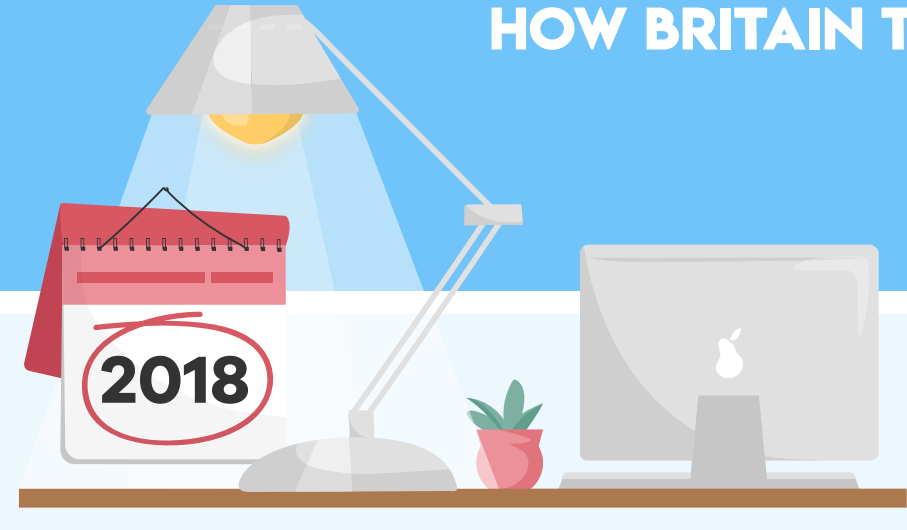


"HELP! HAVE YOU SEEN MY STAFF?"

HOW BRITAIN TOOK TIME OFF IN 2018



2018 ACCORDING TO BRIGHT HR

2018 was one heck of a year. We were visited by the Beast from the East, swept up in World Cup fever and blessed with a scorcher of a summer (for once!).

But how did these events affect how the nation took time off in 2018? We've examined the data from our people management software and found some surprising results. Let's take a look.

SICKNESS

TOP 5 CITIES FOR STAFF SICKNESS



Staff in Bath averaged 16 sick days in 2018 (maybe there's something in the water?!).

SICKLY QUEEN'S REIGN CONTINUES

For the second year in a row, the ladies snagged the title for the most sick days. The lads clearly aren't ready to take over the throne just yet.

1.4 DAYS

That's an average of course!

1.2 DAYS

HERE'S A FUN FACT...

In 2017, women took 2.3 sick days while men took 2.2. Does this year's drop in sickness show that presenteeism is growing? 86%* of business owners say that they've spotted **presenteeism** in their company over the last year.

PRESENTEEISM

[prez-uh-n-tee-iz-uh m]
noun

The practice of coming into work when unwell or working longer hours when there's no need to.

SNOTTY SARAH & DELICATE DAVE

These are the names that took the most sick days.

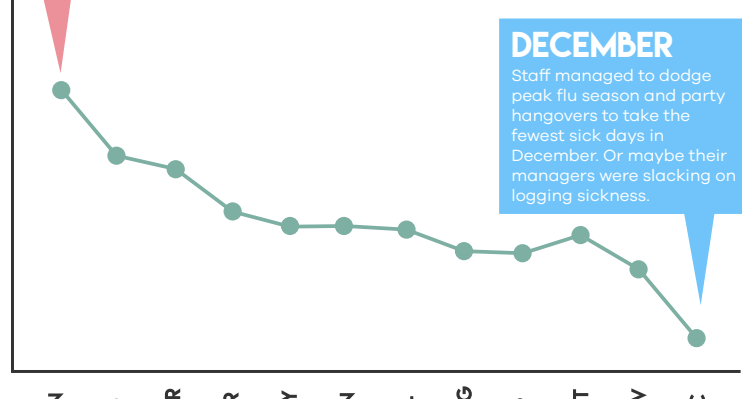
JANUARY

Sickness skyrocketed in January. But was it a genuine New Year's bug or a case of the post-Christmas blues? What do you reckon?



DECEMBER

Staff managed to dodge peak flu season and party hangovers to take the fewest sick days in December. Or maybe their managers were sticking on logging sickness.

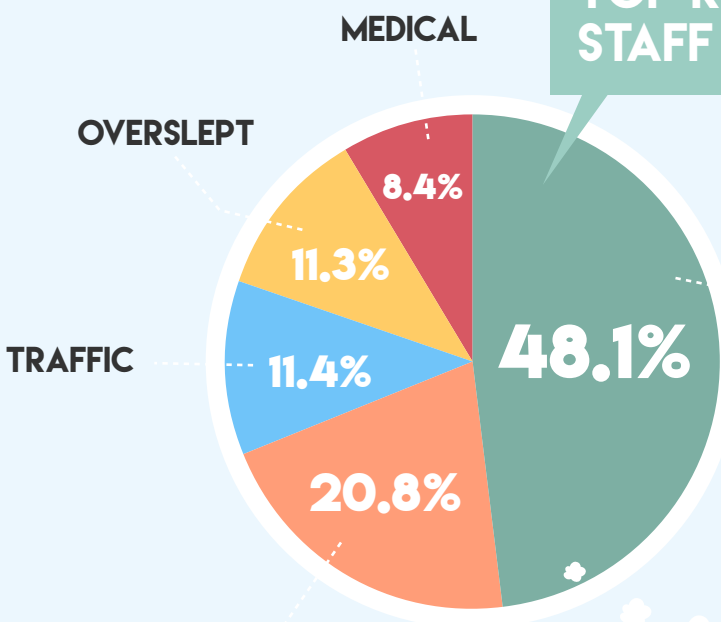


SICKNESS OVER THE YEAR

LATENESS

Remember the timetable chaos back in May? Blooming trains!

TOP REASONS FOR STAFF BEING LATE



LATENESS EXCUSE HONOURABLE MENTION!

Special shout out to the people that didn't even try to cover up their hangover. We appreciate your honesty (even if your managers didn't!).

BEST LATENESS EXCUSES**



That's with no sugar, caramel drizzle and almond milk. It's the ultimate pick-me-up!



WHAT WERE THEY UP TO?

That's the average time staff turned up late in 2018. Time they could've spent watching a Friends episode, running 5K or riding the London Eye.

WAKE-UP-LATE WEDNESDAY

Behold the toughest day of the week to make it into work on time.

28 FEBRUARY

was the date with the highest amount of lates. You can thank the Beast from the East for that one!

BEAST FROM THE EAST

163.3%

That's how much average staff lateness for the year shot up by on 28 February 2018. And no, that figure's not made up.

HOLIDAYS

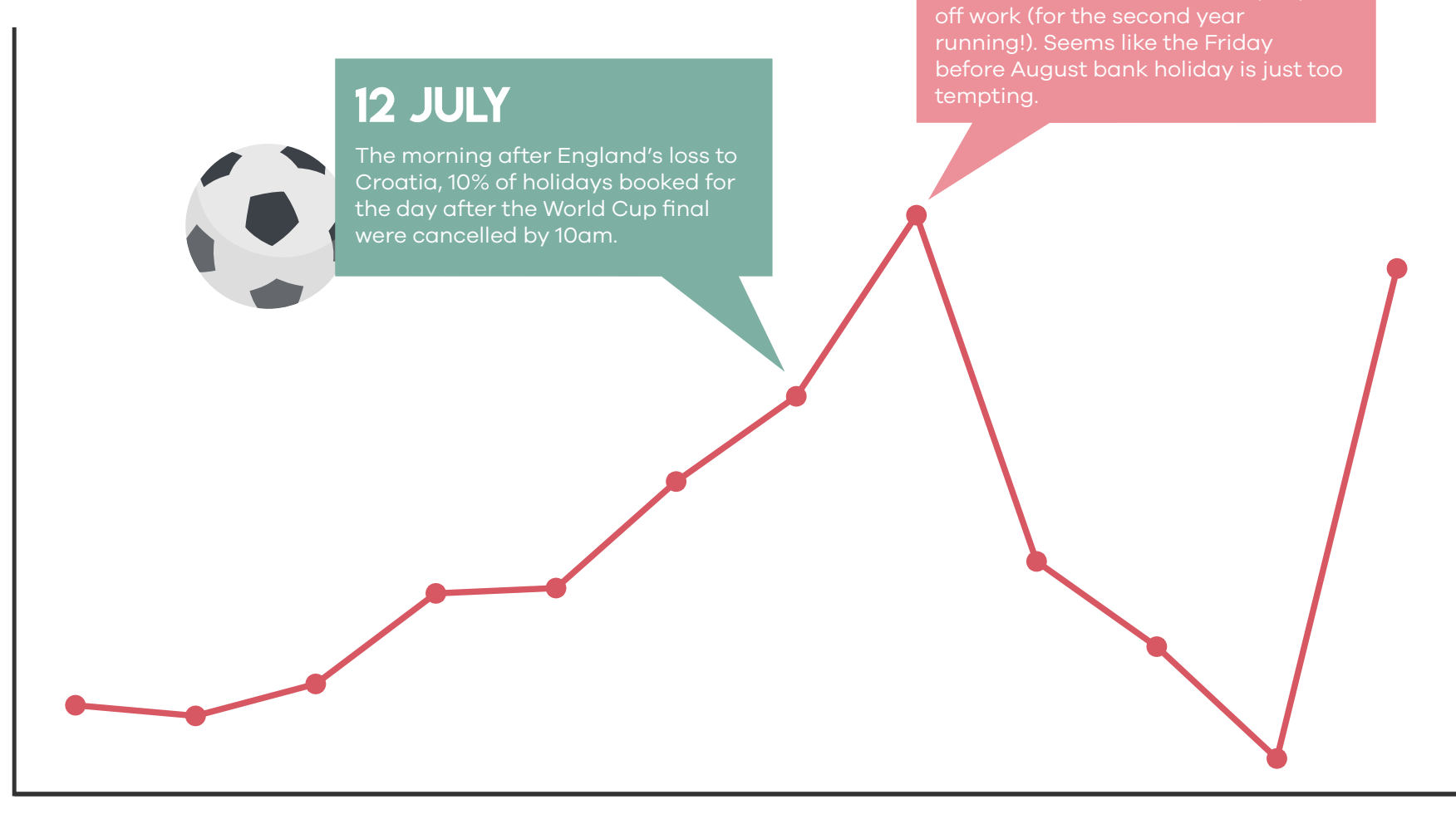
12 JULY

The morning after England's loss to Croatia, 10% of holidays booked for the day after the World Cup final were cancelled by 10am.

24 AUGUST

(Of course, this stat excludes December.)

This is the date with the most people off work (for the second year running!). Seems like the Friday before August bank holiday is just too tempting.



MOST HOLIDAYS TAKEN BY MONTH

20 DAYS

That's the most common holiday entitlement (excluding bank holidays) for staff.

But there are a lucky few who get more than **30 days!**

JAMMY BEGGARS!

77%

Staff with unused holidays at the end of 2018.

But why? Maybe staff are struggling to manage their holiday allowance on paper forms or old calendars? If only they had the right software to help them...

92.6%

BUSINESSES DON'T ALLOW HOLIDAY CARRYOVER

With only 7.4% of businesses allowing holiday carryover, many employees would've lost any remaining days.

HOW TO MANAGE TIME OFF

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

So what can you do about it?

BrightHR gives you the smarter way to manage sickness, lateness and holidays—plus it offers a way to store staff data and stay on the right side of GDPR. Want to know more?

BOOK YOUR FREE DEMO TODAY

*<https://www.cipd.co.uk/about/media/press/020518-health-wellbeing-survey>

** Because we take GDPR seriously, we've tweaked the 'best lateness excuses' to protect the identity (and the integrity) of our customers.

***https://www.cipd.co.uk/Images/absence-management_2016_tcm18-16360.pdf