

ABSENCE BENCHMARK 2019 - ATTENDANCE DROPS IN THE MANUFACTURING SECTOR

The overall absence rate has risen slightly to 2.3%, up from 2.2% in the previous year. This represents an average of 5.3 days lost to sickness absence per employee.



The sample: based on the period from 1 January 2018 to 31 December 2018, responses were received from 192 manufacturing organisations which employ a total of 37,217 employees.



Measuring absence: the survey covers all lengths of sickness absence, but excludes training leave, holidays, maternity, paternity, parental and adoption leave and time off for dependents.

The calculations:

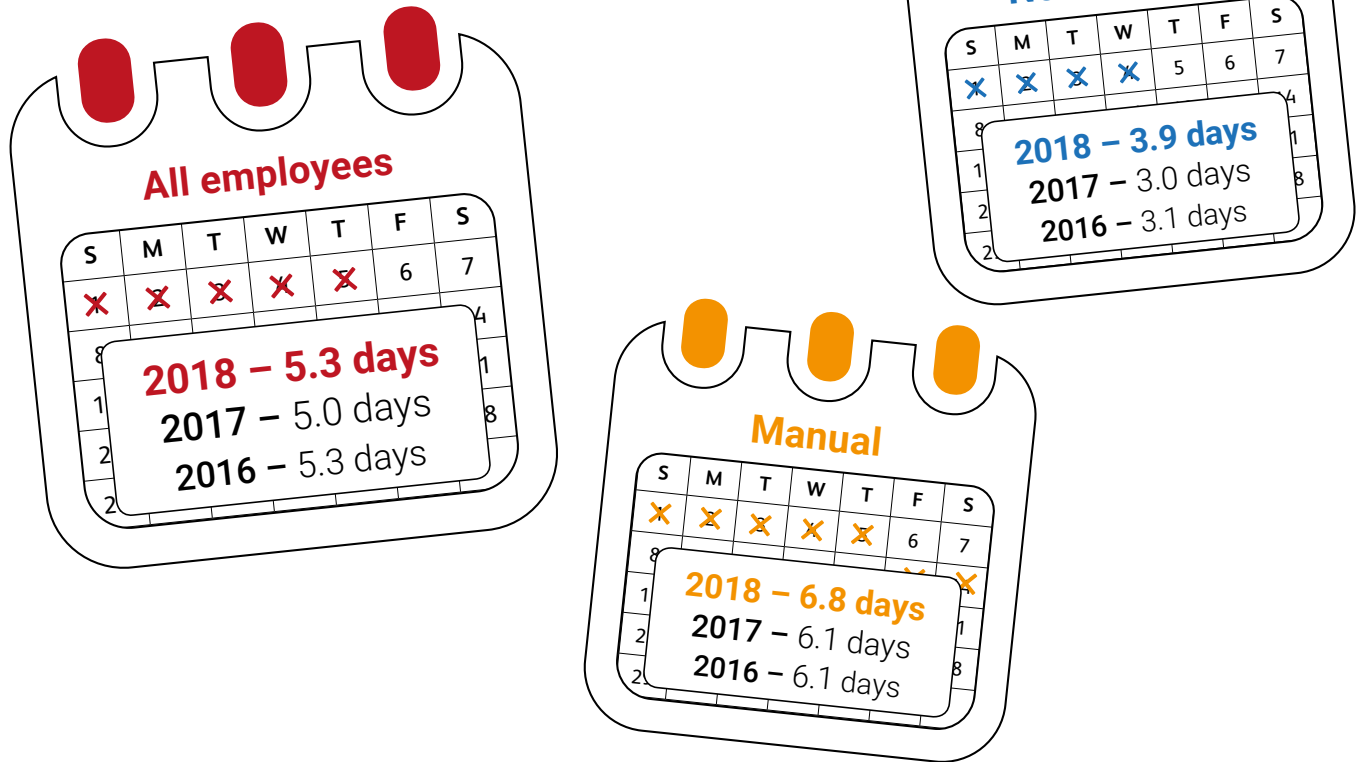
$$\text{Average number of days absent per employee} = \frac{\text{Total number of working days lost to absence}}{\text{Average number of employees across the year}}$$

$$\text{Absence rate} = \frac{\text{Total number of working days lost to absence}}{228 \text{ days} \times \text{Average number of employees across the year}} \times 100$$

SICKNESS ABSENCE IN MANUFACTURING IN 2018

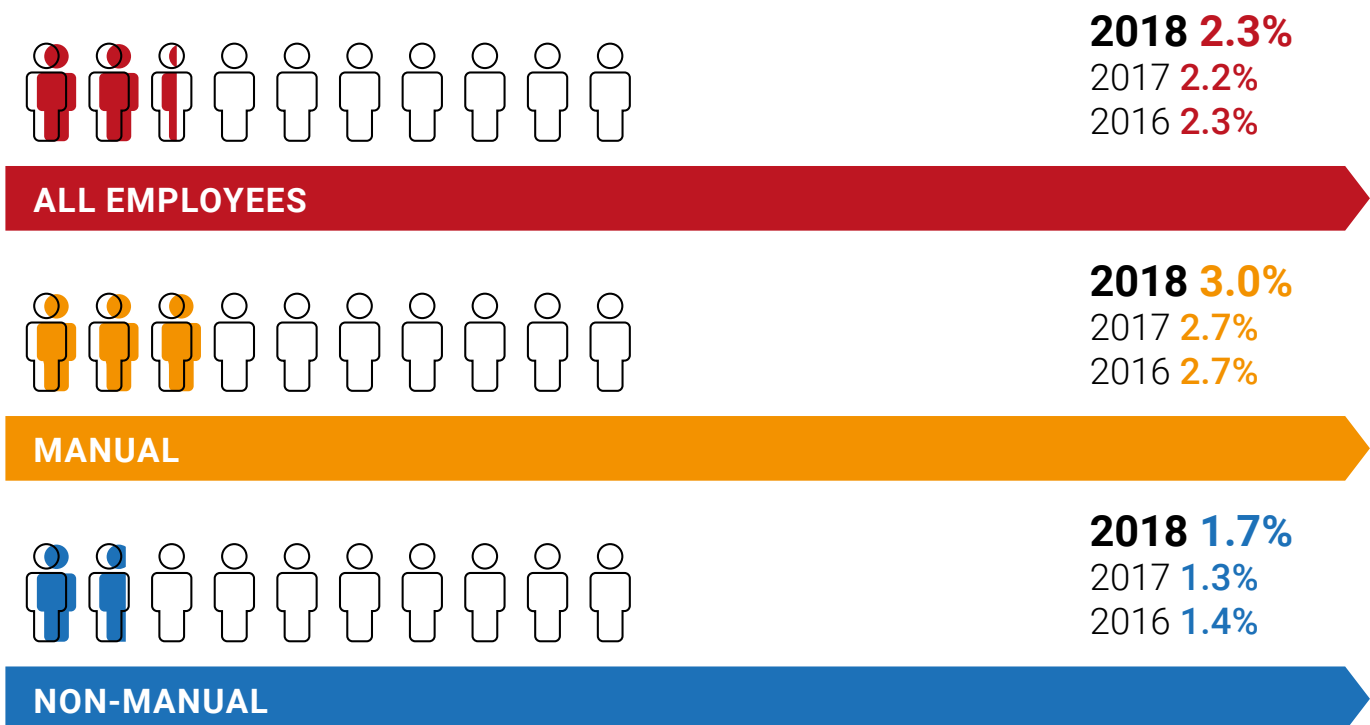
AVERAGE WORKING DAYS LOST TO ABSENCE

Days by type of employee



ABSENCE RATE

(%) by type of employee

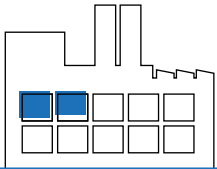


*Manual' and 'non-manual' figures shown are based on smaller samples than 'all employees' data, as not all respondents provided a breakdown

SICKNESS ABSENCE IN MANUFACTURING BY COMPANY SIZE

AVERAGE WORKING DAYS LOST TO ABSENCE & ABSENCE RATE

Days by type of employee / % by type of employee



Average Days Lost to Absence

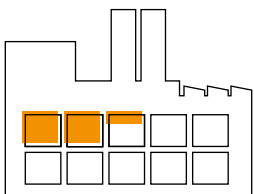
All employees 4.2 days
 Manual 5.9 days
 Non-manual 2.1 days

Absence Rate

All employees 1.8%
 Manual 2.6%
 Non-manual 0.9%

1-50 EMPLOYEES

Sample 44 companies



Average Days Lost to Absence

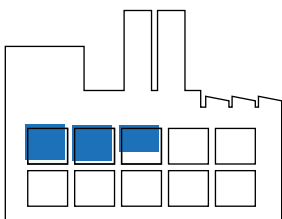
All employees 5.2 days
 Manual 6.5 days
 Non-manual 4.2 days

Absence Rate

All employees 2.3%
 Manual 2.8%
 Non-manual 1.8%

51-100 EMPLOYEES

Sample 50 companies



Average Days Lost to Absence

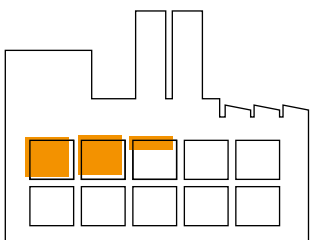
All employees 6.3 days
 Manual 7.7 days
 Non-manual 4.8 days

Absence Rate

All employees 2.7%
 Manual 3.3%
 Non-manual 2.1%

101-250 EMPLOYEES

Sample 58 companies



Average Days Lost to Absence

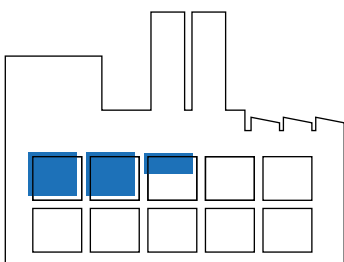
All employees 5.1 days
 Manual 6.4 days
 Non-manual 4.9 days

Absence Rate

All employees 2.2%
 Manual 2.8%
 Non-manual 2.2%

251-500 EMPLOYEES

Sample 25 companies



Average Days Lost to Absence

All employees 5.4 days
 Manual 8.3 days*
 Non-manual 3.4 days*

Absence Rate

All employees 2.3%
 Manual 3.6%*
 Non-manual 1.5%*

501+ EMPLOYEES

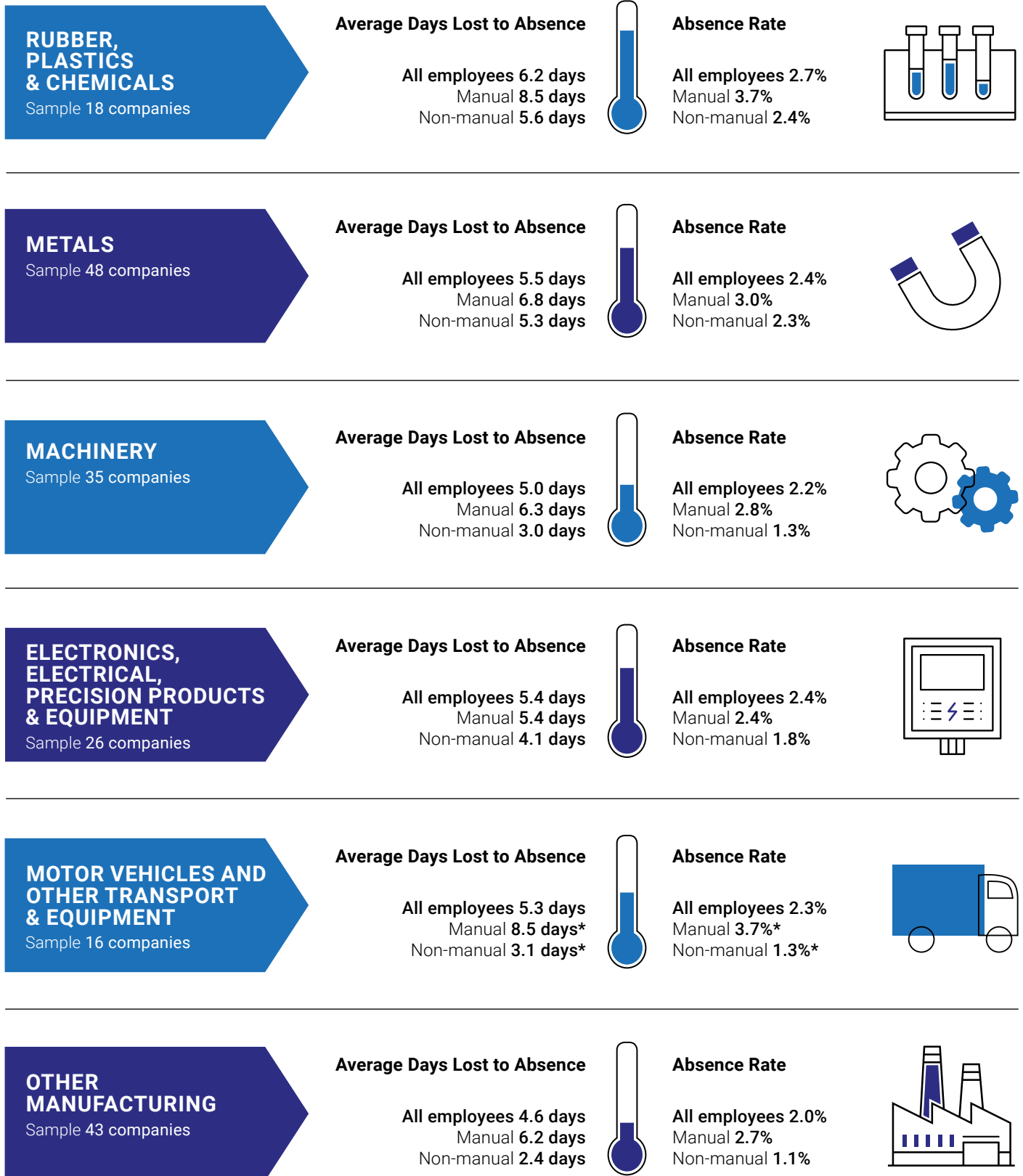
Sample 15 companies

*Sample is below 10 companies so should be viewed with caution

SICKNESS ABSENCE IN MANUFACTURING BY SECTOR

AVERAGE WORKING DAYS LOST TO ABSENCE & ABSENCE RATE

Days by type of employee / % by type of employee

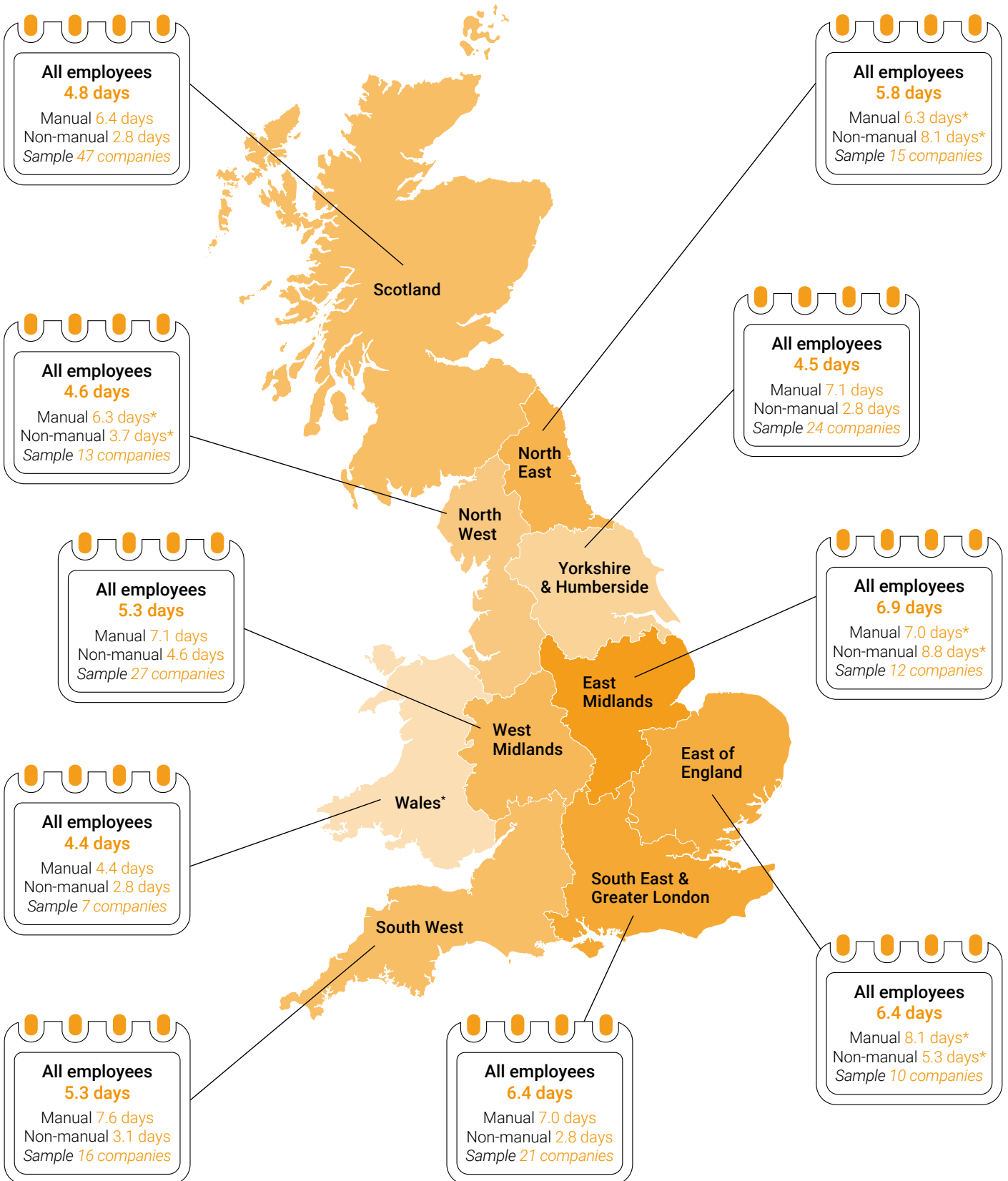


*Sample is below 10 companies so should be viewed with caution

ABSENCE IN MANUFACTURING BY REGION

AVERAGE WORKING DAYS LOST TO ABSENCE

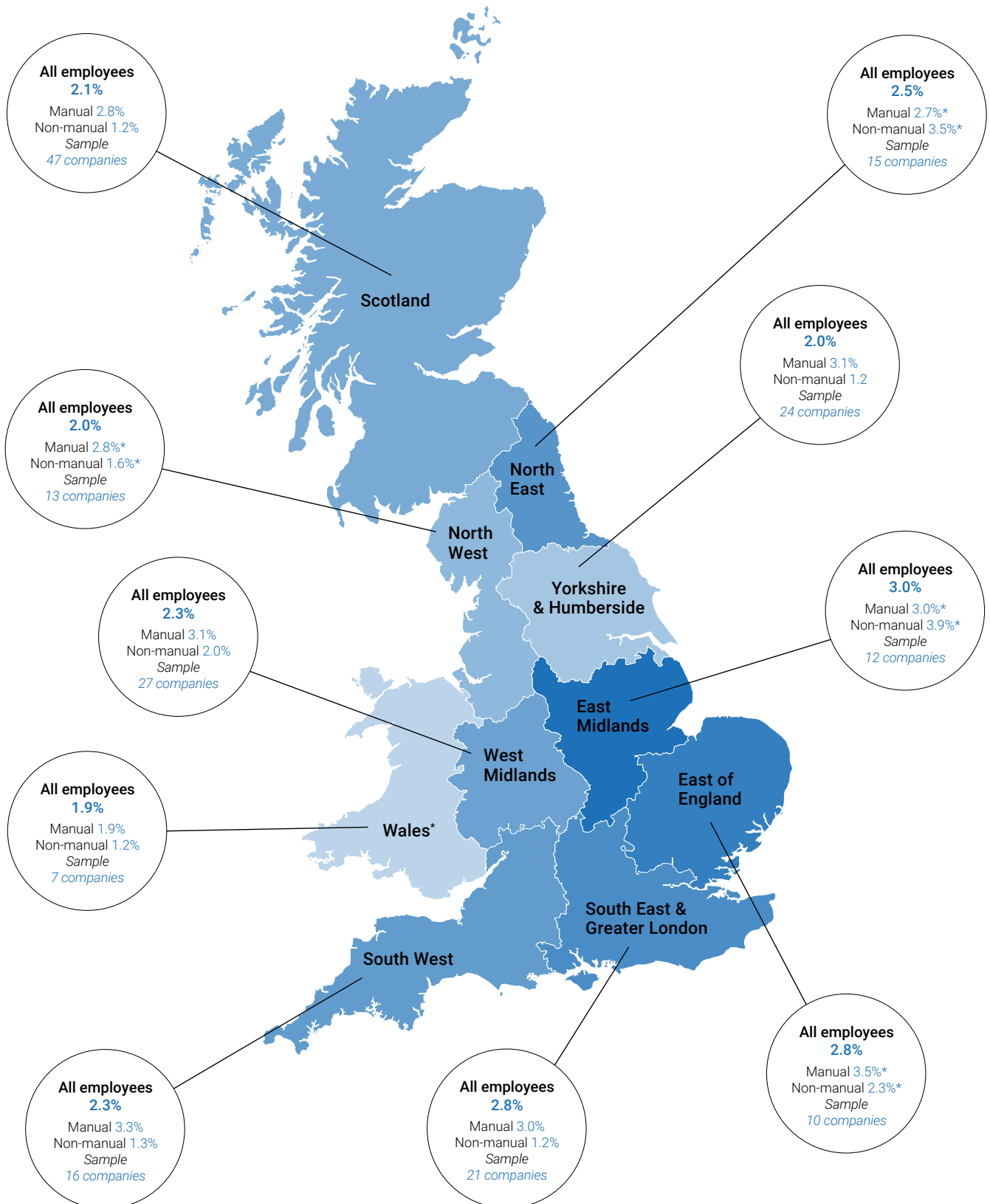
Days by type of employee



*Sample is below 10 companies so should be viewed with caution

ABSENCE IN MANUFACTURING BY REGION

ABSENCE RATE (%) by type of employee



*Sample is below 10 companies so should be viewed with caution



ABOUT US

We're delighted to introduce Make UK, the new name for EEF, and our family of new brands including Make Business and Make Venues. Together they will support the needs and requirements of our vibrant sector and ever-changing marketplace.

We stimulate success for manufacturing and technology related businesses, enabling them to meet their objectives and goals. We empower individuals and inspire the next generation.

We create the most supportive environment for UK manufacturing growth and success and we represent the issues that are most important to our members, working hard to ensure UK Manufacturing remains in the government and media spotlight.

Our extensive knowledge of manufacturing means we're able to influence policy-making at local, national and international levels. We push for the policy changes that our members want to see. We are the voice of manufacturing.

BUSINESS INSIGHT TO INFORM DECISION MAKING

The Make UK Information & Research team is able to provide invaluable high quality market intelligence for the manufacturing sector to inform smart business decisions. The Absence Benchmark is one of several benchmark reports that Make UK produces. We publish a series of reports that provide pay data from shop floor to top floor, plus regular updates on regional and national pay settlements. In addition we have a series of other benchmark reports on labour turnover, shift pay, sick pay and standby and call-out allowances. To find out more about this or our other benchmarks, please contact the Information & Research team.

Our HR experts are on hand to support you through the entire employment cycle, from challenges around recruitment, retention and employee engagement to broader strategic issues involving your workforce.

To find out how we can support you, speak to one of our HR consultants by calling 0808 168 5874 or email HRenquiries@MakeUK.org

You can find out about our full range of health and wellbeing services by going to: www.makeuk.org/Services/health-safety-sustainability/Wellbeing

To find out more about this report contact:

Kieren Liu
Survey Coordinator
020 7654 1574
kliu@MakeUK.org

Seamus Nevin
Chief Economist
020 7654 1563
snevin@MakeUK.org

Information & Research
research@MakeUK.org
www.MakeUK.org/Insights

The data used in this survey has been provided by Make UK members and members of Scottish Engineering. Contributing to our surveys helps to accurately reflect trends and behaviours that shape the UK manufacturing sector.

If you would like to participate in future surveys, please contact our Information and Research team: research@MakeUK.org

Background to the report and data
All data contained in this report is from either the 2019 Make UK Absence and Education survey or previous years of the Absence survey.

The 'manual' and 'non-manual' figures shown are based on smaller samples than the 'all employees' data, as not all respondents provided the breakdown information.

With special thanks to Scottish Engineering

