



# **Menopause, perimenopause & other hormone imbalance policy**

Our policy is designed to normalise conversations on hormone imbalances and provide help and support when you need it

# Menopause, Perimenopause and other hormone imbalance Policy

At M&G we recognise that managing the effects of the perimenopause, menopause and other hormone imbalance conditions can have an impact on those experiencing the symptoms as well as on their family members, friends and colleagues. That is why we have established a well-being policy designed to show how we can support you through this time.

This policy applies to all UK M&G plc employees.

## Our approach

Menopause, perimenopause, and other hormone imbalance conditions, are a natural stage of life that can affect any colleague usually between the age of 40 to 50 years but can also happen anytime in someone's life, for example the menopause or other hormone imbalance conditions may be brought on due to medical reasons.

Menopause, perimenopause and other hormone imbalance conditions can lead to symptoms that can have a big impact on your daily life, including relationships, social life, family life and work. It can feel different for everyone, symptoms vary and last for months or years and often change with time. For some, the symptoms can be quite severe both physically and mentally, so it's important that we continue to raise awareness at M&G to ensure those affected know they will be listened to, understood and their well-being will be supported.

## Overview

At M&G menopause, perimenopause and other hormone imbalances are an integral part of our overall well-being approach and as such we continue to educate and support all colleagues, creating an open and positive environment to limit the possible negative impact on colleagues that could include:

- Feeling isolated, stressed, anxious, depressed etc;
- Having a lack of confidence in their work skills and abilities;
- Leaving their job;
- Feeling unsupported.

Building awareness is focused on making certain that everyone is aware there are three stages of the Menopause which can last up to approximately four years:

- Perimenopause - when you have symptoms before your menstrual cycle has stopped.
- Menopause - you reach menopause when you have not experienced a menstrual cycle for 12 months.  
Menopause is when your cycle stops due to lower hormone levels.
- Post-menopause – the time after menopause has stopped.

Colleagues going through Perimenopause and Menopause may experience symptoms that include but are not limited to loss of confidence; feel the effects of 'brain fog' which is a loss of concentration and focus that can make it difficult to perform everyday tasks; varying levels of fatigue, hot flushes, heart palpitations as well as other changes such as thinning hair, skin irritations, muscular aches and weight gain. These are just a few well know side effects for further information you can visit you can visit Menopause -Symptoms - NHS ([www.nhs.uk](http://www.nhs.uk))

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The symptoms of other hormone imbalances vary depending on the exact nature of the condition. Building awareness of every type of condition is more challenging, we can't list them all out, but a couple of common examples are:

- **Low testosterone (hypogonadism)** – can lead to decreased energy levels, difficulty concentrating and mood changes.
- **Cushing's Syndrome** – can lead to anxiety, depression and irritability
- **Excessive sweating (Hyperhidrosis)** – can lead to frequent headaches, depression, anxiety and the need for frequent comfort breaks

We encourage all colleagues to be as open as they are comfortable to be about how any other hormone imbalance may impact them and the type of support M&G (and your manager) can offer you.

## How we can support you

We have a number of resources to support you:

### Perimenopause, Menopause

- **Support with NHS Prescription costs of HRT/Menopause related medication** – Whilst Hormone Replacement therapy isn't suitable for everyone, where it is suitable, it can have a positive impact on symptoms. Currently colleagues based in England must pay for HRT prescription costs, they are currently free in Wales, Scotland and Northern Ireland. To support colleagues with the on-going cost of HRT or another type of menopause related medication, you can claim back the cost of your NHS prescription via our expenses policy up to a maximum value of £20 per calendar year. A receipt or copy of prescription/prepayment certificate will be required for this expense. Where an individual has a prescription pre-payment in place, the cost of the HRT/menopause related medication only can be reimbursed.
- A **personal/handheld fan** can help with hot flushes as and when they occur. You can purchase a personal/handheld fan and claim up to £20 through personal expenses. Please note this is limited to one-off purchase of a personal / handheld fan and is not something available every calendar year.
- [Meno-Pause for a minute Yammer Group](#) – share your thoughts, tips and get support through our Yammer Community Group.
- [Wellbeing hub](#) with Wellbeing Wednesday related events Well-being Wednesday On-demand Menopause event ,Well-being On-Demand related recordings, Invest in Yourself/ This is Me stories.
- Our external partners [Everywoman](#) and [Worklife Central](#) also provide menopause webinars, articles, podcasts on this topic that you can access for free – just use your work email address to register.

M&G plc has shown its commitment and support to this topic by signing the [Menopause at Work pledge](#), click here to see the commitment M&G plc has made under the pledge.

### Other hormone imbalances

- Symptoms of other hormone imbalances not linked to menopause vary. For other adjustments or support that you may require, please refer to the [Workplace Adjustments](#) page, the **Working Flexibly** policy and the **Time off When you Need It** policy on the People Hub. Our aim is to offer all reasonable support where we can.

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Additional support and resources are available through our [Employee Assistance Programme](#) (EAP) - There to help you manage your mental, physical, financial and social well-being to help you be your best and most productive self and our [Mental Health First Aiders](#).

*Please note, this policy reflects the current position under any relevant UK law. Should the law change, then this policy may change to reflect that. The policy is non-contractual and may be amended at any time. It applies to all UK M&G plc employees.*