

# Weight Management as an Employee Benefit: How to support employees safely and sustainably

Lifestyle Health

With GLP-1 prescriptions becoming normalised and metabolic health moving up the corporate agenda, HR leaders are facing new and complex questions about how to support their people. This guide offers clinically grounded, actionable advice to help you build a weight management benefit that is safe, inclusive, and built for the long term.



## The Workplace Reality

**63%**

of UK adults are classified as overweight or obese, affecting long-term health

Source: NHS England

**1 in 4**

employees say their weight has affected career progression or workplace treatment

Source: Weight at Work 2025 by Levity

**76%**

of employees want more metabolic health support from their employer

Source: Compass Group

These numbers signal a clear opportunity and responsibility for HR leaders. Employees are looking to their employers for health support that genuinely meets them where they are.

## Why Early Action Matters

Effective employer-led weight management support should not be focused on short-term aesthetics or quick fixes. The goal is long-term metabolic health and disease prevention. The business case is compelling.

### Reduces absenteeism

Obesity is linked to conditions including Type 2 diabetes, hypertension, and cardiovascular disease. These are all significant drivers of workplace absence. Early intervention supports employees to bring their healthiest selves to work.

### Promotes inclusion and psychological safety

Weight stigma is pervasive in our society. A proactive, non-judgmental benefit signals that all body types are valued, and that health support is not conditional on appearance. This includes both weight gain, as well as weight loss.

### Future-proofs your benefits strategy

Demand for medications like Wegovy and Mounjaro is growing rapidly. Employers that build clinical frameworks now will be better positioned to meet employee expectations and manage costs as adoption accelerates.

### Supports productivity and engagement

Chronic metabolic health conditions are associated with fatigue, reduced concentration, and lower engagement. Addressing root causes in a way that's sustainable and inclusive supports employees to perform at their best.

## Understanding GLP-1 Medications

Medications like **Wegovy (semaglutide)** and **Mounjaro (tirzepatide)** are transforming weight management – but they require careful, clinically supervised management to be used safely and effectively in a workplace benefit.



### Prescription safety is non-negotiable

GLP-1s must only be prescribed and monitored by qualified clinicians, such as Fertifa's in-house specialists. Gastrointestinal side effects are common and dosage must be administered carefully. Unregulated access through online pharmacies carries significant health risks.



### Muscle preservation with active support

Weight loss or weight gain on GLP-1s can include significant lean muscle loss unless people are supported with high-protein dietary guidance and resistance training (which includes weight training). Without this holistic support from nutrition and fitness, outcomes can be compromised.



### Medication alone is not a solution

GLP-1s work best when integrated with lasting behavioural change. Holistic, long-term support is essential for sustainable weight management for both weight loss and weight gain.



### Not suitable for everyone

Clinical assessment is required to determine whether GLP-1s are appropriate for each individual, taking into account medical history, current medications, and personal goals too.



**Gidon Lieberman**  
Medical Director, Fertifa

“The key is transparency – being clear about what is safe and medically appropriate, and what is not. At the heart of our clinical care at Fertifa is supporting patients throughout their health journeys by advising what is safe and appropriate for them as individuals.”

## Introducing Fertifa Lifestyle Health

Fertifa's Lifestyle Health service is designed specifically for employers who want to offer employees clinically grounded metabolic health support, not just an app and a step-count challenge to tick boxes. It brings together prescription management, nutritional guidance, fitness support, and mental health coaching into a single, seamless employee experience.

### Clinical GLP-1 Management

Safe, supervised prescribing by qualified clinicians, with regular check-ins, dose management, and monitoring for side effects.

Registered dietitians help employees build sustainable eating habits, with particular focus on protein intake and muscle preservation.

### Nutritional Coaching

### Mental Health Support

Access to therapists and coaches who understand the psychological dimensions of weight, body image, and behaviour change.

Specialists work alongside the clinical team to build movement into employees' routines in a way that supports long-term health.

### Fitness and Lifestyle Guidance

## Your HR Action Plan

Use these five principles to build a weight management benefit that is safe, effective, and inclusive across your organisation.

01

### Move to Clinical-Led Provision

Generic wellness apps are not equipped to manage weight loss and weight gain safely, particularly where GLP-1 medications are involved. Ensure any weight management benefit is underpinned by qualified clinical oversight, including access to specialists who can assess suitability, prescribe safely, and monitor progress.

Make sure employees know where to go for specialist support and are aware of the risks of unsupervised weight loss or gain, including buying medications through unregulated channels.

02

### Offer a Holistic Wellbeing Ecosystem

GLP-1 medications can accelerate weight loss or weight gain, but they are most effective as part of a broader programme. Benefits that combine medication management, nutritional support, fitness guidance, and mental health coaching produce more sustainable outcomes.

**Fertifa's Lifestyle Health support is designed precisely for this. Our programme brings clinical and lifestyle support together in one place, so employees aren't left to piece it together themselves.**

03

### Train Managers to Have Sensitive Conversations

Weight is one of the most sensitive topics an employee can face. Managers who handle these conversations poorly risk causing lasting harm, including triggering disordered eating behaviours or creating a culture where employees avoid seeking help.

Train line managers on weight-neutral language, how to signpost support without making assumptions, and how to recognise signs that someone may be struggling. Avoid any framing that centres appearance over health.

04

### Set Clear and Transparent Benefit Policies

Define clearly what your company covers and what it does not – for example, whether that includes GLP-1 prescriptions, coaching sessions, or clinical consultations. Like your other policies, signpost clearly where employees can find information about the support they get access to. We'd recommend including this information in a wider health and wellbeing policy to reinforce the importance of sustainable and long-term weight management, as part of your holistic employee wellbeing strategy.

05

### Measure Outcomes That Matter

Work with your provider to measure outcomes that reflect a genuinely positive health impact on employees. This includes health metrics like improvements in blood pressure, blood sugar, energy levels, and mental wellbeing, as well as reductions in sick days.

## See how Fertifa's Lifestyle Health service can work for your organisation

From GLP-1 prescribing (if relevant) to nutritional coaching and mental health support, our clinical team provides end-to-end care for your employees.

[Book a call with the team to learn more](#)