Menopause Plan.
A new way to support women’s health in the workplace.

Workplace health and wellbeing.
Better for business
Understanding the menopause.

What is the menopause?
The menopause marks the end of a woman’s ability to have children. Most women experience the menopause between the age of 45 and 55.

The menopause usually comes with a range of physical and psychological symptoms that can be quite unpleasant. It can be a challenging time and a difficult experience to navigate – particularly without the right support.

Why is the menopause a workplace issue?
Women over the age of 50 are the fastest growing segment of the workforce, with most going through the menopause during their working lives. Many will experience debilitating symptoms that greatly affect their quality of life.

Restless nights, heavy periods, anxiety and depression, are just some of the symptoms women may experience. These symptoms can impact their performance and attendance at work, with the effects of the menopause becoming so severe that some women are forced to leave their job entirely.

Why we created our Menopause Plan
We created our Menopause Plan so women can get the support they need to continue to live their lives to the fullest. Our Menopause Plan aims to empower women to seek support, work with the GP to decide on the best course of action for them and take back control of their health and their life.

We believe menopause support should be a priority for employers looking to better support women in reaching their full potential at work.

It also works with your Select health insurance. You now have the option to opt-in to the Menopause Plan with your Select health insurance policy – it’s quick, easy and hassle-free to get set up.

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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 most need it...

- 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.
- If needed, a private prescription or 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

1. Your employee contacts our customer service team to gain a pre-authorisation code.
2. An advisor will authorise the Menopause Plan and provide a number to contact the bookings team.
3. The bookings team will offer a consultation with a Bupa GP. This can be face-to-face or via phone or video call.
4. Once booked, your employee receives a confirmation email and a link to a pre-appointment questionnaire.
5. After attending the consultation, a Bupa GP will create your employee a personalised menopause action plan.
6. Next steps may include a private prescription,** a referral to another clinician, or guidance on a lifestyle change.
7. Your employee will have access to menopause support via our Menopause HealthLine. Lines are open from 8am-8pm, 365 days a year.
8. A 15-min follow up appointment is available for employees to book when they feel they need it. This can be face-to-face or via phone or video call.

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The charge for the appointment will erode your employee’s out-patient benefit and may be subject to excess/co-pay 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.
To find out more, speak to your Bupa account manager or intermediary partner.