

## TRAINING – Menopause at Work – MODULE 4 - STEP 3

### Case Studies – FINAL CONCLUSIONS

All of these stories meet the dictionary description of 'A Perfect Storm', the confluence of events aggravating a situation. Changing tack and taking preventative measures could have avoided the storm.

*Do you now begin to see how simple sign-posting techniques could be adopted and how this could benefit everyone in the workplace? A win/win situation.*

#### **The Cost of ignoring this**

In a nutshell:

- Ill health costs the tax payer £100billion per annum
- Industry pays the price for absenteeism to the tune of £18billion, or, £1,000 per employee per annum (source: CBI 2010)
- Estimated loss of productivity through menopause symptoms – 10.9% annually
- Sick leave costs increased by 38%
- This is a quantifiable loss

Industries are losing money and yet by taking simple, preventative measures to manage menopause and monitor results, they would see a decrease in absenteeism, improved loyalty and yes, even productivity. A quantifiable gain and a virtuous circle would begin