

Module 5 - Step 4 - Measurable Results

How have you got on with finding out about how the steps you are now taking with staff can be measured utilising your own systems? I'll ask this question in the Q&A section of this module.

Medical Q's? Confused about HRT?



For Women:

Get real telephone time with a medical specialist and discuss your options

<http://www.womens-health-concern.org>

Healthcare Professionals – Join the BMS to keep up-to-date with menopause

<http://www.thebms.org.uk>



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*There will be a **final follow up after the completion of this course**, just to make sure you're happy with everything and to allow you to ask further questions and we'll contact you with the details of that, in due course.*

Small steps = measurable results. We know this from experience. Too much information is overwhelming when it comes to understanding about menopause from your staff perspective. I am sure have understood all this, even if you are going through menopause yourself; the difference is, you are approaching it from a different angle, as a third party, if you like; you're learning the information to enable you to tell others. In any event, you have the course now and can dip in and out of it at leisure to remind yourself and you have your Menopause Tool Box. Use it!

What you are actually achieving is that by allowing women the space to talk about their own experiences, their own challenges, they will feel an immediate sense of relief. After all, there's nothing like talking to another woman about something she has also had the experience or knowledge of - it's truly amazing and you will come to realise this yourself.

In one way or another, we are all seeking reassurance; not only that women are not alone when it comes to experiencing symptoms of menopause but also about their productivity, the fact that they are doing a good job, they are valued and they will get learn how to tame this

thing called menopause to an acceptable level and after that they will be even more brilliant, effective women.

Once you start giving advice and support, you will see absenteeism levels level out and hopefully go down. Disciplinary procedures will now take on a new angle - women will appreciate this - they love to know that they are being heard, being listened to and the right support being recommended rather than struggling on their own, feeling abused, passed over and resigning as they feel they have no other option.

I opened this item about measuring how your new knowledge can benefit the workforce. This is vital, really as it will be your evidence (and mine) that taking this action has real value. I know it does but you need to find this out for yourself.

Talking about coping with hot flushes... I love this cartoon image. You will find attached here as a PDF the most up-to-date version of MSK - the Menopause Survival Kit. This contains details about products and other beneficial information to support women.

Click on the next section for information for medical practitioners and women in general - where to get good advice, quickly, about menopause conditions and/or medication.