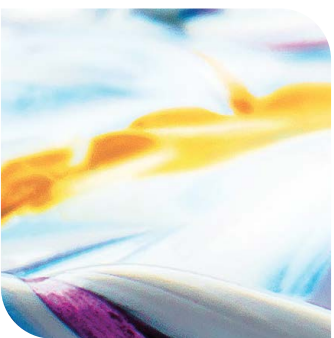




the menopause in the workplace



About... themenopause hub[®]

At The Menopause Hub, we are passionate about optimising women's health & wellbeing during menopause and beyond.

The Menopause Hub is Ireland's first and only dedicated multidisciplinary menopause clinic, offering a range of services to optimise the health and wellbeing of menopausal women, Our team of specialists includes a team of doctors (GPs & Gynaecologists), psychologists, dietitians & nutritionistd, women's health physiotherapists and acupuncturists. We offer a holistic, evidenced-based approach to menopause management and care.

We also work with a variety of organisations, across a variety of industries, including for profit and not for profit, to help make their workplaces menopause friendly.

The average age of menopause is 51, and perimenopause is 45. This age cohort are the fastest growing workforce demographic and with the recent change in pension age, it is likely that more women will be working into later life.

The implications of this changing demography is that employers should ensure that they have the appropriate policies and procedures in place.

Employers have a duty of care to their employees and a need to create greater openness in discussing the difficulties faced by those experiencing menopausal symptoms,

Why should employers consider menopause in their workplaces?

Responding positively to the specific needs of individual employees is a key component of building an inclusive and welcoming working environment. An employer who seeks to understand and accommodate the needs, experiences and priorities of their employees is one that is likely to gain greater staff loyalty, lower rates of absenteeism and higher rates of productivity. It therefore makes good business sense.

Employers also have a duty of care to their employees under health and safety law which includes assessing and considering the specific requirements of employees affected by menopausal symptoms. A failure to support women affected by menopausal symptoms may contravene certain equality laws, such as age, gender, and disability discrimination.

The Menopause Hub - Advice your Employees Can Trust

Trusted By:



The Case for the menopause in the workplace

It Affects **30%** of female Employees

In Ireland today, the number of potential menopausal women between the age of 45 and 55 is 239,000 (there are 804,700 women currently in the Irish labour market)

Source: CSO



Physical & Psychological Symptoms

Menopausal difficulties experienced include:

- Brain Fog
- Poor concentration
- Memory Loss
- Insomnia & fatigue
- Depression
- Anxiety
- Low energy and hot flashes
- Reduced self-confidence

Cost to the Employer

- Negative impact at work, affects confidence and more
- Absenteeism and Presenteeism
 - 25% will consider giving up work
 - 10% will give up work

Source: health awareness UK

The **Case** for Change

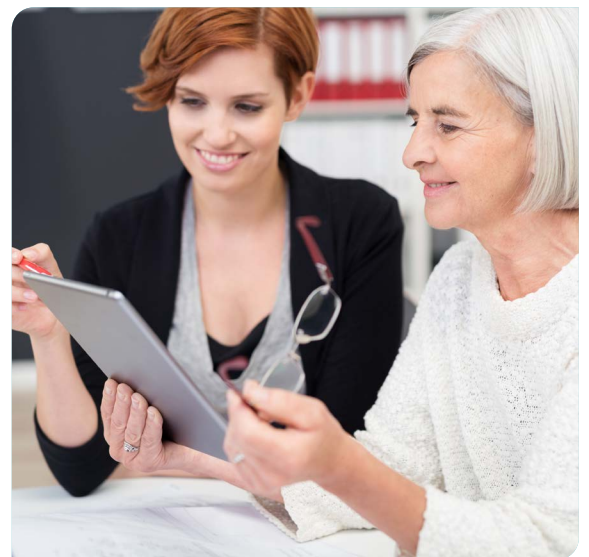
- Employer duty of care
- Employee safety & wellbeing
- Managing organisational risk
- Legislative risk

Addressing the Last Workplace

Taboo:

“83 per cent of respondents who had experienced menopause said it negatively affected their work, but 70 per cent would not feel comfortable talking to their manager”

Source: ‘circle in’ employee benefits



Proactive Measures:

Create Awareness and understanding through:

- Policy development
- Training for HR
- Training for managers
- Training for employees
- Appointing menopause champions
- Providing support material and information



Programme for Business

From Policy to Practice



Step 1: Initial Consultation

Organisational Audit – How menopause friendly is your workplace?

Research among your staff & management to establish a baseline and how it feels to be a menopausal woman in your organisation and how well-equipped HR / Management are in supporting staff going through menopause. Methodology includes:

- Employee questionnaire
- Management & HR Questionnaire
- Audit of current policies
- Follow up measurement annually to track & measure change



Step 2: Development of Strategy Statement of Intent and Policy

Using insights from consultation phase. It is important to let employees know your intention and how you plan to tackle this taboo topic and support those who need help.

- Set goals for future change
- Prioritise
- Plan of action
- Measurement & Evaluation criteria

Work with team to develop a 'menopause in the workplace' policy, building on the insights from the discovery phase and the support programme. This should be published but be a living document.



Step 3: Company-wide launch & promotion

Develop a launch plan that fits with the culture and communication style of the business. Distribution of menopause toolkit for HR, Guides for managers & Handbook for employees

Step 4: Measurement & Evaluation

After year 1 measure the effectiveness of programme via survey with staff & management /HR and set new goals for year 2.



Seminars & Workshops



Workshops

Menopause Champions Workshop

Our interactive sessions feature discussion and planning around how attendees can support employees dealing with menopausal symptoms in their organisation. This training programme is ideal for creating menopause advocates in your organisation to get the conversations going and to continue it longer-term.

HR Workshop

HR professionals benefit from our training, helping them to understand how to make their workplace menopause friendly. And to help them in their role and in supporting line managers. We can help you identify how your organisation can support all colleagues, everything from the right education and awareness training, appropriate support to the best reasonable adjustments.

Manager Workshop

What is a line manager's role in supporting menopause at work? What do they need to know and do? Our workshops upskill line managers on what they need to know and do and how to have confident conversations and provide the best support.



Employee Seminars

Introduction to Menopause

The Menopause is caused by a change in hormone levels. For many women this natural process is a time of anxiety and stress due to the various physical and emotional symptoms such as hot flushes, night sweats and low mood to name a few. Symptoms vary hugely in duration, severity and what impact they have on women. And no two women are the same, nor is their menopause. In this seminar we explain just what these changes are, and what we can do to make things easier.

Topics include:

- What is Menopause
- Stages of menopause
- Signs & Symptoms
- Treatment options

Menopause & Mental Health

Shifts in the levels of female hormones associated with the menopause can negatively impact mental health. Women who have struggled in the past with mental health difficulties might also see a resurgence in symptoms. Others may experience anxiety, depression, mood swings, irritability etc.

In addition, sleep disruption, which often becomes more common at the time of menopause can trigger emotional distress such as low mood and anxiety. In this psychologist-led seminar we consider some of the common signs and impacts of the menopause on mental health and provide tools and strategies to manage these symptoms.



Seminars & Workshops



Employee Seminars

Menopause, Diet & Nutrition

The menopause is a natural process that occurs for every woman. With the flux in hormone levels comes some unwanted symptoms such as irritability, hot flushes, increased risk of cardiovascular disease and osteoporosis.

In this dietitian & nutritionist-led seminar, we consider diet and lifestyle changes that can enhance our health at this time and make the process as smooth as possible.

Menopause & Physiology

Menopausal symptoms have a substantial effect on the quality of life of women and on performance at the workplace. Increased awareness of symptoms and acquisition of coping strategies can help. This medical doctor led seminar talks about why menopause happens, the physical symptoms, the genitourinary symptoms and how to treat them.

Menopause and Sleep

The decline in hormones, particularly oestrogen, impacts sleep, resulting in chronically disturbed sleep for some, which in turn leads to insomnia, fatigue, irritability, and difficulties with short term memory and concentration, as well as muscle and joint discomfort. This seminar discusses why this is and how best to deal with sleep issues during menopause.



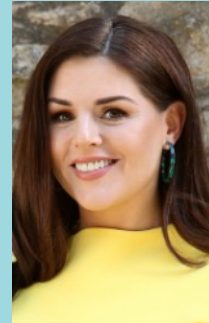
Menopause Resources



Women's Health Panel Discussion with Síle Seoige

In this webinar, from Iaya Healthcare, Síle Seoige leads an expert panel discussion with GP Roisin O'Loughlin and CEO and founder of Menopause Hub Loretta Dignam where they discuss Women's Health, with a particular focus on menopause.

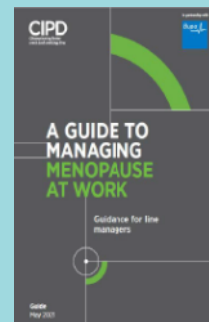
Watch [here](#)



The Menopause at Work Guide from the CIPD:

A guide from the CIPD for line managers, offering practical advice on what a manager needs to know about the menopause to effectively support their team.

Download [here](#)



Menopause matters with Ciara Kelly, Newstalk

Watch [here](#)



IBEC Voices Podcast – Women's Wellbeing & Career

How can businesses support and promote women's wellbeing and career development? This pivotal issue is the focus of the latest episode of the Work Talks podcast series, presented by broadcaster Kieran Cuddihy.

Listen [here](#)



Ireland AM – Virgin Media Television

Loretta Dignam Founder and CEO of The Menopause Hub describes her experience of menopause

Watch [here](#)



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Meet Our Team of Experts (and training facilitators)

DR CONOR HARRITY

Dr Conor is our Medical Director and is a Consultant Gynaecologist, and a British Menopause Society accredited Menopause Specialist who is highly experienced in all aspects of menopause care, perimenopause, post menopause, surgical menopause and premature & early menopause. In addition to seeing patients in The Menopause Hub, he also a Consultant Gynaecologist in Beaumont Hospital and the Rotunda. He is passionate about women's health and has devoted his career to helping women. Conor is a member of the British Menopause Society (BMS) and a member of the North America Menopause Society (NAMS).



DR CATHERINE RIORDAN

Dr Catherine has over 30 years experience in the fields of women's health, reproductive medicine and urology, giving her a complementary skillset for menopause care and management. Catherine, MB, Bch BAO, FRCS is a graduate of University College Dublin and a Fellow of the Royal College of Surgeons, England. She is a member of the British menopause Society (BMS). And is a member of the North America Menopause Society (NAMS).



NIGEL DENBY, MENOPAUSE DIETITIAN & NUTITIONIST

Nigel is the UK's leading Menopause specialist dietitian and works along-side some of the world's best menopause experts from his clinic in Harley St, London. He is the nutrition advisor to Women's Health Concern and has written extensively on the role of diet and nutrition for women during the menopause.



MICHELE PIPPET, PSYCHOLOGIST AND COUNSELLOR

Michele graduated from UCD with Masters degree in Clinical Psychology and from TCD with a Diploma in Counselling. Michele worked for many years in the field of fitness, health and well-being before specializing in the area of women's health in 2003. She has worked with both the Dublin Well Woman Centre and The Irish Family Planning Association and has extensive experience working with women facing different life stage challenges - crisis pregnancy, fertility issues, menopause, stress, anxiety, bereavement, depression and relationship issues. Michele is passionate about promoting women's health and supporting them in the challenges they face.



Meet Our Team of Experts (and training facilitators)

AOIFE STOKES

Aoife Stokes is an independent HR and learning and development specialist. With over 30 years' experience in her field, Aoife has held senior HR management roles in a variety of leading companies such as BSI Cybersecurity, GE Capital, Paypal and Ulster Bank Markets. A qualified life coach and mediator, her particular areas of interest are in the areas of leadership development and organisational design. Aoife has a wide range of clients in both the private and public sector and currently lectures in DBS on the MSc programme in HRM.



LORETTA DIGNAM. FOUNDER.

Loretta founded The Menopause Hub following a career working in Marketing and Communications with many multi-national, global businesses, she has also lectured in the UCD Smurfit Business School on their executive MBA and MSc Programme.



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