

People Working Group

Benchmarking UK Highways People Data

The HTMA People Working Group has launched an annual people related benchmarking service to benefit the member companies. This is a service that does not currently exist elsewhere for the highways industry as most comparisons are to mainstream construction or the rail industry.

The data that is collected, refers to the employees within the UK and involved in the highway related part of the business only, not other parts or group companies. It covers:

- **Sickness absence** – total days and percentage of available work time in the reporting period. EG. 100 days but that represents 1% absence rate.
- **Labour Turnover** – total leavers (excluding TUPE, Retirements, Deceased or Seasonal) in reporting period divided by average number employed times 100. (Ave employed as number at start plus number at end divided by 2).
- **Labour Stability** – total leavers (excluding TUPE, Retirements, Deceased or Seasonal) in reporting period with more than 12 months service divided by number employed at start of reporting period x 100.
- **Diversity monitoring** – workforce percentage by gender, age, BAME, and disability.
- **Number of training days per person and as % of annual wage bill**
- **Percentage of employees with qualifications** – CSCS, NVQ, Professional, Academic or equivalent
- **Min and max salary for graduate entry level and apprenticeships**
- **Main benefits offered**

The results are published as averages for three groupings: contractors, consultants and companies that provide a combined contractor/consultant service. A report summarising the results is circulated to those companies who participate in the project.

The project is currently in its second year, but over time it will allow for any trends to be spotted, provide information for companies to consider in their own future planning and provide an indication for member companies of how they compare against their competitors.