

Health and Wellbeing Board

15 May 2024

Menopause Services Task and Finish Review

Recommendation

That the Health and Wellbeing Board considers and comments on the report of the Menopause Services Task and Finish Review, endorsing the recommendations it contains for the Integrated Care System.

1. Executive Summary

- 1.1 At its meeting in February 2023, Warwickshire County Council's Adult Social Care and Health Overview and Scrutiny Committee agreed to a focussed 'task and finish' review of Menopause Services in Warwickshire. The remit was to undertake research, to assess the sufficiency of services, any gaps in provision and to make recommendations to those responsible for the services. In doing so, it outlined the areas to be included, being NHS menopause services in Warwickshire and those which the County Council provided.
- 1.2 In addition to written background information, three evidence sessions took place with the Integrated Care Board, from groups providing 'lived experience' of the services, and the County Council's staff on the internal support offer. Through this review, the Task and Finish Group (TFG) has developed a detailed understanding of the way that Menopause Services are commissioned and the learning from those with lived experience of services. It is clear that the County Council has developed a substantial 'offer' of support and advice for its own staff. These findings could usefully be shared with partner organisations and more widely with employers in Warwickshire.
- 1.3 Attached at Appendix A is the review report. The TFG makes a series of recommendations for the Coventry and Warwickshire Integrated Care Board, and for the Council and partners in respect of those services within their remit. The recommendations are reproduced below. The appended review report provides the supporting information, detailing the evidence heard, the stages of the review and its findings.
- 1.4 Recommendations:

Recommendation 1 - Communications Activity and Information

1. That the Integrated Care Board be requested to develop a robust and targeted communications strategy with the aim of improving communication to the public about the availability of menopause services across the County.

The wider Integrated Care System partners are asked to use their channels to share the ICB communications on menopause services.

Recommendation 2 – Access to Primary Care Menopause Specialists

2. That the Integrated Care Board considers options to improve access to menopause specialists in primary care settings.

Data shows that 80% of menopausal women can be supported via primary care. GPs may opt to take additional training in menopause services, so some, but not all, practices have a menopause specialist. It is not viable to recommend menopause specialists at every surgery. A question for the ICB is whether triage and the use of technology could offer remote appointments with a menopause specialist. A further suggestion is providing periodic clinics or 'drop in' centres where people can talk to a specialist.

Recommendation 3 – Recognising and Developing Voluntary Support

3. That endeavours are made by the Integrated Care System to seek the establishment of voluntary sector menopause support groups in the North of Warwickshire and Rugby areas.

A valuable community resource is provided by the voluntary groups, which offer support, advice and information. There are eight groups in Warwickshire, but notable gaps in provision in the north of Warwickshire and Rugby areas. It would be beneficial to seek the establishment of similar support groups in those areas.

Recommendation 4 – Sharing Information

4. That the County Council considers sharing information on the menopause support offer it has developed for staff with partner organisations and with other employers in Warwickshire. Seeking details of the support already in place in those organisations is also suggested. The aim is to encourage more menopause support in Warwickshire workplaces.

Members recognise the amount of work being undertaken to provide support for the County Council's staff. There is an opportunity to share this information and to seek feedback from others, to provide real benefits for Warwickshire residents and their employers, given the data that one in ten women leave their employment due to the menopause. Through the Council's partnerships, discussion with the Chamber of Commerce and other business groups this could be explored.

Recommendation 5 – Ongoing Monitoring

5. That the Adult Social Care and Health Overview and Scrutiny Committee monitors the implementation of these recommendations through periodic updates and briefings from the ICB.

2. Financial Implications

2.1 There are no direct financial implications arising from this review report.

3. Environmental Implications

3.1 None arising directly from this report.

4. Timescales associated with the decision and next steps

4.1 The Menopause Services review report and its recommendations will also be submitted to the County Council's Cabinet and to the Integrated Care Board for consideration.

Appendices

Appendix 1- Review Report

Background Papers

None

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The report was circulated to the following members prior to publication:

Local Member(s): None

Other members: Councillors Barker, Bell, Drew, Holland and Rolfe.