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Employee Wellbeing



“The cost of living crisis has put financial wellbeing at work centre stage.”

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“How exactly does an organisation become menopause friendly?”

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Why employers must provide financial support during **cost of living crisis**

The cost of living crisis has put financial wellbeing at work centre stage. Whether employers believe they are responsible for personal living costs, they are facing the fallout of ever-rising inflation.

From demands for the highest pay increases in decades to employees facing genuine financial distress, few bosses can avoid reacting.

Supporting employees' financial needs

Financial wellbeing has tended to be the slightly ignored cost-heavy sibling in the employee wellbeing family, which includes physical, mental and social wellbeing. This is because, historically, almost all financial wellbeing investment by employers has gone on the pension contributions budget, usually managed separately by a pensions specialist. This siloed approach has been fairly successful at getting millions of UK employees into the habit of saving for retirement, but it risks limiting other forms of financial wellbeing strategies which could be of benefit to both employees and employers.

At REBA, we are seeing a handful of forward-thinking employers reappraise approaches to better fit with business goals and employees' financial needs. Before reacting in a knee-jerk way to the cost of living crisis, they are using this change opportunity to put in longer-term sustainable thinking.

Financial wellbeing should be a priority

In mid-October, the Reward & Employee Benefits Association will publish a major study, Financial Wellbeing Research 2022, in partnership with WEALTH at work. It clearly shows employers want to shift long-term paternalistic support off their plates, and rather, skill up individual employees to take greater responsibility for their own financial outcomes.

Seven-in-ten research respondents told REBA that increasing financial capability among their workforce is a priority over the coming two years. This has been building for years as thousands of employers moved away from financial salary pension schemes. But now wider economic, political and societal transformations are speeding this shift along. From the flexibility in how, where and when we work and the increasing number of careers we'll each have (meaning shorter stays with each employer) through to changing age profiles and diversities of workforces, employers are thinking differently about what a future workforce looks like.

Re-accessing business strategies

While our research shows that well over 80% of larger employers currently see financial wellbeing benefits as primarily aimed at improving overall employee wellbeing, retention and engagement, there is a smaller, but growing cohort which are aligning financial benefits at work to drive behaviours linked to managing an ageing workforce, workforce planning and meeting the business purpose of their leadership.

Employee wellbeing got us through the Covid-19 pandemic, financial wellbeing strategies will get us through the cost of living crisis and beyond.



WRITTEN BY
Debi O'Donovan
Director, Reward & Employee
Benefits Association (REBA)

How wellbeing initiatives attract and retain **a diversity of talent**

The best businesses create a welcoming and inclusive space where everyone feels heard. As a result, they will be able to attract and retain a diversity of talent.



INTERVIEW WITH
Nathalie Cousseau,
UKI HR Director,
Avanade

WRITTEN BY
Tony Greenway

Paid for by **Avanade**



High-performing organisations have employee wellbeing embedded in their DNA, says Nathalie Cousseau, UKI HR Director at Avanade, a global IT consulting and services provider. Apart from being the right thing to do, it attracts and retains the best talent. “Companies can talk about caring for their employees and wanting people to bring their whole selves to work,” she notes. “But words have to be translated into action so that employees can see workplace wellbeing in practice. Only then does it become real.”

Major employee concerns

Cousseau explains that Avanade divides wellbeing into three pillars: physical, mental and financial. “These are the issues that our employees tell us they are most concerned about and want us to address,” she says. “So ‘physical’ initiatives might include private medical and dental insurance or discounted gym memberships. ‘Financial’ initiatives could involve bringing in vendors to talk to staff about pension planning or — as we’ll do in the future — implementing a financial wellbeing tool to help them make the best financial choices.”

Enhancing employee wellbeing

Opportunities for remote and flexible working support mental wellbeing by giving employees personal choice, making them

feel trusted and improving their work/life balance.

“We’ve avoided being prescriptive about working hours and working locations because we hire bright, talented people who know where they need to be to do the best work for us and our clients,” says Cousseau.

“That trust is empowering and helps us win and keep a diversity of talent. It’s an outcome-focused approach, rather than a time-focused one.”



It’s an outcome-focused approach, rather than a time-focused one.

A diverse and inclusive culture

The company has introduced an ‘alternative working week,’ giving individuals the option to think differently about time organisation, rather than adhering to a traditional nine-to-five, five days a week.

It also operates a flexible Bank Holiday policy. “A diverse organisation includes different cultures and beliefs,” says Cousseau. “That means not all Bank Holidays will be significant to all members — so employees can change these national

holidays to ones that are more culturally appropriate to them.”

“New candidates increasingly say they want to work in an inclusive culture which recognises unique differences and respects and celebrates people from all backgrounds. They want to see diverse role models at all levels of the organisation and know that it’s a workplace where they can flourish.”

i Find out more at **careers.avanade.com**

Employers must step up and offer financial wellbeing support that **makes a real difference**

It’s time that financial wellbeing became a keystone of workplace wellbeing.



INTERVIEW WITH
Jonathan Watts-Lay
Director, WEALTH
at work

WRITTEN BY
Linda Whitney

Nearly half of adults (47%) say that money worries affect their life, yet 49% say their employer does not do anything to help them understand their finances.

Financial future

“Unfortunately, financial wellbeing lags behind other wellbeing pillars such as physical and mental health. Many employers need to rethink their approach if they are to genuinely support employee wellbeing,” says Jonathan Watts-Lay, Director of WEALTH at work, a financial wellbeing and retirement specialist - helping people improve their financial future.

“Key to this is offering financial education and guidance through coaching to help employees understand their finances including ways to save money, manage debt,

boost savings and prepare for retirement.”

Long-term methods

“Supporting employees with day-to-day needs in the current cost of living crisis should be the immediate focus, as well as providing support around long-term needs such as savings and pensions.”

For it to be effective, support for financial wellbeing should be ingrained in the company with support from leaders. “It should also be inclusive, so any financial initiatives can be accessed by all,” says Watts-Lay. “When employees feel in control of their finances, overall wellbeing is improved.”

What should be included?

Watts-Lay advises organisations to:

- Introduce financial education and guidance programmes

on budgeting, savings, debt management and retirement planning.

- Remove the stigma of debt. “Our survey found that 14% of UK adults say that financial worries make them embarrassed, rising to 23% in 18 to 34-year-olds,” he says. “Many proactive employers encourage their employees to not suffer in silence and access support.”
- Signpost external support, including online budgeting tools such as MoneyHelper’s budget planner. Charities such as StepChange and National Debtline can help people manage debt problems. Citizens Advice can help people to work out what benefits or grants they may be eligible for.
- Consider workplace benefits; for example, offering employee discount schemes (on transport deals, meals or tech purchases etc.), introducing salary sacrifice schemes (covering transportation or phones etc.), offering workplace savings and investment accounts (including workplace ISAs etc.) and helping people understand the benefits of the company pension scheme and any other benefits introduced.

“WEALTH at work helps many leading employers to understand their employees’ needs and how best to create and integrate financial wellbeing programmes that really make a difference,” says Watts-Lay.

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WEALTH at work



i Find out more at **wealthatwork.co.uk**

What makes a **menopause friendly** employer?



To really change the lived experience of those working through menopause, employers must put in place policies and strategies to educate, train and support all colleagues.



Menopause in the workplace is firmly established as being the right thing to do. But how exactly does an organisation become menopause friendly?

Menopause in the workplace is firmly established as being the right thing to do. Employers large and small cannot have failed to notice the movement towards menopause friendly organisations. But how exactly does an organisation become menopause friendly?

A good starting point is signing the excellent Menopause Workplace Pledge but it's not enough on its own. To really change hearts and minds around menopause in the workplace, employers must educate and train all staff, host workshops, training sessions and events to bring the topic into workday conversations and break the taboo. They should also put in place physical and practical changes to ensure people can work through menopause in as much comfort as possible.

Become an accredited employer

"The main question employers ask us is how do they become officially accredited as they recognise Menopause Friendly Accreditation as a Kitemark of quality and excellence around menopause in the workplace," says Deborah Garlick, founder of Menopause Friendly. "We demystify menopause for employers and make it clear what they need to do in terms of providing support through unique workshops, events and resources."

Menopause in the workplace is an issue for businesses of all types and sizes according to Garlick whose independent panel has worked with organisations as diverse as the John Lewis Partnership, HSBC Bank, the Nuclear Decommissioning Authority and Thames Valley Police. She also counts charities, NHS trusts and football clubs among those employers who have gained Menopause Friendly Accreditation.

Safeguarding against tribunals

As well as providing a supportive, reassuring and understanding workplace environment, menopause friendly employers can help safeguard themselves against the rising tide of workplace tribunals that cite menopause as a factor.

"Working towards and achieving Menopause Friendly Accreditation is the best defence against tribunals as it gives employers a high level of training and support alongside a robust set of tools to support people as they work through their menopause," says Garlick.

Making change happen

"There is a lot of attention being paid to menopause in the workplace but it's crucial employers don't just pay lip service to being menopause friendly," says Garlick. "To really change the lived experience of those working through menopause, employers must put in place policies and strategies to educate, train and support all colleagues."

Building a true understanding around menopause at work, creating confidence among employees and giving clear support to employers will make lasting and positive change happen.



WRITTEN BY
Deborah Garlick
Founder, Menopause Friendly



For more information, please visit
menopause friendly.co.uk

How to launch **high-impact menopause support** in your workplace

In the shadow of a challenging winter ahead, employers must take action to support their greatest asset – their people. At the top of the agenda for many businesses is menopause support. Kathy Abernethy, Director of Menopause Services at Peppy and past Chair of the British Menopause Society, shares her expert tips on how businesses can tackle menopause in the workplace.



WRITTEN BY
Kathy Abernethy
Director of Menopause
Services, Peppy

According to recent research by REBA and AXA Health, workplace support for gender health issues, such as menopause, could be ‘almost universal by 2024.’ The same research shows that the number of companies offering menopause support has more than doubled since 2020.

World Menopause Day – 18th October – is fast approaching. If your business is one of the many considering how to launch high-impact menopause support for your workforce, now is the time to take action.

Understand the cultural and commercial impact

Menopause has wider implications on businesses beyond the individual going through it and their closest colleagues. The symptoms can be so severe that they may result in long-term sickness, low morale and even employees quitting altogether – all of which can affect a company’s bottom line.

One in four women consider leaving their job due to their menopause symptoms, and one in ten actually do. With many women at the peak of their careers when menopause starts, this means businesses risk losing top talent, as well as adding to the gender imbalance we often see at board level.

Start an open conversation

Engaging your business leaders is key to enabling meaningful change. Seek out a menopause support provider that can help you build a compelling business case for launching menopause support in your organisation.

Normalising and driving momentum around the menopause conversation means involving men, those who

identify as male, non-binary and trans people too. Consider targeted events or communications aimed at engaging them with the topic.



Menopause is fast becoming a ‘must-have’ benefit for businesses serious about diversity, equity and inclusion while maximising their employer brand.

Offer menopause support that is proven to work

Instead of your employees getting inaccurate information via Google, connecting them to trusted information and real, human menopause experts means they can receive personalised, reliable advice – and this trust drives engagement.

Employers should look for services that are clinically proven to work, like Peppy, the healthcare app chosen by top employers. Peppy has been proven to reduce the severity of menopause symptoms by around a quarter over 90 days.

Menopause is fast becoming a ‘must-have’ benefit for businesses serious about diversity, equity and inclusion while maximising their employer brand. Companies not offering support for what is a natural life stage, run the risk of being left behind. So act now to be a front runner in offering menopause solutions.

i **Ready to launch menopause support in your workplace?** You’ll find all the expert resources and information you need in Peppy’s Menopause Support Toolkit.

Scan the QR code to find out more



Paid for by **Peppy**



Want real inclusivity? Enable anonymity in the workplace

By creating a psychologically safe space through anonymity, organisations can uncover the real concerns of employees and take effective action.



WRITTEN BY
Julie Chakraverty
Founder, Rungway

A platform that uses anonymity to reveal employees’ concerns is helping leaders address unheard issues and create inclusive environments.

“Anonymity creates a psychologically safe space for expressing true feelings,” says Julie Chakraverty, founder of the employee listening and workplace culture platform Rungway.

Employees ask questions or share their experiences anonymously, whenever they need, via their screens or mobiles. Posts are moderated and routed to the right responder, be it HR or someone else.

Unexpected revelations

Data shows that colleagues of colour get 44% more answers when they ask questions anonymously than when they reveal their name, 50% of women felt they had been treated in a way they considered disrespectful compared to 31% of men, and 50% of under-34s have been treated in a way they felt disrespectful compared to just 20% of over-45s.

Anonymity also makes room for quieter voices. Figures show that twice as many women than men won’t speak up if they have to reveal their identity for fear of being seen as a nuisance.

What employee surveys miss

Employee satisfaction surveys cannot capture the same picture of employee concerns.

“Increasingly, employees – especially Gen Zs – want

to express their views or get advice in a more dynamic, two-way dialogue, not just to answer questions set by the company,” says Julie.

“An ‘always on’ mechanism means you can listen more proactively and resolve issues faster. Regular exchanges with your employees help build an inclusive, caring culture.”

Hybrid working

Issues extend beyond the workplace – particularly in today’s hybrid workforce.

“Events outside the company’s control, whether the cost of living crisis, anxiety about the war in Ukraine, the Sarah Everard murder or the loss of the Queen, have had profound effects on morale,” says Julie.

Productivity wins

At Sellafield Limited – the company clearing up Europe’s largest nuclear site – over 1,000 colleagues use Rungway daily. Questions cover worries impacting wellbeing and productivity. “Employees feel heard, and management can better target support,” says Julie.

At leading wealth manager St. James’s Place, the executive team can easily spot emerging issues and use their Rungway data to evolve policies.

Julie says: “There’s a big productivity win, with some responses viewed thousands of times. Importantly, leaders get an early heads-up on the key issues they should be addressing.”

i Find out more at [rungway.com](https://www.rungway.com)

Paid for by **Rungway**



Poor mental health in the workplace continues to be a real problem

To alleviate stress and support wellbeing in the workplace, businesses should take a strategic approach to the issue, listen to their employees' concerns and take action.

A concerning 28% of UK employees left their jobs in 2021 or planned to leave in 2022, with 61% citing mental health as the reason, according to research by Deloitte earlier this year. Businesses are not listening and addressing challenges through an intersectional lens, and this is where Laura Capell-Abra, Founder of Stress Matters, a B Corp Certified business, believes there is the greatest opportunity.

Stress Matters monitors workplace wellbeing trends and will be publishing its next report on the topic in late October, sharing with us that inclusivity is a major focus for 2023.

Careful consideration of mental health

"Stress and mental health were big topics during the pandemic. But now, it's as though some organisations think: 'Right, that's done.' But it isn't. Poor mental health in the workplace continues to be a real problem." It's why Capell-Abra's business has launched a free diagnostic tool to help employers discover how effectively they are looking after the wellbeing of their staff.

Unfortunately, there isn't a one-size-fits-all solution to overcoming workplace stress because every industry, business and employee is different. "For example, some people's mental wellbeing will be enhanced by remote working — but others find it stressful," says Capell-Abra.

Importance of a strategic approach

All businesses should take a strategic approach to wellbeing, says Capell-Abra. "They should think of it like a sales and marketing strategy: put together a business case by learning insights to properly understand the issue and determine the right course of action."

Capell-Abra's three pillars for better workplace wellbeing are 'insights, accountability and support.'

"It's vital to gather insights from staff to discover the challenges individuals are facing and how they can be best supported," she says.

"But there must be accountability on the part of the business, too, so changes can be put into action. A business has to understand what its benchmark is and have goals and objectives to measure its progress. That will make a real difference."



INTERVIEW WITH
Laura Capell-Abra
Founder, Stress Matters

WRITTEN BY
Tony Greenway

Paid for by **Stress Matters**

Find out more at
stressmatters.org.uk/guardian



A personalised approach to designing ways of working benefits everyone



Wellbeing at work isn't just made up of one aspect. There are many — ranging from environmental factors, commute, working arrangements and whether they feel valued in their team.

No one-size-fits-all approach works for wellbeing because everyone has different needs. Business in the Community's (BITC) recent report, 'Your Job Can Be Good For You' advocates a strategic, integrated and personalised approach to achieving sustainable mental health and wellbeing.

Pillars of wellbeing

The report looks at ways of working through multiple intersectional lenses from across the responsible business agenda. These include wellbeing, equity, inclusion and the environment.

The report also promotes ways of working that incorporate five pillars of wellbeing: mental, physical, financial, social health and environmental.

Although the term 'intersectionality' is becoming more popular in workplace discussions, businesses have traditionally siloed individual components of wellbeing without taking an integrated approach that considers the whole person. A holistic and personalised approach will maximise both wellbeing and business performance.



Job co-creation in some form can be applied to nearly every role at every level.

Variety at work

Ways of working will differ across sectors and roles. Job co-creation in some form can be applied to nearly every role at every level. Less structured senior roles may have more flexibility, making it easier to shape wellbeing around individuals. More structured roles, such as within contact centres or key workers, may have more traditional, rigid ways

of working. At the very least, they should have a choice of shift patterns.

Line managers must be given the trust, autonomy and discretion to come up with flexible working suitable for individuals. This should be managed at a local level, based on what makes sense for the individual and the business.

Recommended guidelines

BITC has developed a series of recommendations for employers that feature in the report which will enable everyone to thrive at work:

- Tackle inequalities to achieve an inclusive and equitable wellbeing strategy.
- Harness organisational purpose and values to attract and retain the best talent.
- Recognise and balance business and employee needs by providing flexibility in how, where and when people work.
- Innovate, integrate and pilot new approaches.
- Value the wellbeing benefits of the natural environment as a key strand of your strategy.
- Enable employees to switch off outside their agreed working hours.

These are just the starting point. The way organisations attract and retain talent has changed since the pandemic. Employers are now adapting to employee expectations and centring their recruitment marketing on factors such as health and wellbeing, diversity, inclusion and the environment.



WRITTEN BY
Louise Aston
Wellbeing Campaign
Director, Business in the
Community (BITC)



Work-related stress, depression or anxiety accounted for 50% of all work-related ill health in 2021.



WRITTEN BY
Chris Cummings
CEO, Wellbeing at Work

The most successful companies make wellbeing at work a strategic priority

Take a look at the most successful companies across the UK, and you will find one common theme: they have all made significant investments to ensure wellbeing at work is a strategic priority.

As we head into a challenging economic period, my rallying call is for business leaders to fight hard in the board room for wellbeing to remain a strategic priority. Now is not the time to reduce spending but to push forward courageously with longer-term, increased investment.

We look at some of the biggest current challenges we have and are likely to face in the future working environment:

- The future of work is now. It is blended, and we know that engagement plays a critical but challenging role in our future workforce. According to Gallup's recent study, only 21% of employees are engaged at work. If we are going to improve this figure, we need to invest further in wellbeing to improve engagement and, therefore, performance.
- Talent retention and attraction: There is no doubt that the best talent across all age groups has evaluated their employment situation and will continue to explore their options into the future. According to a recent CIPD workforce report, 47% of employers have hard-to-fill

vacancies. The best talent will be harder to keep and find now and in the future, so a comprehensive wellbeing programme is a major competitive advantage.

- According to the HSE's 2021 report, work-related stress, depression or anxiety accounted for 50% of all work-related ill health in 2021. If we are going to tackle the quiet quitting, presenteeism and absenteeism that continues to challenge our workplaces, we are going to have to look after our people.

These points and more will have a direct impact on the bottom line, productivity and profitability of any business.

Time to invest in wellbeing

If we are going to continue the considerable progress we have made during the life-changing pandemic, we must follow the most successful companies and invest courageously in healthy workplaces. The evidence is clear – those companies who invest in wellbeing at work will succeed.

For more information visit wellbeingatwork.world

Why the workplace is ideally suited to supporting health and wellbeing

Workplace health and wellbeing programmes — delivered by experts — are vital for organisations and businesses to protect their employees, themselves and health services.

There are 1.4 million people in the UK on waiting lists for mental health service support, notes Dr Laura David.

This means workplaces need to do more by implementing proactive and preventive mental health interventions and strategies. “Companies with effective health and wellbeing programmes have happier and healthier employees who are able to detect signs of illness earlier,” says Dr David. “Obviously, that’s good for the employees and, ultimately, it saves money for employers and health services.”

Dr David is a General Practitioner and an NHS England Clinical Entrepreneur. She is also the Founder of Smart About Health, which delivers doctor-led health and wellbeing programmes in the workplace.



While it's encouraging that people are now more open about mental health, there's also a lot of misinformation about it.

Knowing when to help

“Workplaces are ideally suited to identifying when someone needs help,” explains Dr Romayne Gadelrab, Consultant Psychiatrist at King's College Hospital London and Chief Mental Health Officer at Smart About Health.

“Companies that have wellbeing programmes in place empower their staff to recognise when they or their colleagues are struggling. While it's encouraging that people are now more open about mental health, there's also a lot of misinformation about it.”

Clinician-led wellbeing programmes

Dr David believes that the best wellbeing programmes offer a holistic and comprehensive approach. In other words, they look beyond just mental health to address the wider, overall challenges people face.

Currently, the provision for employee wellbeing is unregulated, so employers should engage with credible suppliers, such as clinicians, to constructively engage staff at all levels of the organisation. Those delivering the programmes have to be respected and trusted experts in their field,” she says.

Improving the environment

Creating safe spaces for employees to talk about any aspect of health and wellbeing — be it dealing with pain, anxiety, menopause or bereavement — is a way for

companies to change their culture for the better.

To this end, Smart About Health has created a programme called Wellbeing Champions. It equips employees with the skills to handle these conversations safely and effectively. “As doctors, we believe everyone should be able to have mental health conversations at work for improved quality of life,” says Dr Rasha Gadelrab, General Practitioner and Chief Culture and Engagement Officer at Smart About Health.

“This will directly improve their productivity and purpose and create a mentally healthy workplace where they can thrive.”



INTERVIEW WITH
Dr Laura David
General Practitioner,
Founder, Smart About
Health, NHS England
Clinical Entrepreneur

WRITTEN BY **Tony Greenway**



INTERVIEW WITH
Dr Romayne Gadelrab
Consultant Psychiatrist
at King's College Hospital
London, Chief Mental
Health Officer, Smart
About Health



Find out more at smartabouthealth.com

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Why businesses need to wise up on women's health



of them choosing not to disclose the real reason, simply to protect their privacy. One-third said they were just too embarrassed. “We’ve been embarrassed to talk about women’s reproductive health for far too long. It’s got to stop,” adds Hulme.

To help start the conversation, businesses should create a comprehensive plan to support those employees. According to Hulme, it’s vital to take a holistic view of women’s health: “Consider menopause, menstrual health and fertility and related treatments. And acknowledge that partners can be affected too — a good reproductive health policy should allow partners to attend fertility treatments.”



Consider menopause, menstrual health and fertility and related treatments.

Helping people help themselves

Riley recommends employees contact their GP’s to find out what treatments are available to them and to make use of any workplace benefits in place.

“Our Help@hand app allows users to select a female GP, many of whom are trained in female reproductive health and/or menopause. And we’ve recently partnered with Bupa to offer all employees with female reproductive organs free access to its Menopause Plan.”

A recent, and already popular, initiative is the company’s Menopause Café, where employees can come together and simply swap stories of their experiences.

An inclusive policy

Almost three-quarters of businesses don’t have a menopause policy, but Unum launched a Reproductive Health Policy in March 2022. In the financial sector — 128,000 women (1 in 10) are currently dealing with menopause. Hulme says it’s obvious that businesses across all industries need to provide a supportive environment for this significant share of the workforce.

“Menopause may affect an employee’s comfort and ability to perform at their best,” says Hulme. “Employers should look at how to ensure valuable people can confide in them and have the support they need to flourish at work — or risk losing them.”

Women’s health is a hot topic. No longer a taboo subject in the workplace, businesses are increasingly getting on board to talk about reproductive health and offer support to those going through menopause.



INTERVIEW WITH
Jane Hulme
HR Director,
Unum UK



INTERVIEW WITH
Nicola Riley
Health and Wellbeing
Consultant, Unum UK

WRITTEN BY
Angelica Hackett
O’Toole

Businesses ignore the effects of menopause on employees at their peril, according to Jane Hulme, HR Director at employee benefits provider Unum UK.

Workforce loss

“According to research from the Chartered Institute for Personnel and Development (CIPD), almost 900,000 women in the UK have quit their jobs due to menopause,” says Hulme. “That’s nearly 1 million experienced women, many of whom were in senior roles, lost in the workforce. It’s a tragedy for them and should be a real concern for the employers who are watching them leave.

“The pandemic has moved workplace wellbeing up the agenda, and employees want more from employers — better benefits, more flexible working conditions and a greater commitment to work/life balance. That’s why businesses need to commit to supporting valuable people through what is, after all, a very normal part of life.”

This year, Unum joined over 1,000 employers who have signed the charity Wellbeing of Women’s Menopause Pledge, promising to make organisations supportive and understanding places for employees going through menopause.

Kicking off the conversation

The CIPD’s research also revealed that three out of five (59%) working women between the ages of 45 and 55 experiencing menopause symptoms say it has a negative impact on them at work.

Individuals and organisations must start open and honest conversations on the subject, says Nicola Riley, Health and Wellbeing Consultant. She suggests employees who are struggling should speak with their line managers, an HR representative or a trusted colleague as a first step toward identifying and dealing with this health condition.

The same research showed that 30% of women were forced to take time off due to their symptoms — with 45%

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i Unum is a leading employee benefits provider offering financial protection and wellbeing support through the workplace including: Income Protection, Life Insurance, Critical Illness cover and Corporate Dental cover.

Find out more at
unum.co.uk