

Menopause Plan Supporting women's health in the workplace

Workplace health and wellbeing.
Better for business



Understanding the menopause

What is the menopause?

The menopause is when a person's oestrogen levels fall and they stop having periods. It usually happens between the ages of 45 and 55, but it can happen earlier.

Menopause symptoms can vary enormously from person to person. Symptoms may come and go and can also vary in severity. Some people won't experience any symptoms.

Why is the menopause a workplace issue?

Women over the age of 50 are the fastest growing segment of the workforce. Most will go through the menopause during their working lives.

1 in 4 experience symptoms that affect their quality of life. Restless nights, irregular periods, anxiety and depression are just some of the symptoms somebody may experience. These symptoms can impact a person's performance at work. Some find menopause symptoms so severe that they're forced to leave their job.

How our Menopause Plan supports you and your employees

We created our Menopause Plan to help people feel confident managing menopause symptoms. You can help empower your employees to seek support and work with a GP to decide the best course of action for them.

It means you can give your employees the best chance of reaching their full potential. It's also in-demand support to help you hold on to valuable talent, and an attractive benefit to help you stand out in a tough job market.

Our Menopause Plan can be included with your Corporate Insurance or Health Trust scheme. It enables you to extend the range of benefits you offer to your employees. Plus, it's quick, easy and hassle-free to set up.

58%

of women struggle to get access to menopause support via their GP.¹

59%

of women say they have difficulties at work during the menopause.²

30+

is how many menopause symptoms women may experience.³

¹ [RCOG: UK women struggling to access essential healthcare services](#)

² [Majority of working women experiencing the menopause say it has a negative impact on them at work | CIPD](#)

³ [Signs and symptoms of menopause | NHS inform](#)

Support for your team when they need it most...

- ✓ A pre-appointment questionnaire to make sure their appointment is time well spent.
- ✓ 45 minutes with a menopause-trained doctor to discuss their symptoms, concerns and next steps.
- ✓ A personalised action plan designed around your employee's specific needs.
- ✓ A private prescription, if needed.* Or, if eligible, an onward referral to a consultant, counsellor or physiotherapist.
- ✓ A follow up appointment to see how they're getting on – over the phone, virtually or face to face.
- ✓ 24/7 access to specially trained Bupa nurses via our Anytime HealthLine for a year.

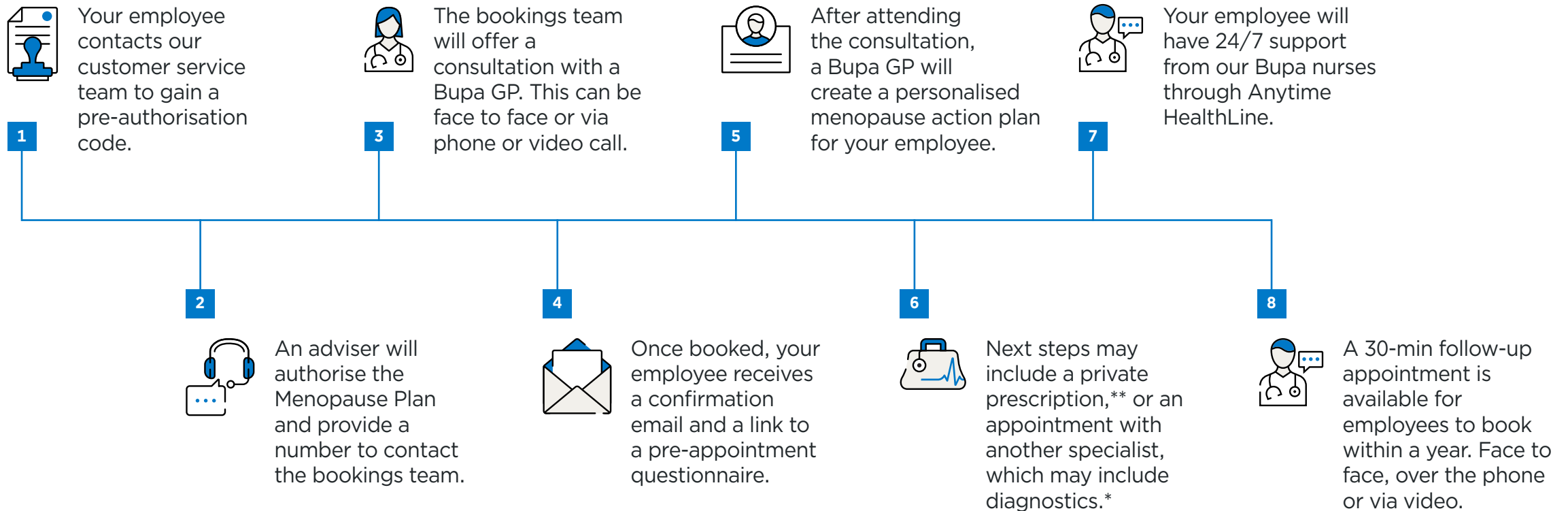
*The cost of the prescription isn't covered by the health scheme and the employee will need to cover the cost themselves. The cost is variable dependant on the type of medication and the prescribing pharmacy.



...whilst helping to keep your business running smoothly.

- ✓ Reduce absenteeism and improve productivity with fast and tailored menopause support for your people.
- ✓ Retain the talent you already have by allowing your employees to reach their full potential.
- ✓ Attract new talent by catering for the fastest growing segment of the workforce.
- ✓ Remove barriers to progression to help close a gender pay gap.
- ✓ Improve your inclusivity with a supportive work environment.

Menopause support journey



The charge for the appointment will erode your employee's outpatient benefit and may be subject to excess or co-pay/co-insurance but not underwriting.

******The cost of the prescription isn't covered by the health scheme and the employee will need to cover the cost themselves. The cost is variable dependant on the type of medication and the prescribing pharmacy.

*****Any onward referral or further tests, including blood tests are subject to eligibility of your health scheme and need to be pre-authorised.

**To find out more, speak to
your Bupa account manager or
intermediary partner.**

Bupa Anytime HealthLine Bupa health trusts and Private GP Services services are not regulated by the Financial Conduct Authority or the Prudential Regulation Authority.

Bupa Anytime HealthLine and Private GP Services are provided by Bupa Occupational Health Limited. Registered in England and Wales with registration number 631336. Registered office: 1 Angel Court, London EC2R 7HJ

Bupa health trusts are administered by Bupa Insurance Services Limited. Registered in England and Wales with registration number 3829851. Registered office: 1 Angel Court, London EC2R 7HJ

Bupa health insurance is provided by Bupa Insurance Limited. Registered in England and Wales with registration number 3956433. Bupa Insurance Limited is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Arranged and administered by Bupa Insurance Services Limited, which is authorised and regulated by the Financial Conduct Authority. Registered in England and Wales with registration number 3829851. Registered office: 1 Angel Court, London EC2R 7HJ