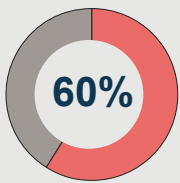
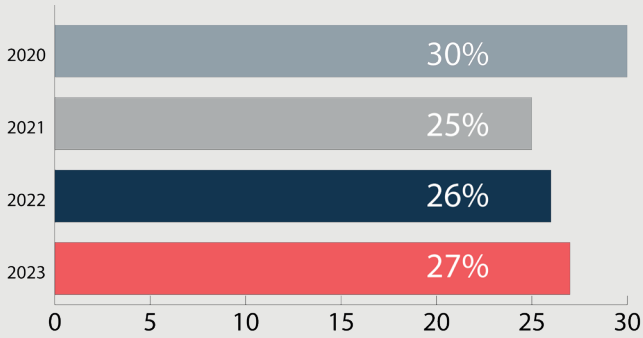


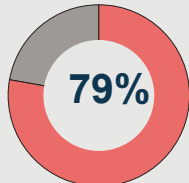
1 The scale of the problem

Mental health sickness absence is up slightly on last year but still below pre-pandemic levels

Proportion of firms reporting mental health related sickness absence



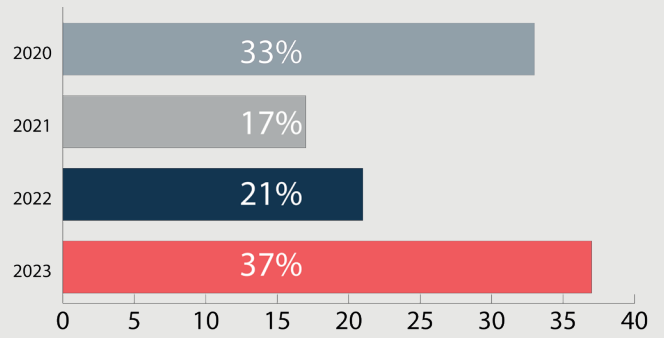
More of these firms are reporting that employees are working when ill (60%)



and working beyond their contracted hours (79%)

Presenteeism increased sharply in 2023 and has now surpassed pre-pandemic levels

Proportion of firms reporting presenteeism



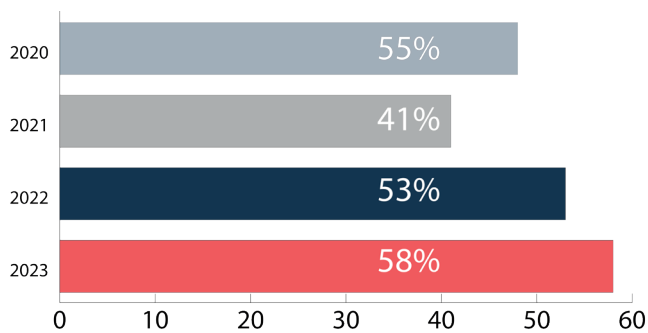
The most common reason given for presenteeism is the need to meet deadlines or client demands, or because employees want or need extra hours or money



2 Impact of mental health issues

More firms say that mental health sickness absence is impacting on their operations

Proportion of firms saying mental health sickness absence impacts on operations

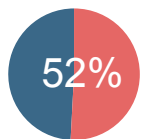


Smaller firms are less likely to adopt initiatives than larger firms



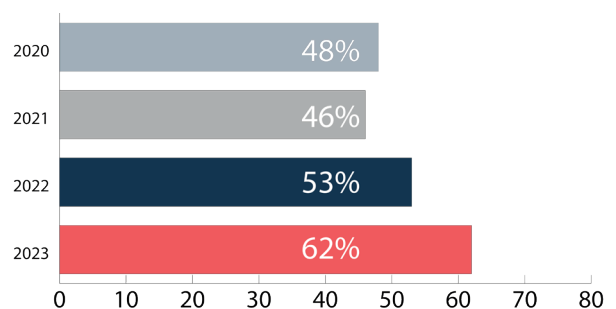
3 What actions are firms taking?

The proportion of firms adopting mental health initiatives picked up during the pandemic, but is now static at 52%



Firms are more likely to focus on encouraging conversations and awareness raising rather than budgeted mental health initiatives

Proportion of firms training line managers in managing mental health



But there has been an increase in firms offering mental health training for line managers