

Menopause at work

Submitted by: The Menopause Exchange

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Menopause symptoms can have a significant effect on all aspects of women's lives, including their attendance and performance at work. Not all employees going through the menopause will want to raise the issue with managers or colleagues. But if they do, it is important that they feel supported, understood and heard. And one of the best ways to ensure this is to create a workplace menopause policy or guidance.

In the Autumn 2020 issue of The Menopause Exchange newsletter, Norma Goldman, founder and director of The Menopause Exchange, writes about menopause policies and guidance. She discusses exactly what these documents should contain and how to tailor them to your workplace.

"The impact of the menopause at work shouldn't be underestimated," says Norma Goldman. "Physical and emotional symptoms can have a huge impact, not just affecting women who are going through the menopause, but also their colleagues. Many women don't seek the help they need, instead suffering in silence. Employers can help by putting the right policies in place, offering menopause training to employees and making simple, practical workplace changes to improve employee wellbeing."

The Menopause Exchange, which was established in 1999, is completely independent and is not sponsored by any companies. It provides impartial, easily understood information to women, men and healthcare professionals. The Menopause Exchange quarterly newsletter contains articles written by top medical experts, such as gynaecologists, GPs, consultants, specialist menopause nurses, complementary practitioners, pharmacists, dietitians etc.

Articles in the Autumn 2020 issue of The Menopause Exchange quarterly newsletter include Nutrition and immunity, HRT questions you forgot to ask your GP and Cystitis and thrush at the menopause, as well as news, Ask the Experts Q&As and information about Norma Goldman's webinars, talks and workshops.

Menopause webinars: Your readers may be interested in organising a webinar for their family and friends or workplace. For over 21 years, Norma Goldman has been presenting menopause talks and workshops. She is now presenting webinars on 'Understanding the Menopause' for women, men, healthcare professionals, journalists and women's groups and 'The Menopause at Work' for employers, managers and anyone who is responsible in the workplace for the wellbeing of employees. For more information, email norma@menopause-exchange.co.uk.

The Menopause Exchange quarterly newsletter is available via email for free. Sign up on our website, www.menopause-exchange.co.uk. Find us on Facebook and Twitter (@MenopauseExch).

For more information, call 020 8420 7245, e-mail norma@menopause-exchange.co.uk or write to The Menopause Exchange at PO Box 205, Bushey, Herts WD23 1ZS.

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NOTES FOR EDITORS

1. The Menopause Exchange was launched in June 1999.
2. Articles in previous issues of The Menopause Exchange newsletter include: The menopause at work; Menopause in different cultures; Less common menopausal symptoms; Starting on HRT; CBT and mindfulness; Are medicines stripping you of nutrients?; Thyroid problems and the menopause.
3. The founder and director of The Menopause Exchange is Norma Goldman. Norma has a pharmacy degree and a Master's degree in health promotion and she is a public speaker. She gives webinars, talks and workshops on the menopause to women, men and employees in the workplace including hospitals, women's groups, healthcare professionals, GP practices, organisations, companies and at exhibitions. Her daughter, Victoria Goldman, the editor of the newsletter, is an experienced health journalist, editor and proofreader, with a BSc. degree in Biomedical Science and a Master's degree in Science Communication.
4. The aim of The Menopause Exchange is to raise the awareness of the menopause among women, men, healthcare professionals, complementary practitioners, line managers, health and safety officers and anyone else who is responsible in the workplace for the wellbeing of employees.
5. All press enquiries to Norma Goldman on 020 8420 7245.