

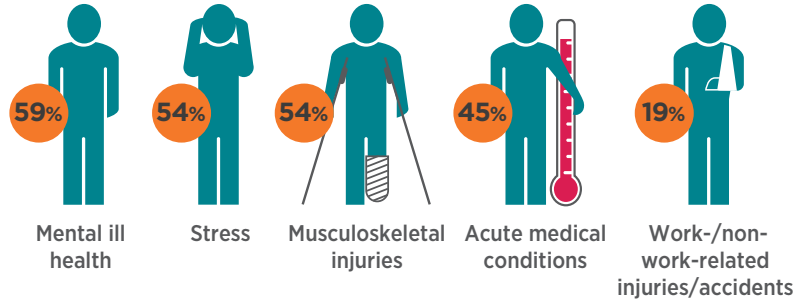
Absence and attendance



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:



Stress at work

Top three causes of stress-related absence:



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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