

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:

Average number of days absent = per employee

Total number of working days lost to absence

Average number of employees across the year

Absence rate =

Total number of working days lost to absence

x 100

228 days x
Average number of employees across the year

SICKNESS ABSENCE IN MANUFACTURING IN 2017

AVERAGE WORKING DAYS LOST TO ABSENCE

Days by type of employee







ABSENCE RATE

% by type of employee

Attonast

2017 2.2% 2016 **2.3%** 2015 **2.4%**

ALL EMPLOYEES



2017 2.7% 2016 **2.7%** 2015 **2.9%**

MANUAL



2017 1.3% 2016 **1.4%** 2015 **1.6%**

NON-MANUAL

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%*

MAKE UK IMPROVING ATTENDANCE AS SICKNESS ABSENCE DECLINES

SICKNESS ABSENCE IN MANUFACTURING BY SECTOR

AVERAGE WORKING DAYS LOST TO ABSENCE & ABSENCE RATE

Days by type of employee / % by type of employee

RUBBER, PLASTICS & CHEMICALS

Average Days Lost to Absence

All employees 5.5 days Manual 6.5 days Non-manual 3.4 days



Absence Rate

All employees 2.4% Manual 2.9% Non-manual 1.5%



METALS

Average Days Lost to Absence

All employees 4.7 days Manual 6.0 days Non-manual 2.9 days



Absence Rate

All employees 2.1% Manual 2.6% Non-manual 1.3%



MACHINERY

Average Days Lost to Absence

All employees 4.8 days Manual 5.9 days Non-manual 2.7 days



Absence Rate

All employees 2.1% Manual 2.6% Non-manual 1.2%



ELECTRICAL & PRECISION PRODUCTS & EQUIPMENT

Average Days Lost to Absence

All employees 5.1 days Manual 6.3 days Non-manual 3.6 days



Absence Rate

All employees 2.3% Manual 2.8% Non-manual 1.6%



MOTOR
VEHICLES, OTHER
TRANSPORT &
EQUIPMENT

Average Days Lost to Absence

All employees 5.3 days*
Manual 6.8 days*
Non-manual 3.3 days*



Absence Rate

All employees 2.3%* Manual 3.0%* Non-manual 1.5%*



OTHER MANUFACTURING

Average Days Lost to Absence

All employees 5.3 days Manual 5.7 days Non-manual 2.8 days



Absence Rate

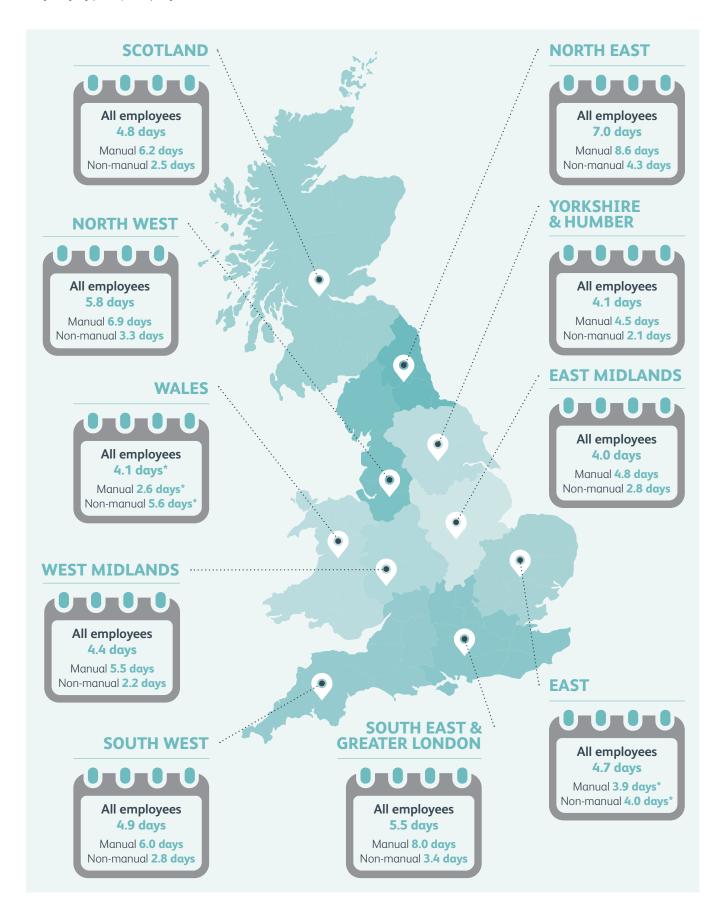
All employees 2.3% Manual 2.5% Non-manual 1.2%



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

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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

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