

## Menopause awareness in the workplace: 7(s i) & ph is 0(h i) 0-50

### Q: Is there any good menopause awareness training for managers available?

A: NHSE has placed some training on the platform they have for the menopause programme. I haven't been involved so can't comment on its validity etc;

<https://www.e-lfh.org.uk/programmes/menopause-awareness/>

To improve your knowledge of the menopause and how it may affect the workplace there is an e-learning module now at <https://www.e-lfh.org.uk/programmes/menopause-awareness>

There is a recording of a lived experience from a colleague shared with permissions here; <https://web.microsoftstream.com/video/b63179b9-639e-4689-bda2-1fbc33b590a1?list=studio>

**-Jacqui McBurnie**

### Q: Is HRT safe for someone who has had breast cancer / could HRT cause an increased risk of breast cancer?

A: Breast cancer needs specific discussion, advice and a risk/benefit consideration. Consider the PREDICT tool, consider referral to a menopause clinic and a broad discussion to explore whether the breast cancer is Estrogen Receptive or not. There is a small risk with HRT; there are wider risks for other aspects for anyone choosing not to use HRT though. Diabetes, CVD, osteoporosis, dementia, bowel cancer. Also see the Balance website factsheets developed by Dr Newson. An individual assessment would be needed for each person to consider their own health and benefit versus risks.

**-Jacqui McBurnie**

### Q: Can you take HRT if you smoke?

A: Yes but generally we would advise to stop smoking (as you'll guess I would say).

**-Jacqui McBurnie**



**Q: Do you offer menopause champion training?**

A: No, I wouldn't have capacity.

**- Jacqui McBurnie**

**Q: How can I get the team to understand my menopause as a manager - that I may need a minute? Staff mostly younger...**

A: Thank you for your question. This depends on how comfortable you are in discussing your own menopause, you may want to watch a podcast by DR Lousie Newson and share with your team in a team meeting that you have attended today's webinar and you want to share the information you have learnt. That is a starting point of discussing this, happy for you to reach out to me directly if it would be helpful to have a chat :)

**- Heather Sweeney - National Care Group**

**Q: How common is testosterone use as part of HRT treatment?**

