

# Wellness at work



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# Introduction

When you think about 2022, what comes to mind?

We'll take a guess and say Covid-19 is the first thing that appears. Following that might be crippling [staff shortages](#), or even [supply chain issues](#). With so many factors at play, we're all feeling an unnerving mix of uncertainty and concern. And while we're glad that the light at the end of the tunnel is getting brighter, what's ahead of us remains unclear.

The rising cost of living and inflation is also impacting our day-to-day. Recent data released by the [ABS](#) revealed the CPI (Consumer Price Index) has risen 3.5% in one year. What's even more concerning is that we're seeing the biggest rises in automotive [fuel prices](#) since 1990. This means that higher fuel and transportation costs are hitting our pockets directly – and it's driving the price growth of goods and services up.

Let's not forget the worldwide phenomenon of the Great Resignation. Our [Employee Movement and Retention](#) survey from September 2021 signalled that 48% of workers in Australia plan to look for a new role within the next 12 months. This shift in attitudes towards work is seeing employees question the type of work they're doing, and thinking more about how they can seek fulfilment in their professional lives. It's causing an entire change in the way we think and feel about work.

To say that there's a lot going on in Australia right now is an understatement – and these events are influencing your employees in a major way. They can significantly impact one's sense of wellbeing, which can seep into every part of life – including work.

The good news is, what employers do to support their employees' wellness can make a big difference. Workplace wellness programs can make employees feel more supported, fight risks to their wellbeing, and improve overall happiness in every aspect of their lives.

We spend, on average, one-third of our lives at work, which can be exhausting if our wellbeing isn't supported. We want to bridge the gap between employers and employees when it comes to creating thoughtful and powerful wellness programs. That's why we surveyed over 1,000 workers from around Australia between the 13th and 25th of February, 2022. We asked them about the ongoing impacts of Covid-19, how financial stress affects their workday, how personally fulfilled they are by their work, plus so much more.

The results are essential reading for any employer in 2022. While some results might surprise you, some are clear. Our responses sit on a scale from worrying to insightful, to pleasantly surprising. However, one message seems to underline it all;

**→ Health in 2022 is all about taking the good with the bad, and approaching solutions with an open mind.**

We hope this timely information, along with tips and suggestions from our employment experts, will help you build a supportive and engaging wellbeing program for your team.

Before I sign off, I want you to know that wellness can be fostered in the workplace. I hope these insights will help make employment easier and more valuable for yourself and your team this year.

Wishing you all the best,  
Ben Thompson

CEO & Founder of Employment Hero

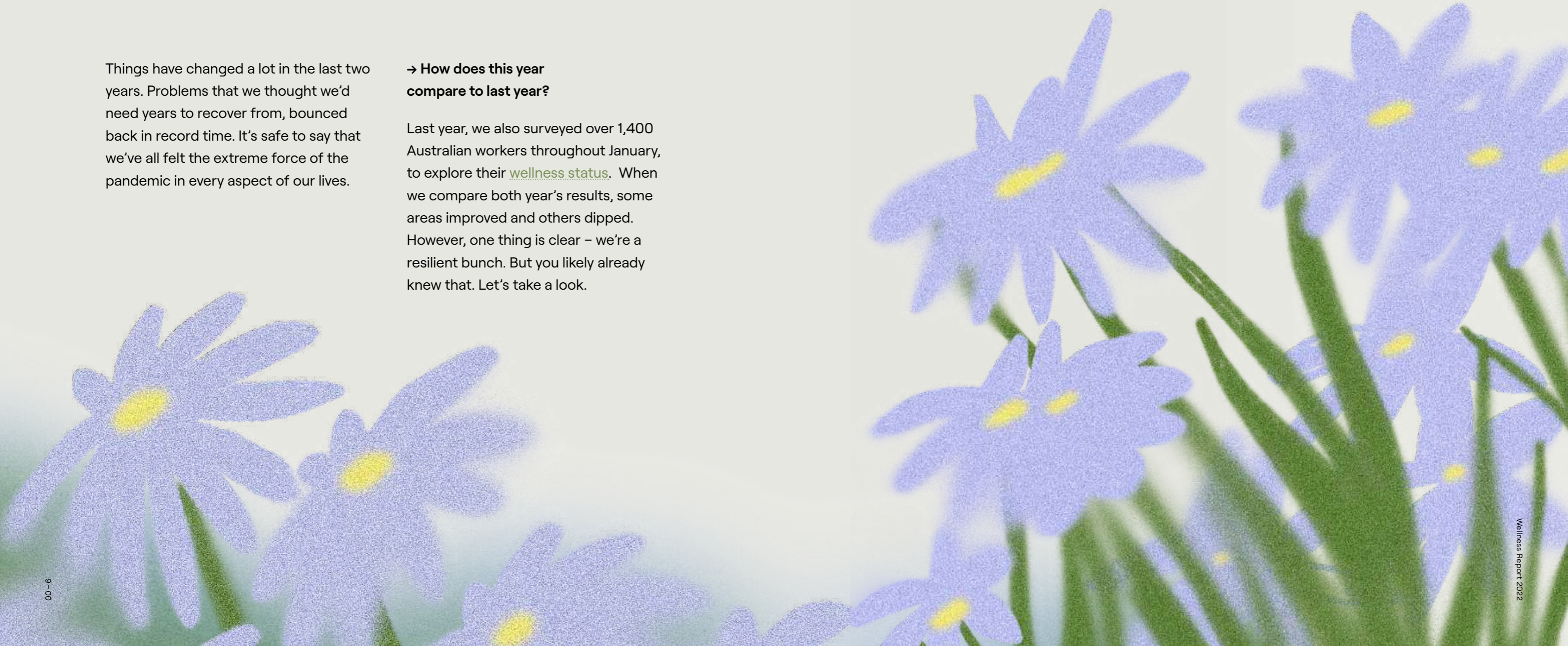
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# Cast your mind back to 2021

Things have changed a lot in the last two years. Problems that we thought we'd need years to recover from, bounced back in record time. It's safe to say that we've all felt the extreme force of the pandemic in every aspect of our lives.

**→ How does this year compare to last year?**

Last year, we also surveyed over 1,400 Australian workers throughout January, to explore their [wellness status](#). When we compare both year's results, some areas improved and others dipped. However, one thing is clear – we're a resilient bunch. But you likely already knew that. Let's take a look.



# Employer's commitment to wellness has dipped from last year

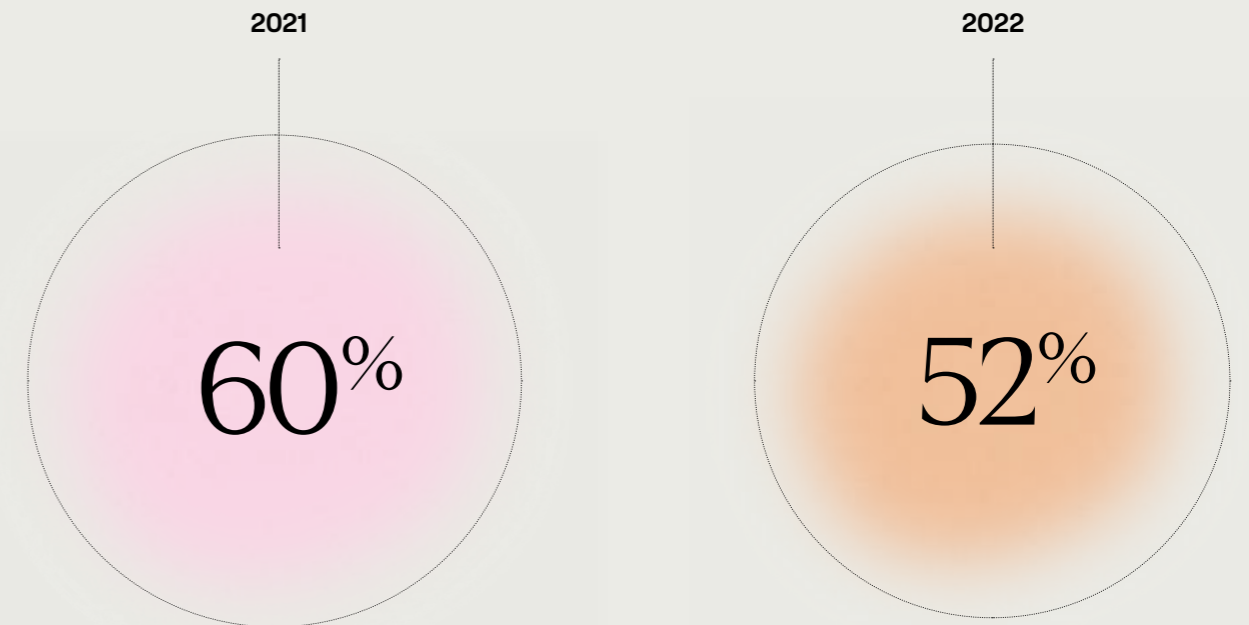
We've seen a drop in employer perceptions. In 2021, 60% of employees rated their employers' commitment to wellness as good. This year's findings report 52% – meaning that companies may be taking their foot off the pedal when it comes to wellness initiatives. Why?

It could be that we're vaccinated, out of lockdown and learning to live with Covid-19. This could also mean that wellness is no longer near the top of the priority list – even though it should be.

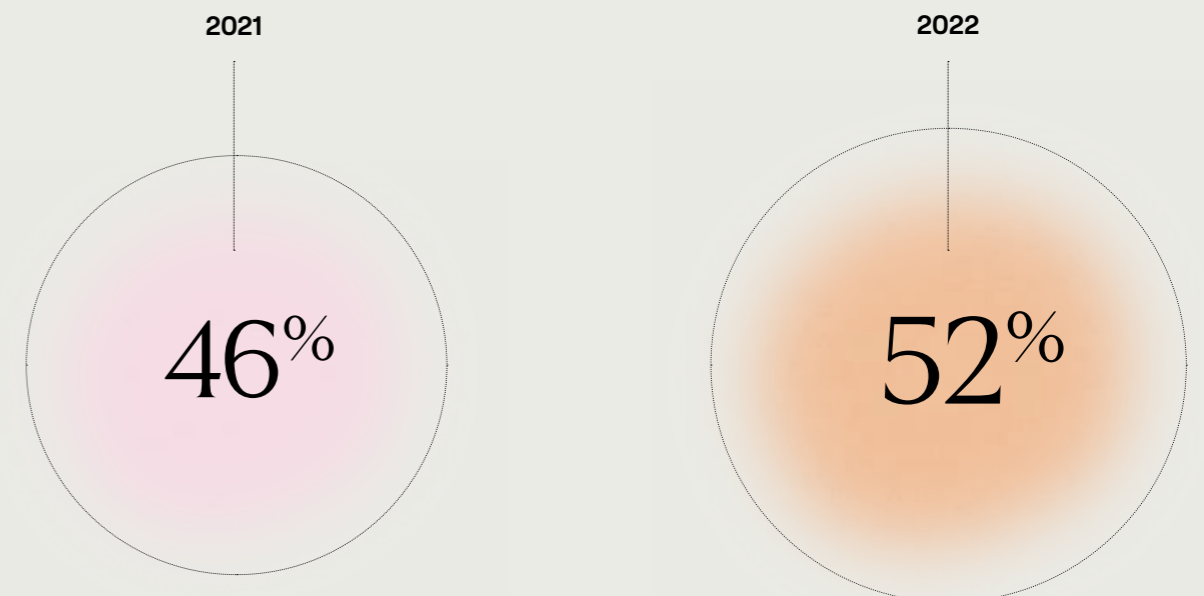
# Work-life balance is declining

As many of us continue to work in a hybrid capacity, this finding might come as a surprise. More employees (52%) are rating their work-life balance as average or poor, compared to 46% of people in 2021. This could be a sign that the [Great Resignation](#) is taking its toll on Aussies, with workforces spread thin due to staff shortages.

→ % of employees who rated their employer's commitment to improving wellness for employees as good



→ % of employees who rated their work life balance as average or poor in the last 3 months

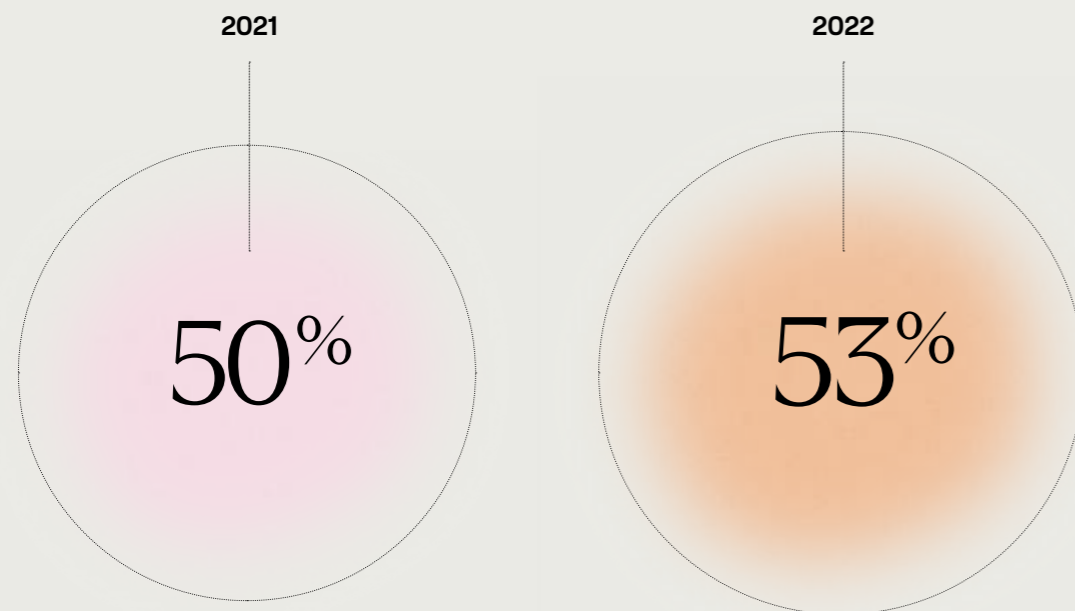


# We're still burnt out

Last year, 50% of Australian employees reported feeling burnt out. This year, that number has jumped to 53%. While it's only a slight increase, it's a trend you want to be aware of.

When work begins to eat into personal life, employees may be at risk of burnout. It's important to catch the signs of burnout early on otherwise your team could experience poor mental health and all the knock-on effects that come with it.

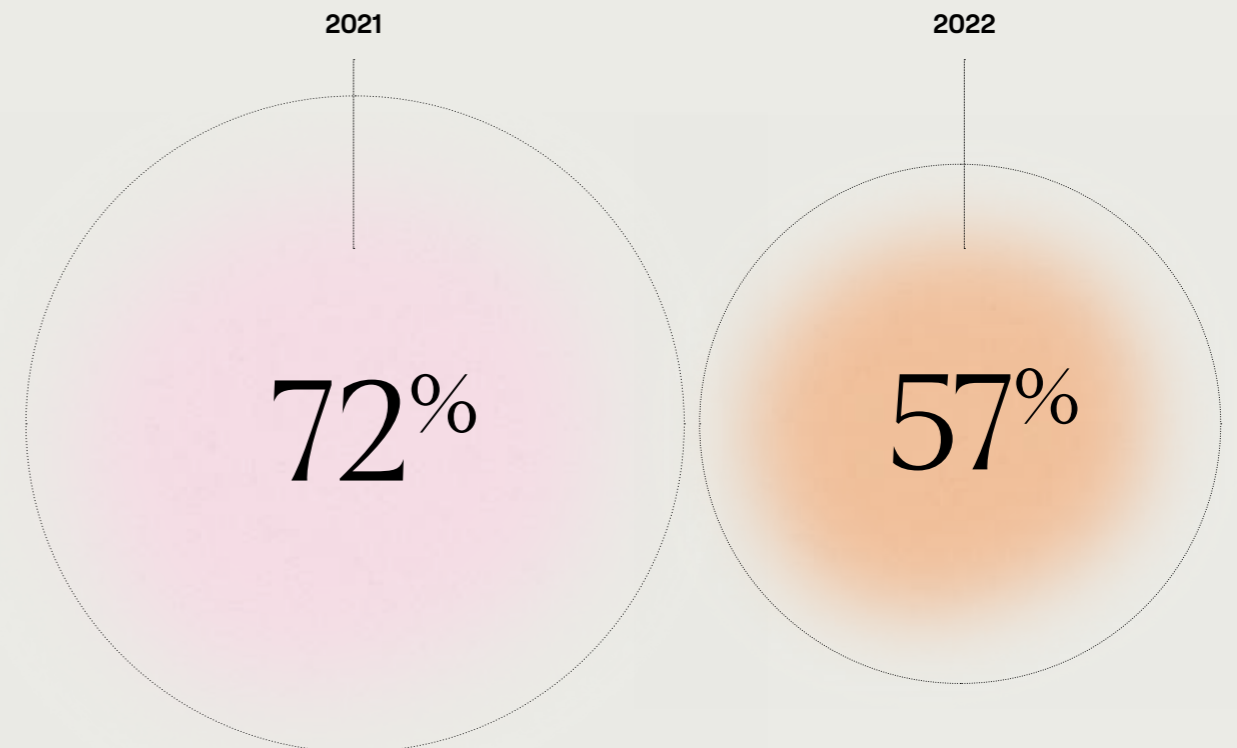
→ % of employees agree to feeling burnt out from work

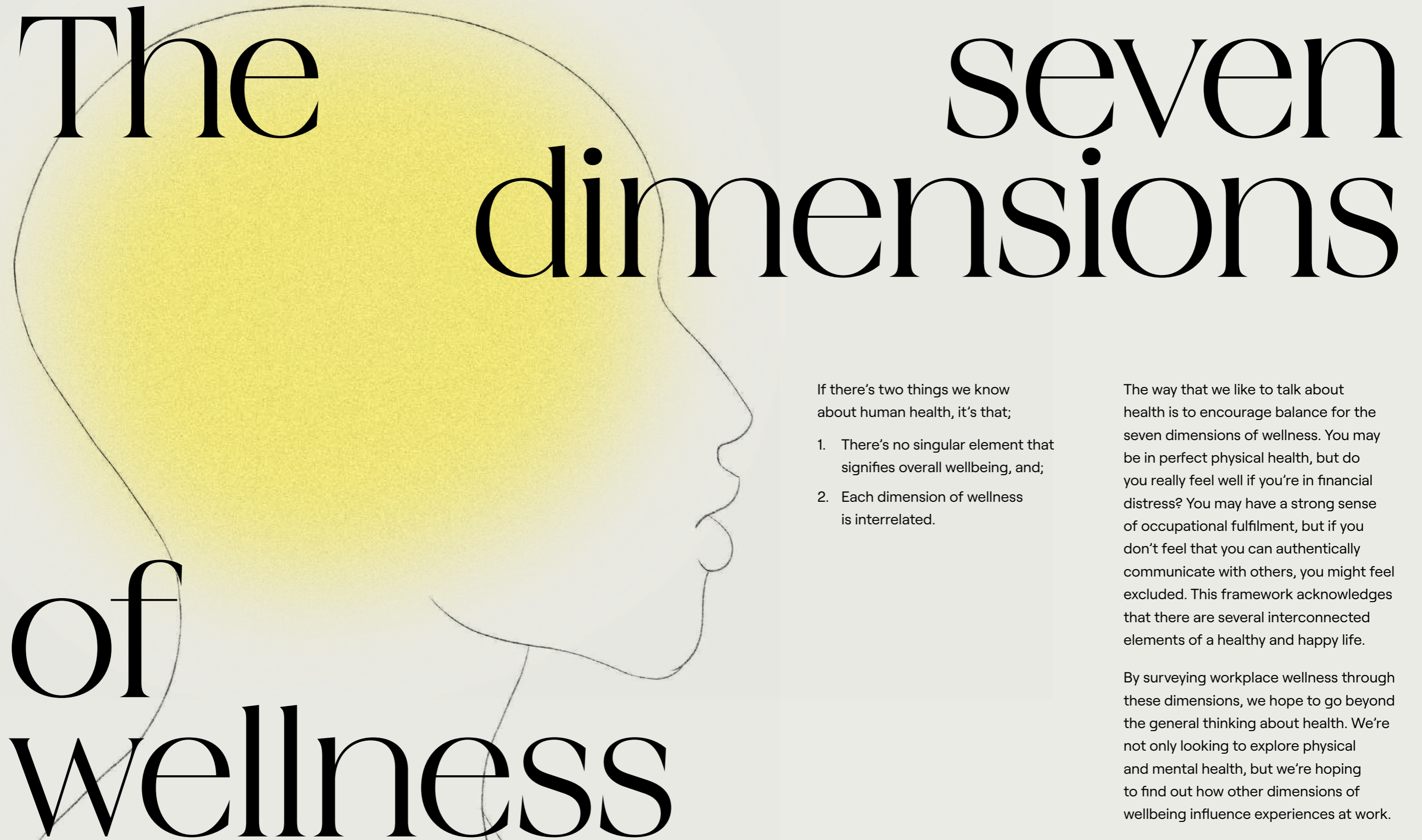


# We're feeling less productive

Australians are getting on with life, but Covid-19 and the Great Resignation are still the elephants in the room. It's no surprise that we're feeling less productive – especially when we're feeling burnt out and lacking good work-life balance. It's a cycle that unfortunately continues if it's not actively managed.

→ % of employees who have rated their productivity as high in the last 3 months





# The seven dimensions of wellness

If there's two things we know about human health, it's that;

1. There's no singular element that signifies overall wellbeing, and;
2. Each dimension of wellness is interrelated.

The way that we like to talk about health is to encourage balance for the seven dimensions of wellness. You may be in perfect physical health, but do you really feel well if you're in financial distress? You may have a strong sense of occupational fulfilment, but if you don't feel that you can authentically communicate with others, you might feel excluded. This framework acknowledges that there are several interconnected elements of a healthy and happy life.

By surveying workplace wellness through these dimensions, we hope to go beyond the general thinking about health. We're not only looking to explore physical and mental health, but we're hoping to find out how other dimensions of wellbeing influence experiences at work.

# 01 Physical

How your body operates and feels.

# 02 Mental

How your mind handles stress and influences your emotions.

# 03 Financial

Your sense of confidence in your finances and financial goals.

# 04 Occupational

Your sense of fulfilment and happiness in your professional life.

# 05 Relational

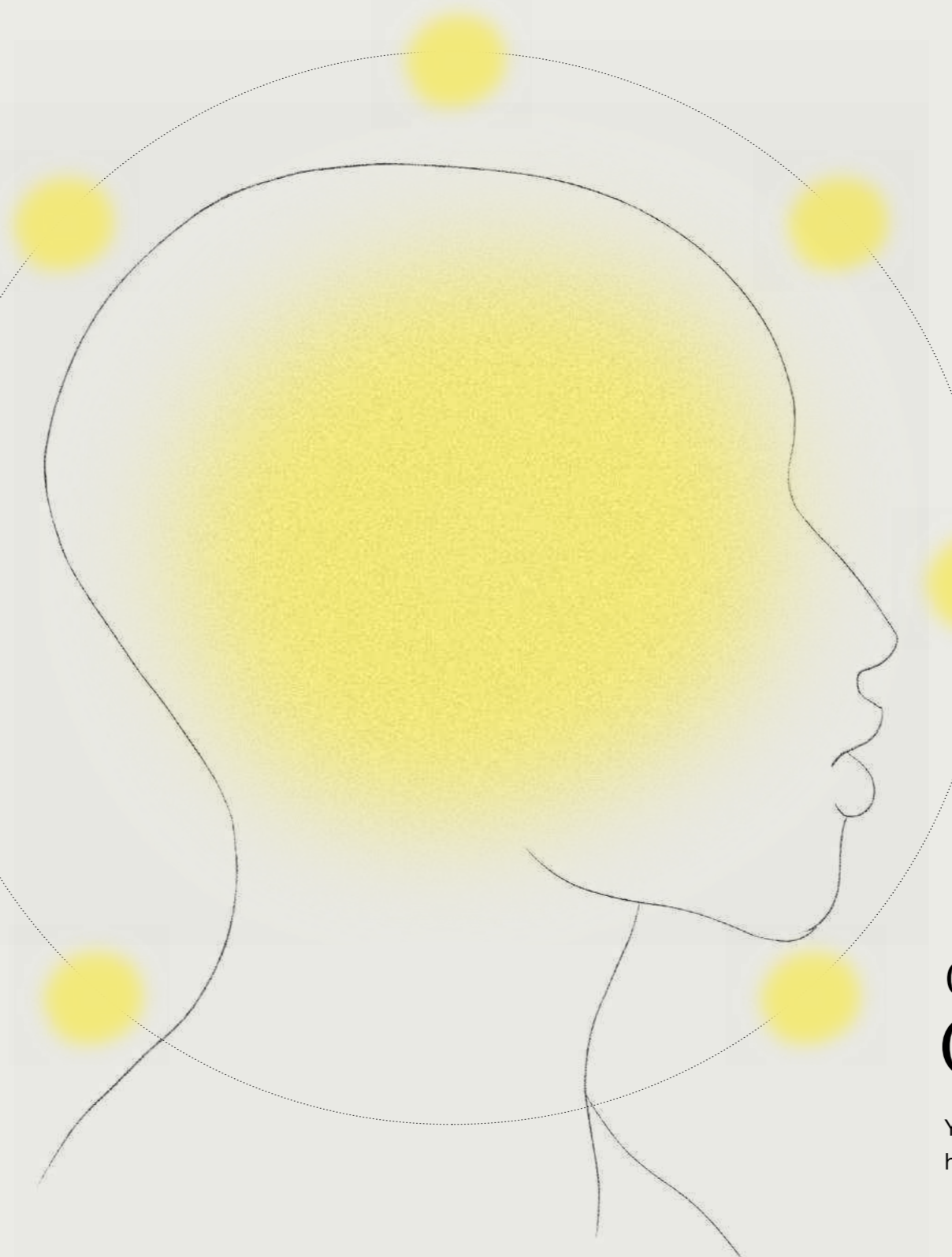
Your sense of belonging and authenticity in your interactions with others.

# 06 Spiritual

Your connection to a sense of purpose (in a religious or secular way).

# 07 Recreational

Your connection to creativity, hobbies and interests.



# Our key

Wellness Report 2022

00 - 17



# findings

00 - 16

Wellness Report 2022

# Over half of Australian employees are struggling with burnout at work

When it comes to mental health, burnout is spreading quickly across the working population. Workers have felt a sense of extreme fatigue recently, with → **53%** signalling that it had affected them within the past three months (November–January). This comes as no surprise, especially as we continue to feel the effects of Covid-19 and staff shortages. Only 32% were sure that they felt no sense of burnout from their work.

# 16%

of Australian workers are undecided about burnout from work

# 53%

of Australian workers are feeling burnout from work

# 32%

of Australian workers are not feeling burnout from work

# The majority of Australian workers are in meaningful work

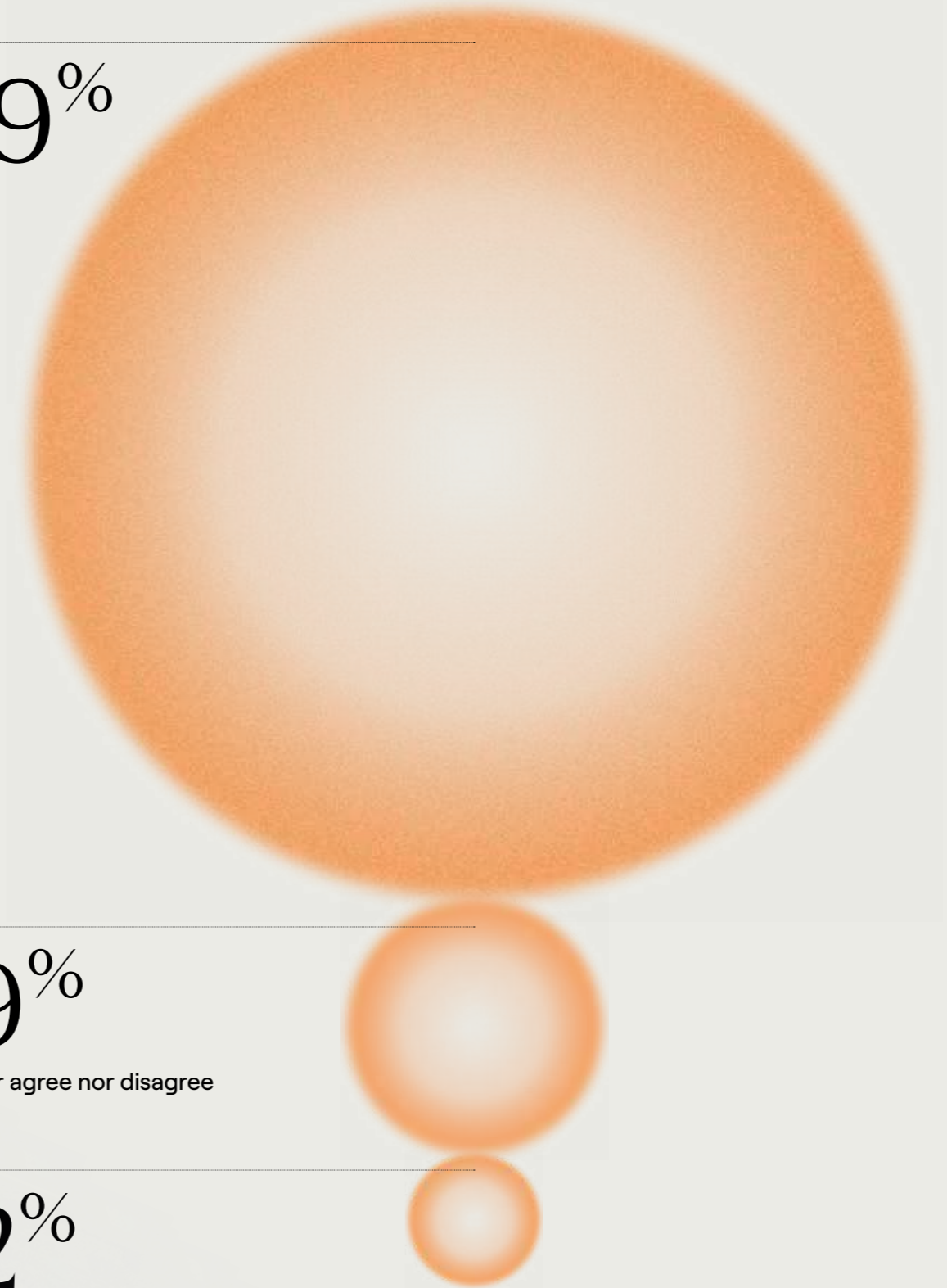
When we're fulfilled in our professional lives, it contributes to our overall sense of purpose and wellbeing. After a tumultuous two years, we can see firsthand that it's left a wave of burnout – but we're also sharing some positive news. The majority of Aussie employees are finding fulfilment in their working life, with 69% of workers agreeing that the work they did was meaningful to them. Encouragingly, only 12% disagreed with this statement.

→ % of employees who agree to the following statement:  
The work I do is meaningful to me

69%  
Agree

19%  
Neither agree nor disagree

12%  
Disagree

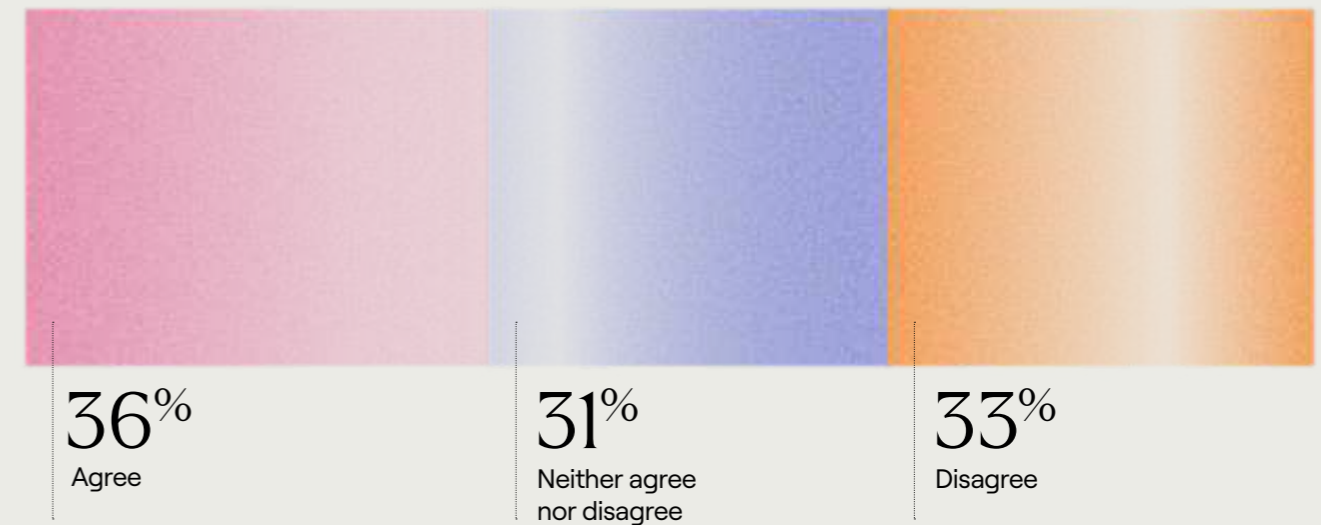


# However, the pandemic has many employees questioning their careers

Even though many employees are finding their work meaningful, the importance placed on a career overall may be shifting. → **36%** of workers agree that Covid-19 has decreased the importance they place on their career. In line with the Great Resignation, this signals that more workers could be seeking a change of scenery, an industry-swap, a side-step or even a move to an entirely different working model.

As many made the switch to remote working during the pandemic, they may be considering how work could fit around their life, rather than how their life can support their work.

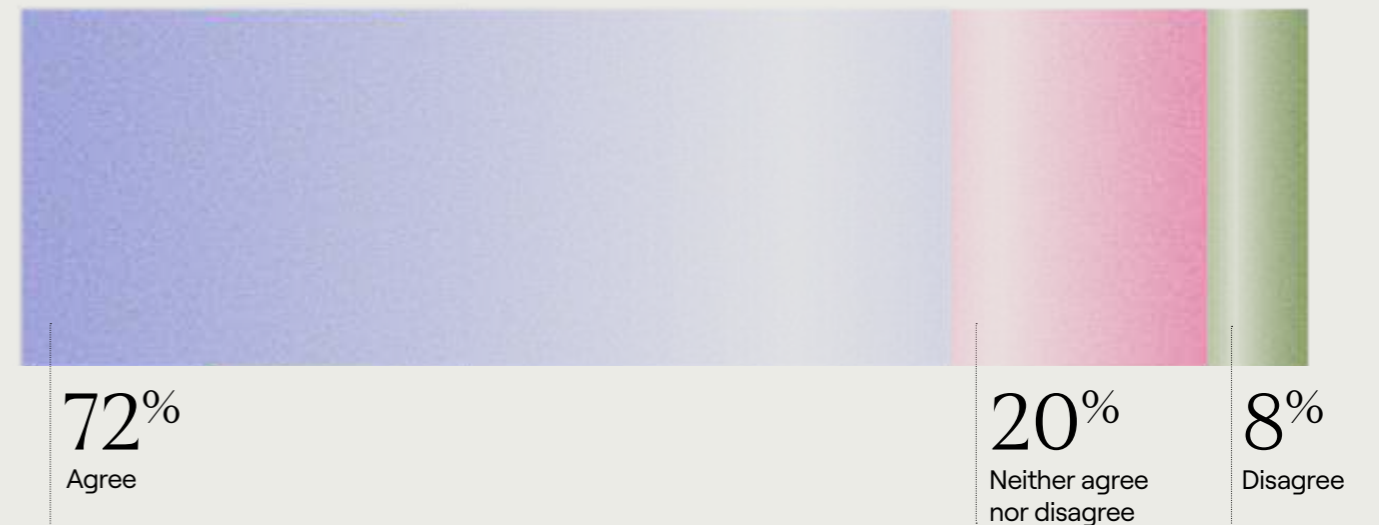
Q → Select your agreement with the following statement:  
Covid-19 has decreased the importance I place on my career



# Aussies are accepting of others in the workplace

We all want to love going to work each day, and a big part of this is feeling comfortable to be ourselves. We found that → **72%** of workers agreed their workplace accepts them for who they are as a person. This is great news for employees, as your work environment can heavily influence your overall wellbeing. Only 8% disagreed with this.

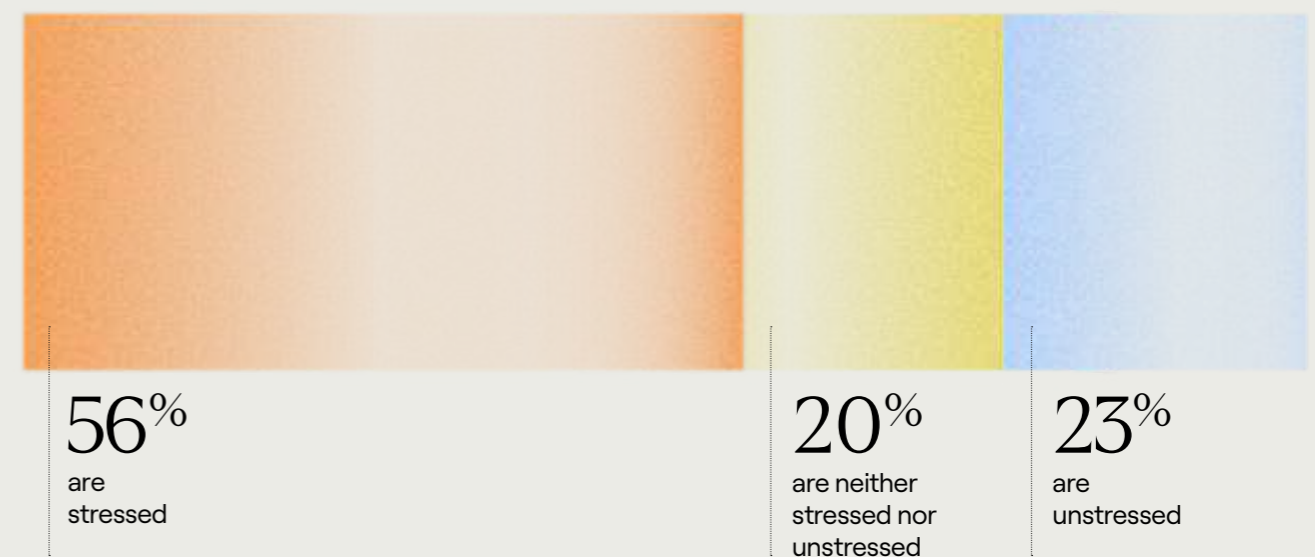
Q → Select your agreement with the following statement:  
My workplace accepts me for who I am as a person



# Over half of Australian workers are stressed about finances

Whether it's due to loss of work, the uncertainty of the pandemic or skyrocketing inflation, Australian employees are worried about their finances. → **56%** said that they were stressed about money. Females were slightly more likely to be stressed about finances (60% of females vs. 52% of males), while those aged 18-24 were 31% more likely to be stressed.

Q → How stressed are you about your finances?



# Employees are loyal to workplaces that care about wellness

We know that employers like to see returns on their investments. Especially for small to medium-sized businesses (SMBs), you need to know that your efforts are worth it. The writing's on the wall; we found that employees who rated their employer's commitment to wellness as good, were → **63%** more likely to say they were loyal to a business as a result. This could save major costs associated with turnover and make all the difference to a growing company.

→ Supporting data



63%

Employees who positively rated their business' commitment to wellness were 63% more likely to be loyal.

INSIGHT → 001

# Mental health & the pandemic

Wellness Report 2022

00 - 29

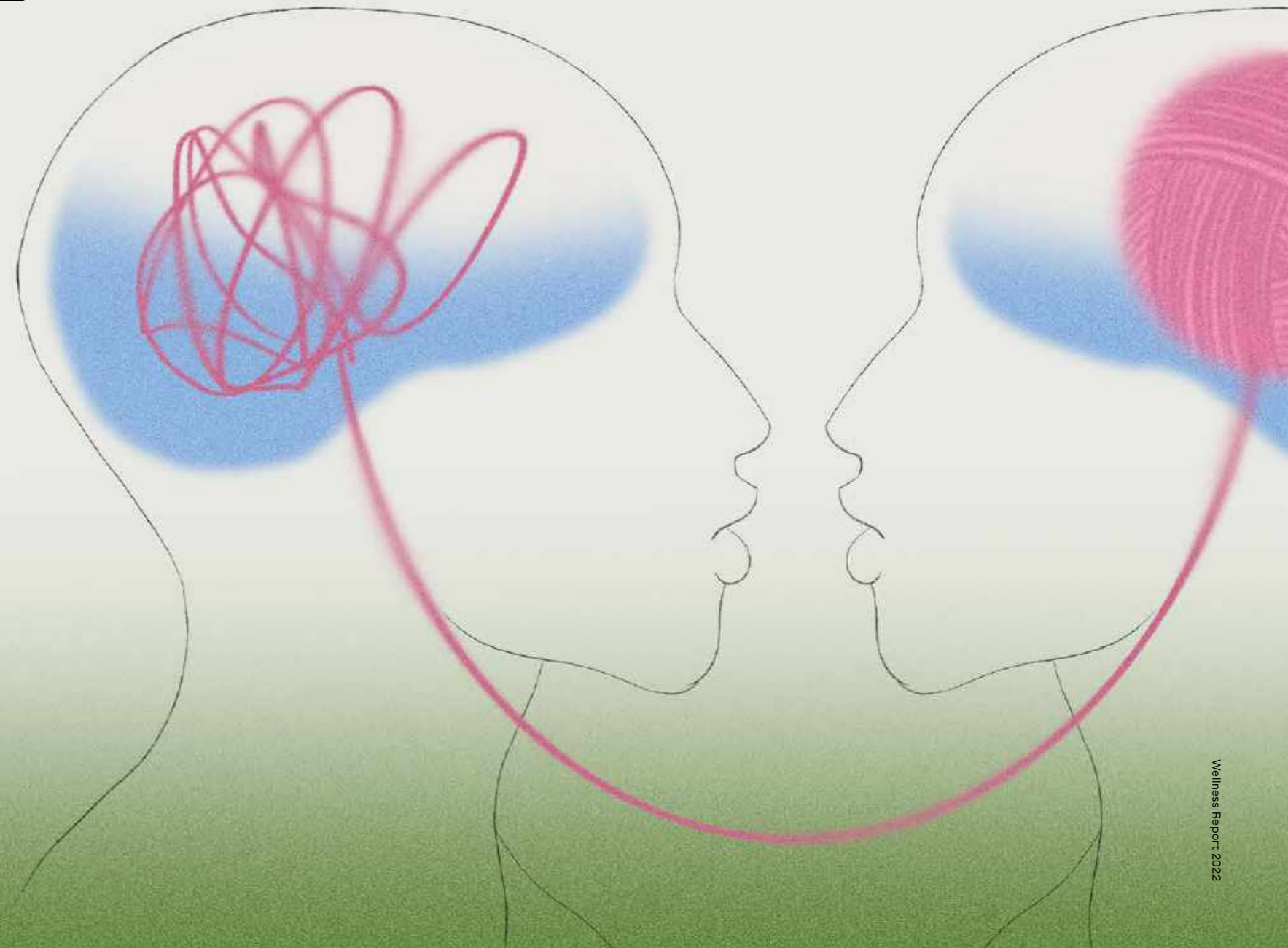
As with many locations around the world, mental health problems are extremely common throughout the population.

According to the [Black Dog Institute](#), one in five Australians aged 16–85 will experience mental illness in any year. What’s more concerning is that an estimated [45% of Australians](#) will experience mental illness at some stage in their lifetime.

As we all know, the pandemic made things worse – much worse. A recent study by [headspace.org.au](#) found that 74% of young people reported that their mental health was worse since the outbreak of Covid-19.

Our research supports this rise in stress for the majority of the working population. 52% of respondents said that their stress levels were negatively impacted due to Covid-19, while 18–24 year olds were 27% more likely to say their stress levels were negatively impacted.

When we think about mental health in the workplace, it’s against the backdrop of the volatile emotional environment of the last two years. At work, stress and frustration, mixed with long working hours, often manifests in burnout, fatigue and a lack of work-life balance. We asked our survey respondents about each of these experiences.



00 - 28

Wellness Report 2022

# Burnout

Our major finding about burnout is that the majority (53%) of workers in Australia agree to feeling this from their work in the last three months. 16% of respondents were unsure if they had experienced burnout, leaving 32% who have not experienced this unpleasant phenomenon.

If you're unsure what constitute burnout, [Headspace](#) explains it as the feeling of being constantly "exhausted, emotionally drained, unproductive, and unmotivated at work".

However, there are some groups that are more at risk than others – one being women, who were 11% more likely to agree to feeling burnt out from work.

# Work-life balance

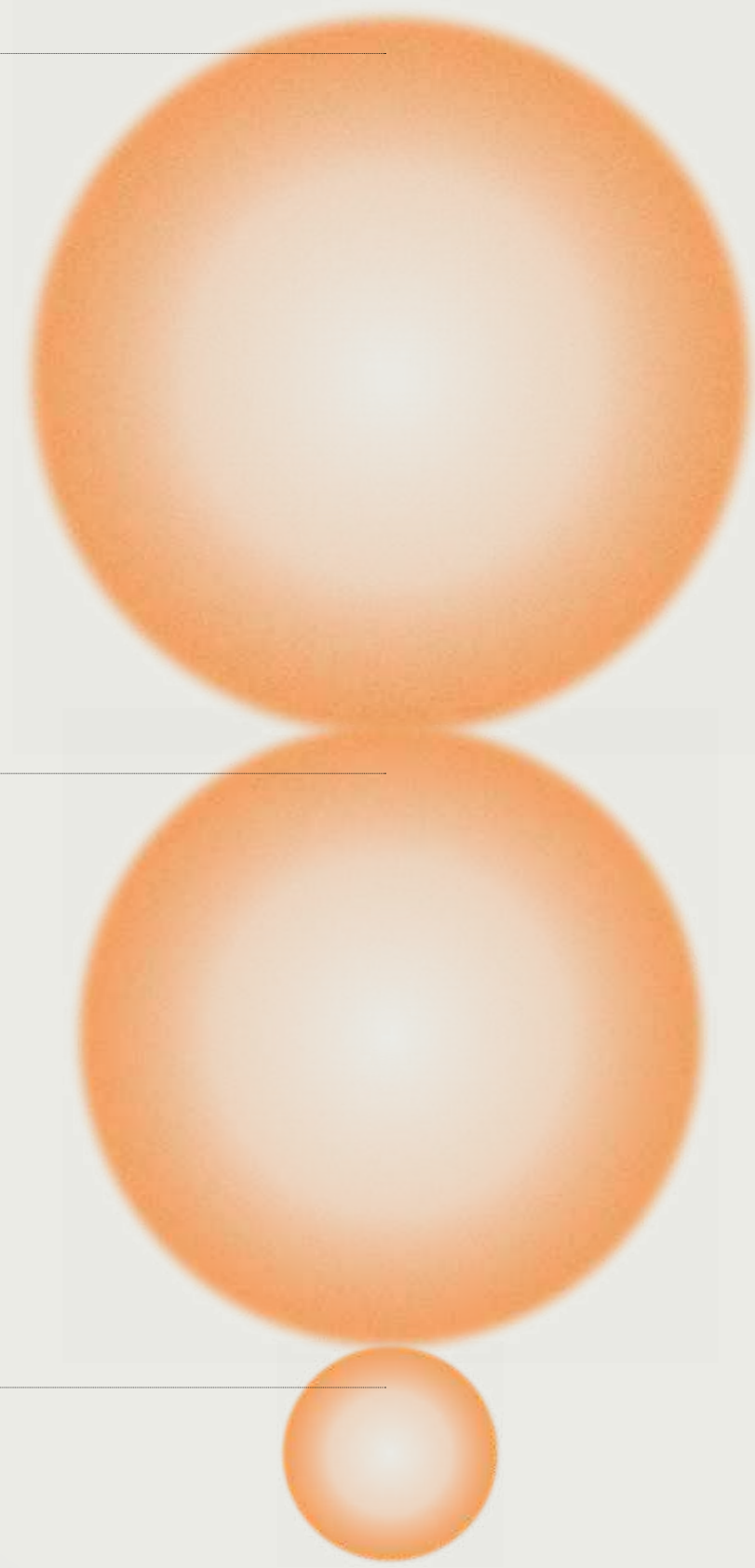
An average sense of work-life balance could be a contributor to burnout, with 52% of Australian workers rating their work-life balance as poor or average. However, the presence of work-life balance was a polarising point, with a promising 48% of workers stating they had a good sense of balance between professional and personal life.

Q → In the last 3 months, your overall work / life balance has been...

48%  
Good

39%  
Average

13%  
Poor

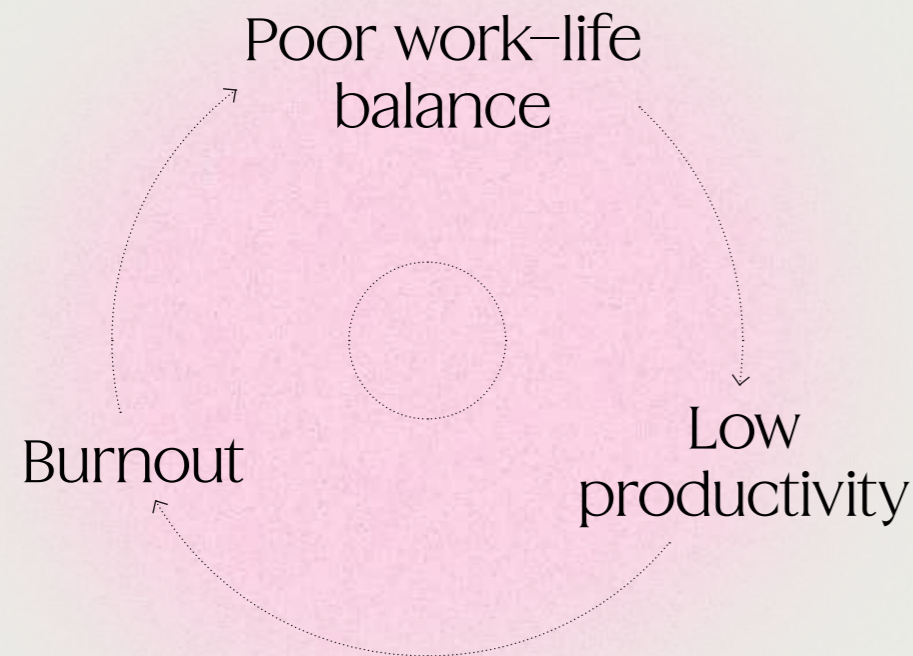


# The vicious cycle

Burnout and a sense of work-life balance are deeply tied to productivity, and one's capacity to do their best work. Between these elements, we can see a vicious cycle occurring.

Employees who stated that they had poor work-life balance over the last three months were 76% more likely to also have felt burnt out. Those who felt burnout were 35% more likely to feel that their productivity was low. Employees with poor productivity were 280% more likely to feel a poor sense of work-life balance. So the cycle of workplace stress continues, eroding mental wellbeing with each revolution.

The journey from poor work-life balance to burnout, through to low productivity are clear. Protecting your employees from burnout and fostering a sense of balance will see a boost to productivity. If you support mental wellbeing within your business, you support great work.



# Half of Australian businesses support mental health

It's extremely encouraging that, when a generation ago there was little to no dialogue around mental health in the workplace, → 50% of employees now agree that their company is very supportive of employees' mental health. This is a significant increase from our January 2021 findings, which is progress that's worth acknowledging and celebrating.

However, with burnout and work-life balance still sitting at average levels, we know that there's more work to do. There are still barriers for employees to access mental health support from their employer.

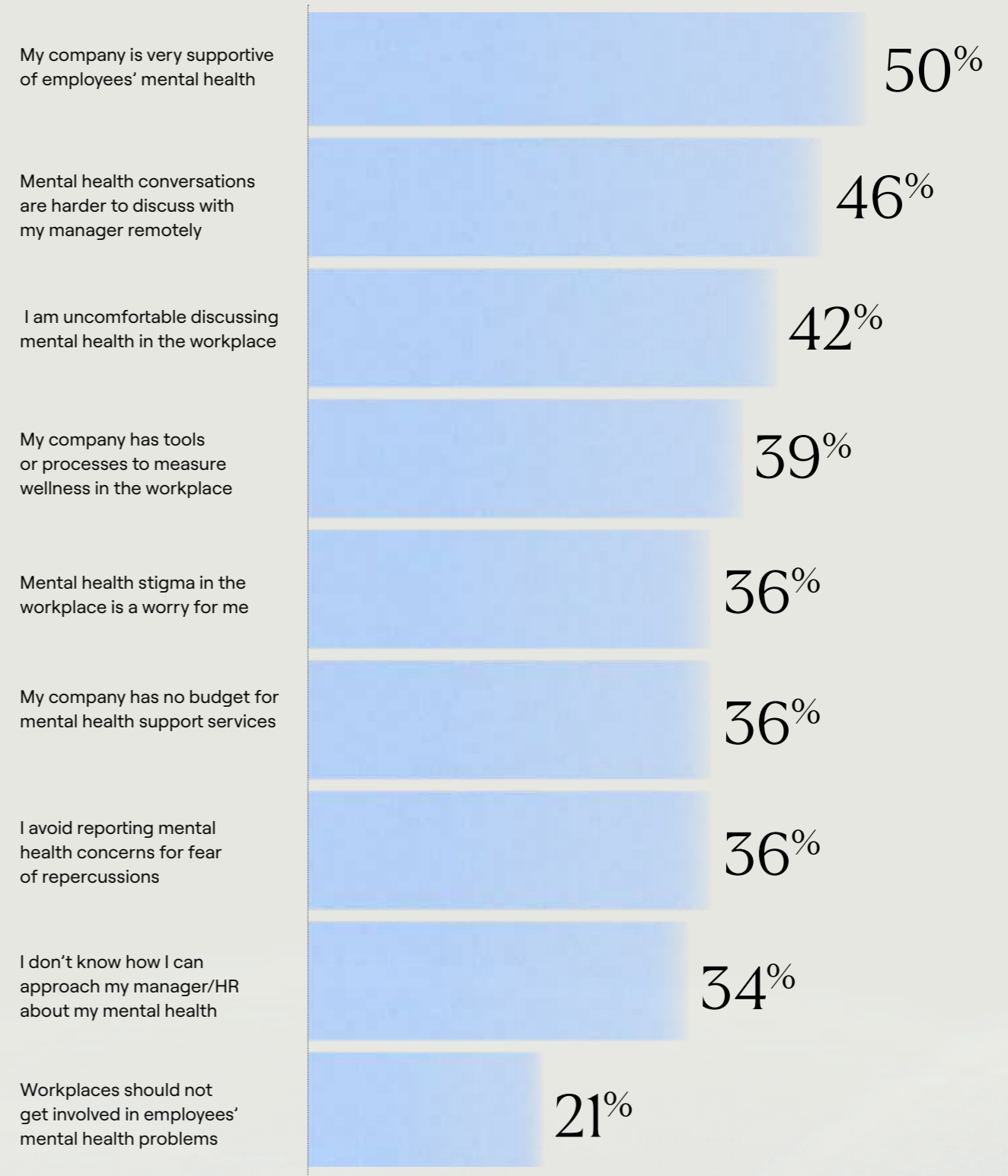
42% of respondents still feel uncomfortable discussing mental health in the workplace and 36% are concerned about mental health stigma. There is also an emerging issue to be aware of...

# Remote work can make mental health discussions harder

→ **46%** of respondents who work remotely in some capacity agree that mental health conversations are harder to have remotely. As many of us continue to work from home at least some of the time, there's an increased chance that poor mental health may go unnoticed.

Managers will need to find new strategies to support hybrid teams – both virtually and onsite. Recognising the signs of an employee who is struggling, keeping up a regular communications cadence, and providing remote mental health tools will be essential.

Q → I agree with the following statements:

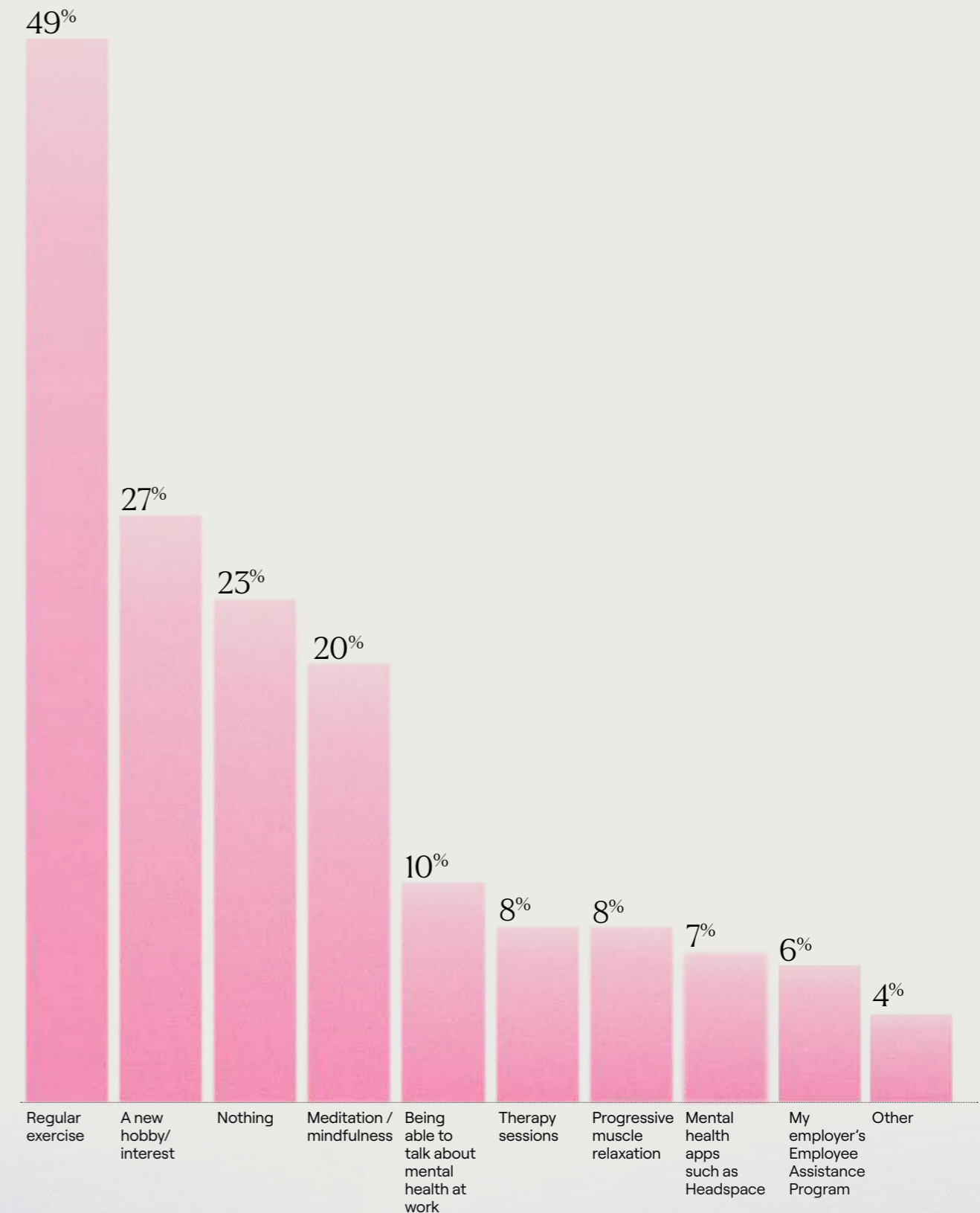


# Strategies for mental relief

Employees have looked to a variety of things for stress relief through the course of the pandemic. With so many regular support measures off the table – time spent with family, catching up with friends and travelling – workers have had to look elsewhere to reduce stress. Reflecting on what was most useful for them can help businesses with future wellness planning.

Nearly half (49%) of employees stated that regular exercise was the most helpful tool to relieve stress during the pandemic. This was followed by taking up a new hobby or interest, which 27% of employees turned to. 20% tried meditation and mindfulness, and 10% found being able to talk about mental health at work helpful. Sadly, 23% found that nothing helped with stress relief. Older age groups were more likely to suggest that nothing helped, whereas younger age groups were more likely to try several initiatives to help relieve their stress.

Q → What has helped the most with your management of stress since the start of the pandemic. (Select three options)



# In their own words...

Q → If your organisation could do one thing to help improve your wellness in the next six months, what should it be?

“My organisation could implement counselling sessions for employees experiencing mental health issues. They could also introduce special days, like wellbeing days, where fun, social events can be incorporated into working days to provide employees with social activities and a break away from work.”

“Listen to what I’m saying, provide better working hours, allow remote work.”

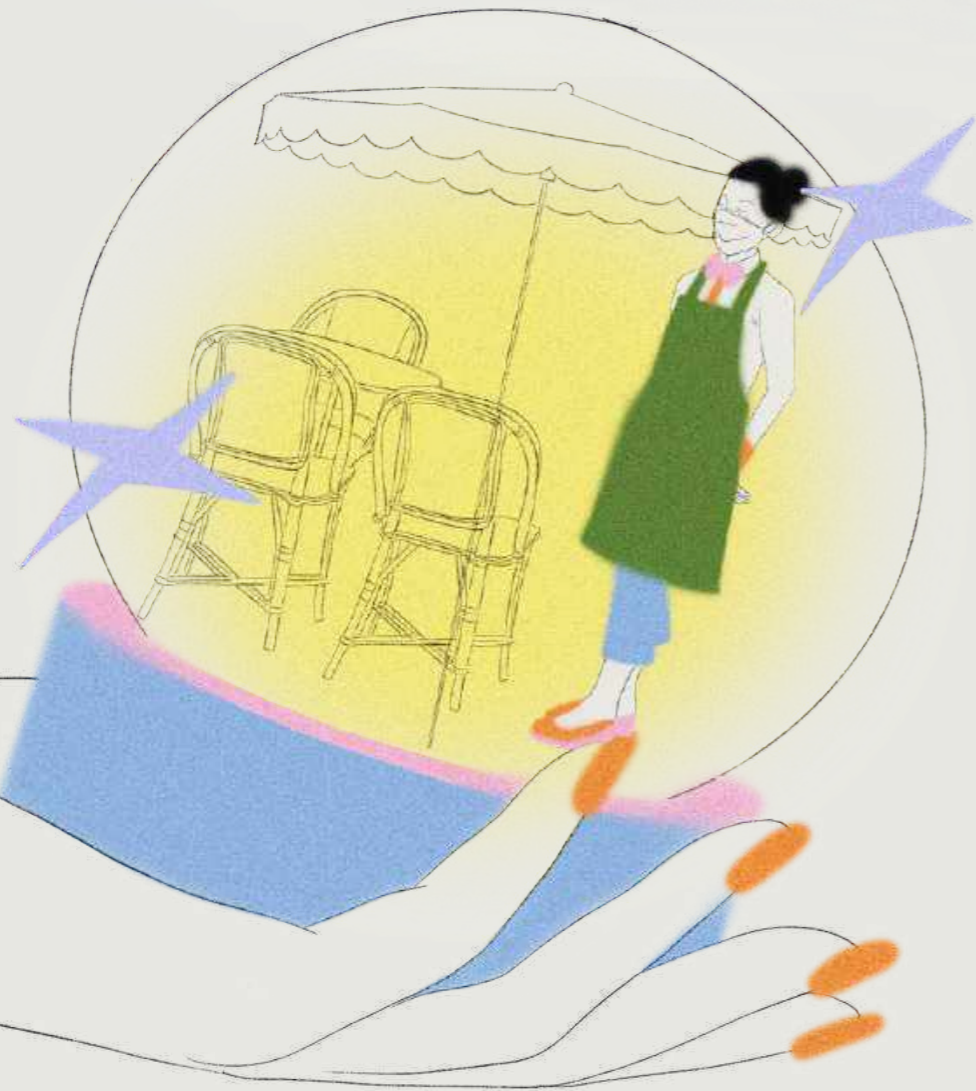
“Talk to staff. Keep in touch with how they are going mentally.”

“Offer more flexible work that allows for employees to have more balanced work.”

“I’d like to keep working from home so I have more time to work on my health.”

# Career health and the

INSIGHT → 002



Covid-19 has transformed the way we feel about work.

The pendulum has swung fast and hard in both directions. During the first lockdown, jobs and income were thrown into jeopardy. According to the [ABS](#), April 2020 reported a 6.2% unemployment rate. In January 2022, the unemployment rate [fell significantly to 4.2%](#), leaving us with one of the most candidate-short talent markets we've ever seen.

The response to this tumultuous period was The Great Resignation; the global phenomenon of workers quitting their jobs in search of something more.

In our [Employee Movement and Retention Report](#) (September 2021) we uncovered that 48% of employees in Australia were planning to seek a new role within the next 12 months. In this report, we're trying to dig deeper on how these decisions connect to a sense of satisfaction and fulfilment at work. Could a better understanding of occupational wellness stem this flow of resignations?

# Great Resignation

# How we think about work has changed

You know there's change on the horizon when → **36%** of workers agree that Covid-19 has decreased the importance that they put on their career.

We're less focused on our careers, despite having generally positive sentiments around our workplaces. 72% of employees believe that their workplace accepts them for who they are, 63% feel that they can effectively set personal boundaries at work, and 61% of workers feel valued and appreciated for the work that they do.

This could suggest that, while awareness around workplace culture and employee experience is improving, many employees are still questioning the role that work plays in their lives. They could be looking to move industries, seek a remote role or try a different kind of working model. What once seemed a change for the too-hard-basket, now seems very achievable thanks to remote work.

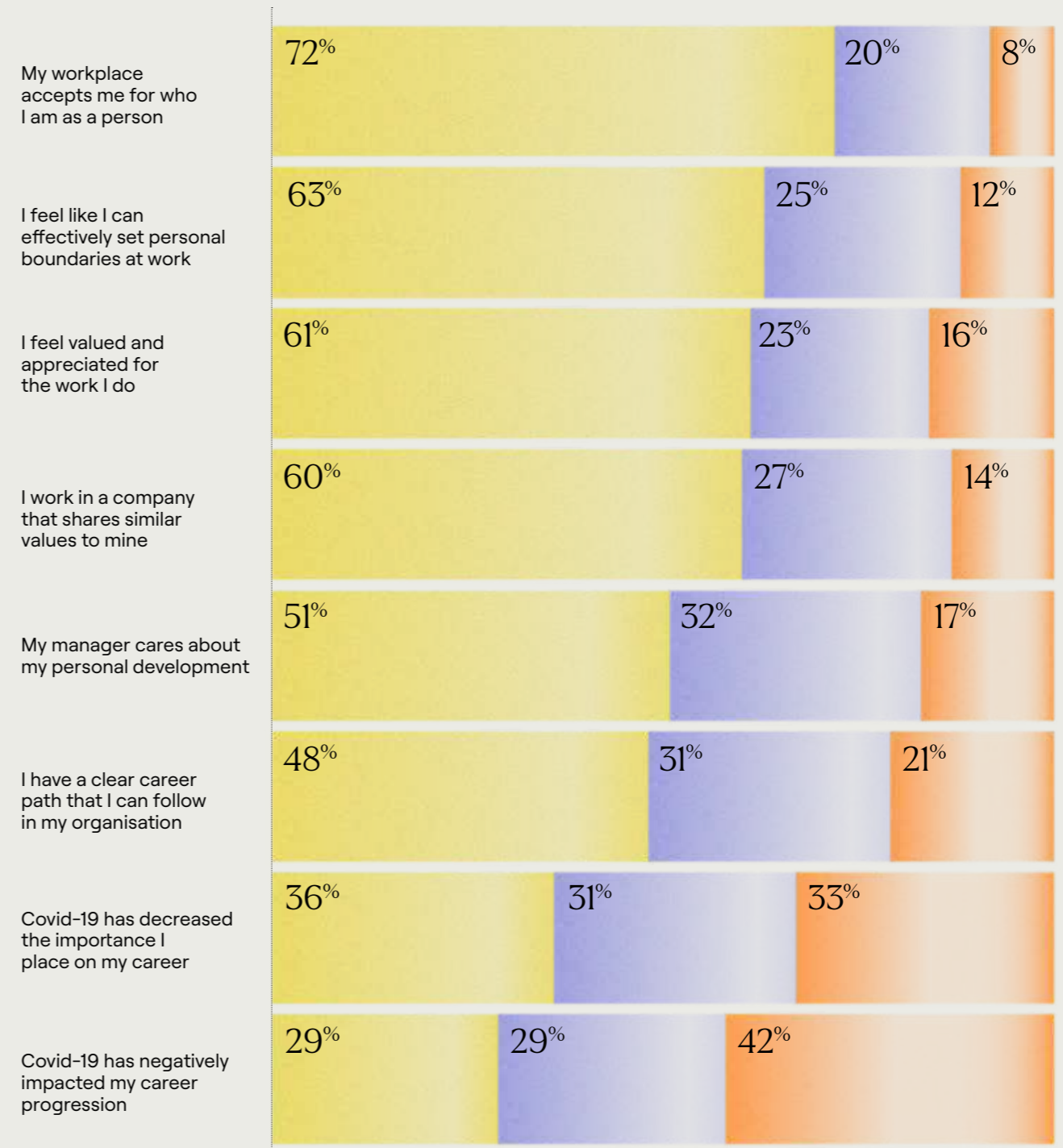
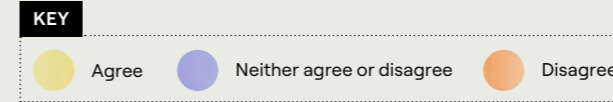
It's also worth asking the question; does a reduced level of importance placed on career necessarily mean a decrease in performance at work? Could a more balanced approach to personal and professional life actually lead to better productivity, ideas and output?

## Covid-19 & career impacts

Across respondents, 29% overall felt that their career had been negatively impacted by the pandemic. 29% neither agreed nor disagreed, and 42% disagreed with this statement.

We know that many industries were hard hit by the pandemic – and these results show it. Whether it was redundancies or reduced hours, the working lives of many Australian workers were turned upside down. However, as the [unemployment rate](#) remains low, we can safely assume that the country and our employees are bouncing back.

Q → Please select your level of agreement with the following statements:



# How can workplaces improve career health?

An occupationally healthy person is one that feels content and fulfilled by their professional life. Their personal values align with their workplace's values, their employer actively invests in their development, they feel valued for their contribution and they can be their authentic self in the workplace.

You can improve career health for your employees by;

- **Creating a flexible development and coaching strategy.** You can do this by using tools like Learning Management Systems, one-on-one meetings, mentorship programs, career pathways and external learning opportunities. [Download our Guide to Coaching.](#)
- **Strongly articulating your company's mission and values.** Without a mission, employees won't know what they're ultimately working towards, making it harder to find meaning in the everyday. Values set a tone for the company's culture and give guidance when making decisions. [Learn more about company values.](#)
- **Rewarding and recognising your team for great work.** Teams need to feel appreciated for the work they do, and the best way to make sure this happens is to create structured programs for both top-down and peer-to-peer recognition. [Download our Ultimate Guide to Recognition.](#)
- **Setting clear and achievable goals.** It's so much easier to stay motivated when you're moving towards a clear objective. Goals should be ambitious, but clear and achievable. [Explore the leading goal-setting framework Objectives and Key Results \(OKRs\).](#)

# Mission and values in action

If you'd like to see a company's mission and values in action, allow us to share ours.

The Employment Hero team is driven by one mission;

→ **To make employment easier and more valuable for everyone.**

Five values guide our work;

1. **We serve:** We believe in a better future of work. We recognise human needs and work hard to create solutions that change life for the better.
2. **We are one team:** We know we're at our best when we work together. We champion diverse personalities, talents and skills.
3. **We are bold and ambitious:** We challenge prevailing assumptions and question industry norms. We're always looking for a better way.
4. **We invent:** We're inventors, creating solutions that bring about meaningful change. We break things, take risks and push higher in search of big ideas.
5. **Own it:** We take ownership of delivering our personal best every day. We don't always have the answers, but we own the problem and back ourselves to find a solution.

# Financial health &



## INSIGHT → 003

Are you finding that everyday life is more expensive these days? It's because everything is on the up – annual inflation has risen 3.5% last year. Not to mention other factors at play like staff shortages, supply chain issues and the rising cost of fuel – it's no surprise the cost of living has skyrocketed.

With → 56% of workers already feeling stressed about money, it's clear to see that this will be one of the biggest threats to employee wellness this year.

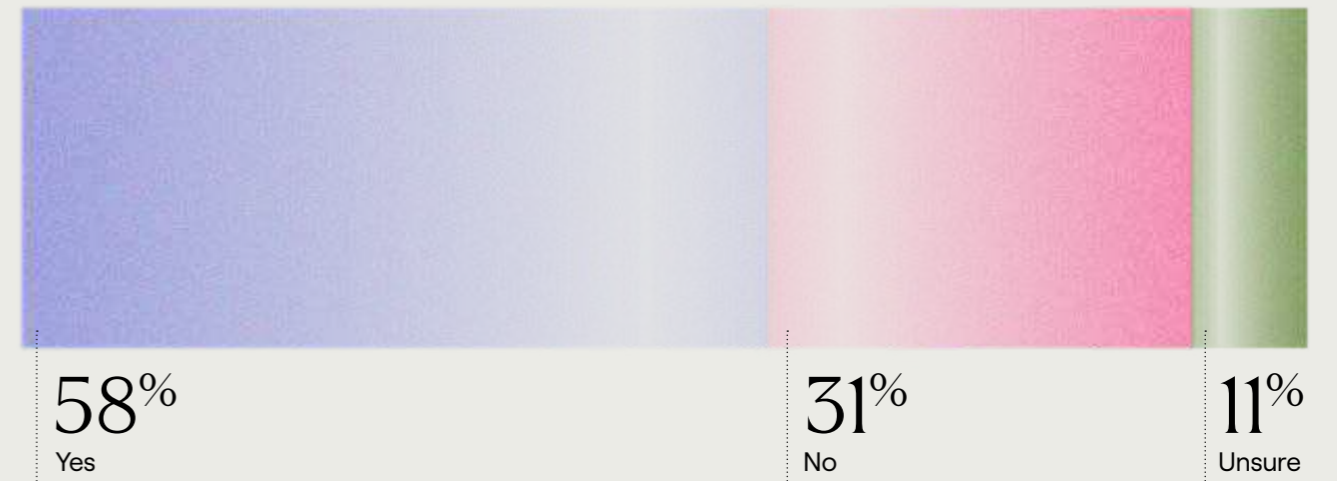
# a fluctuating market

# Perceptions of fair pay

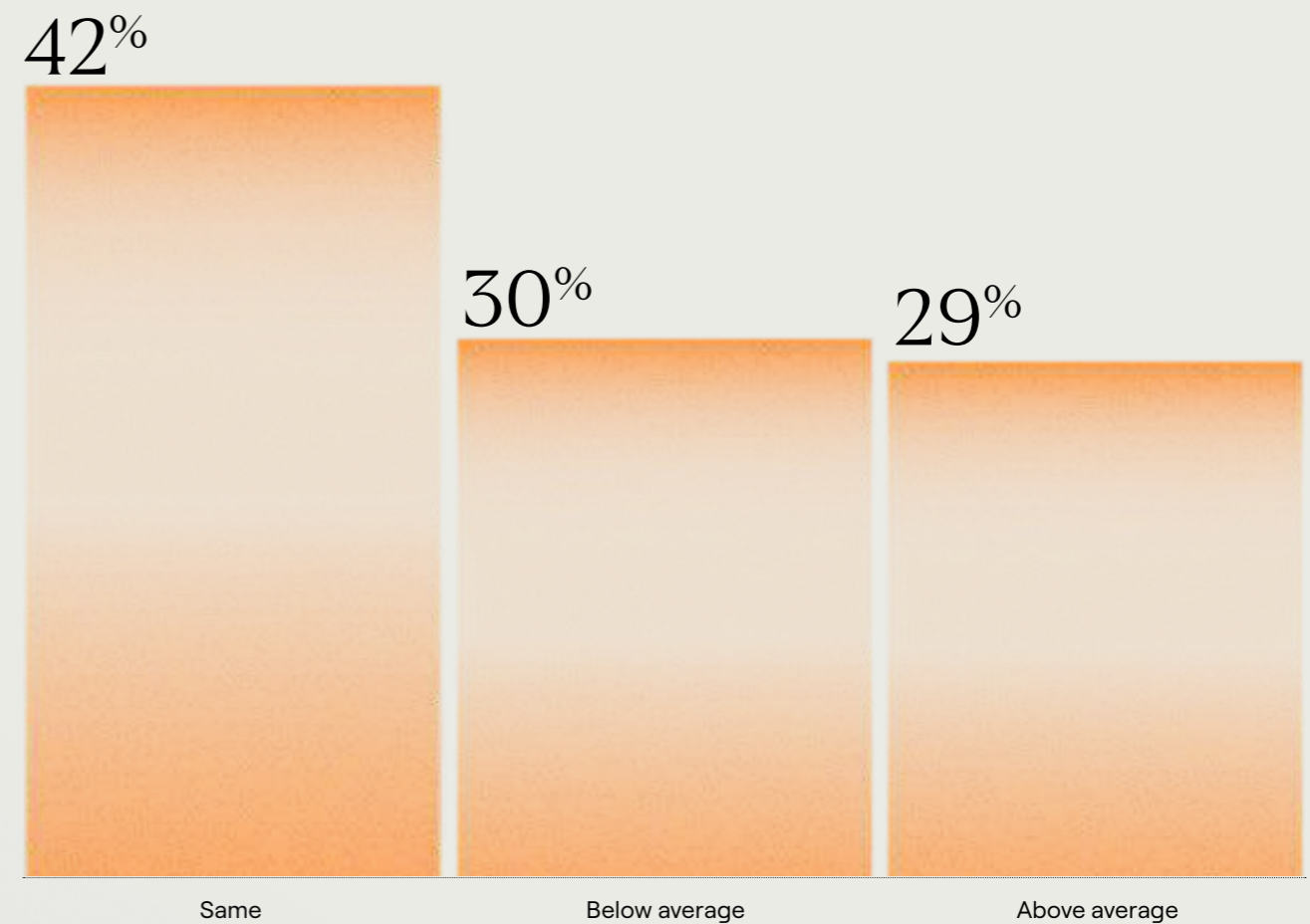
We asked our survey respondents a tricky related question; do they feel fairly paid for the work that they do? While → 58% said yes, a significant → 31% said no. And when comparing themselves to the average Australian worker, 42% felt that their pay was within average standards.

While the gender pay gap *remains significant*, it's no surprise that women were 10% more likely to disagree that they were paid fairly for work, and 14% more likely to say that their pay was below average.

Q → Do you feel fairly paid for your work?



Q → Compared to the average Australian worker your pay is...



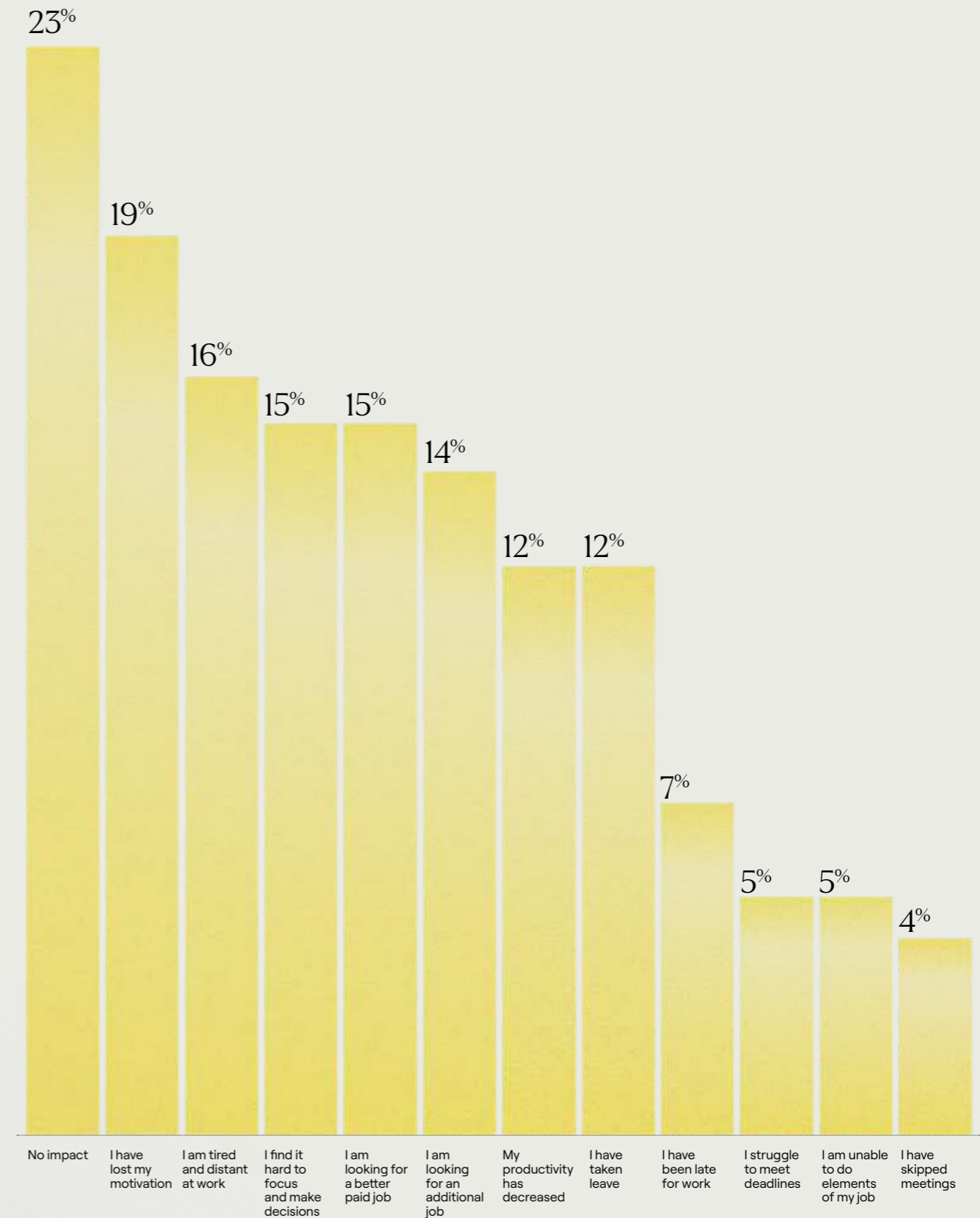
# Financial stress and the workplace

When we think about stress during the workday, we generally attribute it to workloads, priorities and deadlines. But could financial stress be a forgotten source of this discomfort?

Financial stress is one of the most subtle types of anxiety. It has the uncanny ability to seep into every part of an individual's life; if it's the number one cause of [relationship stress for Aussies](#), it's no surprise that it's on employees' minds at work.

19% of employees claimed to have lost their motivation at work due to financial stress, 16% claimed it had made them feel tired and distant, and 15% said that stress around money had them seeking a better paid job. 23% said that financial stress did not have an impact on their working life.

Q → How is your happiness at work impacted by financial worries?  
Choose three that are most relevant to you.



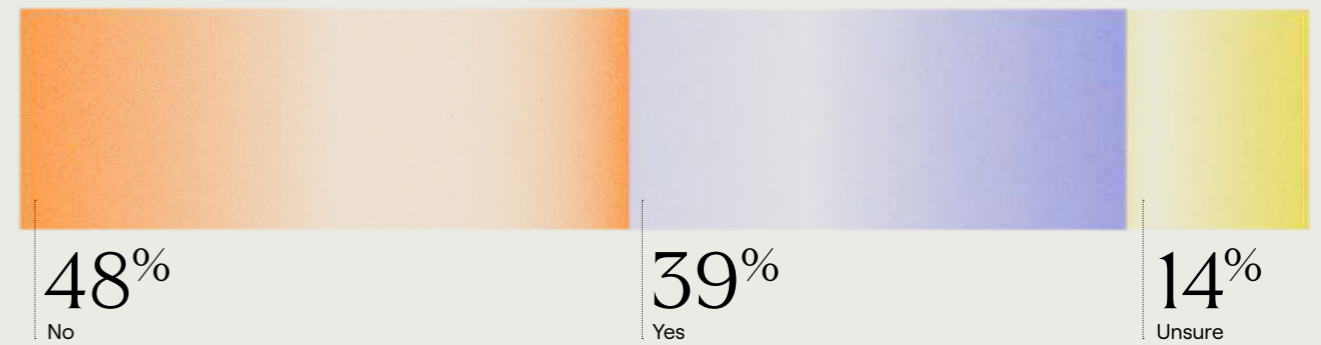
# How can employers help?

Money remains to be a taboo topic of discussion, especially in the workplace. Just under half of workers (48%) are uncomfortable when it comes to discussing their finances with their employer. 14% of employees are unsure, and only 39% are comfortable initiating the discussion.

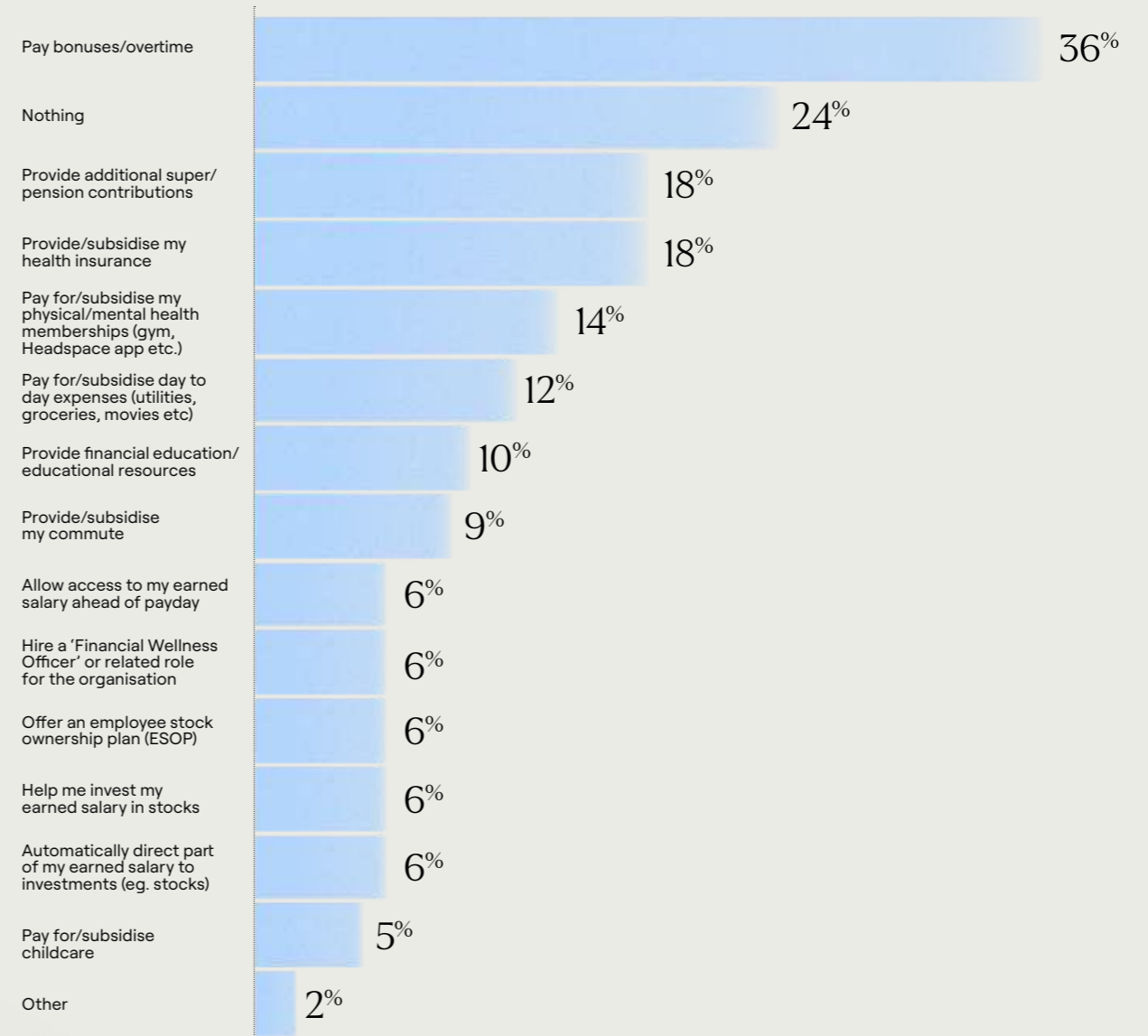
Despite this, employees are looking for their employers to support their financial wellbeing in a number of ways. 36% of workers would like their employers to help towards their financial wellbeing through paid bonuses or overtime. 18% would like free/subsidised health insurance, 18% would like additional superannuation contributions, and 24% said they require nothing beyond salary.

Interestingly, younger employees were more likely to select multiple forms of financial benefits – especially when it comes to salary flexibility and investments. Those aged 18-24 were 102% more likely to want their employer to provide educational resources. This age group was also 97% more likely to want their employers help in investing their salary into stocks and 119% more likely to want their employer to direct a portion of their pay to these endeavours.

Q → Do you feel comfortable discussing your finances with your employer?



Q → How would you like your employer to further support your financial wellness, beyond salary? Please select up to three.



# Financial education in the workplace

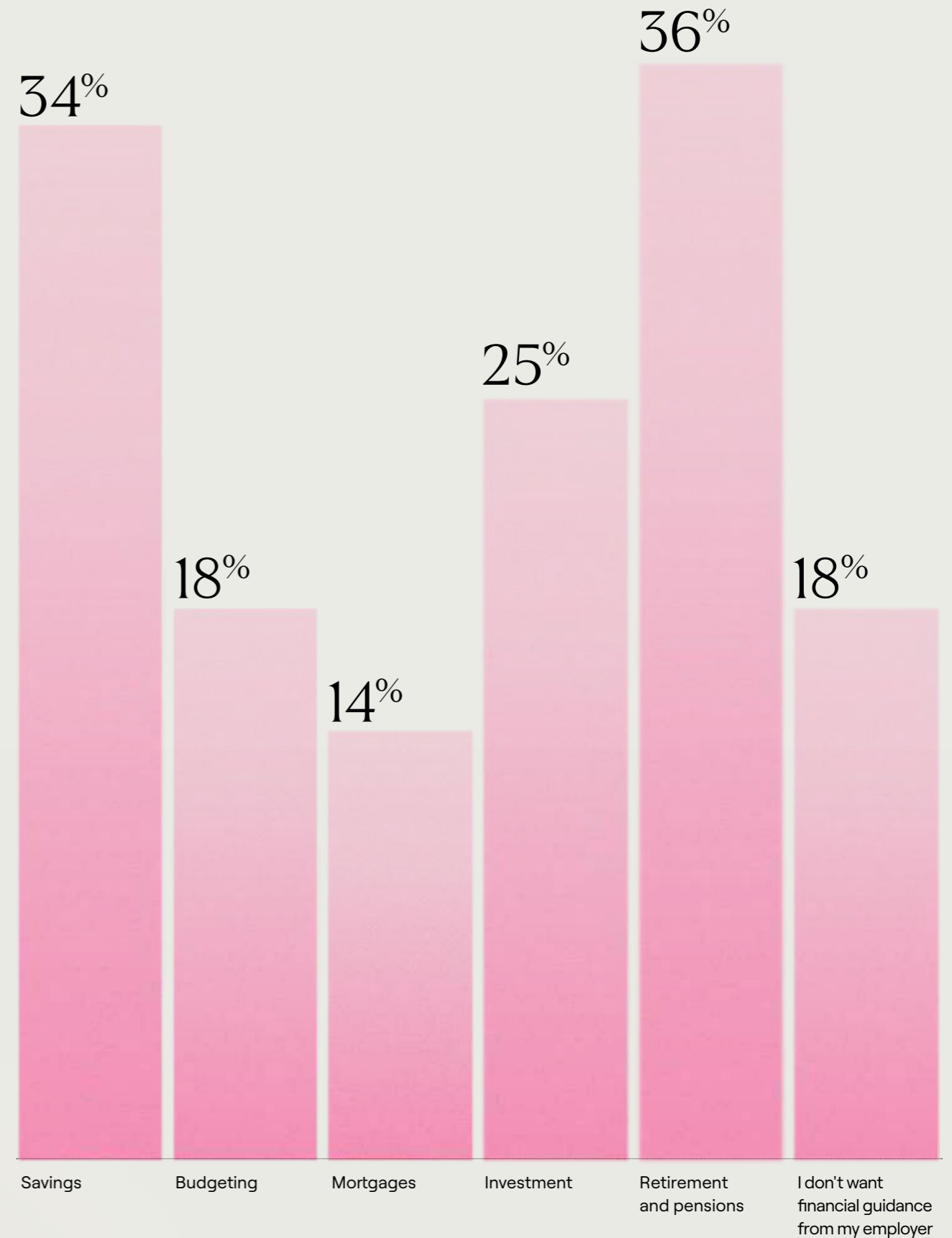
While financial incentives are at the top of employees' lists for support, they are also seeking financial education in a number of areas.

In Australia, we're a future-minded population. 36% of employees are looking for guidance on retirement and pensions, and 34% would like to learn more about savings. 25% are seeking more information about investing.

If we take a snapshot of the younger generation, those aged 18-24 were 102% more likely to want their employers' assistance about budgeting, 92% more likely to want assistance with savings and 61% more likely to want assistance with investing.

On the other end of the scale, those aged 65+ were 111% more likely to not want financial support from their employer, showing that they may already have access to the information they need.

Q → How would you like your employer to assist you with financial guidance?



# In their own words...

Q → If your organisation could do one thing to help improve your wellness in the next six months, what should it be?

“Provide subsidies for massage, health therapy, physio or some kind of health benefit for staff.”

“More staff development opportunities.”

“Increase the budget for mental health care.”

“Provide perks such as company wide lunch days once a month.”

“Increase my pay.”

# Are we supporting

INSIGHT → 004

When employers are considering their wellness plans, it's important to consider the different needs of groups in your workforce. In our survey, we explored the needs of working parents.

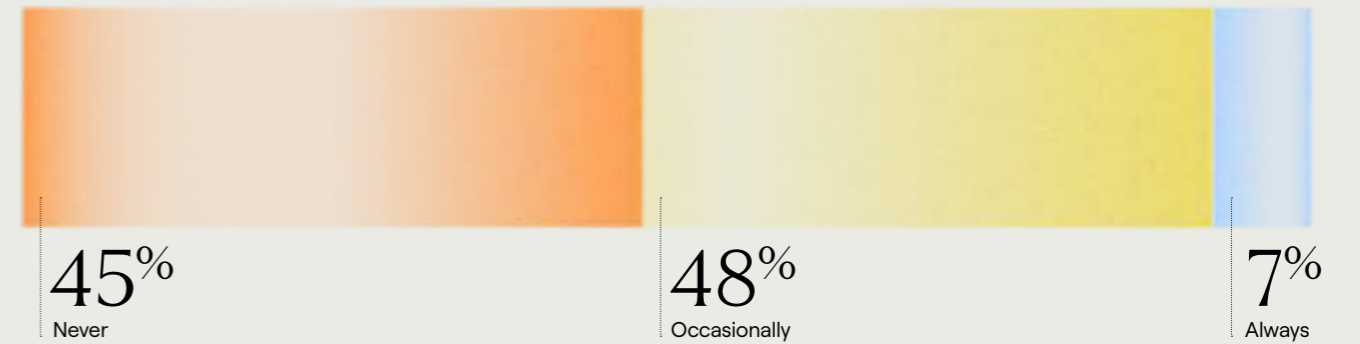
According to [ABS](#), there were 7.3 million families in Australia in June 2021. The majority (69.9%) of couple families with dependants had both parents employed, and those in one parent families with dependants, 61.3% of single mothers were employed compared with 75.8% of single fathers.

# working parents?

# Support at home

Working parents are pulling off the ultimate balancing act, and they're doing a lot without external support; whether that be from family members, a nanny or a community network. Excluding partner support, 45% of surveyed working parents said they never had help at home, while another 48% had help occasionally. Only 7% said they always had help available.

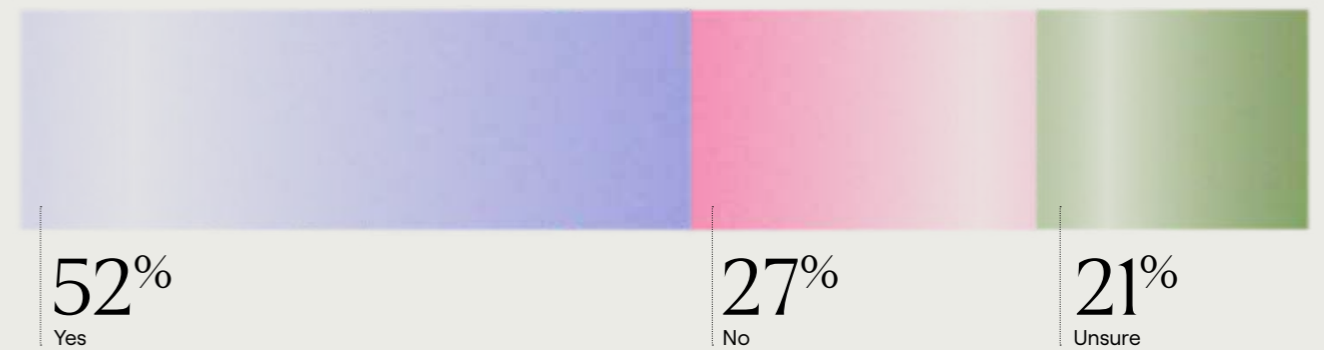
Q → In addition to yourself/partner, do you receive any help with your children at home?



# Opportunities and career development

When it comes to career health for working parents, we received varied responses. Just over half (52%) of parents agreed they had the same level of career opportunities compared to non-parents. However, 27% of working parents did not feel that they had been given equal opportunities. This highlights that while things have improved over the years, there's still room for improvement.

Q → Do you feel you have the same career opportunities as non parents in your organisation?

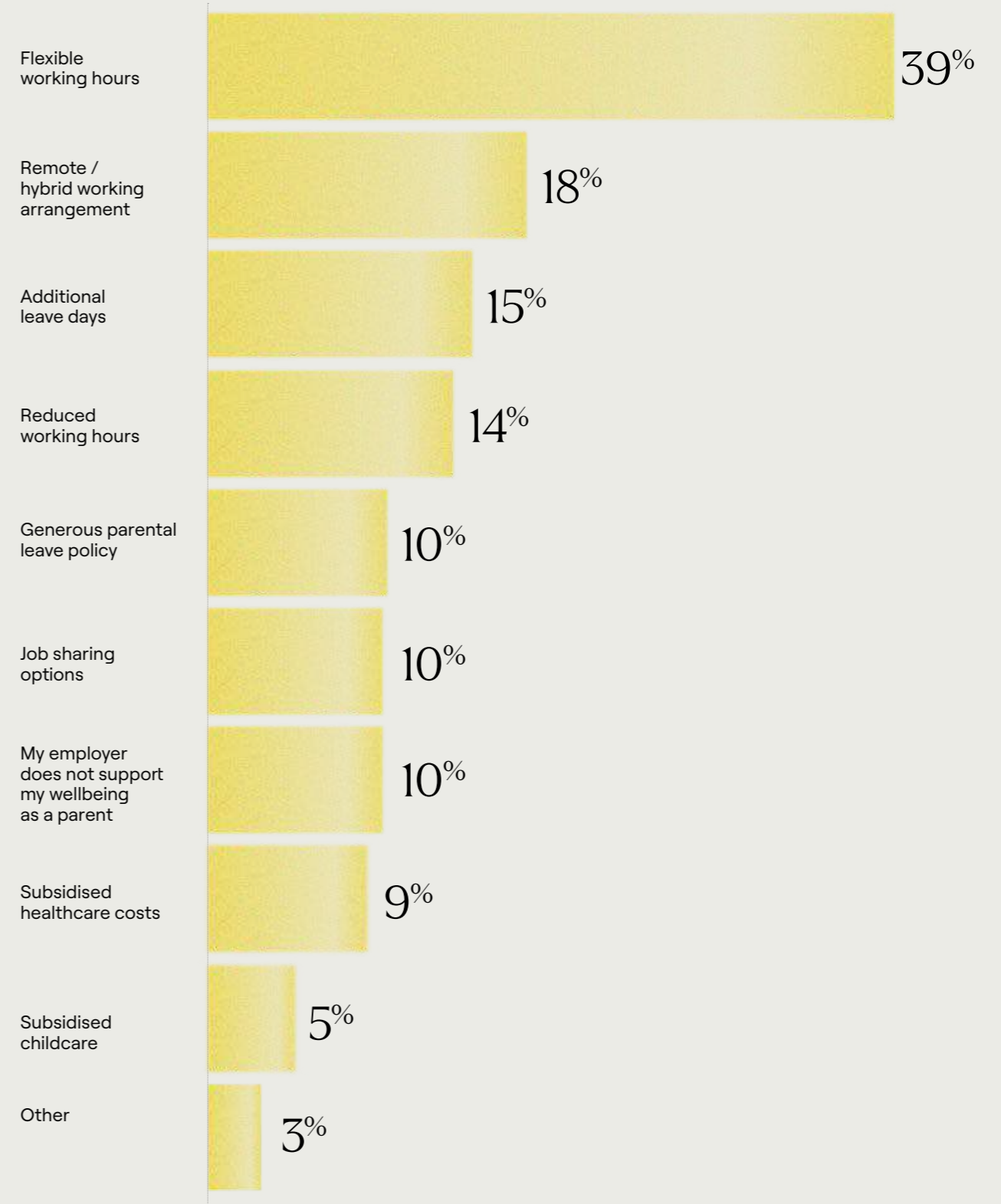


# Employer parental support

A significant portion of employers are coming to the table with help for their working parents. → **39%** of working parents were employed by companies that supported them with flexible working arrangements, and a further 18% were employed by companies that offered remote or hybrid working arrangements.

10% stated that their employers did not support their wellbeing as a working parent, meaning that there's still more work to be done when it comes to supporting working parents.

Q → How does your employer currently support your wellbeing as a parent?  
Please select all that apply.



# In their own words...

Q → What can employers do more of to help parents?

“More personal leave to take of sick kids.”

“Paid paternity leave.”

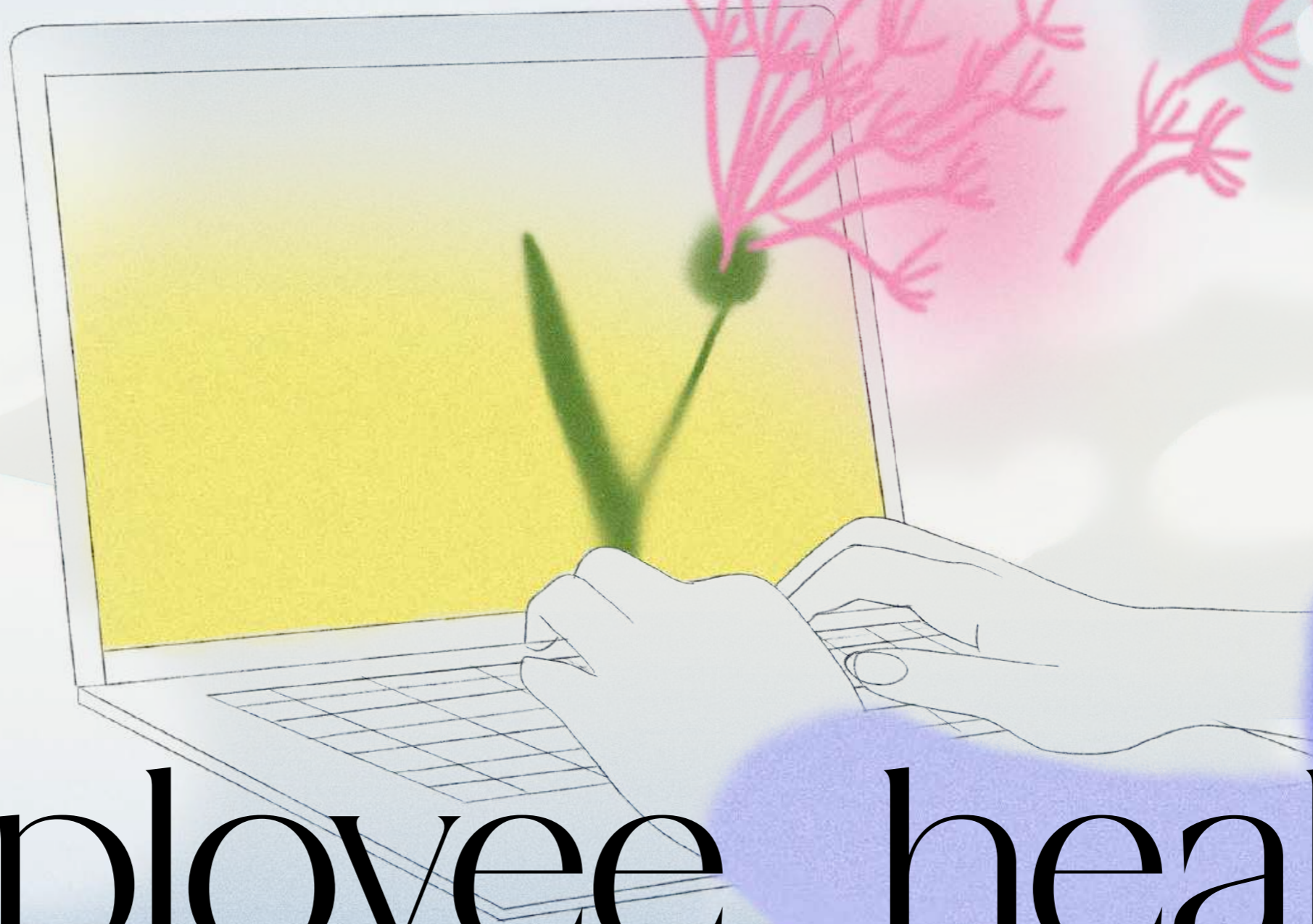
“Flexible working hours.”

“Be more understanding when I need to take time off for my child.”

“Providing subsidised childcare and offering additional paid leave.”

“Greater flexibility with start/finish times and the ability for some hours to be done at home.”

# The big picture on



# employee health

# The big picture on employee health

Throughout this report, we've explored the experiences of employee wellbeing during one of the most unique periods of our time. By uncovering these issues, we hope to help businesses better care for their teams and create better workplaces.

When we zoom out to a general view of workplace wellness, it's clear that Australian businesses are heading in the right direction, even if there still is progress to be made.

What's encouraging is that 52% of employees rated their employer's commitment to improving overall wellbeing as good, while only 15% rated it as poor. This shows that although many states in the country endured some of the longest and most strict lockdowns in the world, employers were still focused on their team throughout these trying times.

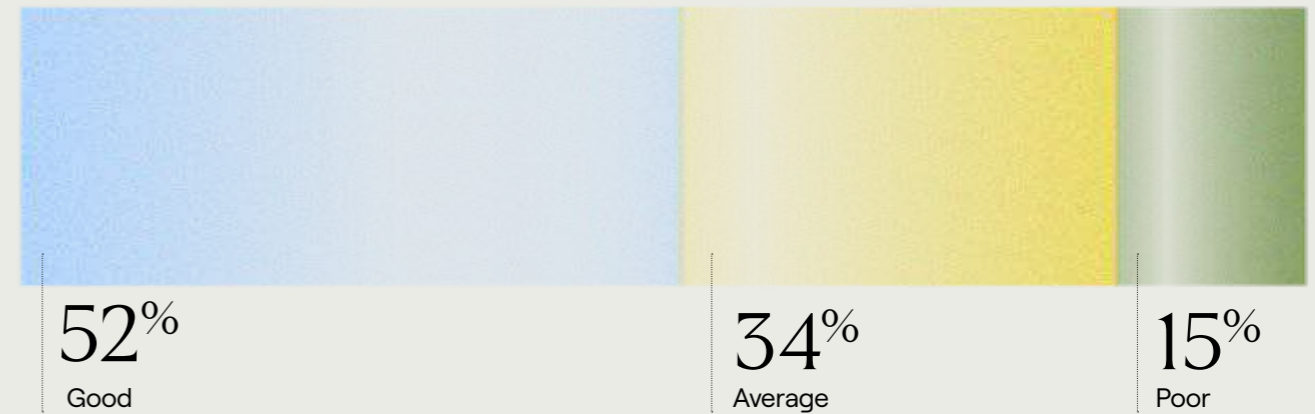
If we focus in on specific areas of wellness, we can see some similar trends emerging. 45% of employees rated their employers' commitment to mental health as good, and 27% rated it as poor. When it came to financial wellbeing, 40% rated their employers' commitment as good and 26% rated it as poor. When it comes to career progression, 42% rated their employers' commitment as good and 25% rated it as poor.

While these results are encouraging, there is still room for improvement. Remember, employees who feel supported in their wellbeing are more likely to be **positive and productive** in the workplace – something that all employers should be aiming to consistently achieve.

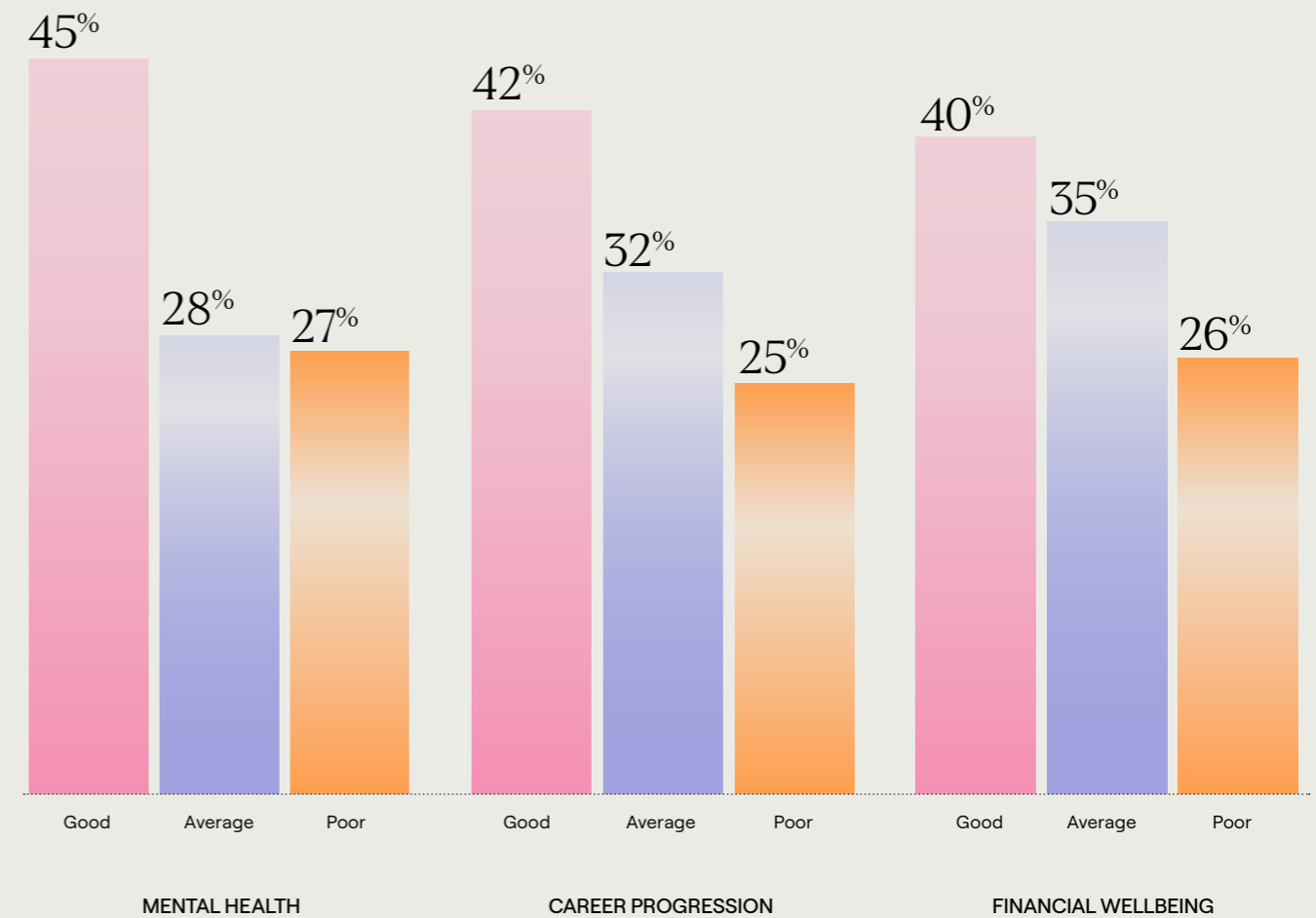
But it's not just job satisfaction that's driving the need to support employee wellness. Future-thinking employers know that for a peak performing team, employee wellbeing has to be above average. High-growth and resilient businesses are created by healthy and inspired employees, who are given the environment to do their best work. The data in this report confirms that these teams are more likely to be productive, present and loyal.

→ So... how will you boost your team's wellbeing in 2022?

Q → How would you rate your employer's commitment to improving wellness for employees?



Q → Rate your employer's commitment to improving...



# About Employment Hero

Employment Hero is the smarter way to manage people, payroll and productivity for SMEs with big ambitions. Employment Hero empowers SMEs by providing automated solutions to help launch them on the path to success by powering more productivity every day.

Employment Hero is launching employers toward their goals, powering more productive teams and taking employment to rewarding new heights.

Join over 80,000 SMEs and 750,000 employees around the world using Employment Hero

Our features include:

- Recognition
- Shout Outs (Peer to peer recognition)
- Policy templates
- Letter templates
- Applicant tracking system
- Employee happiness scores
- Feedback
- 1:1s
- Performance reviews
- Learning management system (LMS)
- OKRs (Objectives and Key Results)
- Custom surveys
- And so much more...

For more information on how we can help transform your business, [book a demo today.](#)

# Survey demographics & methodology

# Methodology

The findings in this report have been determined from a survey organised by Employment Hero.

The 11 minute online quantitative survey was deployed using the Glow Survey platform, and survey responses were collected from the national research panel Dynata.

To complete the survey, respondents had to be employed in any capacity (full time, part time, casual) and not own the business they worked in.

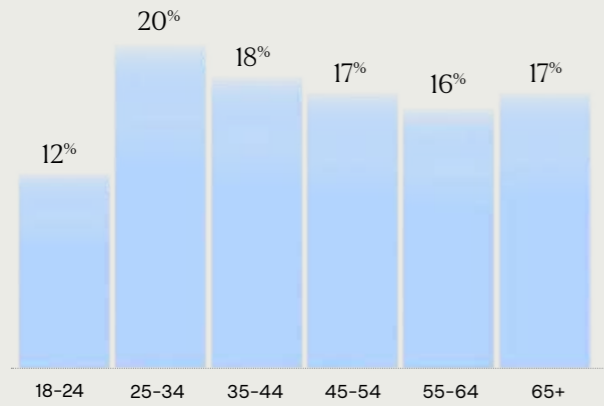
The survey was deployed using nationally representative quotas for age, gender and location, but no active quotas were placed on the number of completed surveys.

In total there were 1,007 survey participants. There were 307 working parents surveyed, making up 30.4% of the overall sample.

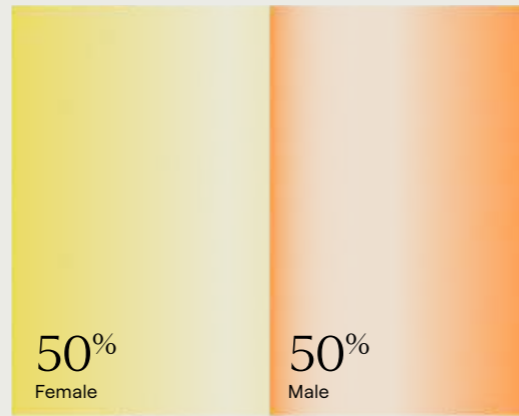
The survey collected responses between the 13th of February 2022 and the 25th of February 2022.

# Demographics

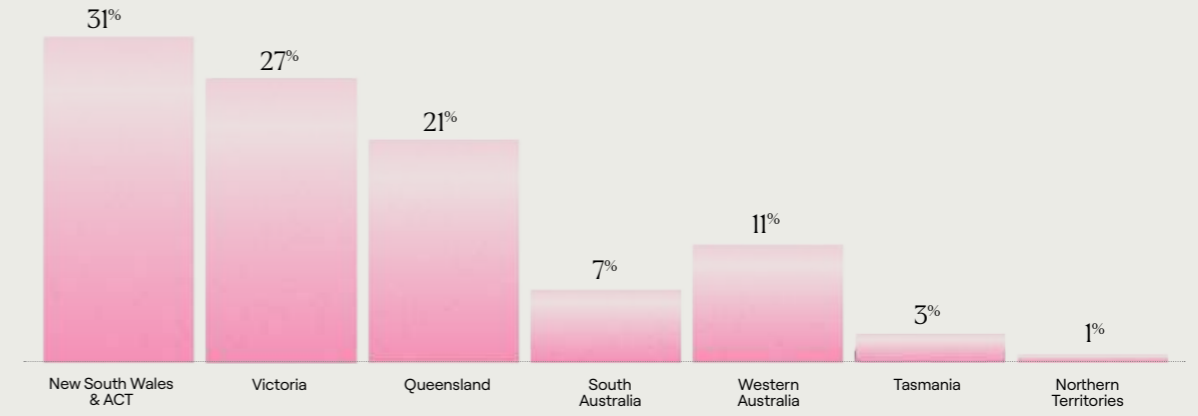
Age of respondents



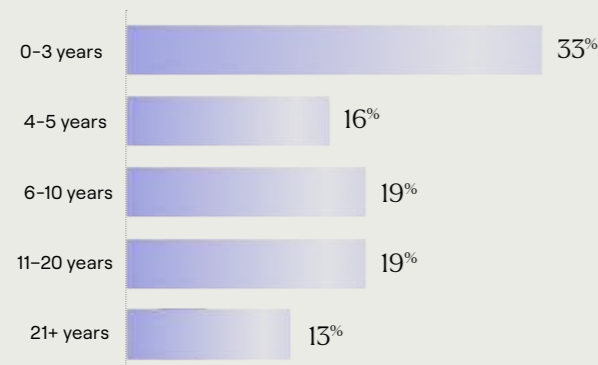
Gender of respondents



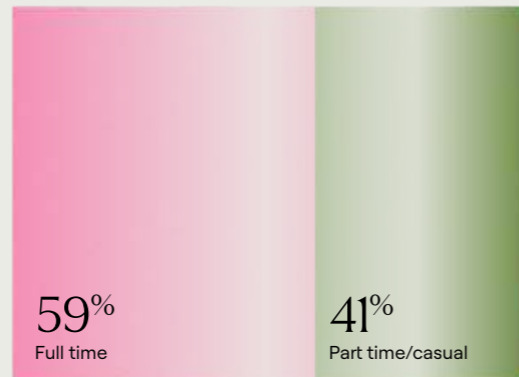
Location of respondents



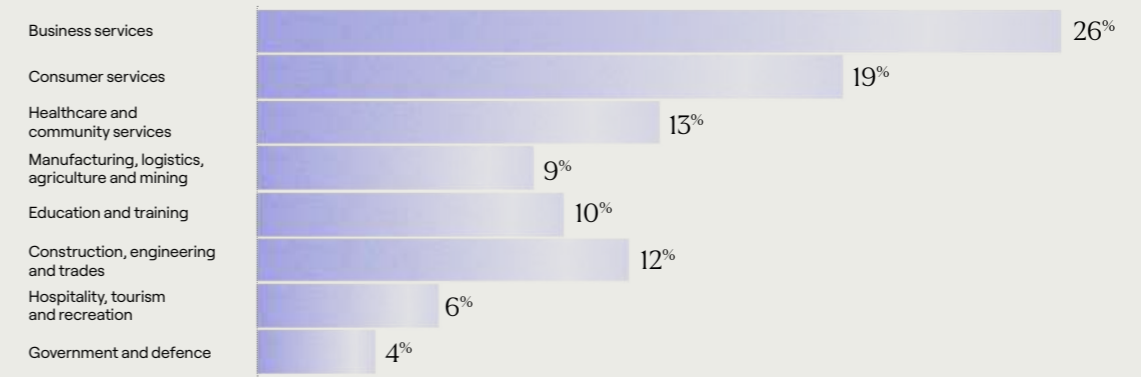
Tenure in organisation



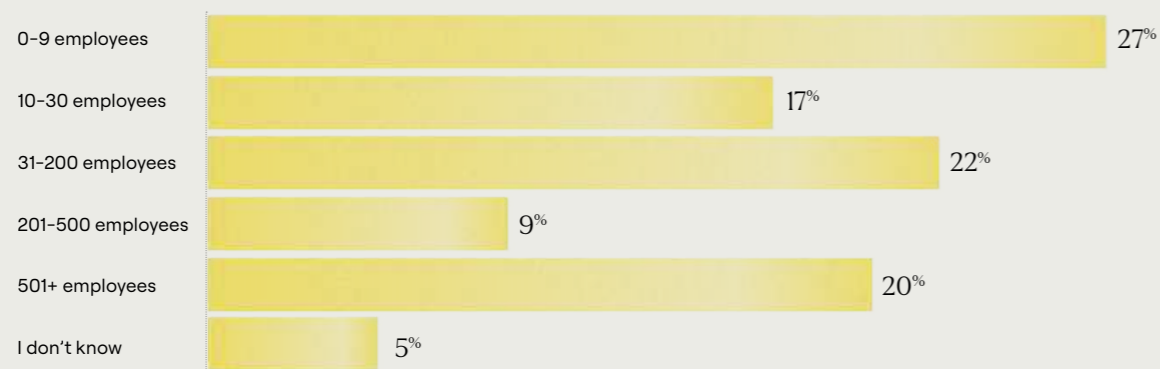
Work status of respondents



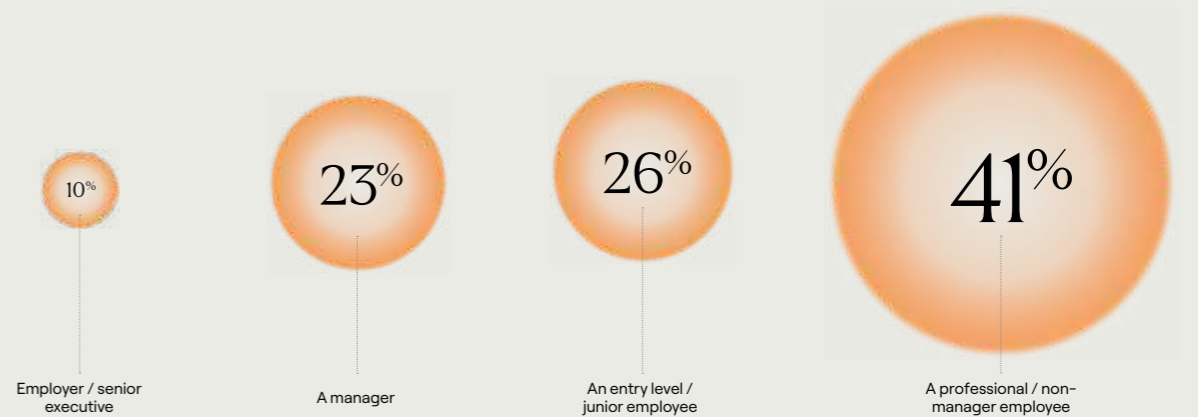
Industry of respondents



Organisation size that respondents are employed by



Professional seniority of respondents





employmenthero