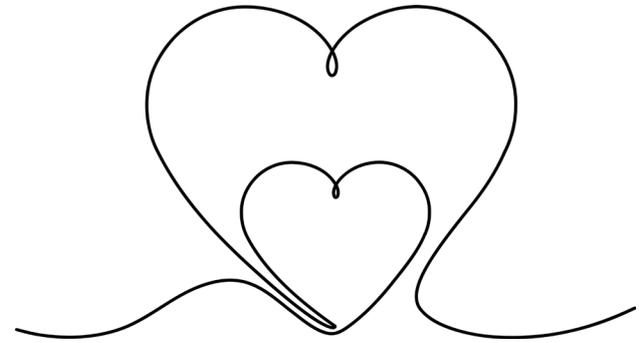


# Employers should act now on early detection as ill health costs continue to rise



## Impact of delayed health detection

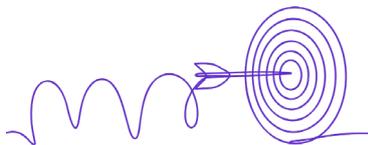
Employers should action now as delayed health detection continues to drive record absence levels, push up benefit costs and put mounting pressure on HR teams.

Long-term sickness absence has reached **9.4** days per employee, the highest in more than a decade according to the Chartered Institute of Personnel and Development (CIPD); poor workforce health is estimated to cost employers £85 billion each year in lost productivity (Keep Britain Working).



The human impact of late diagnosis is profound. Families are affected, careers are disrupted, and lives are often cut short. Cancer Research UK reports survival rates of 80–90% for Stage 1 cancers, compared with under 20% at Stage 4, and the NHS Long Term Plan suggests that earlier diagnosis could save 55,000 lives annually. For employers, the workplace impact is also significant. Employees with unmanaged or late-diagnosed conditions are more likely to experience extended absence, reduced productivity, and higher insurance costs (see the below chart which shows the impact on employers). Supporting employees with timely interventions benefits both people and business alike.

## Financial impact on employers



### Impact

Lost productivity

Cancer-related absence

PMI premium increases

Long-term absences



### Example cost

£85bn/year

£15,000 per employee

12.6% in 2024

9.4 days per employee



### Source

Keep Britain Working

Macmillan Cancer Support

WTW

CIPD

## Early detection – how can it be done?

Early detection is one of the few areas where better outcomes for people and cost management for employers align perfectly, and there are many practical steps employers can take today. Predictive health models, which are readily available through one of Quantum's key partners allow HR teams to identify higher-risk groups and offer targeted interventions such as screening and preventative support, ensuring benefits reach the employees who need them most. Linking anonymised health, absence, and demographic data enables proactive planning rather than reactive response.

## The results

Investing in predictive and preventative approaches allows HR teams to spend smarter and improve health outcomes for employees while strengthening the business. Beyond the financial benefits, early detection sends a strong cultural message. Employees who feel supported are 2.5 times more likely to stay and 1.8 times more engaged at work (Gallup, 2024), creating a cycle of improved health, productivity, and retention.

### Key takeaway

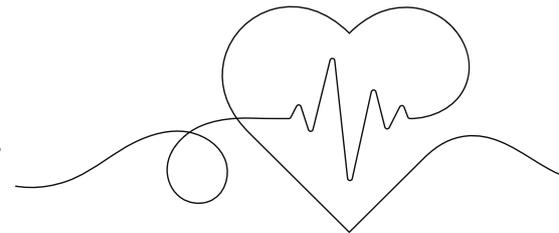
The key takeaway is clear: waiting is the most expensive option. By adopting predictive, targeted, and preventative approaches, organisations can protect their workforce, reduce long-term costs, and build a stronger, healthier culture.

## Partners in Confidence: Comprehensive Employee Benefits

Quantum Advisory is committed to making employee benefits work better for small and medium-sized organisations, helping to make benefits easier to manage, more efficient and to deliver greater value for employers.

Our philosophy is simple, we take a holistic view of employee and organisational wellbeing to deliver the best possible outcomes for a business, putting your employees at the heart of everything we do.

We provide a big name service on a first name basis. Our depth of expertise and comprehensive range of first-class employee benefits, financial wellbeing, employee communications and workplace culture services, is balanced with a commitment to doing what's right by every client with a personal touch.



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