



Understanding the menopause

How employers can help.

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What is menopause?

Time when your periods stop and reproductive capability ends



Mainly between
45 -55



Average age:
51



“Perimenopause”
“the change”

1% will be under 40
(premature ovarian
insufficiency)



Symptoms can
last for a number
of years



Physical & psychological symptoms

- Flashes and sweats
- Headaches
- Fatigue
- Joint pains
- Palpitations
- Sleep problems
- Skin itching
- Restless legs
- Intimate discomfort
- Bladder symptoms
- Dry mouth/eyes



- Poor memory
- Concentration issues
- 'brain fog'
- Low mood/ mood swings
- Irritability
- Feelings of anxiety
- Tearfulness



What influences symptoms?



How employers can help

Occasional –
job review

Few –
major adjustments with HR/OH

Some –
support and minor adjustments

Everyone –
information and education

What everyone needs to know



Information and education:

- It can be a long haul
- I can be fine one day and not the next
- Everyone is different, don't compare me
- I may not want to talk about it
- I don't need fixing, I need understanding



Menopause support with Peppy



Unlimited instant messaging with expert practitioners



1-to-1 virtual consultations with a practitioner



Peer support via moderated group chat (optional)



Access to vetted links & resources

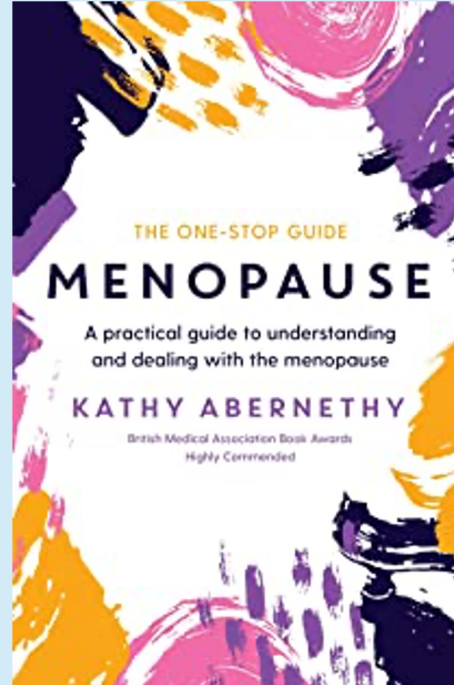


Weekly live broadcast events



Specialist mental wellbeing support

Vitality members can access Peppy at no extra cost, as part of their plan



Thank you.

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