

VAP – Mid Market Claim Source

No	Statement / Claim	Source	Calculation	GIHL Notes
1	Loses on average 449 employee working days per year, £60,370 through lateness & absence.	<p>Lateness: https://time-attendance.co.uk/Blog?id=96</p> <p>Sickness: https://www.onehrsoftware.com/2020/09/08/understanding-the-costs-of-sickness-absence/#:~:text=However%2C%20it%20is%20not%20just,around%20%2%A3550%20per%20employee.</p> <p>Average UK salary: https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2023#:~:text=In%20April%202023%2C%20annual%20percentage,%2%A333%2C061%20in%20April%2022.</p>	<p>Lateness</p> <p>97 minutes/month x 12 months = 1,164 minutes</p> <p>1,164 minutes = 19.4 hours/year/employee</p> <p>19.4 hours x 50 employees = 970 hours</p> <p>970 hours / 7.5 hours (Working day) = 129 Days</p> <p>Sickness</p> <p>6.4 Days/Employee x 50 = 320 Days</p> <p>Total days = 449 x £134.47 (Average UK daily salary) = £60,377</p>	<p>Lateness - Employee Study Shows Late Staff Cost Economy Billions (djsresearch.co.uk)</p> <p>Source of the information in the link</p> <p>Sickness - Sickness absence and health in the workplace: understanding employer behaviour and practice - GOV.UK (www.gov.uk)</p> <p>Costing Sickness Absence in the UK (employment-studies.co.uk)</p>
2	Will pay and average £1,500 to draft a single contract and £995 for every policy and risk assessment.	<p>Single contract: https://www.gtemploymentlawyers.co.uk/fees.html</p> <p>Risk assessment: Validated with Theo Blauciak (Irwell Insurance)</p>		
3	Will have to pay an annual salary upwards of £50,600 for an HR manager.	https://www.glassdoor.co.uk/Salaries/hr-manager-salary-SRCH_KO0,10.htm		
4	Will lose staff at a rate of 15% per year, costing	<p>Staff turnover: https://www.monster.co.uk/advertise-a-</p>		Microsoft Word - Brain Drain report - final.doc (oxfordeconomics.com)

	£11,000 to replace each employee.	job/resources/workforce-management-planning/employee-retention-strategies/what-is-the-ideal-employee-turnover-rate/ Cost to replace: https://croner.co.uk/resources/culture-performance/cost-of-staff-turnover/#:~:text=The%20average%20cost%20of%20employee,around%20%C2%A311%2C000%20per%20person		
5	Be subject to HSE fines of up to £145,000 for non-compliance.	https://sentiainsurance.co.uk/wp-content/uploads/2022/02/2020-21-HSE-Annual-Health-and-Safety-Statistics.pdf		
6	In addition to all this, will spend 636 hours per year just 'keeping on top of things'.	Not validated		How Much Time Do You Devote to People Paperwork? - HR Daily Advisor (blr.com) Only source I can find which relates remotely to this; however, the claim of 636 hours is unfounded
7	We provide full HR and Health & Safety tailored documentation, support, software and protection so you can avoid the high cost of an internal team.	N/A		Peninsula claim
8	We give you instant access to 24-hour advice – with calls answered in 8 seconds, to save your time researching online	8 seconds not validated		Peninsula claim

	or paying hourly rates for external support.			
9	We have helped our clients avoid up to £19,400,000 in legal fees arising from claims.	Not validated		Peninsula claim
10	We protect your business with a Tribunal Navigator covering legal representation with a 98% success rate of reducing or negating award .	Success rate not validated		Peninsula claim
11	We give you software that transforms your absence, lateness and holiday tracking, shift planning, and gives FREE perks to your staff, at no extra cost.	N/A		Peninsula claim
12	We ensure your compliance, to help you retain credibility, enable you to win contracts and hire the best employees.	N/A		Peninsula claim
13	Average annual cost of an HR Manager	See claim 3		
14	Average cost of a Health & Safety Manager	https://www.glassdoor.co.uk/Salaries/health-and-safety-manager-salary-SRCH_KO0,25.htm		HSE Manager Salary in UK - Check-a-Salary Latest Data (checkasalary.co.uk)
15	Cost of staff lateness and absence	See claim 1		

16	Cost of staff turnover and recruitment (for 1 employee)	See point 4		
17	Average Tribunal claim	PBSUK Not validated. This figure is from Croner		Tribunal Statistics Quarterly: April to June 2023 - GOV.UK (www.gov.uk)
18	Annual cost of Peninsula's services	Client base analysed where client has 50-100 employees. A mean average was taken on the deal values.		Peninsula claim

VAP – SME Claim Sources

No	Statement / Claim	Source	Calculation	
1	A UK business loses on average 9 days per employee per year and £1,210 through lateness & absence.	https://www.hse.gov.uk/statistics/dayslost.htm	<p>Lateness: 97 mins per day per employee (2.58 days per year). Sickness: 6.4 days per year</p> <p>Total: 8.98 days</p> <p>9 days x £134.47 (Average UK salary per day) = £1,210</p>	
2	It costs an average UK business £11,000 and takes 42 days to fill an open position.	https://www.cipd.org/uk/knowledge/factsheets/turnover-retention-factsheet/		
3	The average cost to draft a	Single contract: https://www.gtempmentlawyers.co.uk/fees.html		

	contract is £1,500, with updates costing extra.			
4	A UK employer spends 487 hours per year in handling HR matters.	https://www.cipd.org/uk/knowledge/journals/ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/936487/ESS_2019_Training_and_Workforce_Development_Report_Nov20.pdf See also: Search - Office for National Statistics (ons.gov.uk)		
5	H&S fines for not having complete and up-to-date H&S training records are on average £2,040. These fines can be continuously issued until records are up-to-date.	https://www.gov.uk/government/news/unscrupulous-employers-facing-tougher-health-and-safety-penalties https://www.theconstructionindex.co.uk/news/view/fines-escalate-for-health-safety-violations		
6	If a workplace is deemed unsafe, fines for having non-	https://www.hse.gov.uk/enforce/enforcementguide/court/sentencing-penalties.htm		

	compliant documentation in the UK are unlimited.			
7	UK businesses face on average, a tribunal once every 4 years.	Tribunal Statistics Quarterly: April to June 2023 - GOV.UK (www.gov.uk)		
8	A UK employer spends 636 hours per year 'keeping on top of things'.	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/936487/ESS_2019_Training_and_Workforce_Development_Report_Nov20.pdf		
9	We have helped our clients avoid up to £42,000,000 in legal fees arising from claims, by using our tailored documentation and following our simple guidance.	Sent an email.		
10	We provide	PBSUK not validated		

	our clients with 13,600 hours, 566 days of expert 24-hour, covered advice, each year, at no extra cost.			
11	We give instant access to software that transforms your people management, lets you ditch the paperwork and advertise your business to 40,000 potential customers for FREE.	Validated BrightHR		
12	We protect your business with our tribunal navigator covering legal representation with a 94%	Validated Tribunal Navigator George Wood email to KPM on 11/01/24		

	success rate in legal cases.			
13	Cost of drafting a contract			
14	Cost of drafting a single policy	Risk assessment policy cost: Validated with Theo Blauciak (Irwell Insurance)		
15	Cost to conduct a risk assessment	Risk assessment policy cost: Validated with Theo Blauciak (Irwell Insurance)		
16	Cost of staff lateness & absence	See claim 1		
17	Cost of staff churn and recruitment (for 1 employee)	https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/indexoflabourcostsperhourilch/julytoseptember2020		
18	Cost of general HR, admin and paperwork	https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/indexoflabourcostsperhourilch/julytoseptember2020		
19	Cost of accidents in your business	https://www.hse.gov.uk/statistics/cost.htmv		
20	Average Tribunal claim	Check what it might cost to make an employment tribunal claim - Citizens Advice	There's a set amount you can claim for preparation time. The amount increases every year. The current rate is £41 an hour. So if you spent 10 hours preparing your case, you could ask for a preparation time order for 10 x £41, which is £410.	

