

THE WORK CUP REPORT

EXCLUSIVE INSIGHTS ON HOW FOOTBALL CHANGED UK WORKPLACES

- ✦ Football fever or genuine absence?
- ✦ When does a BBQ become an HR issue?
- ✦ What cost employers over £10 billion?

Throughout the tournament BrightHR was featured in



The Telegraph

sky news

itv NEWS



INDEPENDENT

Daily Mail

DAILY Mirror

THE Sun

DAILY STAR

MATCH PREDICTIONS



It's all kicking off!
At the beginning of June,
BrightHR predicted

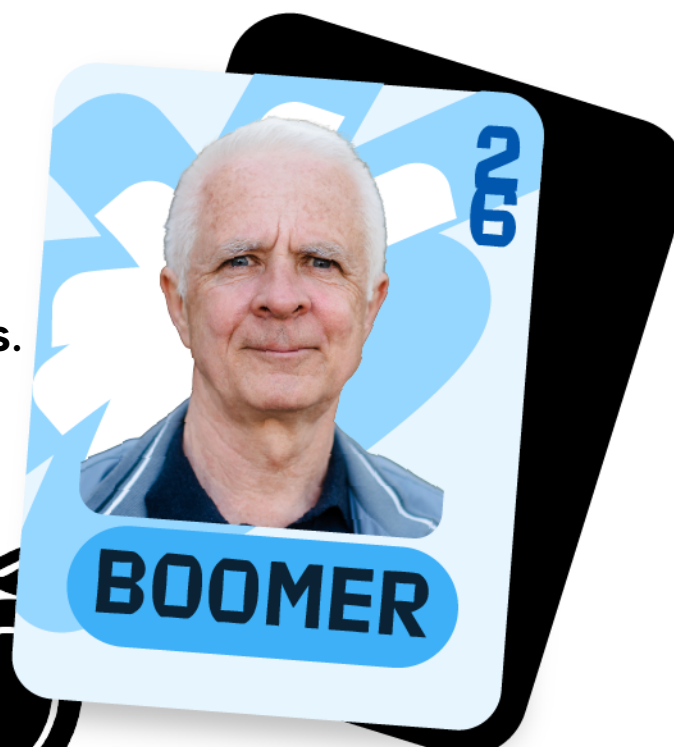
3.6 MILLION
SICK DAYS
over the whole tournament:

15% more than the same
period in 2025 costing
employers at least

£88.7 MILLION in SSP

BEFORE THE TOURNAMENT EVEN BEGAN,

the day after the Croatia match was
the most-booked day off for Boomers.



Gen X parked the bus until later in
the tournament and were the most
likely to book **Monday 6th July** (the
morning after the 1am Mexico match)

GROUP
STAGE

17 June

ENGLAND V CROATIA

THE MORNING AFTER
ENGLAND V CROATIA



LATENESS

UP 200%



ANNUAL LEAVE
+ SICKNESS

UP 20%



23 June

ENGLAND V GHANA

Heat stopped play in the UK as
HEAT-RELATED ABSENCES
cost UK employers at least

£330K

in sick pay every day
during the heat wave.



SICKNESS due to heat stroke spiked by

3,045%

and **SUN-RELATED** reasons rose

517%

the week England played Ghana

27 June

ENGLAND V PANAMA

After key matches for England (and Scotland)
sickness rates were noticeably higher than average



32%
Glasgow

After Scotland's victory
against Haiti, sickness
in scorer *John McGinn's* home
city of Glasgow was **32% higher**
than the bank holidays in May.

SICKNESS RATES IN THE HOME CITIES OF ENGLAND'S GOAL SCORERS

91%



Greater
Manchester

46%



West
Midlands

39%



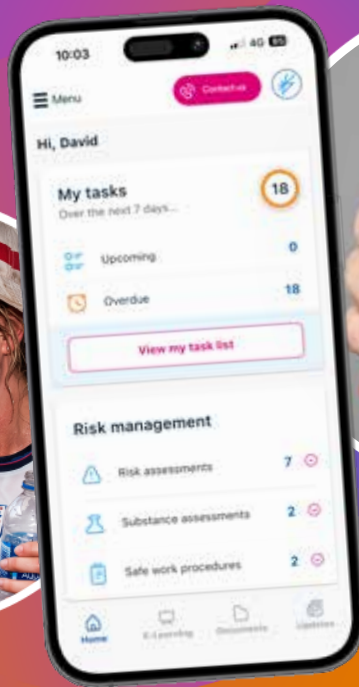
Greater
London



HYDRATION BREAK

Get your **health & safety** and **risk assessments** sorted with BrightHR.

Team wellbeing is your responsibility, whether your workers are outdoors in the sun or in an air-conditioned stadium



01 July

ENGLAND V CONGO

KNOCK
OUT
STAGE

Workers rushed off to make the 5pm kick off.

Entertaining excuses for leaving early included

"IT'S COMING HOME...
...SO I WENT HOME!"

"Watching England WIN *woo!*"
(with a sprinkling of football emojis.)

BEST
EXCUSE:

"OUT AT 3PM LIKE
A ROBBER'S DOG"

Blip recorded **AN AVERAGE 6.5** hours on the clock

COMPARED TO 8+ hours for workers
THE DAY BEFORE.

And while we're talking short shifts, the day after the Mexico match also saw an average time of 6.5 hours too, with pre-arranged later starts

A win for employer flexibility.

People who might otherwise have been recorded late, booked annual leave or called in sick made it in to work.

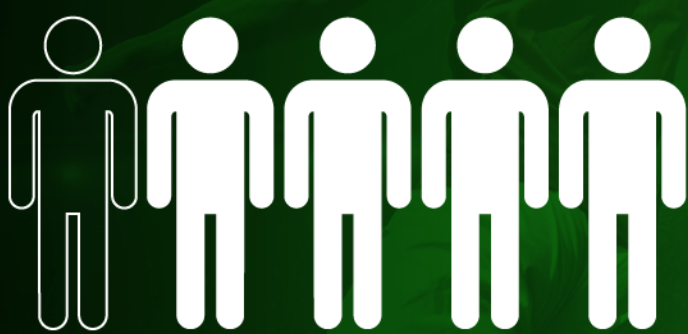
05 July

ENGLAND V MEXICO

Jude told everyone to stay at home, *but did they?*

After a 2am kick off, an estimated

1 in 5 workers was
absent



on Monday 6 July, through sickness, lateness, and annual leave

 The morning after the Mexico game, average lateness rose

 **2/3rds**
50 minutes (up from 30 minutes the week before)

Employers were backed up by BrightHR's version of VAR.

40% of all questions asked on BRAINBOX+ leading up to Sunday's game were about the football and absences

11 July

ENGLAND V NORWAY

BBQ season brought 'food poisoning' into the limelight.

The most-cited culinary culprits over the tournament were:

1.

CHICKEN

2.

BBQ BANGERS & BURGERS

3.

CURRY

4.

CHINESE

5.

'DODGY' FOOD

Food poisoning best excuses:

"Chicken was undercooked.
Shouldn't have eaten it "

"Bad curry. Up all night"

"Got takeaway for England game and the whole family were sick through the night"

"Shouldn't have gone to the dodgy food van "

"Gambled on some warm oysters "

And a red card for the person who offered PHOTOGRAPHIC EVIDENCE of their food poisoning



SEMI-FINAL

15 July

ENGLAND V ARGENTINA

BrightHR predicted

2.2 MILLION ABSENCES

the day after the semi-final, through annual leave and sickness.

This would cost UK employers an estimated

£268 MILLION

SO IT'S NOT COMING HOME

this time, but there's one more game to play.

Experiencing

ARGY-BARGY

in the workplace?

Make sure your **behaviour policies** and **disciplinary procedures** are watertight and legally compliant, or you could **risk penalties**.

18 July

ENGLAND V FRANCE

The Three Lions didn't make the final and people had lots to say about **management techniques**.

Create and manage high performing teams with the right



performance management software

LION
WORK

RED CARD

FOR PRODUCTIVITY:

THE WORKPLACE COST OF FOOTBALL FEVER

The results are in.

During the tournament,
UK employers faced
an estimated:



3.8

MILLION

days' sickness

84

MILLION

days' annual leave

680

THOUSAND

late employees

AN ESTIMATED

**£10.7
BILLION**

COST TO

EMPLOYERS

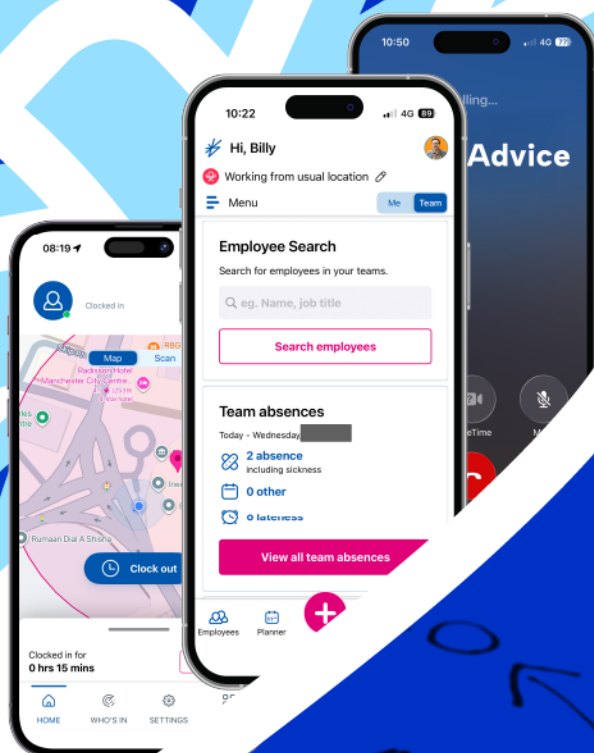


EMPLOYERS WHO WERE FLEXIBLE

were the winners, as we saw employees
flex their hours to suit early morning and
late afternoon kick offs.

Reduce disruption, manage absences, and save time with BrightHR

- ➔ Secure your starting XI with smart shift and rota planning
- ➔ Tackle absences with ease with people management tools
- ➔ Record extra time with the clocking-in app
- ➔ Give HR red tape the red card with instant HR advice, 24/7



Book a demo

BrightHR.com