

Bright Rewind: Your 2023 wrapped

Welcome to your 2023 wrapped... press repeat on the year's biggest events, pause to remember the trends that shook your workplace, and hit play on better staff planning for 2024!

Your top genres

2023 was a BIG year for staff planning. Here are your listening highlights:

14,864,319 vacation requests

700,648 reports of sick days

423,798 schedules were created

But it's the events of the year you really want to keep an eye on if you want to make sure your people management skills stack up in 2024...

Ready? Let's go!



Wildfires, train delays, flight cancellations, and heatwaves. What do all these things have in common? When they hit, your staff missed shifts.

Scroll down to reveal **the biggest employee absence trends** in 2023—and see how you can keep those rates down in 2024.

Bad air quality from wildfires caused 40% rise in sick days

Wildfires

2023 was a **devastating year for wildfires** in Canada, breaking records as the worst wildfire season we've seen.

But one unexpected result was employee **sick days skyrocketing**. With some employees giving reasons like "bad air quality from wildfires."

BrightHR's suggested listening...

When it comes to extreme weather and raging wildfires, you'd think only the MSC can predict the impact. But our team of experts are on hand to provide you with the right advice. Make sure you and your staff know your responsibilities when it comes to working during wildfire season.

[Get FREE insights](#)

Commute chaos derails punctuality

Cases of staff lateness are on the **rise**, and we think it might have something to do with train delays...

Canada's passenger rail services operating on shared railways have **increasingly faced delays**.

And cases of staff lateness throughout the year have risen by a massive **76% according to our lateness tracking software**. Trains were running to a different schedule, and so were your employees!

Lateness up 76% due to train delays

BrightHR's suggested listening...

Keeping on top of staff lateness can feel as dicey as relying on public transit in Canada. And as a BrightHR user you have free access to time-saving employee timekeeping, whenever you need it!

[Discover Blip](#)



Employee expenses

It looks like 2023 was the year to boycott public transport altogether. Our **employee expense app** recorded the largest mileage claim we've ever seen. This would take you **132,640 miles**—which is **FIVE times** around the whole world!!!

BrightHR's suggested listening...

Say goodbye to piles of receipts and hello to easy on-the-go expense tracking.

[Discover PoP](#)

Flight delays and cancellations

According to our data, the Friday before Canada Day has been the most booked off day **for the past five years in a row now!!**

But it was also the day your employee's vacations ground to a halt when nearly **2,000 flights were cancelled or delayed** during the Canada Day long weekend.

We know last-minute absences due to travel disruption are well, last-minute! That's why our **lightning-fast AI answer tool** is indispensable for advice when you're in a pinch.

2,000 vacations CANCELLED as flights grind to halt

BrightHR's suggested listening...

Not sure what your or your employee rights are when it comes to cancellations? Get your FREE answer below!

[Do I have to let employees cancel their vacation?](#)

FREE Lightning question



Heatwaves make vacation requests hot to handle

Provinces across **Canada had record breaking warm temperatures this year** especially at the peak of summer between August – September with temperatures reaching between 30°C to 41°C.

That balmy weather clearly put your staff in the mood for a tropical getaway, as **25% more vacation requests** were submitted on Monday 4 September than on the same date in 2022.

BrightHR's suggested listening...

Make your staff vacation planning a breeze. Discover the easy to use employee vacation planner today for quick on-the-go vacation management.

[Login to BrightHR](#)



Headline Holidays

It's time to look at **the year's biggest events** in music, sports, and pop culture and the impact these headline acts had on **your employee's vacation behaviour**.

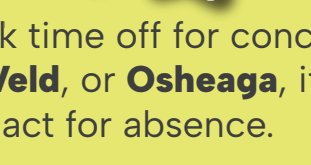
From a policy to the **FREE resources** you need to plan ahead when vacation requests spike



Employees hit pause on work for concerts

What do chart-topping artists have to do with HR? A lot it seems, as according to our vacation management software, many employees took time off to see these showstopping acts.

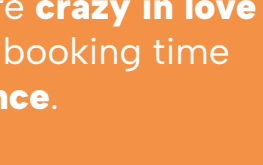
978



Working days lost

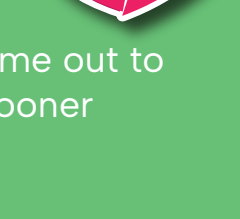
Of your staff took time off for concerts and festivals. Whether it was **Shambala, Veld, or Osheaga**, it looks like these festivals were 2023's headline act for absence.

202



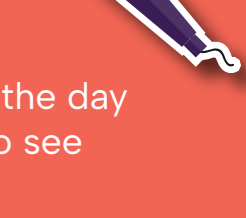
of your staff were **crazy in love** with the idea of booking time off to see **Béyonce**.

140



of your staff took time out to see heartbroken crooner **Lewis Capaldi**.

67



of your staff booked the day off to score tickets to see **Taylor Swift**.

56



of your staff were off work to see **Snoop Dogg** featuring reasons like "taking my mum to see snoop dog".

BrightHR's suggested listening...

When your employees' favourite artists come to town, you can't blame them for booking time off to see them. But you can plan your schedule accordingly to make sure you remain fully staffed. Create your schedule today!

[Login to BrightHR](#)

3-day weekend, anyone? 2.5 MILLION Mondays booked off!



Staff succumb to Bare Minimum Mondays and Sunday Scaries

The **4-day working week** might have been put to bed in 2023. But trends like Bare Minimum Mondays and Sunday Scaries are just waking up.

In fact, a whopping **2.5 million Mondays** were booked off in 2023 according to our staff vacation planner (that's **DOUBLE** the number of Mondays booked off in the year prior).

BrightHR's suggested listening...

When it comes to workplace challenges: engaging your employees is a classic. Like a 70's tune or an old R&B mix.

One way to engage disengaged employees is by empowering their personal development with Praise. Boost productivity and workplace culture by recognizing your top performers and your team's great work.

[Discover employee recognition](#)

Employees score a day off after Women's FIFA World Cup Final

The **Women's FIFA World cup** took place and Canada won their second game beating out the Republic of Ireland 2-1.

Sadly, for all you soccer fans the squad was eliminated by Australia in the final group game 4-0. And it looks like lots of your staff took time off to commiserate the loss as there was a **48% rise in vacation requests** on the Monday compared to the average Monday.



48% increase in annual leave

VS



BrightHR's suggested listening...

Vacation requests are bound to spike with big sports events, especially in the summer. Be prepared and stay ahead by adding a watertight vacation policy to your HR playlist.

[FREE vacation policy](#)

Big screen hit sees big rise in vacations



Barbenheimer

Thanks to the Barbenheimer buzz, our online marketplace **BrightExchange** saw its **second ever highest rate of users** deal with a blockbuster cinema deal that saw our advertising partner, The Cinema Society's sales soar. In just under 2 weeks, they **nearly hit \$42k in sales** and this more than doubled to **almost \$102k in another 2 weeks**—now that's what we call a box office hit!

And as for your cinephile fans, an enormous **70,198 employees** took time off to see Barbie, Oppenheimer, or both, the day they premiered: **Friday 21 July**.

BrightHR's suggested listening...

Remember with your BrightHR account you can create an unlimited number of ads to promote your business. Plus, offer your employees access to popcorn-popping perks like discounted cinema tickets.

[Create my FREE ad](#)



Bizarre Workplace Beats

It's time for the weird and wonderful. From doomsday and wigs, to cat litter and dodgy vows, here are the most **bizarre workplace trends** we found in 2023.

Read on for tips on tackling **last-minute sick days and unexpected expenses** to help you predict the downright unpredictable in 2024.

Sickness rates reach apocalyptic levels

Forget 2012. 24 January, 2023, was marked by some conspiracy theorists as **the day the world was supposed to end**.

Luckily the earth still spins, but doomsday preppers were clearly anticipating it with a **75% jump in sickness absences**. And more shockingly, we found multiple mentions of 'doomed' and 'doomsday' in our absence management software, and a particularly sombre **'we are all doomed!'**

Apocalypse anxiety caused 75% surge in sick days

BrightHR's suggested listening...

BrightHR's absence management software not only helps your employees book time off efficiently but records the reasons, duration and frequency so you can pull reports and keep track.

[Discover absence reporting](#)

Weirdest staff expense

Speaking of expenses, we've delved into our **expense tracking app** to dig out some of the strangest and eye-catching expenses of 2023.

- Limes
- Wig
- Cat litter
- Bin bags for pumpkins
- Sausage roll
- Carrying case for an owl
- Weetabix
- Keith



We're just as confused as you are!

88 people off sick after weddings



Wedding crashers

Illness and nuptials are perhaps not the match made in heaven your wedding-attending employees were expecting. But in 2023, **88 people** called in sick as a result of getting **food poisoning at a wedding!** This gives 'in sickness and in health' a whole new meaning.

BrightHR's suggested listening...

Last minute sick days can put a real strain on your operations. Make sure you're prepared with expert advice and all the considerations you need to take.

Check out our handy guide and learn how to manage and reduce sick leave.

[FREE sick leave advice](#)



Employee Mood Booster

Fatboy Slim put it best when he said: *We've come a long, long way together, through the good times and the bad.* That's why a little bit of **employee praise** goes a long, long way.

If boosting team motivation and **keeping staff engaged** has been a challenge for you this year, this section is designed to help!

Praise you like I should!

Our employee recognition enables employees to give praise to their colleagues. And the day we saw the **highest amount of praise being dished out**, a massive 54% surge compared to an average day, was on Tuesday 12 October. Which incidentally, is the day after **World Mental Health Day**. If that's not a mood booster, we don't know what is!

54% MORE employee praise

BrightHR's suggested listening...

Giving your employees praise can go a long way to keeping your employees engaged, onboard, and performing at their best!

[Give praise](#)



Staff Learning Highlights

1st 367,050 minutes of learning

Equality, diversity & inclusion awareness

198,600 minutes of learning

2nd Mental health awareness

123,834 minutes of learning

Effective communication

Most accessed courses

Learning and employee development has been a big focus this year with **skill shortages** on the rise!

With that in mind here are your most accessed learning courses of the year...

1. Equality, diversity & inclusion awareness
2. Mental health awareness
3. Effective communication

BrightHR's suggested listening...

Upskilling your team should be a big priority for 2024 if you want to keep employees happy, thriving, and learning.

[Try BrightLearn](#)

A special incoming message from your top artist...

It's Gary Neville! He kicked off our **Meet the Founders series** back in September. He shared some insider tips for budding business owners from his **real-life experiences as a serial entrepreneur** and football legend.

We've also had the pleasure of interviewing **NHL legend Marty Turco** and **The Apprentice Star Jackie Fast**. Check out all our Meet the Founder episodes here.

[Watch now](#)



BrightHR's suggested listening...

You can check out an entire library of on-demand webcasts on our website. Plus, you'll be able to see the latest upcoming live sessions you can sign up for.

[Watch Webcasts](#)

Webcasts

2023 wasn't just a big year for **upskilling your staff**, it was also a ground-breaking year for webcasts at BrightHR.

The most popular session of the year was...

- 1st** **Health & safety for SMBs: Discover legislation updates, inspections, and emergency planning**
- 2nd** Managing terminations in the workplace
- 3rd** How to handle employee injury and illness

You also listened to...



Curious to know what **products and features** we're developing to make your people management even easier?

Check out **BrightHR's release radar!**

In 2024 we will be:

- ✓ Adding manager specific e-learning courses
- ✓ Launching a performance management tool
- ✓ Configuring flexible working time patterns

- ✓ Building a robust API for easy integration
- ✓ Expanding our employee recognition platform
- ✓ Enabling sick days in hours and minutes

Get MORE out of your BrightHR account today!

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