



Healthy  
Cornwall

## Presenteeism?

Or just present

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[www.healthycornwall.org.uk](http://www.healthycornwall.org.uk)

# Presenteeism

- Showing up for work when one is ill;
- Due to illness whilst employees are physically present, they are unable to operate at their full capability;
- Presenteeism has more than tripled since 2010 (CIPD)

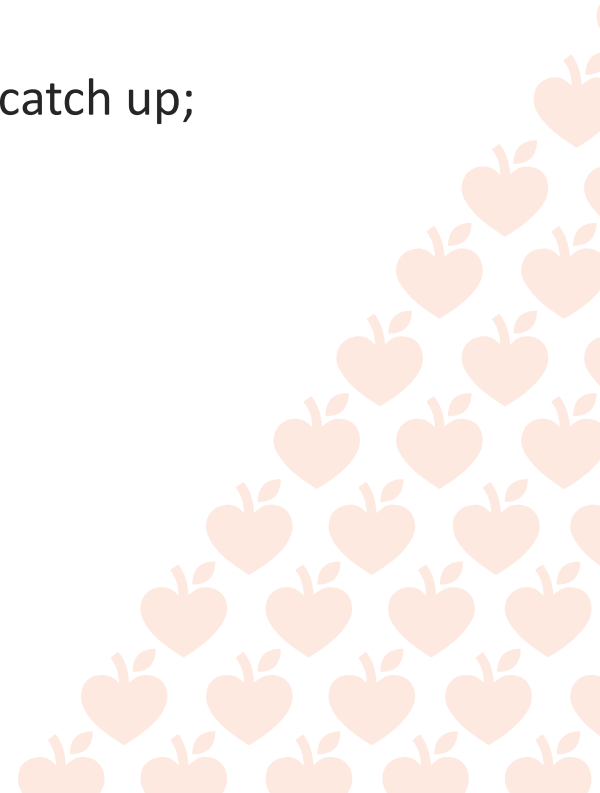
86%



# Leaveism

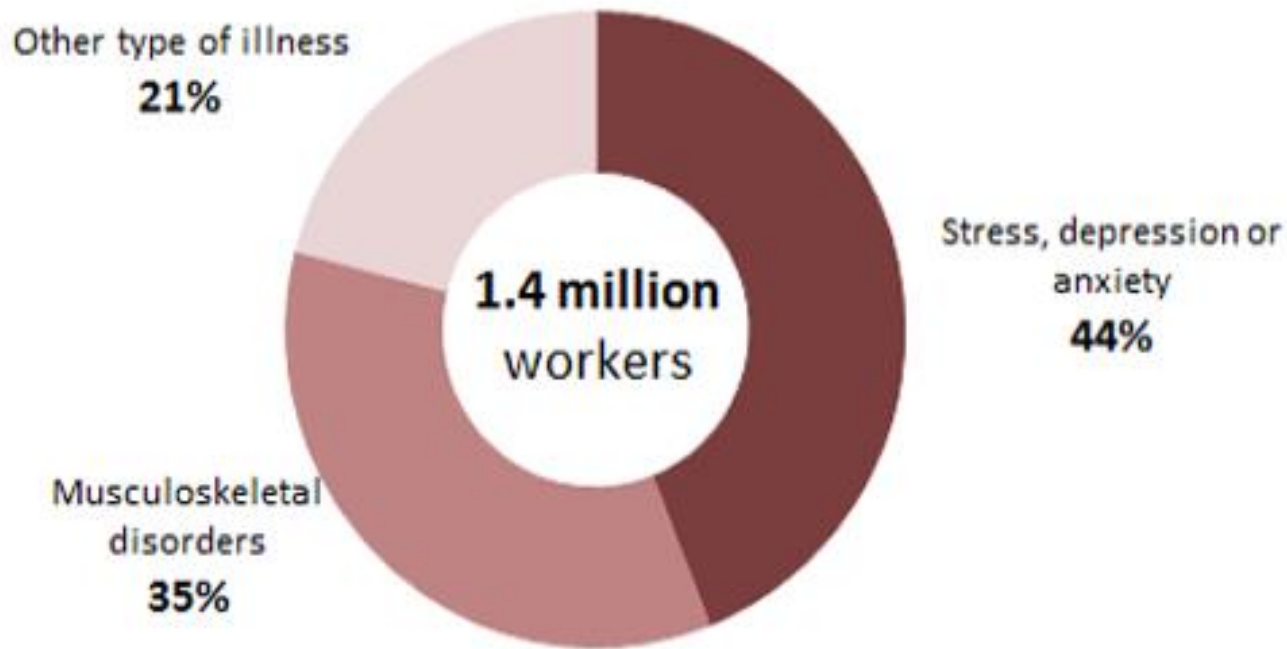
- Employees utilising annual leave or flexi-leave to take time off when in fact they are unwell;
- Employees taking work home that cannot be completed in normal contracted working hours;
- Employees working whilst on leave or holiday to catch up;
- Presenteeism can drive leaveism

69%



# An increasing problem

New and long-standing cases of work-related ill health by type, 2017/18



- Presenteeism has been closely linked to increasing levels of stress, anxiety and depression

# The cost to business

- 27 days of productive time per employee are lost each year due to presenteeism;
- Presenteeism costs firms more than £4,000 for each person working whilst ill;
- Mental health problems cost UK employers £35 billion per year – the biggest part of this presenteeism - which costs twice as much as sickness absence due to mental ill health;

## In addition:

- Decreased productivity;
- More errors;
- The ripple effect on workplace morale;
- Reputational damage;
- Increased risk of health and safety breaches;
- Higher staff turnover rates;



# Signs of Presenteeism

- Making **more mistakes** than usual.
- Producing work of a **lower** standard.
- **Lower** productivity.
- **Lack of care** about results.
- Arriving late/leaving **early**.
- Conversely, missing lunch breaks/working long hours.
- Working whilst **obviously sick**.
- Looking **tired/exhausted**
- Increasing use of **drugs/alcohol**
- Unexplained **aches and pains**
- **Erratic** behaviour
- **Frequent complaints** about lack of management support
- Increased use of **grievance** procedures
- **Fixation** with fair treatment
- Any other signs **mental ill health/stress**



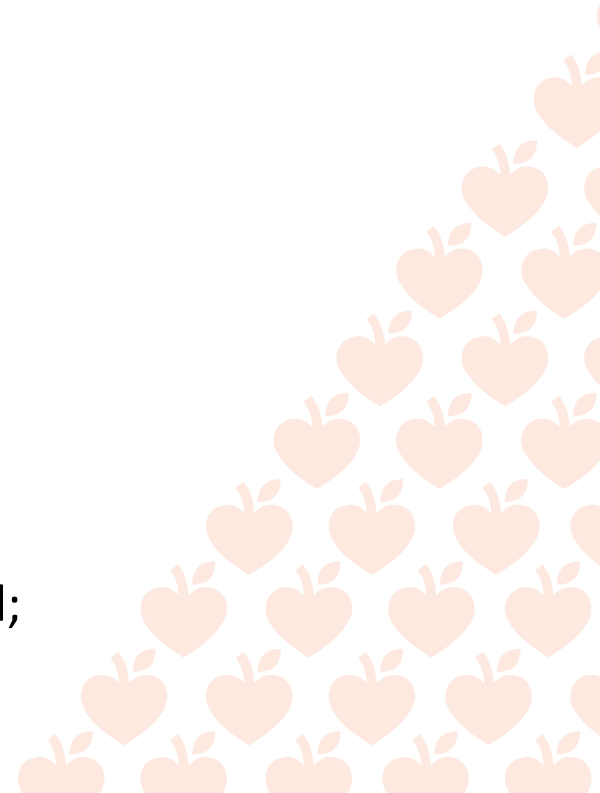
# Why Come Into Work When ill?

## Organisational

- Fixed term contracts;
- Job Insecurity/Threat of redundancy;
- Zero Hours Contracts;
- Absence Policies;
- No Sick Pay Scheme;
- Structure of Bonus/Incentive Payments;
- Culture of Organisation;

## Personal

- Previous high sickness absence;
- **Financial Issues;**
- Relationship issues;
- Self esteem linked to work performance;
- Perception that career prospects may be damaged;
- Personal stigma around mental ill health;



# Financial Issues

Statutory Sick Pay: £92 per week

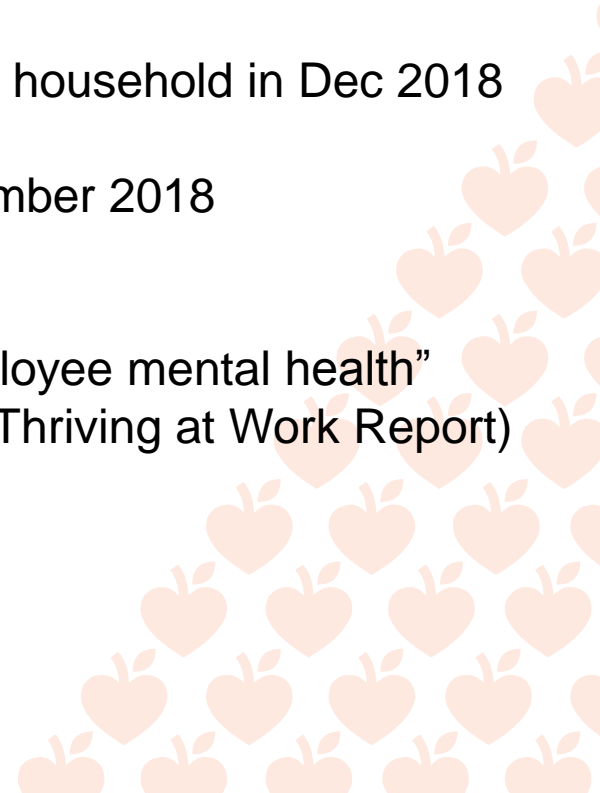
Universal Credit: Merging of 6 work related benefits

£59,261 Average total debt per UK household in Dec 2018

£7,863 Average consumer credit debt per household in Dec 2018

£1.625 Trillion UK Consumer money owed December 2018

“money and debt are the biggest concerns for employee mental health”  
(Thriving at Work Report)





# What Is Being Done?

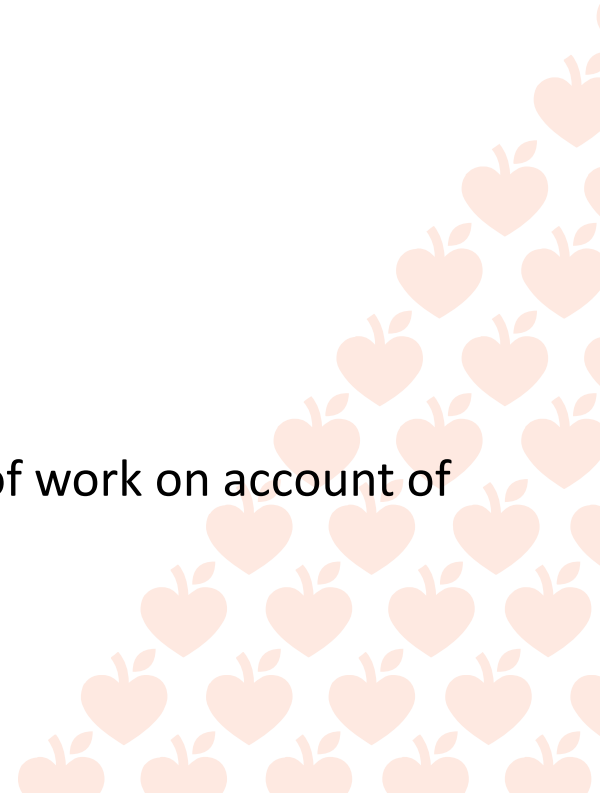
# 68%

organisations are taking steps to identify and reduce workplace stress

However.....

# 87%

Employees reporting an inability to switch off out of work on account of technology



# What more needs to be done?

## Properly managing presenteeism not only saves money but contributes to employee engagement, wellbeing and productivity.

- Ensure wellbeing policies are holistic, encompassing both mental and physical health and wellbeing;
- Ensure wellbeing and stress policies encompass stresses faced inside and outside of work;
- Increase management awareness of organisational and managerial causes of stress plus enable skills to support staff;
- Drive a whole organisation approach to mental wellbeing;
- Look under the skin of your absence policy – does it drive presenteeism?;
- Promote health and wellbeing including healthy work/home balance;
- Ensure annual & flexi-leave is used for rest and recreation;
- Lead by example.

