Employee wellbeing is a vital component of a healthy workplace, improving workforce engagement, productivity and happiness. Yet a misunderstanding of what staff want and need can mean initiatives aimed at wellness often miss the mark and are solely seen as a business expense. So what is the current state of wellbeing and what strategies are being used to lift standards of wellness in the workplace?

**AREAS ADDRESSED IN WELLBEING STRATEGIES**
- **Environmental**
- **Occupational**
- **Social**
- **Spiritual**
- **Intellectual**
- **Emotional**

**WORKPLACE WELLNESS SURVEY OF FULL-TIME WORKERS (%)**

**EMPLOYER’S APPROACH TO EMPLOYEE WELLBEING**
- To improve personal health: 27%
- To contribute to overall health: 34%
- To reduce illness: 30%
- No plan: 9%

**NUMBER ONE DRIVERS OF WELLBEING STRATEGIES**
- To improve personal health: 37%
- To improve organisational culture: 26%
- To improve productivity: 9%
- Other: 11%

**IMPACT ON EMPLOYEES OF NON-CARING COMPANIES**
- 37% say their mental health is affected
- 33% say their physical health is affected
- 31% say family life is affected
- 29% say overall happiness is affected
- 27% say their work life is affected

**WELLBEING INITIATIVES WITH LITTLE INTEREST**
- On-site gym: 71%
- On-site medical support: 62%
- Workplace devices to track physical activity: 62%
- Vaccination vouchers: 57%
- Virtual GP access: 56%
- Free fruit: 49%
- On-site massages: 48%
- Weight-loss programmes or challenges: 45%
- On-site fitness classes: 43%
- Stop smoking programmes: 39%
- Health and well-being vouchers: 38%
- Organised walking or cycling sessions: 38%

**EMPLOYEE WELLNESS PRIORITIES BY GENERATION**
- Baby boomers and older
- Generation X
- Millennials

**IMPACT ON EMPLOYEES OF NON-CARING COMPANIES**
- 27% of employees say their company really cares about their personal wellness
- 26% say their mental health is affected
- 23% say their physical health is affected
- 23% say family life is affected
- 21% say overall happiness is affected
- 16% say their work life is affected