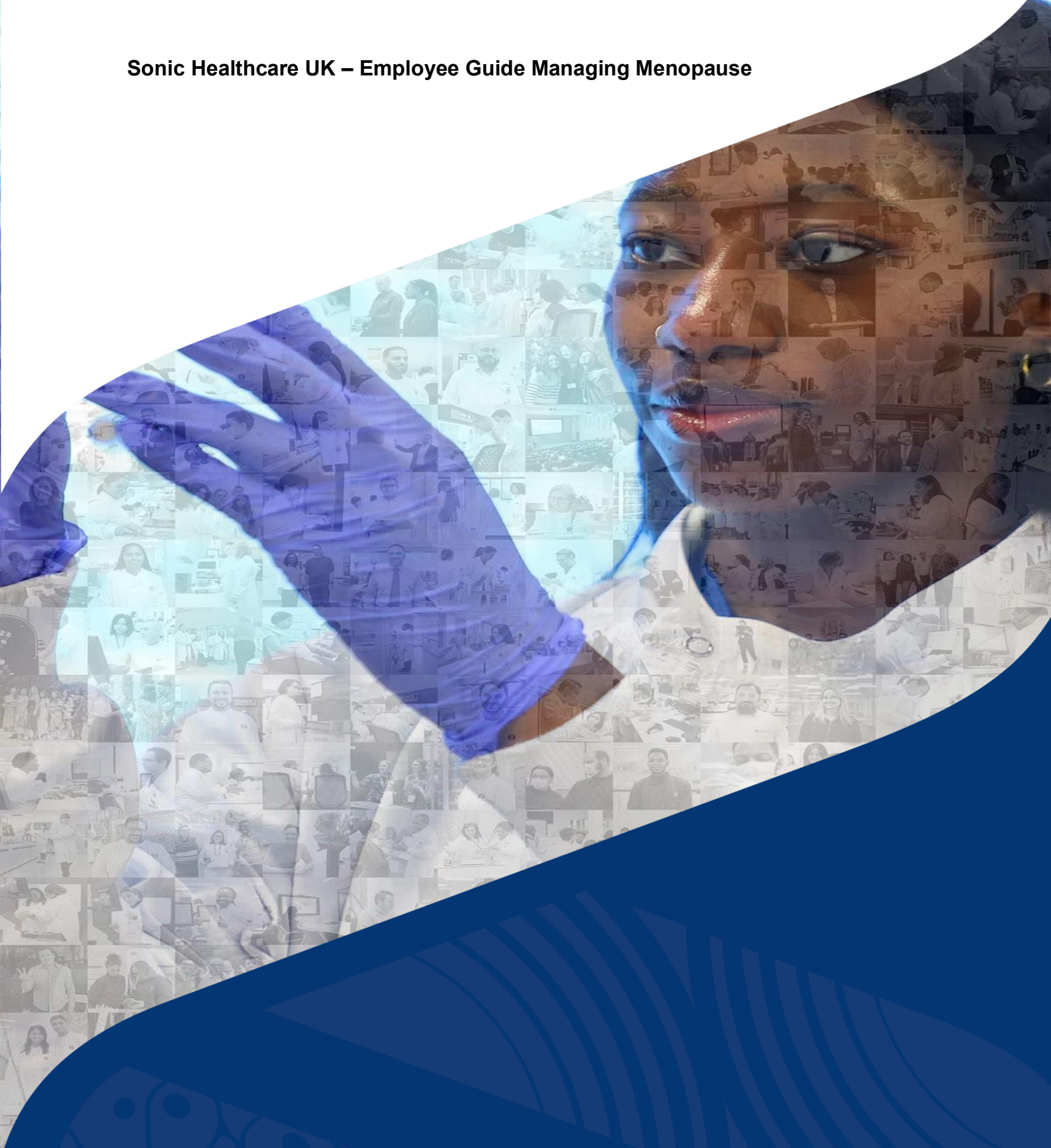




**SONIC HEALTHCARE
UK**

Staff Guidance

Sonic Healthcare UK – Employee Guide Managing Menopause



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1 INTRODUCTION

This guide is for everyone: those experiencing menopause, their peers and Managers. Our goal is to raise awareness and foster a supportive workplace for all.

We recognise that the menopause experience is different for everyone with some people dealing with severe and debilitating symptoms and others experiencing very little in the way of noticeable symptoms.

This includes trans-men in the process of transitioning, as well as individuals who identify as non-binary, but possess female reproductive organs.

2 THE STAGES OF MENOPAUSE

Peri-Menopause: The time leading up to menopause when one may experience changes and menopausal symptoms. People can experience an average of four years or longer of perimenopause before periods stop completely.

Menopause: A one-day event when menstruation stops.

Post Menopause: The time after menopause has occurred and starts once periods have ceased for 12 months and one day.

3 NON-BIOLOGICAL CAUSES OF MENOPAUSE

Surgical Menopause: occurs when ovaries are removed. Hormone levels plummet, and menopause is immediately experienced.

Medical Menopause: occurs when ovaries stop working due to chemotherapy, other medicines, or radiotherapy. Members of the trans and non-binary community can sometimes experience menopause symptoms if they are taking hormonal treatment.

4 SYMPTOMS

These are symptoms you might be experiencing, which often occur during perimenopause, though some may continue into post menopause.

Physical

Hot flushes/night sweats

Irregular and/or heavy periods

Difficulty in sleeping, insomnia and fatigue

Migraines and headaches

Joint stiffness, aches, and pains

Recurrent urinary tract infections

Psychological

Reduced concentration/ memory loss (and brain fog)

Anxiety/ depression

Low mood or changes in mood

5 WHAT CAN I DO IF I NEED HELP?

Managing menopause is a personal choice and may depend on the severity of symptoms, medical history, or personal philosophy about what feels like the right approach.

Speak to someone.

If you feel able to, speak to your manager. They will want to support you during this time and may be able to offer practical help if that is what you need.

You might find it useful to speak to your GP or nurse about various ways of managing your symptoms so think about making an appointment to talk this through.

A pharmacist will also be able to offer advice about treatments and things you can do

Some adjustments can be agreed locally such as:

- Increase the number of breaks
- Temporary role adjustments
- Relaxation of uniform

Sonic Healthcare UK have a Flexible Working Policy in place, as well as a dedicated Health and Safety team who can advise on the working environment.

Lifestyle changes may help.

Eating well, exercising, and looking after your mental wellbeing can help with symptoms during perimenopause and menopause. It can also keep you well in the future.

Keeping a diary to track symptoms can be useful.

6 WHAT SUPPORT WE OFFER?

- Employee Assistance Programme (EAP)
- Reasonable adjustments to help you in your day-to-day work.
- Referral to Health and Safety.
- Referral to Occupational Health.
- Reach out to your manager or our menopause Champions for support.
- Menopause Champions lead regular events to share information.

6 FURTHER RESOURCES AND LINKS

<https://thebms.org.uk>

<https://henpicked.net/menopause-hub>

<https://www.menopausematters.co.uk>

<https://www.daisynetwork.org>

7 CHANGE DETAILS

Change Request number	Change Detail	Implemented in Version Number
N/A	N/A	N/A