

# WillisTowersWatson



## **HR HealthCheck**

Fast facts for  
HR professionals

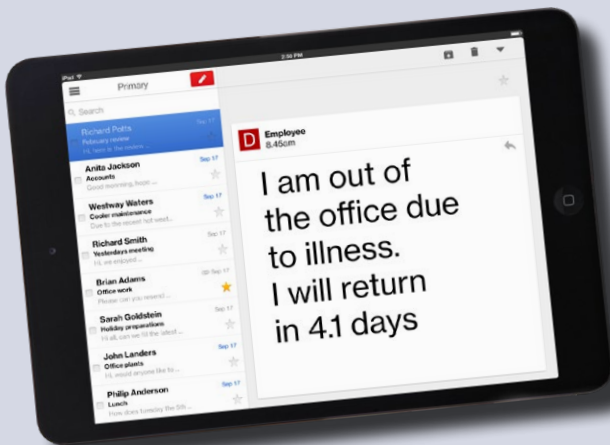
For all sources, see  
[wtw-healthandbenefits.co.uk/  
sources2019](http://wtw-healthandbenefits.co.uk/sources2019)

## 1

# Absenteeism

**131.2 million** working days were lost due to sickness or injury in the UK in 2017 – an average of **4.1 days** per employee.

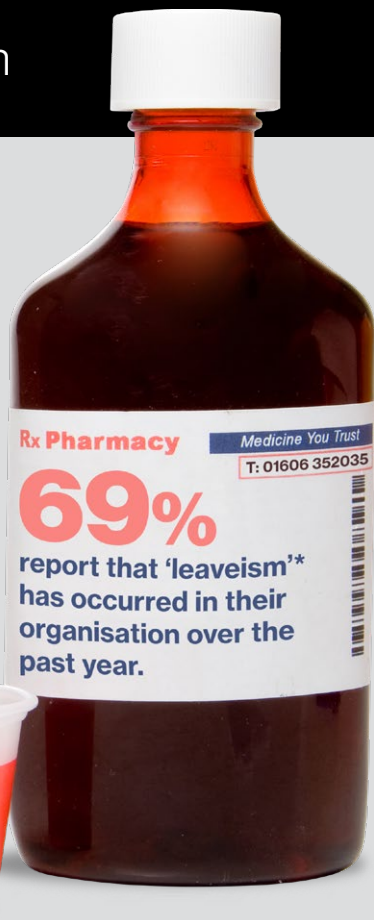
Minor illnesses, such as coughs and colds, were the top reason for sickness absence, accounting for **34.3 million** days lost. This was followed by musculoskeletal problems (**28.2 million** days lost).



## 2

## Presenteeism

**86%** of UK employers have observed 'presenteeism' in their organisation over the past 12 months, with **one in four** reporting an increase. Of those, only **25%** have taken steps to discourage it.



\*working during non-paid hours or annual leave

### 3

## Mental health

Almost a third of employees (**32%**) say that workplace technology increases their job stress.

Investing in improving mental health in the workplace has an average return of **£4.20** for every **£1** spent.

**More than two-fifths** of companies don't have a mental health policy for workers.





7.6%

**Stress, depression and anxiety  
accounted for 7.6%  
of all sickness absences in 2017**

## 4

## Alcohol

One in five (**16%**) employees said they have taken at least one sick day in the last 12 months due to a hangover, with younger workers more likely to take 'hangover days' (**26%** of 18 to 24-year-olds compared to **6%** of 55 and overs).

A quarter (**27%**) of employees say at least one hangover a month has an impact on their productivity.



## 5

## Smoking and vaping

More than nine in ten (**91%**) workers\* say they or their colleagues get two or more smoking/vaping breaks on a typical day.



**million**

adults in the UK  
smoke cigarettes

2.8

**million**

are e-cigarette  
users


\*Of those respondents who said they or their colleagues smoke or vape



6

NHS

The NHS waiting list in England is at its **11-year high**, with around **6%** of the UK population waiting to start hospital treatment at the end of August 2018.



NHS patients are waiting **14.1 years** for new cancer drugs – compared to **12.7 years** in 2008.





almost **1 in 5** NHS hospital services failed to hit  
any key national waiting time targets\*

\*over the last year

## 7 Fatigue/insomnia

More than half (**55%**) of females say they always or often go home exhausted from work. **47%** of men said the same.

**Six in 10** Brits said they often wake suddenly in the night with thoughts of work and other worries.



# **Almost a third**

of employees say  
they have to work at  
very high speeds all or  
almost all of the time.



## 8

## Ageing workforce

By the mid 2030s, it is predicted **half** of all adults in the UK will be over 50 years old.

**24%** of employers admit they are unprepared for the growing older workforce.

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