



SOME USEFUL DEFINITIONS

SURVIVOR SYNDROME describes the emotional, psychological, and organisational impacts experienced by those who remain employed after a redundancy programme. The wellbeing of survivors is often overlooked, but they commonly experience an initial feeling of relief, rapidly replaced by a range of negative reactions

PSYCHOLOGICAL SAFETY is where people feel they can speak up and share concerns, questions or ideas freely without being criticised, or made to feel 'wrong' for doing so. People feel psychologically safe in working environments that are open, respectful, kind, fair and consistent, with major benefits for learning, engagement and performance

PRESENTEEISM is where people continue to work while unwell and not functioning to their full capacity. Although sickness absenteeism is falling among UK workers, presenteeism is increasing. It is particularly common among health and social care professionals, with surveys reporting around six out of ten staff had recently worked whilst sick

Sources: [Sickness presenteeism at work: prevalence, costs and management | BMJ](#)

[Survivor Syndrome: Key Considerations and Practical Steps | IES, 2004](#)

[Behaviours that support health, wellbeing and engagement | CIPD](#)

[Managing the challenge of workforce presenteeism in the COVID-19 crisis | CIPD](#)

DID YOU KNOW...?

In the 2020 NHS survey, in answer to the question 'Does your organisation take positive action on health and wellbeing?', 34% answered 'Yes, definitely', 57% answered 'Yes, to some extent' and 8% said 'No.'

Source: [NHS Staff Survey 2020](#)

1 in 3 More than one in three (36%) UK employees report that their work is low quality, and they are twice as likely to experience poor health

Source: [Health Foundation: What the quality of work means for our health](#)

Job vacancies for the three months to January 2021 were

26% lower than the previous year

Source: [ONS: Vacancies and jobs in the UK, February 2021](#)