

Menopause Risk Assessment Checklist

Advice for CSP reps

1. Health and safety management	
Have managers and supervisors been trained in issues relating to health, safety and welfare and the menopause?	
Does the risk assessment include consideration of menopause and other gender issues?	
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?	
Can women report sickness to a woman manager?	
What arrangements are in place to deal with related issues such as stress management?	

2. Sanitary and health issues – frequent urination, heavy periods, irregular periods, nausea and vomiting	
Are workstations easily accessible to sanitary and rest facilities?	
Are there private washing and changing facilities?	
Is there access to sanitary products?	
Do rotas, shifts and schedules (eg for drivers) ensure that workers have easy access to sanitary and washing facilities?	

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?	

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?	

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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 been reviewed?	
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?