

# Reduce absence to cut costs and strengthen NHS care delivery



## The cost of staff absence

Lost productivity caused by **absence** is estimated to cost **£138.3bn** every year<sup>1</sup>

or a staggering

# £16.2m

for the average  
**5,000-person NHS Trust<sup>2</sup>.**

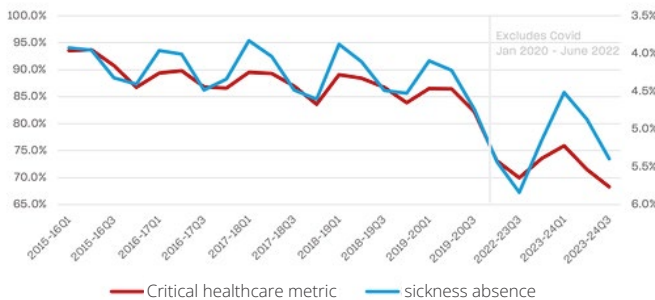
That's equivalent to

# 275

people not coming into work every day.

However, the cost of absence is more than financial, impacting not just resourcing and delivery, but also employee morale, wellbeing and ultimately attrition, amongst other key organisational metrics.

## Impact of absence on care delivery

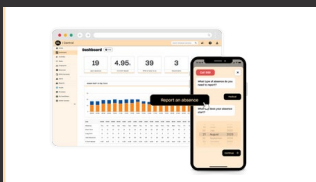


Recent statistical analysis by GoodShape has identified a clear correlation between sickness absence and the delivery of care in the NHS. Critical healthcare metrics impacted include **cancelled operations**, **A&E Admissions** and **treatment waiting times** amongst others.

## GoodShape is the only platform proven to reduce employee absence

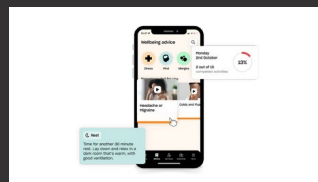
A single, centralised platform that offers a data-led approach to absence management:

### ► Identification



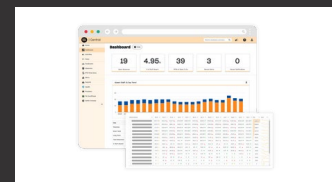
Understand the real causes and levels of employee absence in your organisation

### ► Intervention



Help employees get back to health - and to work - as early and safely as possible

### ► Intelligence



Develop resource plans and justify wellbeing investment based on actionable insight

# Proven outcomes

## Absence Reduction

**23.7%**  
average  
after 1 year

## Health Improvement

**3x**  
reduction in  
reoccurrence

## Financial Returns

**9:1**  
average  
ROI

<sup>1</sup>Britain's Healthiest Workplace Survey, Vitality (February 2024).

<sup>2</sup>GoodShape Index. Average NHS Trust with an absence rate of 5.5%. Average cost of absence: £223/day. Plus 10% replacement cost.

## 40 NHS hospitals and 50,000 employees supported.

*"Having real time absence data given directly to line managers enables us to make quicker and better-informed decisions as soon as an absence is reported. This, in turn, maximises patient care levels."*

Rebecca Mawer Human Resources  
Oxford University Hospitals NHS Trust

For more information on how XMA can help you to cut costs and strengthen NHS care delivery

[Click here](#)

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