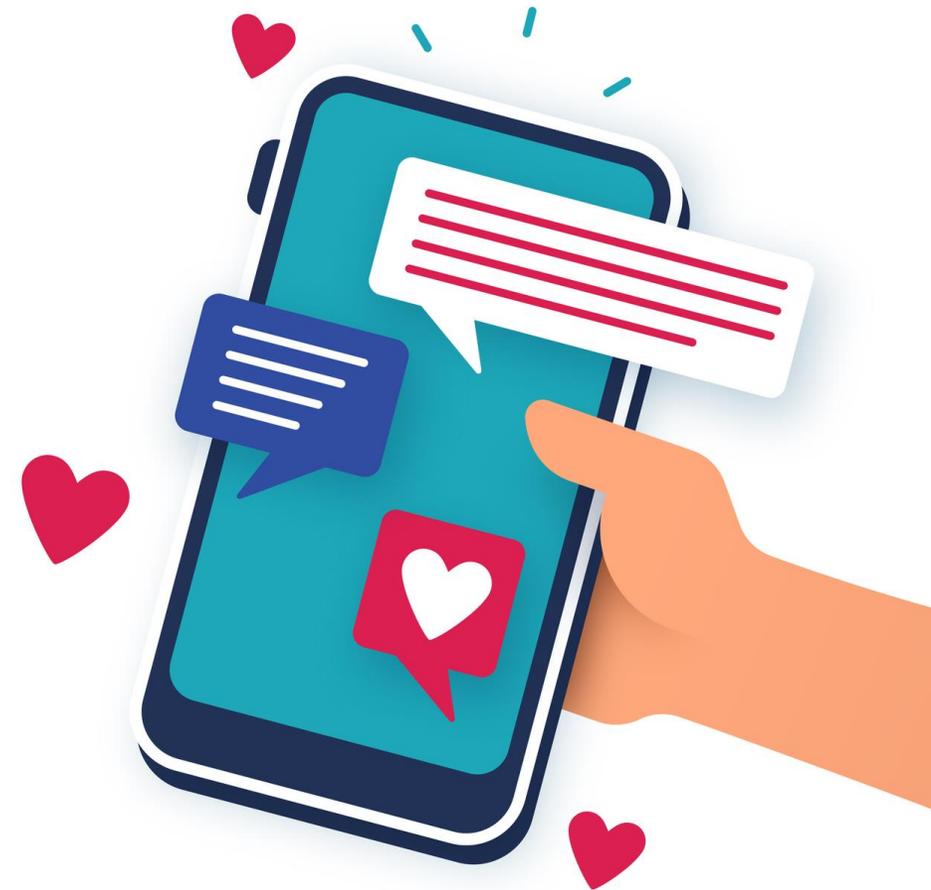


Menopause e-learning module comms toolkit



Background



- The NHS employs over 1.3 million people and around 1 million of these people are women. This is over 75% of the entire workforce. Women between the ages of 45 and 54 make up a fifth of all NHS employees and could be experiencing symptoms of the menopause.
- The NHS recognises and values the diversity of its staff and we want to support all colleagues who experience the menopause.
- The NHS Menopause Improvement Programme within NHS England is developing a model of workforce support that champions staff wellbeing so that everyone can remain and thrive in the workforce throughout and beyond menopause.
- The next phase of this work is the launch of the menopause e-learning module which will educate staff about the symptoms and impact of the transition and provide information on how to support colleagues and friends.
- The e-learning programme provides:
 - An introduction to the menopause - what it is, stages, symptoms
 - It will address the incidence of menopause in the NHS workforce and population
 - The impact of peri/menopausal symptoms on the health/wellbeing, productivity and retention of people affected by the menopause transition in the NHS workforce and population

Key messages



Key messages

- The NHS is committed to creating a supportive working environment that champions the wellbeing of all our NHS people so that they stay and thrive through the menopause.
- The menopause e-learning module takes just 20 minutes to complete and has been created with Health Education England (HEE) to provide all staff with a valuable base knowledge about menopause and the impact on the NHS workforce.
- There are around 1 million women in the NHS workforce. This is over 75% of the entire workforce. Around one in five of them are of menopausal age and could be experiencing symptoms.
- To support our colleagues effectively through the menopause transition, it is important that everyone in the organisation has some knowledge of how menopause and peri-menopause can impact women at work.
- Looking after and supporting our people is a critical priority for the NHS and a key element of our People Promise. Good menopause care has both direct and indirect impacts on workforce retention and productivity, and ensuring staff get the support they need is an important part of retaining experienced talent and skills.

Call to action

- Help us keep our workforce thriving through menopause by expanding your knowledge and completing the e-learning menopause module now.
- The module is available here: <https://www.e-lfh.org.uk/programmes/menopause-awareness>

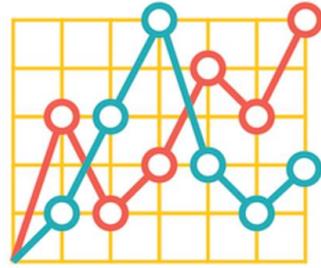
Audience and insight



Audience(s)

The NHS workforce, including:

- HR Directors
- Senior leadership teams
- System workforce leads
- Staff engagement leads
- Regional retention leads
- Directors of workforce
- Line managers
- Occupational Health Colleagues
- HR Colleagues
- Menopause Networks
- Wellbeing Guardians and Champions



Key facts and stats

- Women make up over 75% of the 1.3 million people in the NHS workforce.
- Women between the ages of 45 and 54 alone make up a fifth of all NHS employees.
- Three out of five people experience symptoms: one in four can experience severe symptoms, which impact on their day-to-day life.
- The average age to go through the menopause is 51.
- Around 1 in 100 people that experience the menopause go through the transition before the age of 40.
- Three in five people experiencing menopause believe their symptoms have a negative impact on them at work and nearly a third said they had been unable to go into work because of their menopause symptoms.
- Almost one million people have quit their jobs altogether.

Example short copy



NHS England and HEE have launched a brand new e-learning for health module all about the menopause.

The module, which takes 20 minutes to complete and has been developed specifically for NHS staff, covers everything from the common symptoms of the menopause to how it can impact people at work and how colleagues can support colleagues going through the transition.

There are around one million women working for the NHS in England and around one in five of them are of menopausal age, and could be experiencing symptoms.

We are committed to creating a more inclusive and supportive workplace for all our colleagues at all stages of life, and are working hard to ensure our staff stay and thrive through the menopause.

To improve your knowledge of the menopause and how it may affect you or someone you work with, complete the e-learning module now at <https://www.e-lfh.org.uk/programmes/menopause-awareness>

Embargoed until Wednesday 8 March 2023



Example long copy



A brand new e-learning for health module on the menopause has been launched as the NHS continues its drive to increase awareness of the transition in the workplace.

Health Education England has developed a 20-minute course for NHS staff covering everything from the common symptoms of the menopause to how it can impact people at work and how colleagues can support one another.

The new module follows the publication of national guidance at the end of last year, which set out comprehensive advice for line managers on how best to support their staff through the menopause.

With around one million women working for the NHS in England, and around a fifth of them of menopausal age, the menopause is everyone's business. It is crucial for recruitment and retention that everyone in the organisation has some knowledge of how the menopause and peri-menopause can impact women at work.

While everyone's experience of the menopause is different, some of the most common symptoms include hot flushes, low mood and anxiety, difficulty concentrating and trouble sleeping. For around a quarter of women going through the transition, symptoms can be severe and have a debilitating impact on their day to day life.

The short online module has been designed specifically for those working in the health service and aims to provide staff with the knowledge and awareness they need to better support a colleague, or themselves, as they navigate the menopause at work.

Embargoed until Wednesday 8 March 2023



Example social media posts



Sherwood Forest Hospitals NHS FT @SFHFT
Our [#MenoPAUSE4Thought](#) campaign kicked off this morning with line manager training and this afternoon we've got events for staff. But this is just the start for us – aiming to normalise [#menopause](#) in the workplace. bit.ly/2J3HdjB @SuzanneB_NHS @henpickednet



University Hospitals Birmingham @uhbtrust · Feb 10
We are so proud of Wendy and her incredible work to support women in our Trust, who are approaching or going through the menopause.

The menopause passport is the first of its kind in the NHS is already making a difference to women at UHB.

Read more:



bbc.co.uk
Menopause passport introduced by NHS trust boosting wellbeing
The scheme offering help to medical staff is thought to be a first in the NHS.

Ruth May @CNOEngland · Jun 15, 2022
Today @NHSEngland signed the [#MenopauseWorkforcePledge](#).

We want the NHS to be the best workplace it can be and ensuring [#OurNHSPeople](#) are supported at every stage of their career and through every chapter of their lives is crucial. [#teamCNO](#)

Embargoed until Wednesday 8 March 2023

Isle of Wight NHS Trust @IOWNHS · Oct 18, 2021
As well as marking [#WorldMenopauseDay](#) today we are also celebrating the 1 year anniversary of our Menopause Matters Staff Network forming.

Network member Anne, who works in our Pathology Team and volunteers for @CowesRNLI has shared her experience with us...

A thread



1 5 11

Isle of Wight NHS Trust @IOWNHS

"I was in a very dark place at the beginning of the year. I was terrified I had early onset dementia and felt like I had no where to turn. I found the menopause support group not expecting it to be my issue." [#WorldMenopauseDay](#)

We Are NHS People @people_nhs · Feb 28
Understanding [menopause](#) and its symptoms can help support [#OurNHSPeople](#) who may be experiencing it. Find out more about [menopause](#) in the self-care factsheet and other resources: bit.ly/3kwucGk



Example social media posts



NELFT NHS Foundation Trust
12,646 followers
2mo • 🌐

+ Follow ...

With over 75% of the NHS workforce being women, it is essential that the right support is in place for those experiencing the menopause to retain the experienced talent and skills of our #TeamNELFT people. Three in five of those experiencing menopausal symptoms say it has a negative impact on their work.

NHS England has therefore developed national menopause guidance aimed at line managers and colleagues experiencing menopause. The guidance includes advice on how staff can record menopause-related absences on ESR and tips on making reasonable adjustments for those experiencing symptoms. For information, click here <http://ow.ly/KhT650LOC5R>

NHS

Up to 20% of NHS colleagues could be affected by menopausal symptoms at work



University Hospitals Birmingham NHS Foundation T...
18,022 followers
6d • 🌐

+ Follow ...

Our menopause passport, which is the first of its kind in the NHS, is helping staff feel comfortable and supported as they approach and experience the menopause.

Hot flushes are the symptom most often associated with the menopause, but many women suffer from much more debilitating symptoms such as brain fog, anxiety and insomnia. These symptoms, and many more, can have a serious impact on women's lives. Only recently, national research showed that 10% of women leave their jobs, and many more are reducing their hours or passing up promotions, because of their menopausal symptoms.

Because every woman's menopause is completely unique and different, the passport is helping women at UHB get the right support for them.

As well as fast-tracking help and advice, it can also be used to request adjustments to their working environment, such as wearing a lighter uniform or a change to working patterns.

The menopause passport was the idea of UHB nurse Wendy Madden, who has worked for the Trust for 20 years.

Read more here: <https://bbc.in/40MS74I>



Embargoed until Wednesday 8 March 2023

West London NHS Trust
11,514 followers
4mo • 🌐

+ Follow ...

Today is **#WorldMenopauseDay**, and this year's theme is cognition and mood. Three quarters of women going through the menopause will experience symptoms, which can include insomnia, anxiety and problems with concentration and memory.

These symptoms can negatively impact people at work and hundreds of thousands of women have left their jobs as a result, so it is more important than ever that we continue the conversation around menopause and ensure everyone feels comfortable, confident, and supported in both their personal and professional lives.

Here at the Trust we're launching a range of support to help our staff cope with menopause. We have a wellbeing service available - with plans in place for menopause exercises in the workplace - as well as introducing a menopause support group and new 'Menopause in the Workplace Policy' too.

#KeepingTheConversationGoing #WorldMenopauseDay2022

World Menopause Day

"This group is vital, it is very supportive and informative. It normalised things that I thought only I had gone through, and things that I hadn't realised were part of the menopause. No one judges anyone and it feels very welcoming and warm."

Royal Free London NHS Foundation Trust
31,438 followers
4mo • 🌐

+ Follow ...

October is **#WorldMenopauseMonth**

We encourage everyone to use this time to start frank and honest discussions about menopause to help clarify and demystify this normal, natural part of the aging process ❤️

Learn more about menopause on the NHS site here: <https://lnkd.in/gipyKvq>



NHS England
651,476 followers
2mo • 🌐

Menopause isn't a health condition, it's a stage of life. Make your workplace menopause friendly.

Find out how you can understand more about the menopause and how to support colleagues experiencing menopause symptoms at work. <https://lnkd.in/g/HRxtNA>

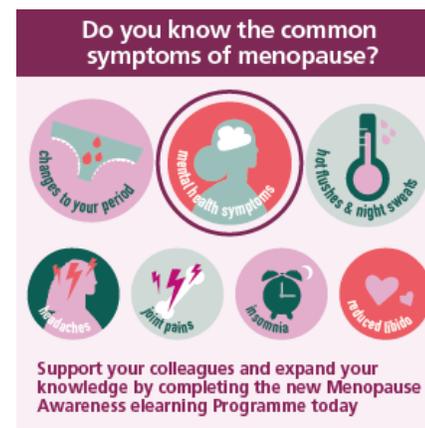
NHS

Women make up over **75%** of the **1.3 million** people in the NHS workforce.

Resources to use



- The module will be available for NHS staff at the following link: <https://www.e-lfh.org.uk/programmes/menopause-awareness>
- A range of materials have been developed and are available alongside the module, which can be used to raise awareness of the menopause itself and signpost people to the e-learning module and support available.
- Access [guidance](#) on supporting NHS colleagues through the menopause.
- The NHS [webpages on menopause](#) include advice on symptoms and treatment.
- Information on menopause support in the workplace is available [here](#).
- The NHS has worked with the Self Care Forum to develop a [self care factsheet](#) for people experiencing the menopause.



At any time, about a fifth of the NHS's workforce may be experiencing menopause symptoms. Support your colleagues and expand your knowledge by completing the new Menopause Awareness elearning Programme today

The Menopause
SELF CARE FORUM FACT SHEET NO. 22

This factsheet will help you understand and manage your perimenopause and menopause and point you to further sources of good information. Getting advice early can help reduce the impact of symptoms on your health, relationships and work.

Facts about the menopause and the perimenopause

What might happen during the menopause and perimenopause?

The menopause is the time when a woman stops having periods and can no longer get pregnant naturally. The ovaries stop releasing eggs and no longer produce the hormones oestrogen and progesterone.

- Menopause is traditionally defined as having occurred when a woman has not had a period for 12 continuous months (for women reaching menopause naturally).
- It usually occurs between the ages of 45 and 55. Between 40 and 45 it is known as early menopause but for some women it may occur before the age of 40. This is known as premature menopause, or premature ovarian insufficiency.
- Changes can also be brought about by treatments for cancer (e.g. chemotherapy), through removal of the ovaries and by some types of hormone therapy. People with some genetic conditions are more likely to experience a premature menopause.
- Symptoms can appear years before periods stop, as the body makes its changes leading up to the menopause. This is called the 'perimenopause' or 'menopause transition'.
- The commonest symptoms of the perimenopause are: changes in periods, hot flashes, anxiety and mood swings. See the box alongside for more.
- Symptoms can have a big impact on people's lives, including on relationships and work.
- Symptoms may continue long after the menopause. This time of life is known as the 'postmenopause'.
- There are things people can do to help with symptoms and there are treatments to replace the missing hormones.
- Contraception must still be used up to the menopause and for a further 2 years if under the age of 50, or for 1 year if over 50. If the diagnosis is not clear, contraception should be continued to the age of 55.

A typical menopause timeline

Menopause
12 months after your periods stop

Regular periods | Perimenopause (Change in periods, menopausal symptoms) | Postmenopause (No further periods, symptoms may persist)

12 months | Last Period

Common signs and symptoms of the perimenopause and menopause
Around 75% of women will get symptoms; for 25% of women they will be severe and they can have a big impact on daily life. Symptoms may be worse if your menopause comes on suddenly, for example after surgery to remove your ovaries. If you have any of the symptoms listed here, think menopause, but be aware that some of the symptoms (e.g. fast heartbeat or worsening migraines) may indicate a more serious problem. If in doubt consult the nhs.uk website or speak to a health professional.

Changes to your periods with menopausal symptoms

- You will normally notice a change in the pattern of your periods. They may get lighter or heavier, happen less often or more often, or become unpredictable. Eventually, you will stop having periods altogether.

Mental health symptoms

- Mood changes, like low mood, anxiety, mood swings and low self-esteem.
- Problems with memory or concentration (brain fog).

Physical symptoms

- Hot flashes, when you have short, sudden feelings of heat or cold, usually in your face, neck and chest. They can make you sweaty or dizzy and make your heart beat faster.
- Night sweats.
- Difficulty sleeping, which may be a result of night sweats, making you tired and irritable during the day.
- Headaches, including worsening of existing migraines.
- Muscle aches and joint pains.
- Changing body shape.
- Skin changes, including dry and itchy skin.
- Reduced sex drive (libido).
- Vaginal dryness and pain, itching or discomfort during sex.
- Repeated urinary tract infections (UTIs) or urinary frequency.

Symptoms can last for months or years, and can change with time.
For example, hot flashes and night sweats may improve, and then you might develop low mood and anxiety.

Fact Sheet No 22 : Menopause. Produced by the NHS National Menopause Clinical Reference Group and the Self Care Forum. www.selfcareforum.org
May 2022. Next review date: May 2023.

Self Care Forum | Lets talk menopause | Help us help you

Find out more!



Information about the menopause is available on the NHS website, including signs and symptoms, tips on looking after yourself, and advice on when to seek further treatment or advice:

- <https://www.nhs.uk/conditions/menopause/>
- <https://www.england.nhs.uk/looking-after-our-people/supporting-people-in-early-and-late-career/#menopause>

And for thoughts or feedback on this comms toolkit please contact strategic.comms@nhs.net