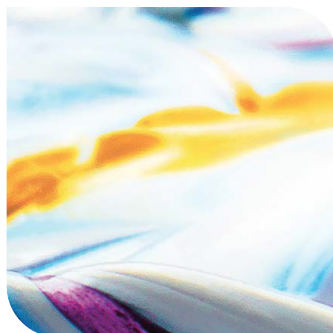




the menopause in the workplace



About...^{the}menopause hub[®]

At The Menopause Hub, we are passionate about optimising women's health & wellbeing during menopause and beyond.

The Menopause Hub is Ireland's first and only dedicated multidisciplinary menopause clinic, offering a range of services to optimise the health and wellbeing of menopausal women, Our team of specialists includes a team of doctors (GPs & Gynaecologists), psychologists, dietitians & nutritionists, women's health physiotherapists and acupuncturists. We offer a holistic, evidenced-based approach to menopause management and care.

We also work with a variety of organisations, across a variety of industries, including for profit and not for profit, to help make their workplaces menopause friendly.

The average age of menopause is 51, and perimenopause is 45. This age cohort are the fastest growing workforce demographic and with the recent change in pension age, it is likely that more women will be working into later life.

The implications of this changing demography is that employers should ensure that they have the appropriate policies and procedures in place.

Employers have a duty of care to their employees and a need to create greater openness in discussing the difficulties faced by those experiencing menopausal symptoms,

Why should employers consider menopause in their workplaces? Responding positively to the specific needs of individual employees is a key component of building an inclusive and welcoming working environment. An employer who seeks to understand and accommodate the needs, experiences and priorities of their employees is one that is likely to gain greater staff loyalty, lower rates of absenteeism and higher rates of productivity. It therefore makes good business sense.

Employers also have a duty of care to their employees under health and safety law which includes assessing and considering the specific requirements of employees affected by menopausal symptoms. A failure to support women affected by menopausal symptoms may contravene certain equality laws, such as age, gender, and disability discrimination.

The Menopause Hub - Advice your Employees Can Trust

Trusted By:



2

The Case for the menopause in the workplace

It Affects **30%** of female Employees

In Ireland today, the number of potential menopausal women between the age of 45 and 55 is 239,000 (there are 804,700 women currently in the Irish labour market)

Source: CSO



Physical & Psychological Symptoms

Menopausal difficulties experienced include:

- Brain Fog
- Poor concentration
- Memory Loss
- Insomnia & fatigue
- Depression
- Anxiety
- Low energy and hot flushes
- Reduced self-confidence

Cost to the Employer

- Negative impact at work, affects confidence and more
- Absenteeism and Presenteeism
 - 25% will consider giving up work
 - 10% will give up work

Source: health awareness UK

The **Case** for Change

- Employer duty of care
- Employee safety & wellbeing
- Managing organisational risk
- Legislative risk

Addressing the Last Workplace Taboo:

“83 per cent of respondents who had experienced menopause said it negatively affected their work, but 70 per cent would not feel comfortable talking to their manager”

Source: ‘circle in’ employee benefits



Proactive Measures:

Create Awareness and understanding through:

- Policy development
- Training for HR
- Training for managers
- Training for employees
- Appointing menopause champions
- Providing support material and information

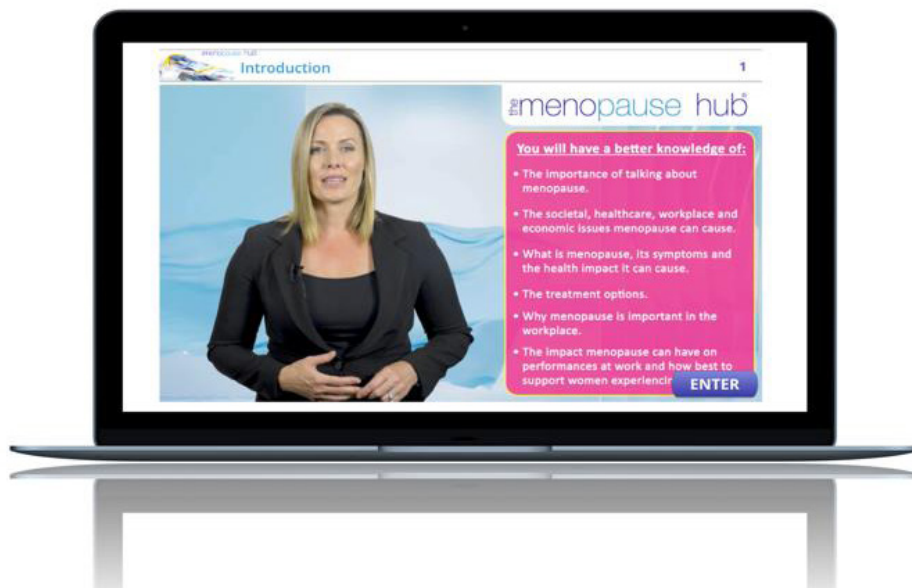


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Programme for Business

From Policy to Practice

The Menopause Hub e-Learning



We offer a suite of self-paced eLearning modules which have been expertly developed by a team of subject matter experts and education & training professionals. They have been independently assessed and accredited by the CPD Certification Service. These multi-media interactive courses are designed to be watched anytime, anywhere and are ideal for team members unable to attend scheduled webinars. The courses are approximately 45 mins in duration and each course concludes with an interactive multiple-choice quiz which helps embed and assess the learner's knowledge. On successful completion of the course, a CPD accredited certificate will be issued. All e-Learning courses are available through our managed Learning Management System (LMS) or can be purchased as a package to integrate with your existing workplace LMS.

Menopause in the Workplace for Colleagues (MIWP01)

This course focuses on the importance of talking about menopause, the societal, healthcare, workplace and economic issues that menopause can cause. It will give employees a broad understanding of what menopause is, the symptoms, the health impact it can cause and the treatment options available. The course also covers menopause in the workplace, why it is important and how to deal with it.

Menopause in the Workplace for Menopause Champions (MIWP02)

Menopause Champions play a vital advocacy role and can act as the first point of contact for colleagues who may be experiencing symptoms of menopause. This course is designed to give those workplace Champions an understanding of what menopause is, the symptoms and the range

of supports available. It covers the role of the Champion and identifies workplace solutions to de-stigmatise menopause and help make it part of the mainstream conversation. It gives employees practical ways to signpost colleagues to the appropriate internal support and information, or external sources of help.

Menopause in the Workplace for Managers (MIWP03)

This course is for managers and team leads and aims to inform and empower them to provide the best support for employees. It gives an overview of what menopause is and its impact on the workforce and productivity. It looks at the role of the line manager in supporting employees experiencing menopause and ways to implement solutions to create a menopause-friendly culture in the workplace.

Menopause in the Workplace for HR Professionals (MIWP04)

This course is specifically designed for those working in HR. It gives an overview of what menopause is and the Importance of raising awareness in the workplace. It looks at ways to support employees through reasonable workplace adjustments and menopause policy formation. It covers the legal issues that face employers and the obligations on the employer under the Safety, Health, and Welfare at Work Act 2005.



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Seminars & Workshops (Virtual or in person)

We also provide a suite of training workshops facilitated in-person or virtually. The maximum number of participants is 12 per workshop.



Workshops

Menopause Champions Workshop

Our interactive sessions feature discussion and planning around how attendees can support employees dealing with menopausal symptoms in their organisation. This training programme is ideal for creating menopause advocates in your organisation to get the conversations going and to continue it longer-term.

HR Workshop

HR professionals benefit from our training, helping them to understand how to make their workplace menopause friendly. We can help you identify how your organisation can support all colleagues, everything from the right education and awareness training, appropriate support to the best reasonable adjustments. We help you support your leadership team and line managers. You will learn about the legislative risks and about the importance of menopause policy development.

Manager Workshop

What is a line manager's role in supporting menopause at work? What do they need to know and do? Our workshops upskill line managers on what they need to know and do and how to have confident conversations with colleagues that are impacted by menopause and how to provide the best support.



Employee Seminars

These are more in-depth seminars for colleagues delivered by menopause experts

Introduction to menopause

The Menopause is caused by a change in hormone levels. For many women this natural process is a time of anxiety and stress due to the various physical and emotional symptoms such as hot flushes, night sweats and low mood to name a few. Symptoms vary hugely in duration, severity and what impact they have on women. And no two women are the same, nor is their menopause. In this seminar we explain just what these changes are, and what we can do to make things easier.

Topics include:

- What is Menopause
- Stages of menopause
- Signs & Symptoms
- Treatment options

Menopause & Mental Health

Shifts in the levels of female hormones associated with the menopause can negatively impact mental health. Women who have struggled in the past with mental health difficulties might also see a resurgence in symptoms. Others may experience anxiety, depression, mood swings, irritability etc.

In addition, sleep disruption, which often becomes more common at the time of menopause can trigger emotional distress such as low mood and anxiety. In this seminar we consider some of the common signs and impacts of menopause on mental health and provide tools and strategies to manage these symptoms.



Menopause, Diet & Nutrition

The menopause is a natural process that occurs for every woman. With the flux in hormone levels comes some unwanted symptoms such as irritability, hot flushes, increased risk of cardiovascular disease and osteoporosis.

In this dietitian & nutritionist-led seminar, we consider diet and lifestyle changes that can enhance our health at this time and make the process as smooth as possible.

Menopause & Physiology

Menopausal symptoms have a substantial effect on the quality of life of women and on performance at the workplace. Increased awareness of symptoms and acquisition of coping strategies can help. This medical doctor led seminar talks about why menopause happens, the physical symptoms, the genitourinary symptoms and how to treat them.

Menopause and Sleep

The decline in hormones, particularly oestrogen, impacts sleep, resulting in chronically disturbed sleep for some, which in turn leads to insomnia, fatigue, irritability, and difficulties with short term memory and concentration, as well as muscle and joint discomfort. This doctor led seminar discusses why this is and how best to deal with sleep issues during menopause.



Policy Development

We also work with organisations to develop bespoke menopause policies. Or if you prefer, we can work with you using our best practice policy frameworks, adapting it to your needs. Alternatively, we can help you integrate menopause into your existing range of policies.



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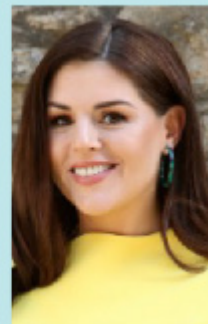
Menopause Resources



Women's Health Panel Discussion with Síle Seoige

In this webinar, from Iaya Healthcare, Síle Seoige leads an expert panel discussion with GP Roisin O'Loughlin and CEO and founder of Menopause Hub Loretta Dignam where they discuss Women's Health, with a particular focus on menopause.

Watch [here](#)



The Menopause at Work Guide from the CIPD:

A guide from the CIPD for line managers, offering practical advice on what a manager needs to know about the menopause to effectively support their team.

Download [here](#)



Ireland AM – Virgin Media Television

Loretta Dignam Founder and CEO of The Menopause Hub describes her experience of menopause

Watch [here](#)



IBEC Voices Podcast – Women's Wellbeing & Career

How can businesses support and promote women's wellbeing and career development? This pivotal issue is the focus of the latest episode of the Work Talks podcast series, presented by broadcaster Kieran Cuddihy.

Listen [here](#)



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Meet Our Team of Experts (and training facilitators)

DR CONOR HARRITY

Dr Conor is our Medical Director and is a Consultant Gynaecologist, and a British Menopause Society accredited Menopause Specialist who is highly experienced in all aspects of menopause care, perimenopause, post menopause, surgical menopause and premature & early menopause. In addition to seeing patients in The Menopause Hub, he also a Consultant Gynaecologist in Beaumont Hospital and the Rotunda. He is passionate about women's health and has devoted his career to helping women. Conor is a member of the British Menopause Society (BMS) and a member of the North America Menopause Society (NAMS).



DR CATHERINE RIORDAN

Dr Catherine has over 30 years experience in the fields of women's health, reproductive medicine and urology, giving her a complementary skillset for menopause care and management. Catherine, MB, Bch BAO, FRCS is a graduate of University College Dublin and a Fellow of the Royal College of Surgeons, England. She is a member of the British menopause Society (BMS). And is a member of the North America Menopause Society (NAMS).



NIGEL DENBY, MENOPAUSE DIETITIAN & NUTITIONIST

Nigel is the UK's leading Menopause specialist dietitian and works along-side some of the world's best menopause experts from his clinic in Harley St, London. He is the nutrition advisor to Women's Health Concern and has written extensively on the role of diet and nutrition for women during the menopause.



MICHELE PIPPET, PSYCHOLOGIST AND COUNSELLOR

Michele graduated from UCD with Masters degree in Clinical Psychology and from TCD with a Diploma in Counselling. Michele worked for many years in the field of fitness, health and well-being before specializing in the area of women's health in 2003. She has worked with both the Dublin Well Woman Centre and The Irish Family Planning Association and has extensive experience working with women facing different life stage challenges - crisis pregnancy, fertility issues, menopause, stress, anxiety, bereavement, depression and relationship issues.

Michele is passionate about promoting women's health and supporting them in the challenges they face.



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Meet Our Team of Experts (and training facilitators)

ISABELLE COURTNEY, ACADEMIC ADVISOR

Isabelle Courtney (BA. MSc) is a Librarian/information professional and lecturer with a strong background in research and commercial development. Specialising in digital teaching and learning, she works with The Menopause Hub in the development of their eLearning and training solutions.



AOIFE STOKES

Aoife Stokes is an independent HR and learning and development specialist. With over 30 years' experience in her field, Aoife has held senior HR management roles in a variety of leading companies such as BSI Cybersecurity, GE Capital, Paypal and Ulster Bank Markets. A qualified life coach and mediator, her particular areas of interest are in the areas of leadership development and organisational design. Aoife has a wide range of clients in both the private and public sector and currently lectures in DBS on the MSc programme in HRM.



LORETTA DIGNAM. FOUNDER.

Loretta founded The Menopause Hub following a career working in Marketing and Communications with many multi-national, global businesses, she has also lectured in the UCD Smurfit Business School on their executive MBA and MSc Programme.



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Contact us:

IRL: 01 210 7948

sheila@themenopausehub.ie

www.themenopausehub.ie/menopause-in-the-workplace

