

Digital Presenteeism: How is it affecting your workforce



Stacey Mead, FCIPD

HR Director

HR Dept Bristol / Bath / North Somerset



The HR Dept

- Provide SME's with pragmatic HR support
- Cover the whole spectrum of the employee lifecycle from recruitment to performance management to exiting employee's
- Offer a range of ways of working with you - retained & PAYG
- Offices throughout the UK working on a local basis
- Also a knowledge provider - webinars, training, blogs



What is Digital Presenteeism

Presenteeism

“the practice of being present at one's place of work for more hours than is required, especially as a manifestation of insecurity about one's job”

Digital presenteeism

.....is when you feel under pressure to always be available online, via video calls, phone, email, chat or Slack. It's when you've done a full day's work, but feel pressure to log on or reply later than your normal or preferred working patterns, even if you feel exhausted or unwell.



Signs of Digital Presenteeism

- Employees working late / arriving early
- No breaks being taken
- Checking on emails on the weekends / evenings / during holiday leave
- Working whilst unwell
- Always being available for online calls - not scheduling time out for admin
- Performance levels dropping



Poll

Have you seen evidence of any form of presenteeism in your teams / workforce?



What is the impact of it?

- Over $\frac{3}{4}$ of businesses questioned have observed presenteeism
- Performance at work
- Increased pressure / Stress
- Increased absence levels
- Work-life balance unbalanced
- Team relationships



What role do you play in reducing Digital Presenteeism?

- Its all about the culture of your business
- Work from the top down
- Directors / Business Owners / Shareholders
- Managers
- Employee's / Colleagues



Poll

Is your organisation taking actions to prevent or manage presenteeism?



What can employers do about it?

- Monitor workloads
- Regular 1:1's with employee's
- Respect boundaries
- Encourage regular breaks
- Encourage and monitor holiday requests



Questions

Stacey Mead, FCIPD

HR Director

stacey.mead@hrdept.co.uk

0117 9702 955

www.hrdept.co.uk

