

Burnout costing UK employers over £700 million annually

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New research from time and attendance solutions provider [Clocking Systems Ltd](#) highlights the significant financial impact of employee burnout on UK businesses.

With over 80 million hours lost each year due to burnout-related sick days, employers face a considerable financial burden from an overstretched workforce.

In 2019, the World Health Organisation officially recognised burnout as an ‘occupational phenomenon’ in its International Classification of Diseases. While not classified as a medical condition, burnout is a serious workplace issue with long-term consequences for both employees and employers.

UK businesses are currently losing more than £700 million annually as a direct result of burnout. Employers are urged to recognise the early signs of stress and exhaustion in their workforce before these issues escalate further. Additional research from AXA reveals that the UK economy is losing £28 billion each year, with 23.3 million sick days taken as a result.

Statistics show that 52% of all workers feel burned out. The last decade has seen significant shifts in working patterns, especially following the COVID-19 pandemic. Many employers have adopted hybrid and flexible working arrangements, reducing commuting time and changing working patterns. However, this has also contributed to an ‘always-on’ work culture, with employees finding it harder to switch off.

Some of the key things that employers can do to help avoid burnout include keeping an eye on any changes in behaviour and working patterns, such as emails being sent outside of working hours, implementing policies around workload, as well as providing options for wellbeing support to help employees who may be struggling.

Drew Macmillan, sales manager for Clocking Systems, commented on the findings: “Monitoring workforce productivity is important, but this research underscores that it’s about much more than just output. It’s about caring for employee wellbeing. Stress and exhaustion can lead to decreased productivity and, ultimately, higher absenteeism.

“As things stand, 43% of workers currently feel unable to speak to a manager about mental health. Every employer has a responsibility to spot the early signs of burnout and take proactive steps to manage the key stressors in the workplace. This could be as simple as conducting regular check-ins with employees.”