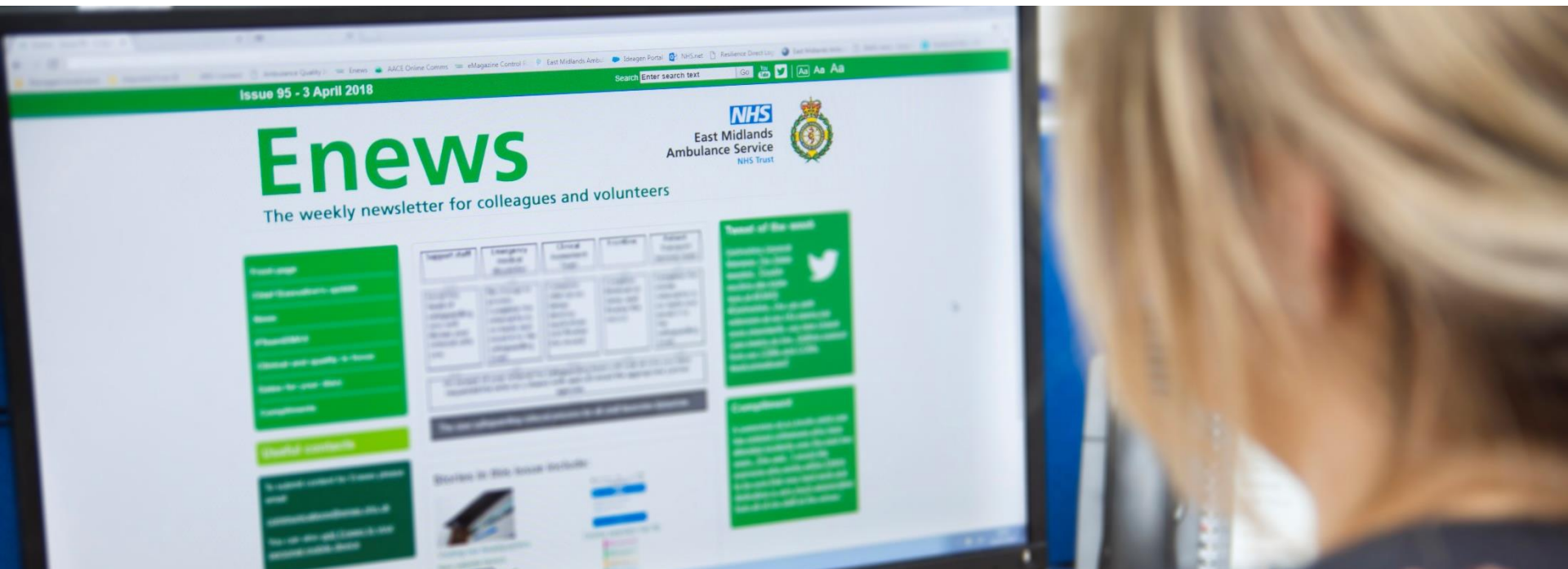




Andropause In The Workplace



Lee Goddard

I am not a medical professional in this field, the information in this presentation is from research resulting from the requirement of a guideline within our Trust.

What is the Andropause?

- **Andropause** - is a condition that is associated with the decrease in the male hormone testosterone
- **Testosterone** - is the hormone responsible for deep voices, muscle mass, and facial and body hair patterns found in males.

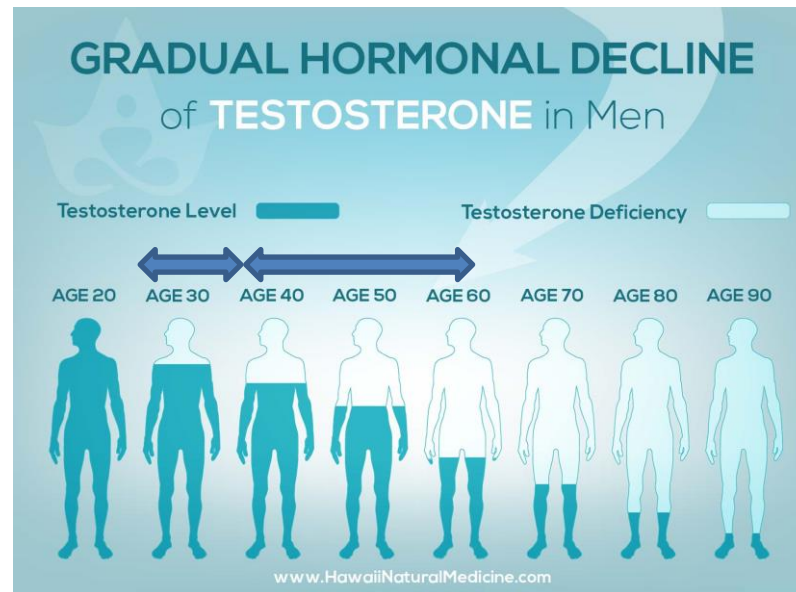
“**Andras**” in Greek means human male

“**Pause**” in Greek means cessation

Andropause means the decrease in testosterone in aging males

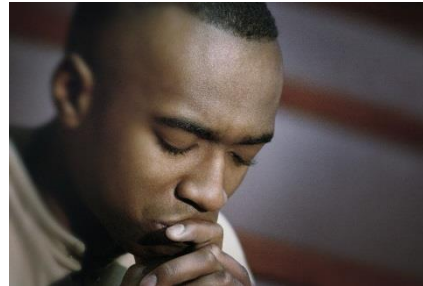
What are the causes?

- The decrease in testosterone is an important factor in men suspected of having andropause. Through aging, a male starts to create less testosterone at a rate of less than 2% per year.
(<https://www.nhs.uk/conditions/male-menopause/>)



What are the symptoms?

Symptoms that are experienced by men can vary from person to person, however some of the common symptoms experienced are:



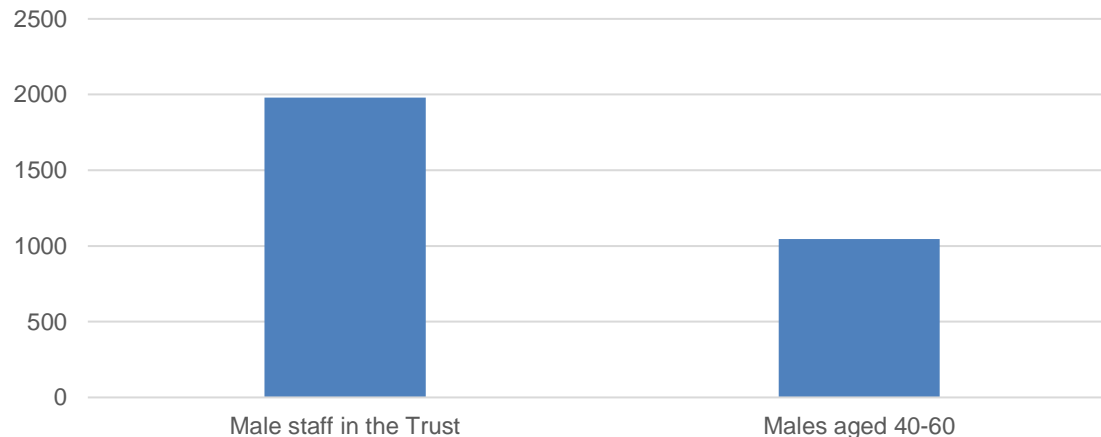
What does this mean within the organisation?

Figures produced as of 8th March 2021:

- 1980 Male staff within the Trust
 - 1045 of these staff are aged between 40 and 60

52.8% (2.39% reduction since 2019 from the original launch)

Male Staff in the Trust 'VS' Males aged 40-60
(inclusive)



Diagnosis and Treatment

- **Diagnosis** - If Andropause is suspected, the individual needs to seek advice from their GP who will then undertake a blood test to check the levels of testosterone. The test will also rule out other factors that are also associated with low testosterone.
- **Treatment** – The treatment is common and includes things such as minor lifestyle changes for example:



Treatment continued

Other treatments are also available to help

- Skin Patches
- Testosterone Gel
- Testosterone Capsules
- Testosterone Injections.

These will all need to be prescribed by their GP based on the individual's own health and wellbeing at the time.



Summary

ANDROPAUSE



Research has shown that knowledge of the Andropause is far less common in the workplace. EMAS are proud to be leading in raising awareness on this subject for our staff.

Thank you for listening