

## 5. Scotland (Top 6)

# Scotland ranks 5th most at risk of burnout in the UK: 40% of Scots have been prescribed medication due to burnout

Workers in Scotland are among the most at risk of burnout in the UK, according to new research from resource scheduling tool [Resource Guru](#).

The [Burnout Risk Index 2025](#) is an interactive league table which ranks UK regions by burnout risk. The index is based on survey responses from 2,000 UK desk workers, supported by insights from experts including Scotland-based occupational therapist [Laura Bremner](#) and burnout expert [Leanne Spencer](#). These specialists uncovered 10 key burnout risk factors, warning that—if they're left ignored—occupational burnout will occur, and that Scottish-based businesses need to put preventative measures in place before it's too late.

## Key findings for Scotland:

- Scotland ranks **5th** out of 12 UK regions (1 being most at risk of burnout) in Resource Guru's Burnout Risk Index
- **84%** Scottish workers do overtime, and **64%** work weekends
- Workers in Scotland are also making sacrifices to meet deadlines:
  - **26%** have worked during annual leave
  - **29%** have skipped exercise, **26%** have skipped sleep
  - **1 in 10** have missed a medical appointment (**10%**) and have slept in the office (**11%**)
- **54%** reported stress, a **third (34%)** reported anxiety, and **nearly 1 in 5 (19%)** reported depression due to work

The league table below shows a full breakdown of how Scotland compares with other UK regions for 10 major burnout risk factors:

Burnout rank (Most at risk → least at risk)	Burnout risk factors 1-10									
	Work overtime	Work weekends	Worked during annual leave to meet a deadline	Skipped exercise to meet a deadline	Skipped sleep to meet a deadline	Experienced stress due to work	Missed a medical appointment to meet deadline	Feel uncomfortable saying no to additional work, even at capacity	Experienced depression due to work	Say their company doesn't do anything to support mental health
1. South West	86%	64%	27%	35%	27%	61%	8%	32%	22%	24%
2. London	95%	86%	31%	35%	39%	61%	10%	19%	11%	14%
3. South East	84%	69%	25%	31%	19%	56%	9%	30%	20%	33%
4. Yorkshire and the Humber	84%	65%	29%	34%	19%	55%	5%	28%	16%	34%
5. Scotland	84%	64%	26%	29%	26%	54%	10%	28%	19%	18%
6. West Midlands	77%	65%	27%	28%	23%	50%	6%	30%	19%	29%
7. Northern Ireland	70%	68%	27%	24%	24%	41%	5%	32%	24%	26%
8. Wales	80%	61%	26%	33%	15%	51%	5%	29%	22%	35%
9. North West	79%	61%	25%	27%	23%	59%	7%	25%	16%	26%

10. East Midlands	79%	54%	19%	23%	16%	33%	2%	33%	11%	33%
11. East of England	81%	60%	22%	23%	22%	49%	3%	23%	13%	22%
12. North East	75%	53%	19%	20%	19%	47%	3%	25%	5%	32%

[Check out the interactive [Scotland Burnout Risk Index](#) tool, where you can see full league table, and compare all 10 risk factors for Scotland with the UK averages]

Burnout specialist **Leanne Spencer** reveals: *“This index is powerful because it allows Scots to look out for these 10 red flags and address them, to prevent burnout **before** it happens.”* Once burnout is reached, the implications for employees and businesses are severe, and are much harder to address at this point.

When it comes to the impact of burnout on employee health, **40%** of burnt out Scottish workers have been prescribed medication, **32%** have seen a therapist, **1 in 5 (19%)** have gone to the doctors, and **over 1 in 10 (14%)** have gone to the hospital.

*“Honestly, all of these stats concern me. Scots are neglecting the fundamentals of self-care like sleep and exercise - which aren’t luxuries, they’re basic human needs. When they’re sacrificed for work, it’s undoubtedly contributing to the wider decline in both physical and mental health we’re seeing across our communities,”* cautions **Occupational Therapist Laura Bremner**

And, the business consequences are just as concerning. Of those Scottish employees who are already burnt out, **49%** said they’d take time off, **35%** said they’d delivered lower-quality work, **26%** admitted they made mistakes as a result.

**Laura Bremner** adds: *“Organisations in Scotland should care about this index not just because it’s the right thing to do, but because it makes business sense. The data is clear: people work smarter, more creatively, and more sustainably when they’re not overworked. Used proactively, the index can highlight pressure points and guide meaningful change—boosting wellbeing, retention, and long-term performance.”*

So, what’s fueling this culture of overworking? High workloads without support is a key issue: **47%** of burnt out Scots blame high workloads, yet **40%** of all Scottish desk workers don’t use any software to manage their resources.

*“Without formally managing people and workloads, visibility of hours worked is lost, and overworking is inevitable. Businesses can use purpose-built resource scheduling software to help teams distribute workloads in a sustainable way,”* says **Leanne Spencer**

Resource Guru Co-Founder [Percy Stilwell](#) agrees that overworking issues can be tackled with smarter planning, effective resource scheduling, and accurate time management:

*“With this many people in Scotland using no dedicated resource scheduling software, it’s no wonder burnout is on the rise. That’s why we built Resource Guru, to help companies manage workloads and increase*

*productivity—leading to improved employee wellbeing and reduced burnout. After all, happy teams are good for business.”*

For further insights, Resource Guru has published a detailed breakdown of their **State of (Over)working** study, including additional statistics and expert advice. An interactive **Burnout Risk Index** is also available, where you can compare all 10 risk factors with the UK averages, as well as other demographic comparisons.

View the [State of \(Over\)working 2025](#) report and [Burnout Risk Index](#).

– ENDS –

**About Resource Guru:**

*Founded in 2011, [Resource Guru's](#) software enables teams to schedule resources, track time, and plan workloads—ultimately helping to avoid overworking, stress, and burnout. Today, over 65,000 people in 100+ countries are using Resource Guru to become more productive and drive project success.*

**Methodology:**

*This online survey of 2,000 UK desk workers was commissioned by Resource Guru and conducted by market research company OnePoll, in accordance with the Market Research Society's code of conduct. Data was collected between [07/02/2025] and [19/02/2025]. All participants are double-opted in to take part in research and are paid an amount depending on the length and complexity of the survey. This survey was overseen and edited by the OnePoll research team. OnePoll are MRS Company Partners, corporate membership of ESOMAR and Members of the British Polling Council. Respondents were screened to confirm they worked primarily at a desk in an office or home setting. The sample included a mix of respondents across age groups, genders, industries/job roles, and 12 UK regions. Not all regions and demographics had equal response rates. Northern Ireland and the North East had lower response rates (under 80). Expert commentary was gathered after the survey was completed, based on a summary of the key findings. UK averages are taken from the original data (accounting for different numbers of respondents in each demographic). This is not an exhaustive list of burnout risk factors.*

**Media kit available:**

*For a full breakdown of statistics, expert commentary, regional data and visuals, download the [press media kit](#) here.*

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