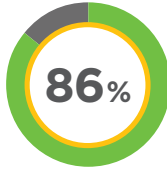
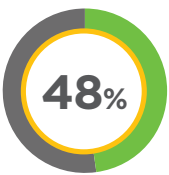


Working when unwell

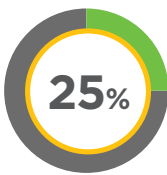
86% of respondents report observing 'presenteeism' in their organisation over the last 12 months



The percentage of organisations taking steps to discourage presenteeism has halved since 2016



2016



2018

Mental health

Organisations that have seen an increase in reported common mental health conditions over the last 12 months



2016



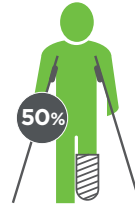
2018

Long-term absence

The most common causes are:



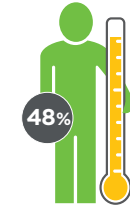
Mental ill health



Musculoskeletal injuries



Stress



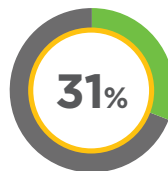
Acute medical conditions



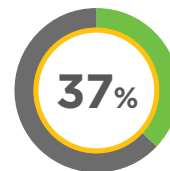
Work-/non-work-related injuries/accidents

Stress-related absence

Organisations that have seen an increase in stress-related absence over the last 12 months

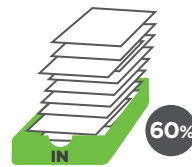


2016



2018

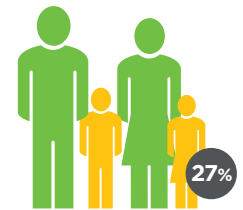
Top three causes of stress-related absence



Workloads/volume of work



Management style

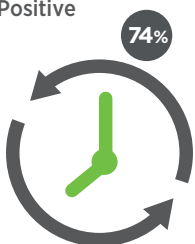


Non-work factors (relationships/family)

Technology and well-being

The most positive and negative impacts of technology on employee well-being

Positive



Enables flexible working

Negative



Inability to switch off out of work hours

Benefits of investing in health and well-being

Main benefits of organisations' health and well-being activity

Better employee morale and engagement

44%

A healthier and more inclusive culture

35%

Lower sickness absence

31%