

# Workplace Wellbeing Survey 2025

## Key findings report

In January 2025, 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.



### About this report

- We worked with a strategic insight and market research agency to collect this data.
- The survey included 2,001 economically active respondents, and the sample is aligned with demographic quotas so that it is nationally representative.
- All surveys were carried out online, using a third-party panel provider.
- The fieldwork dates for this survey were 3rd – 8th January 2025.
- For this report, SMEs are defined as companies with fewer than 250 employees and large businesses are defined as those with more than 250 employees.



1 in 5

respondents said they felt 'very anxious' the previous day.

## Mixed feelings: optimism and anxiety in the UK

Experiences with mental health over the past year are mixed, with some people saying their mental health has improved while over a quarter feel it has declined.

In last year's survey, 'anxious' was the top word used to describe how people felt. In 2025, nearly a third of Britons (31%) still say they're feeling anxious, yet 43% feel hopeful, suggesting that despite struggle, optimism is becoming more prevalent.



33%

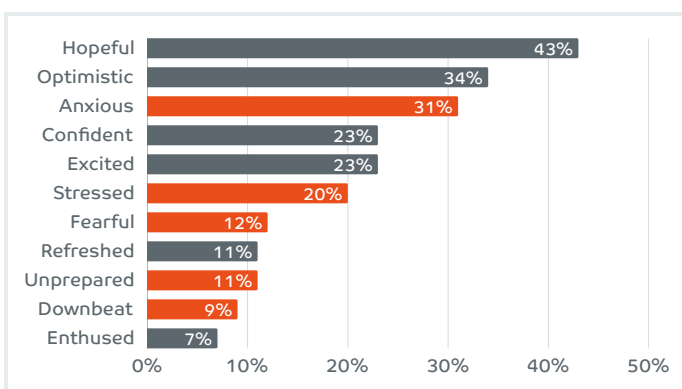
of people say their mental health has improved in the past year, but 26% say it's got worse.



39%

of people say they often or always feel burnt out, mostly due to long hours and stress outside work.

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



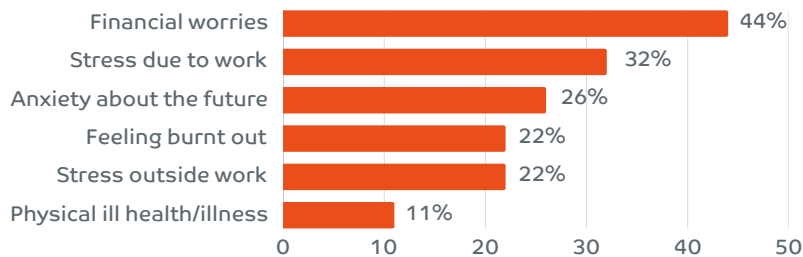
Optimistic Fearful  
Anxious Confident  
Hopeful  
Unprepared Stressed  
Excited Refreshed



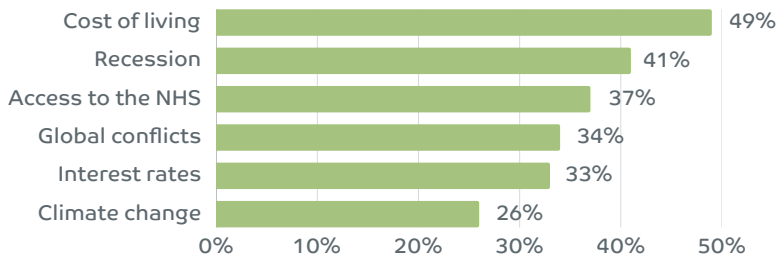
## Financial worries are still the leading cause of anxiety

Almost 9 in 10 people (86%) say external factors had an impact on their mental health in 2024. The top worries were linked to finance, stress and health — including the ability to access the NHS. These worries are unsurprising given the increasing unemployment rate and sharp drop in job vacancies across the UK.

What has had an impact on your mental health in the last 12 months?



What are you worried about looking ahead over the next year?



**34%**

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

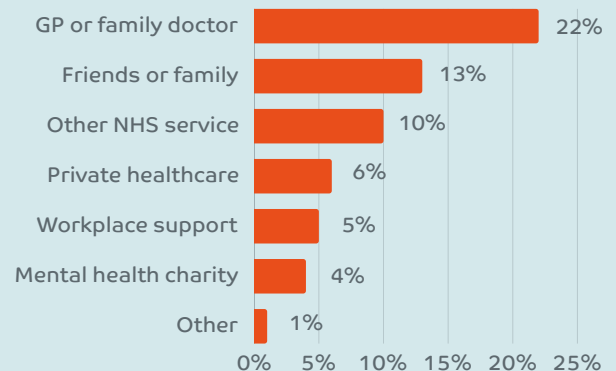
## What mental health support are people seeking?

Overall, 44% of people have asked for help with their mental health in 2024, up from 37% in 2023. Of those who asked for help, one in five people (22%) went to their GP.

**44%**

of people asked for help with their mental health in 2024.

How did you ask for help with your mental health?



## Mental health days off reach a new high

UK workers took an average of 5.7 days off work due to poor mental health in 2024, as mental health absences sustain their post-pandemic rise.

Half of respondents (50%) said their mental health impacted their productivity in the past 12 months, revealing a further hidden impact.



Cost of mental health absences to UK businesses in 2024:

**£13.9 billion**



**43%**

of people took time off due to mental health in the past year — nearly half of all workers.



**13%**

of people took more than 10 days off work due to poor mental health in 2024.



**50%**

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



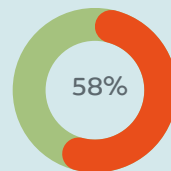
**15%**

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



## A more health-conscious nation

Both mental and physical health issues continue to drive economic inactivity, but there appears to be a disconnect between the support people need and what's currently available to them.



of people feel they're more health conscious than they were five years ago.

Nearly a quarter of people (23%) have a health condition or illness that affects their mental health, which is one of the key factors driving long-term sickness.

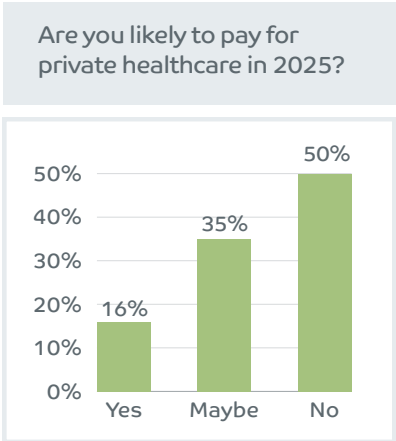
Despite this, six in ten people (58%) say they feel more health conscious than they were pre-pandemic, suggesting that preventative care and healthy lifestyles are more prominent than before.

However, more than half of those surveyed (55%) say it's been harder to get health appointments recently. It seems that health awareness is growing, but people are struggling to get the support they need.

# Half of UK workers are considering private healthcare

Four in ten people (42%) have accessed private healthcare in the past 12 months, with preventative services such as check-ups and screenings being the most common type of appointment.

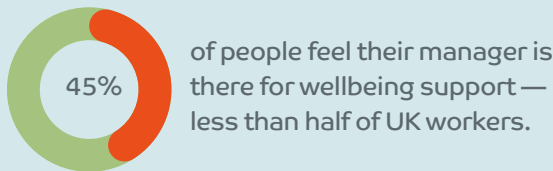
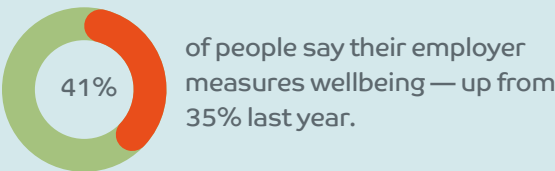
This figure could rise further in 2025, with half of workers saying they're considering paying for private healthcare in the coming year. But with financial worries causing on-going pressure, workplace schemes may be vital in providing access to care. One in ten people have already used theirs to help a physical or mental health issue.



# Managers are still at the forefront of wellbeing

Managers provide a vital link between leaders and colleagues. Compassion and understanding were again voted the most important qualities for managers.

Our free [CPD-accredited course on Managers and Wellbeing](#) can help build these skills.





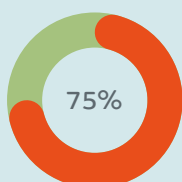


## Employees are increasingly using their wellbeing support

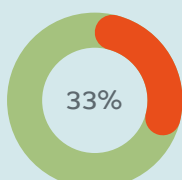
While fewer SMEs offer wellbeing support for their workers, those that do have access to it generally say they find it useful, with a third using it on a monthly basis.



Over half of employees (55%) now use their workplace wellbeing support each year, up from 42% in 2023.



Three-quarters (75%) of people who have wellbeing support at work say it's useful.

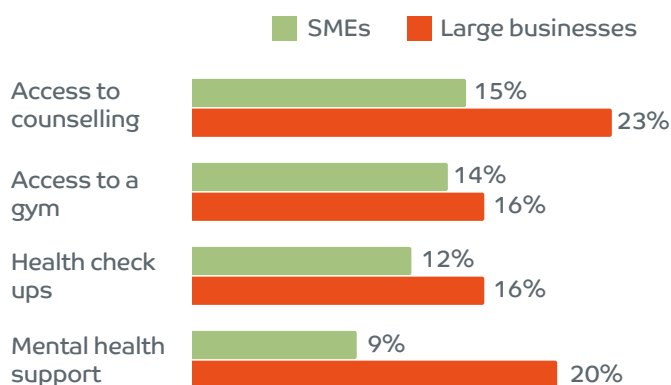


A third (33%) of SME workers use their wellbeing support at least once a month (vs 20% in large corporates).

## What wellbeing support do UK businesses offer?

Businesses are responding to calls for both mental and physical health support by providing access to counselling and gyms, 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.



## Spotlight on manual workers: mental health and recovery

Mental health and musculoskeletal problems are the biggest issues for manual workers, so HR leaders in these sectors should consider tailoring their support to prioritise rest and recovery.



**1 in 10**

manual workers (11%) say they always feel burnt out.



**42%**

of manual workers sought help with their mental health in 2024.



**81%**

of manual workers find workplace wellbeing support useful.

Properly equipped quiet spaces can help individuals 'switch off' from work.



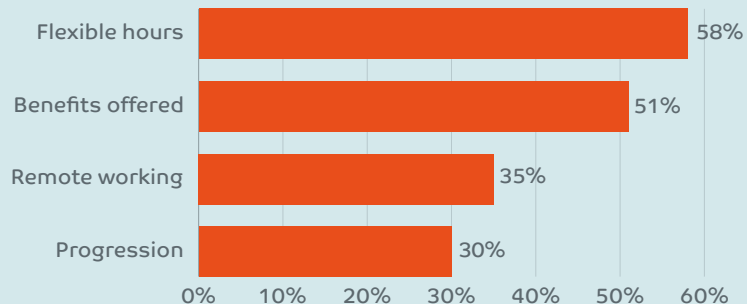
Potential cost to UK businesses  
of workers moving jobs:

**£92 billion**

## Flexibility, benefits and culture help attract and retain talent

With 39% 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)



**39%**

of people are  
considering changing  
jobs in the next year.

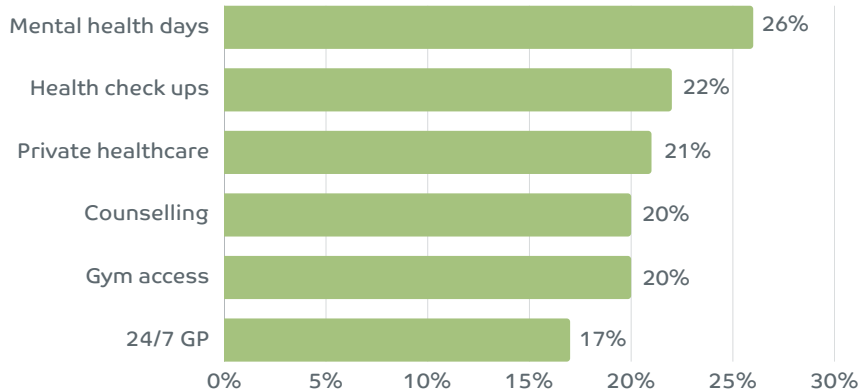


26% of people are  
worried about losing  
remote work benefits.

## Which wellbeing benefits are most valuable to employees?

The top health benefits are preventative in nature, with employees trying to proactively look after their health. Private healthcare is also popular, providing fast access to treatment.

Which wellbeing benefits would you value the most? (Select your top three)



**51%**

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



## Get in touch today

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