

"HELLO... IS ANYBODY OUT THERE?!"

BRIGHTHR'S 2019 STAFF ABSENCE TREND REPORT



THE ABSENCE TRENDS THAT SWEEPED THE UK LAST YEAR

We've dug out the data, pulled the reports, and crunched the numbers with our smart absence management software to suss out exactly how the nation took time off in 2019. And the results were surprising...

So, is #humpday a real thing or is it just a trendy #hashtag? Did Brexit influence staff sickies in the capital? And how did the Spice Girls have the (girl) power to shake up attendance? Let's find out...

SICKNESS

JANUARY
07

MOST COMMON DAY FOR SICKNESS

And yes, that was the first Monday of the year—looks like staff were still recovering from two weeks of drinking mulled wine and eating their weight in Quality Street.



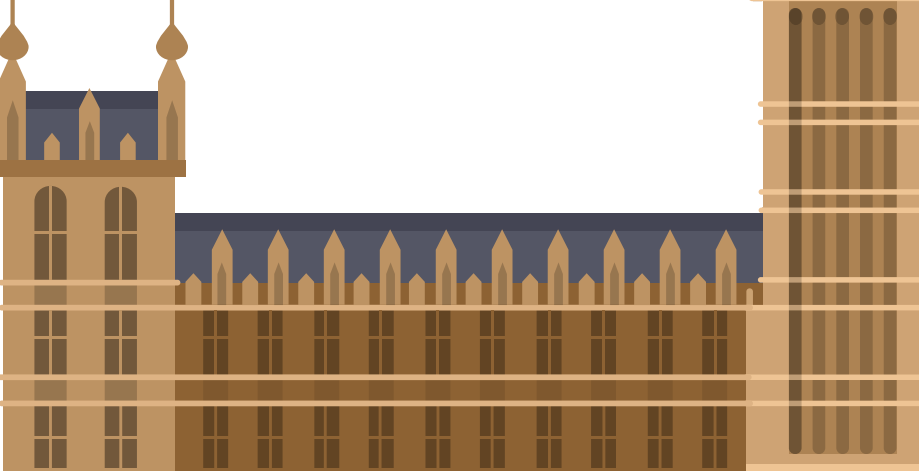
LONG LIVE THE SICKLY QUEEN

The ladies have kept the crown for the most sick days for the third year in a row. Maybe it's time to rethink the myth of the man flu...

TOP 5 CITIES* FOR STAFF SICKNESS

Westminster came top of the list for the most staff sick days in 2019. MPs must've caught a bad case of Brexit-itis!

*Based on the average number of sick days per BrightHR user in each city.



WESTMINSTER 1st

NEWRY 2nd

ST ASAPH 3rd

PORTSMOUTH 4th

COVENTRY 5th

THE NAMES THAT TOOK THE MOST SICK DAYS**



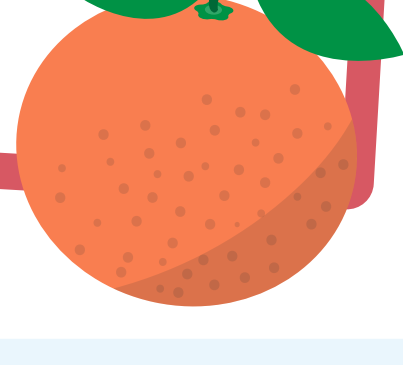
Germey James



Phl-Emma

You know James & Emma...

They were the ones with the constant sniffles and desks covered in tissues and Lemsip last year. Let's up their vitamin C in 2020.



**Based on the number of sicknesses per first name.

HOLIDAYS

SUMMER EVENTS THAT MADE STAFF HOLIDAYS SOAR

GLASTONBURY
26th June – 1st July

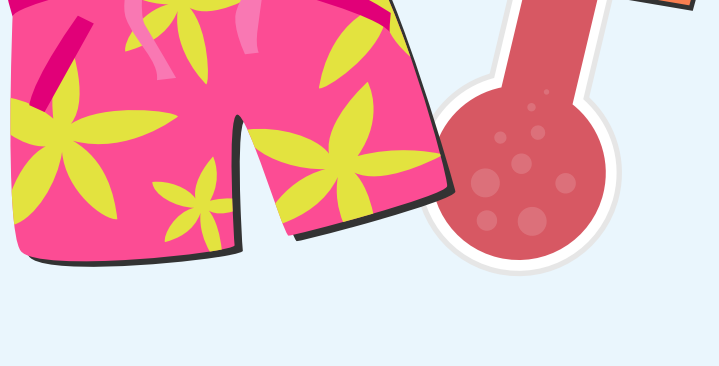
+18%

Staff booked time off for muddy fields and musical madness with The Cure headlining Glasto at the end of June.

Music festivals are clearly not *the cure* (#sorrynotsorry) for your summer staffing problems...

HOTTEST DAY OF THE YEAR

25th July 2019



Holiday bookings skyrocketed alongside the temperature, which reached a scorching 38.7°C.

And while we miss the sunshine, we don't miss the summer office outfits. Hello Dave, in his neon Bermuda shorts...

SPICE UP YOUR LIFE! SPICE GIRLS UK TOUR: 24th May – 15th June

It was the summer of 90s nostalgia when the Spice Girls brought girl power back in full force with their 2019 tour. And Britain was on board, with holidays rising higher than Baby Spice's wedge trainers.

BRISTOL +5%

CARDIFF +8%

COVENTRY +15%

LONDON +17%

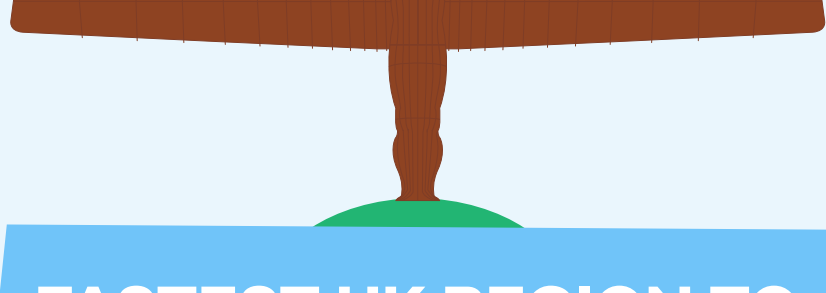
EDINBURGH +22%

SUNDERLAND +37%

MANCHESTER +43%

Manchester went mad for it! The city took the lead on the Spice World tour, with 43% more holidays booked off when the girls were gigging at the Etihad Stadium.

APPROVING HOLIDAYS



FASTEST UK REGION TO APPROVE HOLIDAYS

Geordies move quickly when it comes to holidays. Managers in the North-East approved staff holiday requests faster than anywhere else in the UK.

Howay, Newcastle!



FASTEST COUNTRY TO APPROVE HOLIDAYS

Aussies take holidays seriously. Managers here under take 11 days to approve holiday requests. Unlike us dillydallying UK lot who were the slowest, taking 5.7 days. Let's buck up our ideas in 2020, eh?

LATENESS

AVERAGE LATENESS AROUND THE WORLD

CANADA 37 mins

REPUBLIC OF IRELAND 50 mins

Irish employees were the slowest to get to work last year, with staff rocking up later than anywhere else in the world. You snooze, you lose, people!

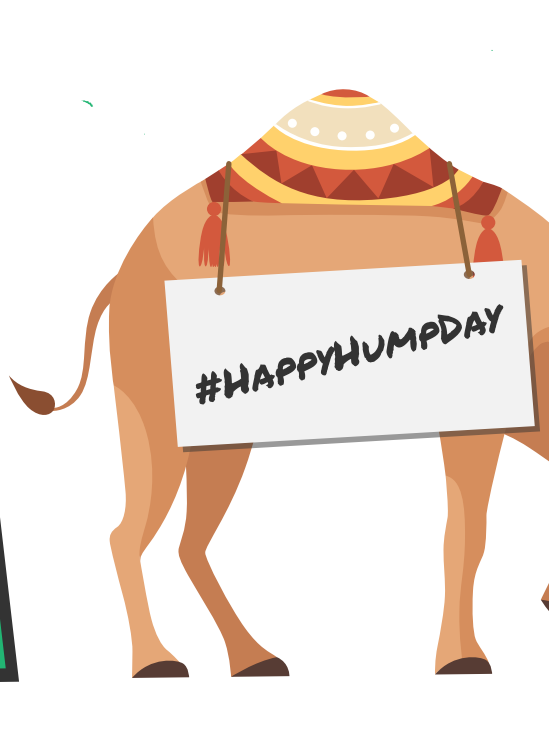
UNITED KINGDOM 34 mins

AUSTRALIA & NEW ZEALAND 49 mins

8:58

JUST IN THE NICK OF TIME

That's the most common clock-in time for employees due to start work at 9am. Now that's what we call cutting it fine.



WALTZ-IN-LATE WEDNESDAY

Looks like #HumpDay isn't just a trendy hashtag, with Wednesday being the most common day for staff to waltz into work late.

EXPENSES

MILEAGE CLAIMS



LONGEST JOURNEY Over 580 miles

That's about the distance from London to Berlin. Which is one awkward car journey if your colleague wants to blast hardcore heavy metal. All the way there. For 12 whole hours.

SHORTEST JOURNEY Under 0.07 miles

You could walk this distance in about 60 seconds. That's like charging your boss in the 'journey' every time you go to the office kitchen to make a cuppa.



HOW TO MANAGE TIME OFF

Okay, people are going to be late. People are going to be sick. But every staff absence can hurt your business by as much as £522*** per employee.

SO WHAT CAN YOU DO ABOUT IT?

BrightHR's awesome people management software makes it easy for you to track holidays, log sickness and monitor lateness, so you can keep on top of all absences in your business.

You also get two exclusive mobile apps. PoP lets you easily manage your employees' expenses on the go, and approve requests with a simple swipe.

And Blip lets your staff clock in and out using just their mobiles, so you can see who's in, who's off and who's on a break, wherever you are. Want to know more?

BOOK YOUR FREE DEMO TODAY



***Based on figures released by the CIPD.
https://www.cipd.co.uk/images/absence-management_2016_tcm18-16360.pdf