Bradford Factor

The Bradford Factor is calculated as follows:

$$B = S^2 \times D$$

where:

- B is the Bradford Factor score
- S is the total number of spells (instances) of absence of an individual over a set period
- D is the total number of days of absence of that individual over the same set period[2]

The 'set period' is typically set as a rolling 52 week period. Trigger is 50 points

For example:

- 1 instance of absence with a duration of ten days (1 x 1 x 10) = 10 points
- 3 instances of absence; one of one and two of two days (3 x 3 x 5) = 45 points
- 3 instances of absence; one of one, one of three and one of six days (3 x 3 x 10) = 90 points
- 5 instances of absence; each of two days (5 x 5 x 10) = 250 points
- 10 instances of absence; each of one day (10 x 10 x 10) = 1000 points