

Workplace Wellbeing Survey 2024

Key Findings

In January 2024, we asked over 2,000 people in the UK about their attitudes to mental health, their job and the wellbeing support they receive at work.





1 in 5 respondents said they felt 'very anxious' the previous day.

Anxious Britain: a temperature check

Experiences with mental health show a real split over the past year, with an almost equal percentage of people saying their mental health has improved vs saying it's got worse.

Over a quarter of Britons (27%) say they're feeling anxious, yet 24% feel hopeful, suggesting a divide between those who are coping and those who continue to struggle.

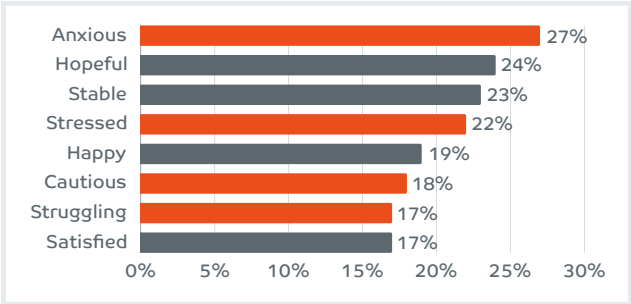


29% of people say their mental health has got worse in the past year, while 27% say it's improved.



4 in 5 people feel that their worries about external issues are impacting their mental health.

Which, if any, of the following best describe how you feel at the moment?

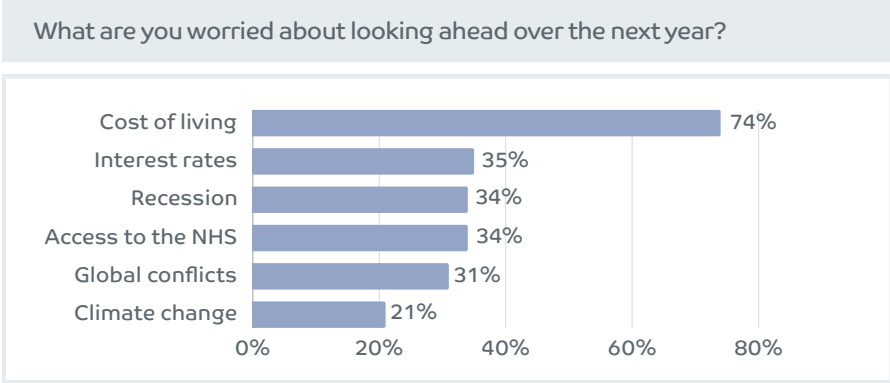
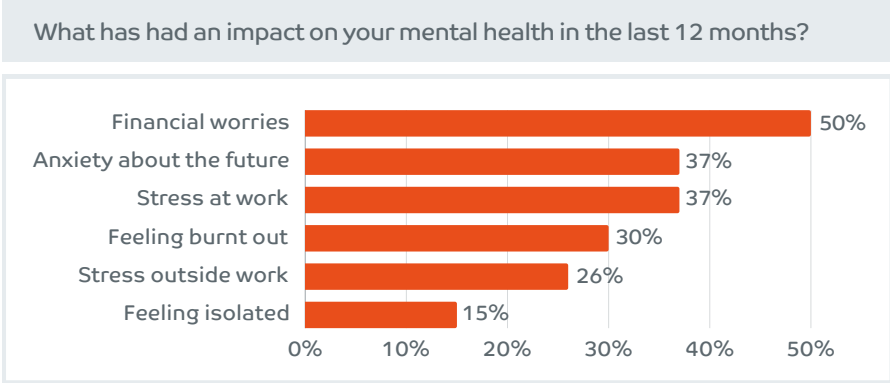


Struggling **Happy**
Hopeful **Cautious**
Anxious
Stressed **Stable**
Satisfied

Financial worries are still the leading cause of anxiety



Almost 9 in 10 people (86%) say external factors had an impact on their mental health in 2023. Looking ahead to 2024, the top three worries were all linked to finances, followed by the ability to access the NHS.

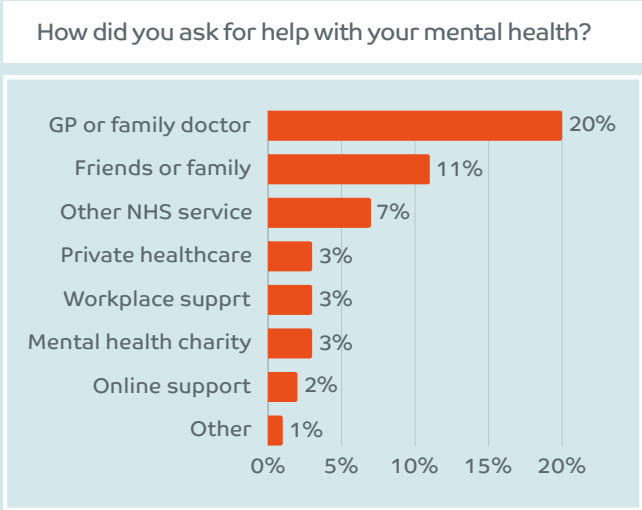


87% of people who are worried about access to the NHS say it's impacting their mental health.

What mental health support are people seeking?

One in five people have asked their GP for help with their mental health in the past year. Overall, women are more likely to have asked for help than men (41% vs 33%).

37% of people asked for help with their mental health in 2023.



Mental health days off remain at an all-time high

UK workers took an average of 4.79 days off work due to poor mental health in 2023, as mental health absences sustain their post-pandemic rise.

This is almost as high as physical health absences, which accounted for an average of 5.1 days of absence last year. While more workers took time off due to their physical health (58% in total), the average number of total days taken was similar.



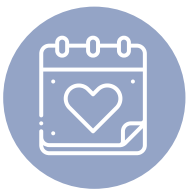
Cost of mental health absences to UK businesses in 2023:

£19.6 billion



36%

of people took time off due to mental health in the past year — over a third of all workers.



1 in 10

people took more than 10 days off work due to poor mental health in 2023.



45%

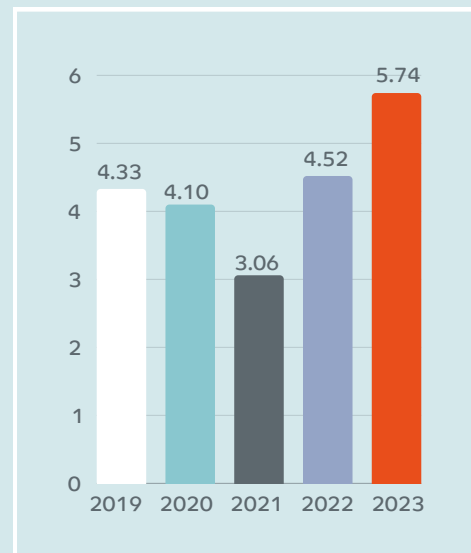
say their mental health affected their productivity at work in the last 12 months.



Mental health absences rise in Northern England

People in Northern England took an average of 5.74 days off due to mental health in 2023 — up from 4.52 in 2022.

Average numbers of mental health days off, Northern England only



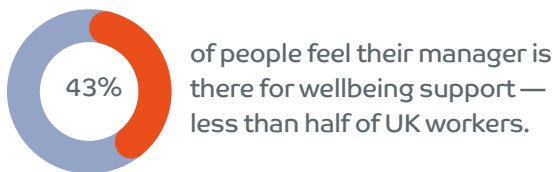
33%

more mental health absences in the North of England vs the South.

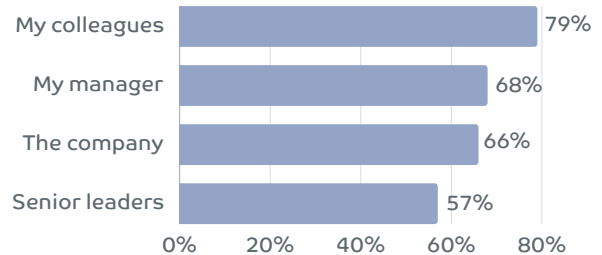


People, community and values at work

While it's not surprising that people find their values more aligned with their colleagues than with senior leaders, many continue to feel that their wellbeing is not a priority.



“My values align or somewhat align with the following:”

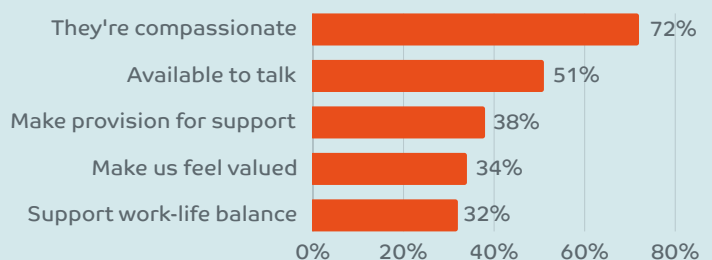


Only 31% of people feel their employer prioritises their team's health.

What do supportive managers do?

It's said people don't leave bad jobs, they leave bad managers. Compassion and understanding were voted the most important qualities, with 46% of people who'd like their manager to be more supportive saying this the main way they could improve.

How does your manager support you? (Of those who said their manager is there for wellbeing support)



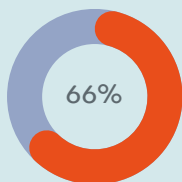


Employee opinions on wellbeing support

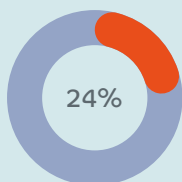
While fewer SMEs offer wellbeing support for their workers, those that do have access to it generally say they find it useful, with almost a quarter using it on a monthly basis.



Over a quarter of people (27%) have no wellbeing support at work, rising to one in three (33%) in SMEs.



Two-thirds (66%) of people who have wellbeing support at work say it's useful.

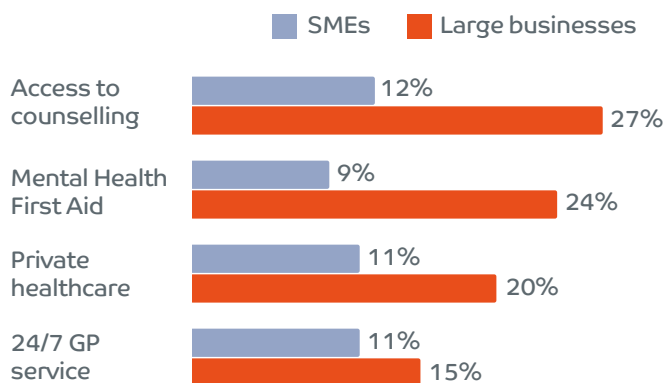


A quarter (24%) of SME workers use their wellbeing support at least once a month (vs 18% in all businesses).

What wellbeing support do UK businesses offer?

Businesses are responding to calls for mental health support by providing access to counselling and Mental Health First Aid, but there's still a gulf in what's on offer between large and small businesses.

Four most common types of support on offer at work.



Large corporates are more likely to ask for feedback — but are they listening?

Employees in large businesses are more likely to have been asked about their wellbeing, but most have not accessed the support available to them.

"I've filled out employee surveys about how I feel at work."



"I have never used my employer's wellbeing support."





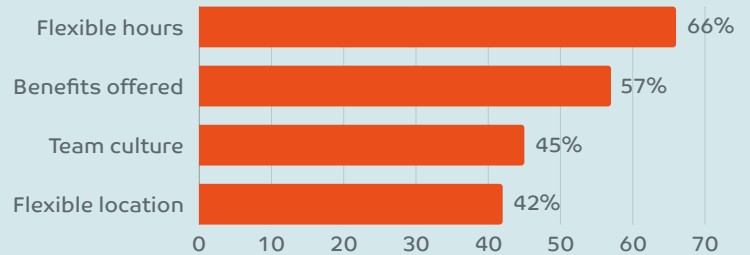
Potential cost to UK businesses of workers moving jobs:

£86.3 billion

Flexibility, benefits and culture help attract and retain talent

With 40% of UK workers considering changing jobs in the next year, there's an opportunity to attract new job seekers — and retain existing talent — by offering the right incentives.

Excluding salary, what's most important to you when choosing a new employer? (% choosing each in their top three)



40%

of people say they don't feel satisfied with their current role.

40%

of people are considering changing jobs in the next year.

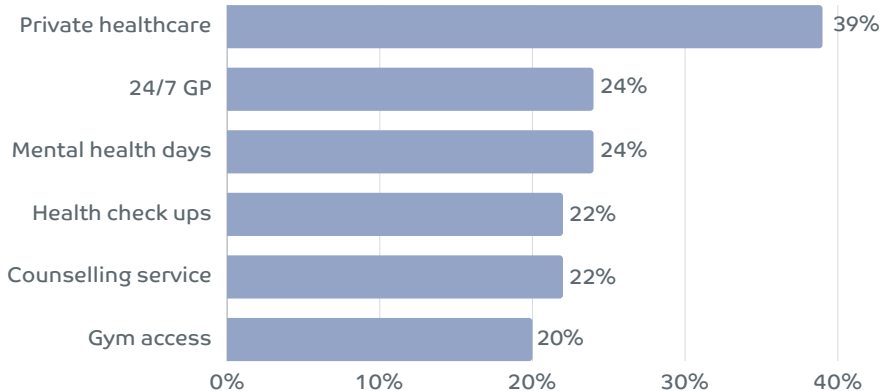


24% of people are worried about being forced to return to the office after working from home.

What wellbeing benefits are most valuable to employees?

The most popular health benefits are those that complement or increase access to services that are perceived to be lacking in the NHS, such as private health insurance and GP helplines.

Which wellbeing benefits would you value the most? (Select all that apply)



24%

said employee benefits are the most important thing aside from their salary.





Get in touch today

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