



Absence Cost Estimator

Company Profile	
NAICS Sector:	62: Health Care and Social Assistance
NAICS 3-digit:	622: Hospitals
NAICS 4-digit:	
Total headcount:	6,000
% full-time workers:	88.0%
Age 18-34:	32.8%
Age 35-54:	45.0%
Age 55+:	21.3%
Female:	80.9%
EEO occupation class	
Officials & managers:	4.9%
Professionals:	43.8%
Technicians:	15.8%
Sales workers:	0.2%
Administrative support:	13.4%
Skilled crafts & repairs:	1.3%
Operators:	0.4%
Laborers:	0.1%
Service workers:	19.0%

Research has shown that the real costs of absence are often significantly higher than simply the wages paid to absent workers.

These costs may vary by several factors including:

- The difficulty in replacing an absent worker
- The impact of not producing/delivering products or services on time
- The degree to which absent employees impact a team

ACE estimates the annual costs of unplanned injury and illness absences to an organization like yours, including wage-replacement and lost-productivity costs. STD, LTD, FMLA, workers' comp, and paid and unpaid sick leave absences are included in the estimate.

Costs of illness/injury-related absence	
Total Costs of Absence	\$12,732,839
Wage replacements	\$7,603,227
Lost productivity	\$5,129,612
Effective wages and benefits per lost workday	\$313

Reason for lost time	
% of unplanned absence days due to illness/injury	79%
% of unplanned absence days due to other factors	21%

Days lost to illness/injury-related absence	
Total lost workdays	40,617
Lost days per FTE	7.2

Potential illness/injury-related absence savings		
Target Reduction	\$ Savings	Workday Savings
1%	\$127,328	406
2%	\$254,657	812
5%	\$636,642	2,031
10%	\$1,273,284	4,062