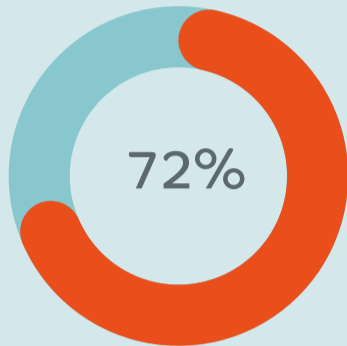


How to prioritise wellbeing in a small business

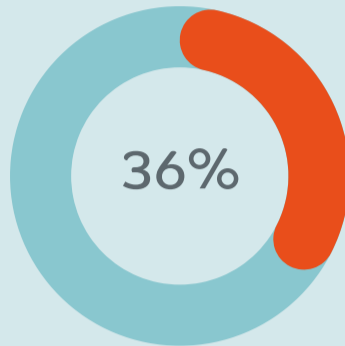


1 Understand the impact of wellbeing

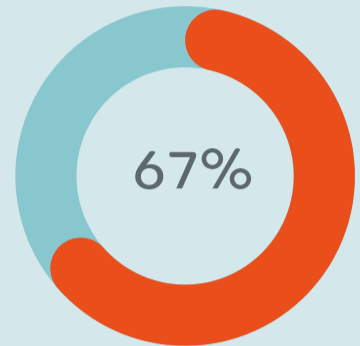
Workplace wellbeing benefits can help reduce absences, speed up the return to work, improve morale and make your business more attractive to job candidates.



of SME employees say they find their wellbeing support useful.



of workers in small businesses use their wellbeing perks every month.

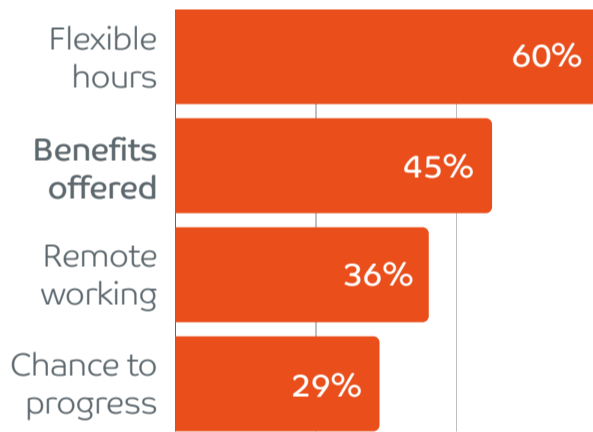


of SMEs have an allocated wellbeing budget.

2 Use employee benefits to recruit and retain top talent

Retaining your talent saves money on recruitment and training. Employee benefits are the third most important factor for workers when choosing a job, behind only salary and flexitime.

Excluding salary what are the three most important things when you're considering a new employer?



Average cost to recruit and train a new employee:
£6,400



3 Give workers support they really value

To make meaningful changes to employee wellbeing, leaders must open a dialogue with their people to understand what they need to feel happier and more productive at work.

The most sought-after benefits as voted by UK employees are:

- ✓ Private health insurance
- ✓ Access to counselling
- ✓ Mental health days
- ✓ 24/7 GP service
- ✓ Health check ups

UK SMEs lost around
£11bn
to mental health absences in 2022



4 Measure return on investment to target your approach



Ask your people what they need — you could use a survey or focus group.



Measure what's working well and target your investment in key areas.



Make sure everyone's aware of the benefits and how to access them.

Get in touch to chat to one of our Health and Wellbeing Consultants:
www.westfieldhealth.com/business/contact-us