



## HOW CAN AN EMPLOYER HELP?

### Here are our top tips for employers:

- Record any sickness absences that are related to the menopause as an ongoing health issue instead of a series of short-term absences. This will ensure your sickness absence procedure will not necessarily be implemented and will provide peace of mind to your employees when they discuss their health needs. A survey by TUC, quotes almost 1 in 3 respondents reported management criticism of menopause-related sick leave and over a third cited embarrassment or difficulties in discussing the menopause with their employer.
- Raise awareness of how menopause symptoms may affect women in the workplace amongst line managers.
- Be accommodating to the flexible working requests that will help women manage their symptoms, which can include exhaustion, anxiety and depression because of sudden changes in their hormone levels.
- The physical working environment can worsen symptoms and increase stress at work so consider giving employees the means to adjust the temperature of their immediate work environment (i.e. a fan). Ensure that rest and / or toilet facilities are readily available and access to cold drinking water.
- Refer female employees to occupational health if both parties feel this is appropriate. And ensure that managers are aware of reasonable workplace



adjustments that may be necessary to support women who are experiencing the menopause.

- If you have an Employee Assistance Programme (EAP) in place – either on a standalone basis or as part of your group income protection policy – communicate regularly the vast array of services that female employees might find useful, such as telephone counselling, anxiety and depression screeners, online self-help programmes and mindfulness tools, body fat / BMI / heart rate calculators, and articles on health and wellbeing.
- Physical exercise is also key. It's already proven that physical and mental health are intrinsically linked and involvement in physical activity can only help women during this difficult period in their lives. Promote physical activity, making full use of wellbeing apps that are offered as an added value benefit by some healthcare and group risk providers.

