CIPD Absence Management Survey 2016 Summary

Top five most common causes of absence, by public sector, non-manual (%)

Short-Term

Long-Term

- Minor illness (for example colds/flu, stomach upsets
- 2 Stress
- 3 Musculoskeletal injuries
- 4 Mental ill health
- 5 Back Pain

- 1 Stress
- 2 Acute medical conditions
- 3 Musculoskeletal injuries
- 4 Mental ill health
- 5 Back Pair



1/4 said Absence management is in ton 3 priorities this year



1/2 public sector organisations saw increase in stress-related absence



3/5 of organisations are taking steps to identify & reduce stress



2/5 claim an increase in reported mental health problems

Top 3 causes of stress at work (public sector)

- 1 Workload
- 2 Organisational change/ restructuring
- 3 Management style

Methods used to reduce stress

- 1 Staff Surveys
- 2 Risk assessments /stress audits
- 3 Flexible working options
- 4 Training for line managers

Most common management methods

- 1 Return to Work Interviews
- 2 Trigger Mechanisms
- 3 Sharing absence information with managers

6.3 7.4 £522 £835 55% 21%

Average days absent across all sectors Average days absent across Education Average cost of absence per employee (all sectors)

Average cost of absence per employee (Public Sector)

Monitor the cost of employee absence (Public Sector)

Absence management is No1 priority.