

Bradford Factor Chart

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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 Bradford Factor allows managers to monitor absenteeism during any set period.

~~Bradford Factor Calculator | Online Bradford Factor Calculator~~

Here's a handy calculator: If the calculator doesn't display properly, click here. The Bradford Factor formula itself is: $S^2 \times D = B$. This means that the number of spells of absence (S) is multiplied by itself, with that number then multiplied by the total number of days a person was absent (D) during a 52-week period.

~~What is the Bradford Factor? A guide for managers~~

The Bradford Factor is usually used as a tool in part of the wider absence management process as opposed to a standalone tool. This is because of its heavy weighting on frequent short-term absence, which on its own could potentially be considered unfair or discriminatory.

~~Bradford Factor Calculator - Natural HR~~

Enter the total amount of days absent in Absent Count. So if 2 days, then 1, then half day, then 4 enter 7.5 [$2+1+0.5+4 = 7.5$] Press Calculate or use the enter key on your keyboard. Add and edit to get a full Bradford factor count for all your staff. Press reset to calculate a new Bradford Factor score.

~~Bradford Factor Calculator | iCalculator~~

The Bradford Factor formula is really simple but to make it even easier we've added a Bradford Factor calculator to the bottom of this page. $S \times S \times D =$ Bradford points score S is the number of occasions of absence in the last 52 weeks and D is the total number of days absence in the last 52 weeks.

~~The Bradford Factor Calculator | Staff Squared~~

Bradford Factor = Number of unrelated absence periods² x Days absent For example, 10 days absence in the reference period (a year, say) could occur as: One absence of 10 days, which would have a BF of [(1 x 1) x 10] 10 Five absences of 2 days each which would have a BF of [(5 x 5) x 10]250

~~Sickness Absence - the Bradford Factor~~

The Bradford Factor is worked out using the Bradford Formula. The Bradford Formula is based on the frequency and length of an employee's absence during a defined period. The formula is: $S^2 \times D = B$. 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

~~What Is A Good or Bad Bradford Factor Score? | Computime~~

HR departments often use the Bradford formula to calculate the impact of absence. But how does it work, and is it still a valid metric?

~~Understanding Bradford factor scores - CIPHR~~

The Bradford Factor Calculator is used to find staff absence totals and to set a weighted faculty attendance rating. A high Bradford rating signifies poor attendance, while a low Bradford rating signifies good attendance. A Bradford Factor of zero indicates no unplanned absences. The Bradford Factor is particularly useful for managers and executives to assess individuals within their divisions and contrast relative attendance ratings.

~~Bradford Factor Calculator - Good Calculators~~

By measuring the number of spells of absence, the Bradford Factor identifies persistent short-term absence for individuals and is therefore a useful measure of the disruption caused by this type of absence. It's calculated using the formula: $S \times S \times D$ where S = number of spells of absence in 52 weeks taken by an individual

~~Absence Measurement & Management | Factsheets | CIPD~~

The Bradford Factor (also known as the Bradford Formula or the Bradford Index) is a simple formula that allows companies to apply a calculated score to unplanned employee absences. It is an industry-standard method used to measure worker absenteeism.

~~Bradford Factor Calculator - Youmanage HR~~

Bradford Factor calculator. You can calculate an employee's Bradford Factor using the Bradford Formula, which is $S^2 \times D = B$. ' S ' is the total number of separate absences, ' D ' is the total number of days' absence and ' B ' is the Bradford Factor score. When calculating the Bradford Factor score, employers usually monitor absences during a set period of time, such as a financial, calendar, or holiday year.

~~Bradford Factor Calculator - KashFlow~~

Bradford Factor triggers allow managers and HR to easily compare employee absence patterns across the organisation and provides a more structured set of guidelines for managers on how and when to investigate absence rates further.

~~Bradford Factor Trigger Points: What You Need to Know | e-days~~

The Bradford Factor formula is simple but effective: $S^2 \times D = B$ S is the total number of separate absences by an individual D is the total number of days of absence of that individual

~~A Guide To Understanding The Bradford Factor For Absence~~

Bradford Factor = A x A x B Where, A = Absence Count (Number of Occurrences) B = Days Absent (Total Number of Absent Days)

~~Bradford Factor Calculator | Absence Calculator~~

Bradford Factor Calculator Calculating an employees Bradford Factor is an automated absence management tool already built into Activ Absence. Whether you are in HR or an employees Line Manager, you can monitor Bradford Factor scores automatically using configurable absence trigger alerts and management reports.

~~Bradford Factor Calculator | Activ Absence Management Software~~

The Bradford Factor is used by some employers to keep a check on how many sick days their employees are taking. It calculates a score for each employee based on how many days off they take, and how many separate spells of absence those days are spread over.