## Healthand 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 mediumsized 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\*

**73%** 

Feeling mentally well

**70%** 

Feeling physically well

43%

Job security

In businesses with 50-249 employees\* **72%** 

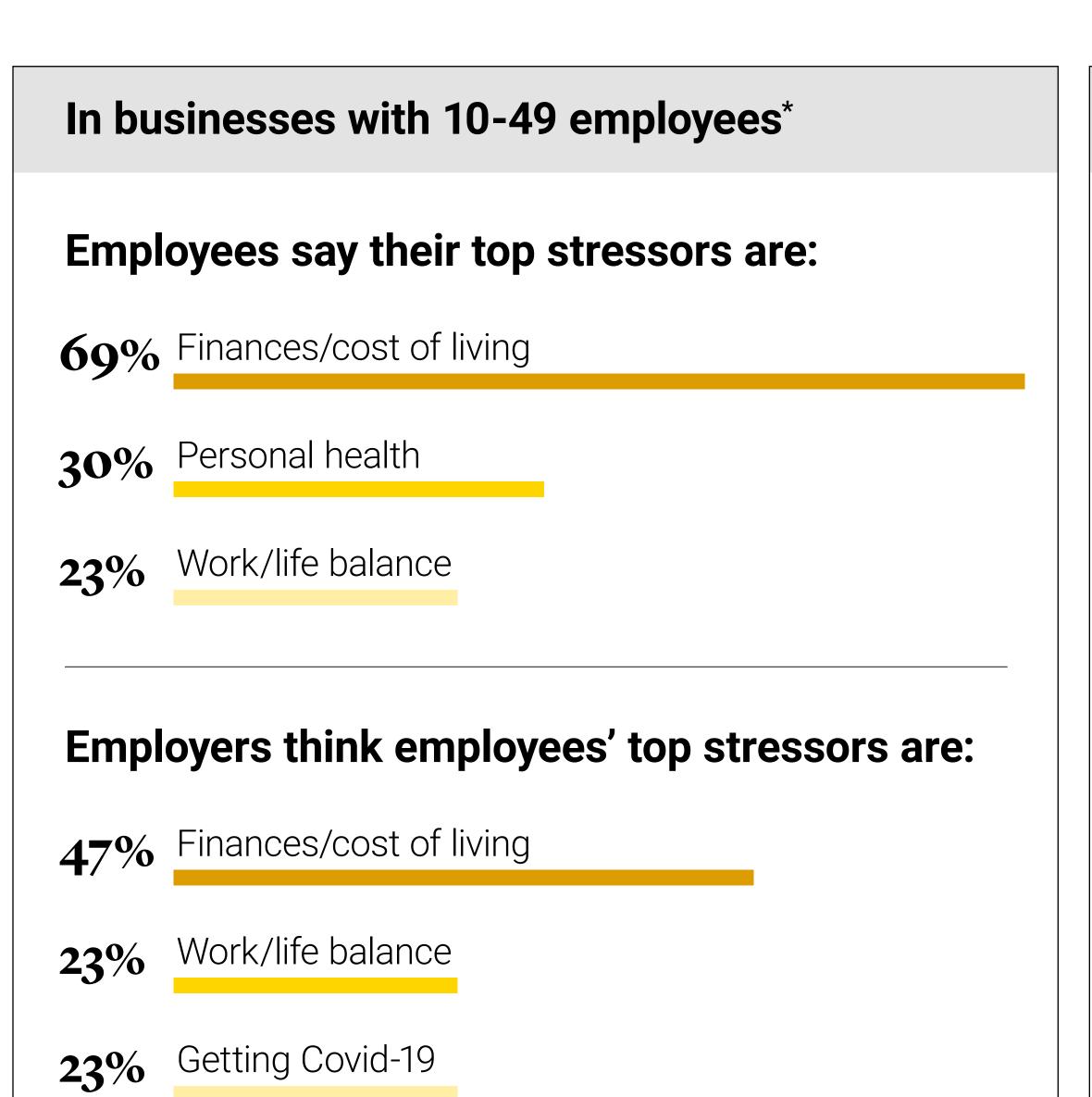
Feeling mentally well

68%

Feeling physically well

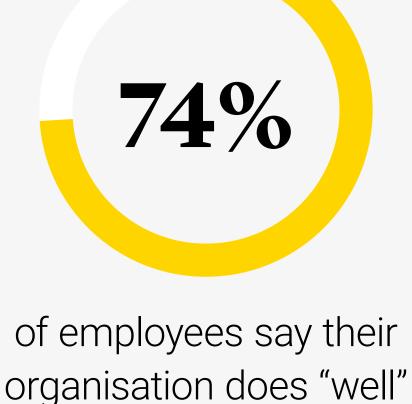
42% Getting paid fairly

## Top concerns for employees



In businesses with 50-249 employees\* **Employees say their top stressors are:** 66% Finances/cost of living 24% Work/life balance 23% personal health/workload **Employers think employees' top stressors are:** 38% Finances/cost of living 23% Work/life balance 20% Personal health/Workload/Fear of losing job

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



92.5% of employers say their

organisation does "well"

On average, 86% of employees say they are more likely to apply to work for organisations

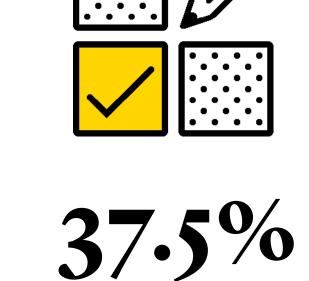
Responses averaged across businesses with 10-49 employees and 50-249 employees.

that are open about supporting employee mental health and wellbeing

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

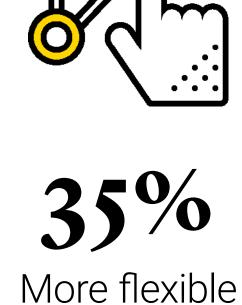


Recognition on work well done



employee benefits to suit my needs Responses averaged across businesses with 10-49 employees and 50-249 employees.

More choice in



working options

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

43.5% of employees say communication is "good"

74% 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?

### 29% 37% 26% In businesses with 10-49 employees\* 28% **37%** 35% In businesses with 50-249 employees\*

use savings

would pay them

think their employer

cut back on outgoings

For more information:

Take a look at our other health and wellbeing infographics:

Using health and wellbeing as an introduction to group protection Health and wellbeing: what employees want

We've created a suite of sales materials designed specifically to help you

Take a look at our sales materials:

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.

The opportunity in Group Protection – businesses want to speak to you

www.legalandgeneral.com/sme

\*Top 3 answers

BH3044 08/2022

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<sup>1</sup> Legal & General Workplace Wellbeing Barometer, 2022 <sup>2</sup> Legal & General SME Workplace Wellbeing Barometer survey, 2022. The research was conducted by Opinium and surveyed 1005 senior managers or above in business with 10 or more employees in June 2022.

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