

# "HELLO... IS ANYBODY OUT THERE?!"

## BRIGHTHR'S 2019 STAFF ABSENCE TREND REPORT



### THE ABSENCE TRENDS THAT SWEEPED IRELAND LAST YEAR

We've dug out the data, pulled the reports, and crunched the numbers with our smart absence management software to suss out exactly how Ireland took time off in 2019. And the results were surprising...

So, is #thursdaysmotivation a real thing or is it just a trendy #hashtag? Who's more likely to pull a sickie—guys or girls? And how did the Spice Girls have the (girl) power to shake up attendance? Let's find out...

## SICKNESS

JANUARY  
07

**MOST COMMON DAY FOR SICKNESS**

And yes, that was the first Monday of the year—looks like staff were still recovering from two weeks of drinking mulled wine and eating their weight in Quality Street.



**LADIES TOOK THE LEAD**

Women won first place for the most sick days in 2019. Perhaps it's time to rethink the myth of the man flu...

### TOP 5 CITIES\* FOR STAFF SICKNESS

Waterford came in top of the list, but Cork wasn't far behind... maybe the Blarney Stone wasn't working and its kissers lost their voices instead of getting the gift of the gab!



**WATERFORD 1<sup>st</sup>**

**CORK 2<sup>nd</sup>**

**GALWAY 3<sup>rd</sup>**

**LIMERICK 4<sup>th</sup>**

**DUBLIN 5<sup>th</sup>**

\*Based on the average number of sick days per BrightHR user in each city.

### THE NAMES THAT TOOK THE MOST SICK DAYS\*\*

MIKE-ILL

PHL-EMMA

**You know Mike & Emma...**

They were the ones with the constant sniffles and desks covered in tissues and Lemsip last year. Let's up their vitamin C in 2020.



\*\*Based on the number of sicknesses per first name.

## HOLIDAYS

### SUMMER EVENTS THAT MADE STAFF HOLIDAYS SOAR

**HOTTEST DAY OF THE YEAR**  
27<sup>th</sup> June 2019

Holiday bookings shot up alongside the temperature, which reached a scorching 28°C.

And while we miss the sunshine, we don't miss the summer office outfits. Hello Dave, in his neon Bermuda shorts...

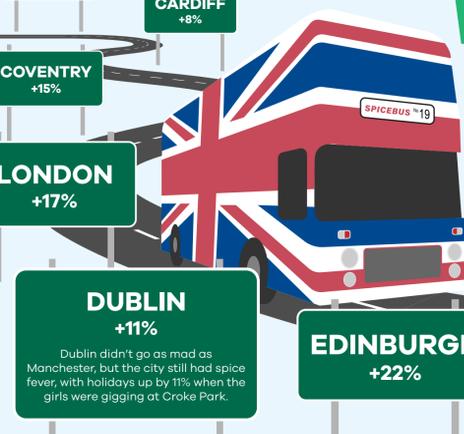


### SPICE UP YOUR LIFE! SPICE GIRLS UK & IRELAND TOUR: 24<sup>th</sup> May – 15<sup>th</sup> June

It was the summer of 90s nostalgia when the Spice Girls brought girl power back in full force with their 2019 tour. And everyone got on board, with holidays rising higher than Baby Spice's wedge trainers.

**SUNDERLAND +37%**

**MANCHESTER WENT MAD FER IT! +43%**



### APPROVING HOLIDAYS



**QUICKEST PROVINCE TO APPROVE HOLIDAYS**

Managers in Leinster approved holidays quicker than anywhere else in Ireland. Must be down to those fast-moving folk in the capital city...



**FASTEST COUNTRY TO APPROVE HOLIDAYS**

Aussies take holidays seriously. Managers down under take 11 days to approve holiday requests. Unlike us dillydallying Irish lot, who take 3.6 days. Let's buck up our ideas in 2020, eh?

## LATENESS

**DID YOU KNOW?**  
BrightHR's gone global. We're now available in Australia, New Zealand, Canada and Ireland, as well as the UK. It's not world domination just yet... but we're getting there!

### AVERAGE LATENESS AROUND THE WORLD



**JUST IN THE NICK OF TIME**

That's the most common clock-in time for employees due to start work at 9am. Now that's what we call cutting it fine.

**TH-URGH-SDAY TOP DAY FOR STAFF LATENESS**

They've passed #humpday and it's not quite #friyay... maybe that's why staff saunter in late on Thursdays more than any other day of the week. #ObviouslyReadyForTheWeekend

## EXPENSES

**MILEAGE CLAIMS**

I spy, something beginning with...

**LONGEST JOURNEY**  
Over 164 miles

That's about the distance from Dublin to Snowdonia. Which is one awkward car journey if your colleague wants to play 'I spy' all the way there. And then again as you trek up the mountain.

**SHORTEST JOURNEY**  
Under 0.4 miles

Just under half a mile isn't an insignificant car journey, but you could clock up 1,000 steps if you went on foot. Let's get moving, Ireland!



## HOW TO MANAGE TIME OFF

Okay, people are going to be late. People are going to be sick. But every staff absence can hurt your business by as much as €617\*\*\* per employee.

### SO WHAT CAN YOU DO ABOUT IT?

BrightHR's awesome people management software makes it easy for you to track holidays, log sickness and monitor lateness, so you can keep on top of all absences in your business.

You also get two exclusive mobile apps. PoP lets you easily manage your employees' expenses on the go, and approve requests with a simple swipe.

And Blip lets your staff clock in and out using just their mobiles, so you can see who's in, who's off and who's on a break, wherever you are. Want to know more?

**BOOK YOUR FREE DEMO TODAY**



\*\*\*Calculated based on UK figures released by the CIPD.  
[https://www.cipd.co.uk/images/absence-management\\_2016\\_tcm18-16360.pdf](https://www.cipd.co.uk/images/absence-management_2016_tcm18-16360.pdf)