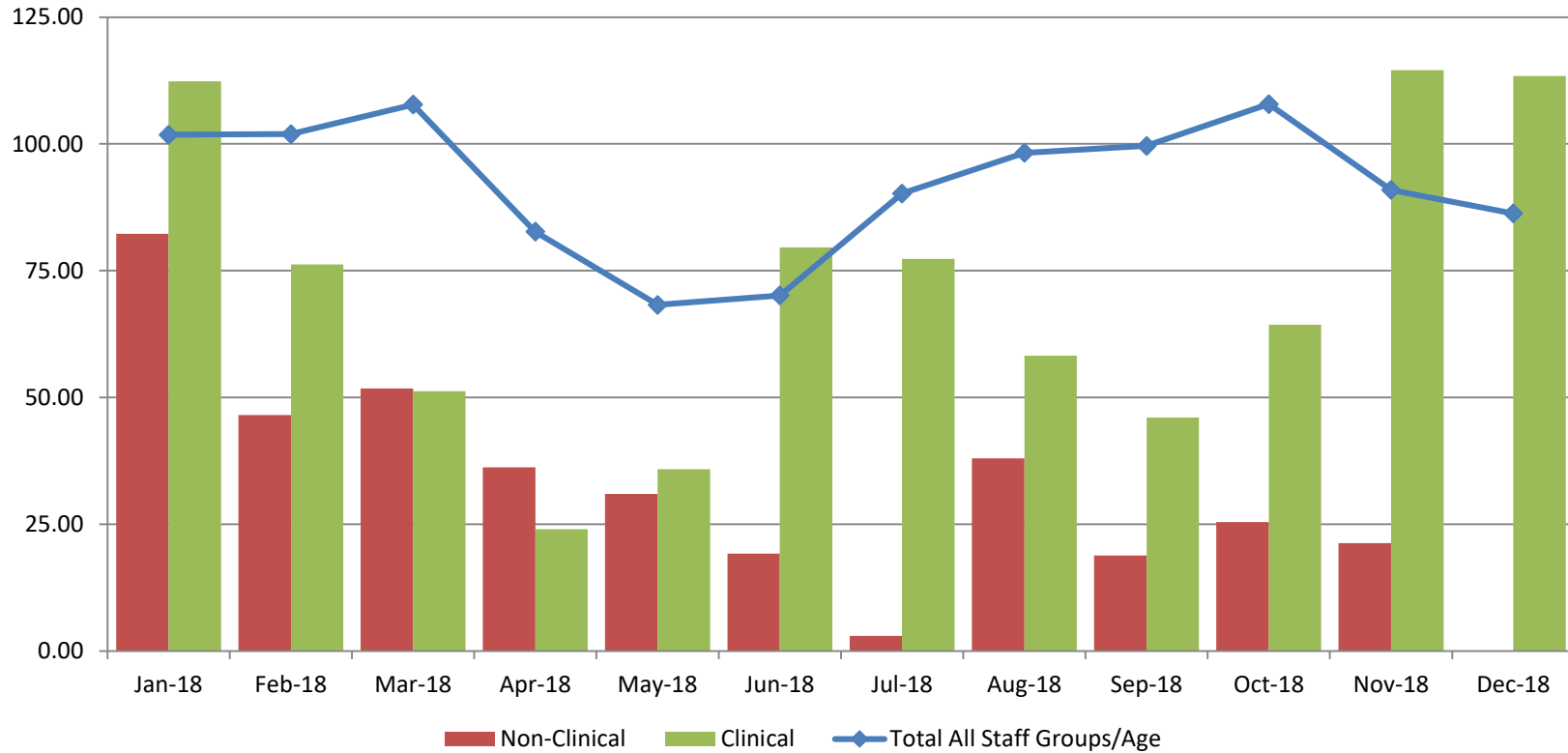
Female staff 45 -49 years -Anxiety / Stress FTE days lost 2018



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 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 @hparrypayne1 · 18 Oct 2018
Amazing turn out for our first Menopause Conference #MenoPAUSE4Thought @SuzanneB_NHS @SFHFT

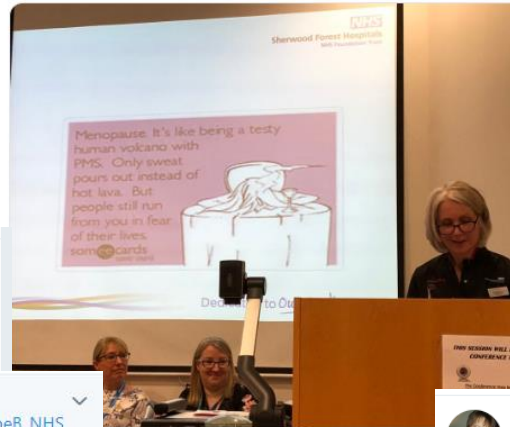


Nicola @arrhythmianurse · 19 Oct 2018
Its a natural process all women will go through! I'm even more glad I took a deep breath and declared to the world I'm going through my menopause now. #breakthetaboo #MenoPAUSE4Thought

2 3



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



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



Richard @RMitchell_NHS · 18 Oct 2018
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

1 6



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



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!



2 5 14



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

Chad



'My bones felt like they were bursting - I thought I would burst into flames'
Nurse tells how she went through the menopause while in her 20s

King's Mill is breaking the taboo

4 out of 10 women working for Sherwood Forest Hospitals NHS Trust are over the age of 50

The average age for a UK woman to reach the menopause is 51

What is the menopause?

The menopause is when a woman's body stops producing the hormones that allow her to get pregnant. In the UK, the average age for a woman to reach the menopause is 51.

Most women will experience menopause symptoms, which will be more severe for some than others. Some women will experience menopause symptoms before the age of 40, which is known as early menopause.

Menopause symptoms can include hot flashes, night sweats, mood swings, and changes in hair and skin. Some women also experience changes in their menstrual cycle.

Menopause is a natural part of life and there is nothing wrong with it. However, it can be a challenging time for some women, especially if they experience early menopause.

There are many ways to manage menopause symptoms, including lifestyle changes, hormone therapy, and other treatments. It is important to talk to your doctor about your symptoms and the best way to manage them.

Menopause is a natural part of life and there is nothing wrong with it. However, it can be a challenging time for some women, especially if they experience early menopause.

There are many ways to manage menopause symptoms, including lifestyle changes, hormone therapy, and other treatments. It is important to talk to your doctor about your symptoms and the best way to manage them.



Nurse had menopause symptoms twice before turning 40

A cardiac nurse, who went through the menopause at the age of 26, 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.

© 27 Nov 2018

f t v e Share

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:

Banks. S (2019) Menopause and the NHS: caring for and retaining the older workforce

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



A DAY AT NCH&C



Norfolk Community
Health and Care
NHS Trust

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

phonecalls 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



Community



Compassion



Creativity



Norfolk Community
Health and Care
NHS Trust

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



Community



Compassion



Creativity

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



Community



Compassion



Creativity

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



Community



Compassion



Creativity

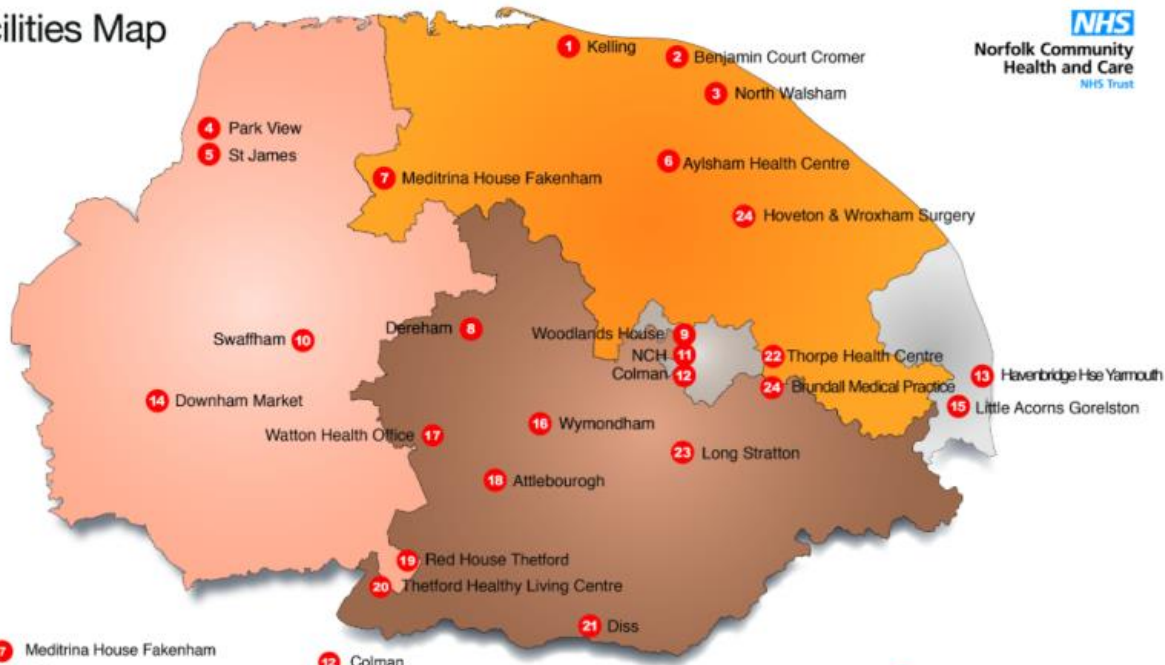
Women's Health contd.



NCH&C Staff Facilities Map

MAP KEY

- Toilets
- Shower
- Restroom/Kitchen
- Drinking Water
- Coffee Shop
- Shop
- Gym
- Vending Machine
- IT Access



- 1** Kelling
- 2** Benjamin Court Cromer
- 3** North Walsham
- 4** Park View
- 5** St James
- 6** Aylsham Health Centre

- 7** Medtrina House Fakenham
- 8** Dereham
- 9** Woodlands House
- 10** Swaffham
- 11** NCH

- 12** Colman
- 13** Havenbridge House Yarmouth
- 14** Downham Market
- 15** Little Acorns Goreslton
- 16** Wymondham

- 17** Watton Health Office
- 18** Attleborough
- 19** Red House Thetford
- 20** Thetford

- 21** Diss
- 22** Thorpe Health Centre
- 23** Long Stratton
- 24** Hoveton & Wroxham Surgery
- 24** Brundall Medical Practice

Women's Health cont.

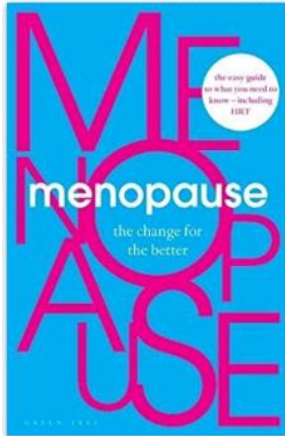


- Managers

- Menopause Guide

- Pilot

- “Pass it on” campaign – Menopause: the change for the better, by Henpicked



Community



Compassion



Creativity

NHS

Norfolk Community
Health and Care

NHS Trust

Question & Answers

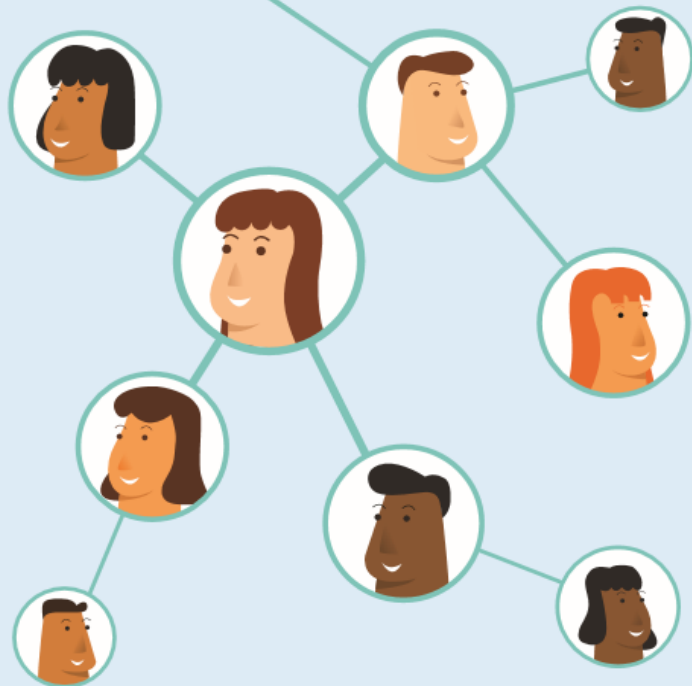
We have received several questions throughout the webinar...

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

✉ healthandwellbeing@nhsemployers.org

🐦 @NHSE_wellbeing