

UK EMPLOYEES FACE A RANGE OF PHYSICAL AND MENTAL HEALTH RISKS

Vitality | AGE

A medically and actuarially derived measure of the impact of lifestyle, clinical and mental health on life expectancy.

4.2 YEARS

UK employees are losing an average of 4.2 years of life due to poor health choices as measured by their Vitality Age gap.



LIFESTYLE HEALTH

- 62%** DO NOT EAT A BALANCED DIET
- 36%** DO NOT EXERCISE ENOUGH
- 29%** DRINK TOO MUCH ALCOHOL
- 10%** SMOKE



CLINICAL HEALTH

- 18%** ARE OBESE
- 28%** OF EMPLOYEES SUFFER FROM AT LEAST 1 CHRONIC CONDITION OF LIFESTYLE
- 26%** HAVE HIGH BLOOD PRESSURE, CHOLESTEROL OR BLOOD GLUCOSE



MENTAL WELLBEING

- 54%** SUFFER FROM WORK-RELATED STRESS
- 6%** HAVE SYMPTOMS OF DEPRESSION
- 7%** HAVE SEVERE FINANCIAL CONCERNS
- 30%** SLEEP LESS THAN 7 HOURS PER NIGHT

THESE ARE IMPACTING ON THEIR PRODUCTIVITY

11.7%

The average employee loses 11.7% of their productive time due to ill-health.

30 DAYS

In real terms this equates to an hour every working day, or **30 working days each year.**

But not all productivity loss is the same. Employers must tackle both absenteeism and presenteeism.

PRESENTEEISM ACCOUNTS FOR 55 MINUTES IN EVERY LOST HOUR



ABSENTEEISM
PRESENTEEISM

90%

Just a fraction of productivity loss relates to formal absence from work. More than 90% is driven by presenteeism. This makes productivity loss difficult for employers to measure.

TOP CAUSES OF PRODUCTIVITY LOSS (DAYS PER EMPLOYEE PER YEAR)

POOR NUTRITION	3
PHYSICAL INACTIVITY	5
LACK OF SLEEP	6
DEPRESSION	19

EMPLOYERS ARE UNIQUELY POSITIONED TO IMPROVE THE HEALTH AND PRODUCTIVITY OF THEIR EMPLOYEES BUT FACE CHALLENGES

THE OPPORTUNITY
25 DAYS

The potential benefit is significant – healthy employees are more than 25 days per year more productive than unhealthy employees.

THE CHALLENGE
33%

Employees are aware of just 33% of the interventions their employer offers, and participate in just 10% of these.

Britain's Healthiest Workplace has identified two key ways to increase employee participation:

#1

PROVIDING A COMPREHENSIVE PROGRAMME OF INTERVENTIONS – **260% INCREASE IN PARTICIPATION.**

#2

PROVIDING INCENTIVES AND REWARDS – **70% INCREASE IN PARTICIPATION.**



HEALTH INSURANCE

COMPREHENSIVE HEALTH PROMOTION PROGRAMME
LEVERAGING INTELLIGENT INCENTIVES