



Menopause Awareness

Employer: ZF Peterlee

Area: Menopause

Theme: Sexual and Reproductive Health



The Peterlee plant had recently ran many successful sessions with Miss Menopause in previous years to provide valuable information to both female and male employees at our plant.

In Sept/October 2022 AZF sites across the UK team discussed the topic of menopause. As 25% of employees at Peterlee are females with an average age of 48 and given the fact that menopause can occur between the ages of 45- 55 and peri-menopause sometimes starting in early 40's it was agreed that this awareness campaign was a priority and a UK wide policy was developed and launched on Word Menopause Day on 18th October 2022.

Menopause and perimenopause symptoms can have such a big impact on daily life, including relationships, social life, family life and work and the company aim was to foster an environment in which employees can openly and comfortably initiate conversations or engage in discussions about perimenopause and menopause.

We also made contact with Balance who are well known Menoapuse specialists and discussed the potential of offering some form of training session to our employees.

A virtual webinar was made available to all UK employees and was delivered virtually over teams on 2 November 2022. A menopause specialist, Dr Olivia Jones presented medical evidence based information around :

Perimenopause and menoapuse

Symptoms and diagnosis

Medical treatments

Latest evidence and reasearch

Tools and placed to find support and help

There also time made available to ask the Dr questions.

162 employees attended the session which was recorded and made available in our company portal and positive feedback was received.



"I suffered in silence for a long time. I am also grateful my workplace recognises menopause can make you feel and act differently to what you might have been previously. "

An employee from our logistics department commented :

For me, the menopause hit me like steam train.....I have always exercised & lead a very active lifestyle. However around 2 years ago I started with severe muscle pain, to the point I could no longer train, I did this 3 mornings per week at 6am before work, I had to leave my running club and even a walk became difficult. I simply had to stop everything I loved, on the back on this my mood became very low and brain fog, memory loss also became an issue, remembering simple tasks and instructions I could complete at ease became a big task.

I felt like I was getting nowhere with my GP, I was going crazy in silence.

Since then, at Peterlee we had a Miss Menopause workshop where I learned my symptoms were within a long list of other symptoms women could suffer while going through the menopause, alongside this we also had a session on teams with a top Menopause specialist in this country, The Louise Newson Clinic/Balance. It was fantastic to be able to join this & get advice from the best.

I simply can't thank the HR Department at Peterlee enough, particularly HR Manager Lisa Hudson, they have been super supportive with help in what is a big issue for working women in a busy environment. Thankfully almost 2 Year on from this I am coming out the other side. I feel so lucky to be surrounded by such support at ZF Peterlee.

"Absolutely amazing webinar. Covered so much information in an hour and learnt so much."

"Very informal and helped so much. It made me feel that I am not actually going mad and I am not alone"

"I suffered in silence for a long time. I am also grateful my workplace recognises menopause can make you feel and act differently to what you might have been previously. "

"Training in my workplace, an amazing HR manager, the media and Davina"



all pointed me to the correct information and advice I needed to put together the jigsaw puzzle that I have been struggling with for years. "

