

# 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** rotas 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!



**St. Patrick's Day 2023, flight delays, storms, 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.



**St. Paddy's Day causes a 17% rise in sickness**

**BrightHR's suggested listening...**

Our open shifts feature lets you fill last-minute absences quickly.

[Try open shifts](#)

## Staff left feeling green after St. Patrick's Day

**St. Patrick's Day 2023** fell on **Friday 17th of March** and because of the celebrations, sickness rates spiked. Rising by an unlucky 17% the following day.

The notes we found in our **absence management software** might explain some of the reasons **your staff skipped their shift** that day. Namely, "hurt leg after a night out" and "no show."

You can't control when your staff are going to get sick, but you can get **better peace of mind when it comes to finding last-minute cover.**

## Flights grind to a halt

August is a busy time for annual leave, especially as the first Monday is a Bank Holiday in Ireland.

But it was the UK's Bank Holiday on the 28th of August that disrupted your employee's plans when a **network-wide failure** led to the **cancellation of 115 flights to and from Dublin.**



**BrightHR's suggested listening...**

Not sure what to do when it comes to lateness and cancelled holidays? Get your **FREE** answer below!

[Can I sack an employee who is late coming back from their holiday?](#)

**FREE Lightning question**

## 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 expense tracking](#)

## Debi takes Ireland by Storm

We've weathered a lot of storms in 2023. But Storm Debi on **Friday 13 November** caused blustery bedlam, especially where your staff's tardiness was concerned. In fact, Debi made your staff **nearly 2 hours late** on average!



**Lateness rises by 105+ minutes**

**BrightHR's suggested listening...**

Download your free severe weather policy to protect your business and make sure staff know their rights and your responsibilities when it comes to bad weather.

[FREE severe weather policy](#)

## Heatwaves make holiday requests hot to handle

The summer of 2023 was the **5th warmest summer on record for Ireland** with June being the hottest month at an average temperature of 16+°C **breaking an 83-year old record.**

That balmy weather clearly put your staff in the mood for a tropical getaway, as **25% more leave requests** were submitted on Tuesday 13th of June than on the same date in 2022.



**BrightHR's suggested listening...**

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

[Login to BrightHR](#)



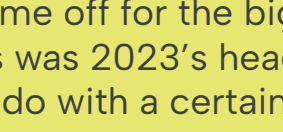
## Headline Holidays

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 holiday behaviour**.

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

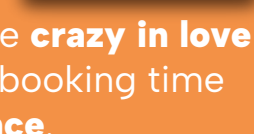
## Employees hit pause on work for concerts

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.

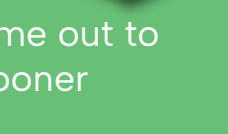
**2,625** 

of your staff took time off for the biggest music event on the circuit, **Glasto**. This was 2023's headline act for absences. Could it have something to do with a certain British icon's last gig, perhaps?

**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 rota accordingly to make sure you remain fully staffed. Create your rota today.

[Login to BrightHR](#)

## 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 number of Mondays booked off in the year prior).

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

### 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.

With BrightHR you can have access to a leading employee assistance programme. Download your free wellbeing poster to promote the benefits to your staff:

[Get my FREE wellbeing poster](#)

[Not a customer? Learn more](#)

## 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 and The Republic of Ireland made history by qualifying for the first time.

Despite putting up a great fight and beating Scotland in the qualifiers, unfortunately, Canada beat the squad on the 26th of July with a 2-1 win. And it looks like your staff took the loss pretty hard as there was an **11% spike in lateness the next day**. Whether it was sore heads or a lie in, employee lateness was up compared to the average **Thursday in July**.

### BrightHR's suggested listening...

Lateness is bound to spike with big sports events, especially in the summer. Be prepared and stay ahead with **5 top HR tips** for creating a winning absence strategy.

[Get my FREE insights](#)

## 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 €29k in sales** and this more than doubled to **almost €70k 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, 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](#)

## 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** **Cat litter**

**Wig**

**Bin bags for pumpkins**

**Sausage roll**

**Carrying case for an owl**

**Weetabix** **Keith**

**We're just as confused as you are!?**

## 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 sickness 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 on-demand webcast on managing sickness and seasonal staffing problems.

[Free sickness advice](#)

**88 people off sick after weddings**







# 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 today!**

# 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. Understanding GDPR

**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...

**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**

**1st** A business owner's guide to legal compliance: Policies and procedures

You also listened to...  
**2nd** BrightHR's Lunch & Learn: employment law tips to future proof your business

**3rd** Workplace wellbeing: Essential HR policies for success



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
- ✓ Adding a hub where you can access all advice logs
- ✓ Configuring flexible working time patterns
- ✓ Enabling sickness in hours and minutes

- ✓ Investing in an end-to-end payroll solution
- ✓ Building a robust API for easy integration
- ✓ Expanding our employee recognition platform
- ✓ Adding remaining leave balance so you can reduce employee burnout

Get MORE out of your BrightHR account today!

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