

Educational Presentation & Networking



Menopause in the Workplace – the Hidden WHS Issue



Thursday 15thth May 2025 at 6pm. Registration from 5.45pm

The Occupational Health Society of Australia Inc. is proud to present Ms Grace Molloy MAppSc (Nursing), co-founder and CEO of Menopause Friendly Australia and Ms Rebecca Darby M HRM (Anglo Gold Ashanti), Senior Specialist – Culture, Diversity, Equity and Inclusiveness for a thought provoking, on topic and interactive discussion on the impact of menopause in Australian workplaces and why it is a hidden WHS issue

The event will be followed by a Networking session with light refreshments.

What does menopause have to do with workplace health and safety? Menopause in the workplace is now recognised as an important workplace issue because it affects a significant portion of the workforce, impacting employee well-being, productivity, and potential career progression. Employers who make workplaces responsive to gender and diversity will be better able to attract and retain skilled and talented staff. Menopause is a gender and age-equity issue and remains one of the last “unspoken” issues in workplaces. Addressing menopause can also contribute to a more inclusive and equitable workplace, benefiting both employers and employees.

A recent Senate inquiry recommended employers create menopause-friendly environments to support women experiencing menopause and perimenopause PLUS an ISO standard for menopause and menstruation is now in development. Australian workplaces need to change perceptions around menopause. Join Menopause Friendly Australia's founder, Grace Molloy and Anglo Gold Ashanti's Rebecca Darby learn how you can open the conversations about menopause at work!

Come along to Learn:

- The impact of menopause on physical and mental health
- How workplace environments can exacerbate menopause symptoms.
- Why menopause should be part of your psychosocial risk management plan.
- How being a menopause friendly employer improves employee wellbeing and reduces risks.

Why are we Talking about Menopause Now?

- 18% of the Australian Workforce are menopause aged women
- 73% report increased stress and anxiety during menopause
- 70% of Australian women feel uncomfortable discussing menopause at work
- 1 in 4 intend to leave work due to unaddressed menopause symptoms
- 83% say menopause has had a negative impact on their work.



Grace Molloy is the co-founder and CEO of Menopause Friendly Australia, the leading provider of menopause in the workplace services. Grace holds a Master of Nursing, is an ex-Big4 accountant and has two decades of experience working in corporate strategy and partnerships. She is a member of the Australasian Menopause and International Menopause societies and has worked alongside Australia's pre-eminent medical researchers and biotechnology innovators to advance medical breakthroughs through clinical trials.

Grace is a member of Standards Australia's Occupational Health and Safety Management Committee reviewing the proposed International Standard “ISO45010 Menstruation, Menstrual Health and Menopause in the Workplace”

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Rebecca Darby is currently the Senior Specialist: Culture and DEI at AngloGold Ashanti Australia. AngloGold Ashanti is one of the world's largest gold producers with operations and projects spanning across four continents. AngloGold Ashanti is committed to creating an affirming and inclusive culture and becoming an independently accredited Menopause Friendly employer has been an important step on this journey.

Rebecca holds a Master of Human Resource Management from Murdoch University and has over 15 years' experience in People and Capability roles. In the role of Senior Specialist: Culture and, Rebecca is accountable for driving the development, implementation and maintenance of the Diversity, Equity, and Inclusion (DEI) Business Unit Action Plan, and DEI program design and execution across the Australian region. This includes addressing menopause, menstruation, and assisted reproductive treatment in the workplace.

The event **WILL BE** webcast, with a summary posted on the OHSA Inc. website.

This presentation is relevant to Chief People Officers, all Managers, Occupational Physicians, Health and Safety Professionals – Safety Managers, Occ Health Nurses, Safety Advisors/Coordinators, Risk Managers, HR Team Members, Medico-Legal, Insurers and Diversity Equity and Inclusion Managers.

Attendance will be recorded for CPD if required.

When: Thursday 15th May 2025

Time: Gather at 5.45 pm for a 6pm start (5.45pm – 9pm)

Where: South of Perth Yacht Club, 2 Canning Beach Road, Applecross – The Wardroom

Parking: Refer to attached diagram for Function Parking. Boom Gates will be open & will auto open on exit

Cost: FREE for OHSA Inc. members who **MUST** complete the Booking Form below

Non-members – we want you to join and enjoy the benefits of OHSA & the cost is membership!

\$50 for 1 year or \$100 for 3 years – complete attached Membership form

Otherwise, you can **attend the presentation as a one off** and **Pay \$60** for the single presentation.

Post Event Networking: we will put on some light refreshments, however Alcoholic Drinks at the bar will be at your discretion. This will be downstairs in the Quarter Deck overlooking the water

RSVP: By 8th May 2025 to the Society's Secretary (Ali Martins) by Email: ohswa@outlook.com.au

Payment Details: Complete the **Booking Registration Form** attached

Only if we have to – Membership Application & Payment can also be made at the event before commencement of presentation.

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Menopause in the Workplace BOOKING REGISTRATION FORM

Name:

Company:

I am a Financial Member of OHSA Inc. & will be attending this event - 15/05/25

☐ Check box

I would like to become a member of OHSA & attend this event for Free!

Please complete the attached Membership Application Form & return to Secretary. Your application will be reviewed for endorsement & the Treasurer will send you a Taxed Invoice for payment.

☐ Check box

I would like to attend this event as a **Non-Member Only** & pay \$60

☐ Check box

Bank Transfer / EFT

Bank - Commonwealth Bank

Account Name: Occupational Health Society

BSB: 066 161 Account No: 1003 7010

Reference: OHSA Menopause Event *Your Name*

☐ Check box

Parking Details





Occupational Health Society of Australia Inc.

APPLICATION FOR MEMBERSHIP

MEMBER INFORMATION

| | |
|-------------------------------|--|
| Title (Dr, Ms, Mrs, Mr, etc.) | |
| First Name | |
| Surname | |

CONTACT DETAILS

| | | | |
|----------------|--|----------|--|
| Postal Address | | | |
| Suburb | | Postcode | |
| Phone | | | |
| E-Mail | | | |

Please indicate your preferred method to be contacted: ☐ Postal address ☐ Phone ☐ E-mail

| | |
|--|--|
| Special Interests (for Society Directory) | |
|--|--|

EMPLOYMENT INFORMATION (Only complete if you want Company information to be recorded against your name in the Society Directory/Monitor and in Society Communications)

| | |
|-------------------------|--|
| Company / Self Employed | |
| Work Phone | |
| Work E-Mail | |

APPLICATION FOR (indicate membership type / fee option):

- Full Membership (includes *Monitor* newsletter) ☐ \$50 - 1 year **or** ☐ \$100 - 3 years
- Corporate Membership (includes *Monitor* newsletter) ☐ \$100 - 1 year **or** ☐ \$200 - 3 years
- Student Membership (includes *Monitor* newsletter) ☐ \$20 - 1 year **or** ☐ \$ 40 - 3 years

Tertiary Institution _____ Student Number _____

An invoice for the membership type fee will be issued once the Committee has accepted this application.



*The OHSA Inc. Financial Year runs from 1st November – 31st October.
Fees payable during this period will apply for that financial year only.*

AGREEMENT

- ☐ I certify that the information provided in this application is correct and I agree to adhere to the Constitution and Code of Ethics of the Society.
- ☐ I also give consent to the Society to collect, use and disclose my personal information in accordance with the National Privacy Principles in matters relating to the Society.

Signature _____ Date _____

CONSENT

- ☐ I hereby consent to have my details displayed in the Society's Directory and/or the Monitor.

Signature _____ Date _____

ABN: 83 170 105830

Please submit this completed Form to The Secretary OHSA Inc. E-mail: ohswa@outlook.com.au

PO Box 6107 East Perth WA 6892 | Website: www.ohsociety.com.au

The OHSA Inc. is a non-profit representative body providing expert advice to Govt at all levels and support to OHS professionals.

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| Doc Ref: OHSA-DOC-FRM-01- | Doc Name: Application for Membership | Date Reviewed: 23/10/2024 | Revision/Version: 2.D |
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