

# WHY BWELL ?

## EMPLOYEE SURVEY RESULTS





BWell



## ABOUT OUR SURVEY



Wellbeing is a buzzword right now yet many employers fail to understand what wellbeing means to their employees and what steps they should take to improve wellbeing across their workforce.

We believe that many employers are wise to the benefits of high wellbeing across their workforce and want to find ways to improve it yet fail to turn this desire into a fully functioning wellbeing strategy.

Part of the issue is that too often wellbeing is associated with health alone and many forget that wellbeing stretches out well beyond just health. In reality you could have the physical prowess of an athlete but if you are struggling with problem debt or working 50 hours a week due to heavy workloads you will not be as productive, you will likely take more absence and you may feel less engaged and committed to your work.

This notion led us to the creation of the **6 pillars of employee wellbeing; job security, financial security, health, support, protection and work/ life balance.**

This survey has been designed to understand what employees' perception of their own wellbeing is against each of the 6 pillars and to help us gain a better understanding of what wellbeing means to those currently employed in the UK. Earlier this year we surveyed over 300 employed people across a wide range of industries, age groups and affluence levels.

**Headline figures are shown in various age and affluence bands along with a score out of 10 for each pillar used to indicate the overall perception of the issues faced in that particular area.**





## JOB SECURITY

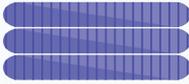
**Job security is an important and often overlooked element that can significantly impact an employee's overall wellbeing.**

Employees expect there to be pressure on performance and delivery; but that pressure reaching a point where an employee would consider leaving their role is going to be damaging to productivity. We believe that across any business good engagement is fundamental, ensuring that all employees understand their importance to the company and that they share in its successes. Knowing there is a referral and support route, should they feel disconnected and concerned about their position within the company at any time, is also an important aspect of wellbeing for employees.



## AGE

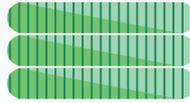
18-29



14.7%

of respondents said job security was a concern

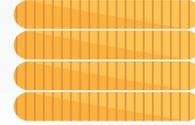
30-49



15.7%

of respondents said job security was a concern

50+



19.6%

of respondents had considered leaving their role due to job security

## AFFLUENCE

< £20,000

7.5%

of respondents said job security was a concern

£20,000 - £39,999

17.1%

of respondents had considered leaving their role due to job security

£40,000 - £74,999

16.1%

of respondents said job security was a concern

> £75,000

18.8%

said they had considered leaving their role due to job security



# IS JOB SECURITY A CONCERN FOR YOU IN YOUR CURRENT ROLE?

AGE	NO	NEUTRAL	YES	OVERALL (OUT OF 10)
18-29	58.6%	26.7%	14.7%	7.1
30-49	50.8%	33.5%	15.7%	6.8
50+	37.3%	41.1%	21.6%	5.8

**50+**

more concerned about job security compared to those aged

**18-29**

**LESS CONCERN**

about job security for those on **<£20,000** compared to those on **>£75,000**

AFFLUENCE	NO	NEUTRAL	YES	OVERALL (OUT OF 10)
< £20,000	55.6%	36.9%	7.5%	7.1
£20,000 - £39,999	47%	35%	18%	6.6
£40,000 - £74,999	52.9%	31%	16.1%	6.6
> £75,000	49.3%	31.8%	18.9%	6.6



## HAVE YOU CONSIDERED LEAVING YOUR ROLE OVER JOB SECURITY?

AGE	NO	NEUTRAL	YES	OVERALL (OUT OF 10)
18-29	76%	14.7%	9.3%	8.1
30-49	62%	21.8%	16.2%	7.4
50+	58.8%	21.6%	19.6%	7

**19.6%** of **50+** have considered leaving their role over job security

**18.8%** of those earning **>£75,000** have considered leaving their role over job security

AFFLUENCE	NO	NEUTRAL	YES	OVERALL (OUT OF 10)
< £20,000	81.5%	11.1%	7.4%	8.4
£20,000 - £39,999	62.4%	20.5%	17.1%	7.3
£40,000 - £74,999	66.7%	20.6%	12.7%	7.7
> £75,000	59.4%	21.8%	18.8%	7.1



## FINANCIAL SECURITY

**Financial security is increasingly becoming a workplace issue owing to the impact this can have on employee performance.**

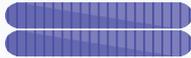
Future financial security has long been picked up by the workplace in the shape of occupational pension schemes but immediate financial security has often been overlooked. It is legislation that has dictated that future financial security has taken more prominence. However, for many employees it is immediate financial concerns that keep them awake at night potentially impacting on their performance.

It is important that companies understand the issues their employees have and provide education and support to employees facing financial difficulties both now and in the future.



## AGE

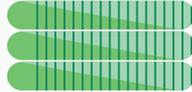
18-29



17.6%

of respondents  
have immediate  
financial concerns

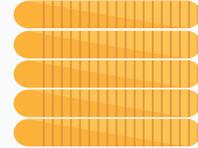
30-49



29.8%

said they do have future  
financial concerns

50+



40.8%

said they do have future  
financial concerns

## AFFLUENCE

< £20,000

29.6%

of respondents do have immediate  
financial concerns.

£20,000 - £39,999

43.1%

said they do have future financial concerns

£40,000 - £74,999

18.4%

said they do have future financial concerns

> £75,000

34.9%

said they do have future financial concerns

## IS YOUR IMMEDIATE FINANCIAL SECURITY A CONCERN?

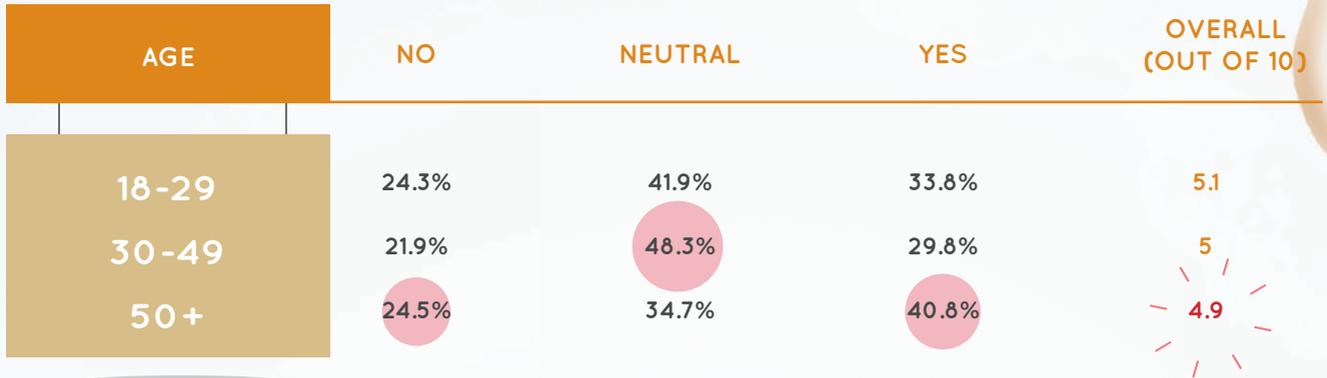
AGE	NO CONCERNS	NEUTRAL	IMMEDIATE CONCERNS	OVERALL (OUT OF 10)
18-29	36.5%	45.9%	17.6%	6
30-49	47.2%	39.3%	13.5%	6.6
50+	42.9%	36.7%	20.4%	6.4

**42.9%** of those aged **50+** did not have any concerns about their immediate financial security

**29.6%** of those earning **<£20,000** have immediate financial concerns

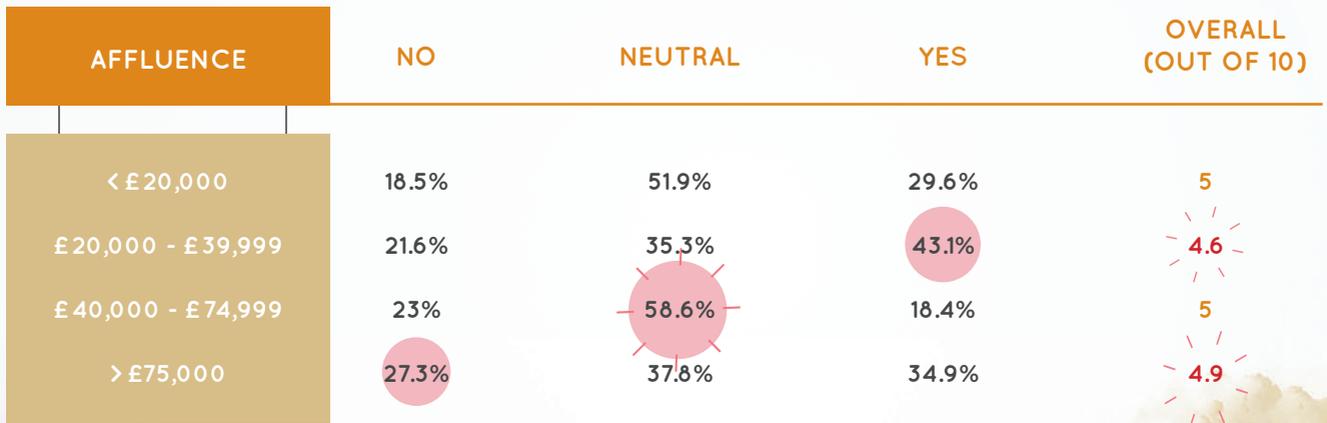
AFFLUENCE	NO CONCERNS	NEUTRAL	IMMEDIATE CONCERNS	OVERALL (OUT OF 10)
< £20,000	37%	33.4%	29.6%	5.8
£20,000 - £39,999	36.2%	44.8%	19%	6
£40,000 - £74,999	48.3%	44.8%	6.9%	7
> £75,000	53%	30.3%	16.7%	6.7

## IS YOUR FUTURE FINANCIAL SECURITY A CONCERN?



**33.8%** of those aged **18-29** had future financial concerns

Those earning **>£75,000** showed that **27.3%** of them had future financial concerns





## HEALTH

**Health has always been the one area continuously associated with wellbeing and it still remains an extremely important topic.**

The links between health and absence and also claims on policies such as medical insurance, income protection, employer liability and personal accident are clear and well documented.

Understanding the health risks within a workforce and building a network of tailored prevention solutions, backed up by responsive intervention, is the best way to improve health across a workforce.



## AGE

18-29



12.5%

said they feel as though their job is detrimental to their health

30-49



15.1%

said they feel as though their job is detrimental to their health

50+



12.5%

do not feel as though their employer supports them in leading a healthy lifestyle

## AFFLUENCE

< £20,000

16%

of respondents do not feel as though their employer supports them in leading a healthy lifestyle

£20,000 - £39,999

15.7%

said they feel as though their job is detrimental to their health

£40,000 - £74,999

12.2%

said they feel as though their job is detrimental to their health

> £75,000

27.3%

of respondents do not feel as though their employer supports them in leading a healthy lifestyle

## DO YOU FEEL AS THOUGH YOUR JOB IS DETRIMENTAL TO YOUR HEALTH?

AGE	NO	NEUTRAL	YES	OVERALL (OUT OF 10)
18-29	43.1%	44.4%	12.5%	6.5
30-49	40.1%	44.8%	15.1%	6.4
50+	43.8%	47.9%	8.3%	6.8

8.3% of 50+

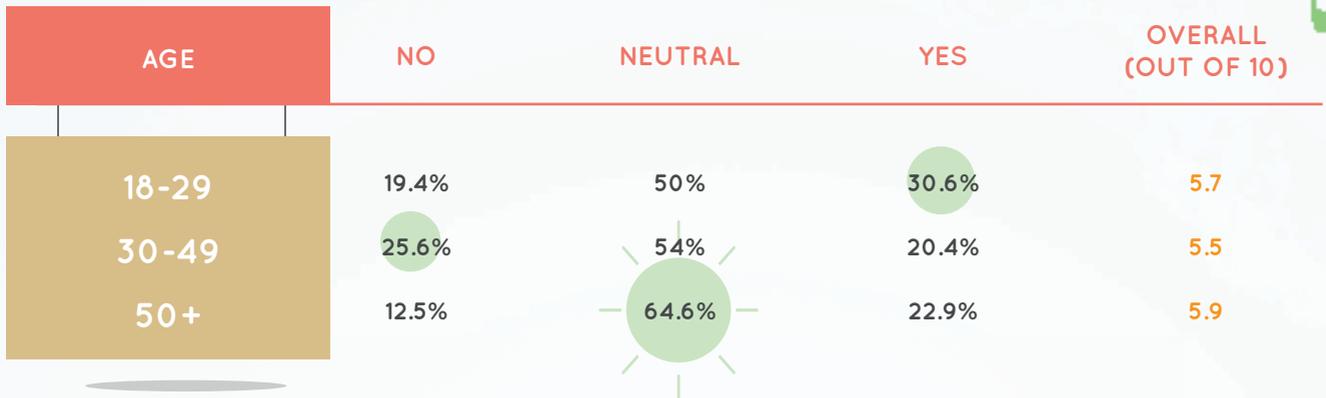
said they felt their job was detrimental to their health

12.1%

of those earning >£75,000 felt their job was detrimental to their health

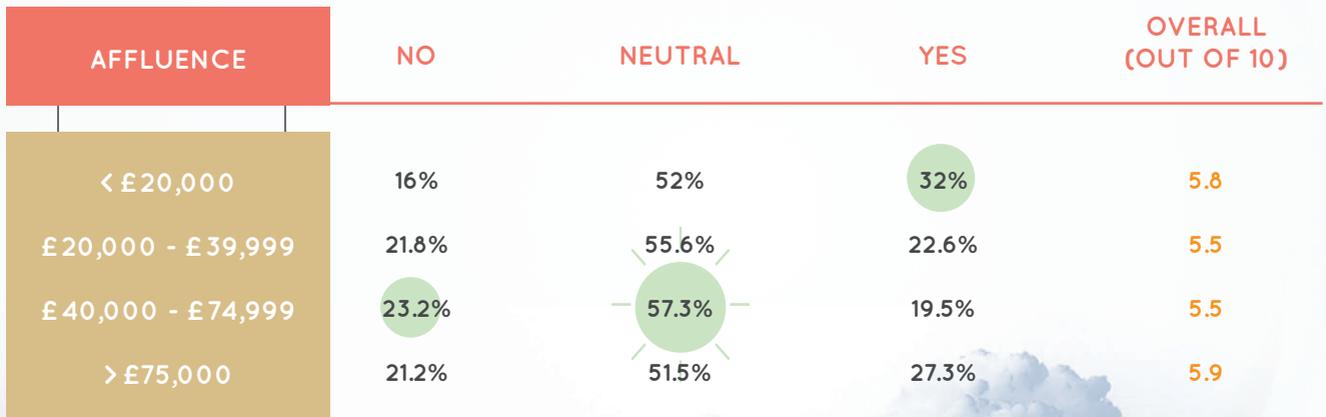
AFFLUENCE	NO	NEUTRAL	YES	OVERALL (OUT OF 10)
< £20,000	52%	40%	8%	7.1
£20,000 - £39,999	43.5%	40.8%	15.7%	6.5
£40,000 - £74,999	39%	48.8%	12.2%	6.3
> £75,000	36.4%	51.5%	12.1%	6.4

## DO YOU FEEL THAT YOUR COMPANY SUPPORTS YOU IN LEADING A HEALTHY LIFESTYLE?



19.4% of those ages 18-29 do not feel supported in leading a healthy lifestyle

32% of those earning <£20,000 felt most supported by their company in leading a healthy lifestyle





# PROTECTION

Protection is an area that concerns all employees. Are their lifestyle and family protected in the event of the worst happening? In most cases employers will provide some level of protection but are employees aware and is that protection sufficient?



Employees' protection needs are very personal to them and a 20 year old will likely have very different protection needs to a 40 year old, meaning a blanket approach to protection is probably not suitable. Providing employees with the ability to mould their insurances to their own protection needs and educating them to what is provided on their behalf is a good way of ensuring that employees do feel protected.



MATERNITY  
PATERNITY



ABSENCE



LONG TERM DISABILITY



DEATH



**DO YOU FEEL AS THOUGH YOUR COMPANY PROVIDES YOU WITH ADEQUATE FINANCIAL PROTECTION SHOULD YOU EXPERIENCE A SIGNIFICANT EVENT SUCH AS MATERNITY/PATERNITY, ABSENCE, LONG TERM DISABILITY AND DEATH?**

AGE	MATERNITY PATERNITY (OUT OF 10)	ABSENCE (OUT OF 10)	DISABILITY (OUT OF 10)	DEATH (OUT OF 10)
18-29	6	6	6	7
30-49	6	6	6	7
50+	7	6	6	7

AFFLUENCE	MATERNITY PATERNITY (OUT OF 10)	ABSENCE (OUT OF 10)	DISABILITY (OUT OF 10)	DEATH (OUT OF 10)
< £20,000	6	6	6	7
£20,000 - £39,999	6	6	6	7
£40,000 - £74,999	6	6	6	7
> £75,000	6	6	6	7



## SUPPORT

**Direct managers play a crucial role in ensuring that employees feel supported and appreciated while providing an escalation point in the event of an issue.**

However how supported an employee feels is more than the approach of their direct manager as it is also down to the culture of the company and its attitude towards its workforce. Employees want to feel in partnership with their employer and they want to feel as though their employer cares about them.

Where this support is absent, it can create an environment of disillusionment which can impact productivity and engagement.



## AGE

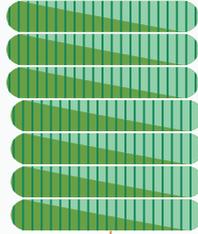
18-29



27%

of respondents thought that their employer did not care about them

30-49



72%

thought that their employer was inclusive

50+



24%

of respondents thought that their employer did not care about them

## AFFLUENCE

< £20,000

33%

thought that their employer did not care about them

£20,000 - £39,999

30%

thought that their employer did not care about them

£40,000 - £74,999

12%

thought that their employer did not care about them

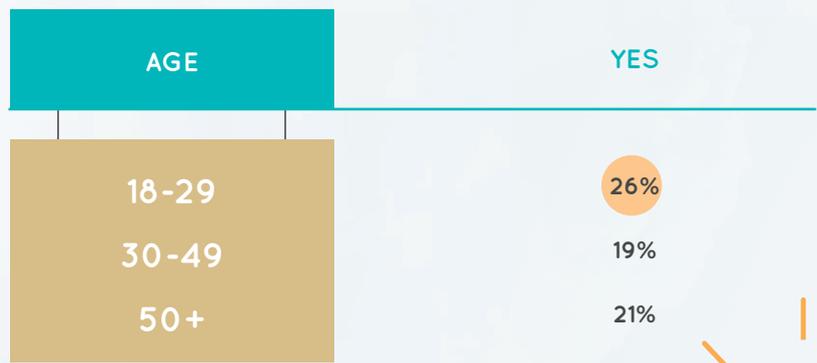
> £75,000

11%

thought their employer was paternal



## DO YOU FEEL AS THOUGH YOUR DIRECT MANAGER SUPPORTS YOU AND IS APPROACHABLE?



**OVER 20%** across ALL AFFLUENCES felt that their direct manager did support them



## DO YOU FEEL AS THOUGH YOUR EMPLOYER IS: PATERNAL / INCLUSIVE / THEY DON'T CARE?

AGE	PATERNAL	INCLUSIVE	DON'T CARE
18-29	16%	57%	27%
30-49	7%	72%	21%
50+	11%	65%	24%

**72%** of those aged **30-49** felt as though their company is inclusive

**33%** of those earning **<£20,000** felt that their employer did not care about them

AFFLUENCE	PATERNAL	INCLUSIVE	DON'T CARE
< £20,000	17%	50%	33%
£20,000 - £39,999	9%	61%	30%
£40,000 - £74,999	8%	80%	12%
> £75,000	11%	69%	20%



## WORK/LIFE BALANCE

All employees wish to have a good work/life balance and employers have taken steps to improve this over the years with flexing of holidays, flexible working and the ability to work from home which are all good ways to help employees achieve a good work/life balance.

However the UK still has one of the highest rates of average weekly working hours across Europe.

There isn't necessarily an easy fix to this, but understanding how much of a problem this is within the workforce will determine whether or not this is a problem that needs addressing.



### FLEXIBLE WORKING HOURS

trust from the employer, ability to adjust hours where necessary, plenty of holiday

### HEALTHY LIFESTYLE

exercise, no stress, hobbies, diet, rest

### ENGAGEMENT AND REWARDS

earnings, employer motivating workforce, feeling valuable in the job

### SOCIAL (FAMILY AND FRIENDS)

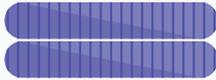
spending time with children, seeing friends, activities

### WORK TO LIVE

leaving work at the door, switching off, not worrying about work

## AGE

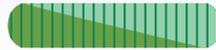
18-29



24%

of respondents agreed that they have a good work/life balance based upon their own definition

30-49



18%

of respondents agreed that their employer supported them in having a good work/life balance

50+



21%

of respondents said that their definition of a good work/life balance was to have flexible working hours

## AFFLUENCE

< £20,000

£20,000 - £39,999

£40,000 - £74,999

> £75,000

35%

of respondents said that their definition of a good work/life balance was working to live

18%

of respondents agreed that their employer supported them in having a work/life balance

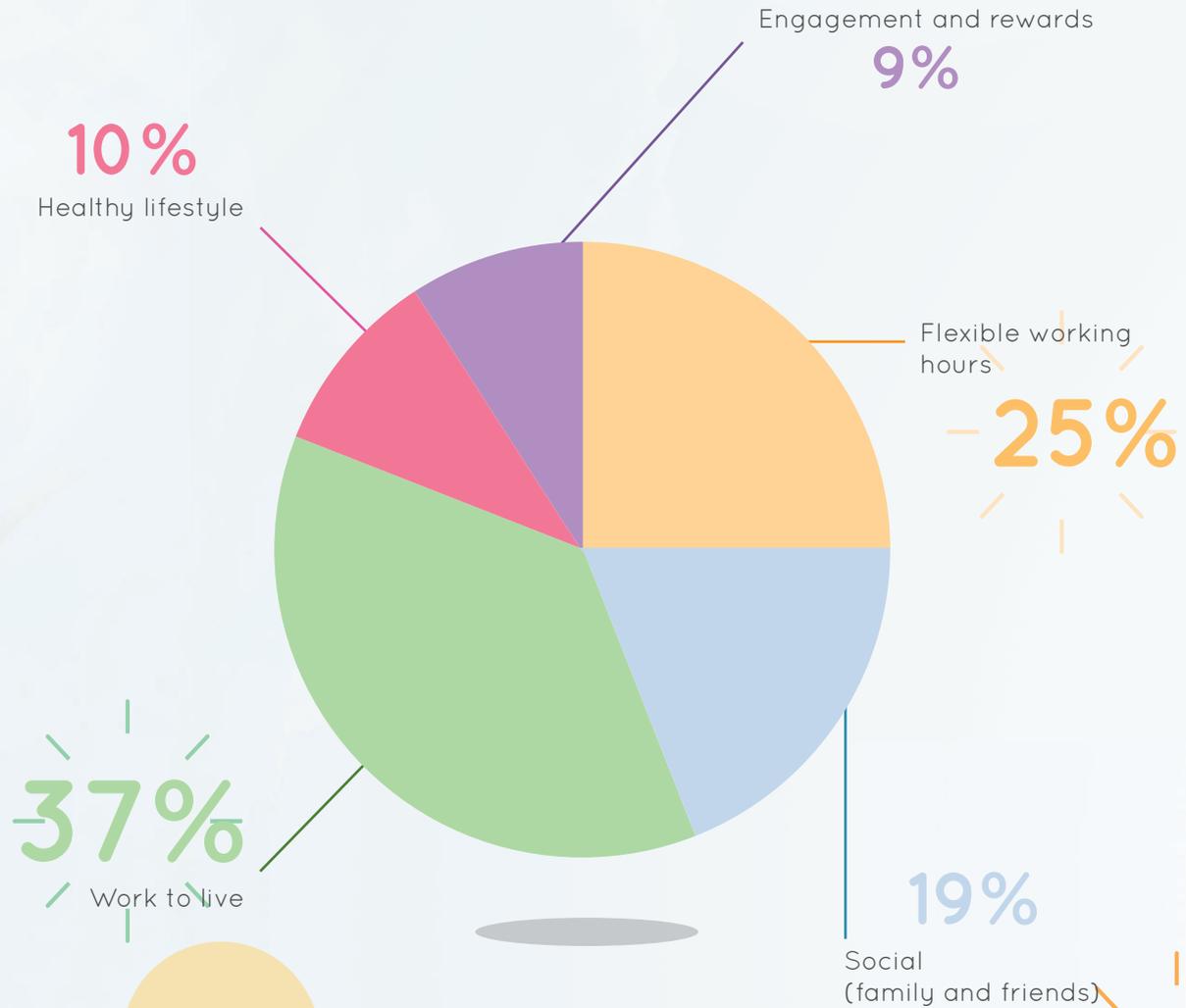
21%

of respondents agreed that their employer supported them in having a work/life balance

33%

of respondents said that their definition of a good work/life balance was to have flexible working hours

IN A FEW WORDS PLEASE DEFINE WHAT  
GOOD WORK/LIFE BALANCE IS TO YOU



**37%**

of all respondents described  
as their definition of a good work life balance

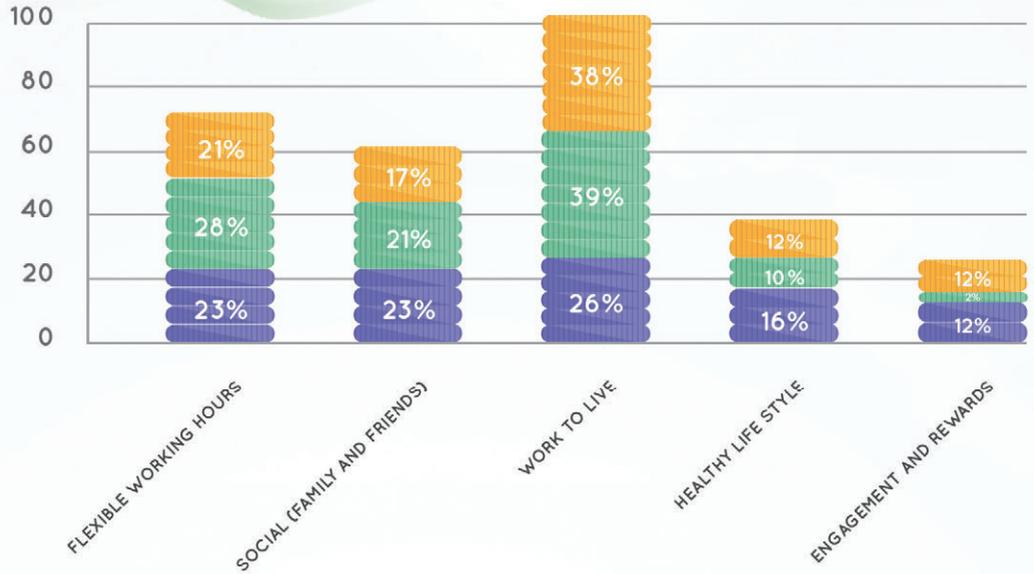
**WORK TO LIVE**

## AGE

50+

30-49

18-29



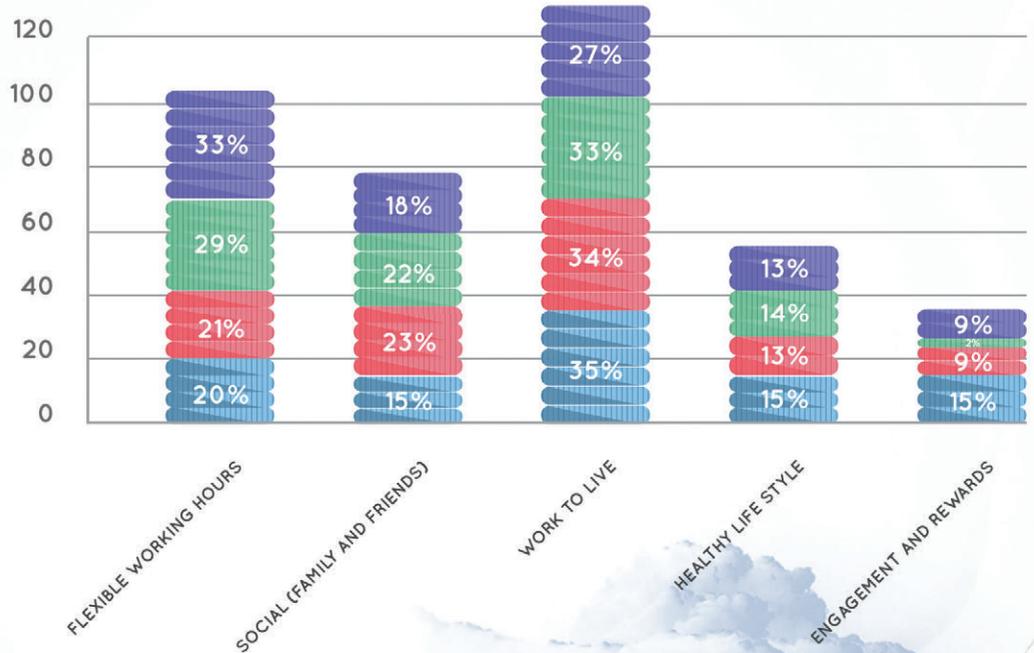
## AFFLUENCE

Above £75,000

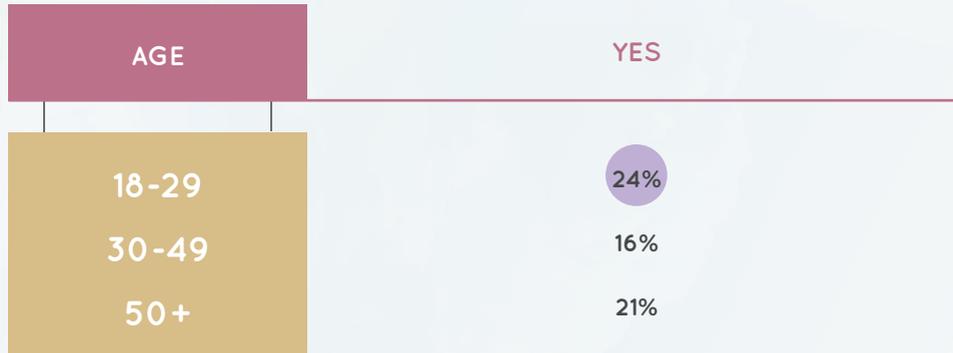
Between  
£40,000  
and £74,999

Between  
£20,000  
and £39,999

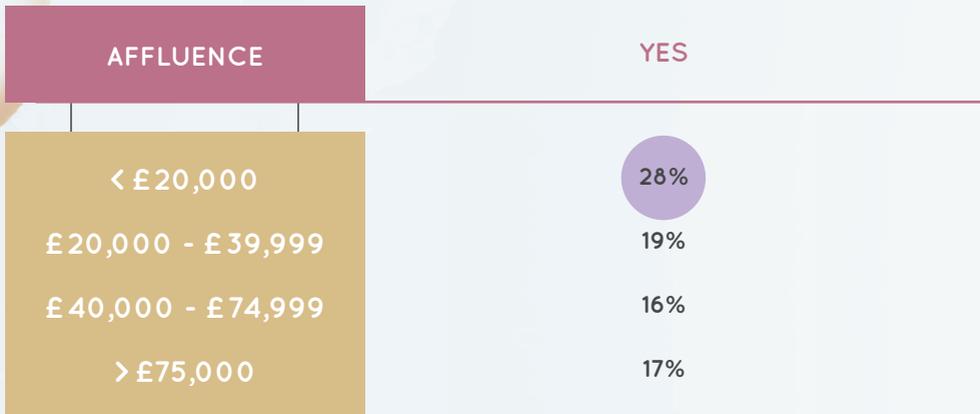
Below £20,000



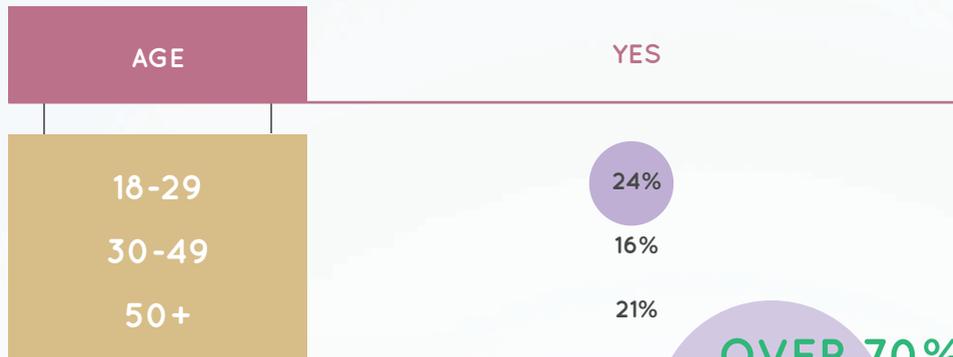
## BASED UPON YOUR OWN DEFINITION DO YOU FEEL AS THOUGH YOU HAVE A GOOD WORK/LIFE BALANCE?



**28%** of those earning <£20,000 said they have a good work/life balance



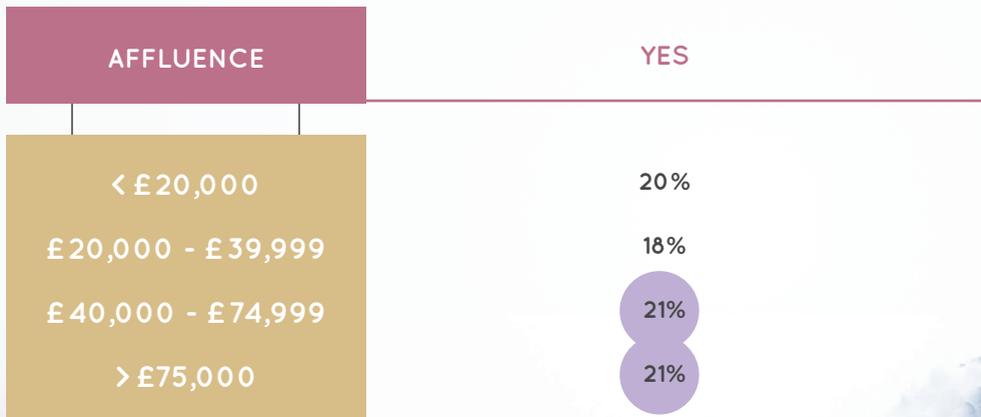
## DOES YOUR EMPLOYER SUPPORT YOU IN HAVING A BETTER WORK / LIFE BALANCE?



**24%** of those aged **18-29** said that their employer supported them in having a better work/life balance

**OVER 70%**  
OF PEOPLE ACROSS  
**ALL AGES AND AFFLUENCES**

did not feel or were neutral that their employer supported them in having a good work/life balance



< £20,000

20%

£20,000 - £39,999

18%

£40,000 - £74,999

21%

> £75,000

21%



It is evident from the results of this survey that wellbeing is far reaching and means different things to different people and therefore creates a strong argument against a blanket approach to wellbeing. Historically wellbeing has been thought of in relation to health alone but in reality its reach is much more than this. A number of people in the UK are concerned about their debt, how secure their job is, their work/life balance and the workloads they are given, all at the same time as trying to maintain a healthy lifestyle.

If companies really want to increase wellbeing across their workforce they need to think wider than just health and ask their employees what issues they are facing, to build up a picture of the wellbeing risks that are common across their workforce. At the same time they have to understand what impact age and affluence have on each aspect of wellbeing.

There is a big difference between communication and engagement and if companies are able to understand their wellbeing risks they are able to build a strategy to combat these with a strong focus on engagement.

Should you wish to analyse your own workforce and understand your own wellbeing risks we are able assist in providing analysis across your workforce (at no cost), through our wellbeing solution BWell.



*“The best way to understand the wellbeing risks within a workforce is to engage with employees, assuming we know what is best for our employees will only lead to dissatisfaction and a strategy that provides no return on investment”*

Carl Chapman  
Head of Workplace Health

# THE SIX PILLARS OF EMPLOYEE WELLBEING



MY JOB



FINANCE



HEALTH



SUPPORT



PROTECTION



LIFESTYLE





AS UNIQUE AS YOU



FOR MORE INFORMATION PLEASE CONTACT DAMIAN  
STANCOMBE, HEAD OF WORKPLACE HEALTH AND WEALTH:

✉ [damian.stancombe@barnett-waddingham.co.uk](mailto:damian.stancombe@barnett-waddingham.co.uk)

☎ 020 7776 2240

📍 [www.barnett-waddingham.co.uk/wellbeing](http://www.barnett-waddingham.co.uk/wellbeing)



Barnett Waddingham LLP is a body corporate with members to whom we refer as “partners”. A list of members can be inspected at the registered office. Barnett Waddingham LLP (OC307678), BW SIPP LLP (OC322417), and Barnett Waddingham Actuaries and Consultants Limited (06498431) are registered in England and Wales with their registered office at Cheapside House, 138 Cheapside, London EC2V 6BW. Barnett Waddingham LLP is authorised and regulated by the Financial Conduct Authority and is licensed by the Institute and Faculty of Actuaries for a range of investment business activities. BW SIPP LLP is authorised and regulated by the Financial Conduct Authority. Barnett Waddingham Actuaries and Consultants Limited is licensed by the Institute and Faculty of Actuaries in respect of a range of investment business activities.

