

Menopause Matters



In this NAWP Spotlight, we focus on menopause and how it can impact women at work and in day-to-day life.

We aim to increase awareness and encourage employers to help women thrive at work by sharing our own experiences.

Women have been told to 'get on with it' or 'it's just something you have to go through' and many with incredible experiences have been forced to leave work due to menopausal symptoms. It's important that we bring the menopause into the open and create spaces for comfortable conversations in order to support people going through the menopause to thrive at work.



Ayah Abbass

*Community / GP pharmacist,
President of the PDA NAWP Network*



Anonymous

I am a female pharmacist who has hit that golden age when hot flushes and mood swings come. I am fortunate as two of my staff are the same age so we are going through this together. The air conditioning is on cold enough that we are not hot, but the younger staff are cold. They can wear extra layers - I can't. We have open chats about what we are going through symptom-wise and what we find helps. When I am stressed, my rage can go from zero to 100 in 0.1 seconds and I have had to remove myself from the dispensary before my rage overwhelms me. When I was extremely short staffed and had a health flare up, I had to get an emergency week off. I can have brain fog too.

20 years ago I suffered with severe migraines along with painful and debilitating bloating, which would often have me bed ridden for days at a time. With two young children, a nursery and a household to run, I couldn't afford to be so ill. It was mentally, physically and emotionally exhausting. Sadly it's still taboo to talk about menopause in South Asian culture and this drove me to start my own business to ensure that women do not suffer alone, have access to factual information, and are able to make informed choices to help them through this time. I share my tips for good menopausal health around nutrition, exercise, sleep, socialising, and learning something new.



Meera Bhogal
*Founder of Meera's
Made From Scratch*



Wye Bing Chan
*Primary Care Network
Pharmacist, Honorary Secretary
of the PDA NAWP Network*

With more people talking about menopause and NAWP making this information available to its members, my hope is that eventually our work will help dispel any myths surrounding this condition and that positive changes can be brought into their working and private lives.

Fatigue and hot flushes symptoms are some of the symptoms that really bother me and are worthy of looking out for and managing. Speak out, ask for help, and read supporting articles and books.



Sherifat Muhammad-Kamal
*Locum and Senior Specialist
Pharmacist, NAWP member*



Naina Chotai
*Business Consultant,
Immediate Past President of
the PDA NAWP Network*

NAWP's plan has been to provide information and education via our regular newsletter, International Women's Day discussions and factsheets about the Menopause and its impact on the pharmacist workforce.

Diversity data from the GPhC register (31 May 2022) shows that 62.3% of pharmacists identify as female and 37.4% as male, so raising Menopause awareness and providing a voice to our members through this important life event is an ongoing priority.

We aim to:

- Improve awareness among managers of the menopause as a real occupational health issue.
- Encourage a culture where women feel comfortable about discussing their symptoms and what impact that has on their working lives.
- Promote options around flexible working hours and working arrangements to help manage symptoms.
- Encourage improved access to support, whether formal or informal.
- Promote options to improve the working environment temperature and ventilation.

If you are struggling from menopausal symptoms or just want information, advice and support, we encourage you to visit [The Menopause Charity](https://www.themenopausecharity.org).

Join the PDA NAWP Network today at the-pda.org/nawp

Contact the NAWP Network at nawp@the-pda.org

All contact with the network will be treated in confidence and with sensitivity.

