

Employee fact sheet:

Navigating perimenopause and menopause at work



Perimenopause and menopause are natural life stages, but the experience can vary widely. Some people have mild symptoms, while others may notice changes that affect sleep, mood, energy, concentration, comfort, confidence or wellbeing at work.

Experiencing symptoms does not mean you are less capable or less able to do your job. However, the right support, health advice and practical workplace adjustments can make a meaningful difference.

Confidential support is available through [PeopleSense by Altius](#), your EAP, if you would like help managing the emotional impact, preparing for workplace conversations or thinking through what supports may be most effective.

What perimenopause and menopause can feel like

Symptoms and experiences can vary. You may notice:

- hot flushes or night sweats
- disrupted sleep or fatigue
- changes in mood, anxiety or irritability
- difficulty concentrating or remembering things
- headaches, aches or changes in energy
- changes in confidence or motivation
- increased sensitivity to stress
- changes in periods or physical symptoms
- feeling less like yourself

These symptoms can affect work in different ways, particularly if they disrupt sleep, concentration, comfort, confidence or your ability to manage usual demands.



Reaching out early makes a real difference. Contact [PeopleSense](#) to book a confidential appointment with a qualified psychologist.

AU: 1300 307 912

NZ: 0800 425 526

Strategies that may help

1. Notice your symptoms

Pay attention to changes in sleep, mood, energy, concentration, temperature regulation, periods or stress.

2. Seek health advice

A GP can help you understand symptoms and discuss treatment or management options.

3. Identify workplace impacts

Consider whether symptoms are affecting comfort, concentration, workload, confidence, meetings, uniforms, breaks or work patterns.

4. Prepare for conversations

If you choose to speak with your manager or HR, plan what you want to share and what support may help.

5. Protect recovery time

Prioritise sleep, rest, movement, nutrition and routines that support your wellbeing.

6. Manage stress where possible

Symptoms can feel harder during periods of high stress. Look for ways to reduce pressure or ask for support early.

7. Seek support early

If perimenopause or menopause is affecting your wellbeing, confidence or work, confidential support is available through [PeopleSense by Altius](#), your EAP.