Manchester, England. 11 July 2022 - Soaring temperatures and menopause are not a good mix. Hot flushes are one of the symptoms of menopause that women experience, no matter what the weather. Many people struggle once the mercury hits the high twenties, but for those who are also experiencing hot flushes it can be almost unbearable.

Kate Palmer, HR Advice and Consultancy Director at Peninsula, looks at some simple adjustments employers can make to help their employees survive the summer:

“First and foremost it’s important to talk to your employees and find out if they are struggling.

“Workplaces should be an open and inclusive environment where employees feel comfortable talking to you, so you’re aware of any health conditions and are able to put adjustments in place to make things easier for them.

“If you haven’t already done so, I would encourage all businesses to sign the Workplace Menopause Pledge, recognising that the menopause can be an issue in the workplace and demonstrating your commitment to support employees who are going through it.

“Employers have a duty of care to their employees and adjustments can be made to help anyone who is suffering from the heat, whether that’s down to symptoms of menopause or any other health condition.

“One of the easiest adjustments is to relax the dress codes on hot days. Wearing breathable, loose clothing can make a real difference in hot temperatures. Maxi dresses, skirts, shorts, or loose fitting, light trousers will all help employees feel more comfortable. If you have a uniform, consider having options for summer weather. Fabric is also important to consider – linen and cotton are lighter and more comfortable during the summer months.

“Ventilation is key. Make sure windows are open (if possible) and fresh air gets into the workspace. Position desks near windows or allow employees to swap desks if needed to sit near the open window. Close the doors on unused rooms. This will help keep the internal temperature of the workspace down.

“You can also look at providing fans – either small desk fans that plug into a laptop or floor fans for the work space. These can make a huge difference when temperatures rise and allow you to provide for individual employees instead of making the office temperature uncomfortably cool for everyone.

“Where possible, move work stations away from direct sunlight. If this is not possible, then there are many types of reflective window film that can be ordered online. This is a simple fix that will make a huge difference.

“Hot weather, although glorious, can easily make people irritable, especially if they are uncomfortable. Ensure there is plenty of drinking water and that employees take enough breaks. Above all, be understanding.”

--ENDS--

Kate Palmer is available for interview

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