

A close-up photograph of a Black female nurse with her hair in braids, wearing blue scrubs and a stethoscope. She is smiling warmly at someone off-camera. The background is softly blurred, showing another person's head and glasses.

# Menopause Educational Resources for General Practice nurses

# Background

**changes to your period**  
Periods may get lighter or heavier, happen less often or more often.

**mental health symptoms**  
Mental health symptoms: low mood, anxiety, low self-esteem & difficulty concentrating.

**hot flushes & night sweats**  
Hot flushes are short, sudden feelings of heat or cold, and may include night sweats.

**headaches**  
Headaches, including worsening of existing migraines.

**joint pains**  
Muscle aches and joint pains.

**insomnia**  
Difficulty sleeping, which may be the result of night sweats.

**reduced libido**  
Reduced sex drive.

- The menopause usually affects women between the ages of 45 and 55, but it can happen earlier for reasons such as surgery to remove the ovaries or the uterus, or because of cancer treatments like chemotherapy.
- Although each person will experience the menopause in a different way, three out of four people going through the menopause will experience symptoms, and for one in four, these will be severe and impact their day-to-day life.
- Symptoms can last for several years and can include anxiety, low mood, hot flushes, difficulty concentrating, headaches, and insomnia.
- Research from [CIPD](https://www.cipd.co.uk) shows that 59% of women in the UK say the menopause has negatively impacted them at work, and almost one million people have quit their jobs altogether.
- The main treatment for menopause symptoms is hormone replacement therapy (HRT), which replaces the hormones that are at low levels. There are other treatments available for people who cannot, or choose not to, take HRT.
- More information about the menopause, including on common symptoms and treatment options, is available at <https://www.nhs.uk/conditions/menopause/>



# Key messages

## Key messages

- All women go through the menopause, but not all are affected in the same way or to the same extent.
- Some women will not seek help for the symptoms of menopause, which can be for several reasons. For example, they may not want to accept they are at that stage of their life, or they may not be aware anything can be done to help.
- Half of all women will go through the menopause without consulting a health care professional, even though their symptoms may impact their quality of life at home and at work.
- Nurses working in primary care are in a prime position to support women to understand the menopause and offer advice about treatments and lifestyle strategies.

## Call to action

- There are a variety of educational and training resources that have been mapped to the published core career and capability framework for general practice/primary care nursing staff.
- Primary Care Nurses should identify their current scope of practice in relation to menopause and utilise the resources aligned with their core capabilities and level of practice to offer the best quality care for women.



# Core Capabilities Framework

	Support Work Level Practice	Nursing Associate Level/Assistant Level Practice	Registered Nurse level	Registered Nurse: Enhanced Level Practice	Registered Nurse: Advanced Level Practice	Registered Nurse: Consultant Level Practice
Capability 1. Communication and consultation skills	Tier 1	Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Capability 2. Practising holistically to personalise care and promote public and person health	Tier 1	Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Capability 3. Working with colleagues and in teams	Tier 1	Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Capability 4. Maintaining an ethical approach and fitness to practice	Tier 1	Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Capability 5. Information gathering and interpretation	Tier 1	Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Capability 6. Clinical examination and procedural skills	Tier 1	Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Capability 7. Making a diagnosis			Tier 2	Tier 2	Tier 3	Tier 3
Capability 8. Clinical management		Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Capability 9. Managing medical and clinical complexity		Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Capability 10. Independent prescribing and pharmacotherapy		Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Capability 11. Leadership, management and organisation		Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Capability 12. Education and development		Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Capability 13. Research and evidence based practice		Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Capability 14. Strategic Management						Tier 3

The framework articulates core capabilities necessary for safe and effective care. The capabilities (i.e., skills, knowledge, and behaviours) described in the framework are defined at 3 tiers.

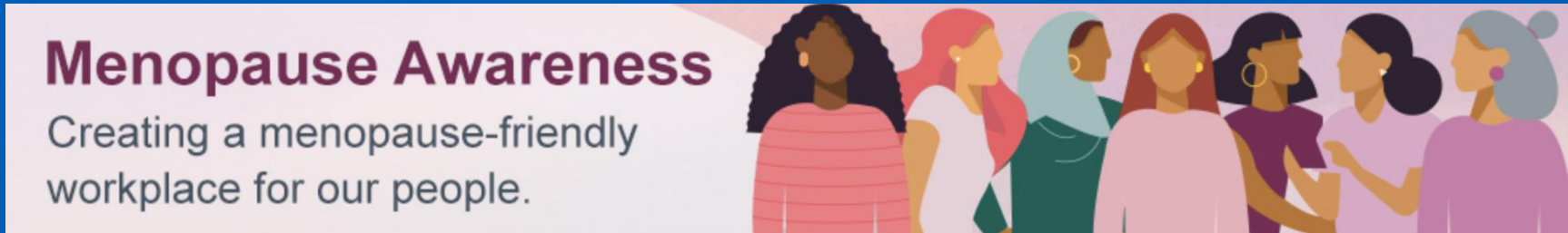
Each tier articulates the minimum and core capability to be expected as opposed to the maximum:

- **Tier 1:** Capabilities that require a general understanding and that support provision of primary care/general practice nursing.
- **Tier 2:** Capabilities that enable the provision of care more independently and a degree of critical analysis.
- **Tier 3:** Capabilities that require an ability to provide care autonomously and independently, an ability to lead practice, operating at the cutting edge of innovation.

More information is available [here](#).

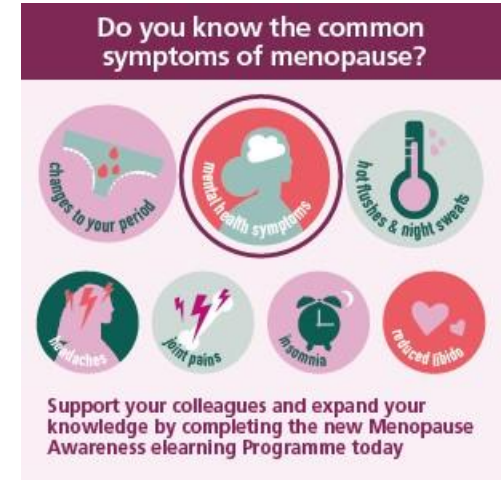
# Resources for Tier 1

- [NHS England’s National Menopause Guidance](#) is designed for line managers and those working in the NHS to help them understand more about the menopause and how they can support colleagues at work and those experiencing menopause symptoms.
- Developed in partnership with the Self Care Form, the [Menopause Self Care Fact Sheet](#) aims to help people experiencing the menopause to understand the transition better and signpost them to further sources of good information.
- [Guidance on Reporting Menopause Related Absence](#) provides step-by-step advice on recording such absence on ESR. For organisations that do not use ESR, including the primary care sector, a more bespoke approach is required, and staff will need to determine how this information is captured.



# Resources for Tier 1 (cont)

- The menopause awareness e-learning [programme](#) was created for NHS staff and takes less than 30 minutes to complete. The session gives learners an overview of what the menopause is and why it happens, as well as common symptoms and advice on supporting themselves and colleagues.
- An additional e-learning [module](#) has been tailored specifically for NHS staff working in occupational health, focusing on how people may be impacted in the workplace. The programme also includes information on making reasonable adjustments and advice on providing specialist support for staff.
- [The menopause course](#) has [bite size introductory e-learning modules](#)
  - Menopause overview
  - HRT Basics
  - What is an HRT check
  - Managing symptoms after breast cancer

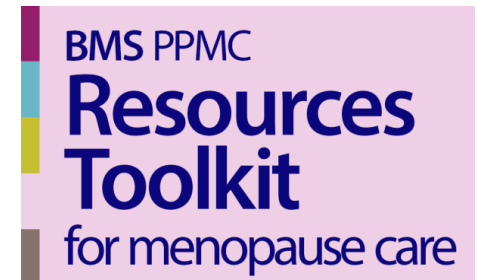


# Resources for Tier 2

All the resources recommended for Tier 1 will still be helpful for Tier 2 staff.

In addition, for Tier 2:

- The [British Menopause Society \(BMS\)](#) has developed the [PPMC Resources Toolkit](#), providing a comprehensive range of evidence-based, peer reviewed resources that answer the key questions in menopause care. They incorporate recommendations for best practice from both national and international guidelines and they are regularly reviewed and updated...
- The Faculty of Sexual and Reproductive Healthcare (FSRH) offers an [Essentials of Menopause Care course](#) specifically for healthcare professionals. The course is aimed at those providing care in primary care settings for women experiencing the menopause. The interactive half-day course is delivered at a variety of locations in the UK and includes scenario-based learning, quizzes, presentations, and group discussion.
- The Royal College of GPs has developed a [clinical toolkit on women's health](#), which includes tips for managing menopause in primary care.
- The menopause course offers half day training – [Menopause Overview and HRT Prescribing](#)



# Resources for Tier 3

All the resources recommended for Tier 1 and 2 will still be helpful for Tier 3 staff.

In addition, for Tier 3:

- The Faculty of Sexual and Reproductive Healthcare (FSRH) [Menopause Care Professional Certificate](#) (MCPC) aims to equip healthcare professionals with the knowledge, clinical skills, and experience to provide high quality menopause care. This can be followed by the FSRH [Menopause Care Professional Diploma](#) (MCPD), which builds on the MCPC, for those who want to lead a menopause service and receive complex referrals.
- The British Menopause Society (BMS) [Management of the Menopause Certificate](#) is a complete education package that should provide the HCP learner with everything that they need to treat 95% of patients who walk through their door, leaving only complex cases to be referred. The [BMS Advanced Certificate in the Principles and Practice of Menopause Care](#) is then specifically designed for those HCPs dealing with complex cases, accepting external referral of patients who need specialist menopause care.



**The specialist authority  
for menopause & post  
reproductive health**





# For more information...

- Many ICSs offer free menopause training to primary care staff. Every practice and PCN will have access to Training Hub resources and guidance. There are 42 at Integrated Care System (ICS) level, with several locality hubs that help support links between practices and PCNs. Click [here](#) to find your local Training Hub or email the national team on [traininghubs@hee.nhs.uk](mailto:traininghubs@hee.nhs.uk).
- The NHS knowledge and library hub connects healthcare staff and trainees to a significant range of high-quality knowledge and evidence resources, services, tools, and databases. Accessed using NHS OpenAthens or through a local NHS Health library, it's a good resource for GPs and practice staff.
- Some local areas run menopause cafés or group clinics, which some women may prefer.
- Staff with a special interest in menopause can join the [British Menopause Society](#) to keep up-to-date via the BMS journal and members bulletins and they can get best practice answers to clinical queries via the members' forum.
- Menopause Matters has published an interactive [flow chart](#) to help facilitate treatment decisions.
- The [Primary Care Women's Health Forum](#) has a range of resources and information for healthcare professionals, including on the menopause.
- An updated Guideline is in development and the expected publication date is 7 November 2024. Further information can be found on the [NICE website](#).



# For more information...

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Supported by

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[Home - Faculty of Sexual and Reproductive Healthcare \(fsrh.org\)](https://www.fsrh.org)

[British Menopause Society | For healthcare professionals and others specialising in post reproductive health \(thebms.org.uk\)](https://www.thebms.org.uk)

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