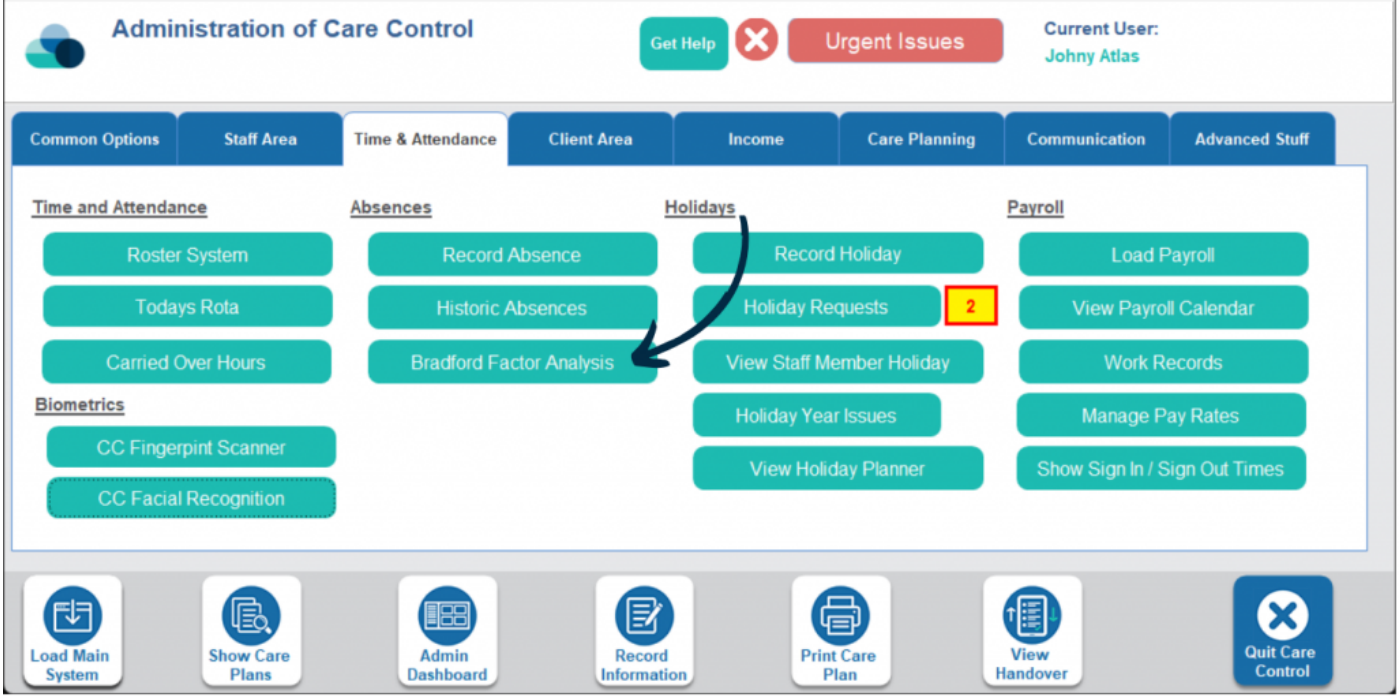
Bradford Factor

Staff Windows · https://cclearninghub.co.uk/docs/bradford-factor/

Bradford Factor

This guide will cover how to access Bradford Factor scores on Care Control Windows, as well as how the Bradford Factor is calculated.

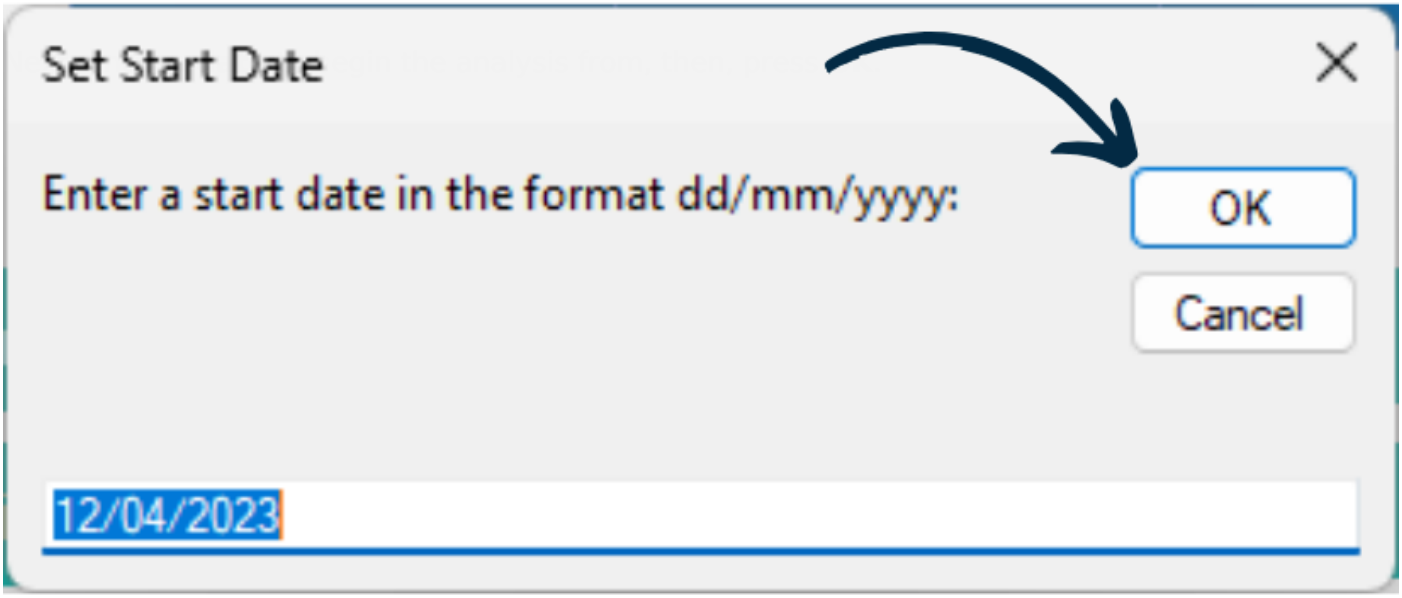


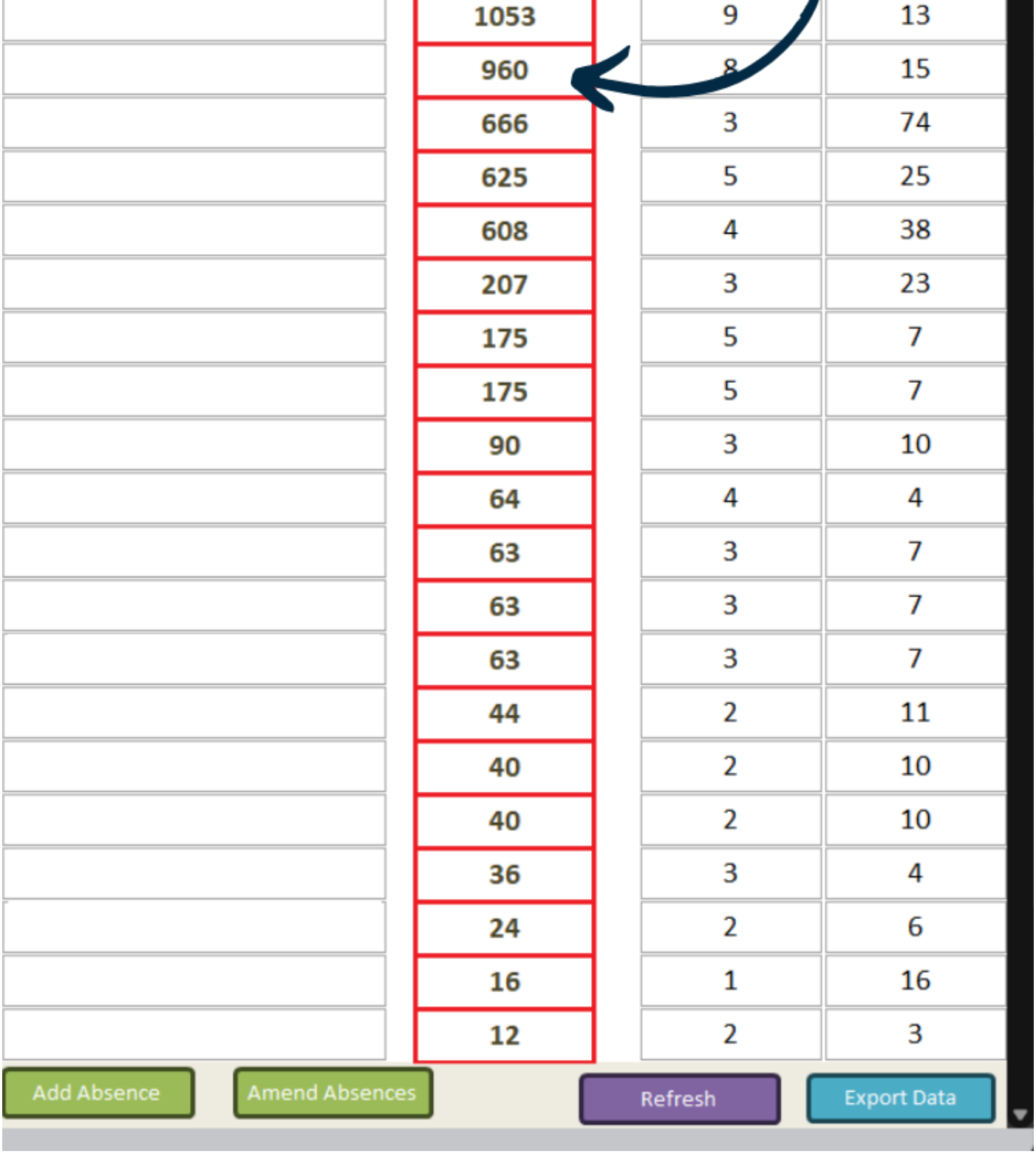


1

In the Administration of Care Control Windows, navigate to the **Bradford Factor Analysis** tool, which can be found under the Time & Attendance tab.

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1053
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44
2
11
40
2
10
40
2
10
36
3
4
24
2
6
16
1
16
12
2
3
Add Absence
Amend Absences
Refresh
Export Data

3

A new window will open. Here, a list staff members will be displayed with their calculated Bradford Score.

From here you can **Add** and **Amend** absenses as well as **Export** the data.

Score Calculation

The Bradford Score calculates a result based off number of absence spells (*S*) and the number of total absence days (*D*) of a set period of time.

Bradford Factor Score = S^2 x D

The set period is typically a 52 week rolling period.

The theory is that short, frequent, and unplanned absences are more disruptive than longer absences. Therefore, the Bradford Factor will produce scores where the overall number of absence spells drives score increases.

For example, this is how 10 days absence could be shown:

- 1 instance of absence with a duration of ten days (1 × 1 × 10) = 10 points
- 2 instances of absence, each of five days (2 × 2 × 10) = 40 points
- 5 instances of absence, each of two days (5 × 5 × 10) = 250 points
- 10 instances of absence, each of one day (10 × 10 × 10) = 1000 points

For comparison, a single instance of absence with a duration of one working year is approximately 240 points (1 × 1 × 240).

Limitations with the theory

The factor was originally designed for use as part of the overall investigation and management of absenteeism. In contrast, if used as part of a very limited approach to address absence or by setting unrealistically low trigger scores it was considered short-sighted, unlikely to be successful and could lead to staff disaffection and grievances.

The formula does not consider certain disabilities which may result in short term absences, such as epilepsy and asthma, or serious but recoverable illnesses such as cancer. Similarly, it does not account for autoimmune diseases in which the occurrence of bouts of illness can be unpredictable. The use of the Bradford Factor often provokes heated debate.

The British trade union Unison argues that the Bradford Factor tends to encourage presenteeism (working despite illness), with workers fearing disciplinary action coming to work with transmissible illnesses and risking spreading disease to others.