Impact of Perimenopause and Menopause on Work

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As 77% of NHS workforce are women and 40% of these will be perimenopausal and menopausal, it is likely that many are having time off work or leaving their jobs as a direct consequence of their perimenopause or menopause. This needs to be urgently addressed to improve job retention of experienced staff and aid the current crisis within NHS vacancies and retention.

More women should have access to HRT which provides more benefits than risks and will improve symptoms which is likely to enable women to stay at work.

Antidepressants should not be given to improve low mood associated with the perimenopause or menopause as there is no evidence to support their use.

Discussion: