Presenteeism?
Or just present

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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

- 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.