

PLUS business advice to prepare you for 2023! Welcome back to BrightHR's highly anticipated annual infographic. This year, our experts crunched

the numbers from over one million employees using our HR software to give you valuable insights on staff absence trends, must-have downloads, and advice to prepare your business for the future. Each chapter explores fascinating facts, electrifying events and historical happenings that broke records in 2022. And we expose exactly how they affected your staff and workplace last year, so

you can prepare for whatever the future holds. Plus, keep your eyes peeled for exclusive BrightHR FREEBIES that give your business a vital head start in 2023. Let's dive in...

HISTORICAL MOMENTS Some years fly by without much fuss, and others are a shoo in for the history books. As for 2022? Yeah, pretty sure we'll remember this one... but will you remember the

Annual leave requests up

take-away business lessons?

Shortest serving UK Prime Minister 2022's revolving door of number 10 graced us with some truly memeable moments. It's hard to forget the lettuce that outlasted Liz Truss... So with that in mind, we searched for the shortest shift we could find in our staff time-tracking app, Blip. Drum roll please, your **shortest shift of the year** was an absolutely mammoth... ZERO SECONDS!

Largest industrial action since 1989 In the wake of rising prices and

It seems the lettuce wins again.

not-so-rising wages, **UK rail workers** went on strike from 21st June **2022** – and caused massive disruptions to your staff getting to work on time.

On Tuesday 13th of December our timekeeping app, Blip, recorded the biggest delays to your staff caused by a strike. We found a huge 61% rise in lateness compared to the average

To tackle disruptions like this, in 2022

weekday in 2022.

we released a FREE rota-planning tool to make sure businesses like yours weren't left understaffed. See how it transforms your business: FREE Get FREE BrightHR Lite today

MONEY

and engaged.

Most discount hunters on 18th August

POPULAR CULTURE

Longest reigning British Monarch in history After an astonishing 70 years on the throne, Queen Elizabeth II's funeral was held on the 19th September 2022. Suddenly, managers had to grapple with mourning staff, a confusing one-off bank holiday, and a flood of team members trying to book the next day off. Annual leave requests for the 20th September were up 15% compared to the average day in 2022. And while you can't predict the future, you can prepare your business for the unexpected—with a little help from our on-demand webinar experts... FREE Understand employee holiday WEBINAR

61% rise in lateness

entitlements in no time

Cash was tight this year, all over the globe. But BrightHR customers had a money-saving trick up their sleeve, with member-only access to the hottest discount marketplace on the web, Bright Exchange. And bosses had an extra perk to help keep their staff happy Highest rate of UK inflation in 40 years

On Wednesday 17th August it was

the 18th August, the very next day.

40 years.

FREE

announced that **UK inflation had risen to** 10.1%, the first time it's hit double digits in

And with that news, everyone's pockets got a little tighter. So it's no surprise that our online discount marketplace, Bright Exchange, recorded its highest number of visitors on

up by 71%

Discover more about Bright Exchange

Lateness

61% increase in holiday requests

Listen, a TV-binge marathon or an afternoon spent watching the match are virtually a 21st Century social right in the UK. But when it starts to affect your team's time at work, you're going to want to start paying attention. No-not to the score-to your staff's timeliness!

UK's most watched sports event in 2022 With an enormous 23 million people tuning in on Saturday 10th December, England's loss to France in the FIFA World Cup 2022 was the UK's most watched TV sports event last year. But, fans never had much hope of getting past the group stages as they hadn't booked the day off work. That Saturday, our data recorded a 23% decrease in holiday requests compared to the average Saturday. Despite that, lateness was up 71% that Sunday (11th December) compared to the average Sunday in 2022. So, you can't trust

England to make the finals, but you can

hard after the game...

always trust football fans to party a little too

Record attendance for Women's football ...In comparison, there could be a little more belief in our England Women's team. On Sunday 31st July England won Women's Euros 2022—and our data recorded a 61% increase in annual leave requests for that day compared to the average Sunday in 2022.

> Fans even seemed to anticipate the win, with our data recording a 56% increase in holiday

requests for Monday—resulting in almost no

business owners know—workforce planning

Create a winning absence

strategy over sports events

sudden change in lateness. And as all

FREE

BLOG

viral TikTok!

bite-sized HR advice on all the latest and upcoming HR topics. It's just a shame there's no funny dancing... yet. TIKTOK Check out our most viral video!

UK's most watched TV

What do the Netflix smash hit Stranger Things and paper-based timekeeping have in

common? They're both a horror set in the

80s. And according to our BrightHR data, they both slow your business down.

On Friday 1st July unplanned absence was 22% higher than the average Friday-the same day Netflix premiered the final episodes

And while we can't guarantee your staff were up all night watching, the next day our timekeeping data recorded a 23% rise in lateness and 10% more unplanned absences compared to the average Saturday in 2022.

Has Vecna stolen your people? Send out a search party with this handy letter of

Return your staff from

an unexplained absence

of season four.

unexplained absence:

FREE

When it comes to weather, we can only ever predict a few things for sure. Mainly, when the sun comes out, your staff get out. But more questionably, does so-called "Blue Monday" really mean a miserable raincloud hangs over your staff on the same day each

show on Netflix in 2022

BrightHR's first viral TikTok

That's right, we did it. It's the true 21st century accolade: over 1.7 million views on our most

Head over and hang out with our HR advice expert, Jenny, to get your fix of essential



33% increase in holiday requests

Hottest day in the UK

Tuesday the 19th July 2022 was Britain's

hottest day on record at 34.2 °C, and your

Be warned of the staff-stealing sun god, oh faithful managers! And minimise disruptions to your business with a robust severe weather

Reduce disruptions in severe weather

staff clearly had it in their calendars. Our data recorded a 33% increase in annual leave requests for that day compared to the average

on record

day in 2022.

policy:

FREE

POLICY

The saddest day at work? So, we've pretty much all come round to the fact that **Blue Monday** was a (very clever) 2000s. And since our software saw a mere **6%** rise in UK staff trudging into work late on the supporting employee mental health through FREE Supporting your staff's mental health this winter BLOG

WORK

The UK's largest

6% rise in

lateness

Recruiters were most busy in April MON TUE WED THUR FRI SAT 99,813 more staff using Blip!

Sorry to say it, but businesses everywhere are all still dealing with the aftermath of the coronavirus pandemic. From a record number of employees jumping ship, to more emphasis on flexible working, one thing's for sure: without a strong strategy for staff

engagement in 2023 your business could quickly get left in the dust...





206% higher than in 2020, and 104% higher than in

So, if you want your team to show up and put in the

Must-know info on employee engagement

Most bizarre reasons for

eye-catching entries. Check out these strange

terms found in our database of sickness

Ghost

staff sickness

reports:

Sausage

work in 2023, staff engagement is essential.

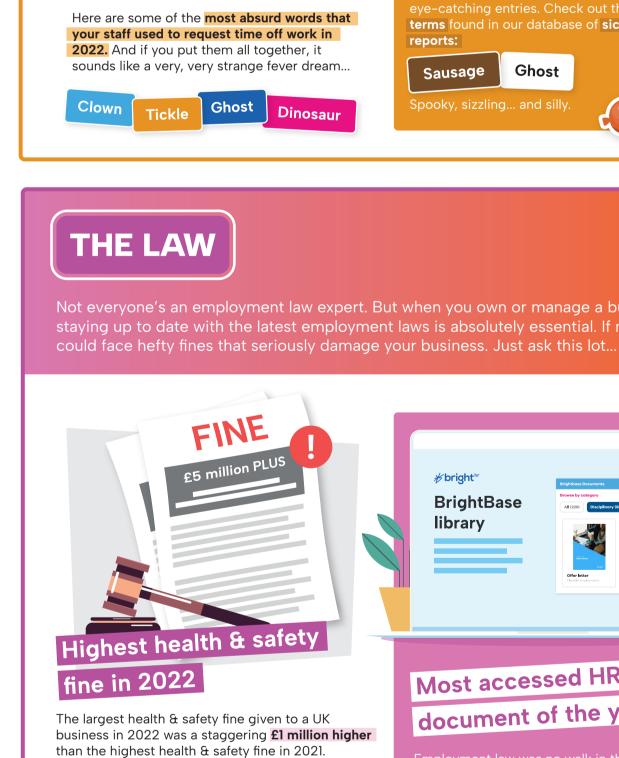
FREE

2019.

Record number of UK

BrightHR's all-in-one recruitment hub, the Turbo Talent Navigator, recorded its highest number of UK job vacancies in April. And

job vacancies



It came following a fatal fire and gas explosion in

a whopping £5 million plus £91,487 in costs.

INSTANT

ADVICE

business forward.

And it clearly shook some business owners up. Because our most-searched health & safety question of 2022 in BrightHR Lightning was...

Mirfield**, and the company at fault had to fork out

"Is a fire risk assessment

a legal requirement?'

**skillcast.com: 10 Highest UK Health & Safety Fines of 2022

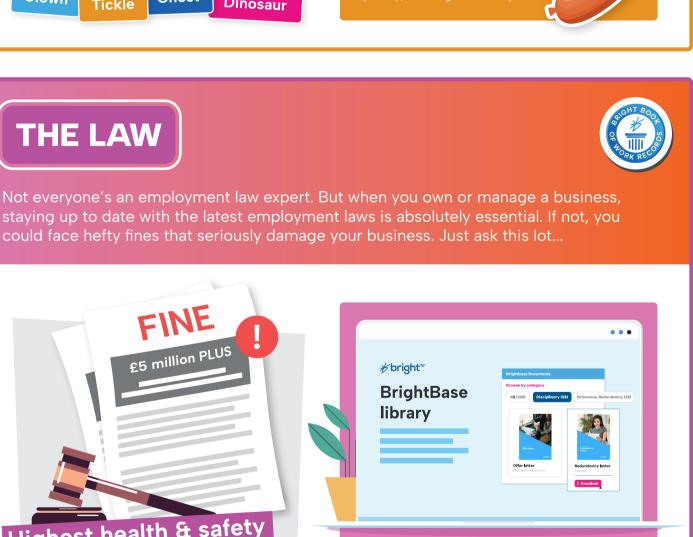
EDUCATION

Most absurd staff

holiday requests

time off. And it shows.

You're free to do whatever you want with your



Most accessed HR

document of the year

prepared for anything, with a **fully stocked**

templates in BrightBase. Let's take a look at the UK's most in-demand document of 2022...

Most popular on-demand

This year, we ramped up our commitment to on-demand webinars so that anyone, anywhere,

can access expert guidance on a whole host of

HR-related topics. And, you can do it whenever

Here are our top 3 most popular webinars from

Understanding employee holiday entitlements

Top tip 3: Prioritise

time management

Time-tracking continues to

cause havoc for businesses,

especially with the introduction

Effectively manage sickness and

Compliant business documentation

absenteeism this winter

you want.

2022:

What do these insights

mean for my business?

We've crunched the stats and have three top recommendations to guarantee your business success in 2023:

Top tip 2: Boost

BrightHR webinars of 2022

Self Certification and

Return to Work form

Hello!

library of up-to-date HR policies and

FREE

We'd never call you an old dog. Because... well, we're about to teach you some new tricks. In 2022, we released a whole bunch of on-demand training that you and your staff can access whenever suits you, to help stay ahead of the game and move your



BLOG

Learn more about our upskilling courses

First all-purpose

end-to-end solution business growth Introduce an end-to-end With the cost-of-living biting, people management tool to choose an HR software that help you navigate the lifecycle comes with added extras like of your staff, and protect your business against HR trends like the 'great resignation' and

Top tip 1: Find an

'quiet quitting'.

CERTIFICATE Awarded to BrightHR's team of experts

of flexible working. Make a free advertising to boost time-management app like Blip business growth. Because it mandatory in 2023 to keep on both helps you reach more top of your staff's working hours customers, and offers your staff and stay in complete control of a valuable money-saving perk. your business. It's a win-win! In 2022, BrightHR's team of experts... Provided up-to-date advice

businesses than ever before... 85,000+

And even with brand-new legislation and shifting red tape, our experts were on hand 24/7 to provide the very best direction and protection for our customers. But as time moves forward, we do the

So, make 2023 your year of

for 30,505 advice calls Helped you add over 600,000 new users to teams around the world Earned 2,310 five-star reviews Successfully onboarded 17,482 brand-new clients In 2022, BrightHR's happy customers... CERTIFICATE Logged 4.4 million holidays using our Awarded to handy holiday management software BrightHR's loyal customers Uploaded 2 million documents to our unlimited cloud-based storage Created 210,000 rotas in lightning speed with our easy rota software Clocked in 22.5 million times using the Blip mobile app

BrightHR supports more global Across the globe, our suite of multi-award-winning HR software helped more businesses speed up their people management than ever before...

We made accurately tracking staff work **hours** the easiest it's ever been, and empowered bosses to calculate and manage holidays in record speed. We helped our clients gain more reliable advice, more on-demand training, and more lucrative business opportunities of their own.

record-breaking business. To experience our high-speed suite of software and support for yourself, book your FREE BrightHR demo today: **Book my FREE BrightHR demo**

same. That's why 2023 is already lined up to be our **strongest year of innovation** yet...