

HR HealthCheck

Fast facts for
HR professionals



1

Sickness absence

In 2018, an
estimated

141.4
MILLION

working days were lost due to sickness or injury
- an average of **4.4 days** per employee

↑ **Up from 4.1 days in 2017**



Minor illnesses were the most common reason for absence (**38.5 million** days lost)

... followed by musculoskeletal issues (**27.8 million** days lost)

Sending workers home is the most common action by managers when attempting to discourage presenteeism

... while less than a third investigate the cause of presenteeism



2

Work-related health issues

TOP 3 ISSUES:

44% of employees say they have experienced a **work-related health condition** in the last year



29%

Suffer from musculoskeletal conditions



28%

Sleep problems



25%

Anxiety

3

Mental health



say they often or always feel exhausted in their jobs

... the **same percentage** say they often or always feel under excessive pressure

Work-related stress from heavy workloads, tight deadlines, poor working environments and ill-equipped managers has made **35% of employees** consider quitting their job



who say stress-related absence has increased in the last year aren't taking any steps to address it

**JUST
9%**

**have a standalone
employee mental
health policy**

More than 1/2

(57%) of line managers
say their company offers
no mental health and
wellbeing training or
support for managers

... 79% of those who are offered
it say it is optional

4

Work-life balance

Half (51%) of employees say mobile and remote working technologies have led to them doing work outside of their contracted hours

... this rises to **65%** in higher earners

More than **two-thirds** (69%) say doing so increases their stress levels



of workers say they work longer hours than they want

A quarter (24%) say they overwork by **10+** hours each week

**23%**

of workers suffer from a musculoskeletal condition

**68%**

say their job was a contributing factor

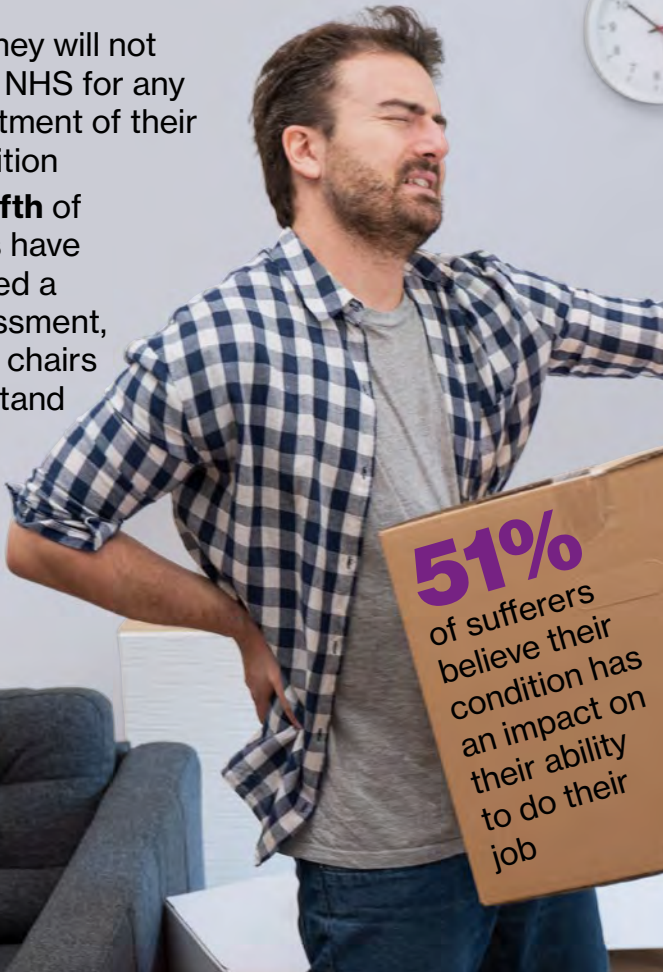
... while **22%** say it was the main reason

33%

have taken at least one day off work in the last year due to their MSK condition

36% say they will not turn to the NHS for any future treatment of their MSK condition

Just **one fifth** of employees have been offered a desk assessment, ergonomic chairs or laptop stand to prevent work-related back pain



51%
of sufferers believe their condition has an impact on their ability to do their job

6

NHS

4.42
million

In September 2019, **4.42 million** patients were on the waiting list for treatment

NHS England has a target of treating cancer patients within **62 days** of urgent GP referral

... this has not been met for more than **5 years**

4.42
million

THE HIGHEST
EVER NUMBER

4.42
million

7

Ageing workforce



There are

185%

more people aged
65 and over in the
workplace today
compared to 1992