

ABSENCE MANAGEMENT

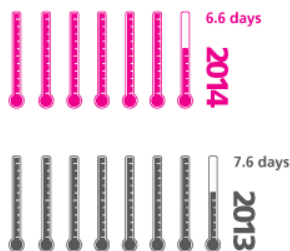


in partnership with
simplyhealth

Annual survey report summary

2014

EMPLOYEE ABSENCE



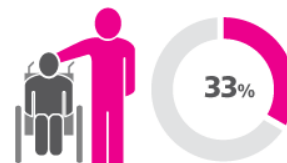
Average employee absence has fallen from 7.6 days per employee per year in 2013 to 6.6 days in 2014.

REPORTED MENTAL HEALTH PROBLEMS



42% (2/5) of employers have noticed an increase in reported mental health problems over the past 12 months. In 2009 this figure was 21%.

CARING RESPONSIBILITIES OF EMPLOYEES



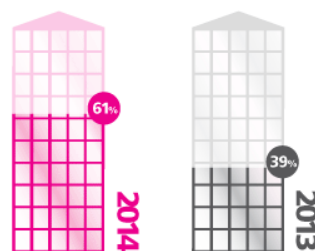
1/3 of organisations report absence has been affected by the caring responsibilities of employees. Only 1/6 of organisations have a specific policy or guidelines in place to support employees who are carers.

STRESS-RELATED ABSENCE



2/5 of employers say stress-related absence has increased over the past year. 1/3 of those who've observed an increase aren't taking steps to address it.

LINE MANAGER CAPABILITY



61% of organisations have developed line manager capability to manage absence, compared with just 39% in 2013.

ABSENCE LEVELS BY SECTOR



Private sector **5.5 days**



Manufacturing & production **6.2 days**

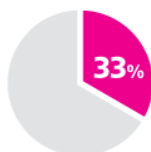


Non-profit **7.4 days**

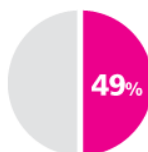


Public Sector **7.9 days**

INCREASE IN PRESENTEEISM



1/3 of employers have seen an increase in presenteeism (people coming to work ill) over the past year.



This figure rises to ½ in organisations who are anticipating making redundancies.

To read the full report visit
cipd.co.uk/absencemanagementsurvey

