

# IMPROVING ATTENDANCE AS SICKNESS ABSENCE DECLINES

The 2017 absence rate has dropped slightly to 2.2%, down from 2.3% in the previous year. This represents an average of 5 days lost to sickness absence per employee.



**The sample:** based on the period from 1 January 2017 to 31 December 2017, responses were received from 203 manufacturing organisations which employ a total of 33,049 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:

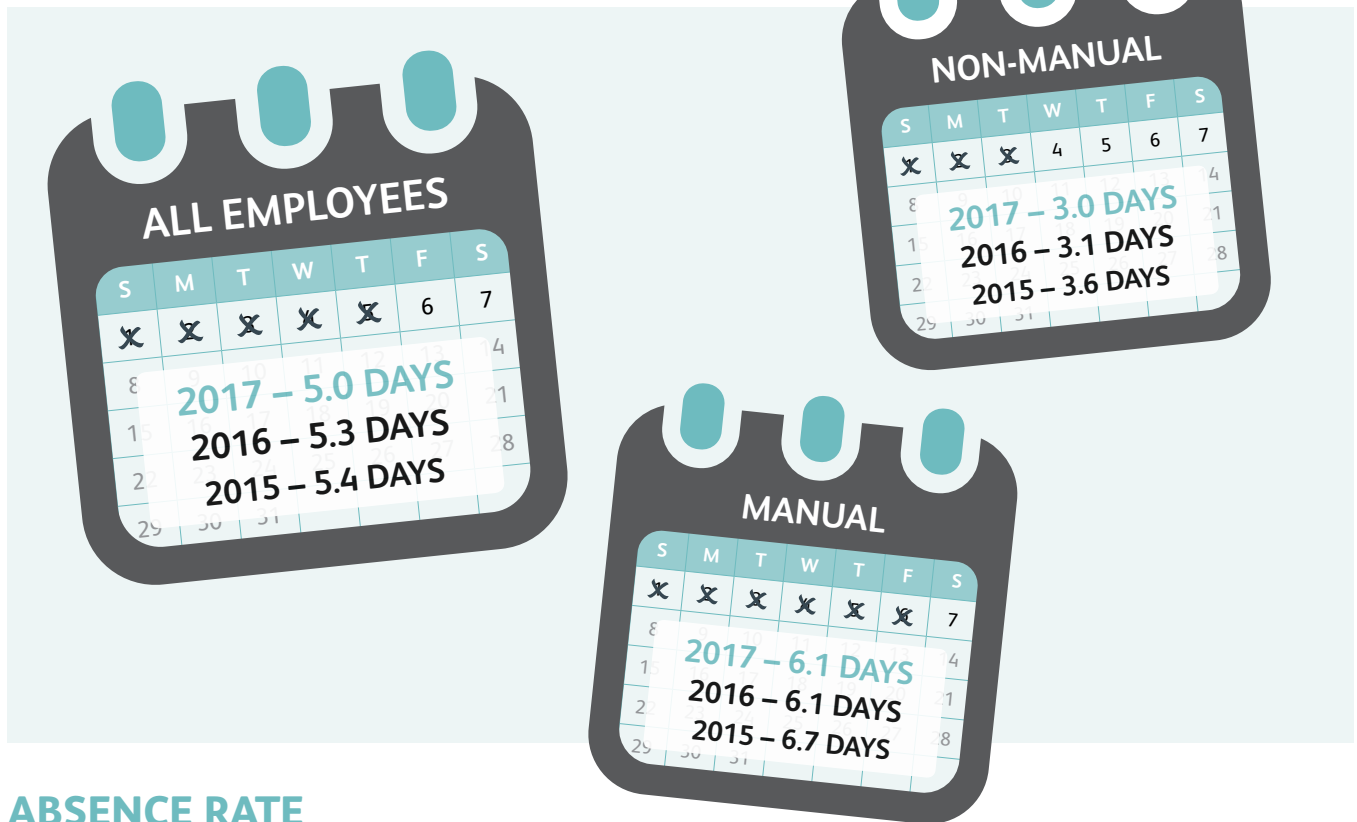
$$\text{Average number of days absent per employee} = \frac{\text{Total number of working days lost to absence}}{\text{Average number of employees across the year}}$$

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

# SICKNESS ABSENCE IN MANUFACTURING IN 2017

## AVERAGE WORKING DAYS LOST TO ABSENCE

Days by type of employee



## ABSENCE RATE

% by type of employee



# 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 **3.7 days**

Manual **4.4 days**

Non-manual **2.2 days**

### Absence Rate

All employees **1.6%**

Manual **1.9%**

Non-manual **1.0%**

## 1-50 EMPLOYEES



### Average Days Lost to Absence

All employees **4.9 days**

Manual **6.6 days**

Non-manual **3.0 days**

### Absence Rate

All employees **2.1%**

Manual **2.9%**

Non-manual **1.3%**

## 51-100 EMPLOYEES



### Average Days Lost to Absence

All employees **5.6 days**

Manual **6.2 days**

Non-manual **3.6 days**

### Absence Rate

All employees **2.4%**

Manual **2.7%**

Non-manual **1.6%**

## 101-250 EMPLOYEES



### Average Days Lost to Absence

All employees **5.7 days**

Manual **8.0 days\***

Non-manual **4.0 days\***

### Absence Rate

All employees **2.5%**

Manual **3.5%\***

Non-manual **1.8%\***

## 251-500 EMPLOYEES



### Average Days Lost to Absence

All employees **7.3 days**

Manual **8.5 days\***

Non-manual **3.5 days\***

### Absence Rate

All employees **3.2%**

Manual **3.7%\***

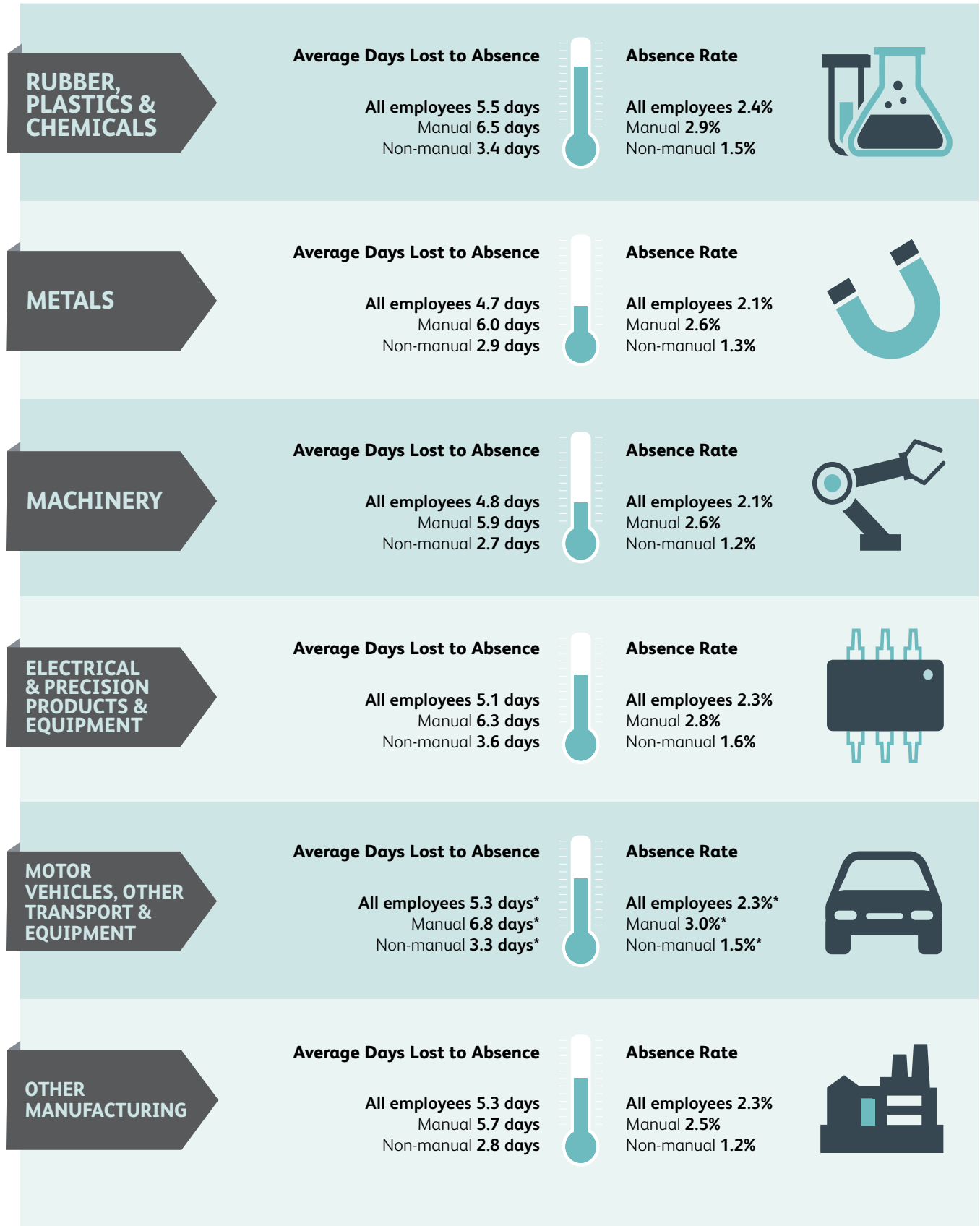
Non-manual **1.5%\***

## 501+ EMPLOYEES

# SICKNESS ABSENCE IN MANUFACTURING BY SECTOR

## AVERAGE WORKING DAYS LOST TO ABSENCE & ABSENCE RATE

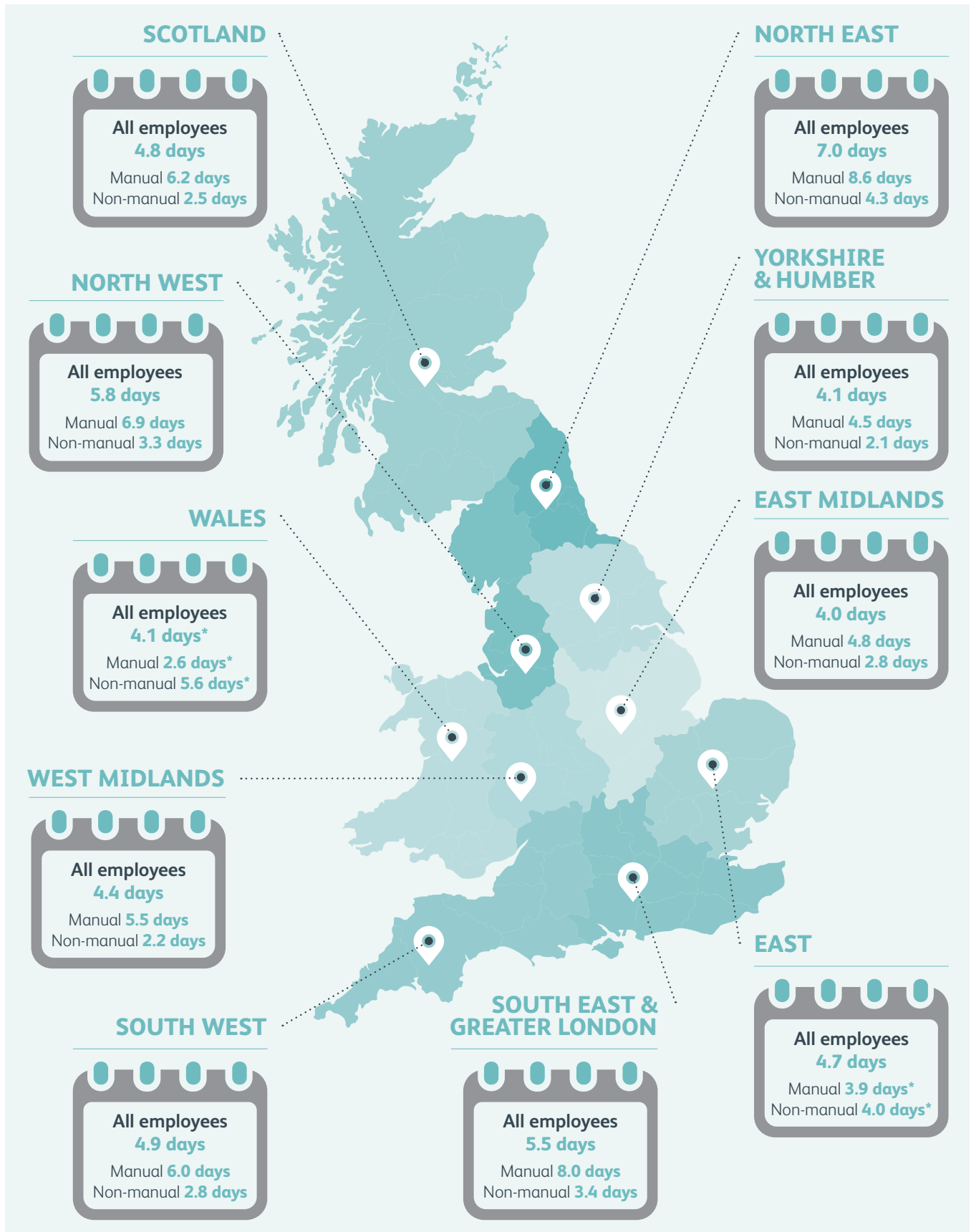
Days by type of employee / % by type of employee



# SICKNESS ABSENCE IN MANUFACTURING BY REGION

## AVERAGE WORKING DAYS LOST TO ABSENCE

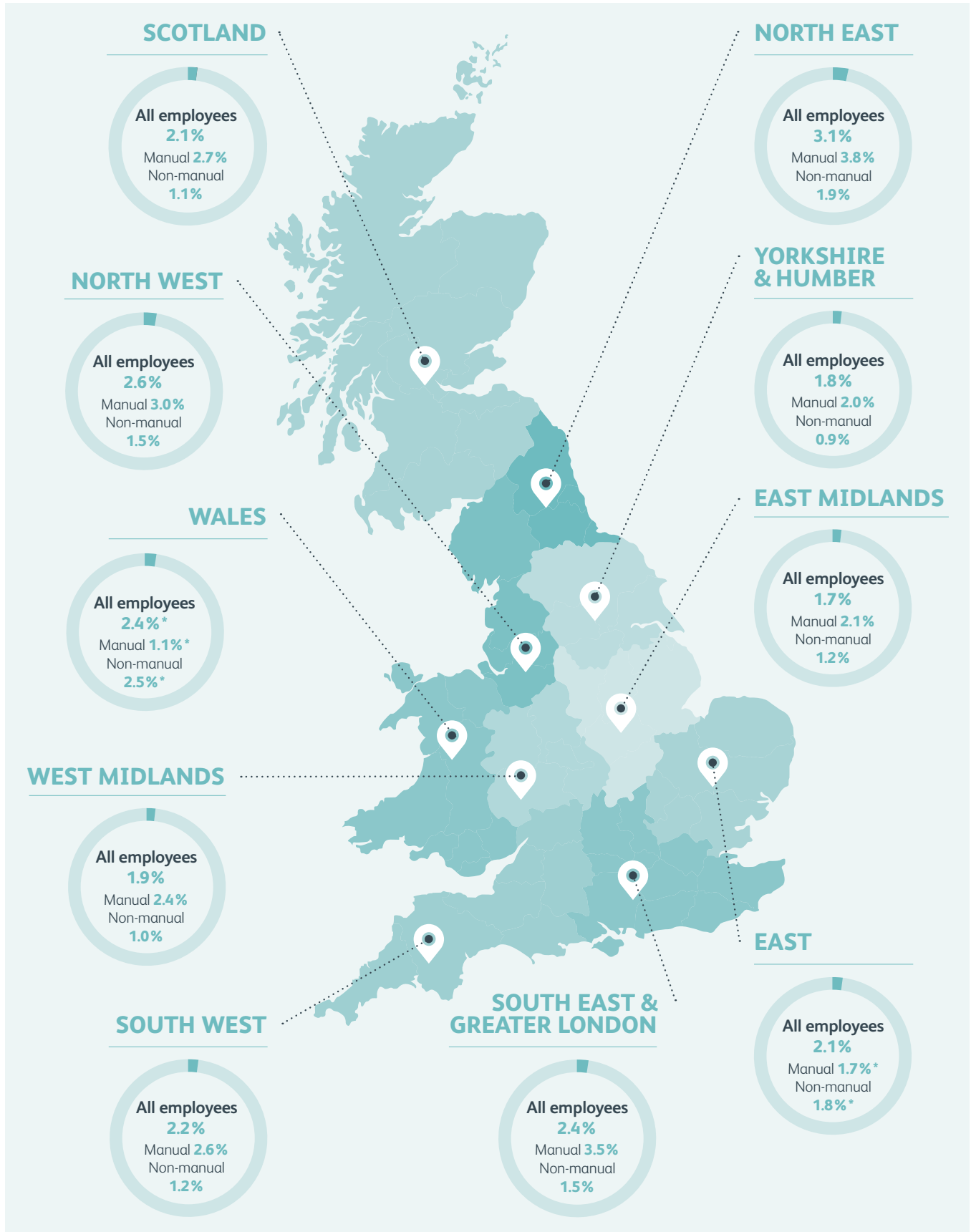
Days by type of employee



# SICKNESS ABSENCE IN MANUFACTURING BY REGION

## ABSENCE RATE

% by type of employee



## ABOUT US

Make UK champions and celebrates British manufacturing and manufacturers.

We are a powerful voice at local, national and international level for small and medium sized businesses and corporates in the manufacturing and engineering sectors.

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

**Together, we build a platform for the evolution of UK manufacturing.**

**makeuk.org**

**enquiries@makeuk.org**

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 enquiries@makeuk.org**

## TO FIND OUT MORE ABOUT THIS REPORT CONTACT:

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The data used in this survey has been provided by EEF members. 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:  
enquiries@makeuk.org

### Background to the report

All data contained in this report is from either the 2018 EEF Absence, Labour Turnover, EU Workers and Pay 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.

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