



# Menopause and Me

**Employer:** Nifco

**Area:** Sexual Health

**Theme:** Menopause



## Introduction

The journey through menopause, whether it's perimenopause, menopause itself, or post menopause, is a unique and often challenging transition. It's a natural biological process, yet its symptoms can profoundly impact a woman's quality of life. From hot flashes and night sweats to changes in mood and sleep patterns, the shifts are undeniable.

## Jane's story

Jane (name has been changed for confidentiality) started to feel strange and to be honest thought she was slowly going mad. It started a few years ago and she had a lot going on, mainly at work, and thought she was failing at her job. Jane's confidence started to plummet and she really believed she couldn't do her job anymore. The more she fought with these feelings, the more she believed she was failing. She became stressed and didn't feel like she could talk to anyone for fear of being labeled as useless. She struggled on and just thought she needed to get a grip of her life, and try and just get on with it.

Jane's anxieties got worse, she was usually always a happy, confident person but felt she was becoming withdrawn and felt miserable, again this wasn't like her. She started doubting herself in everything she did, even down to being a good person. She thought she was a failure and was



experiencing symptoms such as brain fog, memory loss, and didn't feel able to cope with everyday tasks as she could before.

It became so bad Jane thought she was getting depressed, something she had never experienced in her life. Her body ached, she wasn't sleeping well, she was exhausted and felt very down, at this point Jane's confidence was at an all-time low. To try to feel better, Jane started to take vitamins, reviewed her diet, lifestyle and increased her exercise but nothing seemed to help. She even started to look for another job thinking a new challenge would bring new hope.

Eventually and reluctantly she decided to go and visit her GP, fearing her GP would just fob her off and prescribe antidepressants. Jane said her experience with her GP was fabulous. They did blood test and mentioned menopause. Initially Jane snubbed this, saying it couldn't possibly be this. Her sister and mother hadn't suffered anything during their menopause years, so why should she?

A couple of days later the blood results returned. Although test results can fluctuate significantly during the transition, the result confirmed her GPs thoughts that Jane was actually post menopause. They prescribed HRT, with adjustments to the dosage and regular catch ups with her GP, after a few weeks Jane was feeling almost back to "normal". She said "knowing what the diagnosis was, the relief I felt was immense, – finally some hope".

*""menopause symptoms made me feel like i was failing at my job""*

### **Nifco support**

Jane said the support she received from work was enormous. During this journey Jane attended a Miss Menopause session through one of our HR Group meetings during working hours – this provided fantastic valuable information which we're hoping can be rolled out to the wider workforce in the future to offer advice to both female and male employees.

After discussions with HR Jane's role was adjusted allowing flexibility in her role – starting later when she'd had a rough night and an agreement to work from home when she felt she needed to.

Jane was also able to see occupational health who have offered advice on coping with the symptoms and ways to improve quality of life – exercise, diet, lifestyle.

Jane also accessed free physio through Nifco which offered valuable advice on how to help with aches and pains and general body fatigue.

The menopausal journey can feel isolating and challenging, but with the right information and support, it can become an opportunity for transformation and growth. We want to create an environment which employees can initiate open conversations about menopause which can have a





huge impact on daily life – for both women and men.

*""Menopause is not a one size fits all in terms of symptoms and support""*

*""Listening to our employees and making small adjustments where possible can really go a long way""*

Menopause  
Works Here™

