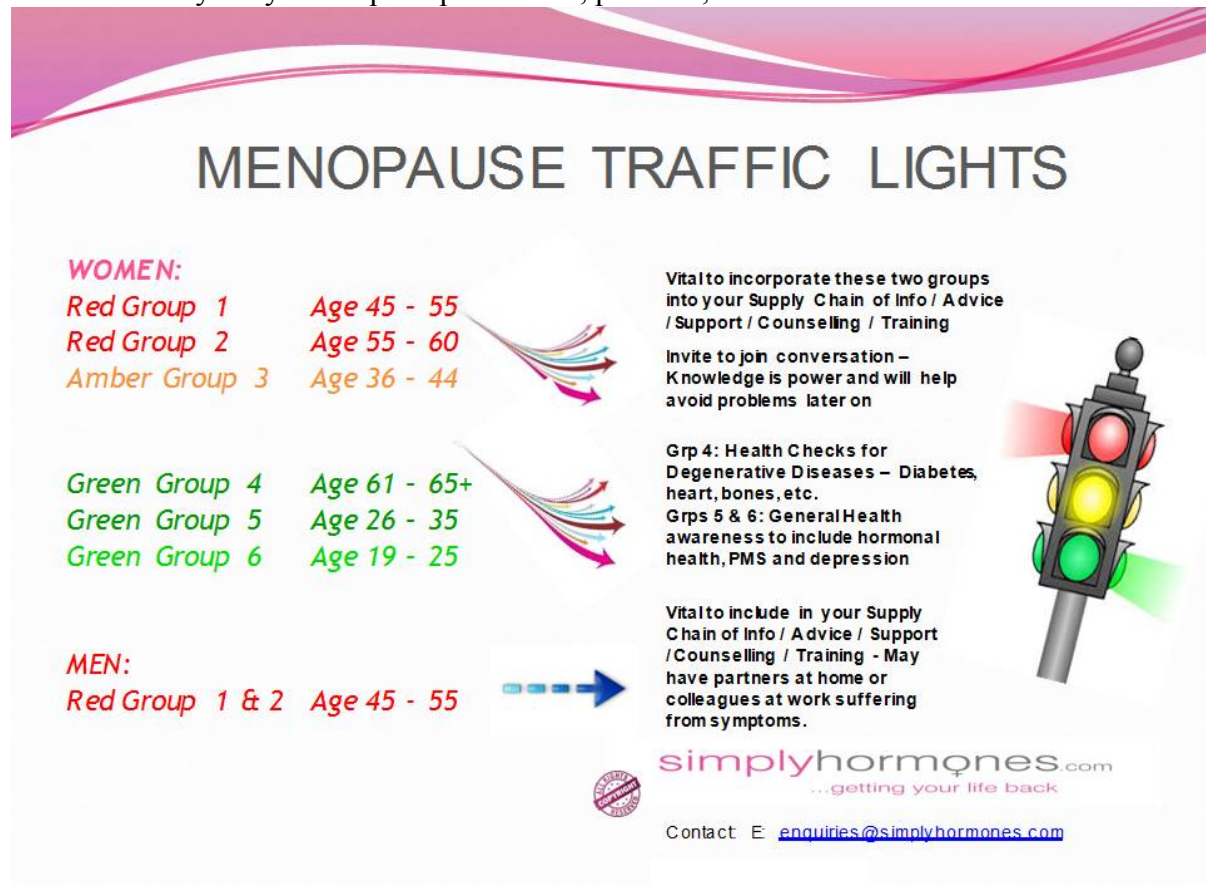


Step 1 – Menopause Traffic Lights - and Surgical Menopause - MP3-4 Audio Transcript

Thank you for joining me on this section of the course. As I've mentioned before, I developed Menopause Traffic Lights as a result of analysing clients' staffing levels and age groups. It has proved most useful and has become a welcome addition to the Menopause Tool Box - it's ready for you to open up as a PDF, print off, whatever suits.



The infographic is titled "MENOPAUSE TRAFFIC LIGHTS" and is set against a pink and white wavy background. It is divided into sections for Women and Men. The Women section is further divided into Red, Amber, and Green groups. The Men section has a Red group. Each group is associated with specific age ranges and recommended actions. A traffic light illustration is on the right, with red, yellow, and green lights. The logo for simplyhormones.com is at the bottom, along with contact information.

WOMEN:

Red Group 1 Age 45 - 55
Red Group 2 Age 55 - 60
Amber Group 3 Age 36 - 44

Green Group 4 Age 61 - 65+
Green Group 5 Age 26 - 35
Green Group 6 Age 19 - 25

MEN:
Red Group 1 & 2 Age 45 - 55

Vital to incorporate these two groups into your Supply Chain of Info / Advice / Support / Counselling / Training

Invite to join conversation – Knowledge is power and will help avoid problems later on

Grp 4: Health Checks for Degenerative Diseases – Diabetes, heart, bones, etc.
Grps 5 & 6: General Health awareness to include hormonal health, PMS and depression

Vital to include in your Supply Chain of Info / Advice / Support / Counselling / Training - May have partners at home or colleagues at work suffering from symptoms.

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It's a good item to refer to when having a 1:1 with colleagues and staff, perhaps when doing staff assessments, a health check or even a disciplinary procedural meeting. I am hopeful that disciplinary procedures will not escalate now, because ignorance is now being replaced with knowledge and understanding. So, let me run through the details with you. They're pretty self-explanatory but it's always helpful to hear someone tell you about it in more detail.

- First of all I have split the age groups from the youngest to the oldest, taking into consideration potential hormonal changes within the reproductive lives of women. The ages of staff are often grouped differently by HR but my clients have found it most useful to have it grouped in this way.
- Starting with the **Green Light**. These are listed in three age groups:
 - **19 - 25** The youngest group of employees - it is recommended that this group is flagged up for general health awareness health checks, lifestyle, fitness, obesity, etc. to avoid problems later on, as well as factoring in hormonal health, PMS and depression (hormonal as well as mental health)
 - **26 - 35** This age group often fall into the parental range and it is recommended that they are flagged up for general health awareness check ups, including lifestyle, fitness and obesity as a preventative measure for problems that may

arise during pregnancy as a result of poor health or poor lifestyle choices. This would also include hormonal health, PMS and depression, as above.

- **61- 65** It is recommended that this age group is flagged up for preventative health checks, particularly degenerative diseases , particularly Type 2 Diabetes, heart health and bones (osteoporosis)
- The **Amber Light** comes next
 - **36 - 44** Again, they fit into the parental age group and may be ‘returners’ but health needs are changing only they don’t know it yet! It is recommended that this group are invited into the *supply chain of information* on hormonal health and peri-menopause, especially as POF (Premature Ovarian Failure), or early menopause, to you and me, is on the rise. In any event, it is worth informing staff about potential changes in lifestyle they may wish to consider as they drift into the peri-menopause stage. Again, preventative measures through general health checks: blood pressure, BMI, questions about PMS and hormonal health generally.
- The **Red Light** group!
 - Two groups here: **peri-menopause, the 45 - 55 age group** and **post-menopause, the 55 - 65 age group**; both groups may be experiencing debilitating symptoms of menopause. It is therefore vital to incorporate these two groups into your *supply chain of information*, advice, support, counselling and/or training. Invite them to really get involved in recognising what’s happening to their health now and in the future and that by taking preventative measures at an early stage, they can prevent and post-pone the onset of degenerative diseases like **Type 2 Diabetes, Heart Disease, Stroke, Osteoporosis, etc.**
- Last but not least, we have **Men** who fall into the **Red Light** group. This group of men represent a similar age group of **45 - 55 year olds**. It is vital that you also include this group of men in your *supply chain of information*, advice, support, counselling and/or training. Why? because they’re getting it from all sides! They may have partners who are peri-menopausal and/or staff who are similarly at this stage of life. Help! Many men show great perception at this time of life, recognising the changes in women before the women recognise it themselves, or, what could also be happening is that some women see menopause as a real life ageing process which they don’t want to face. Getting older? Nobody really welcomes that! When in reality it’s a transient phase of life that can be embraced, opening up a new and, to me, exciting phase of life. We’re making history here! 50 is the new 40! □

What is Surgical Menopause? Have you heard of it? Treatment for Cancers & Hysterectomy has menopause implications - Be aware!

- *Cancers: Radio/chemo therapy will send you crashing into menopause symptoms.*
- *Hysterectomy: causes Surgical Menopause - scant support available. Can happen at any age*

What advice can you give staff?

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We're on a roll here, so I'll take advantage of the situation and change the focus slightly to briefly mention **SURGICAL MENOPAUSE**. We have been discussing 'normal' menopause, thus far but should colleagues, staff of yourself require surgery in the form of a **hysterectomy** or **cancer treatment** involving **radio/chemo therapy**, be warned and be aware that the patient will go crashing into menopause overnight. **Why?** The ovaries have either been removed or damaged through surgical treatment.

These women need special counselling and I recommend they are referred to a Menopause Medical Specialist. I've included a link to nationwide LIST menopause clinics at the end of this course. Women themselves may wish to be referred to a Consultant and receive private treatment. **PLEASE ENSURE THEY REQUEST A MENOPAUSE MEDICAL SPECIALIST!** As I outlined in the Welcome and Introduction section, not all gynaecologists are menopause specialist and not all oncologists have an interest in menopause, either - they may have a little knowledge of hormonal health and menopause but not enough to effectively treat this group of women, in my view. If in doubt, please contact the British Menopause Society www.bms.org.uk or Women's Health Concern, the patient arm of the BMS, www.Womens-health-concern.org.

A quick note, here about **post-menopause**. Most of the crazy symptoms will now start to calm down (hot flushes may be an exception to the rule) but as per my Traffic Light system, please be aware of looking at preventative health measures to delay the onset of degenerative diseases and keeping women healthier for longer.

Post Menopause - Hurrah! So, is it all over? I'm 52+

Oestrogen deficiency (menopause) can be the
start of degenerative diseases

Be Aware!

- Type II Diabetes
- CVD - Cardio Vascular Disease
- *Osteoporosis*



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Phew! That was quite an in-depth session.

Again, I hope you've made some notes and highlighted the areas that are particularly useful to you. Please feel free to discuss in the Q&A section at the end of Step One.

In any event, if you are in any doubt about the need to do something...

- Menopause is a MAJOR event in a woman's life
- Developing solutions will reduce the impact and make work-life a more enjoyable experience
- Communication is Key!
- Please make good use of the Traffic Light system

Next on the Agenda is a quick look at the Menopause Tool Box...