



Public Health
England

Protecting and improving the nation's health

Health and work infographics

References

December 2020

References

1. Mental health and work

Datum	Source
<p>Poor mental health among employees costs UK employers £42bn – £45bn each year. This is made up of absence costs of around £7bn, presenteeism costs ranging from about £27bn to £29bn and turnover costs of around £9bn.</p>	<p>Deloitte (2020) Mental Health and employers. Refereshing the case for investment.</p> <p>Available at: https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/consultancy/deloitte-uk-mental-health-and-employers.pdf</p>
<p>Young professionals have emerged as the most vulnerable demographic in the workplace. They are twice as likely to suffer from depression as the average worker, and more susceptible to leaveism and financial concerns.</p>	<p>Deloitte (2020) Mental Health and employers. Refereshing the case for investment.</p> <p>Available at: https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/consultancy/deloitte-uk-mental-health-and-employers.pdf</p>
<p>Being in employment reduces the risk of depression and psychological distress.</p>	<p>van der Noordt M, IJzelenberg H, Droomers M, et al. Health effects of employment: a systematic review of prospective studies. <i>Occup Environ Med</i> 2014;71:730-736.</p> <p>Available at: https://www.ncbi.nlm.nih.gov/pubmed/24556535</p>
<p>Work is also a cause of stress and common mental health problems:</p> <p>In 2018, 17.5m days were lost to work-related stress, depression or anxiety in the UK.</p>	<p>Office for National Statistics (2018), <i>Sickness absence in the UK labour market:2018</i>.</p> <p>(published by ONS - https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/labourproductivity/articles/sicknessabsenceinthelabourmarket/2018</p>

2. Cost of Ill Health

Datum	Source
<p>An unhealthy workforce hurts England's economy and society due to lost productivity, reducing in income tax receipts, increases in long-term sickness, informal care giving, and increased healthcare costs.</p>	<p>Department for Works& Pensions, Department of Health (2016), Work, Health and Green Paper Data Pack.</p> <p>Available at:</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/644090/work-health-and-disability-green-paper-data-pack.pdf</p>
<p>The costs to the UK Government – benefit payments, additional health costs, and forgone taxes and National Insurance – are estimated to be around £50bn a year.</p>	<p>Department for Works& Pensions, Department of Health (2016), Work, Health and Green Paper Data Pack.</p> <p>Available at:</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/644090/work-health-and-disability-green-paper-data-pack.pdf</p>
<p>In the UK, the total economic cost of sickness absence, lost productivity through worklessness, informal care giving, and health-related productivity losses, are estimated to be over £100bn annually.</p>	<p>Department for Works& Pensions, Department of Health (2016), Work, Health and Green Paper Data Pack.</p> <p>Available at:</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/644090/work-health-and-disability-green-paper-data-pack.pdf</p>

3. Health of the working age population

Datum	Source
<p>People with a long term condition in the UK, say their health is a barrier to the type or amount of work they can do.</p>	<p>Department of Health (2012) Long Term Conditions Compendium of Information: Third Edition</p> <p>Available at:</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/216528/dh_134486.pdf</p>
<p>People with one health condition had an employment rate of 63%, but this fell to 25% for those people with five or more health conditions.</p>	<p>ONS Labour Force Survey Q1 2019 microdata</p> <p>Available at:</p> <p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatusofdisabledpeoplea08</p>
<p>There are over 9m people aged 50-64 in the UK who are employed - this number increased by more than 2m since 2008.</p>	<p>Office for National Statistics (2018) A05 SA: Employment, unemployment and economic inactivity by age group (seasonally adjusted)</p> <p>Available at:</p> <p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentunemploymentandeconomicinactivitybyagegroupseasonallyadjusteda05sa</p>
<p>In England, the employment gap between those with a long-term health condition and the overall employment rate is 11.5%.</p>	<p>Public Health England (2018/19) Public Health Outcomes Framework</p> <p>Available at:</p> <p>https://fingertips.phe.org.uk/profile/public-health-outcomes-framework/data#page/0/gid/1000041/pat/6/par/E12000004/ati/202/are/E06000015</p>

4. Health of UK employees

Datum	Source
<p>1 in 5 of those employees with physical health conditions, also reported having a mental health condition (UK).</p>	<p>Department for Work and Pensions (2015) Health and wellbeing at work: survey of employees</p> <p>Available at:</p> <p>https://www.gov.uk/government/publications/health-and-wellbeing-at-work-survey-of-employees</p>
<p>11.9m (29%) working age people in the UK have a long term health condition.</p>	<p>Department for Works& Pensions, Department of Health (2016), Work, Health and Green Paper Data Pack.</p> <p>Available at:</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/644090/work-health-and-disability-green-paper-data-pack.pdf</p>
<p>1 in 8 of employees in the UK reported having a mental health condition.</p>	<p>Department for Work and Pensions (2015) Health and wellbeing at work: survey of employees</p> <p>Available at:</p> <p>https://www.gov.uk/government/publications/health-and-wellbeing-at-work-survey-of-employees</p>
<p>1 in 10 employees in the UK reported having musculoskeletal conditions (UK).</p>	<p>Department for Work and Pensions (2015) Health and wellbeing at work: survey of employees.</p> <p>Available at:</p> <p>https://www.gov.uk/government/publications/health-and-wellbeing-at-work-survey-of-employees</p>
<p>Among UK employees with a health condition, 42% of employees felt their condition affected their work 'a great deal' or 'to some extent'</p>	<p>Department for Work and Pensions (2015) Health and wellbeing at work: survey of employees.</p>

	<p>Available at:</p> <p>https://www.gov.uk/government/publications/health-and-wellbeing-at-work-survey-of-employees</p>
--	---

5. Musculoskeletal conditions (MSK) and work

Datum	Source
In England, 17% of the population report a long term Musculoskeletal (MSK) problem (England).	<p>Public Health England (2018) Musculoskeletal Diseases</p> <p>Available at:</p> <p>https://fingertips.phe.org.uk/profile/msk/data#page/0/gid/1938133186/pat/6/par/E12000004/ati/102/are/E06000015</p>
63% of working age adults with an MSK condition are in work compared to 82% of people with no health condition.	<p>Quarterly employment rate by health condition, Labour Force Survey January 2017-December 2018</p>
MSK is a leading cause of work limitations and 27.8m working days per year are lost in the UK due to MSK (UK).	<p>Office for National Statistics (2018) Sickness absence in the UK labour market</p> <p>Available at:</p> <p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/sicknessabsenceinthelabourmarket</p>
MSK (back, neck and muscle pain) is the second largest single cause of sickness absence in the UK for men and women (UK).	<p>Office for National Statistics (2017) Sickness absence falls to the lowest rate on record.</p> <p>Available at:</p>

	<p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/sicknessabsencefallstothe lowestratein24years/2018-07-30</p>
<p>In Great Britain, an estimated 6.6 million working days were lost due to work related MSK, an average of 14 days lost for each case.</p> <p>Agriculture; construction; health and social care; and transportation and storage industries all show elevated rates of MSK. (Great Britain).</p>	<p>HSE (2018) Work related musculoskeletal disorders statistics (WRMSDs) in Great Britain, 2018.</p> <p>Available at:</p> <p>http://www.hse.gov.uk/statistics/causdis/msd.pdf</p>

6. Managing health at work for employers

Datum	Source
<p>131m working days are lost to sickness absence every year.</p>	<p>Office for National Statistics (2018) Sickness absence in the UK labour market</p> <p>Available at:</p> <p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/sicknessabsenceinthelabourmarket</p>
<p>In the UK, 4.1 days are lost on average for each worker due to sickness absence.</p>	<p>Office for National Statistics (2018) Sickness absence in the UK labour market</p> <p>Available at:</p> <p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/sicknessabsenceinthelabourmarket</p>
<p>Main reasons for sickness absence in the UK:</p>	<p>Office for National Statistics (2018) Sickness absence in the UK labour market</p> <p>Available at:</p>

<p>Minor illnesses: 38.5m days</p> <p>Musculoskeletal problems: 27.8m days</p> <p>Stress, depression, anxiety: 17.5m days</p>	<p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/sicknessabsenceinthelabourmarket</p>
<p>In the UK, 1 in 3 of employees with a long-term health condition have not discussed it with their employer (UK).</p>	<p>Department for Work and Pensions (2015) Health and wellbeing at work: survey of employees</p> <p>Available at: https://www.gov.uk/government/publications/health-and-wellbeing-at-work-survey-of-employees</p>

7. Spotlight on Small Medium Enterprises (SME)

Datum	Source
<p>SMEs employ 16.3 million people, accounting for 60% of all private sector employment in the UK (UK).</p>	<p>Department for Business, Energy & Industrial Strategy (2018) Business Population estimates for the UK and regions 2018</p> <p>Available at: https://www.gov.uk/government/statistics/business-population-estimates-2018</p>
<p>In the UK, only 21% of employees of small businesses (<50 employees) reporting access to Occupational Health, and only 12% reporting access to Employee Assistance Programmes (UK).</p>	<p>Department for Work and Pensions (2015) Health and wellbeing at work: survey of employees</p> <p>Available at: https://www.gov.uk/government/publications/health-and-wellbeing-at-work-survey-of-employees</p>
<p>In the UK, sickness absence is lower in smaller businesses.</p>	<p>Office for National Statistics (2018) Sickness absence in the UK labour market</p> <p>Available at: https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/sicknessabsenceinthelabourmarket</p>

<p>% of working hours lost to sickness, by number of employees</p> <ul style="list-style-type: none"> - 1.6% < 25 Employees - 2% Between 50-500 employees - 2.3% 500 or more employees <p>(UK)</p>	<p>oyeetypes/datasets/sicknessabsenceinthelabourmarket</p>
--	---

8. The local picture – sickness absence in England

Datum	Source
<p>Sickness absence rate in England:</p> <ul style="list-style-type: none"> - England 1.9% - North East 2.1% - North West 2.2% - Yorkshire and The Humber 2.3% - East Midlands 2.2% - West Midlands 2.0% - East of England 1.9% - London 1.4% - South East 1.9% - South West 2.1% 	<p>Office for National Statistics (2018), Sickness absence in the UK labour market</p> <p>Available at:</p> <p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/sicknessabsenceinthelabourmarket</p>

9. Supporting older workers with health problems at Work

Datum	Source
-------	--------

<p>Jobseekers aged 50 and over experience longer periods of unemployment</p> <p>36% of jobseekers aged 50 and over in the UK have been unemployed for over 12 months, compared to 29% of 25-49 year olds and 14.6% of 18-24 year olds.</p>	<p>Office for National Statistics (2020), 'Labour Force Survey, Unemployment'.</p> <p>Available at:</p> <p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/unemployment</p>
<p>Economic inactivity vs unemployment rate</p> <ul style="list-style-type: none"> • 25.3% vs 2.7% (50-64 year olds) • 12.1% vs 3.4% (25-34 year olds) <p>(UK)</p>	<p>Office for National Statistics (2019) Employment, unemployment and economic inactivity by age groups</p> <p>Available at:</p> <p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentunemploymentandeconomicinactivitybyageg</p>
<p>In the UK, 23% of people aged 50-64 report two or more long term conditions, compared to 15% of 25-49 year olds.</p> <p>In the UK, 52% of inactive people aged 50-64 say that they are not looking for work because they are long term sick or disabled.</p>	<p>Department for Work and Pensions (2017), 'Fuller Working Lives: Evidence Base 2017'.</p> <p>Available at:</p> <p>https://www.gov.uk/government/publications/fuller-working-lives-evidence-base-2017</p> <p>Department for Work & Pensions (2017) Fuller Working Lives. Evidence Base 2017.</p> <p>Available at:</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_</p>

	<p>data/file/648979/fuller-working-lives-evidence-base-2017.pdf</p>
<p>The percentage of people aged 65 or older who are in employment has doubled since 1998.</p>	<p>Office for National Statistics (2019) How would you support our ageing population?</p> <p>Available at:</p> <p>https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/ageing/articles/howwouldyousupportourageingpopulation/2019-06-24</p>
<p>Workers aged in their 50s and early 60s are more likely than any other age group to be juggling caring responsibilities and working.</p> <p>In 2016 to 2017, 65% of men and 60% of women aged 52 to 64 years who were carers were also in work.</p>	<p>Office for National Statistics (2018) Living longer: Fitting it all in – working, caring and health in later life</p> <p>Available at:</p> <p>https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/ageing/articles/livinglongerhowourpopulationischangingandwhyitmatters/fittingitallinworkingcaringandhealthinlaterlife#how-does-caring-affect-employment</p>
<p>Workers over the age of 50 years are most likely to say that working part-time and flexible working hours would help them delay retirement.</p>	<p>Office for National Statistics (2018) Living longer: Fitting it all in – working, caring and health in later life</p> <p>Available at:</p>

	<p>https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/ageing/articles/livinglongerhowourpopulationischangingandwhyitmatters/fittingitallinworkingcarinandhealthinlaterlife#how-does-caring-affect-employment</p>
--	--

10. Young people and health at work

Datum	Source
<p>In the UK, 10.9% of young people aged 16 to 24 were not in education, employment or training (NEET) (UK).</p>	<p>Office for National Statistics (2018) Young people not in education, employment or training (NEET), UK: November 2018</p> <p>Available at:</p> <p>https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/november2018</p>
<p>In the UK, the employment rate for people with disabilities aged 16-24 is 38.2%, not disabled 58%.</p>	<p>A08: Labour market status of disabled people</p> <p>Available at:</p> <p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatusofdisabledpeoplea08</p>
<p>Younger workers in temporary jobs are 29% more likely to experience mental health problems than those in permanent jobs, and 8% of people aged 16-24 in employment are on a zero-hours contract compared to 2.7% of all people.</p>	<p>Flexibility for who? Millennials and mental health in the modern labour market</p> <p>Available at:</p> <p>https://www.ippr.org/files/2017-07/flexibility-for-who-report-july-2017.pdf</p>

	<p>EMP17: People in employment on zero hours contracts</p> <p>Available at:</p> <p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/emp17peopleinemploymentonzerohourscontracts</p>
<p>50% of all ages claiming Employment Support Allowance in 2018 were due to mental or behavioural disorders but for those under the age of 24 this increased to 70%.</p>	<p>Nomis 2018 official labour market statistics</p> <p>Available at:</p>

11. Alcohol, drugs, tobacco and work

Datum	Source
<p>In 2015 there were an estimated 167,000 working years lost due to alcohol, 16% of all working years lost in England.</p>	<p>Public Health England (2018) The public health burden of alcohol: evidence review</p> <p>Available at:</p> <p>https://www.gov.uk/government/publications/the-public-health-burden-of-alcohol-evidence-review</p>
<p>£7bn Estimated costs in lost productivity through unemployment, sickness related to alcohol and early mortality.</p>	<p>Public Health England (2018) The public health burden of alcohol: evidence review</p> <p>Available at:</p> <p>https://www.gov.uk/government/publications/the-public-health-burden-of-alcohol-evidence-review</p>
<p>68% of people entering treatment for alcohol problems were not in paid employment at the start of their treatment.</p>	<p>Public Health England (2019) Substance misuse treatment for adults: statistics 2018 to 2019</p> <p>Available at:</p>

	<p>https://www.gov.uk/government/statistics/substance-misuse-treatment-for-adults-statistics-2018-to-2019</p>
<p>People with severe and multiple disadvantage (substance misuse, homelessness, mental health and offending history) are likely to be the furthest from the labour market and need the most support around education, training and employment.</p>	<p>Black, C. (2016) An Independent Review into the impact on employment outcomes of drug or alcohol addiction, and obesity</p> <p>Available at:</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/573891/employment-outcomes-of-drug-or-alcohol-addiction-and-obesity.pdf</p>
<p>85% of individuals seeking treatment in England for opiate problems were not in paid employment at the start of their treatment.</p>	<p>Public Health England (2019) Substance misuse treatment for adults: statistics 2018 to 2019</p> <p>Available at:</p> <p>https://www.gov.uk/government/statistics/substance-misuse-treatment-for-adults-statistics-2018-to-2019</p>
<p>33k individuals claiming incapacity benefits had a primary disabling condition of drugs misuse</p> <p>When a claimant informs Jobcentre Plus that they are engaged in structured treatment for drug or alcohol use, the Jobcentre can relax conditionality for up to 6 months to allow the claimant to focus on their recovery.</p>	<p>Black, C. (2016) An Independent Review into the impact on employment outcomes of drug or alcohol addiction, and obesity</p> <p>Available at:</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/573891/employment-outcomes-of-drug-or-alcohol-addiction-and-obesity.pdf</p>
<p>Employers are reluctant to employ people with a known history of substance misuse</p> <p>Employment and volunteering leads to better treatment outcomes, and reduced relapse rates</p>	<p>Black, C. (2016) An Independent Review into the impact on employment outcomes of drug or alcohol addiction, and obesity</p> <p>Available at:</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/573891/employment-outcomes-of-drug-or-alcohol-addiction-and-obesity.pdf</p>

<p>Staff who smoke are 33 per cent more likely to be absent from work than non-smokers.</p>	<p>Weng, S. F., Ali, S. and Leonardi-Bee, J. (2013) <i>Addiction</i></p> <p>Available at:</p> <p>https://www.ncbi.nlm.nih.gov/pubmed/23078132)</p>
<p>Smoking costs employers in England £4.6 billion a year through increased sickness absence and smoking breaks.</p>	<p>ASH Ready Reckoner v7.1, Oct 2019</p> <p>Available at:</p> <p>https://ash.org.uk/ash-ready-reckoner/)</p>
<p>A vaping policy that makes it an easier choice to vape than to smoke can support staff to quit smoking and stay smokefree.</p>	<p>Public Health England (2016) <i>Use of e-cigarettes in public places and workplaces</i></p> <p>Available at:</p> <p>https://www.gov.uk/government/publications/use-of-e-cigarettes-in-public-places-and-workplaces)</p>