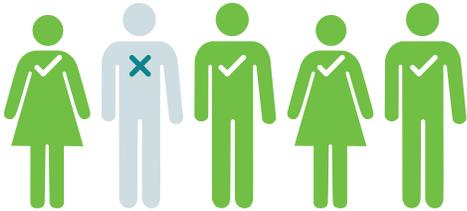


The CIPD's twentieth annual survey, in partnership with Simplyhealth, explores trends and practices in health, well-being and absence management.

Sickness and absence

Sickness absence has fallen to an all-time low, 5.8 days per employee, per year but...

- 89% of respondents have seen 'presenteeism' (working when unwell)
- 73% have seen 'leaveism' (e.g using holidays to work)
- Many organisations are uncertain how they can tackle these issues, with only a third (32%) taking steps to discourage these unhealthy practices



Stress and mental health at work



- 37% of respondents said that stress-related absence had increased in the last year



- 60% of respondents said heavy workload is the top cause of stress



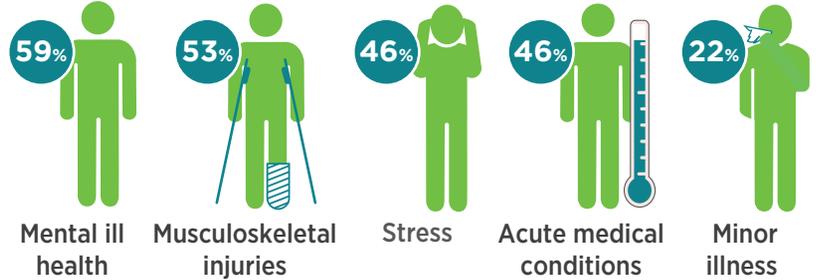
- closely followed by management style (41% of respondents)



- 60% report an increase in common mental health conditions among employees

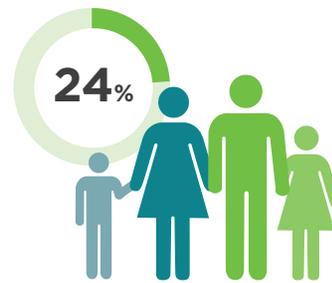
Long-term absence

The most common causes are:

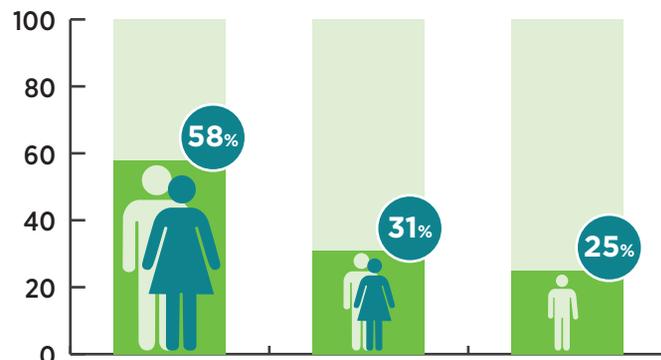


Caring for young children

Is the fifth main cause of short-term absence



Line managers and well-being



- 58% of people professionals think line managers are brought into the importance of well-being
- 31% think managers can have sensitive discussions and signpost to expert help
- 25% of managers can spot the early warning signs of mental ill health

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