



SIMPLE ACTIONS

MENOPAUSE IN THE WORKPLACE: A WELLNESS IMPERATIVE

POWERFUL IMPACT

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WHAT IS MENOPAUSE?

Menopause is a natural life stage marking the end of a woman's reproductive years. It's officially diagnosed when you've gone 12 consecutive months without a period – with the average age in Australia around 51. But menopause can happen earlier or later.

01

PERIMENOPAUSE

The transition phase, often begins in the early-to-mid 40s and can cause debilitating symptoms due to hormonal fluctuations.

02

MENOPAUSE

Can occur anytime between 45 and 55, and for some women, even earlier due to medical or genetic factors. Also can include a wide variety of symptoms due to hormonal changes.

03

POST-MENOPAUSE

Is the stage after menopause. Hormonal changes stabilise, but health considerations like bone and heart health become even more important.

The Menopause transition brings hormonal changes that can bring short and long-term health consequences. In the short term, symptoms can reduce women's ability to function and impact their quality of life, whilst hormonal changes have a marked impact on future health and wellbeing.



WHY MENOPAUSE IN THE WORKPLACE MATTERS

Every woman will experience menopause, yet many workplaces are unprepared for it.

By 2030, 1 in 4 women in your workplace will be menopausal.

The **Australian Senate Inquiry into Menopause** released 25 recommendations last year(2024) — including **Recommendation 7**, which calls on employers to **co-develop menopause-supportive policies with their workforce**.

https://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Community_Affairs/Menopause/Report?utm_source

<https://womeninstemm.au/events/menopause/>

THE STATS:

- ♦ Women in menopause are now the **fastest-growing workforce demographic**
- ♦ **28 per cent** of postmenopausal Australian women 'will have **moderate to severe symptoms** that impact their workforce participation' (Commonwealth of Australia 2022, p. 75).
- ♦ **1 in 4 women** consider leaving their job due to unmanaged menopause symptoms
- ♦ **Up to 70% women** report that symptoms like brain fog, fatigue, and anxiety affect their work, and most don't feel comfortable **discussing it with their manager**
- ♦ **Total lost income and superannuation** earnings for women of approximately **AUD\$17 billion** (AIST 2022, pp. 29-30).



NOT JUST A WOMEN'S ISSUE

Menopause isn't just a "women's issue" — it impacts our partners, colleagues, workplaces, and communities.

When nearly half the workforce will go through menopause, the impact on productivity, retention of great people, and wellbeing affects everyone.

That's why education shouldn't stop at women; it's vital that **all staff, including men and managers**, understand what menopause is and how to create a supportive culture. Awareness fosters empathy, reduces stigma, and leads to healthier, more inclusive teams which equals business success. Changing the workplace culture around menopause will benefit everyone.

THE OPPORTUNITY

With a few simple changes, organisations can:

- ◆ Improve productivity, retention, and morale
- ◆ Support experienced employees to stay and thrive
- ◆ Create a culture of inclusion and care
- ◆ Meet DEI and WGEA employer-of-choice goals
- ◆ Stronger EVP (Employer Value Proposition)
- ◆ Create a workforce strategy that's agile and built to last
- ◆ Bring your values to life in your employee experiences
- ◆ Implement flagship P&C initiatives that are unique to your business

WAYS TO SUPPORT WOMEN THROUGH MENOPAUSE



START THE CONVERSTAION

- ◆ Include menopause in your wellbeing or diversity calendar
- ◆ Use inclusive, respectful language
- ◆ Encourage open dialogue without stigma
- ◆ Add a menopause awareness topic to your next staff wellbeing email or team meeting



SUPPORT MANAGERS

- ◆ Provide training to managers
- ◆ Share basic information about common symptoms and how they might show up at work
- ◆ Offer simple adjustments — fans, flexible breaks, uniforms, hybrid work



OFFER INFORMATION & ACCESS

- ◆ Share trusted health resources
- ◆ Include menopause in EAP (Employee Assistance Program) and HR materials
- ◆ Promote a culture where health is seen as a leadership strength — not a weakness
- ◆ Invite a women's health expert to host a "Menopause in the Workplace" webinar or workshop



WELLFEMME
YOUR JOURNEY. YOUR CHOICE.

WANT TO GO FURTHER? PARTNER WITH US

WellFemme is **leading the way in Corporate Menopausal Policy Support**. Helping women through menopause isn't just a health issue — it's a leadership opportunity.

WellFemme has a reputation for **quality clinical services** to support women in the menopausal transition. Our Corporate offering includes a great range of services to support organisations who care about the health and welfare of their employees, clients and membership, and see the **success of their people as success for their business**.

WellFemme delivers **flexible Corporate Packages** to educate employees about priority health issues for the menopausal transition, and to support them in making well-informed health choices.

Our packages can include all of the following or we can work with you create a personalised Package to suit your needs.

01

BESPOKE ONLINE WEBINARS

WellFemme provides expert menopause doctors to present online webinars on a wide range of menopause related topics. This gives you the flexibility to specify the date, time and content. Webinars can include a live Q&A.

02

NEXT PHASE WOMEN'S WELLNESS PROGRAM

Created by Dr. Kelly Teagle, Next Phase is a flexible, self-paced online program supporting women through the menopausal transition. It includes 10 expert-led modules, coaching, a movement plan, and a supportive community — all accessible anonymously if preferred.

03

TELEHEALTH CONSULTATIONS FOR PERI/MENOPAUSAL STAFF

WellFemme can provide menopausal health assessments for your staff by our team of expert menopause doctors.

04

THE "MENOPAUSE UNCENSORED" SUMMIT RECORDING

This Summit was held live with Australia's leading authorities in menopause care. It includes 6 hours of presentations, Q&A's on menopause-related topics, plus five bonus pre-recordings.

05

INTERNAL COMMUNICATIONS SUPPORT

Support material to promote your chosen Package and engage staff including email templates, flyers, Newsletter content and team building ideas.

TAKE ACTION NOW - LEAD THE WAY IN WORKPLACE WELLNESS

Whether you're looking to **boost awareness, support your managers, or implement meaningful change** for your employees, we've developed a range of flexible, **evidence-based** workplace options to suit your organisation's needs.

Now is the time to take action. Lead the way in **workplace wellness** by creating a culture where women feel seen, supported, and empowered during the menopausal transition.

GET IN TOUCH



Would you like more information on our Workplace Package Options?

Ready to book a discovery call with Dr. Kelly Teagle?

Email

corporate.support@wellfemme.com.au

Visit www.wellfemme.com.au and www.nextphasewellness.com

Now's the time to act — for your people, your culture, and your future.