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DDLETB Menopause policy

Introduction

DDLETB is committed to providing an inclusive and supportive working environment for all employees.

The purpose of this policy is to assist with creating an open and menopause friendly workplace where managers and those experiencing menopause feel comfortable discussing any issues associated with this and to ensure the right supportive environment is available and offered to those affected.

Menopause is when your periods stop due to lower hormone levels. It usually happens between the ages of 45 and 55, although it can sometimes happen earlier. Menopause can have a big impact on your life and work for a number of years.

Effects of menopause

Physical symptoms of menopause can include the following:

- hot flushes
- insomnia
- fatigue
- poor concentration
- headaches
- skin irritation
- urinary problems.

As a result of the above, or as an extension of the hormone imbalance, individuals going through menopause can also experience psychological difficulties, including:

- depression
- anxiety
- panic attacks
- mood swings
- irritability
- problems with memory
- loss of confidence.

It is also commonly acknowledged that Hormone Replacement Therapy, medication which is often prescribed for menopause, can have side effects which cause problems at work. These include nausea, headaches and leg cramps.

Communication

We aim to normalise conversations about menopause in the workplace and remove any stigma. Menopause should not be a taboo subject. We encourage employees to have discussions about the menopause and be supportive of each other.

It is important that, as an employee, you prioritise your personal health and wellbeing. If you are struggling with any aspect of your role because of symptoms associated with menopause, you should tell your manager, who will treat the matter with complete confidence. So that we can give you the best support possible we encourage you to be open and honest in these conversations.

Alternatively, your manager may talk to you if they notice a change in your behaviour or performance.

We understand that you may feel uncomfortable discussing personal information with your manager. If this is the case, we encourage you to talk to another senior member of staff, HR or Employee Assistance Service Spectrum Health Freephone IRE: 1800411057 SMS & WhatsApp: Text 'Hi@' to 0873690010

Other external sources of help for those experiencing menopause include

- [gov.ie - Menopause \(www.gov.ie\)](http://www.gov.ie)
- [HTTPS://WWW.THEMENOPAUSEHUB.IE/](https://www.themenopausehub.ie/)
- [Menopause - Overview - HSE.ie](http://www.hse.ie)

During any discussions, your manager will consider your individual situation and evaluate if any adjustments can be made. Your individual needs will be addressed sensitively, and confidentiality will be maintained.

Managers will also arrange to follow-up sessions to review the effectiveness of any adjustments put in place.

Adjusting your role

To help you in your daily duties, your manager will explore adjusting your role or working environment with the aim of reducing the effect that menopause is having on you. We acknowledge that menopause affects everyone in different ways so no adjustment will be made without fully discussing it with you first.

Examples of adjustments may include:

- changing your working location so you are closer to toilet facilities, away from hot and cold spots around the office or to ensure greater access to natural light
- allowing changes to our normal rules on workwear
- implementing further temperature control, such as access to a fan
- assessing how work is allocated and whether you are affected at particular points of the day
- providing a quiet place to work or relax
- allowing additional rest breaks
- providing sanitary products in toilet and shower facilities
- DDLETB Remote Working Policy
- Workplace Well Being Policy
- Right to disconnect

Once the adjustments are agreed upon, they will be reviewed on an ongoing basis to ensure they are having the required effect.

We are legally obliged by the Safety, Health and Welfare at Work Act 2005 (as amended) to make reasonable adjustments to an employee's role or working conditions if they have a disability that places them at a disadvantage when performing their role and we will ensure compliance with our obligations in this regard.

You may also be entitled to make a flexible working request. Please read our flexible working policy if you would like more details.

If you are unwell due to menopausal symptoms

You are not expected to come to work if you are unwell because of menopausal symptoms. If you are unwell, you should tell your line manager and follow our usual sickness reporting procedure.

Training

DDLETB will ensure that all levels of management are trained on the effects of menopause, how to hold discussions with employees who are experiencing menopause and adjustments that can be made to an employee's role to remove or lessen any effects the employee is experiencing.

Behaviour of others

There is an expectation on all employees to conduct themselves in a helpful and open-minded manner towards colleagues.

We maintain a zero-tolerance approach to bullying and harassment and will treat any and all complaints seriously. If you feel that you have been mistreated in any way by a colleague because of matters related to menopause, please tell your line Manager.