



HEALTH AND WELLBEING AT WORK 2022

The view from employees

Snapshot
April 2022



About the CIPD

The CIPD is the professional body for HR and people development. The registered charity champions better work and working lives and has been setting the benchmark for excellence in people and organisation development for more than 100 years. It has more than 160,000 members across the world, provides thought leadership through independent research on the world of work, and offers professional training and accreditation for those working in HR and learning and development.

Snapshot on employee health and wellbeing from the CIPD Good Work Index

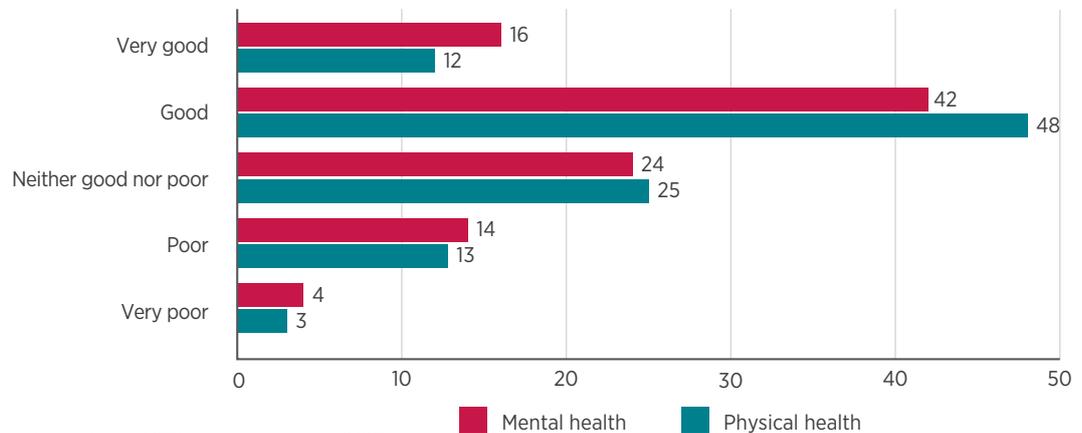
We believe work can and should be a force for good, and that good work should be mentally and physically healthy. We need to understand whether the jobs we have are good or poor – and how they can be improved. As such, the CIPD [Good Work Index](#) provides an annual snapshot of job quality in the UK, giving insight to drive improvement to working lives.

Each year, we survey more than 5,000 workers across different sectors and occupations about key aspects of their work and employment. Our model covers seven dimensions of job quality, including health and wellbeing.

These headline findings on health and wellbeing are from the 2022 survey. The full survey findings will be published in the summer.

Physical and mental health, and wellbeing

Figure 1: In general, how would you describe your mental and physical health at the moment? (%)



Base: mental health (n=6,177); physical health (n=6,163).

Table 1: In the last 12 months, have you experienced any of the following health-related conditions? (%)

	All employees	Male	Female
Net: any physical condition	76	76	76
Net: any non-physical condition	67	62	71
Backache or other bone, joint or muscle problems	48	44	51
Sleep problems	46	44	48
Anxiety	41	34	48
COVID-19	25	25	24
Depression	26	26	26
Skin problems	18	16	19
Panic attack(s)	11	8	14
Breathing problems	8	9	8
Repetitive strain injury (RSI)	7	6	8
Hearing problems	6	8	5
Heart problems	4	5	3
Long COVID	4	4	3
Alcohol or drug dependence	2	3	2
Injury due to an accident while at work	2	2	2
Road traffic accidents while commuting to/from work	1	1	2
Other	7	5	9

Base: all (n=4,464); male employees (n=2,146); female (n=2,318).

Table 2: At my work I feel... (%)

	...full of energy	...enthusiastic about my job	...miserable	...exhausted	...under excessive pressure	...lonely
Always/often	29	51	12	25	23	12
Sometimes/rarely	68	46	69	69	69	64
Never	4	3	19	6	7	24

Base: n=6,291.

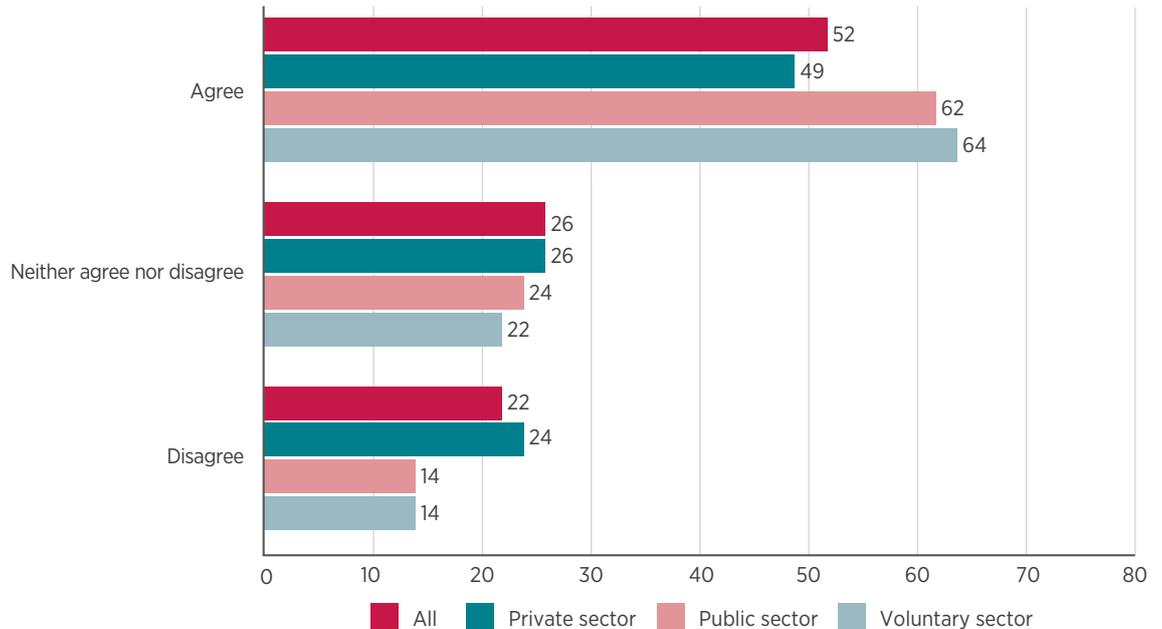
Table 3: Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? (%)

Yes, limited a little	13
Yes, limited a lot	4
No	83

Base: n=6,254.

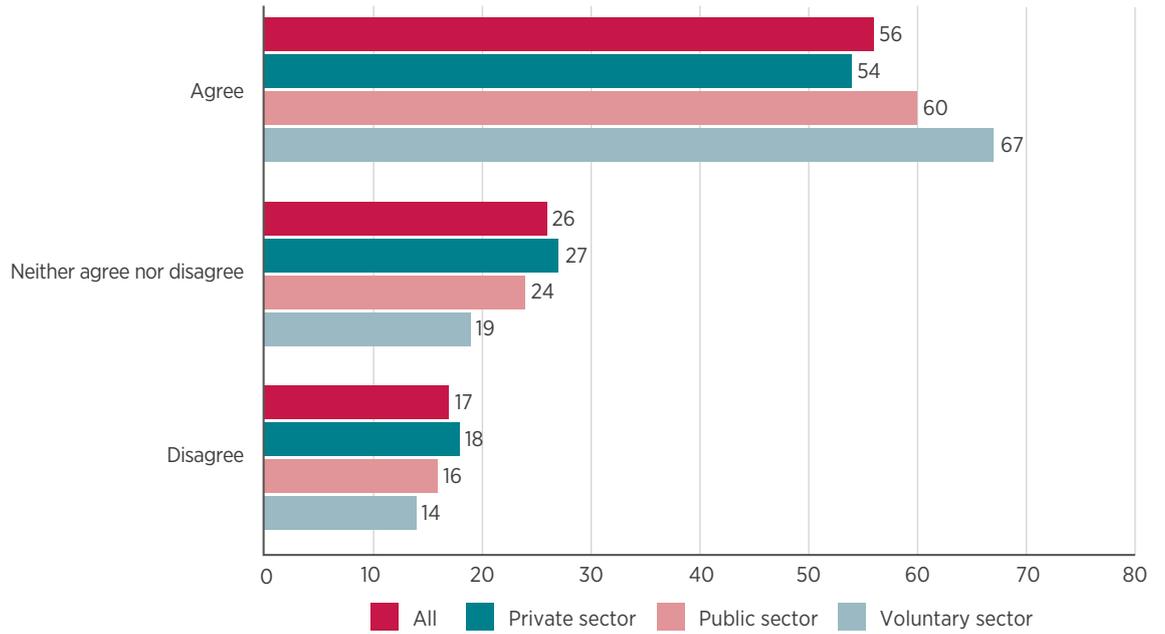
Mental health: the workplace climate

Figure 2: 'My organisation encourages staff to talk openly about mental health problems' (%)



Base: all (n=5,337); private sector (n=4,196); public sector (n=820); voluntary sector (n=307).

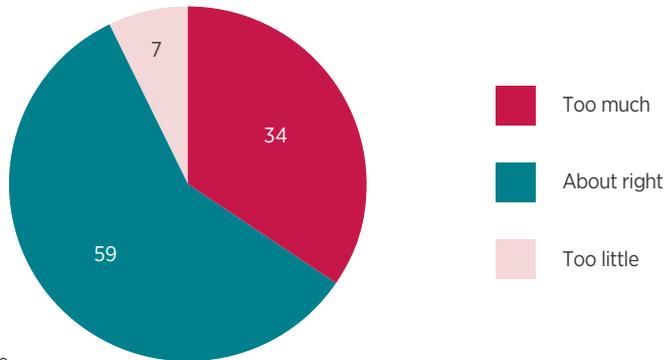
Figure 3: 'My organisation is supportive of people's mental health' (%)



Base: all (n=5,303); private sector (n= 4,159); public sector (n= 825); voluntary sector (n= 305).

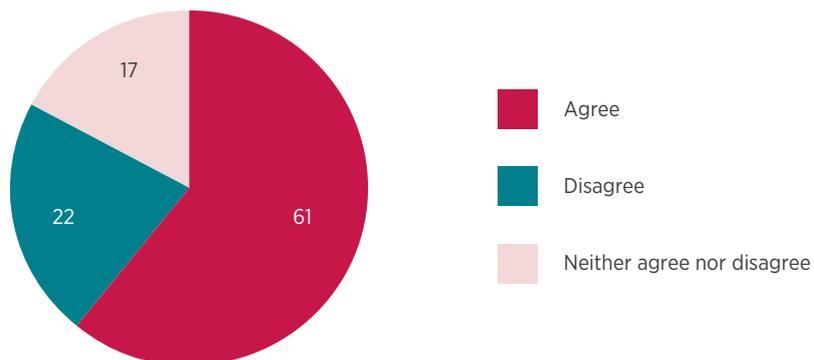
Workload

Figure 4: In a normal week, is the workload in your job (%)



Base: n=6,178.

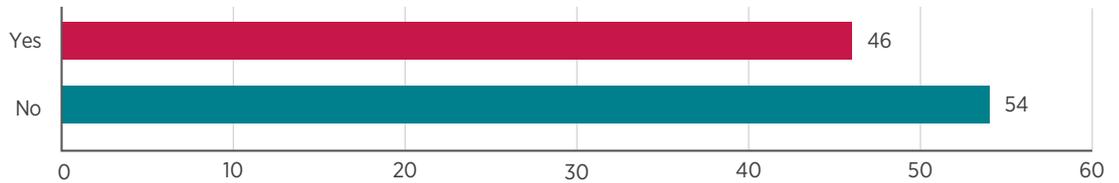
Figure 5: I usually have enough time to get my work done within my allocated hours (%)



Base: n=6,214.

Presenteeism (working when ill)

Figure 6: In the last three months, have you ever worked in your main job despite not feeling well enough to perform your duties? (%)



Base: n=6,291.

Table 4: Presenteeism and disability – In the last three months, have you ever worked in your main job despite not feeling well enough to perform your duties? (%)

	With a disability	Without a disability
Yes	66	42
No	34	58

Base: with a disability (n=1,042); without a disability (n=5,212).

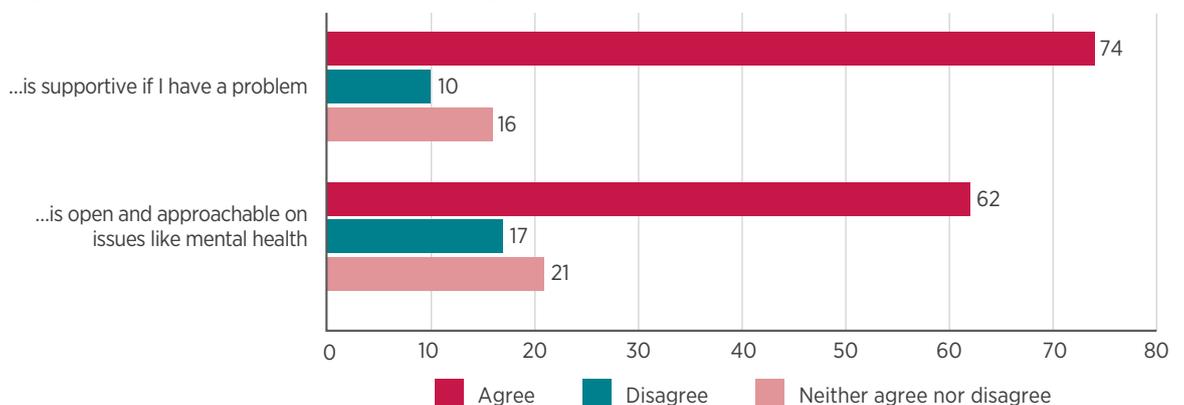
Table 5: Presenteeism and workload – In the last three months, have you ever worked in your main job despite not feeling well enough to perform your duties? (%)

	Workload 'too much'	Workload 'about right'	Workload 'too little'
Yes	65	36	38
No	35	64	62

Base: workload 'too much' (n=2,086); workload 'about right' (n=3,633); workload 'too little' (n=460).

Line management

Figure 7: My immediate supervisor, line manager or boss... (%)



Base: is supportive (n=5,211); is open (n=4,782).



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