Notes on Bradford Factor in CWFM System

Reports menu - Bradford factor

It has been recognised as a result of research at Bradford University that several short periods of absence are more disruptive than one long period, given the same number of total days absent. The Bradford Factor is a method of quantifying the disruption caused by a pattern of absence. The definition of the Bradford Factor is:

S x S x D = Bradford Factor

Where: S is the number of occasions of absence in a period and
D is the total number of days' absence in the period.

Focus allows you to nominate Sick Paid and Sick Unpaid as the absence types for Bradford Factor Analysis.

A period of absence is defined in the same way as the periods for the Absence Periods report. See the example Calendar below:

The period 4 Apr 2006 to 20 Apr 2006 is treated as one period. In this case the employee is scheduled using the Rota and is not rostered for work on 6th to 8th April etc. and as such is not absent at this time.

The Bradford Factor report will include absences for periods that start before the Report Start date.

The Absence Period Report may be used to confirm the Bradford Factor Report.

In this case the employee has 2 periods of absence for a total of 13 days.

Bradford Factor = 2 X 2 X 13 = 52

On the Employees Option. There is a tick box on here to include/not include absences for periods that overlap the Report Start date.

In the example below: If there are no clockings between the days of holiday, it's treated as one absence of 5 days, i.e. BF=5.
If there had been clockings, or other absences in between the holidays, this would have broken the absence period up and increased the Bradford Factor.
We do it that way as weekends, for instance, wouldn't create multiple periods, and days with no clockings are all treated the same.