



MENOPAUSE FRIENDLY

RESOURCES | ACCREDITATION | TRAINING



Prospectus 2026-2027



Why Support Menopause in the Workplace

Employers that act first win most: position your organisation as forward-thinking, inclusive and employee focussed.

Facts

1 in 4

consider leaving work due to symptoms, 1 in 10 actually do.

18%

of the average Australian workforce is menopausal, the fastest growing workplace demographic.

46%

don't disclose symptoms fearing negative perception.

70%

experience menopause-related workplace stress.

Benefits



IMPROVE RETENTION

Keep experienced female talent, often at the peak of their career.



INCREASE PRODUCTIVITY

Small accommodations can improve symptoms that impact productivity.



ATTRACT TALENT

Stand out from the crowd as an employer of choice for experienced talent.



REDUCE ABSENTEEISM

Support helps reduce time off caused by fatigue, stress and poor concentration.



CLOSE GENDER PAY GAP

Menopause impacts promotions, hours and progression. Supporting it drives gender equity.



THE RIGHT THING TO DO

Giving people the confidence to ask for support makes a huge difference to their lives.

Momentum

SENATE INQUIRY

In 2024 handed down report

Supports actions for reporting

WGEA

Entitlements being negotiated into EBAs

UNIONS

Leading employers don't wait to be told.



Membership Friendly Accredited Workplace

A Benchmark for Organisational Excellence

The Menopause Friendly Accreditation is a respected mark of excellence, recognising organisations that deliver effective, high quality support for menopause in the workplace.

Assessed by an independent panel of experts, it provides a credible benchmark and a clear framework to measure progress and demonstrate impact.

Beyond recognition, accreditation drives tangible organisational value through supporting the retention of experienced employees, reducing absenteeism and strengthening overall workforce productivity and engagement.

It also enhances your employer brand, offering externally validated proof of your commitment to employee wellbeing and inclusive, evidence-based practices, supporting both attraction and retention.

Ultimately, accreditation reflects a workplace where policies, culture and leadership align to support people at every stage, enabling employees to perform and thrive.

Celebrating Australia's first accredited Menopause Friendly Employers:





Menopause Friendly Committed

Membership That Delivers Real Workplace Benefits

Position your organisation as an employer of choice by joining Menopause Friendly and showing a clear commitment to inclusion, employee wellbeing, and progressive workplace practices.

Our membership provides access to expert resources, training, and practical guidance to help you create a more supportive workplace for employees experiencing menopause.

Organisations that take a proactive approach benefit from improved attraction and retention of experienced talent, stronger employee engagement, increased productivity, and a more positive workplace culture.

Membership also demonstrates your commitment to diversity, equity, and inclusion, while supporting broader wellbeing and organisational goals.

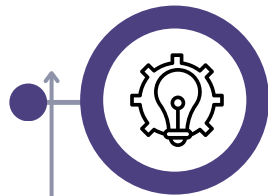
Join leading Australian employers setting the standard for menopause friendly workplaces.





Menopause Friendly Accreditation Plan

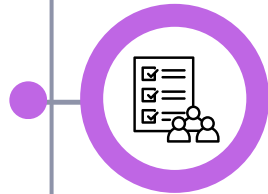
Steps to embedding meaningful and sustainable practice to deliver lasting organisational impact.



Initial Assessment

Months 1-2

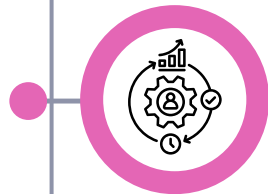
- Conduct baseline survey & gap analysis.
- Review existing policies and support.
- Establish a Menopause Working Group.



Strategic Commitment

Months 3-4

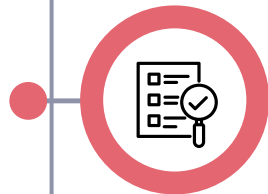
- Secure leadership buy-in and commitment.
- Define organisational goals and vision.
- Develop a comprehensive action plan.



Policy & Training Development

Months 5-7

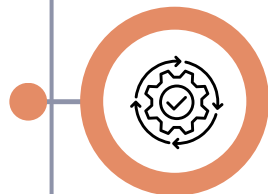
- Draft a dedicated menopause policy.
- Create resources and support guides.
- Design and roll out training modules.



Implementation & Engagement

Months 8-12

- Launch awareness campaigns & events.
- Train line managers and HR staff.
- Foster open communication & support networks.



Accreditation Application

Months 13-15

- Gather evidence of progress & impact.
- Submit the official accreditation application.
- Engage with Menopause Friendly Australia review.



Accreditation & Beyond

Months 16-18

- Celebrate accreditation success publicly.
- Continuously monitor and improve support.
- Mentor other organisations & share best practices.



Menopause Friendly Full Access Membership

Full Access Membership

Membership

Annual membership fee under 1,000 employees \$4,000 + GST

Annual membership fee over 1,000 employees \$8,000 + GST

- 10 user access to the Menopause Friendly Member Area
- Online digital self assessment - report and certificate on completion
- Annual Menopause Friendly Committed badge asset pack
- Foundation Toolkit
- My Menopause Friendly Program - step by step guide to accreditation
- Accreditation workbook
- Monthly live online Strategy and Application workshops
- Core workshops - guidance to implementing Menopause Friendly standards
- 10% discount on all training sessions and digital learning
- Downloadable evidence based resources
- Communication Collections: access all videos, workbooks, fact sheets, posters
- Project documents - resources for impact, ERGs and support groups
- On-demand learning - webinars, articles, core workshop recordings
- Policy examples and case studies
- Guidance and support from MFA team including monthly drop in sessions

Accreditation

Member discounted application fee \$1,000 + GST

- Payable at time of application for access to submission portal
- Includes pre-submission audit and independent panel assessment
- Access to Accredited badge and asset pack
- 30% reduction in annual membership for 3 years
- Self assessment completion required yearly

Additional information

- 15% discount for registered charity organisations
- 10% GST is additional to all prices
- All prices quoted are valid for 30 days



Menopause Friendly On Demand Membership

On Demand Accreditation Program

Foundation Toolkit

Annual fee \$1,500 + GST

- Online digital self assessment - report and certificate on completion
- Access to Committed Badge, Playbook and Accreditation workbook
- Downloadable resources for strategy planning, policy and guidance creation
- Awareness resources including videos, conversation guides, manager and support group workbooks
- 10 user access to portal
- Available for both Menopause and Menstruation

Communication Collections

Yearly subscription \$1,500 + GST

- Includes 4 collections per year
- Downloadable all videos, workbooks, fact sheets, posters
- Other core collections available for \$250 + GST per pack

Accreditation Support Program

Annual fee \$2,000 + GST

Access to five pre-recorded workshops providing guidance to implementing the Menopause Friendly standards and resources to support each area

- Develop your Menopause Friendly Strategy
- Creating or reviewing your policy or guidance documents
- Engagement and communication to create culture change
- Create and develop your Menopause Friendly training program
- Developing your Menopause Friendly Working Environment

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The industry recognised
mark of excellence
for menopause at work

Want to know more?

- Schedule an online meeting with an expert consultant: [Book here](#)
- Prefer email? Send us a message and we will be in touch:
hello@menopausefriendly.com.au
- Browse information and resources: [Menopause Friendly Website](#)

Tried,
tested and
trusted
by leading
employers

