Workplace Health

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Living and Working with Disability

Life expectancy and disability-free life expectancy (DFLE) at birth, persons by neighbourhood income level, England, 1999–2003

Legend:
- Life expectancy
- DFLE
- Pension age increase 2026–2046

Source: Office for National Statistics[5]

Source: Marmot Review (2010) *Fair Society Healthy Lives.*

Health and Work Cycle

Source: PHE (2019) Health Matters: *Health and work*
https://www.gov.uk/government/publications/health-matters-health-and-work/health-matters-health-and-work

Managing Health at Work for Employers

In the UK, **131 million working days are lost** to sickness absence every year.
Main reasons for sickness absence:

34.3 million days lost
Minor illnesses

28.2 million days lost
Musculoskeletal problems

14.3 million days lost
Stress, depression and anxiety

1 in 3 employees with a long-term health condition have **not discussed it** with their employer

Source: PHE (2019) Health Matters: *Health and work*
https://www.gov.uk/government/publications/health-matters-health-and-work/health-matters-health-and-work

Looking After the Wellbeing of Your Workforce

PHE and Business in the Community (BITC) Toolkits

Mental health toolkit for employers

The scale of the problem for employers

Mental health issues in the workforce cost UK employers up to **£42 billion** a year.

↑£42bn

This includes:

£8 billion in sickness absence

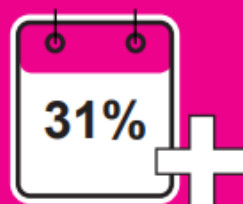**£1 billion** per year of sickness absence to the self employed

£

£8 billion in replacing staff who leave their jobs because of their mental health

The scale of the problem for employees

Three out of every five employees experience mental health issues because of work
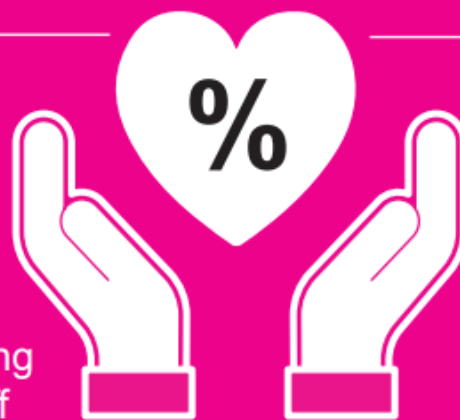
31%

31% of the UK workforce have been formally diagnosed with a mental health issue

Just **13%** feel able to disclose a mental health issue to their line manager

13%

91% of managers agree that what they do affects the wellbeing of their staff

%

But only **58%** of employees believe their line manager is concerned about their wellbeing

PHE/BITC Toolkits

Several Toolkits available at the Business in the Community website <u>resource centre</u> including:

<u>Domestic Abuse: a toolkit for employers</u> provides support and guidance in responding to the risk of domestic abuse

<u>The mental health toolkit for employers</u> is our flagship publication and helps employers pick out the most valuable resources relating to mental health and develop an approach to a healthy workplace that really works

<u>Musculoskeletal health in the workplace: a toolkit for employers</u> provides practical advice for employers regarding employee musculoskeletal health and reducing workplace absence

<u>Reducing the risk of suicide: a preventative toolkit for employers</u> provides support and advice on how to incorporate suicide prevention into an employer's workplace health and wellbeing framework

<u>Crisis management in the event of a suicide: a postvention toolkit for employers</u> offers practical advice for employers to follow in the aftermath of an employee suicide

<u>Physical Activity, Healthy Eating and Healthier Weight: a toolkit for employers:</u> Working in partnership with employees, employers can take a positive, proactive, preventative approach to support weight management and encourage greater physical activity.

<u>Sleep and Recovery Toolkit:</u> offering insight and advice on addressing the increasingly damaging sleep-loss