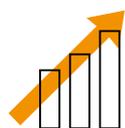# LABOUR TURNOVER 2019 – A TURN FOR THE WORSE
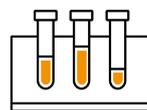
In 2018:

Overall labour turnover in manufacturing rose to 14.4%, up from 13.2% in 2017

Redundancies excluded, the churn for all employees stands at 13.7%, up from 11.9% in 2017

The rubber, plastics & chemicals sector had the lowest overall turnover at 12.9%

The South East, including London, had the highest churn at 17.6%

The sample: based on the period from 1 January 2018 to 31 December 2018, responses were received from 191 manufacturing organsations, employing a combined total of 36,546 people.

Measuring labour turnover: we asked respondents to supply details of the number of all leavers and, separately, the number of redundancies they had in 2018. The calculation excluding redundancies has only been analysed for the overall data. The labour turnover breakdowns provided (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:

$$\text{Turnover} = \frac{\text{Total number of leavers}}{\text{Average number employed}} \times 100$$
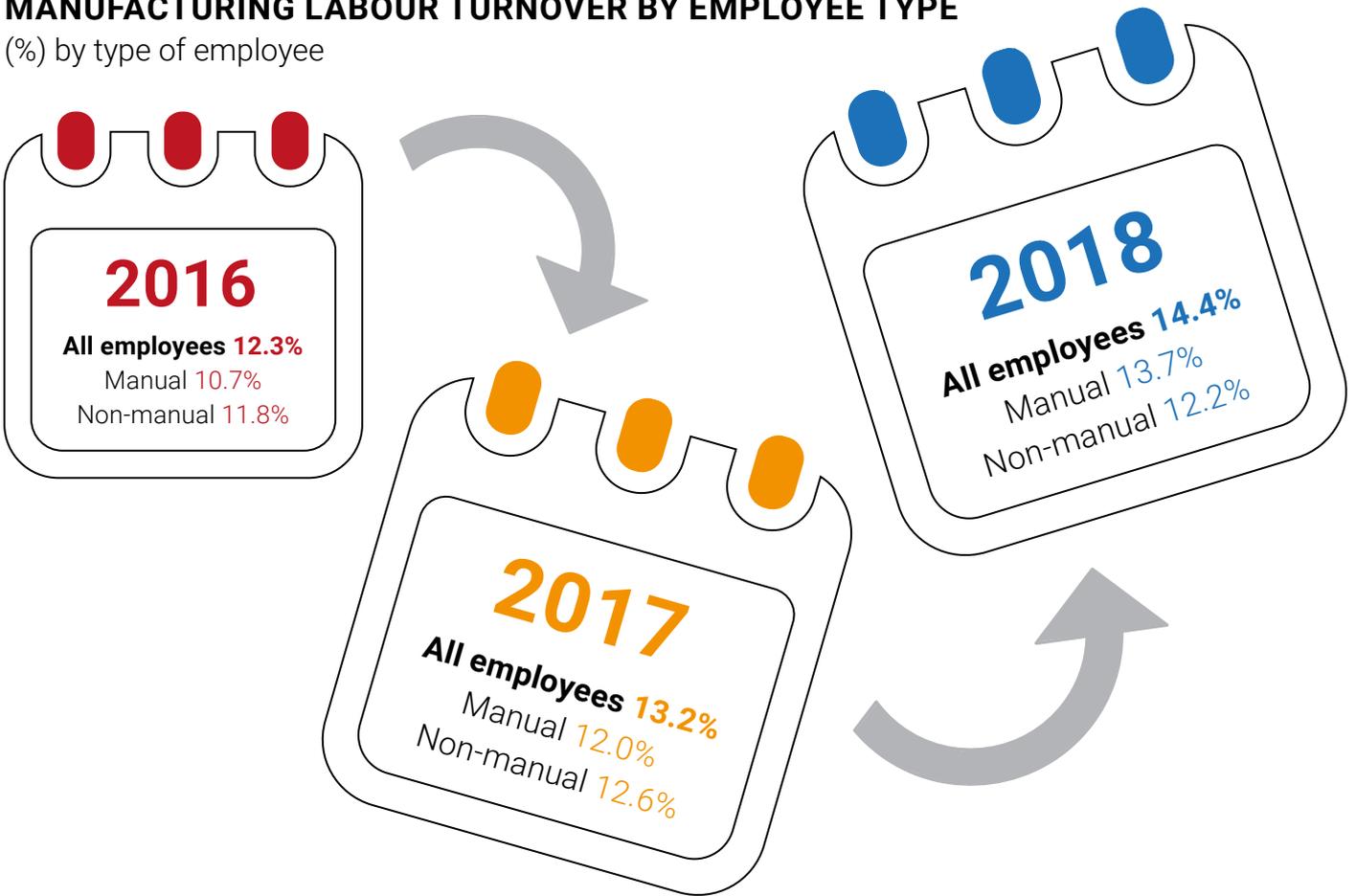
Turnover excluding redundancies: all leavers are included in our calculations apart from redundancies, therefore this measure includes voluntary resignations, retirement and dismissals.

The calculation:

$$\text{Turnover exc redundancies} = \frac{\text{Total number of leavers - redundancies}}{\text{Average number employed}} \times 100$$
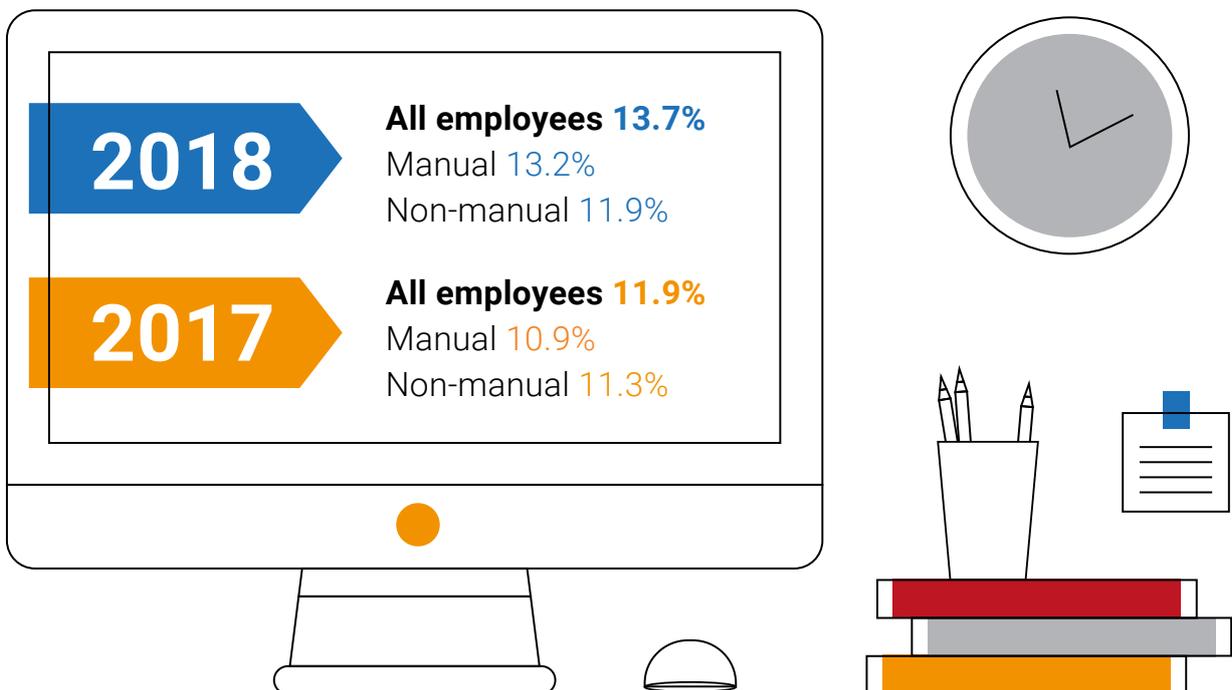
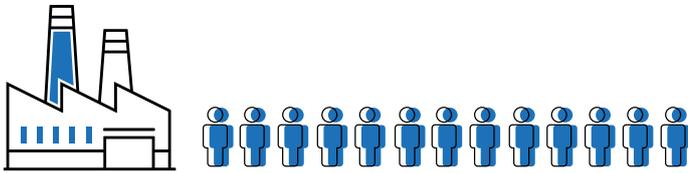## MANUFACTURING LABOUR TURNOVER BY EMPLOYEE TYPE

(%) by type of employee

2016
All employees 12.3%
Manual 10.7%
Non-manual 11.8%

2017
All employees 13.2%
Manual 12.0%
Non-manual 12.6%

2018
All employees 14.4%
Manual 13.7%
Non-manual 12.2%

MANUFACTURING LABOUR TURNOVER (EXCLUDING REDUNDANCIES) BY EMPLOYEE TYPE

(%) by type of employee

2018
All employees 13.7%
Manual 13.2%
Non-manual 11.9%

2017
All employees 11.9%
Manual 10.9%
Non-manual 11.3%

MANUFACTURING LABOUR TURNOVER BY SIZE OF COMPANY
(%) by type of employee

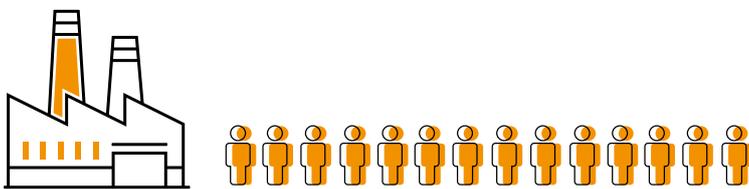**All employees 13.0%**
Manual 13.3%
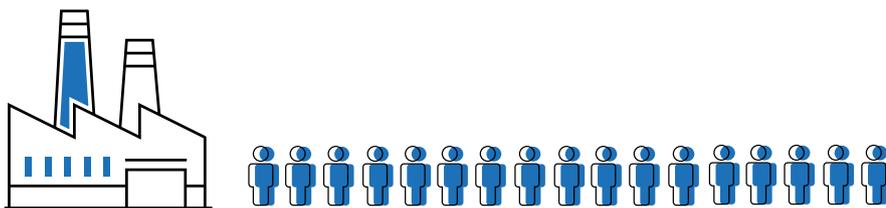Non-manual 10.5%

1-50 EMPLOYEES — Sample 43 companies

All employees 13.6%
Manual 12.5%
Non-manual 12.0%

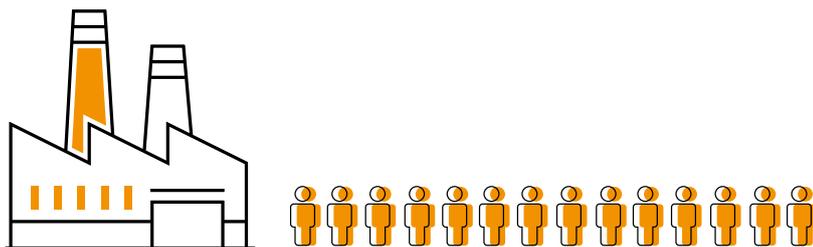**51-100 EMPLOYEES** — Sample 49 companies

All employees 16.4%
Manual 17.1%
Non-manual 13.5%
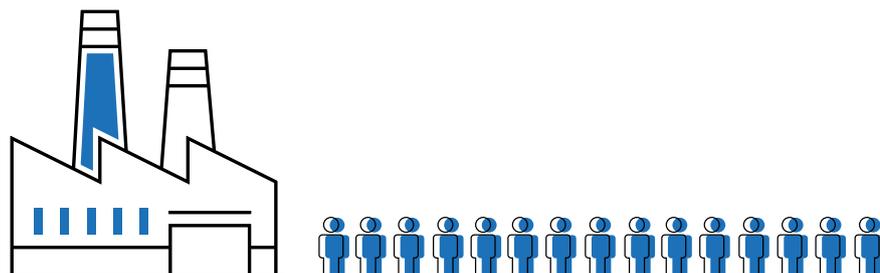
101-250 EMPLOYEES — Sample 58 companies

All employees 13.7%
Manual 9.0%
Non-manual 11.9%

251-500 EMPLOYEES — Sample 28 companies

All employees 14.7%
Manual 13.5%
Non-manual 14.5%

501+ EMPLOYEES — Sample 13 companies

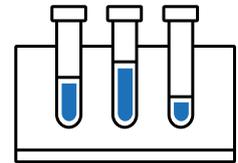## MANUFACTURING LABOUR TURNOVER BY SECTOR
(%) by type of employee

RUBBER, PLASTICS & CHEMICALS

All employees 12.9%
Manual 13.1%
Non-manual 10.3%
Sample 17 companies

METALS

All employees 14.6%
Manual 16.1%
Non-manual 12.4%
Sample 47 companies
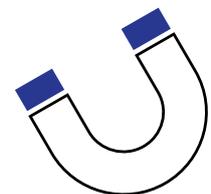
MACHINERY

All employees 14.4%
Manual 14.4%
Non-manual 12.3%
Sample 38 companies

ELECTRONICS, ELECTRICAL, PRECISION PRODUCTS & EQUIPMENT

All employees 13.8%
Manual 10.7%
Non-manual 12.0%
Sample 25 companies

MOTOR VEHICLES AND OTHER TRANSPORT & EQUIPMENT

All employees 14.5%
Manual 16.2%
Non-manual 13.9%
Sample 14 companies

OTHER MANUFACTURING

All employees 14.6%
Manual 10.8%
Non-manual 13.0%
Sample 43 companies
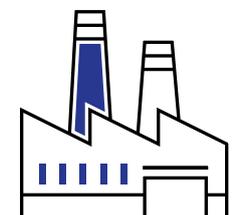
MANUFACTURING LABOUR TURNOVER BY REGION
(%) by type of employee

All employees 15.9%
Manual 15.6%
Non-manual 13.0%
Sample 46 companies

All employees 11.3%
Manual 9.9%
Non-manual 9.5%
Sample 14 companies

All employees 8.9%
Manual 8.3%
Non-manual 8.9%
Sample 13 companies

All employees 13.6%
Manual 14.5%
Non-manual 13.3%
Sample 23 companies

All employees 14.6%
Manual 13.6%
Non-manual 11.2%
Sample 28 companies
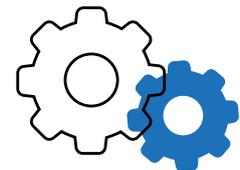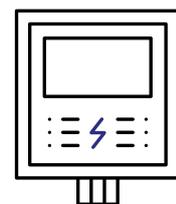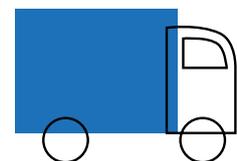
All employees 15.3%
Manual 12.4%
Non-manual 16.7%
Sample 15 companies

All employees 14.9%
Manual 13.2%
Non-manual 19.7%
Sample 6 companies*

Scotland

North East

North West

Yorkshire & Humberside

West Midlands

East Midlands

Wales

East of England

South East & Greater London

South West

All employees 12.8%
Manual 16.6%
Non-manual 7.2%
Sample 15 companies

All employees 17.6%
Manual 13.3%
Non-manual 11.7%
Sample 21 companies

All employees 14.2%
Manual 13.2%
Non-manual 13.8%
Sample 10 companies

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

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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 that 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 Labour Turnover 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 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 email enquiries@MakeUK.org

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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 & 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.