


Menopause Risk Assessment

Symptom	Y / N	Potential difficulty at work	Suggested modifications to work	Agreed action/outcome	Review
General itchiness and formication		Uniforms may become uncomfortable.	Avoid nylon Offer cotton uniforms or cotton-based clothing (Menopause matters 2017) Provide comfortable working temperatures		--/--/--
Muscular aches and bone and Joint pain		Moving and handling or adopting static postures	Make necessary adjustments to work activity through manual handling risk assessments and reviews.		--/--/--
Weight gain		Restricted mobility. Long term ill health risks.	Promote physical wellbeing at work, Promote wellbeing checks 		--/--/--
Urogenital issues		Need access to toilet frequently or increase drinking oral fluids.	Easy access to washroom or toilet facilities Encourage frequent breaks		--/--/--
Irregular periods		Need access to toilet and washroom facilities more frequently.	Easy access to washroom/toilet Allow for more frequent breaks in work.		--/--/--

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			Provision of sanitary products in toilets/ Storage facilities for personal items and clothing		
Psychological problems e.g. memory loss, changes in concentration levels, mood changes		Tasks may become more challenging or difficult temporarily for example learning new skills (may be compounded by lack of sleep and fatigue); performance may be affected; work-related stress may exacerbate these Symptoms.	Encourage open discussions with Occupational Health and/or manager during supervision and negotiate adjustments. Self-help strategies and access to counselling services [link to EAP was included here] Address work related stress through risk assessment and implementation of the HSE's management standards http://www.hse.gov.uk/pubns/indg430.pdf		--/--/--
Hot flushes and sweats (Daytime)		Prolonged use of face masks, visors. Workwear/uniform may become uncomfortable. Difficulty adjusting to usual work place temperature and ventilation. Difficulty during meetings or delivering presentations in the workplace.	Consider access to fans and cold-water facilities. Changing workstation position such as near windows or doors. Providing a discrete and ventilated place to recover. Working from home. Providing well ventilated and comfortable / flexible temperature control in meetings.		--/--/--
Hot flushes and sweats (Night time)		Fatigue lead by sleep deprivation	Provide support and advise on sleep hygiene http://www.sleepcouncil.org.uk/ Consider temporary shift adjustments Flexible working		

			Recognise potential need for sickness absence.		
Insomnia (unable to sleep)		Fatigue	<p>Temporary adjustment to shift patterns to accommodate any difficulties.</p> <p>Flexible working around symptoms and consider applying the flexible work policy.</p> <p>When managing possible sickness absence issues be alert to menopausal causes and make allowances.</p>		--/--/--
Feeling isolated			<p>Guide to forums http://www.healthtalk.org/peoples-experiences/after-life/menopause/topics</p>		--/--/--

Reference: RCN 2016 **Healthy workplace, healthy you** - The menopause and work – guidance for RCN representatives