

# Supporting colleagues in the workplace on their perimenopause and menopause journey

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**8 / 10**

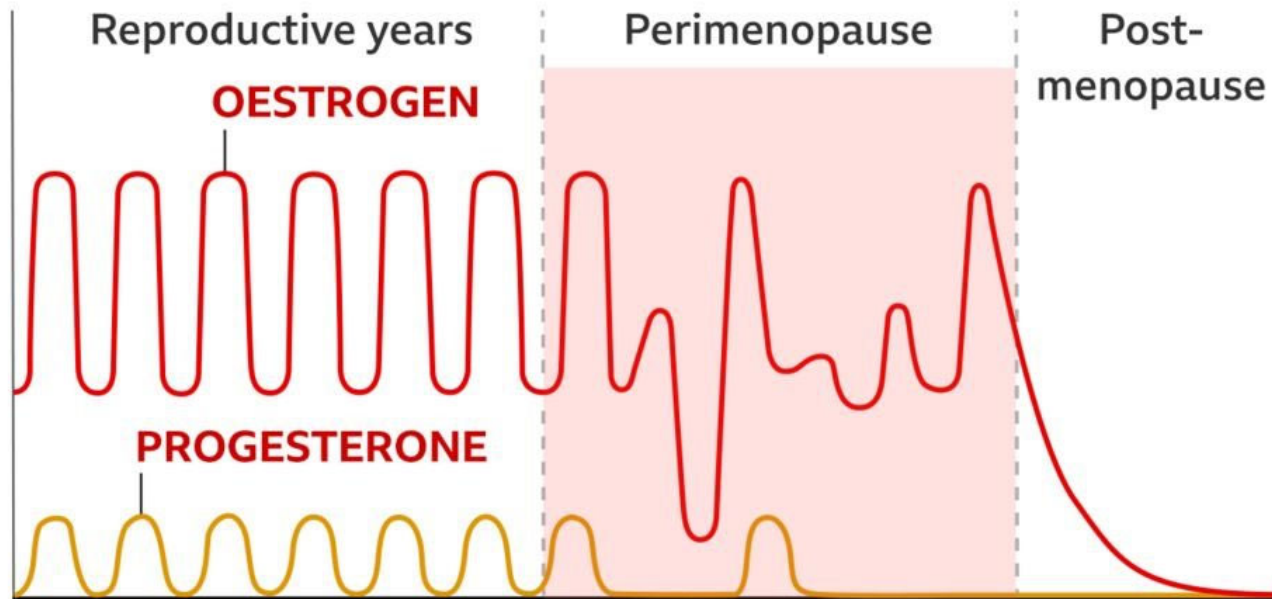
**Nearly 8 out of 10  
of menopausal  
women are in  
work**

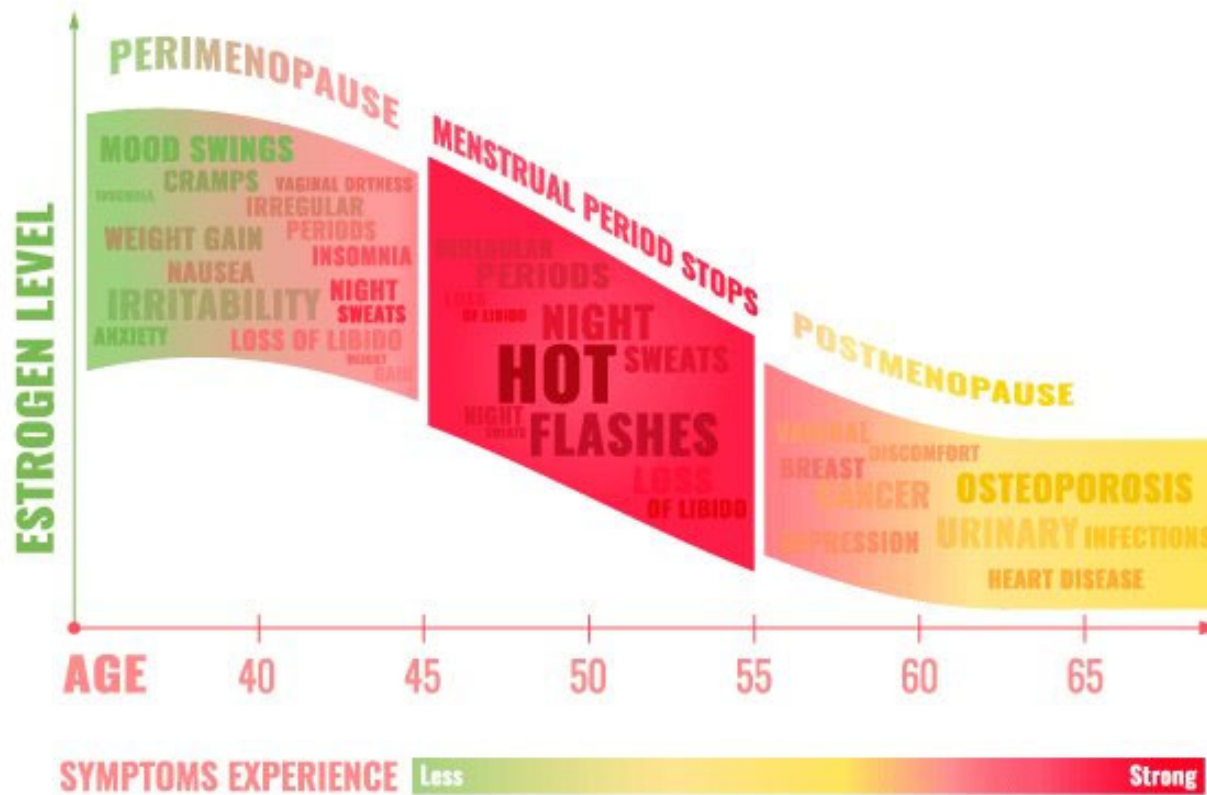
*Source: Faculty of Occupational  
Medicine (FOM)*





# Women's Hormones







## Menopause

can affect women's health both **physically** and **mentally** as fluctuating hormones can result in **increased anxiety, depression, brain fog, hot flushes, poor sleep** and more.







**45%**  
of women feel  
their menopause  
symptoms  
negatively  
impact their work

*Source: British Menopause Society,  
"A Survey of UK Women."*



# 1 in 4

women consider  
leaving their  
jobs due to  
menopause  
symptoms

*Source: Chartered Institute of  
Personnel and Development (CIPD),  
"The Menopause at Work: A Guide for  
People Professionals."*





## Supporting Colleagues on their Menopause Journey

- Menopause Action Plan
- Menopause Policy
- Menopause Awareness Training
- Menopause Network/ Cafe
- Supportive Conversations
- Reasonable Adjustments
- Flexible Working
- Access to Psychological Support
- OH Referral







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# Thank you

Please join us at our stand if you have any questions.

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