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Ministry
of Justice

PTRS 12/13 Specification

June 2012

1 Introduction

This document sets out the specification for the Probation Trust Rating System (PTRS) for 2012/13. It is intended to provide a detailed statement of how PTRS will operate, allowing all stakeholders to understand how results are generated from the performance data supplied.

2 Summary of Changes

2.1 Aims of PTRS Development for 2012/13

PTRS is intended to provide Probation Trusts, Contract Managers and the NOMS Agency with a picture of performance built on the general principles of:

- Rounded picture of performance
- Fair and robust Assessment
- Encourage on-going improvement
- Timely & accurate
- Multiple customers
- Interactive & user friendly product
- Uses trusted data
- Streamlined production

PTRS has been developed from the 2010/11 PTRS, which was based on the 2009/10 Integrated Probation Performance Framework (IPPF). These frameworks have been updated over a number of annual cycles, with stakeholders reviewing the framework each year to provide advice and requirements for further development for the succeeding year.

PTRS 2012/13

- PTRS to remain broadly the same as in 2011/12
- MAPPA Effectiveness will become part of the data-driven performance assessment
- PREview will not form part of the data-driven PTRS for 2012/13
- The existing Local Adult Re-offending Rate will continue to be used as the headline re-offending measure, rather than the recently published Proven Re-offending statistics.

2.2 Governance and Regulation of the Performance Ratings

PTRS 11/12 is an annual performance assessment. The final, annual ratings, based on full year's data, will be ratified by the full NOMS Agency Board (NAB), which includes the three NOMS Non-Executive Directors to provide independent assurance.

Interim snapshots will be produced on a quarterly basis for the purposes of operational management, but these will not be subject to moderation.

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Through the NOMS commitment to transparency the following will be made publicly available at the end of 2012/13:

- The annual performance rating for each Trust,
- The underlying data used to produce the performance ratings,
- The PTRS 12/13 model.

2.3 A Significant Reduction in the Indicators Used

In 11/12 the number of metrics included in PTRS 11/12 was significantly reduced from 33 to 13. This marked a shift to a lighter touch performance framework, and a move away from input and process measurement in line with the government's commitments and changes to the Probation Trust Contracts.

To reflect the increasing focus on outcomes PAG reviewed the performance metrics with the driver tree (Annex A) to emphasise the links with the following outcomes:

- Protecting the public,
- Reducing re-offending,
- Effective delivery of the sentence of the court.

These outcomes forms the domains within PTRS 12/13.

Given the reduction in the number of metrics it was decided that weightings should be introduced into the system. Further information can be found below.

To recognise that Trusts/Contract Managers may still find other, more specialised performance metrics useful for performance/contract management PTRS will also contain a separate report including measures from:

- PTRS,
- Probation Trust Contract,
- Management Information.

Performance/Contract Managers can choose to use this report as contextual information to aid holistic discussions around performance (but only those measures included in the main PTRS report will be used for the data-driven performance ratings).

2.4 Incorporating Value for Money

The NOMS Agency Board agreed that unit cost indicators will **not** be included in PTRS for 2012/13.

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PIAG will consider how the PREview cost data may be used to support the moderation process but costs will not form part of the formal data-driven performance ratings.

3 PTRS 2012/13 Content

3.1 Structure

For 2011/12 the PTRS reporting structure was aligned with the driver tree (Annex A) to focus the assessment on outcomes. *Figure 1* on the following page shows the result of simplifying the driver tree while maintaining links with the performance measures. This structure was reviewed and agreed by stakeholders at a workshop run by PAG.

We can see the overall outcome on the far right of the diagram. Feeding into this overall result we have the main outcomes (excluding 'Delivering value for money'):

- Protecting the public,
- Reducing re-offending,
- Effective delivery of the sentence of the court in a visible and responsive way.

A number of drivers link to each of the outcomes, for example the driver 'Offender needs addressed relating to risk of re-offending' links to the outcome of 'Reducing Reoffending'. *Figure 1* shows the underlying drivers for each outcome.

Two drivers in the diagram below link equally to two different outcomes. 'Quality and timeliness of offender assessments and reviews' feeds both the 'Protecting the public' and 'Reducing Reoffending' outcomes. Likewise the driver 'Effective offender engagement' links to both 'Reducing Reoffending' and 'Effective delivery of the sentence of the court in a visible and responsive way'.

This can be accounted for within the driver tree by drawing lines from each driver to both the relevant outcomes.

Figure 2 shows the corresponding PTRS 11/12 report. The outcomes mentioned above can be considered to be the domains within PTRS and the underlying drivers in *fig. 1* are linked to a metric e.g. the driver 'Minimise risk of harm to the public' driver maps onto the performance metric 'OMI2 Risk of Harm'.

As described above, this has resulted in performance measures contributing to two different domain ratings. This can be accounted for within the performance framework (to prevent double-counting) through the weighting assigned to each indicator. This was one of the factors considered when defining the metric weightings.

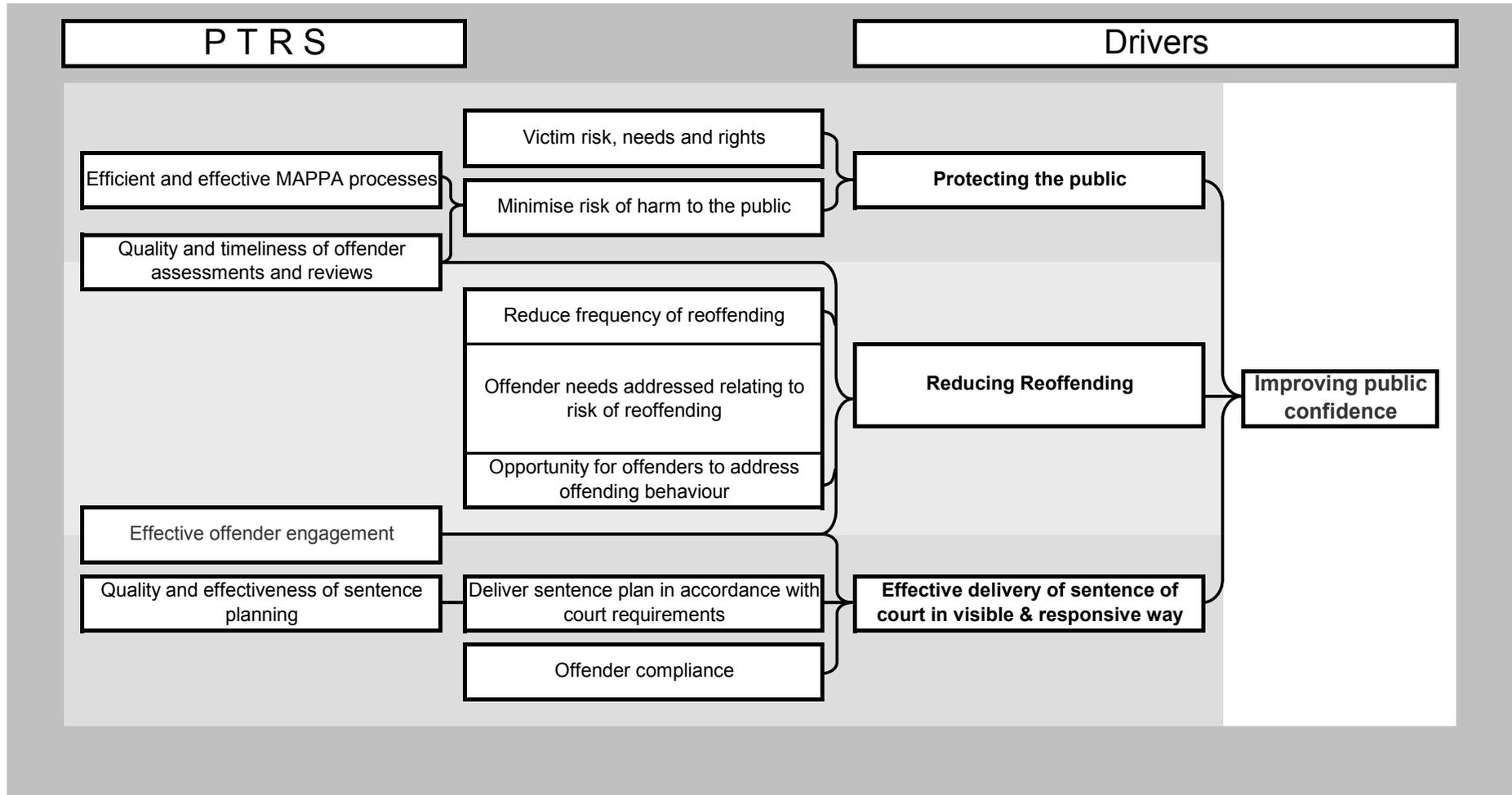


Figure 1: A simplified version of the driver tree in Annex A, produced while maintaining links with the performance measures. The main outcomes are shown to the right of the diagram, with the underlying drivers (left side) leading into each outcome.

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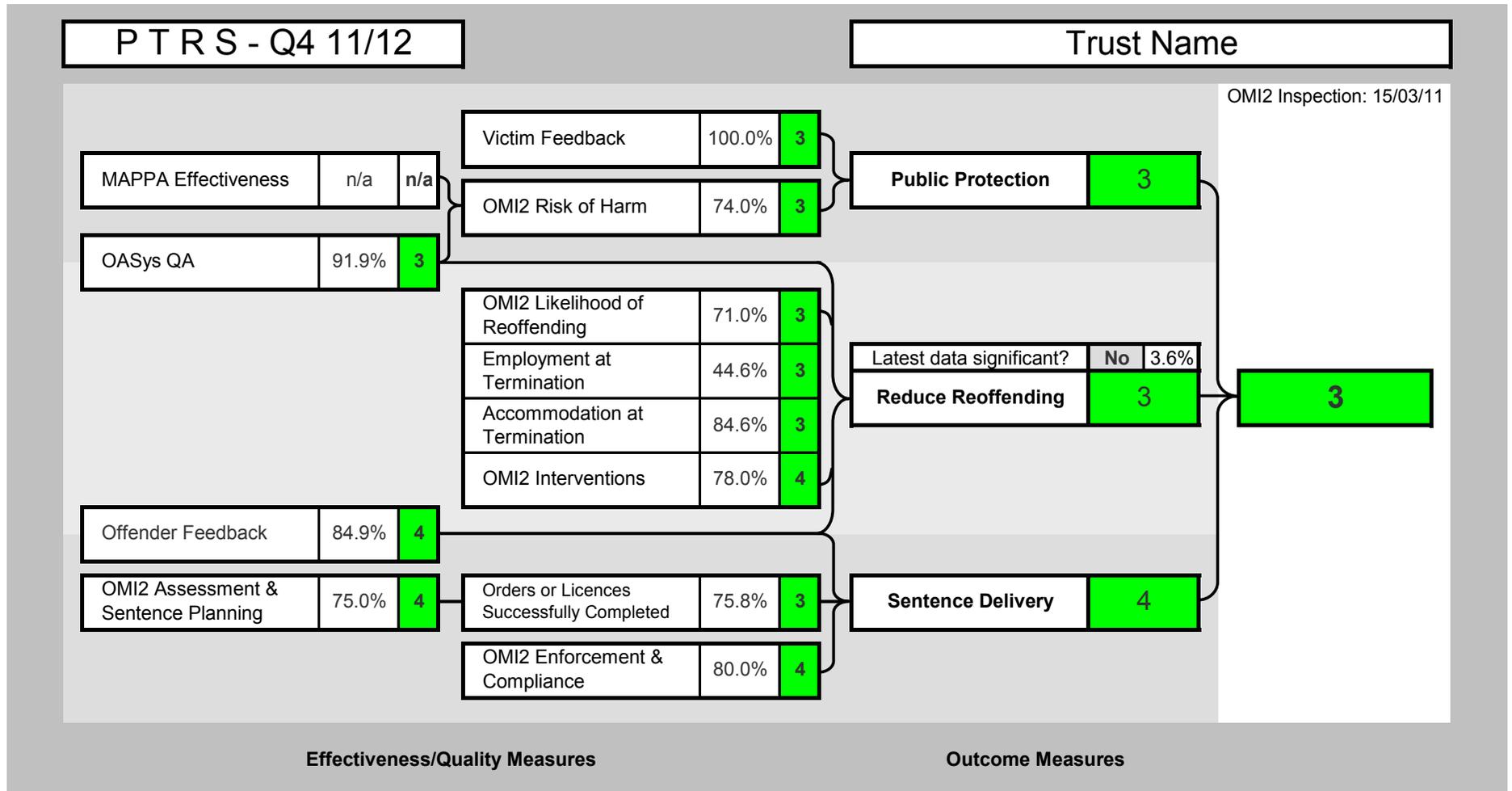


Figure 2: An example of the PTRS 12/13 report. When compared with *figure 1* this also displays the links between drivers and performance measures.

3.2 Ratings Methodology

For 2012/13 PTRS will retain the following four level ratings scale which will be applied to indicators, domains and overall:

Key	
Exceptional Performance	4
Good Performance	3
Requiring Development	2
Serious Concerns	1

Reports will continue to be colour-coded, with the RAG status having the same definitions as for PTRS 2012/13. PTRS will maintain the principle that hitting the target results in a minimum of a Level 3, good performance rating.

3.2.1 Indicator Ratings

The individual performance measures will be RAG rated on the scale above using one of following assessment methods:

- (i) Performance against target,
- (ii) Performance against target and national average.

These assessment methods are identical to those used in PTRS 12/13 and are described in more detail below.

(i) Performance against target

This methodology is used when comparative analysis is not practical or fair, or where there are particular levels of performance which are expected from all trusts through audit or inspection. In 12/13 this applies primarily to the OMI2 Reports produced by HMI Probation, but it will also be used to assign RAG ratings to volume indicators such as Sustained Employment/Accredited Programme Completions in the Contract Management report. The following table shows the boundaries required for each rating:

Metric	4	3	2	1
OMI Risk of Harm OMI/OMI2 Interventions OMI/OMI2 Assessment & Sentence Planning	≥ 72%	72% - 66%	66% - 60%	< 60%
OMI2 Risk of Harm OMI2 Likelihood of Reoffending OMI2 Enforcement & Compliance	≥ 80%	80% - 70%	70% - 60%	< 60%
Performance vs. Target/Milestone	n/a	Target Met	100% - 95%	< 95%

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The OMI reports have been replaced by the OMI 2 reports (first publication 15/12/2009), although the original scores and rating methods will still apply to trusts until they receive an OMI 2 inspection. The OMI/OMI2 percentage scores are assessed against the relevant boundaries shown in the targets table above.

The issue of how to account for the age of the OMI2 Reports is covered in more detail below.

Performance for the volume indicators (e.g. INT08 – Sustained Employment) is assessed against the proportion of target achieved (and against quarterly milestones in year). Comparison with other trusts cannot be made due to varying sizes.

The exceptional rating will not be used for such indicators; meeting a target is classed as good performance rather than exceptional performance. Rather than delivering significantly above target Trusts should be considering whether additional resource should be diverted to other aspects of performance or reinvested/returned.

(ii) Performance against target and national average

This methodology remains identical to that used in PTRS 12/13 and involves comparison with (1) local/national targets and (2) the national average. These two components are then combined to form the overall metric rating based on the rating grid below.

- (1) Performance against local/national targets is assessed according to:

Band	Performance against target
4	Target met or exceeded
3	≤ 2.5% below target
2	≤ 5.0% below target
1	> 5.0% below target

- (2) Performance against the national average is determined by ranking Trusts by their absolute performance as shown in the table below:

Band	Rank
4	1-5
3	6-18
2	19-30
1	31-35

Under these conditions the value of the 5th ranked trust will be used as the boundary, so any trust ranked 5th or above will receive an exceptional rating if they are also achieving their target. The choice of the 5th ranked trust as the boundary will be reviewed over the course of the year.

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This method aims to identify a maximum of 5 Trusts as exceptional. If any Trusts in positions 1-5 are equally ranked so that more than 5 Trusts are given a Level 4, the maximum number under 5 will be given the exceptional ratings. For example, if three Trusts were equal 5th, then only the top four would be given a Level 4 for this component.

The same general approach will be applied to the boundary between requiring development and serious concerns. The bottom 5 of the 35 Trusts will be awarded a 1 relative to national the average and the 30th ranked trust would be used as the boundary. This selection will also be reviewed over the course of the year. However, this approach is slightly different to the top 5 as all Trusts ranked equal 30th will be given a 2 for this component.

Ratings for these two components are combined using the grading grid below to produce the overall rating for this metric:

Rating Grid		(2) Against National Average			
		4	3	2	1
(1) Against Target	4	4	3	3	3
	3	3	3	2	2
	2	3	2	2	1
	1	2	1	1	1

Trusts with a 4 against target (those achieving or exceeding their target) are guaranteed at least a Level 3. Trusts who are the best performers relative to the national average will always achieve a grading of 2 or above (not red).

Sample Based Indicators

The Victim Feedback and Offender Feedback measures will use the 'performance against target and national average' assessment method. However, these metrics are both based on samples of the true victim/offender population so confidence intervals will be used in the performance against target aspect of this assessment method. The confidence intervals will be calculated using the following standard 95% confidence interval formula:

$$Confidence\ Interval = 1.96 * \sqrt{\frac{p(1-p)}{N}},$$

Where p is the percentage figure and N is number of returns received. This formula assumes that the sample is randomly taken. The performance figure compared with the target = $p + Confidence\ Interval$.

The actual performance figure will be used for the comparison with the national average.

3.2.2 New Indicators

The following measure will be included or RAG rated for the first time in PTRS 12/13:

OM41 – MAPPA Effectiveness

Rationale:

- To ensure trusts fulfil their responsibilities by:
- Creating required records on VISOR
- Attendance at quarterly SMB meetings
- Attendance at each level 2 and level 3 MAPP meeting

3.2.3 Indicator Weighting

Due to the significant reduction in the number of metrics in PTRS in 2011/12 the decision was made to introduce weightings into the system.

The weightings will be applied when calculating the domain ratings from the underlying metric ratings. Each domain will also be weighted, as described below.

The metric weightings take into account:

- The relative importance,
- How one metric may feed into more than one outcome/domain,
- Any limitations inherent in the design of each metric.

A workshop with key stakeholders (including representatives from Trusts, policy leads and HMI Probation) was held by PIAG to determine the metric weightings. A pair wise comparison of the metrics in each domain was completed independently by the attendees and the resulting weights were discussed during the workshop. The weights/structure of PTRS were revised following the workshop and circulated for comment. The tables on the following page show the resulting weights that each metric has within each domain.

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Public Protection:

Public Protection		
1	OMI2 Risk of Harm	45.0%
2	Victim Feedback	25.0%
3	MAPPA Effectiveness	20.0%
4	OASys QA	10.0%

*These weights will be reviewed after MAPPA Effectiveness has been defined.

Reducing Reoffending:

Reducing Reoffending		
1	OMI2 Likelihood of Reoffending	30.0%
2	Employment at Termination	25.0%
3	Accommodation at Termination	15.0%
4	OASys QA	10.0%
	Offender Feedback	10.0%
	OMI2 Interventions	10.0%

Sentence Delivery:

Sentence Delivery		
1	Orders/Licences Successfully Completed	40.0%
2	OMI2 Enforcement & Compliance	30.0%
3	Offender Feedback	15.0%
	OMI2 Assessment & Sentence Planning	15.0%

3.2.4 Domain Weighting

The NOMS Agency Board decided to also weight the three domains for similar reasons to those given above. The following weightings will be applied when calculating the overall rating:

Overall	
Public Protection	30%
Reducing Reoffending	40%
Sentence Delivery	30%

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The following table shows the contribution of each metric to the overall rating:

Overall		
1	OMI Risk of Harm	13.5%
2	Orders/Licences Succ. Compl.	12.0%
	OMI2 Likelihood of Reoffending	12.0%
4	Employment at Termination	10.0%
5	OMI2 Enforcement & Compliance	9.0%
6	Offender Feedback	8.5%
7	Victim Feedback	7.5%
8	OASys QA	7.0%
9	Accommodation at Termination	6.0%
	MAPPA Effectiveness	6.0%
11	OMI Assessment & Sent. Plan.	4.5%
12	OMI Interventions	4.0%

Here we can see how the metrics that contribute to two domains are accounted for using the weightings e.g. stakeholders at the workshop agreed the principle that OASys QA and MAPPA Effectiveness should be similarly weighted within the model – after this metric was added to the second domain the weighting of OASys QA was revised. A similar approach was taken to link Offender Feedback and Victim Feedback.

More detail about how these weightings will be used can be found below.

3.2.5 OMI2 Ratings

The OMI2 reports published by HMI Probation are updated approximately every three years, and based on the weightings above these scores account for 43% of the overall PTRS rating. Therefore the model needs a way of handling both the increasing age of the reports and the implementation of any improvement/deterioration in performance in the time period between inspections.

Options for handling were presented to the NOMS Agency Board, who decided that a reduction in weighting over time would be appropriate.

The rating given by the inspectorate would be used with full impact for a minimum of one year following the publication of the report. After the first year the OMI weights in the tables above will be reduced by 1/3 for inspections between 1 and 2 years old, and then reduced by 2/3 for all inspections 2-3 years old. After the inspection is over 3 years old the weights will be reduced to 0. The following tables show the resulting shift in weightings for each domain and overall.

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OMI2 Indicators (domains) – the indicator weightings for each domain depending on the age of the OMI/OMI2 inspection:

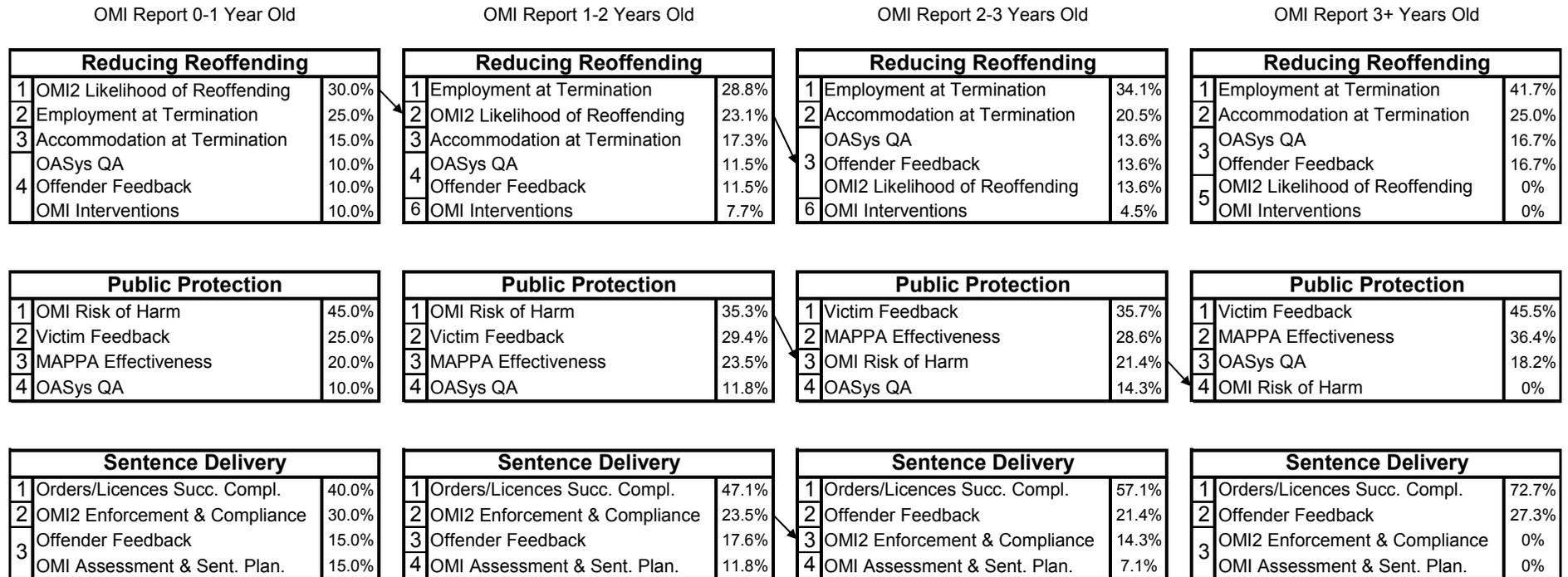


Figure 3: the changing weightings for each domain depending on the age of the OMI/OMI2 inspection. After reducing the weighting for the OMI2 measures the remaining weights were normalised to ensure that the sum of each indicator weighting added up to 100% in each domain while keeping the relative importance between the measures.

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OMI2 Indicators (overall) – the indicator weightings overall depending on the age of the OMI/OMI2 inspection:

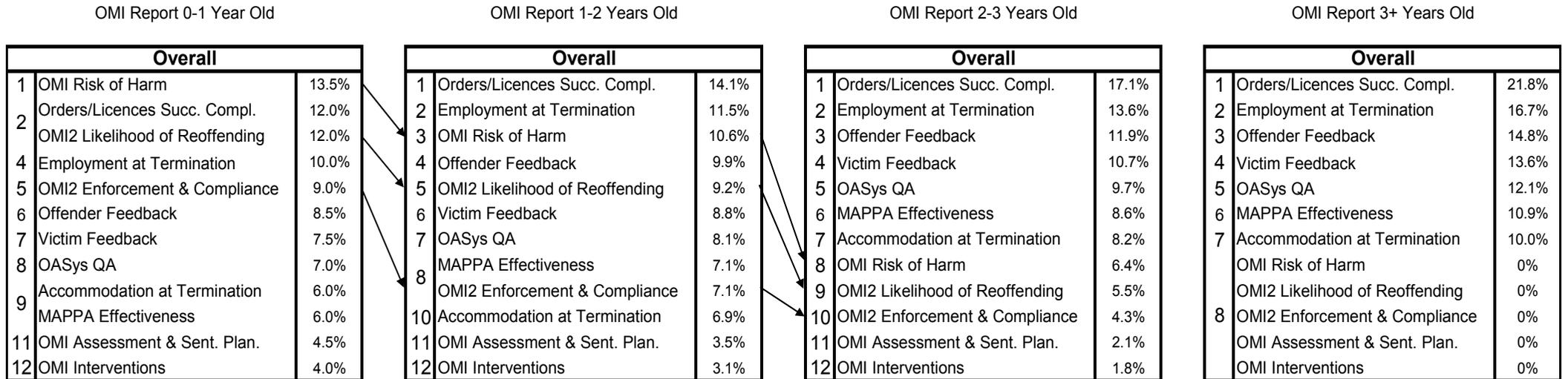


Figure 4: the changing weightings overall depending on the age of the OMI/OMI2 inspection. After reducing the weighting for the OMI2 measures the remaining weights were normalised to ensure that the sum of each indicator weighting added up to 100% in each domain while keeping the relative importance between the measures/domains.

3.2.6 Domain Ratings

PTRS 12/13 consists of three domains, reflecting the outcomes given in section 3.1 above. Each domain will be rated on a scale of 1-4, calculated from the ratings of the underlying metrics using the same general method as in PTRS 11/12.

To produce an aggregated domain rating, each indicator within that domain is allocated a numerical value according to the rating for that indicator, as in the following table:

Indicator Rating	Numerical Value
4	3
3	2
2	1
1	-2

Using these numerical values and the weights detailed in section 3.2.2 a weighted average is calculated for each domain using the following formula (for a domain containing N measures):

$$\text{Domain Average} = \sum_n^N \text{Weight}_n * \text{Numerical Value}_n$$

(An example of this calculation is given on the following page).

This domain average is compared to the following boundaries and the corresponding rating is assigned to each domain:

Boundary	Domain Rating
> 2.25	4
≥ 1.5	3
≥ 0.75	2
< 0.75	1

This approach means that extreme under or over performance in one indicator will not have a dominant effect on the domain or overall score.

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Example Domain Rating Calculation

The example below shows how the weighted average is calculated for a fictional 'Sentence Delivery' domain made up of the following metrics/ratings (assuming the OMI2 report is less than one year old):

Sentence Delivery			
Metric	Weight	Rating	Numeric Value
Orders or Licences Successfully Completed	40%	3	2
OMI2 Enforcement & Compliance	30%	4	3
Offender Feedback	15%	2	1
OMI2 Assessment & Sentence Planning	15%	1	-2

The first column contains the metric name, the second shows the weighting applied to each metric, the third column contains the fictional rating and the final column displays the corresponding numeric value as described on the previous page.

For this domain the weighted average would be calculated as follows:

$$\begin{aligned} \text{Domain Average} &= \sum_n^N \text{Weight}_n * \text{Numerical Value}_n \\ &= (40\% * 2) + (30\% * 3) + (15\% * 1) + (15\% * (-2)) \\ &= \underline{1.55} \end{aligned}$$

When compared with the boundaries on the previous page this average corresponds to a Level 3, good performance rating for this domain.

Reducing Re-offending Rate

Reducing Re-offending is one of the key outcomes for probation and forms one of the domains in PTRS 12/13. PTRS 2011/12 used an automatic rule as part of the data-driven assessment and a similar approach will be used in 12/13.

The local re-offending rate produced by Justice Statistics & Analytical Services (JSAS) is published quarterly alongside a predicted re-offending rate. The actual re-offending rate is tested for statistical significance with the predicted rate and a performance rating is given; amber (Level 2) if the actual rate is statistically significantly higher than predicted and green (Level 3) if the rate is significantly lower than predicted, otherwise it is shown as grey.

Where the most recent and previous re-offending data both show a Trust to have a statistically worse re-offending rate than predicted, a Trust will only be able to score a maximum of a Level 3 rating for the Reducing Reoffending domain – a Trust will not be able to achieve a Level 4 for this domain.

A Trust may still provide evidence to the moderation panel in Q4 to show that this automatic rule is not representative of performance for the period in question.

Proven Re-offending statistics

In the recent 'Proven Re-offending' statistical bulletin one of the measures this bulletin aimed to replace was the Local Adult Re-offending rate used in PTRS.

An Outcome Measures Working Group has been established by PAG, working to replace the Local Adult Re-offending rate in PTRS with a measure derived from the Proven Re-offending bulletin at some point in the future.

3.2.7 Overall Rating

The overall ratings will be calculated from the domain ratings using the same method as in PTRS 11/12. The domains will be weighted as described in section 3.2.4 above.

Levels 1-3

The Level 1-3 overall ratings will be determined in a very similar way to the method for calculating the domain ratings as described above.

Each domain will be assigned a numerical value according to:

Indicator Rating	Numerical Value
4	3
3	2
2	1
1	-2

The numerical values (one for each domain) are averaged and compared to the following boundaries:

Boundary	Domain Rating
≥ 1.5	3
≥ 0.75	2
< 0.75	1

An example of a Level 3 overall rating is given below.

Example Level 1-3 Overall Rating

The example below shows how a Level 1-3 overall rating is calculated for the following fictional spread of domain ratings:

Domain	Weighting	Rating	Numeric Value
Public Protection	30%	2	1
Reducing Reoffending	40%	3	2
Sentence Delivery	30%	2	1

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Taking an average of these numeric values gives the following calculation:

$$\begin{aligned} \text{Overall Average} &= \sum_n^N \text{Domain Weight}_n * \text{Numerical Value}_n \\ &= (30\% * 1) + (40\% * 2) + (30\% * 1) \\ &= \underline{1.4} \end{aligned}$$

When compared with the boundaries on the previous page this average corresponds to a Level 2, 'requiring development' rating for this Trust.

Level 4 Overall Rating

The overall Level 4 rating will be determined by direct comparison, rather than setting a bar for performance (though all Trusts considered must be at least operating at Level 3 using the method above). This will primarily be done by selecting the trusts with the highest 'overall average' calculated as given in the formula above.

PTRS will aim to identify provisionally **3 - 7** (10-20%) trusts as exceptional – the moderation process may, however, lead to the decision to award a number of Exceptional (4) grades outside this range. We also aim to identify the smallest number of trusts as exceptional e.g. if there are 3 trusts with the highest overall score and 2 trusts with the second highest score then only the top 3 will be rated provisionally as Level 4, even though the combined number is still within the target range.

Three scenarios occur:

1. The number of trusts achieving the highest overall score (n_t) is in this pre-determined range.
 - ⇒ All awarded exceptional, no further action needed.
2. n_t is more than the range.
 - ⇒ Provisionally all will be identified but the moderation panel will be provided with the differentiation data as discussed below
3. n_t is less than the lower end of the target range.
 - ⇒ Look at the number of trusts scoring the top two overall scores:
 - If the number of trusts scoring the top two highest overall scores ($n_t + n_{2t}$) is within the target range all are provisionally awarded exceptional and no further action is needed.
 - If this number ($n_t + n_{2t}$) is more than the upper end of the target range then the same procedure as for step 2 is used, with differentiation data supplied to the moderation panel.
 - If this number ($n_t + n_{2t}$) is less than the lower range of the target range then look at the trusts with the top three highest overall scores and apply the same three scenarios etc.

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Under some circumstances (for example where more than the target maximum number of Trusts (20% = 7) have equal overall grading scores) an additional method to provide differentiation between those trusts with the same overall domain average will be used to provide the moderation panel with additional ranking data. This differentiation will be achieved by ranking all Trusts with equal domain averages in order of the sum of their overall domain scores. Using this data (and/or any other factors that the moderation panel elect to include) the panel will decide what level of overall performance equates to the Exceptional rating and which Trusts have achieved this.

3.2.8 Moderation

After the annual 12/13 performance ratings have been calculated by PTRS (and before the results have been published externally) they will be considered by the NOMS Agency Board to allow for human interpretation of the results. The moderation panel may amend any results that they do not consider representative of performance. A Trust may submit evidence to the moderation panel to indicate that their rating is not representative of local performance. This evidence is not limited to the metrics displayed in PTRS and may come from any source, allowing for factors other than those in PTRS to be accounted for. The moderation panel will only consider the end of year performance ratings, not the interim snapshots in Q1-3.

An outline of the process is given below:

Moderation for Probation Trusts 12/13
Validated PTRS available on the HUB
Moderation Proposals to be considered by John Scott or Steve Goode
John Scott and Steve Goode to submit moderation proposals to a Director
Moderation Proposals to be submitted to NOMS Agency Board (NAB) Secretariat
NAB signs off ratings
Ratings published internally by NOMS Agency
Ratings Published on Justice Site

3.3 *Regional and National Aggregation*

Regional and national ratings will be calculated by taking a simple average over the ratings of all the trusts in a region at both domain and overall level.

To avoid regions with small numbers being 'bumped up' a rating, we will take each cut off point to be $> \#.5$, rather than $\geq \#.5$, so an average of 2.5 will correspond to a Level 2 rating rather than a Level 3.

The same process – a simple average for each domain and the overall ratings will be used to derive the national level domain and overall ratings.

4 PTRS, Contract Measures and Management Information Report

The PTRS performance ratings will only be calculated from the metrics forming part of the 'driver tree' report in section 3.1.

However, it is recognised that Trusts/Contract Managers etc. may still find other, more specialised metrics useful for performance and contract management. Therefore an additional report containing PTRS measures, contract measures and Management Information will be produced on a quarterly basis to support the main PTRS report. This secondary report will be provided as part of the PTRS 11/12 spreadsheet, and will be accessed from a Trust's main PTRS report sheet.

Performance/contract managers can choose to use this report as contextual information to aid holistic discussions around performance.

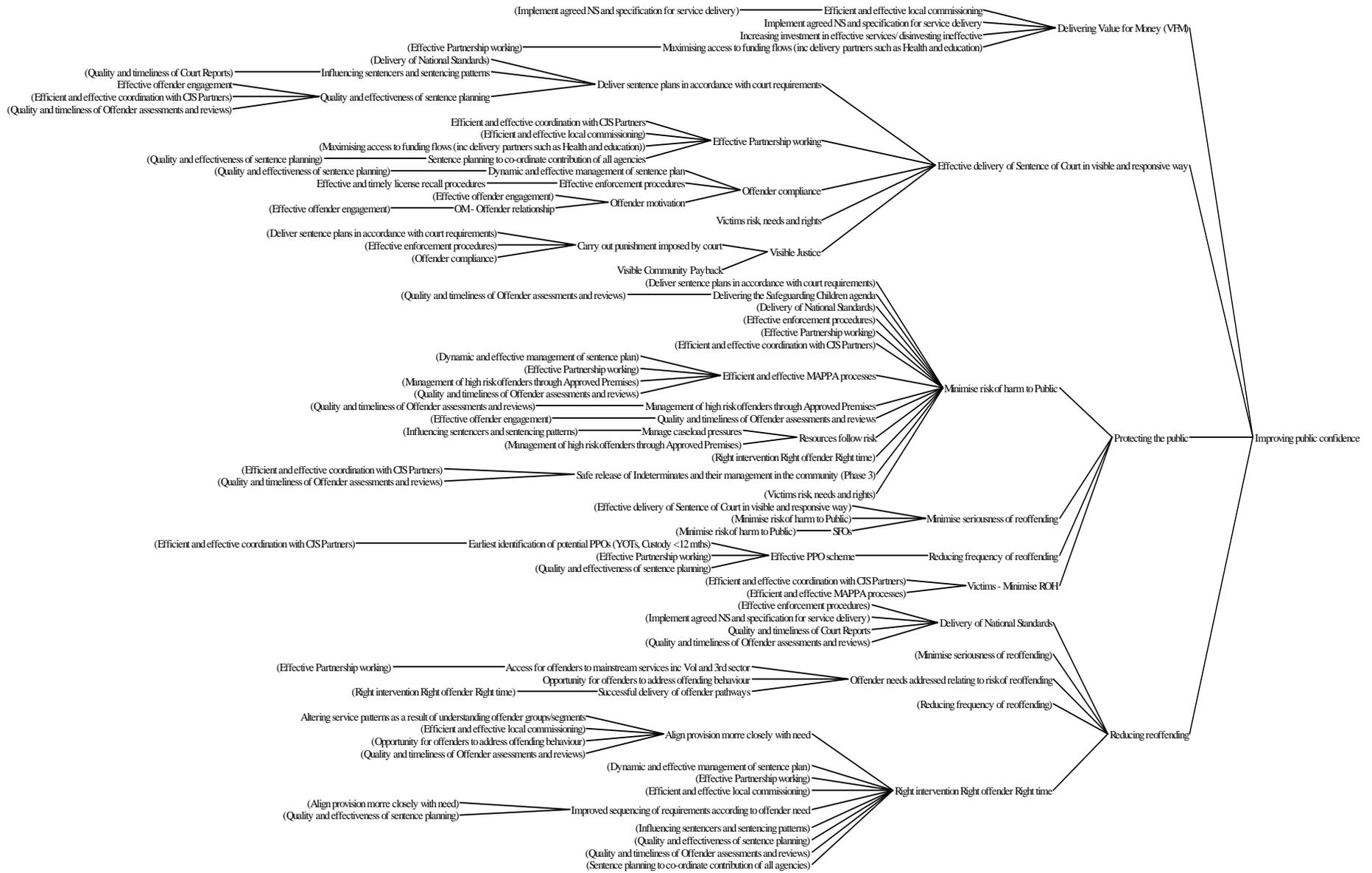
All the indicators that are targeted in the 11/12 Probation SLA will be presented with a RAG rating based on the assessment methods given above, but only those in the driver tree report in section 3.1 will be used to calculate the data-driven performance rating.

The only exception to this will be the milestone indicators (primarily accredited programme/Community Payback completions and Sustained Employment), which will be assessed according to:

Performance vs. Target/Milestone	Rating
≥ 100%	3
≥ 95%	2
< 95%	1

The list of measures included in this report will be kept under review and updated with any new measures or sub-sets that stakeholders would find useful.

Annex A – Driver Tree



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Annex B – 11/12 Indicator Detail

GTN Ref	Short Name	Measure	Outcome	Data Type	Target Type & Level	PTRS Rating Methodology
OM21	Reduce Reoffending	Reduce the rate of proven re-offending whilst under the supervision of probation	Reducing Reoffending	Rolling Annual	Predicted rate	Significant difference from predicted rate
OM20	Orders or Licences Successfully Completed	x% of orders or licences successfully completed	Effective Delivery of the Sentence	YTD	Locally set	Performance against target & national average
OM29	Offender Feedback	X% of offenders surveyed have an overall positive perception of engagement	Effective Delivery of the Sentence; Reducing Reoffending	Annual (available for Q3)	National (67%)	Performance against target & national average (incl. sampling adjustment)
OM26	OASys Quality	X% of OASys assessments are assessed as either "Sufficient" or "Good" on the OASys QA	Protecting the Public; Reducing Reoffending	Bi-annual (Q2 & Q4)	National (90%)	Performance against target & national average
OM41	MAPPA Effectiveness	<p>This measure will comprise three elements:</p> <ul style="list-style-type: none"> • % of Category 2 MAPPA offenders managed at Levels 2 and 3 that appear on VISOR • % attendance by each probation SMB member at the SMB quarterly meetings • % attendance by the appropriate grade from the Probation Service at each level 2 and 3 MAPP meeting 	Protecting the Public	Quarterly	Locally set	Performance against target & national performance

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INT09	Employment at Termination	The percentage of offenders in employment at termination of their sentence, order or licence to be at least x% (PSA 16)	Reducing Reoffending	YTD	Locally set	Performance against target & national average
GTN Ref	Short Name	Measure	Outcome	Data Type	Target Type & Level	PTRS Rating Methodology
OM17	Accommodation at Termination	The percentage of offenders in settled and suitable accommodation at the end of their sentence, order or licence to be at least x% (PSA 16)	Reducing Reoffending	YTD	Locally set	Performance against target & national average
OM32	Victim Feedback	X% of victims responding to survey are satisfied or very satisfied with service received	Protecting the Public	YTD	National (90%)	Performance against target & national average (incl. sampling adjustment)
IPPF 04	OMI2 Risk of Harm	OMI2 Risk of Harm	Protecting the Public	Ad Hoc	-	Performance against target (incl. OMI2 handling)
IPPF05	OMI2 Assessment and Sentence Planning	OMI2 Assessment and Sentence Planning	Effective Delivery of the Sentence	Ad Hoc	-	Performance against target (incl. OMI2 handling)
IPPF19	OMI2 Enforcement & Compliance	OMI2 Enforcement & Compliance	Effective Delivery of the Sentence	Ad Hoc	-	Performance against target (incl. OMI2 handling)
IPPF06	OMI2 Interventions	OMI2 Interventions	Reducing Reoffending	Ad Hoc	-	Performance against target (incl. OMI2 handling)

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IPPF20	OMI Likelihood of Reoffending	OMI Likelihood of Reoffending from OMI 2	Reducing Reoffending	Ad Hoc	-	Performance against target (incl. OMI2 handling)
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