

Workplace Wellbeing Survey 2026

In January 2026, 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.

- We worked with a strategic insight and market research agency to collect this data.
- The survey included 2,002 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 2nd – 13th January 2026.
- 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.





36%

of respondents
often or always
feel burnt out

Optimism is rising but burnout remains a challenge

Mental health has slightly improved since last year – two in five respondents (39%) say theirs has improved over the past 12 months, up from a third (33%) this time last year.



42%

of people asked for help with their mental health in the past year, compared to 44% last year.

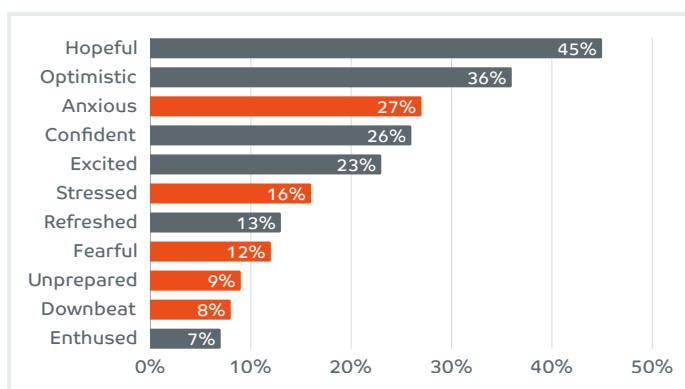
Still, half (49%) say their mental health has impacted their productivity at work in the last 12 months. Tackling this form of presenteeism remains a key challenge for businesses.



70%

feel burnt out at least occasionally, with working long hours being the main reason (45%).

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



Optimistic
Anxious
Hopeful
Confident
Excited
Stressed
Unprepared
Fearful
Refreshed

Mental health still hits productivity hard

UK workers took an average of 5.7 days off work due to poor mental health in 2025 — a figure which has become much the norm in recent years.

Half of respondents (49%) said their mental health impacted their productivity in the past 12 months, in line with previous years.



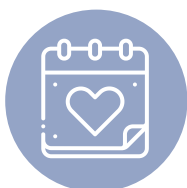
Cost of mental health absences to UK businesses in 2025:

£17 billion



47%

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



14%

of people took more than 10 days off work due to poor mental health in 2025.



49%

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



21%

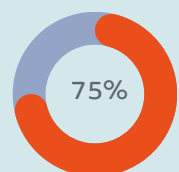
of people say they have a condition which affects their mental health.



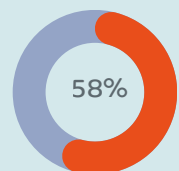
Non-workers say health support would've helped

This year's survey also included a sample of over 300 people who left work due to ill health. In this cohort, anxiety is higher and mental health is worsening.

The majority (58%) say extra support would've helped them stay in work, but now they're out of work, more than half (56%) say there's nothing they can do to enable their return.



of non-workers say they didn't have enough wellbeing support in their last job.



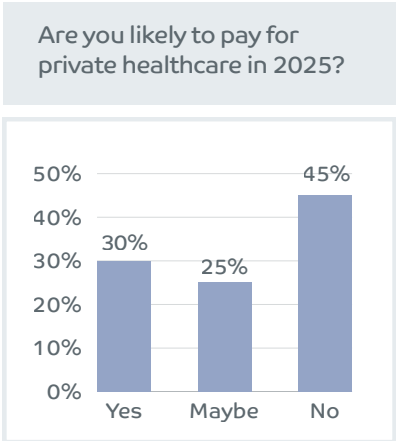
say some kind of support or change would've helped them stay in work.

This trend demonstrates the importance of providing support to keep people with health conditions in the workplace. Once they leave, it's far harder for them to return, and that comes at a huge cost to both businesses and the wider economy.

Half of UK workers have accessed private healthcare

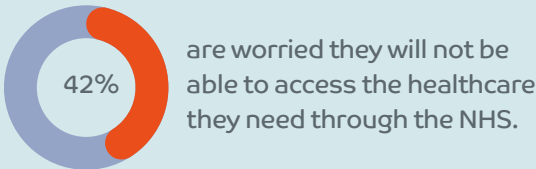
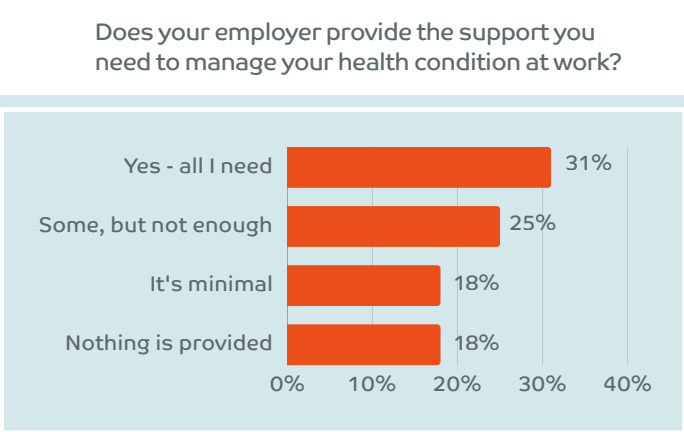
Almost half of workers (49%) have accessed private healthcare in the past 12 months, with preventative services such as check-ups and screenings being the most common type of appointment.

Of those who accessed private support through their employer, 14% did so for a physical health issue, while 12% used it for a mental health issue. And with 32% saying they've been on a waiting list in the past year, this type of health cover could prove invaluable in helping people return to work.



Workers managing a health condition lack support

We asked workers with health conditions if they receive enough support from their employer. Only one in three (31%) said they receive adequate support, suggesting that employers are falling short of what's needed to help those who are managing a health condition.



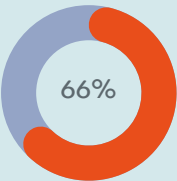


Employees are increasingly using their wellbeing support

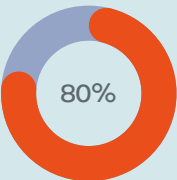
More people than ever are using their workplace health and wellbeing support, showing increased awareness and even better value for employers who invest in it.



Over half of employees (62%) now use their workplace wellbeing support each year, up from 42% in 2023.



Two-thirds (66%) of SME employees use their work's health support each year.

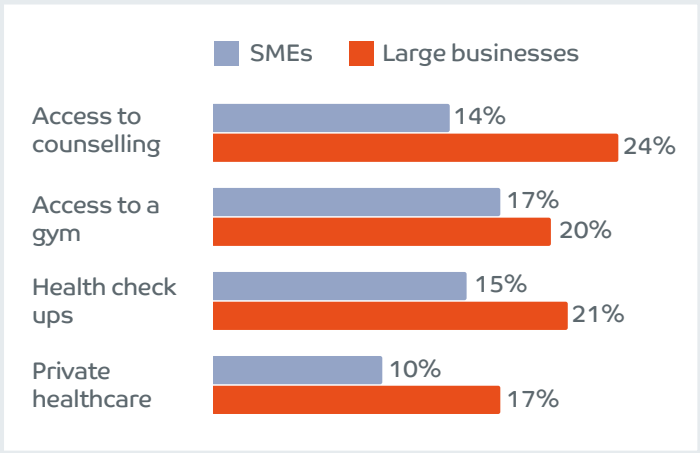


The vast majority of people (80%) say they find their workplace wellbeing support useful.

What wellbeing support do UK businesses offer?

Businesses are responding to calls for both mental and physical health support by providing access to counselling, gyms and private healthcare, but there's still a gulf between large and small companies.

Four most common types of support on offer at work.



The workforce is divided on flexible support

A tailored wellbeing strategy gives employees confidence in the support on offer, yet many health plans still feel like an inconsistent, one-size-fits-all approach.



31%

of workers say their support is 'very tailored' to their needs — the gold-standard for businesses looking to provide meaningful support.



37%

of workers say their wellbeing support is inconsistent, which can lead to confusion or lack of engagement.



45%

say their business measures wellbeing — suggesting the majority could be left guessing when it comes to the impact of support.



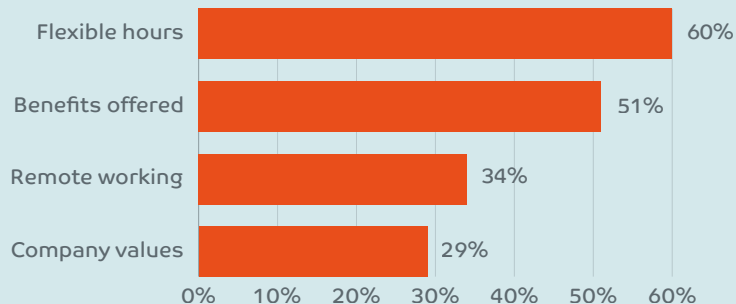
Potential cost to UK businesses
of workers moving jobs:

£84 billion

Flexibility, benefits and culture help attract and retain talent

With 35% 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)



35%

of people are
considering changing
jobs in the next year.

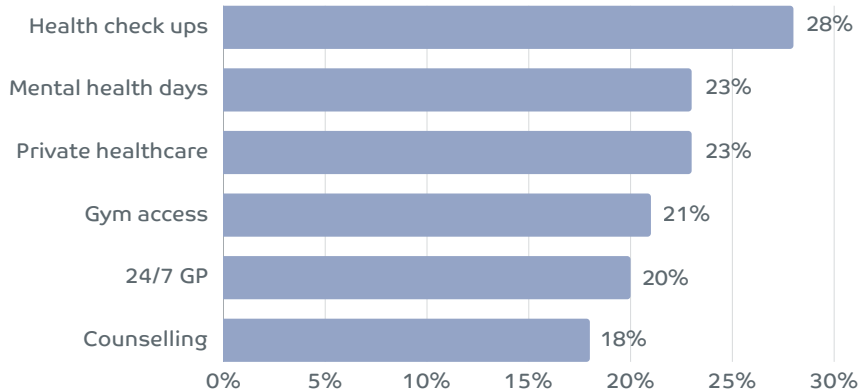


27% of people are
worried about losing
remote work benefits.

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 in
their top 3 factors
when moving
jobs.





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