Absence and attendance

Absence is at an all-time low (5.9 days per employee per year), but...
- 83% of respondents say people work when unwell
- 63% say people use their holidays to work, or work when off sick
- 37% report an increase in stress-related absence

The top causes of long-term absence are:
- Mental ill health (59%)
- Stress (54%)
- Musculoskeletal injuries (54%)
- Acute medical conditions (45%)
- Work-/non-work-related injuries/accidents (19%)

Stress at work

Top three causes of stress-related absence:
- Workloads/volume of work (62%)
- Management style (43%)
- Relationships at work (30%)

Line management
- 50% say managers have been trained to manage stress
- Half (50%) think managers have bought into the importance of well-being

Mental health

- 40% of organisations have trained managers to support staff with mental ill health, but...
  - 30% say managers are confident to have sensitive discussions/signpost staff to expert help
  - 18% of people professionals say managers are confident and competent to spot the early warning signs of mental ill health.

Financial well-being

- 24% say poor financial well-being is a significant cause of employee stress
- 24% say employees have the knowledge/skills to make the right reward and benefit choices to meet their financial needs
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