

Are financial services firms doing enough to support employee wellbeing?

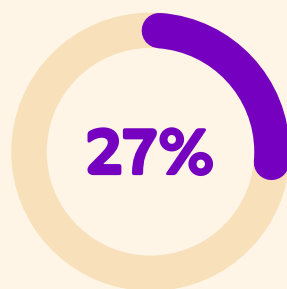
Research from leading employee benefits provider, Epassi, into health and wellbeing at work and the effectiveness of reward strategies across different sectors, reveals that financial services employees are struggling with overworking, but do not have the confidence to raise wellbeing concerns.

Financial services employees are struggling to juggle their role and their personal life, with two in five (39%) admitting they are not satisfied with their current work/life balance. This is being made worse by the fact that:

More than a third (36%) do not feel comfortable raising wellbeing concerns at work. More than a quarter (27%) are working beyond their contracted hours at least multiple times a week.



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As well as contributing to poor wellbeing, this is also taking its toll on financial services employees' health.

22% said their work schedule makes it more difficult for them to exercise regularly, and the rising cost of living means more than a quarter (26%) find healthy food options too expensive.

The impact on health is being reflected by the most in-demand employee benefits sought after by financial services workers. A quarter (26%) list private medical insurance as their top priority for improving wellbeing, followed by:

Flexible and hybrid working arrangements	23%
Paid sick leave	18%
Mental health days	17%

Financial services firms who fail to address these evolving needs risk losing their competitive edge.

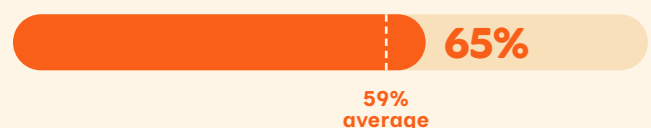
70% say the current economic climate means that company benefits have become more important to the extent that more than half (54%) of financial services professionals would leave their current job if another company offered a better benefits package.

Six in ten (58%) say a good benefits package is the most important thing they look for in a role. 59% would also move for a better salary.



However, while engagement tends to be low, financial services workers are among the most engaged.

65% know exactly what benefits their employer offers – compared to 59% across all sectors.



Over half (54%) use full range of benefits – much higher than the UK average of 38%.

This stronger engagement leads to 67% of financial services workers to believe they get good value for money from their workplace benefits (much higher than the 47% average).

*Research conducted by independent research agency Opinium which surveyed 2,000 UK employees weighted to be nationally representative between 11th – 22nd June 2026.