

Mental Health in Contracting

Why support matters when you work without the structure of employment

Contracting offers flexibility, independence and opportunity.

But it can also come with a level of pressure that isn't always visible.

Without the structure and support that often comes with permanent employment, many contractors are left to manage not just their work — but their wellbeing — entirely on their own.

The reality behind contractor life

From the outside, contracting can look like a lifestyle choice built around freedom and higher earnings.

In reality, it often involves:

- Uncertainty between contracts
- Financial pressure during gaps in work
- Long hours and high expectations on assignment
- Limited access to structured support

Unlike permanent employees, contractors rarely have access to:

- Employee Assistance Programmes (EAPs)
- Occupational health support
- Mental health resources through an employer

This can leave many contractors operating in isolation — particularly during more challenging periods.

Why this matters more than ever

The nature of contract work means that performance and income are closely linked.

If a contractor is struggling:

- There's often no safety net
- No structured support system
- And limited opportunity to step back

This can lead to:

- Increased stress and burnout
- Reduced performance on assignment
- Longer-term impacts on both mental and physical health

In a market that increasingly relies on flexible workforces, this is an area that can no longer be overlooked.

A shift in responsibility

Historically, contractor wellbeing hasn't been a focus area for agencies or supply chains.

But this is changing.

As expectations evolve — and particularly with increased scrutiny across the sector — there is a growing recognition that:

Supporting contractors properly isn't just the right thing to do — it's also good business.

Agencies that take contractor wellbeing seriously are more likely to see:

- Higher retention
 - Better engagement
 - Stronger long-term relationships
-

What meaningful support looks like

For contractors, support needs to be:

- Accessible
- Flexible
- Relevant to how they work

This includes:

- Access to confidential mental health support
- On-demand services such as Virtual GP
- Tools that help manage stress and wellbeing
- Guidance during periods between contracts

Importantly, this support needs to be available **continuously** — not just when someone is in a role.

Moving from isolation to community

One of the biggest challenges in contracting is the lack of connection.

Contractors often move between roles, teams and environments — without a consistent support network.

This is where the concept of a **contractor community** becomes important.

A connected approach can provide:

- Ongoing access to support
- A sense of continuity between assignments
- Greater awareness of available resources

It shifts the experience from working alone to being part of something more structured and supportive.

How Contractor Benefits Hub can help

Contractor Benefits Hub has been designed to provide that missing layer of support.

Through the platform, contractors can access:

- Mental health and wellbeing support via partners such as Health Assured
- Virtual GP services
- Financial and lifestyle support
- Tools to improve overall resilience

At the centre of this is ContractorCare+, a premium support package designed specifically for contractors — available both during and between assignments.

The key takeaway

Mental health in contracting is often overlooked — but it shouldn't be.

Supporting contractors isn't just about enabling them to work.

It's about helping them sustain performance, manage uncertainty and maintain long-term wellbeing.

As the contractor market evolves, this will become an increasingly important part of the overall proposition.

Want to access support designed for contractors?

Explore Contractor Benefits Hub:

Visit: <https://contractorbenefitshub.com/>