

Bradford Factor

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Absence - Bradford Factor

The Bradford Factor is a gauge of concern related to employee absenteeism during any set period, for example, a year. It takes into account the frequency and duration of absences and tells you if you have an attendance problem with an employee.

The Attendance Type indicates if an absence should be considered when calculating the Bradford Factor.

The Bradford factor is calculated using the Bradford Formula $S^2 \times D = B$

- S is the total number of separate absences by an individual.
- D is the total number of days of absence of that individual.
- B is the Bradford Factor score.

The image shows the Bradford Factor levels of concern.

No Concern	0
Some Concern	22
Action Required	45
Consider Disciplinary	100
Serious Disciplinary Likely	900

This section references information obtained from the Bradford Factor web page (www.bradfordfactorcalculator.com, accessed on 21/05/2024).
