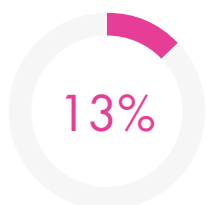
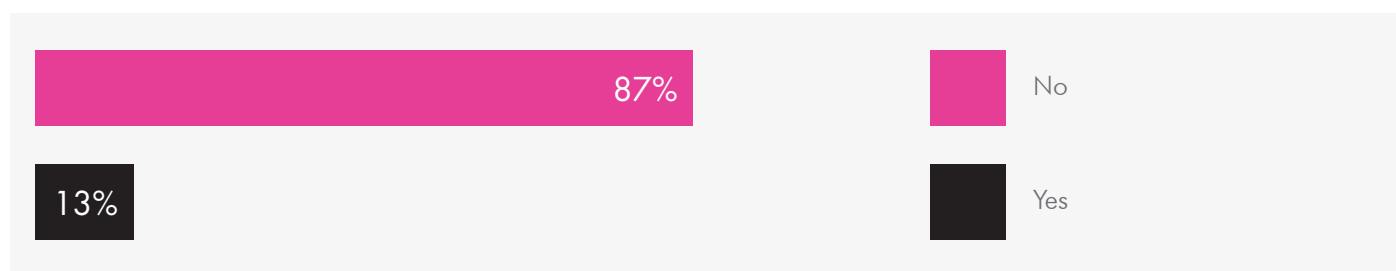


Employer survey results 2013

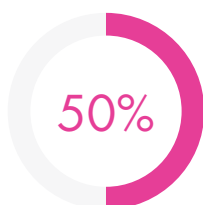
We recently shared our research findings on employee attitudes to happiness, wellbeing, productivity and sickness in the workplace;

now, we're bringing you an insight into the attitudes and approaches of your peers.

Sickness levels in the UK



of you experience high levels of sickness



of employers who experience high levels of sick leave are from Sheffield



Just 4.2% employers in the professional services industry experience high levels of sick leave

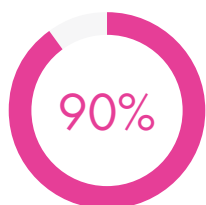
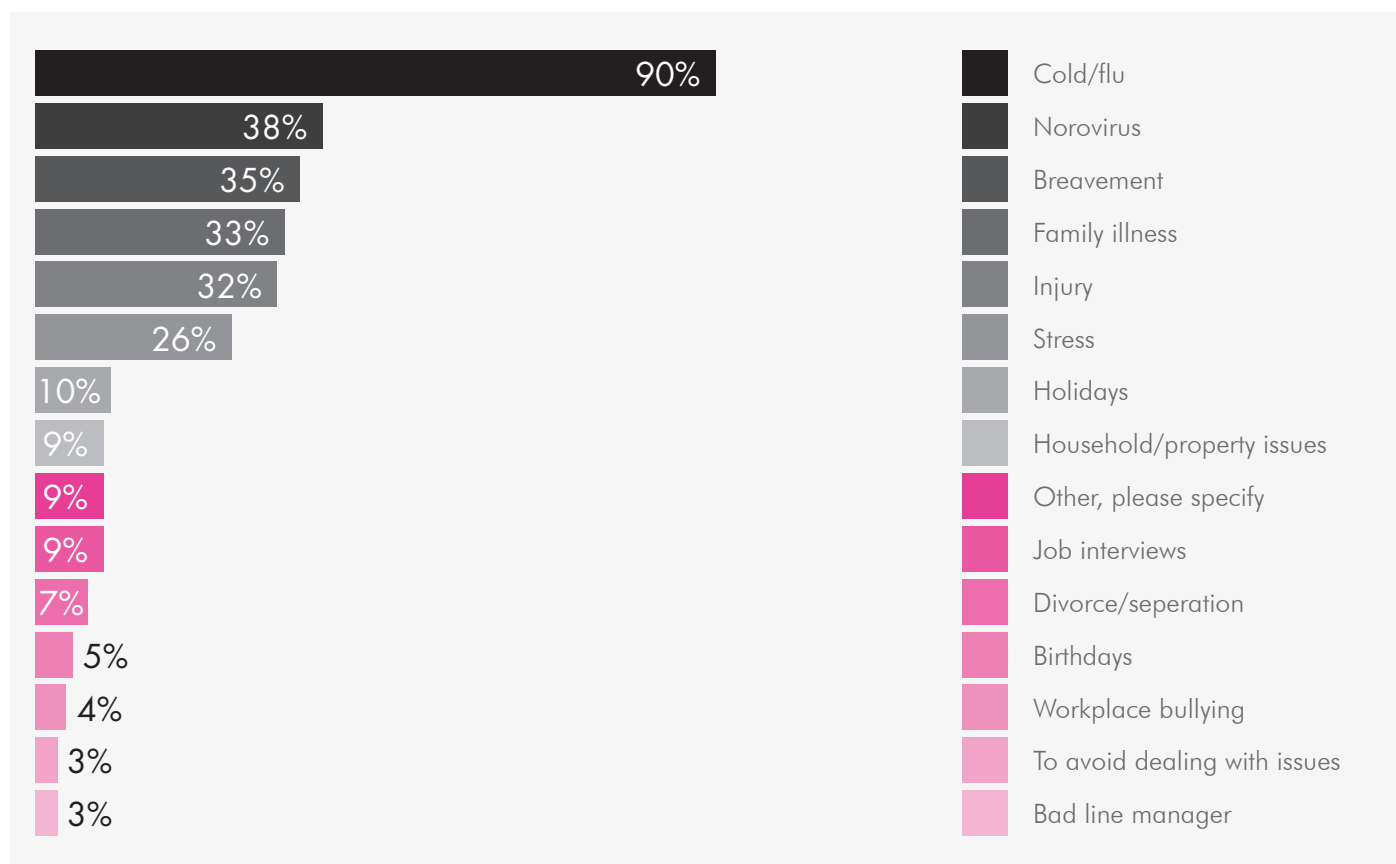


HR sector suffers from high levels of sickness at 28%
- More than 2 x the National average

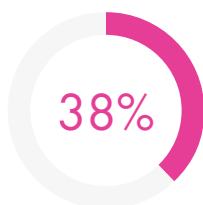


Mid-size businesses face a bigger problem (20.8%) than smaller companies (7.1%)

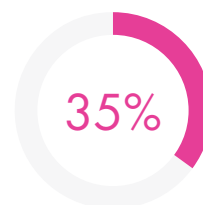
The reasons employee's take sick leave



employers cited the cold and flu virus as the main cause of sickness absence



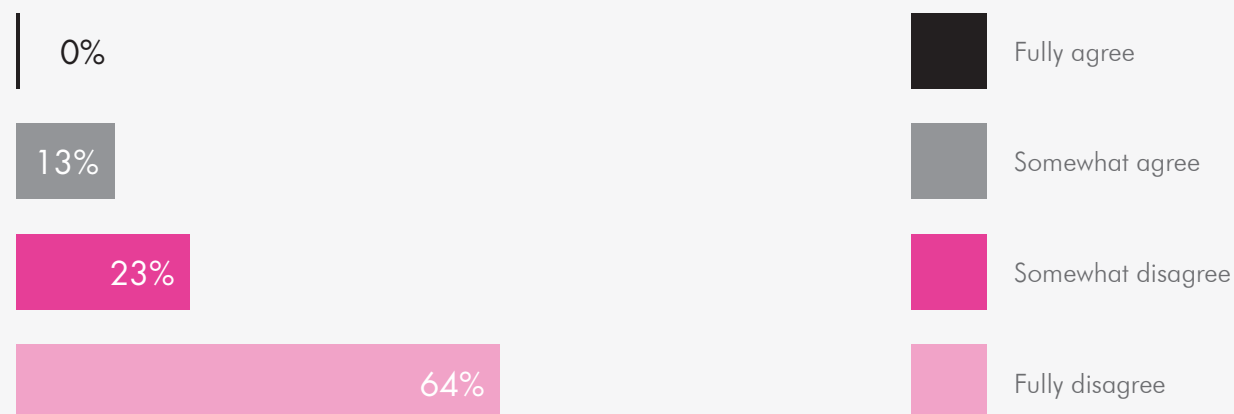
employees were hit by the norovirus



employees were off sick due to a bereavement

Carry on as normal?

I expect employees who are off sick to work from home?



87% of employers believe sick staff should stay home

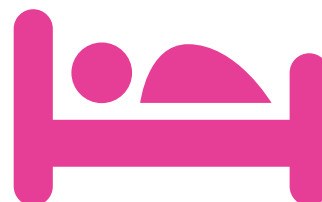


The Travel and Transport industry is a little less understanding, with a third (33.3%) of employers expecting staff to work from home when they're sick.



Only 1/3 of employers appreciate when under-the-weather workers force themselves to carry on as normal.

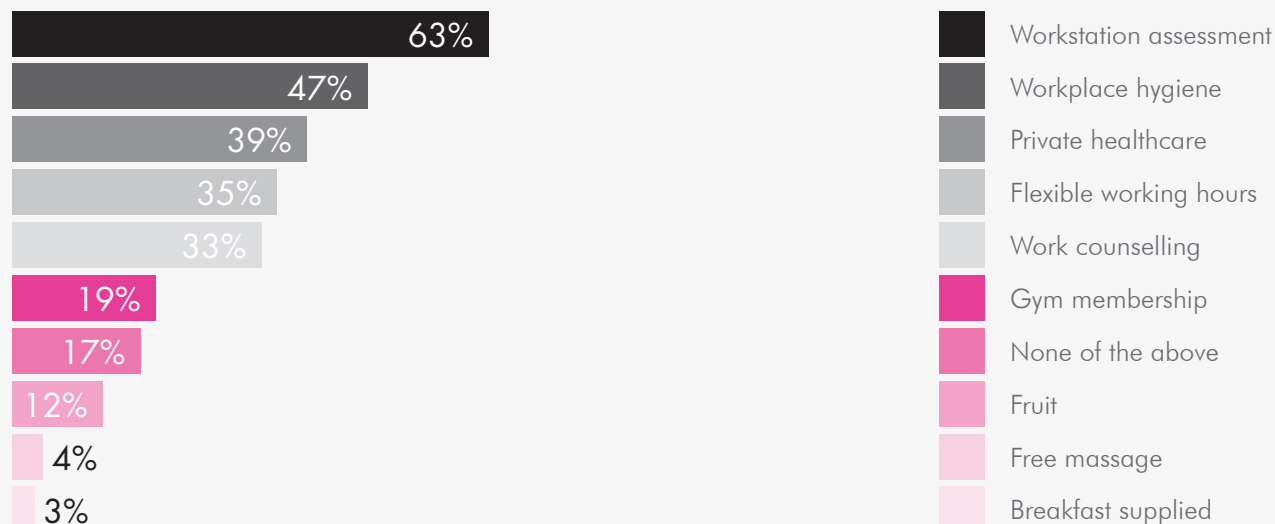
- This increases to 43.7% for companies with more than 500 employees
- Falls to 21.4% for those with less than 10



With the risk of colleague contagion and the fact that 38.5% of employers believe productivity drops by more than 50% when workers are unwell, it's unsurprising that most employers would rather sick staff stayed at home.

Improving workplace wellbeing

Which of the following does your company offer to promote better health in the workplace?



Nearly a fifth of employers do nothing to improve workplace wellbeing.



Two thirds (63.2%) of employers carry out workplace assessments; 35.1% offer flexible working options 12.1% provide free fruit for their staff.



A fifth of employers do nothing to promote better health at work. 41.6% of employees agree that an improvement in the cleanliness of their workplace could be an easy win.



66% of employers also recognise that offering flexible hours would increase productivity and wellbeing amongst their staff, which makes the low proportion of employers who actually implement flexi-time more than a little perplexing.



If you're interested in exploring the practicalities of flexi-time but don't know where to start, we can always help you to devise a roll-out strategy that's aligned to your own business needs.

The best way to report sickness



100% of employers agree that a phone call is the best way to report sickness.



Less than a quarter of UK employers would be happy to accept an email.

- This dropped to 0% for retail and catering employers



Less than 1/5 would be satisfied with a text.

Rewarding workers for not taking time off sick



Over half (52.4%) of the employers that we surveyed agreed that staff should be rewarded for not taking any time off sick; this figure rose dramatically (70%) for employers within the sales and media industry.



Of those who were in favour of a reward system, nearly a third felt that internal recognition was the most appropriate course of action, whilst a quarter were in favour of a monetary bonus.

Rewarding staff for not taking time off sick could however be a dangerous game: employees who are genuinely unwell could push themselves to attend work when they should be at home resting, they may go against medical advice if a monetary bonus is at stake, and could risk both their health and the health of their colleagues if their illness is

contagious. Instead, employers should consider improving communication channels so that employees feel comfortable calling in sick if they need to, without the associated worry or guilt. It's also possible that this level of understanding will make workers less likely to abuse the fair nature of their employers.



If you'd like to discuss any of these findings in more detail, or if you need tailored advice on improving the health of your workforce or dealing with sick leave, contact us today or visit office-angels.com/workhappyworkwell