

# Health and wellbeing – what employees want

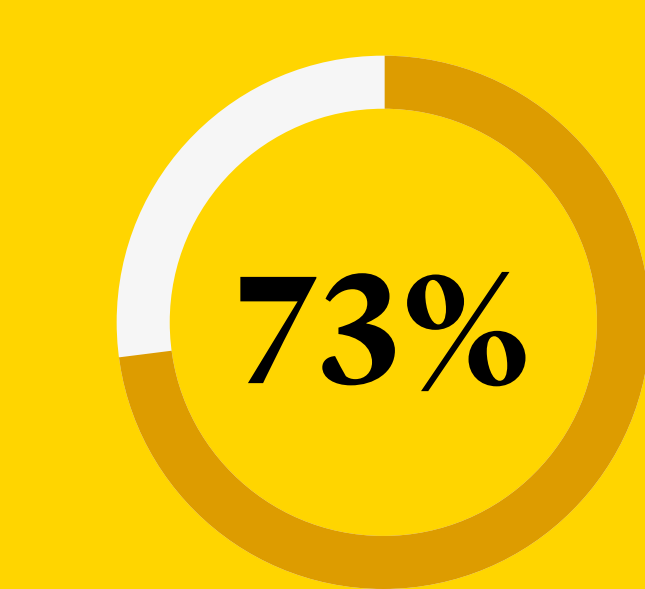
Employee health and wellbeing is more important than ever to businesses of all sizes<sup>1</sup>. But what does wellbeing mean to employees? Our 2022 SME Wellbeing Barometer research asked both employers and employees in small and medium-sized businesses for their opinion<sup>2</sup>.

Do employee views on wellbeing align with their employer's? And what, in their opinion, could employers do to improve their wellbeing in the workplace?

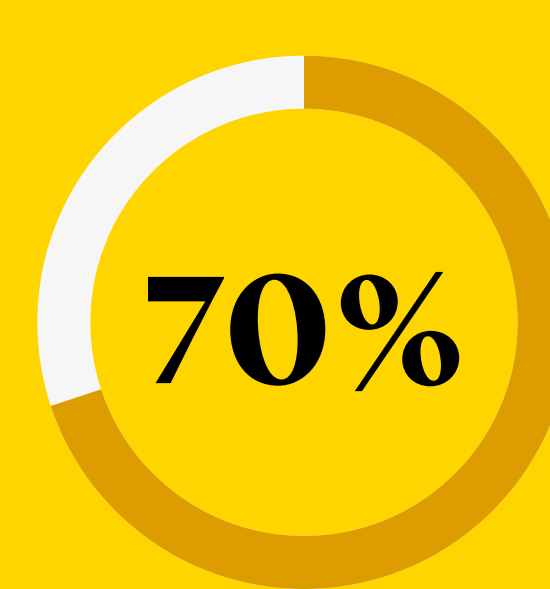


## What does wellbeing mean to employees?

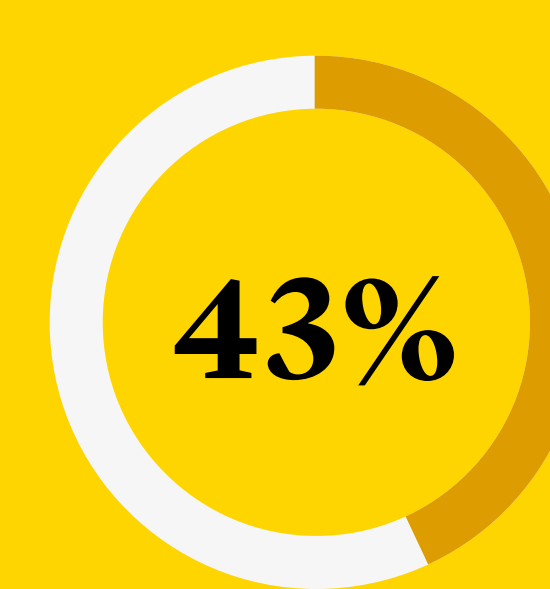
**In businesses with 10-49 employees\***



Feeling mentally well

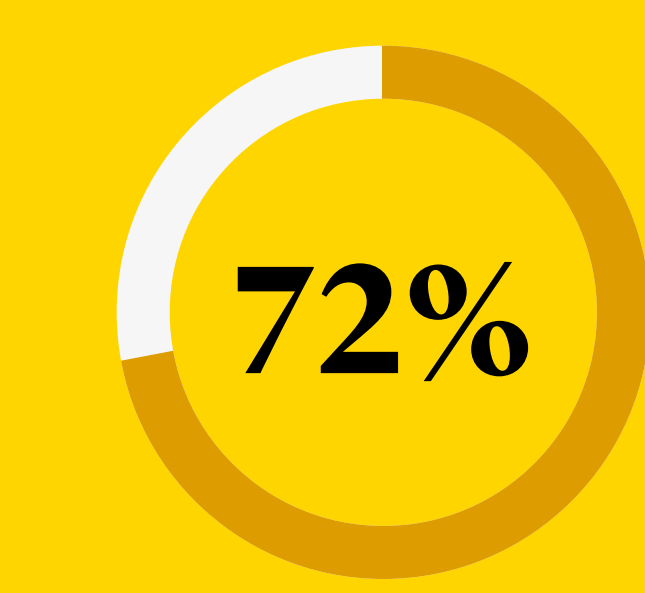


Feeling physically well

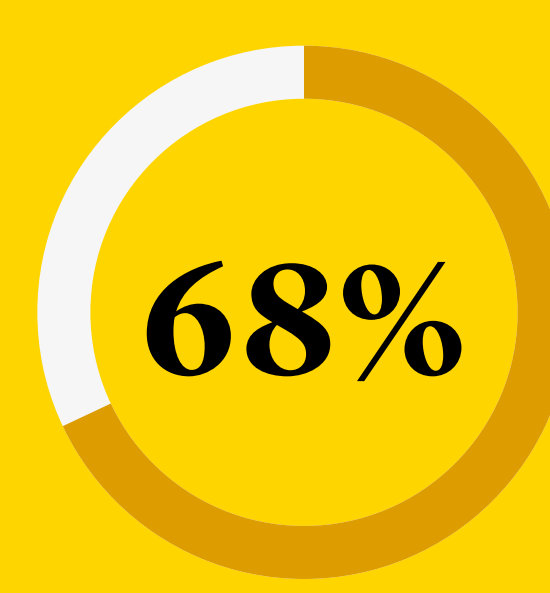


Job security

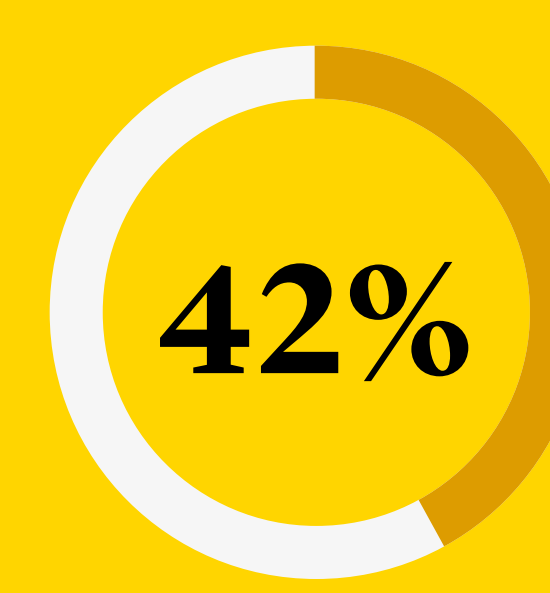
**In businesses with 50-249 employees\***



Feeling mentally well

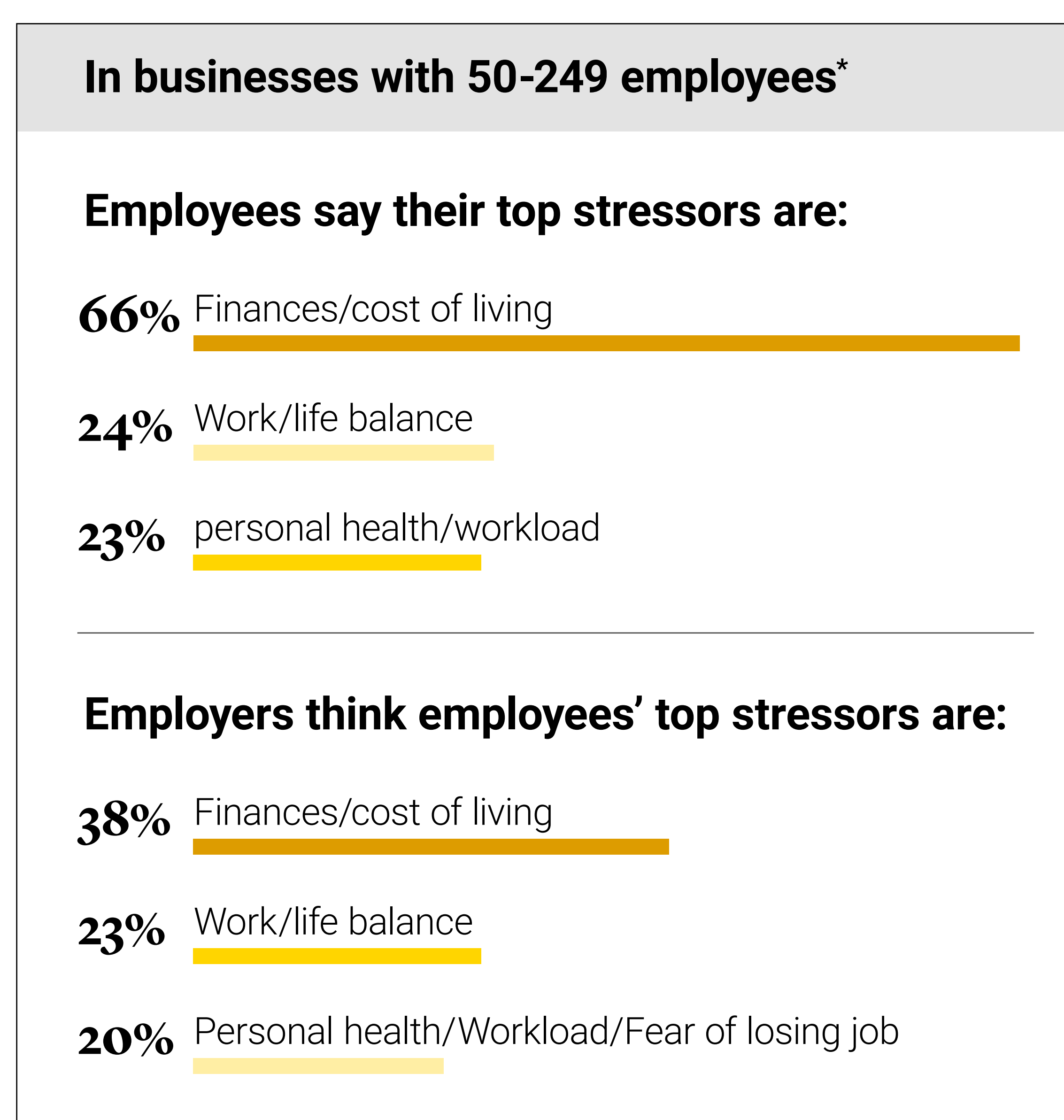


Feeling physically well

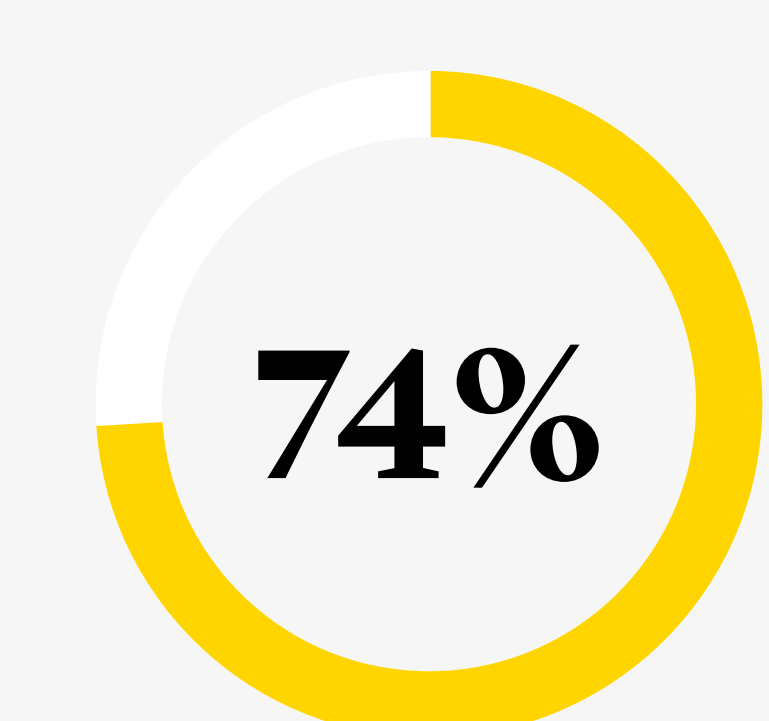


Getting paid fairly

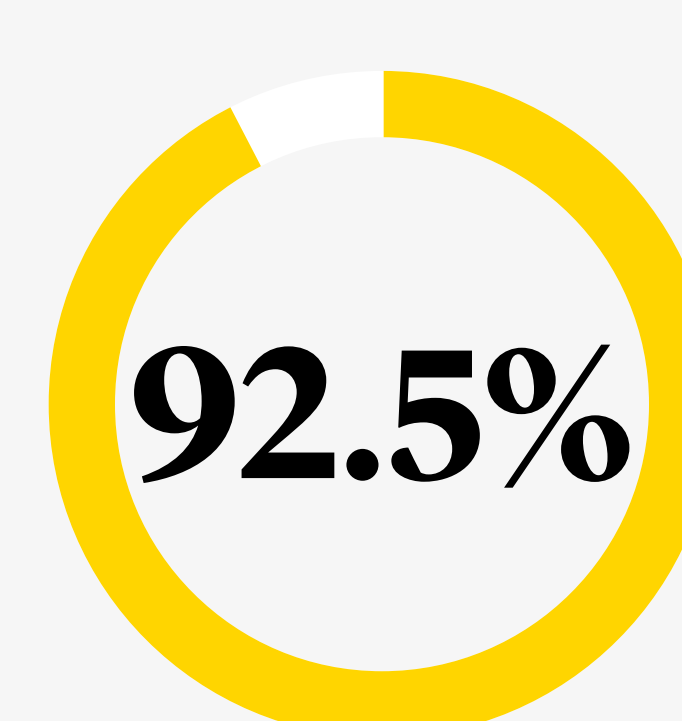
## Top concerns for employees



## Employees don't think their wellbeing is being looked after as well as their employers say



of employees say their organisation does "well"

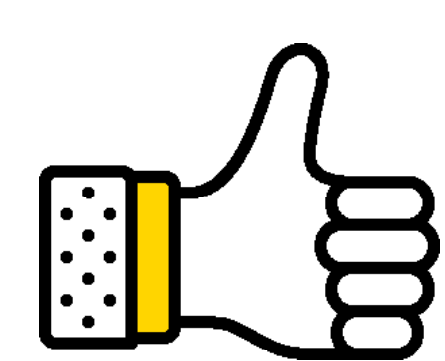


of employers say their organisation does "well"

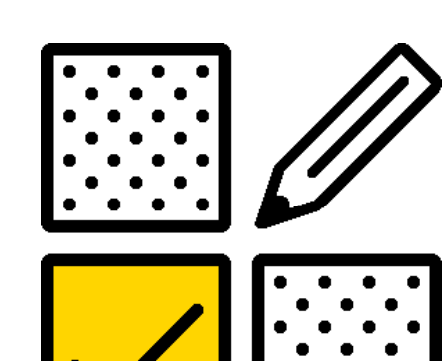
Responses averaged across businesses with 10-49 employees and 50-249 employees.

On average, **86%** of employees say they are more likely to apply to work for organisations that are open about supporting employee mental health and wellbeing

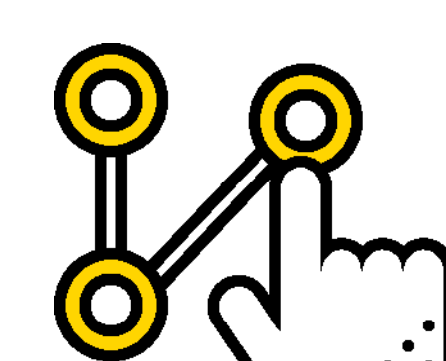
## The top 3 ways employees think their wellbeing in the workplace could be improved



**46.5%**  
Recognition on work well done



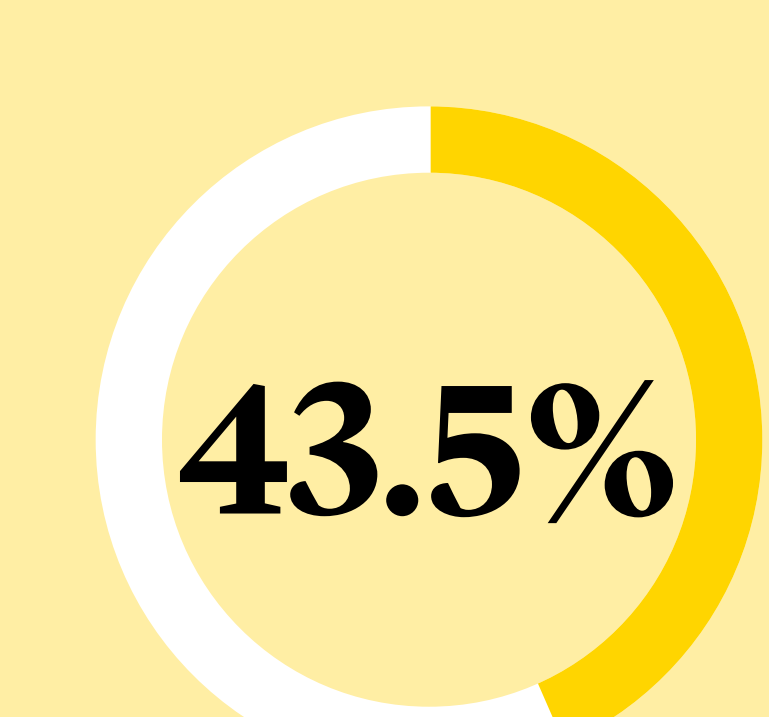
**37.5%**  
More choice in employee benefits to suit my needs



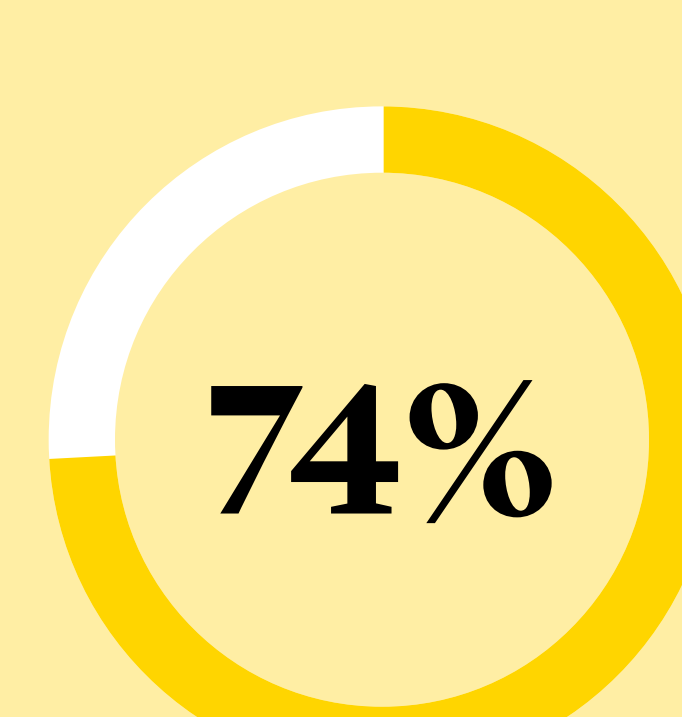
**35%**  
More flexible working options

Responses averaged across businesses with 10-49 employees and 50-249 employees.

## Employees don't rate their organisation's performance on communicating benefits and wellbeing as highly as employers



of employees say communication is "good"



of employers say communication is "good"

Responses averaged across businesses with 10-49 employees and 50-249 employees.

## How would employees manage financially if they were ill or injured and unable to work?

In businesses with 10-49 employees\*

**37%**

**26%**

**29%**

In businesses with 50-249 employees\*

**37%**

**35%**

**28%**

use savings

think their employer would pay them

cut back on outgoings

### For more information:

#### Take a look at our other health and wellbeing infographics:

- [The opportunity in Group Protection – businesses want to speak to you](#)
- [Using health and wellbeing as an introduction to group protection](#)
- [Health and wellbeing: what employees want](#)

#### Take a look at our sales materials:

We've created a suite of sales materials designed specifically to help you have conversations with your clients. They focus on the added value services embedded within our group protection policies to help your client look after their employees' health and wellbeing both in and out of work.

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