



Questions on shift work, uniforms and outdoor work will be included in the survey, asking Gardaí for ideas on how the force can become a more menopause friendly employer.

Garda Survey To Investigate Awareness Of Menopause Across All Ranks

Gardaí across the country are being asked to shape the first ever menopause guidance policy, which aims to investigate how An Garda Síochána can become a more menopause friendly employer and to support female staff by raising awareness across the ranks.

The guidance document, which was first launched by An Garda Síochána one year ago, was recognised by the judges at the inaugural Menopause Workplace Excellence (MWE) awards last year.

Garda HR managers have said they will ask all staff members for suggestions about practical supports for menopausal employees struggling to overcome symptoms.

Vivienne Horkan, Programme Manager at the Garda National Wellbeing Office, said that a survey of 18,000 staff members will be undertaken for ideas on how An Garda Síochána can become a more menopause friendly employer. Questions will focus on several issues including shift work, uniforms and

outdoor work.

The health-needs assessment is being rolled out over the next 12 months as part of the Garda's Health and Wellbeing Strategy 2021-2025. The Garda survey was announced at the online launch of this year's Menopause Workplace Excellence (MWE) awards.

Speaking at the launch, she said: "We will measure and compare awareness of menopause in the workplace and ask for suggested additional supports needed, taking into consideration the policing sector environment".

Describing it as a "privilege" for An Garda Síochána to be one of the inaugural award finalists last year, Vivienne Horkan said the

recognition highlighted the efforts being made by An Garda Síochána in this area. “There are currently recruitment campaigns to attract talent and having been selected as a finalist showcases the importance of supporting women’s health in the workplace, for current and new colleagues,” she added.

MENOPAUSE WORKPLACE AWARDS
Launched in 2023, the MWE Awards serve to honour organisations for creating supportive environments for women experiencing menopause.



A change of language is needed to encourage more men to become involved in health awareness drives in the workplace, according to Cathal Divilly, CEO of Great Place to Work.



Vivienne Horkan, Programme Manager of the Garda National Wellbeing Office, unveiled details of survey to investigate how the force can become a more menopause friendly employer.

They are organised jointly by the Menopause Hub, Ireland’s first-ever clinic solely dedicated to helping menopausal women, and workplace accreditation service Great Places to Work.

Cathal Divilly, CEO of Great Place to Work, said that a change of language was needed to encourage more men to become involved in health awareness drives in the workplace. “This cannot be seen as a female thing; this is something that your teammate is going through,” he

pointed out during the online launch of this year’s MWE Awards.

“We really need to be conscious of the language we use. If you are doing a workshop around mental wellbeing, and advertise as ‘mental health talk, room six’, men are not going to go to that workshop.

“However, if you advertise it as ‘Your colleague needs you: How to be a better teammate’, you will absolutely get more men,” noted Divilly, who is one of the judges of this year’s awards.



Menopause Hub CEO Loretta Dignam is one of the judges at this year’s Menopause Workplace Excellence awards.

Entries for this year’s awards close on 31 July, and the awards ceremony will be held on 10 October at the Royal College of Physicians of Ireland (RCPI) in Dublin. For more information visit www.menopauseexcellence.com.