

Change - The cost of doing nothing

The thinking bit

1

How many employees are being affected by this change?
Is it just your team, a department or a whole division?

What is the average amount of non-productive time per week (in hours)?
Gossiping, moaning, worrying or speculating.

How long has this been going on? (number of weeks)

If you do nothing, how long until the situation resolves itself? (number of weeks)

The maths bit

2

Multiply A x B x C to find out how many hours have been lost so far

Multiply A x B x D to find out how many hours will be lost if you do not resolve the situation

X

X

=

X

X

=

+

X

3

How much do people actually cost?

Average Salary Range	Hourly Cost
15,000 to 25,000	15.38
25,000 to 35,000	23.08
35,000 to 50,000	32.69
50,000 to 70,000	46.15
70,000 to 100,000	65.38

To calculate the average, we took the mid-point of the range and added 50% to cover overhead costs. We then divided by 52 weeks and 37.5 hours.

Average hourly cost per employee
You can use your own figure if you know it, or use one from the table to the left

Add together your first two answers, then multiply by the average hourly cost.

Take a deep breath!

This is what it is costing you

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