

Healthcare professionals prioritise health and wellbeing benefits.

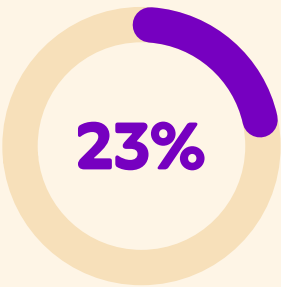
Research from leading employee benefits provider, Epassi, into health and wellbeing at work and the effectiveness of reward strategies across different sectors, reveals the support that healthcare professionals are demanding from their employers.

Healthcare employees are struggling to juggle their role and their personal life, with a third (32%) admitting they are not satisfied with their current work/life balance. This is being made worse by the fact that:

More than four in ten (45%) do not feel comfortable raising wellbeing concerns at work. Nearly a quarter (23%) 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 impacting healthcare workers’ ability to exercise and stay healthy.

32% said their work schedule makes too tiring for them to get the exercise they need, and more than one in five (22%) feel this is exacerbated by gym memberships and classes being too expensive.

As a result, this is being reflected by the types of benefits healthcare workers are demanding with health and wellbeing benefits proving particularly popular. 22% believe private medical insurance would benefit their wellbeing the most, followed by:

Discounted gym membership	19%
Flexible working and hybrid arrangements	18%
Wellbeing or ‘life days’	18%

Healthcare organisations that fail to address these evolving needs risk losing talent in an already competitive labour market, with 65% of healthcare professionals saying the current economic climate has made workplace benefits more important than ever. As well as:

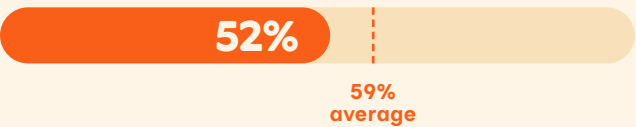
58% would leave their current employer if another organisation offered a better salary, whilst 46% would move for a better benefits package.

33% say a good benefits package is one of the most important things they look for in a role.



However, engagement in benefits remains low, with a concerning number admitting they feel they are not getting good value.

52% of healthcare professionals know exactly what benefits their employer offers, lower than the average of 59% across all sectors.



Just 24% say they use the full range of benefits available to them, suggesting significant untapped value within existing healthcare benefits packages.

Only 33% believe they get good value for money from their workplace benefits package, highlighting an opportunity for employers to improve communication, personalisation and accessibility of benefits.

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