



Ministry
of Justice

Employment on Release statistical release - Appendices

Ministry of Justice
Guidance Documentation

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Annex A – background information

Employment Rate Calculations

For all metrics, the rate of employment is measured as a percentage. The percentage is the outcome of the equation:

$$\frac{a}{a + b}$$

where:

'a' is the number of instances of an individual released from custody that were known to be employed at the given point in time, and

'b' is the number of instances of an individual released from custody that were known to be unemployed at the given point in time, when reported in line with the definitions contained in the appropriate technical note; an excerpt of each technical notes is contained in Annexe B.

Events or instances recorded as 'neutral' when reported in line with the definitions contained in the appropriate technical note are not included in the calculation.

Instances will be 'neutral' where:

- The individual is no longer under supervision in the community, or has been returned to custody, at the measurement point;
- The individual's employment status is not recorded, or cannot be determined; or
- The individual is not available for work

A case is included in the statistics for a given month when the measurement point falls into that month. For example, a case will be included in the March 2022 Employment at six weeks from release data when the date six weeks from the release falls in March 2022 (individuals released from custody between 18/01/2022 and 17/02/2022).

Releases from custody

Figures provided count employment circumstances by instances of release from custody, including releases following recall, committal to custody for breach of post sentence supervision. Release on temporary licence (RoTL), releases where the offender is subject to same-day recall to custody, release from unsupervised short sentences, and releases from Immigration Removal Centres are not included.

Where an offender has been released from custody more than once in the period, they will be counted once for each release, with the employment circumstance relevant at the time of that release.

Definitions:

Total number of releases

Includes releases that are excluded from the employment rate calculation i.e. instances where the person on probation has been recalled to custody prior to the measurement point or their sentence has ended prior to the measurement point

Employment

"Employment" includes any type of paid work regardless of whether this is permanent or temporary, full time or part time, or employed or self-employed and apprenticeships.

"Unavailable for work" includes those who are retired, carers, are unable to work due to Foreign National Offender restrictions, or because of work capability assessment, or are participating in any form of education.

"Unemployed" includes those who are recorded as having no paid employment or as having other sources of income.

An individual is "Available for Employment" where they were recorded as either "Employed" or "Unemployed"

Where multiple employment statuses exist for a single release, they are assessed in the priority of employed; unavailable to work; unemployed. Where the statuses conflict, such as 'employed' and 'unemployed', the individual's employment status is not determined.

Cases are excluded under the following circumstances: the individual is unavailable for work; the individual is recalled or resentenced before the measurement point; the individual reaches their sentence expiry, leaves England and Wales, or otherwise leaves the management of the Probation Service before the measurement point; the individual's employment status could not be determined (including because it was not recorded or contained conflicting information)

Employment Circumstances are assessed at six weeks and six months following release from prison for those serving custodial sentences.

Annex B - Technical Notes

<u>Employment at Six Weeks Post Release</u>	
Long Description & Rationale	The proportion of service users in employment at six weeks after release from custody. <i><u>Rationale:</u> To support persons in their rehabilitation, and the reduction in re-offending</i>
Reporting Frequency	Monthly
Data Source	N-Delius
<u>Technical Description</u>	
<u>Eligibility</u> For the purposes of this metric, sentences subject to supervision in the community are eligible when the date six weeks after release from custody is reached. Where multiple releases exist for a sentence, the employment status will be evaluated for each release.	
<u>Region</u> Performance will be attributed to the Region recorded in NDelius as the Order Manager for the applicable sentence at the date six weeks after release.	
<u>Employment Status</u> Is the employment status recorded as a personal circumstance in NDelius and is active at the date six weeks after release from custody.	

<u>Employment at Six Months Post Release</u>	
Long Description & Rationale	The proportion of service users in employment at six months post release for custodial sentences and six months post disposal for community sentences <i><u>Rationale:</u> To support persons in their rehabilitation, and the reduction in re-offending</i>
Reporting Frequency	Monthly
Data Source	N-Delius
<u>Technical Description</u>	
<u>Eligibility</u> For the purposes of this metric, sentences subject to supervision in the community are eligible when the date six weeks after release from custody is reached. Where multiple releases exist for a sentence, the employment status will be evaluated for each release.	
<u>Region</u> Performance will be attributed to the Region recorded in NDelius as the Order Manager for the applicable sentence at the date six months after release (custodial sentences) or at the date six months after disposal (community sentences).	
<u>Employment Status</u>	

Is the employment status recorded as a personal circumstance in NDelius and is active at the date six months after release from custody.