



MENOPAUSE HEALTH AND SAFETY and THE LAW

UNITE THE UNION

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UNITE MENOPAUSE RISK ASSESSMENT CHECKLIST

1. Health and safety management

Is there a workplace menopause agreement/policy?	
Have managers and supervisors been trained in issues relating to health, safety and welfare and the menopause including the experiences of BAEM, disabled, LBT+, younger and older employees?	
Have managers and supervisors been trained in issues relating to women's health, safety and welfare?	
Does the risk assessment include consideration of the menopause and other gender issues?	
Does the risk assessment include consideration of the menopause for trans+ employees?	
Is an individual risk assessment related to the menopause carried out?	
Do workers have access to information on the menopause?	
What occupational health arrangements have been made in relation to the menopause?	
Does the sickness absence policy recognise the menopause as a health, safety and welfare issue?	
Is there flexibility in regards to working hours and practices including temporary or permanent adjustment of shift patterns or hours, home working, alternative tasks and duties?	
Are there arrangements for lone workers and travelling to and from work at unsocial hours?	
Is an environment of openness and transparency encouraged where members can talk about the menopause?	
Can women report menopause related sickness to a woman manager?	

What arrangements are in place to deal with related issues such as stress management?	
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2. Sanitary and health issues – frequent urination, heavy periods, irregular periods, nausea and vomiting

Are workstations easily accessible to safe, clean sanitary and rest facilities?	
Are there private washing and changing facilities?	
Is there access to free sanitary products?	
Do rotas, shifts and schedules ensure that workers have easy access to safe, clean sanitary and washing facilities including for mobile workers and those on off-site or temporary locations?	

3. Temperature - hot flushes and perspiration

Is there a policy on workplace maximum (and minimum) temperature and is it implemented?	
How is it implemented?	
Is ventilation available and is it regularly maintained?	
Is additional ventilation eg portable fans provided if necessary?	
Do uniforms and PPE reflect the needs of menopausal women?	
Is loose clothing provided?	
Is it made of natural fibres?	
Is there access to cold drinking water including for mobile workers and those on off-site or temporary locations?	

4. Aches and pains, dizziness, lack of energy, headaches

Have workstation risk assessments been reviewed to take the menopause into account?	
Are there opportunities to switch to lighter or different duties?	
Do manual handling assessments take these issues into account?	
Are sickness absence policies sympathetic?	
Are there flexible working arrangements in place in relation to breaks?	
Do working hours in general take account of these health issues?	

5. Reproductive organs; and bone damage

Is there access to natural light?	
Are there regular and flexible breaks?	
Are uniforms etc made of natural fibres?	
Are work processes considered?	

6. Mood swings, irritability, loss of concentration, insomnia

Is there flexible working time?	
Are there flexible breaks?	
Is there access to natural light?	

7. Workstations and work environment: skin and eyes

Have workstations design been assessed and reviewed?	
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Where VDUs are used are there regular breaks?	
Are ventilation systems functioning?	
Are humidifier systems functioning?	

8. Are there any other conditions in your workplace which may be relevant to menopausal women?