



Vitality at Work Business

Boosting health, wellbeing and productivity,
no matter where your workforce is.



Bringing the benefits of workplace wellbeing to your employees, for just £7.50 per employee per month.

A healthier, happier workforce is a more productive one.

Research from Britain's Healthiest Workplace* has shown that healthier employees on average benefit from 25 days' additional productivity per year, compared to their unhealthier counterparts.

Vitality at Work Business helps you address some of the leading causes of workplace absence, as well as offering many proven health and wellbeing benefits of the Vitality Programme to more of your employees - not just those covered on Vitality Private Medical Insurance.

By rewarding positive lifestyle choices too, Vitality at Work Business will also help to keep employees healthy, happy and more engaged at work, no matter where they work.

Employee productivity loss is at record levels

50
productive days

are lost per year,
per employee.

10%
Absenteeism

Being away from work as a
result of health-related issues.

90%
Presenteeism

Being present at work but
not performing productively.

An overview

Treatment services



Vitality GP consultations, plus up to £100 towards private prescriptions and minor diagnostic tests



Mental health treatment, including Cognitive Behavioural Therapy and counselling



Full cover for physiotherapy through a network of over 5,000 physiotherapists around the UK

Health and wellbeing services



Vitality Healthchecks and 50% or 100% off with Bluecrest screenings



40% discount on gym membership fees



Twelve months subscription with Headspace



Discounts on wearables with Garmin, Polar, Withings, Samsung and Fitbit and 25% discount on running shoes from Runners Need



Up to 25% off selected bikes or Turbo e-Bikes from Specialized when your employees reach Silver Vitality status and 25% off selected accessories when bought at the same time

Rewards



50% off a handcrafted drink, or a delicious innocent smoothie at Caffè Nero each week



10% off hotel bookings with Expedia



£5 off Mindful Chef every week

* Source: Britain's Healthiest Workplace data 2023.

What's included with Vitality at Work Business?

For a simple, flat fee - with no underwriting needed - Vitality at Work Business gives your employees fast access to a private virtual GP, physiotherapy services and a range of mental health support. It also gives you the chance to offer many health and wellbeing benefits of the Vitality Programme to more of your workforce.

Treatment services

Vitality GP

Unlimited virtual GP consultations within 48 hours (subject to fair usage). Vitality GPs can refer your employees for the most appropriate eligible treatment, meaning they often won't have to make an additional call or online claim.

Up to £100 allowance for private prescriptions and minor diagnostics. Includes blood test service, carried out by qualified nurses in your employees' home or designated work address.

Priority Physio

Full cover for treatment from our approved physiotherapists, with no GP referral required. Plus, access to 24/7 virtual physiotherapy support is also available through our partner Ascenti Reach.

Includes 5,700 in-network physiotherapists at over 1,800 locations across the UK, from providers such as IPRS and Ascenti.



Mental health treatment and support

Talking Therapies - mental health treatment including CBT and counselling

Includes up to eight Cognitive Behavioural Therapy or counselling sessions per employee per plan year, when treatment is agreed as clinically appropriate and arranged through our mental health panel.

Headspace and Togetherall

Employees can earn Vitality points for mindful activity with Headspace, along with a twelve months subscription. Togetherall is an award-winning online mental health service, to provide 24/7 support.

Employee Assistance Programme (when selected for all members on the Business Healthcare plan)

Your employees get access to debt counselling, legal and financial advice through our 24-hour helpline, and up to six confidential, face-to-face counselling sessions per year. Unlimited access to a confidential telephone advice service, 24 hours a day, 365 days a year*.

No underwriting, no exclusions for pre-existing medical conditions and no excess. Premiums are not age, area or occupation related.

There is no cover for hospital treatment, cancer treatment or consultant's fees. This cover is available on Business Healthcare Private Medical Insurance plans.

* Please refer to page 7 for important information.

The Vitality Programme

Included in your Vitality at Work Business plan, our scientifically developed three-step programme is proven to make your employees healthier.

1 Understand your health

Health assessment service

- Vitality Age and online Health Review
- Vitality Healthchecks (one included per plan year. Any extra checks cost £15)
- Up to 50% or 100% off with Bluecrest screenings¹.

2 Get healthier

Access to discounts for a healthy lifestyle

- 75% off Champneys Spa breaks and Spa Days and 25% off products²
- 40% discount on gym membership fees. A joining fee will apply³
- 25% discount on running shoes from Runners Need⁴
- Six months Premium membership with WeightWatchers for £30
- Twelve months subscription with Headspace⁵
- Access to Allen Carr's Easyway to Stop Smoking programme
- Up to:
 - 36% off Fitbit devices
 - 20% off Withings devices
 - 15% off Samsung devices⁶
- Access to SuperCarers 'CareSolved' service, and discount on first £1,000 of care
- Discounts at the Vitality Nike store
- Up to 25% off selected bikes or Turbo e-Bikes from Specialized when your employees reach Silver Vitality status and 25% off selected accessories when bought at the same time⁷.

3 Be rewarded

Incentives to engage with the Vitality Programme

- 50% off a weekly handcrafted drink, or a delicious innocent smoothie at Caffè Nero⁸
- 10% off hotel bookings with Expedia⁹
- £5 off Mindful Chef every week¹⁰.

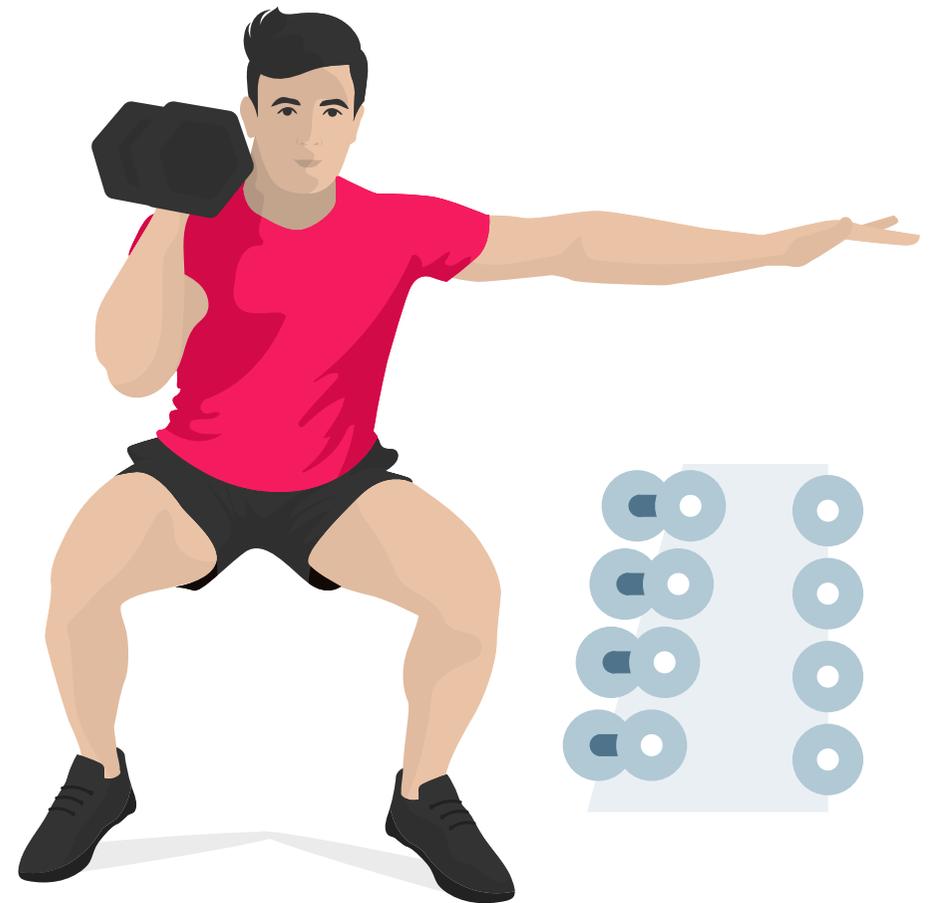
Some of our partners



The Vitality Programme terms and conditions

Details correct as at January 2024. Further terms and conditions apply to all Vitality partners.

1. Members are allowed one discounted health assessment each plan year. Members aged 40 and over, with a Vitality Age Gap of five or more years are eligible for an Advanced health assessment at no cost to them. All other adult members on a plan can choose any of three Bluecrest health assessments at a discount of 50%.
2. Applies to one, two and three night Spa Stays and Spa Days. The discount applies to a one night stay only at Mottram Hall. Maximum of three bookings per plan year at Champneys Spa Resorts. Minimum four week booking period applies, subject to room availability. This offer does not apply to Eastwell Manor.
3. A joining fee of up to £75 will apply on certain memberships at selected Virgin Active gyms and all Nuffield Health Fitness and Wellbeing Centres and PureGyms. Each member can have one discounted gym membership at either Virgin Active, Nuffield Health or PureGym.
4. 25% off a pair of running shoes for each member, per plan year.
5. Employees can earn two Vitality points a day for 10 minutes (or more) of mindful activity, up to a maximum of six points a week using Headspace.
6. Each member can have one discounted Polar or Garmin device each plan year. This is in addition to one device each plan year from Fitbit, Withings, plus one Samsung smartwatch every 12 months. P&P charges may apply.
7. Your employees need to be Silver Vitality status or above and can use their discount on one new bike or Turbo e-Bike every 12 months even if they have more than one Vitality plan. Applies to full priced items and online only. Excludes S-Works, Tarmac, Roubaix, Shiv, Status, Stumpjumper EVO, Turbo Levo (Carbon) or Turbo Tero bikes. Delivery is currently to mainland Great Britain, Northern Ireland and the Isle of Wight only. Pick up in store is not available. 25% off accessories applies when bought with the new bike, otherwise a 15% discount will apply. The e-Bike range extender battery and any CO2-based product are not included.
8. Your employees will need to download the Caffè Nero app, link to Vitality and achieve 12 Vitality activity points each week.
9. Available on the first £750 of each prepaid booking on the net price only, excluding taxes and charges. Up to a maximum of four bookings per plan year depending on your employees' Vitality status.
10. A £45 minimum spend is needed for the discount to apply. Mindful Chef deliver to mainland Great Britain and Jersey and Guernsey. There are currently no deliveries to other UK islands or Northern Ireland.



Proven to make our members healthier

✓ Benefits for your employees

Helps your employees live a happier, healthier life. Gives your employees access to treatment, health and wellbeing services, to help you drive better long-term employee health outcomes.

Better health and wellbeing

Employees can access a Vitality Healthcheck and online Health Review. This helps them understand the impact of their lifestyle on their health and gives them a starting Vitality status. Employees can also access savings on gym membership, activity trackers, sports equipment, weight management and a smoking cessation programme which helps them form positive lifestyle habits.

Access to a range of partners and rewards

Your employees will be rewarded for reaching activity-based targets with 50% off a weekly Caffè Nero handcrafted drink, designed

to make it easier for employees to maintain healthy habits.

Treatment and support

When they need access to treatment, employees get unlimited Vitality GP consultations and physiotherapy, as well as eight Talking Therapy sessions and other mental health support.

Enhanced job satisfaction, productivity and performance

Our research** shows that the healthier and happier employees are, the more engaged and productive they are.

✓ Benefits for you

Vitality at Work helps you drive better employee productivity, engagement and performance.

Employee health and productivity

Our research** shows that employees who engage with Vitality have better health, productivity and performance outcomes. So broadening the reach of Vitality to all your employees drives wider benefits for your business.

Diagnostics and early intervention

Access to a Vitality GP, and up to £100 per plan year for minor diagnostic tests and prescriptions, help your employees get the treatment they need more quickly, reducing their time off work. Our online Health Review and Vitality Healthcheck help employees understand their health, too, so they can make better lifestyle choices. Employees also get access to physiotherapy services and mental health support - addressing the two main causes of employee absence.

Attract and retain top talent

Vitality at Work Business allows you to offer an affordable and attractive benefit to your employees, without having to offer full Private Medical Insurance.

Vitality in the workplace

Vitality empowers and inspires positive behavioural change within the workplace to build a healthier, more engaged and productive workforce by offering a suite of services and resources to your business.

The healthier your employees, the more cashback you can earn

With our Employer Cashback benefit, your business can also earn cashback of up to 10% of your annual premium when you renew (excluding Insurance Premium Tax) by encouraging your employees to maintain healthy lifestyle habits and improve their Vitality status.

** Source: Britain's Healthiest Workplace data 2014 -2023

Eligibility and how to apply

As long as you have at least 10 employees covered on VitalityHealth PMI, you can have as many or as few employees on Vitality at Work Business as you like.

Vitality at Work Business requires no underwriting and premiums are not age, area or occupation rated.



Find out more.

To find out more or to make your next step towards bringing health and wellbeing to your organisation, contact your VitalityHealth sales representative.

Alternatively, visit vitality.co.uk/business/workplace-wellbeing/vitality-at-work/

This guide provides a summary of our Vitality at Work Business plan. You can find more information about this option in the Vitality at Work Insurance Product Information Document (IPID), which provides a short summary of the key product information. For more information about our Business Healthcare plan as a whole, please see our Guide to Business Healthcare and the Business Healthcare IPID. You can find full details of the plan benefits and exclusions in the terms and conditions documents we send you when you join. If you want to see these sooner, please contact us.

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