

# MENOPAUSE

*Knowledge is power - enabling women to understand menopause and its effects at home and work and improve both through support and education.*



## Menopause at work

Menopause is natural - all women will eventually experience it. For some, it will go almost unnoticed except for the tangibly obvious - lack of cycles. For others the time around the menopause will be marked with troublesome symptoms, sometimes leading to difficulties at home and work. Reports have shown that women value the opportunity to discuss openly the issues around menopause and how it affects them in the workplace.

### Menopause Facts

- Can happen at any age
- more than 3/4 of women will get disturbing symptoms for a least one year
- Workplace culture can make it worse
- Symptoms can pose a significant embarrassment at work and lead to absenteeism and poor productivity

### Menopause and the police

- Police staff report tiredness, insomnia, lower levels of fitness, poor concentration and forgetfulness that affects work
- difficulties often not disclosed to managers
- absenteeism may be a problem
- Occupational Health depts report need for extra support

Workplace sessions, led by experienced and expert nurse offer:

- What is normal, what is not?
- What can you do about it?
- How can you balance work stresses with hormones?
- Is there an alternative to HRT?
- Lifestyle choices to promote health at menopause
- Frequently asked questions
- Top Ten Tips for employers and managers
- Leaflets and resources

Sessions are tailored made and can be run at any time on any day. Experience shows that two consecutive 50 minute lunchtime sessions works well, with women signing up to one beforehand. The format is informal, confidential and humorous whilst offering serious knowledge sharing and empowerment though group discussion and information giving.

### Testimonials

**Rosemary Jeffers, Occupational Health, Safety and Wellbeing Manager . Herts Police** "Kathy is an expert in her field and her knowledge around this often taboo subject was impressive. She was able to dispel myths surrounding HRT and several women on her recommendation went to see their GPs and were started on HRT with a resulting improvement in their symptoms."

**Karen Brimson, Integrated Offender Management West LPA , Essex Police** " I was surprised how much discussion was generated; women really appreciated the opportunity for open discussion with the privacy of an expert and work related problems were top of their agenda"

**Further Information**

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