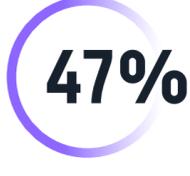


Employee research

Hidden health concerns at work

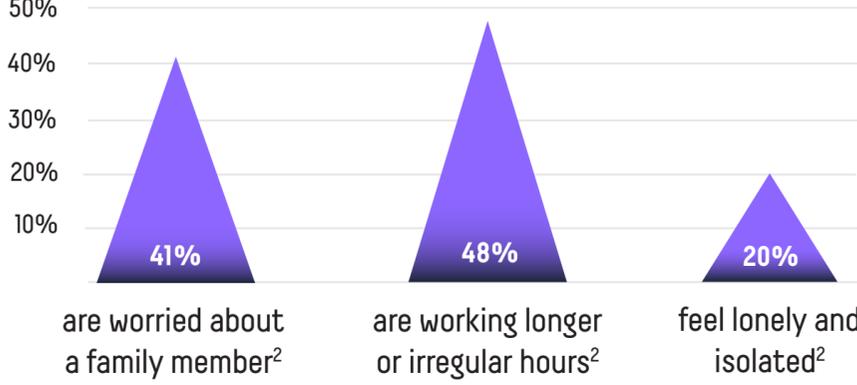
Employee wellbeing amidst coronavirus



of employees feel uncomfortable discussing health concerns with their employer



of employees are experiencing stress or depression because of uncertainties¹



Isolation shouldn't cause disconnection

1 in 3

employees won't tell their manager because they don't:

- feel close enough to them
- have the rapport
- want to discuss virtually
- want to be furloughed

Employees with

2 or more children

or

18-24 years of age

feel the least comfortable sharing their health matters with their employer

19% of employees prefer to keep their health private



Fear of being fired

1 in 10

employees are concerned about being fired should they tell their employer they are suffering with illnesses like depression, cancer or chronic pain

25-34

year olds are the most concerned about job loss - because they are trying to get on the property ladder or raising young families

Rising pressure on carers



1 in 4 employees are experiencing increased pressure to provide care during lockdown

45-54
year olds

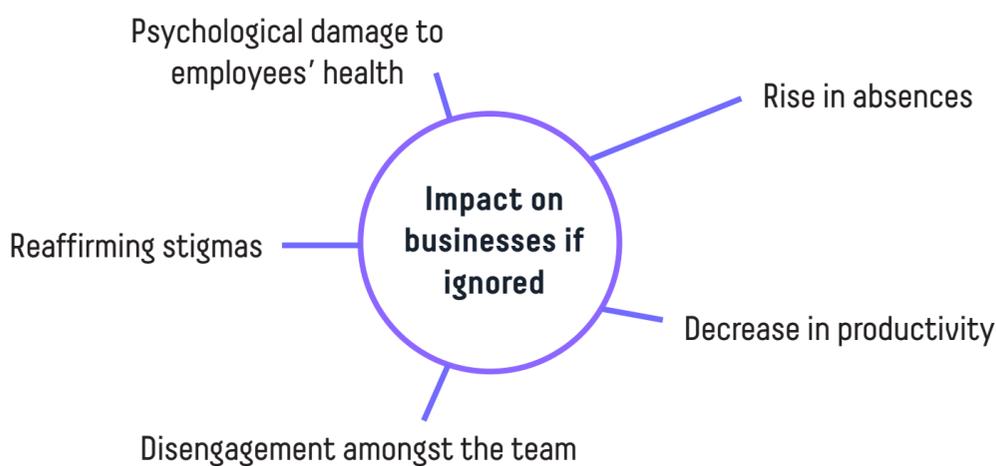
are the most affected as they are likely to be caring for elderly parents or a neighbour who can't shop or seek medical supplies

1 in 3 (with kids)

1 in 5 (without kids)

Those with children to look after, on top of work and caring responsibilities feel this pressure the most

Coronavirus risks sending us back many steps



Tips to support employees

1

Create an inclusive culture for employees to access and request support.

2

Regularly check-in with employees and be transparent about your company's future, and if possible, how they still fit into it.

3

Review performance targets and objectives so they work around employees with an illness, as well as prioritise work and reallocate tasks if need be.

4

Encourage line managers to have sensitive conversations with their vulnerable team members (providing care, living with an illness or struggling to adjust).

5

Ensure health conditions and long-term illness are part of your benefits agenda.

¹ The University of Sheffield, Covid-19 and Mental Health in the UK, 2020.
² Institute for Employment Studies, Homeworker wellbeing Survey, 2020.
 Research based on 2000 adults in the UK conducted by YouGov.
 Commissioned by Reframe, 2020.