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 holiday requests
700,648 reports of sickness
423,798 rosters 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!

1. **The Absence Anthem**
2. **Headline Holidays**
3. **Bizarre Workplace Beats**
4. **Employee Mood Booster**
5. **Staff Learning Highlights**
6. **Release Radar**

The Absence Anthem

The King's Birthday, transport woes, Pride, and heatwaves. What do all these things have in common? When they hit, your staff went missing.

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

Staff party like it's the King's birthday

This year **King Charles III was Coronated in the UK**, and while Australia didn't get an extra public holiday for the occasion, it seems your employees still found a way to **catch the royal bug for the King's Birthday Public Holiday** (held on various Mondays throughout the year depending on which state you're in).

Sickness rates reached a royal high(ness) the **Tuesdays after the King's Birthday celebrations...** With an average 23% increase.

Royal bug causes 23% rise in sickness

BrightHR's suggested listening...
Our open shifts feature lets you fill last-minute absences quickly.

Try open shifts

Transport woes derail punctuality

Cases of **staff lateness have risen by a massive 76% since 2021.** Call it a hunch, but we think it might have something to do with the never-ending delays to public transport.

Back in March, Sydney's rail system created a network wide shutdown **stranding 250,000 commuters.** And V/Line workers in Victoria went on strike at the end of last year, creating a whole lot of havoc for your employees.

Lateness up 76% due to transport delays

BrightHR's suggested listening...
Keeping on top of staff lateness can feel as hard as using public transport. And as a BrightHR user you have free access to time-saving employee timekeeping, whenever you need it!

Discover Blip

Employee expenses

Looks like 2023 was the year to boycott public transport altogether. Our employee expense app recorded the largest mileage claim we've ever seen that would take you **213,463 km**—which is FIVE times around the whole world!!!

$95.2bn mileage claim

"That's one crazy claim!"

BrightHR's suggested listening...
Say goodbye to piles of receipts and hello to easy on-the-go expense tracking.
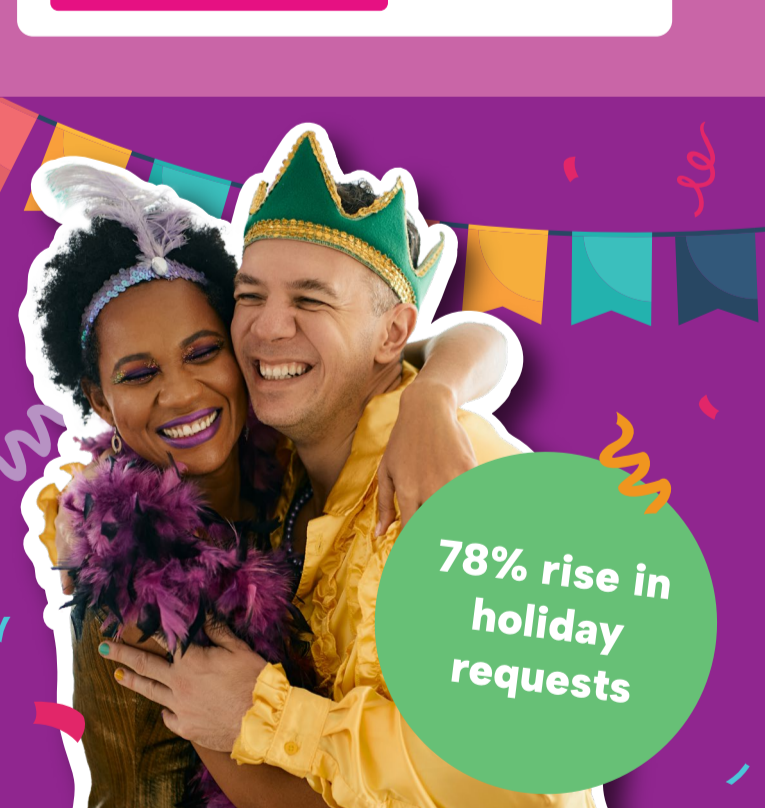
Discover PoP

Pride Celebrations

What have you done today to make you feel proud?

In 2023, Sydney hosted its annual **Gay and Lesbian Mardi Gras** AND was the chosen city host for World Pride.

And the celebrations were out in full force after the Pandemic years! There was a **78% rise in holiday requests** from the Mardi Gras Festival in 2022.

78% rise in holiday requests

BrightHR's suggested listening...
Not sure how to handle an increase in leave requests or how to mark special occasions like Pride Month at your workplace? Get your FREE answer below!

How can I celebrate Pride Month in the workplace?

Free Lightning question

Heatwaves make holiday requests hot to handle

Feelin' hot, hot, hot. 2023 set to break records as the hottest year in recorded history. **In early December, some areas of NSW hit over 45°C!!**

And sun seekers were eager to make the most with **30% more leave requests** for Friday, December 8th than the same Friday in 2022.

While there is **no 'stop work' temperature law for Australian workplaces**, during a heatwave a PCBU is expected to take reasonable steps and put control measures in place to maintain the **health & safety and wellbeing** of your staff!

Heatwave causes 30% rise in leave

BrightHR's suggested listening...
Discover all the ways having expert health & safety software and support can protect your business with almost 400+ risk assessments to cover a range of common workplace issues.

Login to BrightSafe   **Not a BrightSafe customer? Learn more**
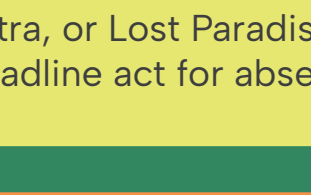
Headline Holidays

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 holiday behaviour.**

From an annual leave policy to the **FREE resources** you need to plan ahead when annual leave spikes!

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 holiday management software, many employees took time off to see these showstopping acts.
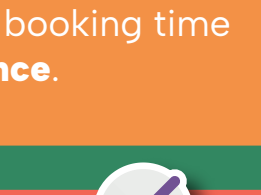
283

of your staff took time off for festivals. Whether it was Splendour in the Grass, Ultra, or Lost Paradise, it looks like these festivals were 2023's headline act for absence.
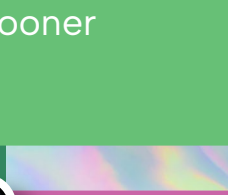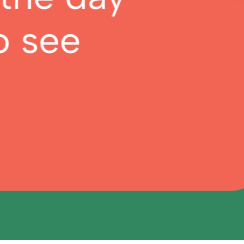
Working days lost

202

of your staff were **crazy in love** with the idea of booking time off to see **Beyoncé**.
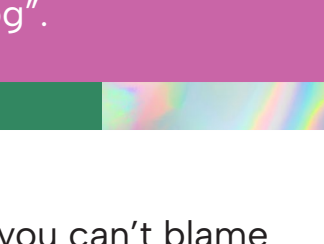
140

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 roster accordingly to make sure you remain fully staffed. Create your roster 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 holiday (that's DOUBLE the amount 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 an 80's tune or an old R&B mix.
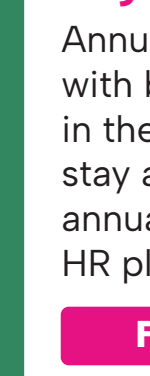
One way to engage disengaged employees is by empowering their personal development with Praise. Boost productivity and workplace culture by recognising your top performers and your team's great work.
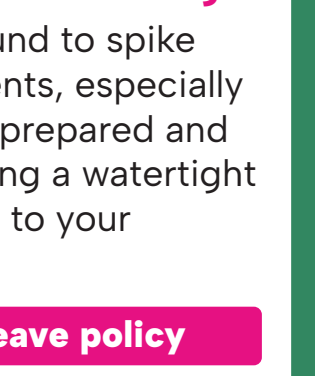
[Give praise today]

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

2023 was another mammoth year for sport. The **Women's FIFA World cup** took place as hosted by Australia and New Zealand, and **love for the Matildas sweeping the nation.**

While the Matildas couldn't quite win the trophy this time around, they won hearts around the nation. So much so that it seems like your staff took leave to celebrate. **From 20 July to 20 August 2023,** our absence management software recorded 11,421 absences. Up from 8,401 within the same period in 2022. **That's a 36% increase in annual leave.**

36% increase in annual leave

VS

BrightHR's suggested listening...

Annual leave is bound to spike with big sports events, especially in the summer. Be prepared and stay ahead by adding a watertight annual leave policy to your HR playlist.

[FREE annual leave policy]

Big screen hit sees big rise in holidays

Barbenheimer

Thanks to the Barbenheimer buzz, our online marketplace **BrightExchange saw its second ever highest rate of users** with a blockbuster cinema deal that saw our advertising partner, The Cinema Society's sales soar. In just under 2 weeks, they **nearly hit $48k in sales** and this more than doubled to **almost $115k 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 sickness 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 sickness

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]

Europe baby!

If it seemed like everyone was **heading off to Europe this winter**, you're right. They did. And we have over **100+ holiday requests** to prove it.

They ranged from the sentimental:
• Trip to Europe to see my family
• Friend's wedding in Europe

To the ecstatic:
• **EUROPE TRIP!**
• Europe!!!!

100+ holiday requests for trips to Europe

BrightHR's suggested listening...

Annual leave calculations don't need to haunt you like a bad 80's jam. Save time with automatic annual leave accrual that keeps you and your employees updated on their accrued annual leave balances.

[Login to BrightHR]

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`
`Weet-Bix` `Keith`

We're just as confused as you are!?

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86 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, 86 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 sickness can put a real strain on your operations. Make sure you're prepared with expert advice and all the considerations you need to handle it.

Check out our on-demand webcast on managing sickness and absenteeism.

[Free sickness 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!
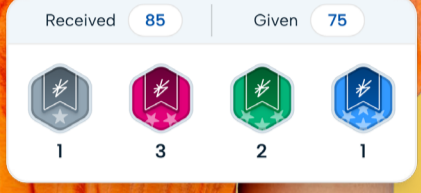
Praise you like I should!

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

Luke Cooper: **Jasmine Jenkins** always incredibly helpful and an amazing asset to the team!

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

Received 85   Given 75
1   3   2   1

Staff Learning Highlights

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. Cyber security best practices

1st 367,050 minutes of learning
Equality, diversity & inclusion awareness

2nd 198,600 minutes of learning
Mental health awareness

3rd 123,834 minutes of learning
Cyber security best practices

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

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...

1 How to Handle Difficult Conversations at Work

You also listened to...

2 Workplace Wellbeing: Reducing Turnover, Burnout, and Quiet Quitting

3 Managing Workplace Health and Safety

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

Release Radar

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
- ✅ Building a robust API for easy integration
- ✅ Launching a performance management tool
- ✅ Expanding our employee recognition platform
- ✅ Configuring flexible working time patterns
- ✅ Enabling sickness in hours and minutes

Get MORE out of your BrightHR account today!

Login to BrightHR