



nib Panel Discussion

Productivity and new ways of working

Workplace Wellbeing Survey 2022



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The Great Resignation

1 in 4
Employees'

intend to change jobs in the next 12 months - despite not necessarily being unhappy.



When changing jobs employees are looking for:

78%

flexible working hours/hybrid working, including working from office/home.



74%

career development strategy that links to a recognition and rewards programme.



57%
of Employees'

think health insurance is a key benefit when considering changing jobs.

Work and your Wellbeing

Understaffing has the biggest impact on workplace wellbeing.

63%
of Employees'

wellbeing is impacted by not having enough staff at their workplace.



In the last 3 months, as a result of work:

91%

of employees have experienced negative physical effects including fatigue, problems sleeping and headaches.



87%

of employees have experienced negative emotional impacts including irritability, anxiety and excessive worrying.

Almost 1/2
of *HR Influencers'
(n=405)

think offering private health insurance would help staff who have taken extended sick leave get back to work faster.



Proactive approach to Wellbeing

65%

of those likely to stay in their job, work for businesses that are proactive to wellbeing.



52%

of employees think their company is proactive when it comes to wellbeing.



8 in 10
*HR Influencers'
(n=386)

intend to invest in wellbeing benefits in the next 12 months.



Healthy employees mean healthy business. Get in touch to start the conversation about the wellbeing of your team: health.nib.co.nz/business | grouphealth@nib.co.nz | 0800 287 642

1,205 respondents from frontline staff, middle management and senior management across small, medium, and large businesses took part in this survey between 31 May - 21 June 2022.

*HR Influencers are those with sole or joint responsibility for the development of HR policies and procedures.

A woman with long brown hair, wearing a blue jacket and a grey patterned scarf, is looking down at a newspaper she is holding. She is in a cafe or shop, with a camera on a counter in the foreground and blurred background elements like shelves and lights.

GROW THE FINANCIAL CONFIDENCE AND WELLBEING OF NEW ZEALANDERS

FSC.

Trends in financial wellbeing

Source: *Financial resilience trends in NZ*. FSC, September 2022.



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