

No Concern	5
Some Concern	22
Action Required	45
Consider Disciplinary	100
Serious Disciplinary Likely	900

Enter the 3 Bradford factor levels that you wish to use as gauges to change the Bradford factor heatmap below

[Online Bradford Factor Calculator](http://www.bradfordfactorcalculator.com)
<http://www.bradfordfactorcalculator.com>

Absence occurrences	Bradford Factor (Average Days Sick each occurrence)																					
	1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11	11.5
1	1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11	11.5
2	8	12	16	20	24	28	32	36	40	44	48	72	96	120	144	168	192	216	240	264	288	432
3	27	40.5	54	67.5	81	94.5	108	121.5	135	148.5	162	243	324	405	486	567	648	729	810	891	972	1458
4	64	96	128	160	192	224	256	288	320	352	384	576	768	960	1152	1344	1536	1728	1920	2112	2304	3456
5	125	187.5	250	312.5	375	437.5	500	562.5	625	687.5	750	1125	1500	1875	2250	2625	3000	3375	3750	4125	4500	6750
6	216	324	432	540	648	756	864	972	1080	1188	1296	1944	2592	3240	3888	4536	5184	5832	6480	7128	7776	11664
7	343	514.5	686	857.5	1029	1200.5	1372	1543.5	1715	1886.5	2058	3087	4116	5145	6174	7203	8232	9261	10290	11319	12348	18522
8	512	768	1024	1280	1536	1792	2048	2304	2560	2816	3072	4608	6144	7680	9216	10752	12288	13824	15360	16896	18432	27648
9	729	1093.5	1458	1822.5	2187	2551.5	2916	3280.5	3645	4009.5	4374	6561	8748	10935	13122	15309	17496	19683	21870	24057	26244	39366
10	1000	1500	2000	2500	3000	3500	4000	4500	5000	5500	6000	9000	12000	15000	18000	21000	24000	27000	30000	33000	36000	54000
11	1331	1996.5	2662	3327.5	3993	4658.5	5324	5989.5	6655	7320.5	7986	11979	15972	19965	23958	27951	31944	35937	39930	43923	47916	71874
12	1728	2592	3456	4320	5184	6048	6912	7776	8640	9504	10368	15552	20736	25920	31104	36288	41472	46656	51840	57024	62208	93312
13	2197	3295.5	4394	5492.5	6591	7689.5	8788	9886.5	10985	12083.5	13182	19773	26364	32955	39546	46137	52728	59319	65910	72501	79092	118638
14	2744	4116	5488	6860	8232	9604	10976	12348	13720	15092	16464	24696	32928	41160	49392	57624	65856	74088	82320	90552	98784	148176
15	3375	5062.5	6750	8437.5	10125	11812.5	13500	15187.5	16875	18562.5	20250	30375	40500	50625	60750	70875	81000	91125	101250	111375	121500	182250
16	4096	6144	8192	10240	12288	14336	16384	18432	20480	22528	24576	36864	49152	61440	73728	86016	98304	110592	122880	135168	147456	221184
17	4913	7369.5	9826	12282.5	14739	17195.5	19652	22108.5	24565	27021.5	29478	44217	58956	73695	88434	103173	117912	132651	147390	162129	176868	265302
18	5832	8748	11664	14580	17496	20412	23328	26244	29160	32076	34992	52488	69984	87480	104976	122472	139968	157464	174960	192456	209952	314928
19	6859	10288.5	13718	17147.5	20577	24006.5	27436	30865.5	34295	37724.5	41154	61731	82308	102885	123462	144039	164616	185193	205770	226347	246924	370386
20	8000	12000	16000	20000	24000	28000	32000	36000	40000	44000	48000	72000	96000	120000	144000	168000	192000	216000	240000	264000	288000	432000
21	9261	13891.5	18522	23152.5	27783	32413.5	37044	41674.5	46305	50935.5	55566	83349	111132	138915	166698	194481	222264	250047	277830	305613	333396	500094
22	10648	15972	21296	26620	31944	37268	42592	47916	53240	58564	63888	95832	127776	159720	191664	223608	255552	287496	319440	351384	383328	574992
23	12167	18250.5	24334	30417.5	36501	42584.5	48668	54751.5	60835	66918.5	73002	109503	146004	182505	219006	255507	292008	328509	365010	401511	438012	657018
24	13824	20736	27648	34560	41472	48384	55296	62208	69120	76032	82944	124416	165888	207360	248832	290304	331776	373248	414720	456192	497664	746496
25	15625	23437.5	31250	39062.5	46875	54687.5	62500	70312.5	78125	85937.5	93750	140625	187500	234375	281250	328125	375000	421875	468750	515625	562500	843750