

# Stress Doesn't Just Have a Personal Cost... It's the UK's Most Common Cause of Long-Term Absence

## £ Cost of Stress to UK Business £

Staff Absence: 22 million working days lost (2024)

**Employer Costs:** Poor mental health costs UK employers an estimated £51 billion per year

**Presenteeism:** The largest financial drain is presenteeism (working while unwell and performing below full capacity), which costs UK employers about £24 billion annually.

**Absenteeism & Lost Days:** The Health and Safety Executive reports over 22 million working days lost to stress, depression, or anxiety, with each affected employee taking an average of nearly 23 days off.  
(source: HSE)

### Main Causes of Work-Related Stress

- Pressure of workload
- Interpersonal relationships
- Changes at work
- Financial concerns



### 4 Business Solutions

- 1 Promote work-life balance
- 2 Encourage breaks
- 3 Keep staff informed
- 4 Provide interventions and support