

Menopause at Work Employee Fact & Resources Sheet

What is Menopause?

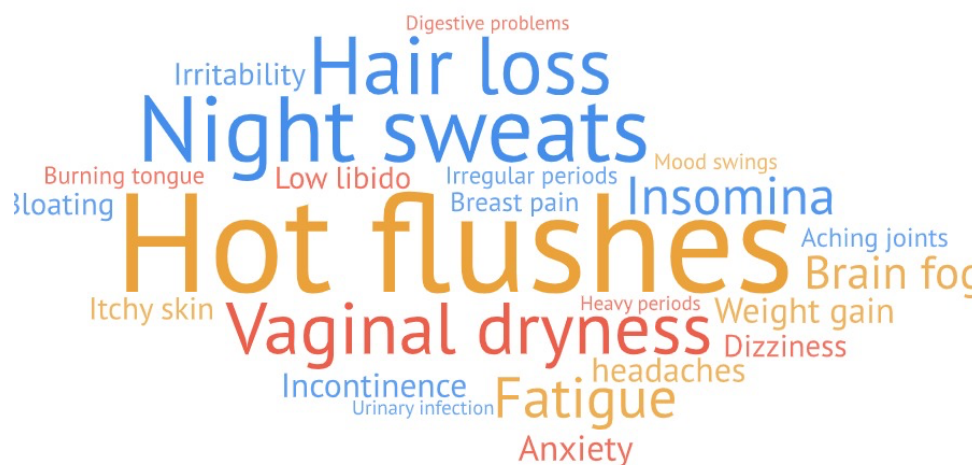


Menopause is when a woman stops having periods and reaches the end of her natural reproductive life. It is generally defined as having occurred when a woman has not had a period for 12 consecutive months (for women reaching menopause naturally). The average age for a woman to reach menopause in the UK is 51 but it can be earlier or later than this, either naturally or due to surgery or illness.

Perimenopause is the time leading up to menopause when a woman may experience physical and / or psychological symptoms. This can start five years before menopause.

Postmenopause is the time after menopause has occurred, starting when a woman has not had a period for 12 consecutive months. Symptoms should start to fade but typically last for a further 4 years.

Menopause Symptoms



Whilst some people experience almost no symptoms, around 80% experience noticeable changes. And no two people will experience exactly the same symptoms.

It's important to note that people from the transgender and non binary communities may also experience menopausal symptoms. Their experiences will differ too.

Managing Symptoms

How symptoms are managed is a very personal decision and can include a medical approach, CBT or dietary and lifestyle changes.

1. HRT

- Government recommended NICE guidelines state:
 - women with POI (premature ovarian insufficiency) should take hormones unless with or at high risk of breast cancer to safeguard against an increased risk of osteoporosis and cardiovascular disease.
 - For the majority of women under the age of 60 HRT is safe.
- Can be taken in tablet, patch or gel form.

2. Lifestyle changes

- Food & Drink
 - Reducing sugar, caffeine and alcohol can help to dramatically reduce hot flushes, night sweats and improve sleep.
- Exercise
 - Activities such as Yoga, Pilates, Tai Chi, and Meditation can significantly reduce menopause related anxiety, stress and brain fog.
- CBT
 - Cognitive behavioural therapy has been shown to be effective in managing symptoms such as hot flushes, night sweats and poor sleep.

Resources

- **National Institute for Health and Care Excellence (NICE) guidelines.** These explain how a GP will determine what types of treatments and interventions they can offer. <https://www.nice.org.uk/guidance/ng23>
- **Premature Ovarian Insufficiency (POI).** POI information and support on early menopause. <https://www.daisynetwork.org.uk>
- **Information on hysterectomy.** This provides an insight into surgically induced menopause as a result of having a hysterectomy. <https://www.rcog.org.uk/en/patients/menopause/hysterectomy>
- **Find a specialist. Locate your nearest BMS-recognised menopause specialist.** <https://thebms.org.uk/find-a-menopause-specialist/>
- **Health & Her.** Practical expert advice and handpicked products for women experiencing perimenopause and menopause. (Use promo code JULIE10 for 10% discount off products) <https://www.healthandher.com>
- **The Happy Menopause.** Monthly podcast featuring a range of expert guests full of brilliant diet and lifestyle advice. www.well-well-well.co.uk/podcasts
- **The Hot Flush Freedom Challenge.** Paperback or ebook outlining a fun, easy 10 day challenge to help you cool down, calm down and break through the brain fog of menopause. Available from Amazon.
- **Older and Wider.** Jenny Éclair's hilarious, irreverent and refreshingly honest compendium of the menopause. Available from Amazon.
- **Menopause – All You Need to Know in One Concise Manual.** Hardback guide to signs, symptoms, HRT and alternative treatments. Available from Amazon.