

WELLNESS IN THE WORKPLACE INTERNATIONAL

How do companies in the UK and US approach health and wellness?

In companies worldwide, a culture of health can sustain a healthy, gainful workforce. More than ever, employers understand the importance of an environment that values well-being and encourages employees to perform at the highest levels. But there are lapses. The Optum® “International Wellness in the Workplace Benchmark Study” focuses on culture of health gaps in large local and multinational companies in the UK and US.



ABOUT THE STUDY



The research included more than 200 UK large, local and multinational employers with added insight from nearly 350 professionals from large and multinational companies across the US.

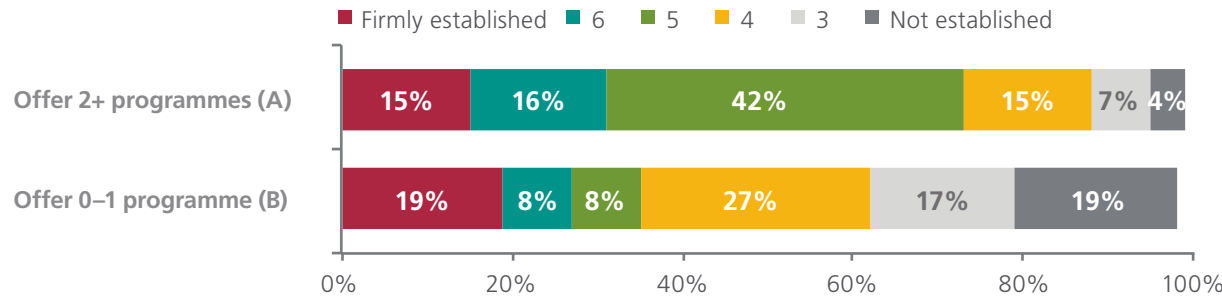
KEY FINDINGS



1 Most UK and US employers believe it is important to establish a culture of health, though few have achieved it.



Extent to which culture of health ownership has been established



UK:US fast stats

| Established (2+ programmes) | UK | US |
|-----------------------------|-----|------|
| Firmly (6-7) | 31% | 20%↓ |
| Neutral (3-5) | 65% | 70% |
| Not established (1-2) | 4% | 10%↑ |

THE STUDY

- Examines how employers **approach health and wellness**
- **Compares wellness offerings** of large local and multinational companies in the UK and US
- Highlights differences between employers offering **2+ programmes** and employers offering **0-1 programme**

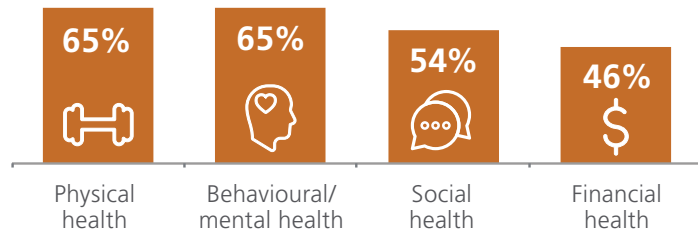


UK employers offering two or more wellness programmes demonstrate a well-developed strategy focused on overall well-being. Those without a wellness strategy are open to implementing one.



Wellness strategy addresses

(among those with 2+ programmes)



UK:US fast stats

Wellness strategy addresses

| | UK | US |
|---------------------------|-----|------|
| Physical health | 65% | 95%↑ |
| Behavioural/mental health | 65% | 68% |
| Social health | 54% | 42%↓ |
| Financial health | 46% | 38% |

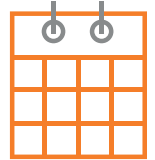
Current wellness programmes offered

(among those with 2+ programmes)

| | UK | US |
|-------------------------------|-----|------|
| Gym membership discounts | 60% | 61% |
| Employee assistance programme | 50% | 82%↑ |
| Health risk assessments | 46% | 61%↑ |
| Health and wellness website | 41% | 68%↑ |
| Wellness coaching | 40% | 57%↑ |
| Health or fitness challenges | 38% | 62%↑ |
| Flu shots | 36% | 84%↑ |
| On-site stress reduction | 35% | 33% |
| Weight management | 34% | 58%↑ |
| On-site fitness center | 33% | 46%↑ |

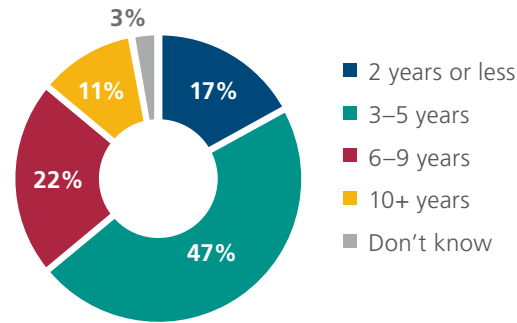


When compared to the US, UK wellness programmes are still relatively young.



Years company has been offering wellness programmes

(among those with 2+ programmes)



UK:US fast stats

| Years offering | UK | US |
|-----------------|-----|------|
| 2 years or less | 17% | 13% |
| 3-5 years | 47% | 35%↓ |
| 6-9 years | 22% | 24% |
| 10+ years | 11% | 25%↑ |
| Don't know | 3% | 4% |

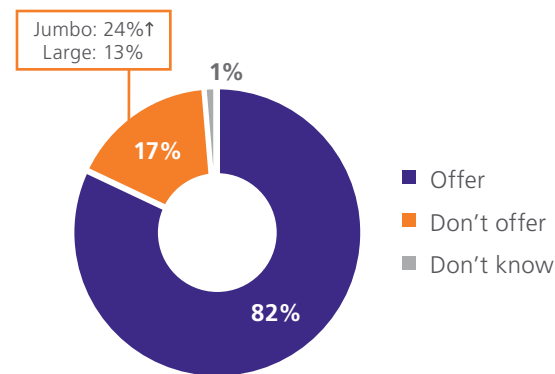


Health and wellness incentives are used by a majority of large UK and US employers.



Offering incentives

(among those with 2+ programmes)



UK:US fast stats

| Offering incentives | UK | US |
|---------------------|-----|-----|
| Offer | 82% | 88% |
| Don't offer | 17% | 12% |
| Don't know | 1% | <1% |

WELLNESS IN THE WORKPLACE INTERNATIONAL

5 UK employers look more to wellness programmes to improve absenteeism and productivity and less for medical cost savings.



Reasons for offering wellness programmes

■ Offer 2+ programmes (A) ■ Offer 0–1 programme (B)



THE BOTTOM LINE

While many employers understand the value of creating a culture of health, there are gaps in realising it. Employers can work with Optum to leverage the insights captured in this study to evolve their health and wellness practices.

