



OFFICIAL

Unified Tiering Model Staff Guidance Document

Background

Tiering is used to assign weightings and staff resource to different types of cases and provides a framework for case allocation. This weighting is used in the Workload Measurement Tool (WMT) to inform the caseload of Probation Practitioners and show their current workload and available capacity. This information is also used at a strategic management level to inform workforce planning and resourcing.

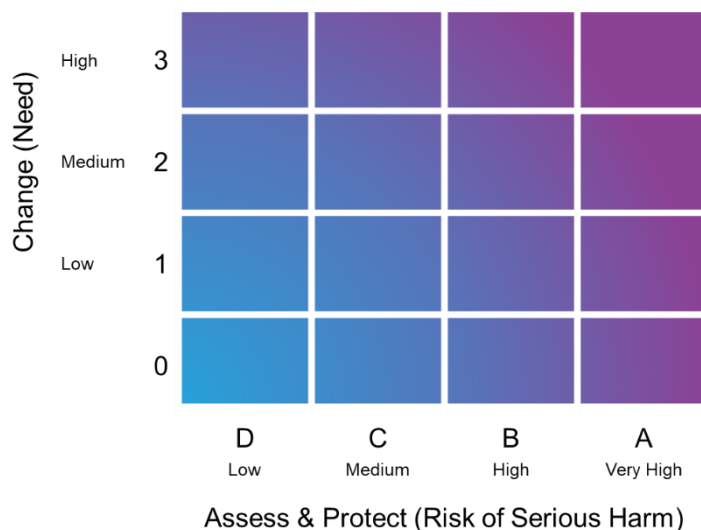
An Interim Tiering Model has been used to support the transfer of cases in Wales since December 2019. The Interim Tiering Model is based predominantly on serious risk of harm; it does not reflect certain cases where rehabilitative needs might be high, but the risk of serious harm is low or medium.

The Unified Tiering Model has been designed to better reflect the risk and need of cases and match those with the skills and experience of the Probation Practitioner.

The Unified Tiering Model is designed to support the probation vision to base probation activity on:

- **Assess:** assessment will balance risk, need, responsivity, rehabilitation
- **Protect:** ensure protective and restrictive requirements are in place and reviewed
- **Change:** ensure people on probation receive the right rehabilitative support to address offending behaviour to provide public protection

Unified Tiering Model



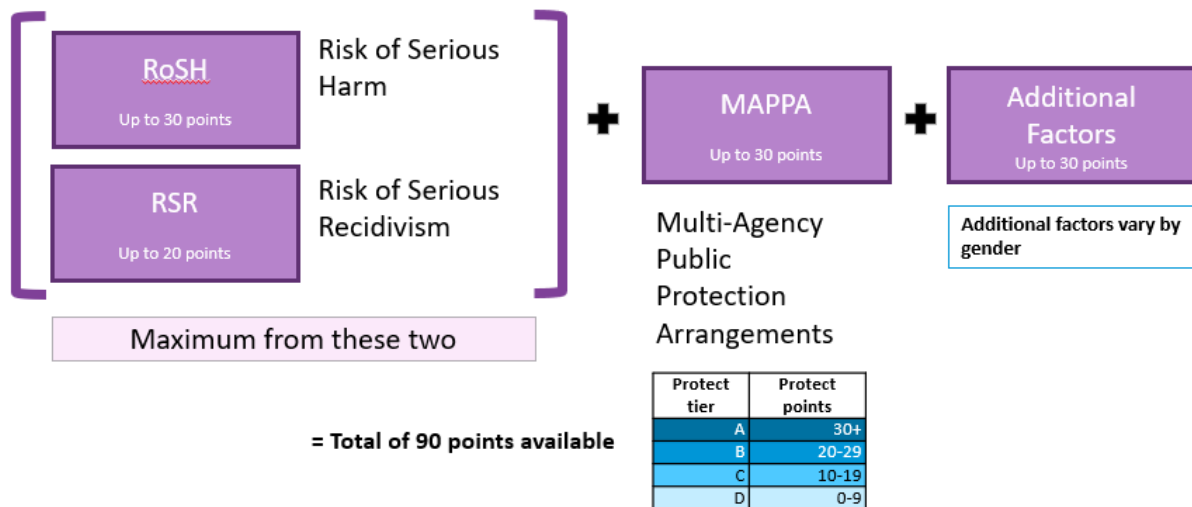
The Unified Tiering Model has been designed to be dynamic to reflect workload at start of sentence and release.

Work with Digital has developed a flexible service to ensure tiering can adapt – e.g., to reflect ‘what works’ evidence and organisational priorities to protect the public and reduce reoffending.

Assess and Protect

The Assess and Protect axis is calculated by a using combination of assessment tools, MAPPA level and risk flags. Cases will be tiered as A, B, C or D.

The Assess & Protect axis inputs are outlined below:



Additional Factors

The additional factors in the Unified Tiering Model are comprised of two components:

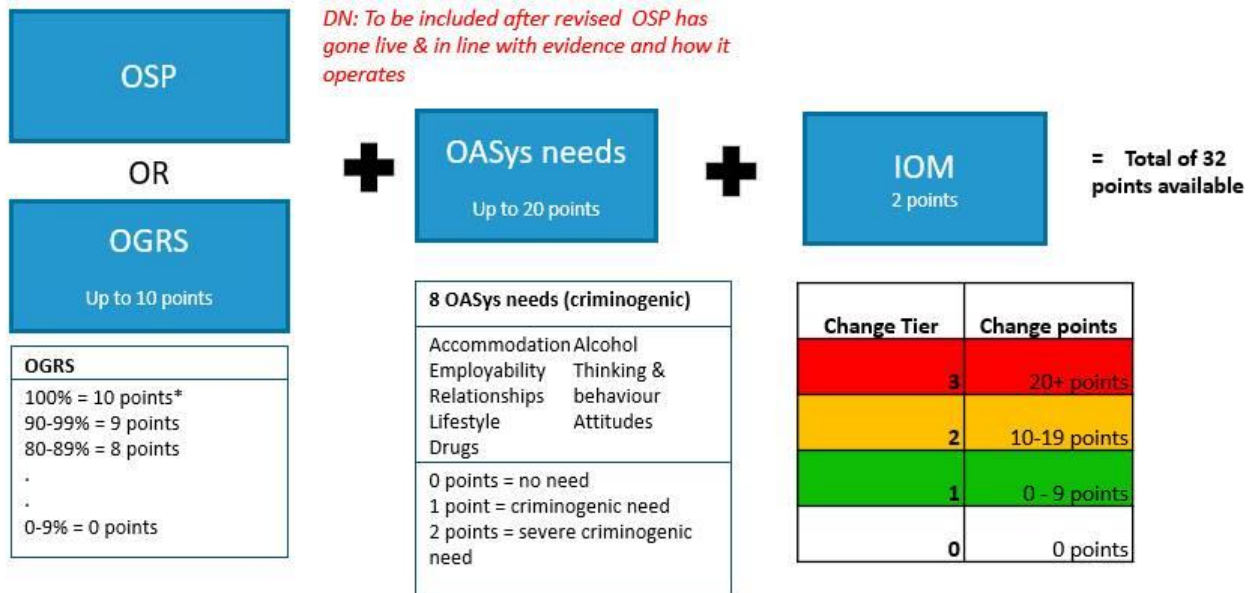
- **Statutory responsibilities:** which apply to all people on probation
- **Additional factors for women:** research by MoJ Data Science has identified additional factors for women; this has been developed for tiering with the HMPPS Women’s team

N.B.: the additional factors for women in custody complexity factors in red, below, apply only to women whilst they are in custody

Statutory responsibilities		Additional factors for women	
Child concerns	Safeguarding – adult at risk	Breach or recall	Main offence of violence or arson
Child protection	Street gangs – serious group offending	Harassment	Custodial sentence length more than 10 months or indeterminate
Risk to children	Mentally disordered offender	Parenting / caring responsibilities	
Public interest case	Suicide / self harm	Self control / temper	
Terrorism Act people on probation	Vulnerability		

Change

In line with the Probation Reform Programme's Unified Model design, as outlined in the [2021 Target Operating Model](#), Unified Tiering introduces individual criminogenic need to include change work in tiering. Cases will be tiered as 0, 1, 2 or 3.



- OSP included to address risk of reconviction for those convicted of sexual offences
- OGRS included to address likelihood of reoffending
- OASys included to address criminogenic needs
- IOM included to address complexity of managing specific cohort in line with the IOM Strategy 2020

Note:

- OGRS emphasises age profiles and this may not reflect the needs for sexual offenders, particularly for historic sexual offences
- OSP (OASys Sexual Reoffending Predictor) – will be utilised when comprehensive data is available to define scoring methodology in future updates

Tier 0 (Zero)

For Community Sentences with standalone Unpaid Work, restrictive requirements or Unpaid Work + restrictive requirements Tier 0 is applied. Public protection levels can adapt to tier D, C, B or A.

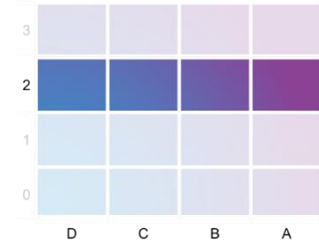
Restrictive requirements include:

- Alcohol abstinence & monitoring
- Electronic monitoring curfew
- Exclusion
- Prohibited activity
- Residence



No OASys or OASys older than 55 weeks – Default Tier 2

To reflect start of sentence, where OASys is not available, the change tier will default to Tier 2. This is intended to reflect the work required for initial assessment.



Assess + Protect + Change

The combination of adding the assess and protect and change scores will assign a tier to each person on probation that will provide the Probation Practitioner resource to be able to manage them.

OMiC

Offender Management in Custody (OMiC) will utilise the same tiering framework as Community Probation to allocate cases, measure and compare workload, **without** the change axis.

OMiC Tiers			
A MAPPA Level 2s and 3s	B RSR 6.9%+ Or OGRS 90-100% Or High / Very High RoSH	C RSR 3-6.8% Or OGRS 75-89% Or Medium RoSH	D RSR 0-2.9% Or OGRS 0-74% Or Low RoSH

The introduction of change factors will be at the point of handover to the Community Offender Manager (COM).

Further guidance related to tiering may be found in EQuIP:

- Unified Tiering Model Staff FAQ
- Case Allocation Framework
- [Workload Measurement Tool FAQ](#)
- [Workload Measurement Tool User Guidance](#)