

MOMENTS THAT MATTER: MENOPAUSE

The menopause is experienced by most women between age 45 and 55, though some women can experience it earlier than this, due to 'premature menopause' or surgery. Women may have a wide range of physical and psychological symptoms whilst experiencing the menopause and may encounter difficulties at work as a result of their symptoms. Women who experience menopause at an early age may also have to cope with the psychological distress of facing infertility at an early age.

This support document is designed to help raise awareness and to provide useful information to anyone impacted by the menopause.

What may a colleague be experiencing?

Women can go through a wide range of physical and psychological symptoms associated with the menopause transition that can last for several years. Most menopausal women experience symptoms, although everyone is different, and symptoms can be fluctuating and be felt to varying degrees.

Symptoms

Some of the most typical symptoms of the menopause include:

- Hot flushes
- Mood swings
- Tiredness
- Headaches
- Palpitations
- Anxiety
- Low mood
- Depression
- Feeling more emotional
- Lack of concentration
- Low self esteem
- Forgetfulness

Experiencing any of these symptoms can pose a challenge for women as they go about their daily lives, including at work. A bad night's sleep can affect someone's concentration, for example, while heavy periods or hot flushes can be physically distressing and embarrassing in front of colleagues.

How can I support my colleague?

If your colleague has shared what they're going through, here's some questions you could ask to show that you care:

- How are you feeling?
- Is there anything worrying you?
- How can I help?
- Are you getting support?

What support is available?

We aim to facilitate an open and understanding working environment. Colleagues are encouraged to inform their line manager that they are experiencing menopausal symptoms at an early stage to ensure that symptoms are treated as an ongoing health issue rather than as individual instances of ill-health. For those experiencing menopausal symptoms, small adjustments to the working day can make a big difference.

If you're having difficulties at work because of symptoms, you could:

- Speak to your manager about your concerns. Some women may not be comfortable discussing such issues with their manager and may find it helpful to have an initial discussion with a trusted colleague or another manager instead.
- Ask what support could be offered to help you manage your symptoms when doing your job.
- Ask your manager to tell your colleagues how you're feeling and how it may impact you at work

What resources are available to help?

[NHS Guidance](#) on symptoms and treatment.

[Menopause Matters](#) provides information about the menopause, menopausal symptoms and treatment options.

[The Daisy Network Charity](#) provides support for women experiencing premature menopause or premature ovarian insufficiency.

[The Menopause Cafe](#) provides information about events where women can meet socially to discuss the menopause.

[Women's Health Concern](#) is the patient arm of the British Menopause Society.

[Menopause Matters](#) is an independent website providing up-to-date, accurate information about the menopause, menopausal symptoms and treatment.

[Menopause Support](#) provides personal and business support.

