

SAYING FAREWELL- AS LABOUR TURNOVER INCREASES

In 2017:



– **Overall labour turnover in manufacturing rose to 13.2 %**, up from 12.3 % in the previous year



– Once redundancies are excluded **the turnover rate for all employees stands at 11.9%**



– The motor vehicles & other transport & equipment sector **had the lowest movement of employees, at 11.4%**



– **The East of England had the highest churn in their workforce, at 17.1 %**



The sample: based on the period from 1 January 2017 to 31 December 2017, responses were received from 208 manufacturing organisations which employ a total of 50,537 employees.



Measuring labour turnover: we asked respondents to supply details of the number of redundancies they had in 2017, enabling us to provide two sets of data on labour turnover. The calculation excluding redundancies has only been analysed for the overall data. The labour turnover breakdowns by company size, sector and region all include redundancies.

Labour Turnover: all leavers are included in our calculations, including voluntary resignations, redundancies, retirement and dismissals.

The calculation:

$$\text{Turnover} = \frac{\text{Total number of leavers}}{\text{Average numbers employed}} \times 100$$

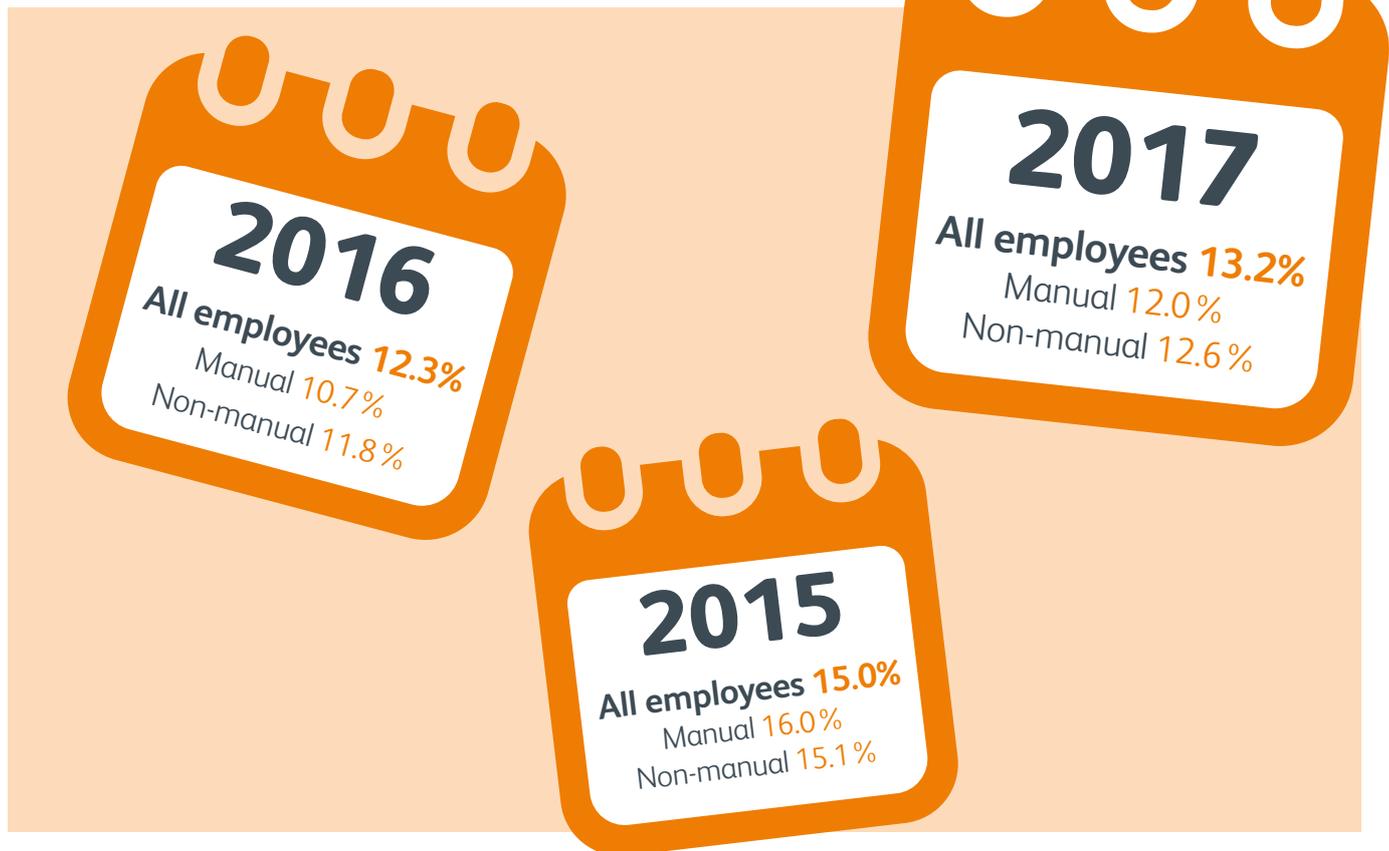
Churn excluding redundancies: all leavers are included in our calculations apart from redundancies, therefore this measure includes voluntary resignations, retirement and dismissals.

The calculation:

$$\text{Turnover exc. redundancies} = \frac{\text{Total number of leavers - redundancies}}{\text{Average numbers employed}} \times 100$$

MANUFACTURING LABOUR TURNOVER BY EMPLOYEE TYPE

(%) by type of employee



MANUFACTURING CHURN (EXCLUDING REDUNDANCIES) BY EMPLOYEE TYPE

(%) by type of employee



MANUFACTURING LABOUR TURNOVER BY SIZE OF COMPANY

(%) by type of employee



MANUFACTURING LABOUR TURNOVER BY SECTOR

(%) by type of employee

RUBBER, PLASTICS & CHEMICALS

All employees 15.0%

Manual 13.5%

Non-manual 14.3%



METALS

All employees 13.6%

Manual 12.0%

Non-manual 14.3%



MACHINERY

All employees 11.7%

Manual 11.0%

Non-manual 11.3%

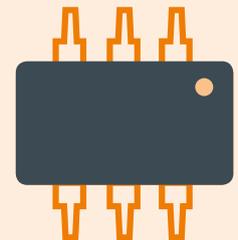


ELECTRICAL & PRECISION PRODUCTS & EQUIPMENT

All employees 11.6%

Manual 11.0%

Non-manual 10.8%



MOTOR VEHICLES & OTHER TRANSPORT & EQUIPMENT

All employees 11.4%

Manual 9.0%

Non-manual 11.2%



OTHER MANUFACTURING

All employees 14.2%

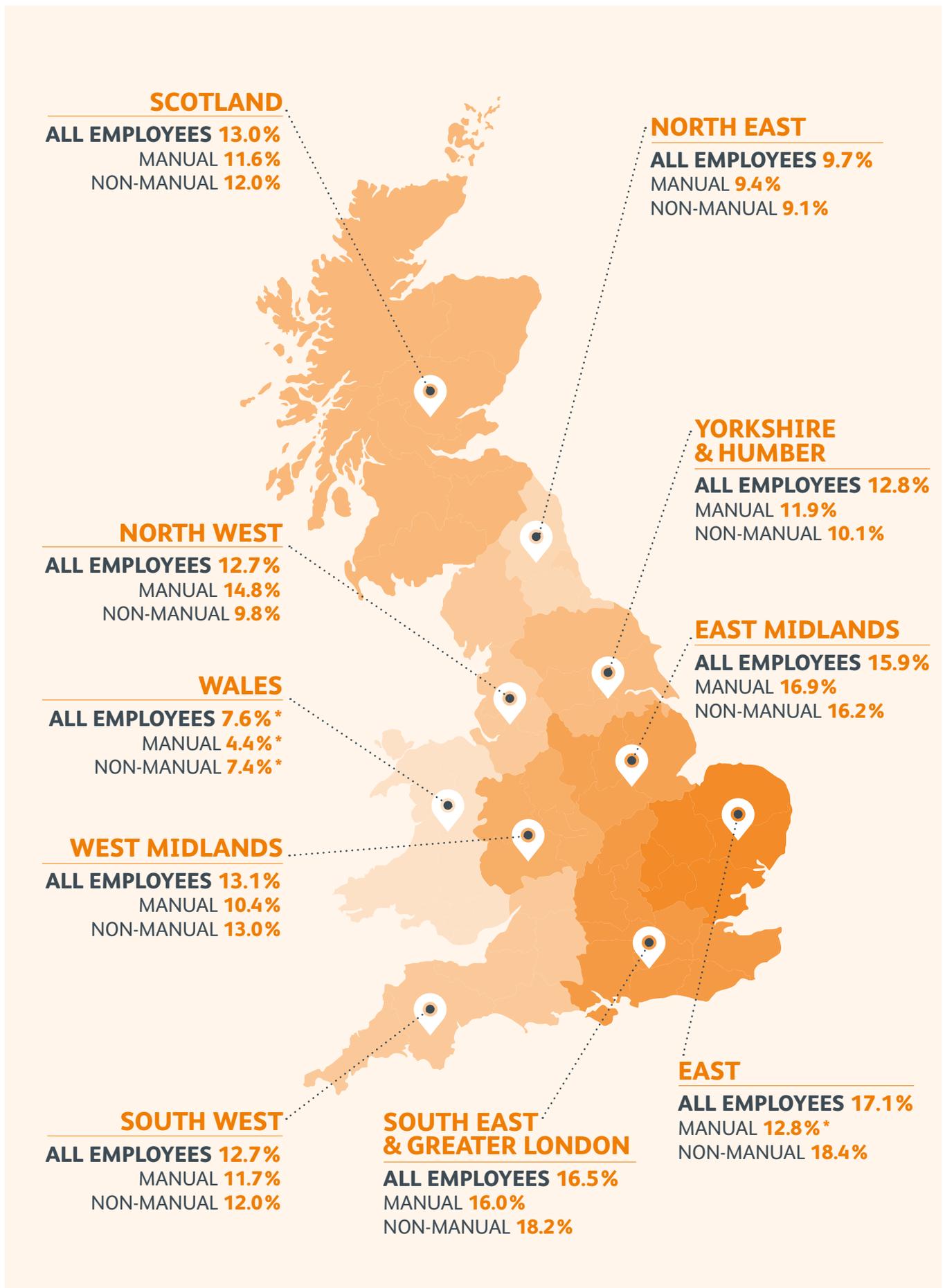
Manual 13.6%

Non-manual 11.7%



MANUFACTURING LABOUR TURNOVER BY REGION

(%) 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

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HOW EEF CAN HELP

The Labour Turnover benchmark is only one of several benchmark reports that MakeUK produce. We publish a series of reports that give pay data from shop floor to top floor, plus monthly updates on regional and national pay settlements. In addition we have a series of other benchmark reports on absence, 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 by emailing 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 MakeUK 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 us at:
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.

The data for manufacturing churn excluding redundancies is based on a slightly lower sample than the overall labour turnover figure, as not all respondents provided data on the number of redundancies in 2017.

* Sample is below 10 so should be viewed with caution

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