

Menopause Pledge encourages employers to act

A number of large employers have signed up to the Menopause Pledge to demonstrate their workplace support for employees going through the menopause. With World Menopause Day on 18 October, we take a look at the ways an employer can offer assistance.

- A 2019 survey conducted by BUPA and the CIPD found that three in five menopausal women, usually aged between 45 and 55, were negatively affected at work because of menopausal symptoms.
- Menopause affects individuals to varying extents, so a flexible approach is advisable to ensure each employee's symptoms are addressed appropriately. These can include hot flushes, mood swings and anxiety, difficulty sleeping and remembering things, lapses in concentration etc.
- Signing up to the Pledge indicates a proactive approach to, amongst other things, making adjustments to employees' working arrangements such as being situated close to a window, providing extra breaks, relaxing normal uniform requirements etc.
- A parliamentary inquiry into menopause and the workplace closed recently. Its aim was to examine the extent of discrimination faced by menopausal people in the workplace and investigate how Government policy and workplace practices can better support those experiencing menopause.
- The conclusion of the inquiry may require employers to implement a policy on supporting employees going through menopause.

NLW to break £9 barrier for first time?

It has been reported that the Prime Minister will announce an uplift to the National Living Wage to £9.42 to apply from April 2022. If this happens, it will represent the third highest increase to the top minimum wage band since 2008. Potential increases of the other rates within the minimum wage have not yet been released.

Did you know?

The National Living Wage rate is currently £8.91. Until April 2021, it was payable to workers who were aged 25 and over, however, a change in the law lowered the age at which it is payable; now, workers aged 23 and over are entitled to this highest band of minimum wage.

PHE recommends mental health training for bosses

NICE and PHE have released draft guidance which recommends that employers give mental health training to all managers. It aims to reduce the stigma and equip managers with skills to have conversations with employees about mental health. Managers would learn how to identify early warning signs of poor mental wellbeing.

Did you know?

Mentalhealth.org cites research that shows 1 in 6.8 people experience mental health problems in the workplace, with women in full time work nearly twice as likely to have a common mental health problem as men. 12.7 of all sickness days, it reports, can be attributed to mental health conditions.

EAT holds Carillion Group cannot defend failures

The Employment Appeal Tribunal has held that the 'special circumstances' defence for failure to consult employees over redundancies could not be used by Carillion Group. Special circumstances have to entail something uncommon or out of the ordinary; the EAT found that the lead up to the liquidation did not involve either.

Did you know?

The rules on redundancy consultation are strict and it will be a rare occasion that the 'special circumstance' defence will apply. Where it does, the employer need only take steps towards compliance that were reasonably practicable in those circumstances.

Menopause symptoms can already fall within the scope of the Equality Act 2010 based on the effect that they have on the individual, meaning that employers cannot ignore it in the workplace. Contact our 24-hour Advisory Service for up-to-date guidance on this and more.

Please contact the 24 Hour Advice Service for advice on your specific situation before acting on the information in this publication.