

2014 UK JUDICIAL ATTITUDE SURVEY

Report of findings covering salaried judges in
England & Wales courts and UK Tribunals

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Executive summary

Key survey findings for England & Wales courts and UK tribunals

Survey and response rate

- The UK Judicial Attitude Survey (JAS) 2014 is the first survey that has been conducted with all serving salaried judges in the United Kingdom about their experience of being a judge.
- The findings reported here are for salaried judges in the England and Wales courts and UK non-devolved tribunals only. Findings for salaried judges in Scotland and Northern Ireland have been reported separately.
- The England and Wales courts and UK tribunals judiciary together make up 87% of all salaried judges in the UK.
- The survey response rate was extremely high amongst these judges, with 90% of judges in England and Wales and 85% in UK non-devolved tribunals taking part.

Being a member of the judiciary

- Almost all judges in England and Wales courts and UK tribunals (86%) feel a strong personal attachment to being a member of the judiciary. And virtually all these judges (97%) feel they provide an important service to society, with 74% agreeing strongly with this view.
- However, almost two thirds (62%) of all judges in England and Wales courts and UK tribunals say that members of the judiciary are respected by society less than they were 10 years ago.
- Judges feel most valued by their judicial colleagues at court (90%), court staff (84%), parties in cases before them (75%) and the legal profession (73%).
- Almost no judges in England and Wales courts and UK tribunals said they feel valued by the government (2%) or the media (4%).

Working conditions

- Almost all judges (86%) in England and Wales and UK tribunals who have been in post for at least 5 years feel that working conditions are worse now than they were 5 years ago.
- The courts judiciary in England and Wales report a greater deterioration in working conditions over the last 5 years than judges in UK tribunals. This view is held more strongly by judges in certain judicial posts: 94% of Circuit Judges, 91% of District Judges and 85% of Justices of Appeal say working conditions are worse now than 5 years ago, with high proportions of judges in these posts saying conditions are significantly worse.
- A much higher proportion of courts judiciary in England and Wales said their caseload over the last 12 months was too high (46%) compared with judges in UK tribunals (27%).
- No judicial resources are rated as good or excellent by a majority of judges working within Her Majesty's Courts and Tribunals Service (HMCTS). The standard of IT equipment in court is rated the lowest, with 50% saying it is poor.
- No working conditions are reported as good or excellent by a majority of judges in England and Wales courts and UK tribunals. Almost two-thirds (65%) of judges report that the morale of court staff is poor, and 77% report that the amount of administrative support is either poor (40%) or adequate (37%).
- A majority of judges in England and Wales courts and UK tribunals report that in their current post the following opportunities are either non-existent or poor: career progression (63%), sitting in other jurisdictions (62%) and flexible working (59%).
- While many judges in all tribunal posts feel they have a good or excellent amount of time to discuss work with colleagues, most judges in the courts judiciary do not.

Training and personal development

- Those areas where a majority of judges in England and Wales courts and UK tribunals are clearly satisfied include: the challenge of the job (81% satisfied), variety of work (77% satisfied) and quality of training (75% satisfied).
- A majority of these judges are not satisfied with the opportunities for personal development (64% not satisfied) and time available to undertake training (57% not satisfied).
- Views were more divided about the range of training available (63% satisfied, 37% not satisfied) and the sense of achievement in job (62% satisfied, 38% not satisfied).
- District, Employment and Circuit Judges were least likely to feel they are encouraged to use their talents to the full in their judicial role, with only a minority of District Judges agreeing with this view (47%) and just over half of Circuit Judges (54%) and Employment Judges (53%) agreeing that they are encouraged to use their talents to the full.
- High Court judges were most likely to feel encouraged to use their talents to the full (85%), followed by Justices of Appeal (75%), Upper Tribunal Judges (67%) and First Tier Tribunal Judges (63%).

Change in the judiciary

- Almost all judges in England and Wales courts and UK tribunals (89%) feel their job has changed since they were appointed in ways that affect them, with 60% of judges saying there has been either a large amount of change or their job has changed completely.
- Almost all judges in England and Wales courts and UK tribunals (87%) feel the judiciary needs control over changes affecting judges, and 73% believe too much change has been imposed on the judiciary in recent years.
- While most judges in England and Wales courts and UK tribunals (70%) accept that some change is needed in the judiciary, just over half (51%) feel that the amount of change in recent years has brought judges to breaking point.
- Almost all judges in England and Wales courts and UK tribunals (91%) see government policy initiatives as the primary driver behind changes imposed on the judiciary. Almost two-thirds (62%) see new legislation as driving changes, and over half see media representation of judges (56%) and public misunderstanding of the judiciary (59%) as driving changes.

Salary and pensions

- The two key remuneration issues for almost all judges in England and Wales courts and UK tribunals are that their pay and pension together do not adequately reflect the work they do (78%) and that they have suffered a loss of net earnings over the last 5 years (75%).
- These results were consistent for all the different judicial post holders in England and Wales courts and UK tribunals, but there were differences of view on other aspects of salary and pension depending on judicial post.

Salary

- There were differences of view between the different judicial post holders on whether they would pursue earning additional income through out of court work if this option existed. Almost half of all District, Circuit and Employment Judges said they would consider this option if it were available to them; Justices of Appeal (16%), Upper Tribunal Judges (22%) and High Court Judges (27%) were least likely to pursue such an option.
- While a majority of judges in all posts say they would not leave the judiciary to go back to some kind of legal practice if the “no return to practice” rule did not exist, there are notable proportions of judges that either would or might consider this, including: District Judges (46%), Circuit Judges (44%), Employment Judges (42%) and High Court Judges (40%).

Pension

- It is clear that the changes to pension entitlements have negatively impacted on certain judicial post holders more than others: 54% of First Tier Tribunal Judges and 50% of District Judges said the change in pension entitlement was the issue that affected them most, compared with only 11% of Justices of Appeal and 23% of Upper Tribunal Judges.
- There were differences of view between the courts and tribunals judiciary about the need for some changes to pension entitlements, with more tribunal judges accepting this (48%) than courts judiciary (40%).
- Almost three-quarters (73%) of judges in England and Wales courts and UK tribunals felt that, given the current economic situation, the fairest approach to judicial pension entitlements would be reductions only for new judges entering the judiciary. There were no clear differences in view between jurisdictions or judicial posts on this issue.

The future

- Of those judges that will not reach full retirement age in the next 5 years, almost a third (31%) said they would consider leaving the judiciary early in the next 5 years, with almost a quarter (22%) currently undecided. But there are differences by jurisdiction and post.
- A third (32%) of the England and Wales courts judiciary said they would consider leaving early in the next 5 years compared with only a quarter (25%) of the UK tribunals judiciary.
- Over half (58%) of Justices of Appeal and more than a third of High Court Judges (39%) and Circuit Judges (36%) said they would consider leaving early in the next 5 years.
- Amongst current leadership judges who will not reach full retirement age in the next 5 years, 38% said they would consider leaving the judiciary early in the next 5 years, with a further 23% currently undecided.
- Judges said there are two main factors that would lead them to leave the judiciary early: further limits on pay awards (71%) and reductions in pension benefits (68%). Beyond these two main factors, judges said they would be further prompted to leave the judiciary early by different factors depending on judicial post.
- An overwhelming majority (83%) of judges said one key factor would help to keep them in the judiciary until they reach retirement age: higher remuneration. A majority also said a settled position on pension entitlements (58%) and better administrative support (57%) would encourage them to stay.
- Judges identified the following as the main future challenges for the judiciary: reduction in support staff (92%), judicial morale (86%), fiscal constraints (81%), attracting the best people to the judiciary (78%), litigants in person (77%), loss of judicial independence (65%) and loss of experienced judges (56%).

Recruitment

- The main reasons judges in England and Wales courts and UK tribunals would encourage suitable people to apply to join the judiciary are: the chance to contribute to justice being done (83%), the challenge of the work (80%), intellectual satisfaction (73%) and public service (69%).
- However, a large number of judges in England and Wales courts and UK tribunals said they would no longer encourage anyone to apply to become a judge.
- A majority of judges in England and Wales courts and UK tribunals identified the reduction in pension entitlements (76%) and reduction in income (69%) as reasons they would discourage suitable people from applying to be a judge.

Leadership

- Almost half (43%) of all judges in England and Wales courts and UK tribunals said they would be interested in taking on more leadership responsibilities. There were some differences between the courts and tribunals judges, with more tribunal (51%) than courts (39%) judiciary willing to take on more responsibilities.
- Almost half (49%) of all tribunals judges and 40% of courts judiciary feel they do not know enough about how leadership roles are allocated to say whether the process is fair or not.
- While a third of all judges in both the courts and tribunals said they feel valued by the senior leadership in the judiciary, there are substantial differences depending on judicial post.
- Among judges with leadership responsibilities for 3 years or more, most (77%) say their workload is greater than it was 3 years ago, with 49% saying it is significantly greater.
- Almost half (44%) of leadership judges said they definitely would have applied for their leadership post even if they had known about the increased workload.
- Leadership judges identified three main changes that would improve their job satisfaction: protected time for leadership work (82%), compensatory leave for leadership activities (77%) and an allowance while in post (73%).

1. Judicial Attitude Survey (JAS) 2014

1.1 The survey

The Judicial Attitude Survey (JAS) 2014 is the first survey that has been conducted with all serving salaried judges in the United Kingdom. The aim of the JAS is to assess the attitudes of salaried judges in key management areas including the experience of being a judge, morale, working conditions, remuneration, training and personal development, retention and leadership.

The target group for the JAS was all serving salaried judges in England and Wales, Scotland, Northern Ireland and the UK non-devolved tribunals, including both full-time salaried and part-time salaried judges. This report provides the findings for salaried judges in the England and Wales courts and UK non-devolved tribunals. Findings for salaried judges in Scotland and Northern Ireland have been reported separately.

The England and Wales courts and UK tribunals judiciaries together make up 87% of all salaried judges in the UK. The courts judiciary of England and Wales comprises almost two thirds (65%) of all salaried judges in the UK, and the UK tribunals judiciary comprises almost one quarter (22%) of all UK salaried judges.

The JAS was an online survey conducted by the Judicial Institute of University College London (UCL JI) via the web-based survey tool Opinio¹. The survey was designed, administered and analysed by Professor Cheryl Thomas, Co-Director of the UCL JI. A Working Group comprised of representatives from the England and Wales, Scotland and Northern Ireland courts judiciaries, as well as the UK non-devolved tribunals, assisted Professor Thomas in the design of the questionnaire.

The survey included 40 questions covering the following general subject areas²:

- time and role in the judiciary
- working conditions and resources
- salary and pension
- training and personal development
- change in the judiciary
- future planning
- being a member of the judiciary
- leadership

A copy of the survey is reproduced in the Appendix.

¹ Hard copies of the survey were available, although no requests for hard copies were received.

² There were two additional questions about the survey itself.

The survey was voluntary and all participants remained completely anonymous. The survey ran from 22 September to 8 October 2014. All salaried judges in England and Wales courts judiciary and UK non-devolved tribunals were invited to take part in the survey through the Judicial Intranet and through personal communications from the Lord Chief Justice and the Senior President of Tribunals inviting judges to contribute to the survey. Reminders were sent out in the week of 27 September and on 6 and 7 October 2014.

1.2 Response Rate

There was a very high response rate of 89% of all salaried judges in the England and Wales courts and UK non-devolved tribunals, with a consistently high response rate across all judicial posts. Over three-quarters of all salaried judges in each post responded to the survey, and in many cases the proportion reached or was close to 100%. The consistently high response rate adds substantial weight to the reliability and significance of the findings, ensuring that the survey reflects the views of the overwhelming majority of salaried judges in England and Wales and UK non-devolved tribunals.

Table 1: Response rates to the JAS 2014 (England & Wales and UK Tribunals)

JURISDICTION	Number of judges in post	Survey responses	%
England and Wales			
Lord & Lady Justices of Appeal	43	33	77%
High Court Judges	107	107	100%
Circuit Judges	640	585	91%
District Judges	580	495	85%
Other ³	32	30	94%
Unknown		7	
Totals	1402	1257	90%
UK Tribunals			
Upper Tribunal Judges	59	47	80%
Employment Judges	166	158	95%
First Tier Tribunal Judges	256	204	80%
Totals	481	409	85%
Combined Totals	1883	1666	89%

³ "Other" refers to Judge Advocates General, Masters, Registrars and Costs Judges.

2. Survey Results for England & Wales courts and UK tribunals

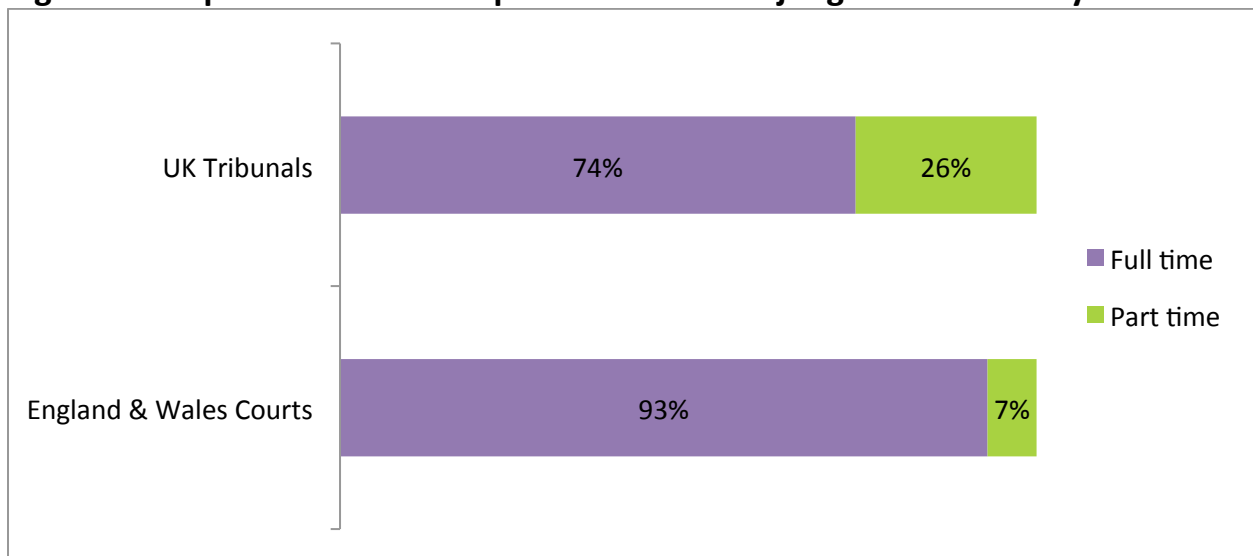
This report presents results of the Judicial Attitude Survey (JAS) for the England and Wales courts judiciary and UK non-devolved tribunals judiciary. It includes combined results for all salaried judges in these two jurisdictions who took part in the survey, and it also highlights those areas where there are differences between the England and Wales courts and UK tribunals judiciaries or judges in different judicial posts.

3. Survey respondents

3.1 Work status

Almost all England and Wales courts judiciary (93%) who took part in the survey are full-time salaried judges; only 74% of tribunal judges are full-time salaried.

Figure 1: Proportion of full and part time salaried judges in the survey

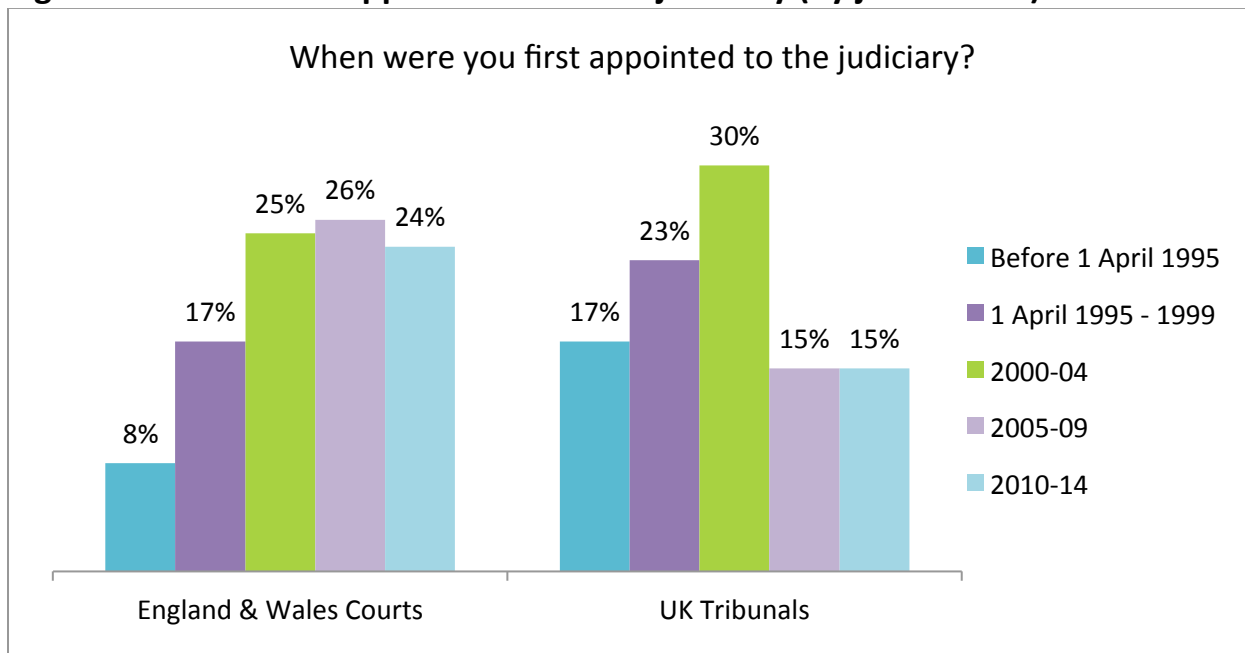


3.2 Date of first appointment

A much larger proportion of tribunal judges have been in the judiciary longer than the courts judiciary in England and Wales.

- Half (50%) of all salaried judges in England and Wales courts judiciary were first appointed in the last decade, whereas only 30% of Tribunal judges were appointed in the last decade.
- A higher proportion of Tribunal judges (17%) than courts judiciary in England and Wales (8%) also fall within the pre-1 April 1995 retirement age bracket.

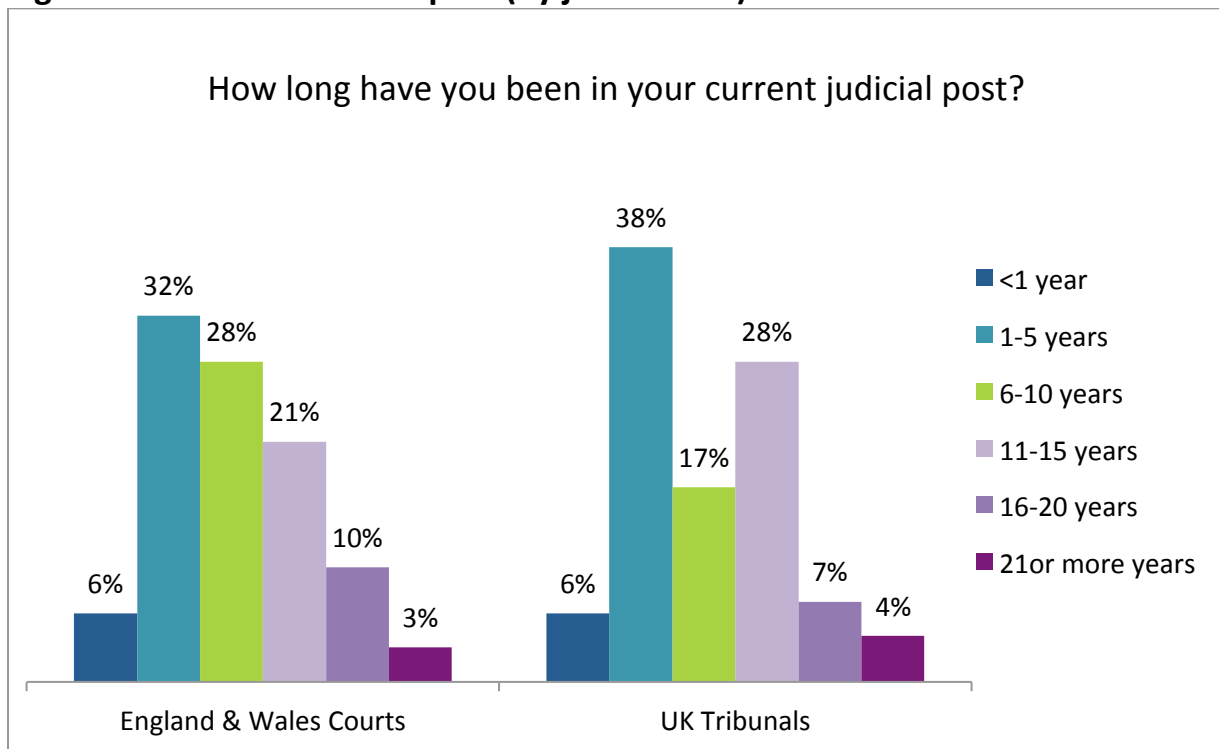
Figure 2: Date of first appointment to the judiciary (by jurisdiction)



3.3 Tenure in current judicial post

Over a third of all judges in both jurisdictions have been in their current post for no more than 5 years (38% in England and Wales and 42% in Tribunals).

Figure 3: Tenure in current post (by jurisdiction)



3.4 Average age by post

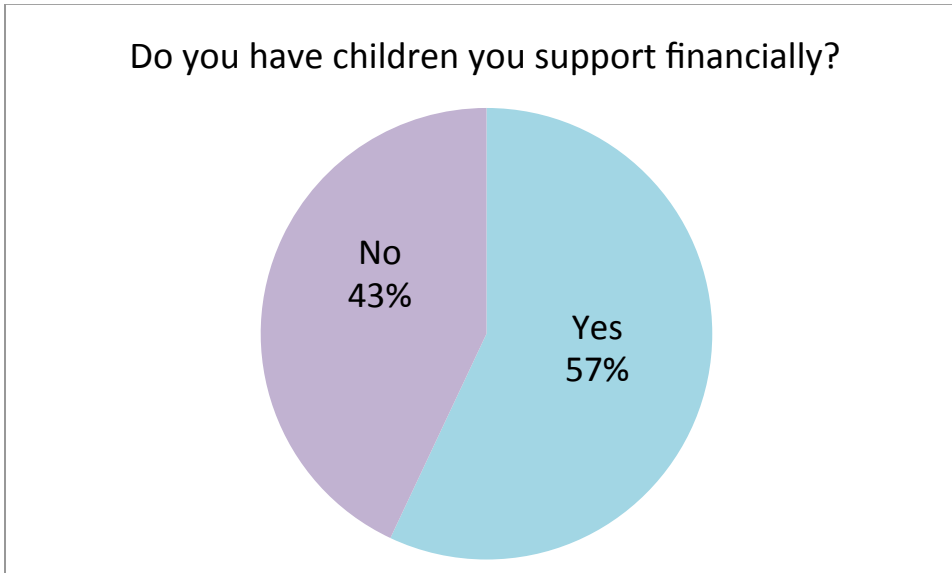
Table 2: Age profile by judicial post (England & Wales and UK Tribunals)

Post	Average age of survey respondents
England & Wales courts	
Justices of Appeal	62
High Court Judges	59
Circuit Judges	59
District Judges	56
UK Tribunals	
Upper Tribunal Judges	58
Employment Judges	54
First Tier Tribunal Judges	56

3.5 Financial dependants

A majority of the judges in England and Wales and UK tribunals who took part in the survey have children they are supporting financially.

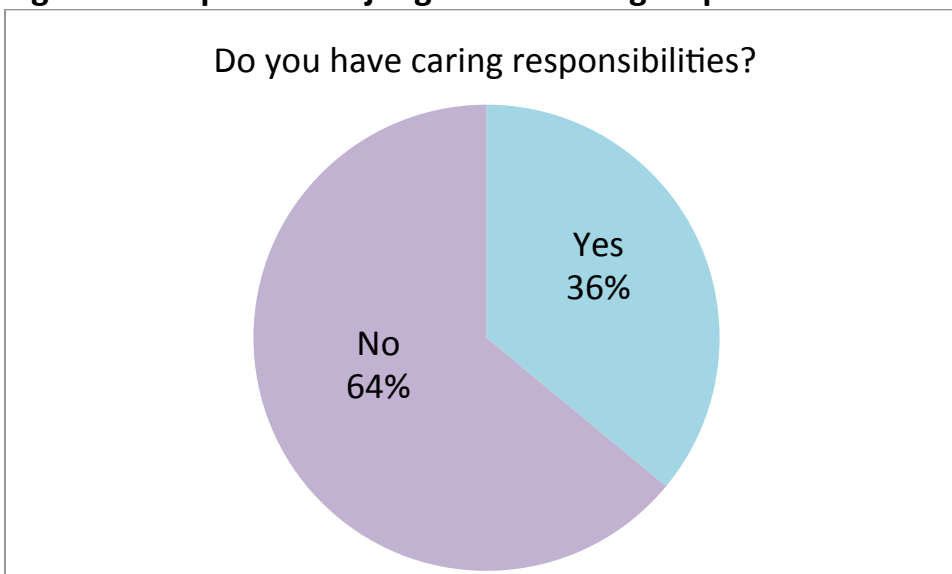
Figure 4: Proportion of judges with financial dependants



3.6 Caring responsibilities

Over a third of all judges who took part in the survey have caring responsibilities for a family member(s).

Figure 5: Proportion of judges with caring responsibilities

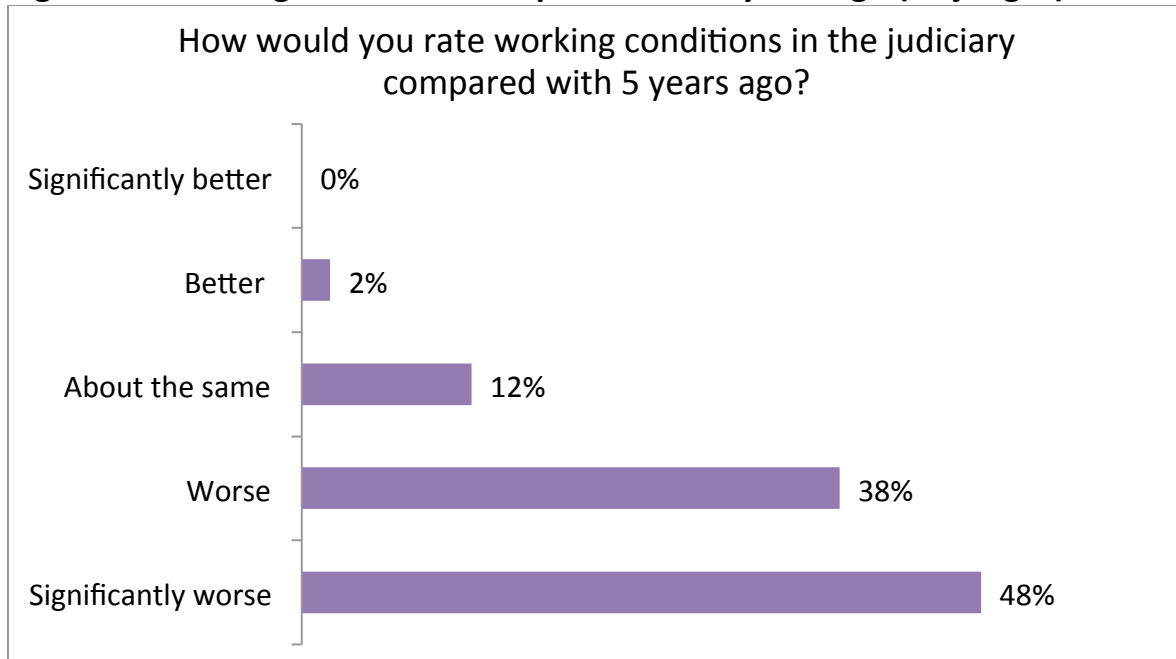


4. Working conditions

4.1 Comparison with 5 years ago

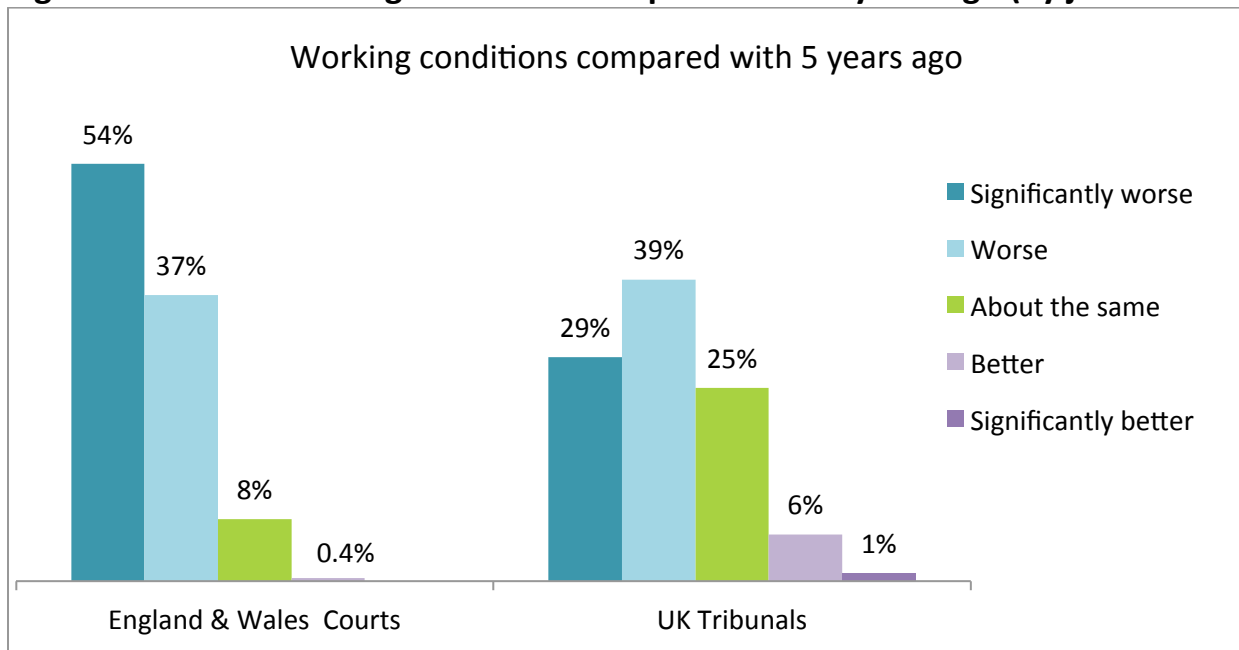
An overwhelming majority of judges who have been in post for at least 5 years (86%) feel that working conditions are worse now than they were 5 years ago.

Figure 6: Working conditions compared with 5 years ago (all judges)



Judges in the courts judiciary in England and Wales say that working conditions have deteriorated more than judges in UK tribunals.

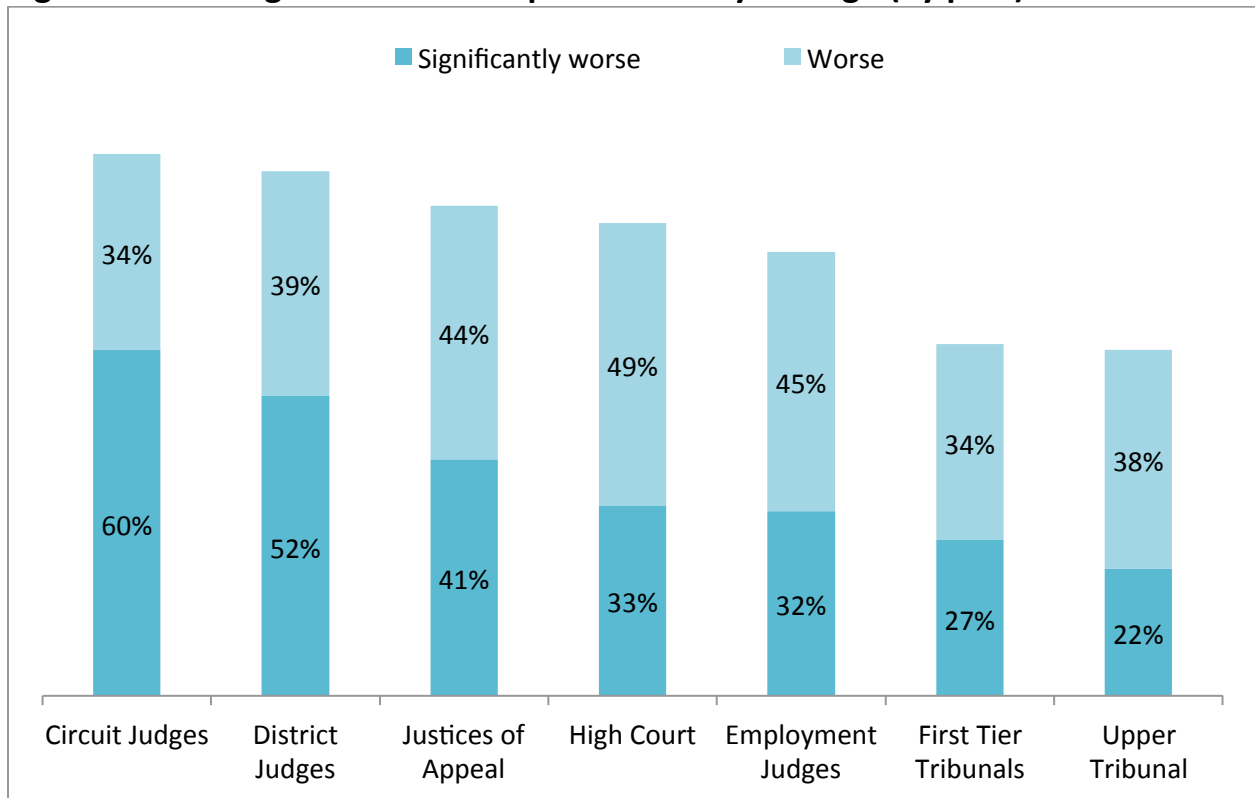
Figure 7: Current working conditions compared with 5 years ago (by jurisdiction)



Almost all courts judiciary (91%) feel that working conditions have deteriorated, with over half (54%) saying conditions are significantly worse now than 5 years ago. In comparison, two-thirds (68%) of judges in UK Tribunals feel conditions have deteriorated, with just over a quarter (29%) saying conditions are significantly worse and 25% saying conditions are about the same as 5 years ago.

There are also some clear differences between judicial posts.

Figure 8: Working conditions compared with 5 years ago (by post)



A majority of all judges in all individual posts feel that working conditions are either worse or significantly worse than 5 years ago. But some judges, particularly in the courts judiciary, feel there has been more deterioration than others:

- 94% of Circuit Judges say working conditions are worse now, with 60% saying they are significantly worse.
- 91% of District Judges say conditions are worse, with 52% saying working conditions are significantly worse.

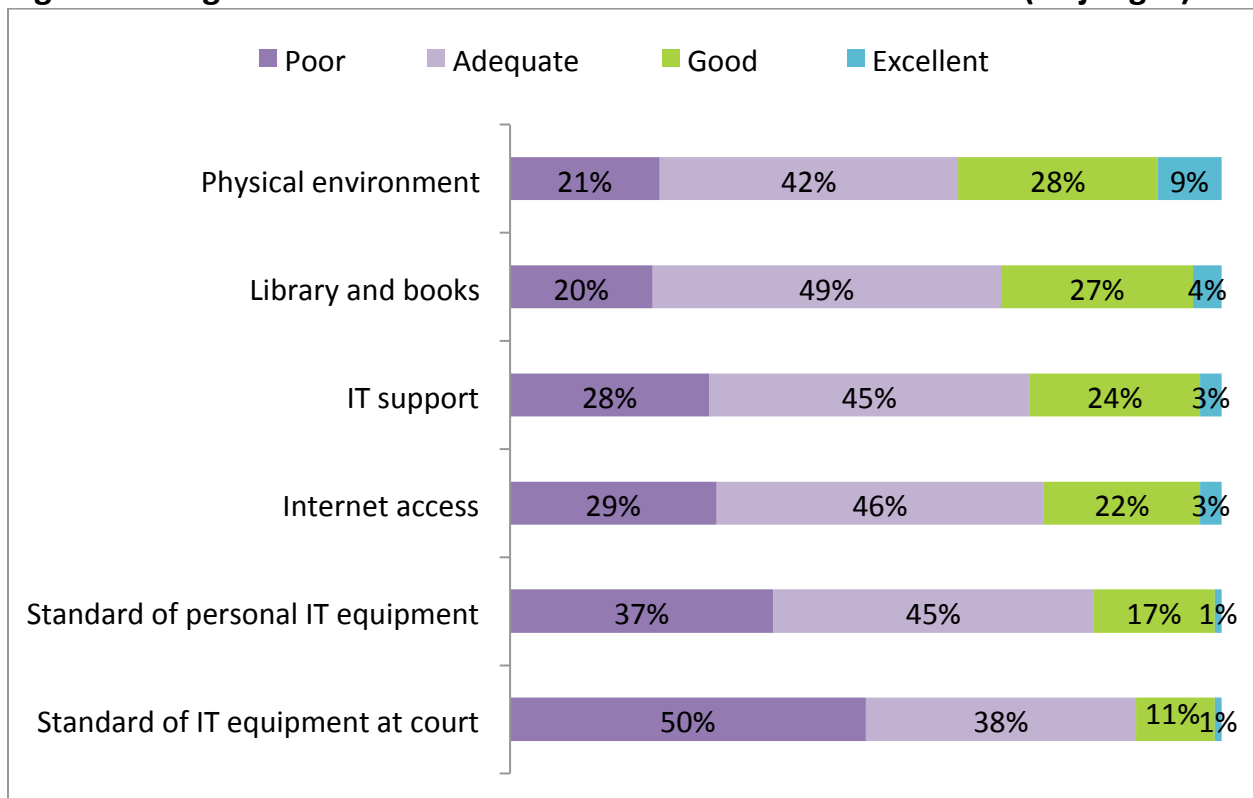
85% of Justices of Appeal say conditions are worse, with 41% saying working conditions are significantly worse.

4.2 Resources at court

Judges in England and Wales and UK tribunals work within Her Majesty’s Courts and Tribunals Service (HMCTS). There is little in the way of judicial resources that judges in these jurisdictions consider good, with all resources rated either poor or adequate by a majority of judges:

- The standard of IT equipment available in court is rated the lowest, with half of all judges (50%) saying it is poor and a further 38% saying it is adequate.
- The standard of personal IT equipment provided to judges is rated as poor by over a third (37%) and adequate by 45%.
- Internet access and IT support is rated either poor or adequate by three-quarters of all judges.

Figure 9: Judges’ assessment of resources available at main court (all judges)



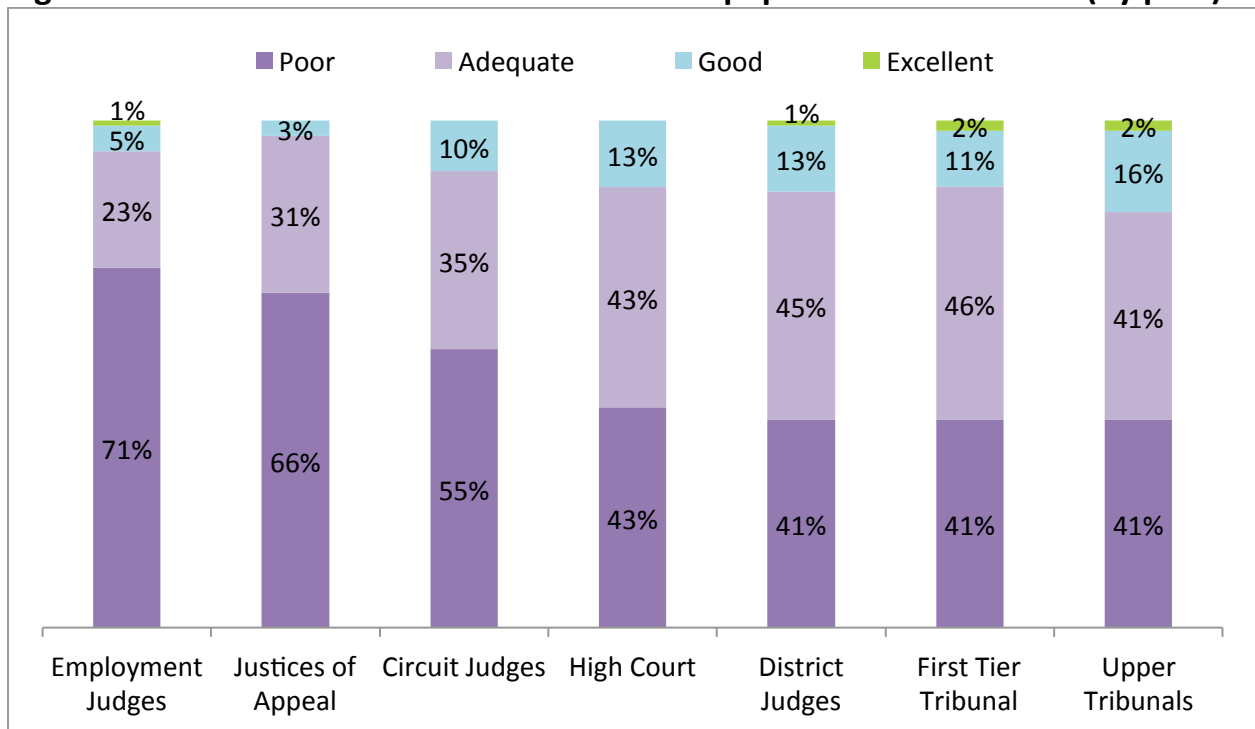
The following assesses the responses to each of these specific resource questions in more detail.

4.2.1 Standard of IT equipment at court

In assessing the standard of IT equipment available at their main court or tribunal, over 80% of all judges in all posts reported IT equipment as only poor or adequate.

- The majority of Employment Judges (71%), Justices of Appeal (66%) and Circuit Judges (55%) report a poor standard of IT equipment in use at their courts.
- A total of only 11 judges out of 1558 reported the standard of IT equipment at their court or tribunal as excellent.

Figure 10: Assessment of the standard of IT equipment at their court (by post)

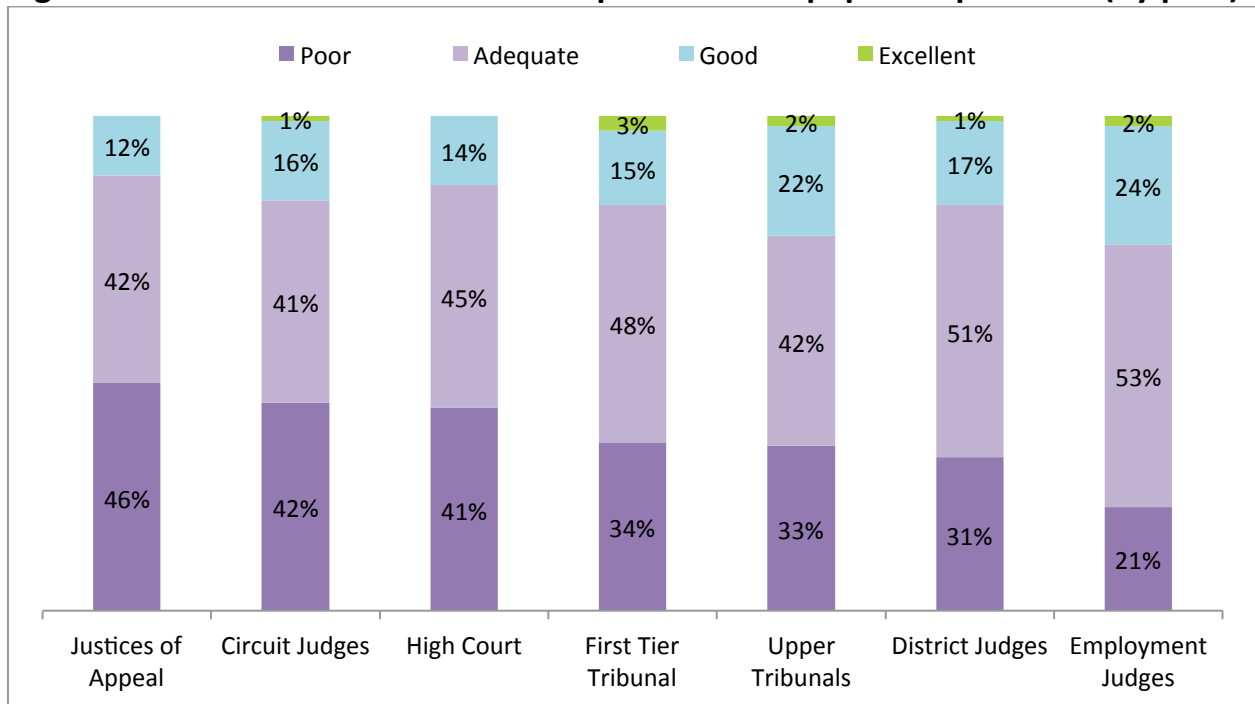


4.2.2 Standard of personal IT equipment provided to judges

In assessing the standard of the personal IT equipment provided to judges, the combined rating of poor and adequate for all posts ranges from 88% to 74%.

- A total of only 17 judges out of 1553 in all England and Wales courts and UK tribunals reported the standard of IT equipment at their court or tribunal as excellent.
- Justices of Appeal, Circuit Judges and High Court Judges rated the standard of personal IT equipment provided to them lower than other judges.

Figure 11: Assessment of standard of personal IT equipment provided (by post)

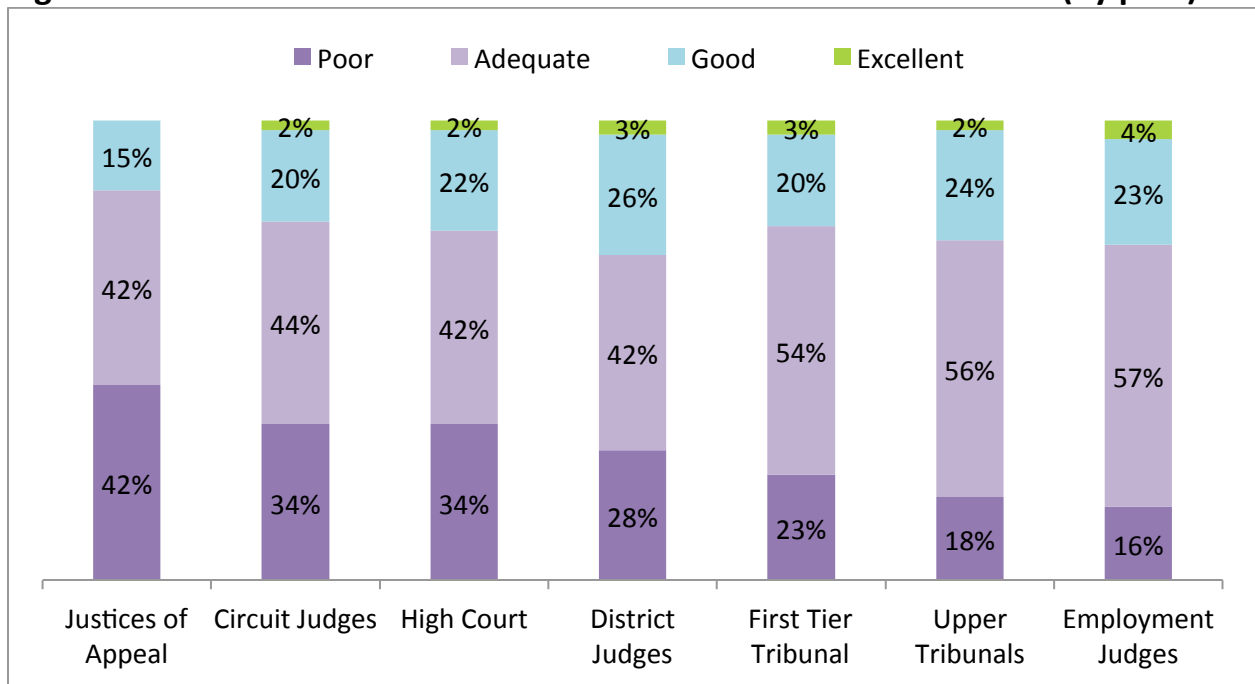


4.2.3 Internet access

In assessing the quality of internet access available at courts and tribunals, the combined rating of poor to adequate for all posts ranges from 84% to 73%.

- The courts judiciary in England and Wales report poorer IT access than UK tribunal judges.
- The lowest quality IT access is reported by Justices of Appeal (42%), Circuit Judges (34%) and High Court Judges (34%).

Figure 12: Assessment of internet access available to them at court (by post)

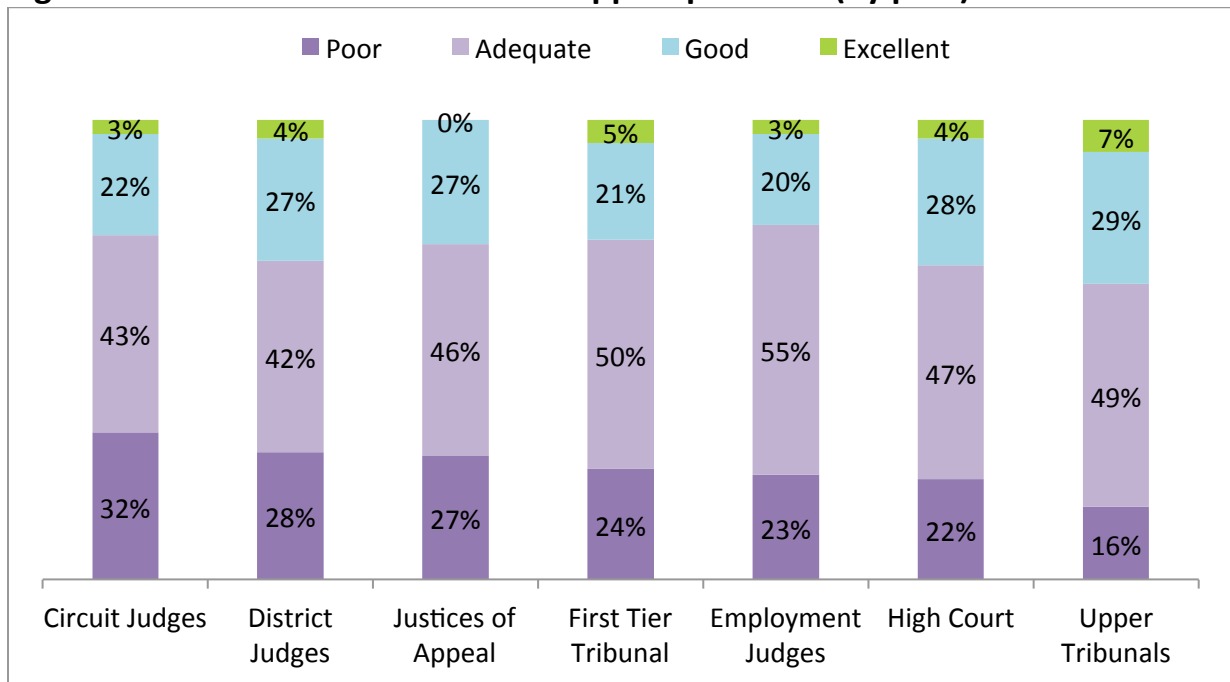


4.2.4 IT Support

IT support is most often rated adequate by judges in all judicial posts, ranging from 55% for Employment Judges to 42% for District Judges.

- Circuit Judges rate IT support lowest, with 32% saying it is poor at their court.
- Employment Judges rate IT support the highest, with 36% saying it is good to excellent.

Figure 13: Judicial assessment of IT support provided (by post)

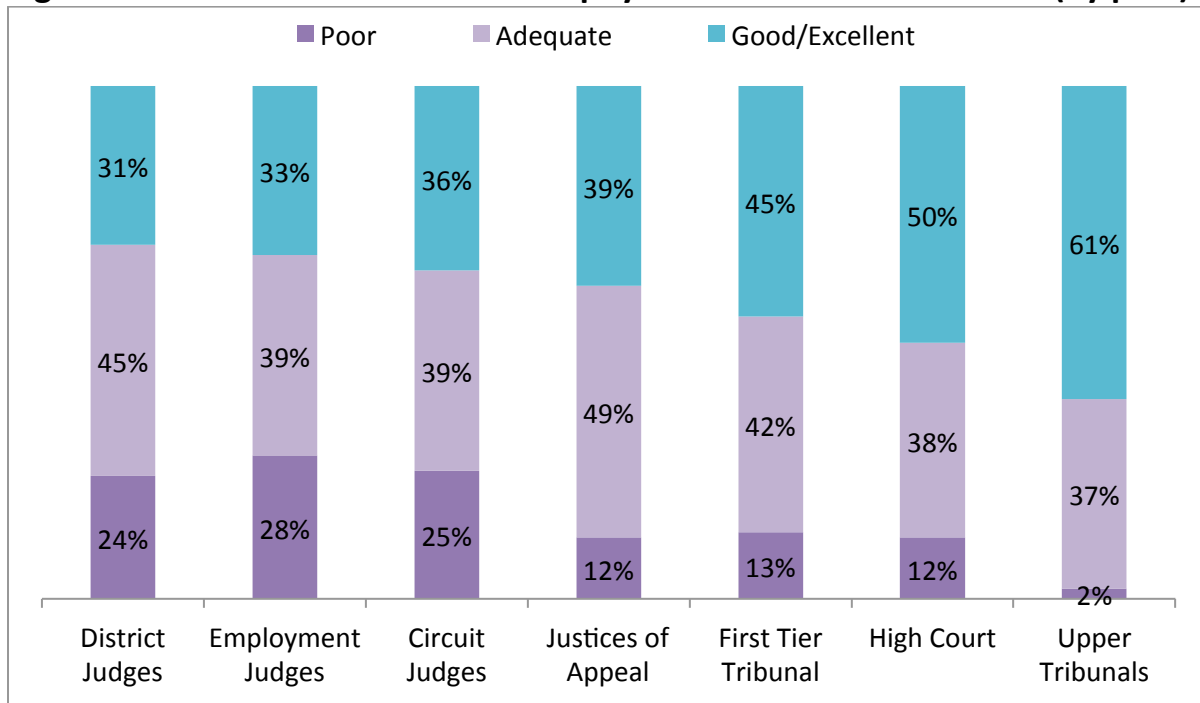


4.2.5 Physical Environment

There are clear differences of view between different courts and tribunals on the physical environment they work within, defined as the quality of the building and maintenance:

- Upper Tribunal Judges are the only judges where a majority said the physical environment is good or excellent (61%).
- High Court Judges rated the physical environment highest amongst courts judiciary, with half (50%) rating it good or excellent.
- The largest proportion of all other courts judiciary rated the physical environment as adequate.

Figure 14: Judicial assessment of the physical environment at court (by post)

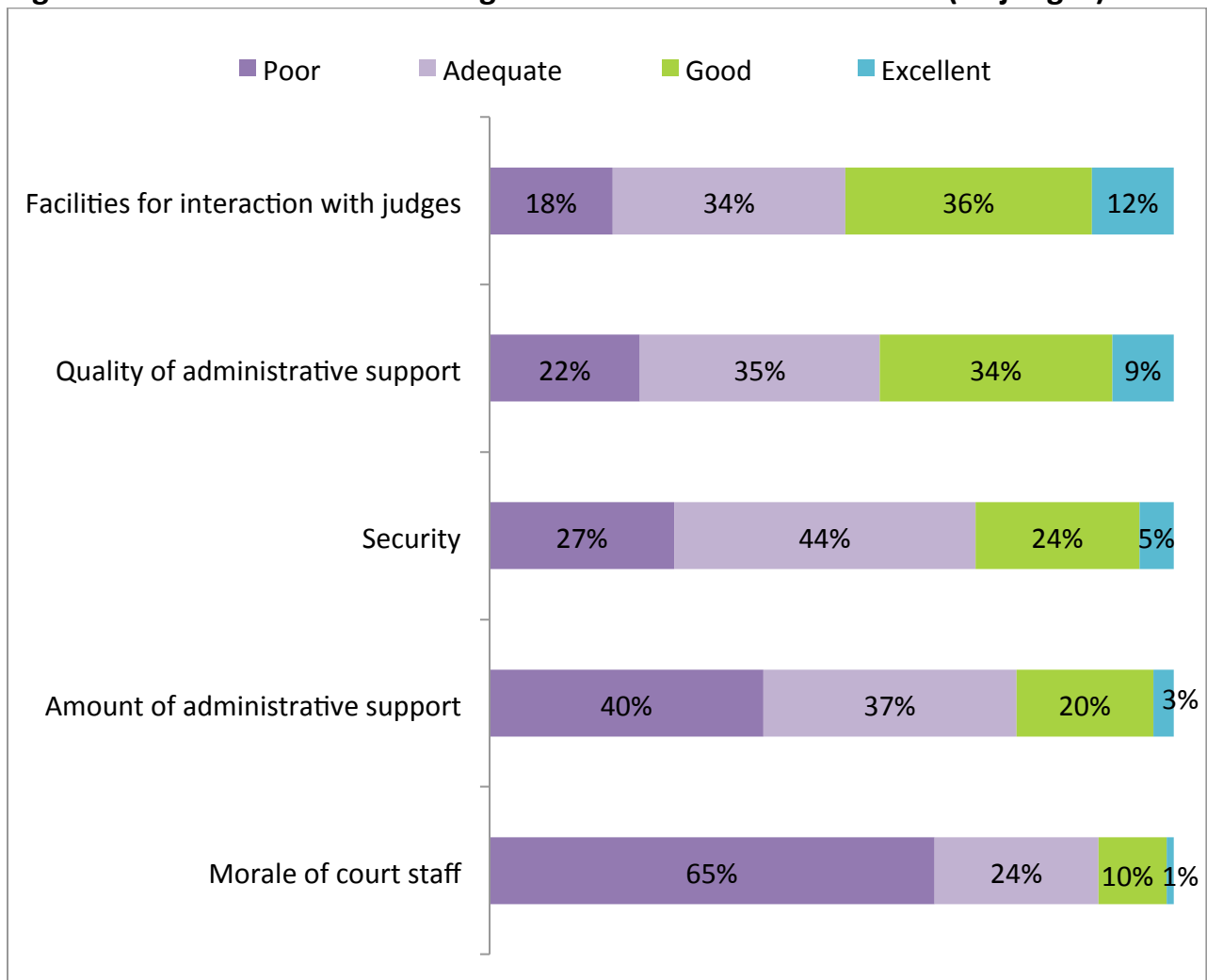


4.3 Working conditions at court

Judges in England and Wales courts and UK tribunals were asked to rate five specific working conditions at their main court or tribunal.

- No working conditions at courts and tribunals operating within HMCTS are rated as good or excellent by a majority of judges.
- Almost two-thirds (65%) of all judges report that the morale of court staff is poor, and over three quarters of judges report that the amount of administrative support is either poor (40%) or adequate (37%).
- There are some concerns about security, with over a quarter reporting the security at court is poor (27%) and a further 44% saying it is adequate.
- The most positive ratings were for facilities for discussion and interaction with other judges. Almost half (48%) of all judges surveyed said that facilities for interaction with fellow judges at their court or tribunal are good to excellent.

Figure 15: Assessment of working conditions at their main court (all judges)

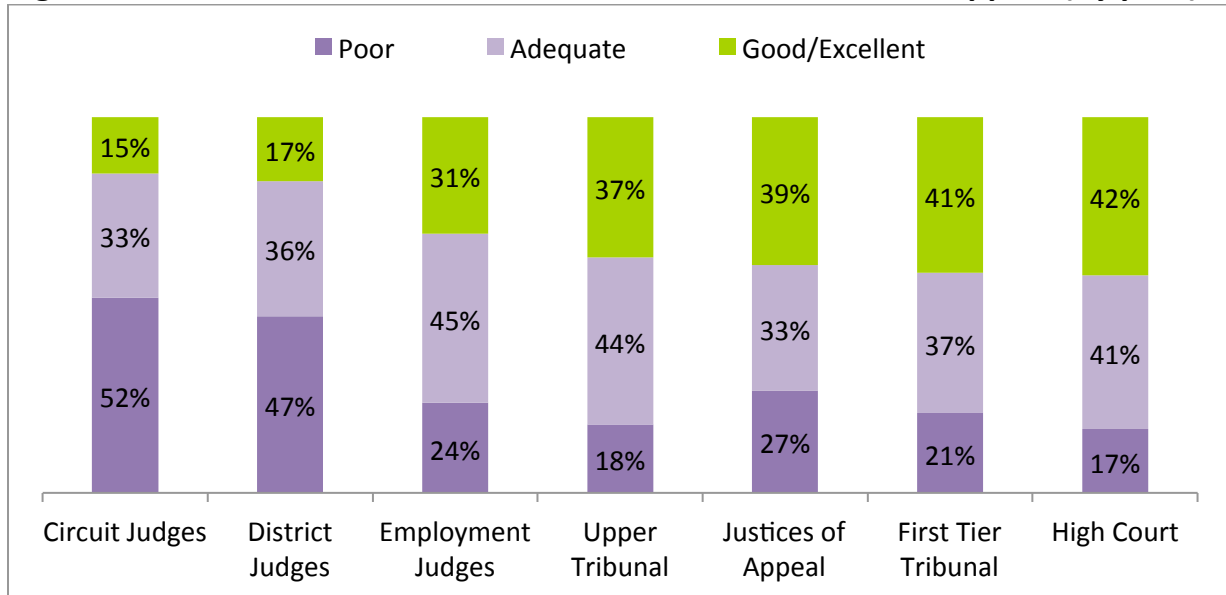


4.3.1 Amount of administrative support

In no instance did a majority of judges in any post rate the amount of administrative support available to them within HMCTS as good or excellent.

- Administrative support appears to be particularly problematic for Circuit Judges (52% saying it is poor) and District Judges (47% saying it is poor).

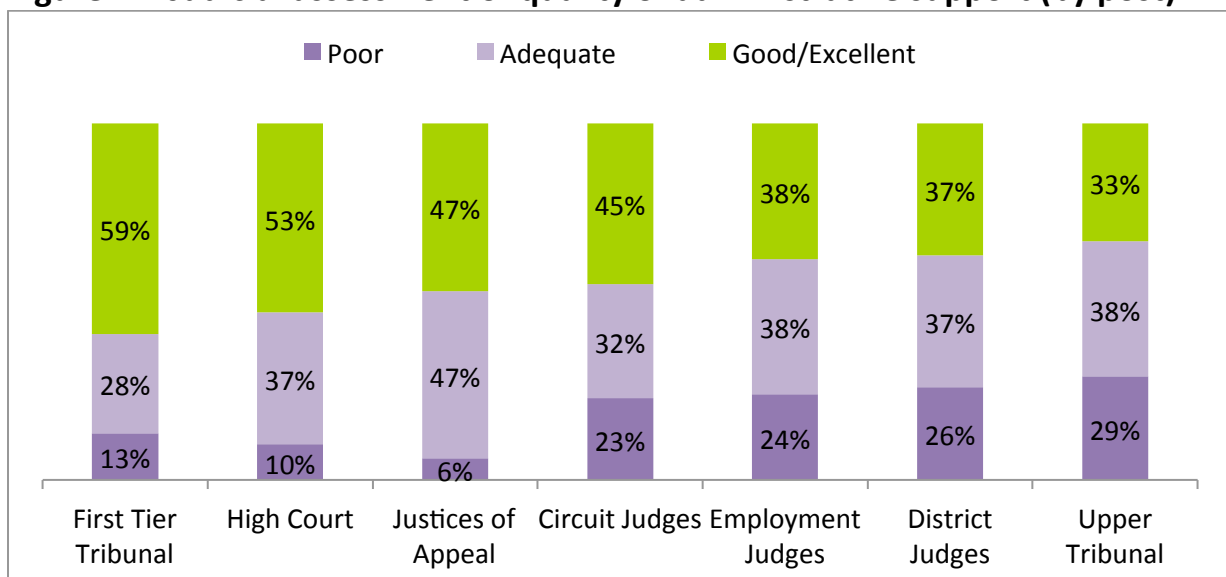
Figure 16: Judicial assessment of amount of administrative support (by post)



4.3.2 Quality of administrative support

In comparison to the amount of administrative support (above), the quality of administrative support is rated more highly, with good to excellent ratings ranging from 33% to 59% by different judicial posts. A majority of High Court judges (53%) and First Tier Tribunal judges (59%) said the quality of administrative support they receive is good to excellent.

Figure 17: Judicial assessment of quality of administrative support (by post)



4.3.3 Morale of court and tribunal staff

Only a small minority of judges in any judicial post rate morale of court or tribunal staff as good or excellent. The overwhelming majority of all judges in all judicial posts say morale is either poor or adequate.

- A majority of District, Circuit, Employment and First Tier Tribunal judges report that morale of court and tribunal staff is poor.

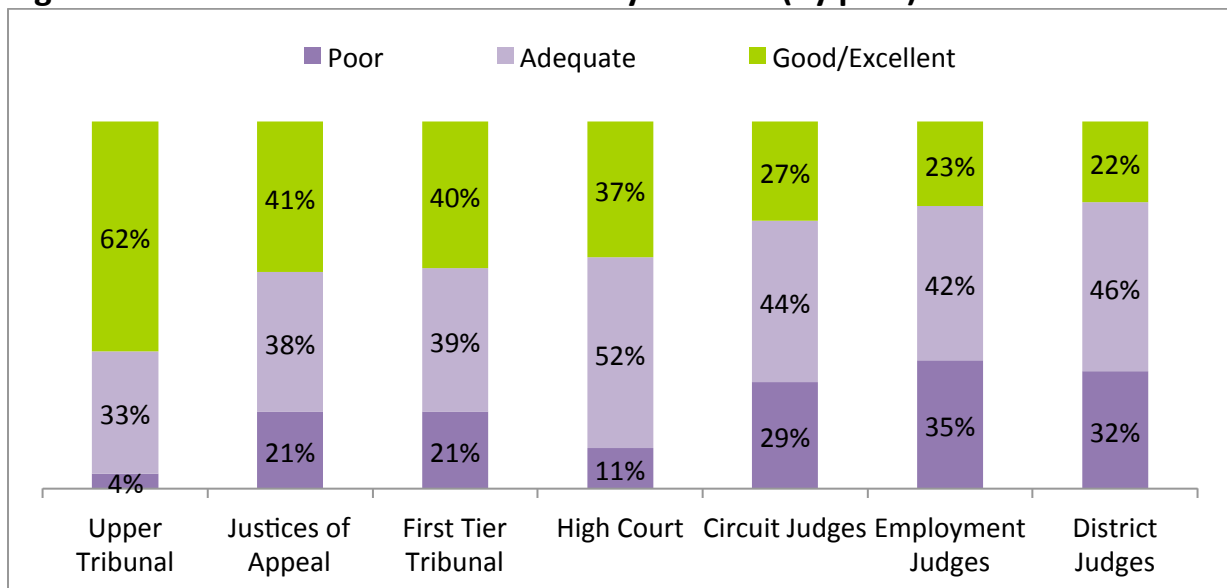
Figure 18: Judicial assessment of morale of court and tribunal staff (by post)



4.3.4 Security at court or tribunal

Only a majority (62%) of Upper Tribunal Judges rate security at their tribunal as good to excellent. A third of Employment Judges (35%) and District Judges (32%) rated security at their tribunal and court as poor.

Figure 19: Judicial assessment of security at court (by post)

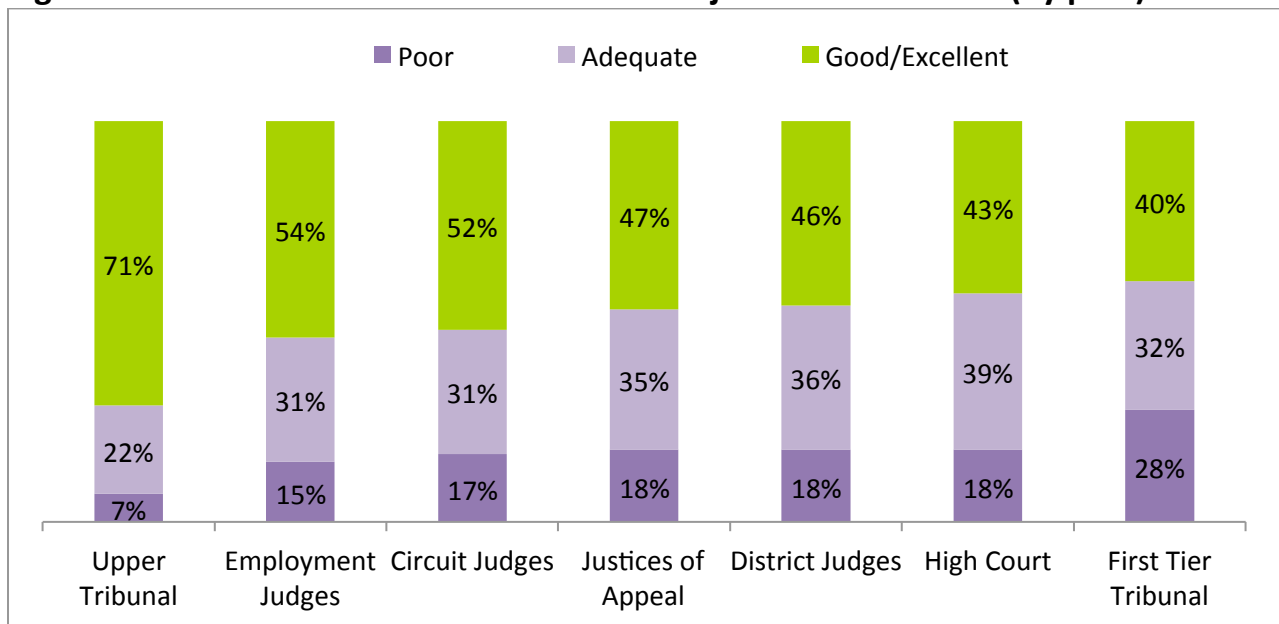


4.3.5 Facilities for discussion and interaction with other judges

The facilities available at their main court or tribunal for discussion and interaction with other judges are the one resource that judges were more likely to rate as good or excellent than poor or adequate.

- These facilities are highly rated by Upper Tribunal Judges (71% saying they are good to excellent).
- A majority of Employment Judges (54%) and Circuit Judges (52%) rate these facilities as good to excellent.
- Just under a majority of judges in all other posts rate these facilities as good to excellent (between 40% and 47%).

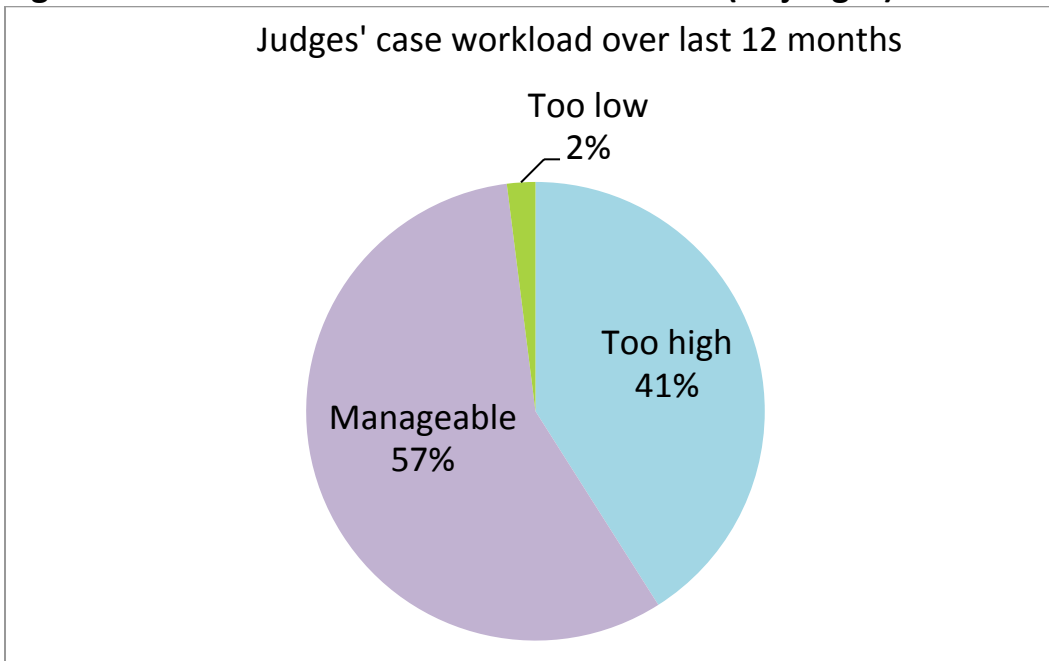
Figure 20: Judicial assessment of facilities for judicial interaction (by post)



4.4 Judicial Workload

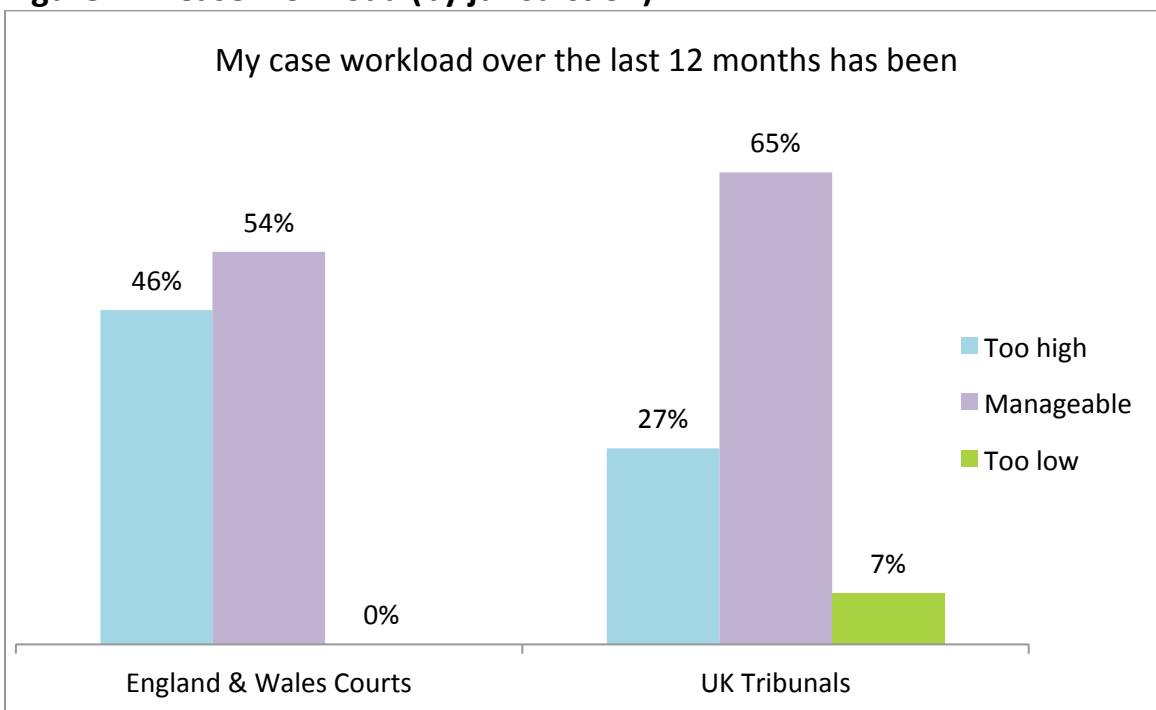
Just over half of all judges (57%) feel their case workload over the last 12 months was manageable, but 41% felt it was too high.

Figure 21: Case workload over last 12 months (all judges)



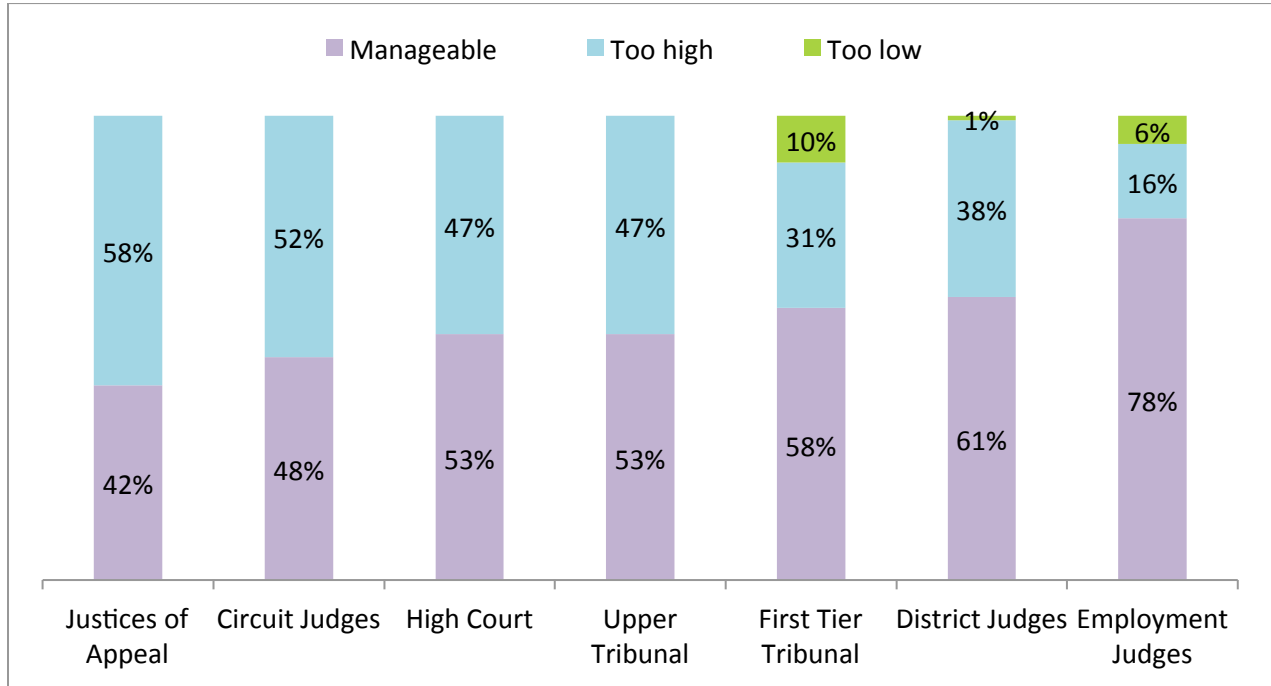
There were some differences between judges in courts and tribunals, with a much higher proportion of courts judiciary saying their caseload was too high (46%) compared with the tribunals judiciary (27%). A small proportion of tribunal judges (7%) reported that their caseload was too low, while no courts judges did.

Figure 22: Case workload (by jurisdiction)



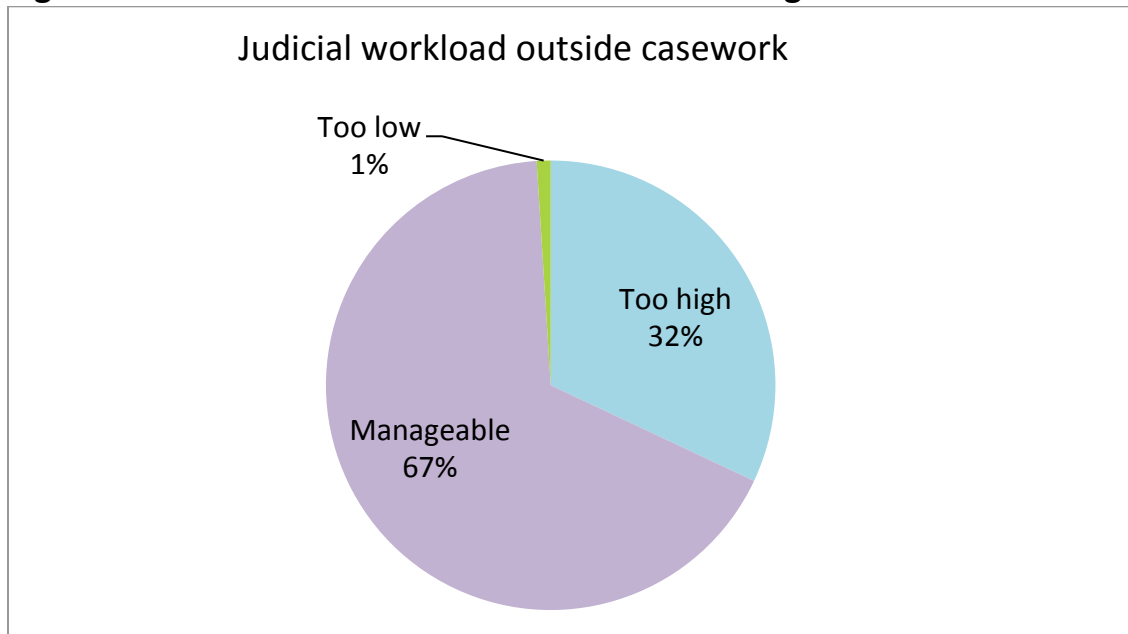
When examined by judicial post, a clearer picture emerges of which judges have experienced difficulties with the level of case workload over the last 12 months. A majority of Justices of Appeal (58%) and Circuit Judges (52%) said that their caseload was too high, and this was also the view of close to a majority of High Court Judges (47%) and Upper Tribunal Judges (47%).

Figure 23: Case workload (by judicial post)



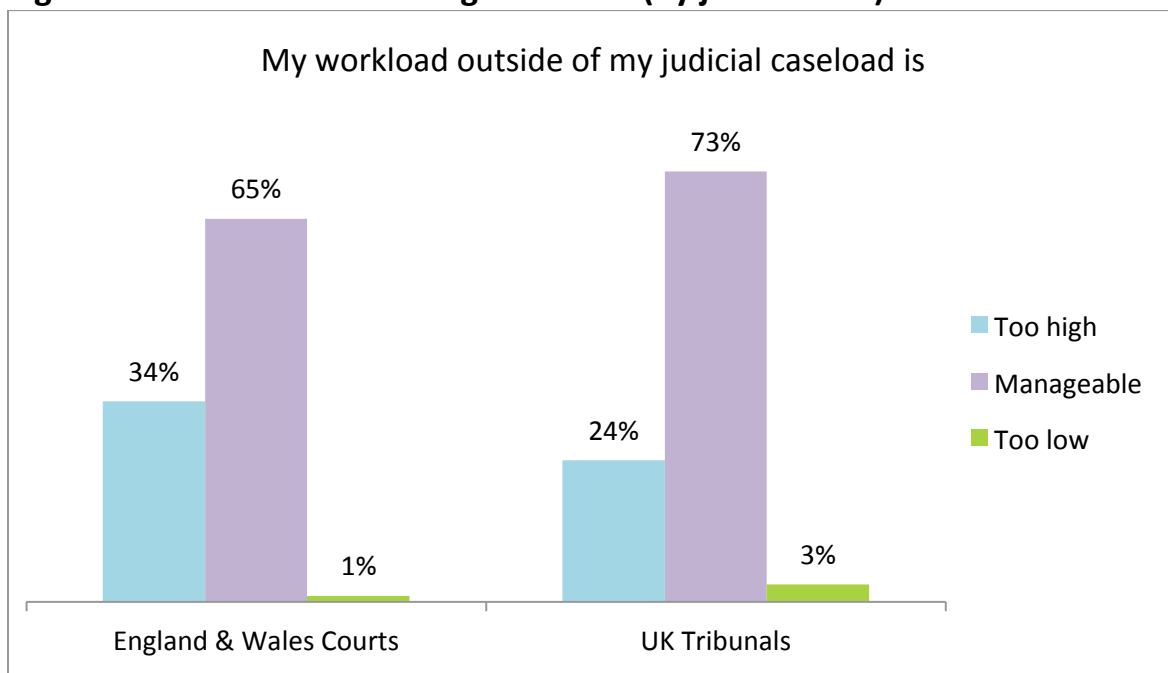
Of the 89% of judges who said they had a judicial workload outside of their casework, two-thirds said this workload was manageable but almost a third (32%) said it was too high.

Figure 24: Workload over last 12 months excluding casework



Again some differences emerged between courts and tribunal judges, with a greater proportion of courts judges saying their non-case workload was too high (34%) compared with tribunals judges (24%).

Figure 25: Workload excluding casework (by jurisdiction)



4.5 Opportunities

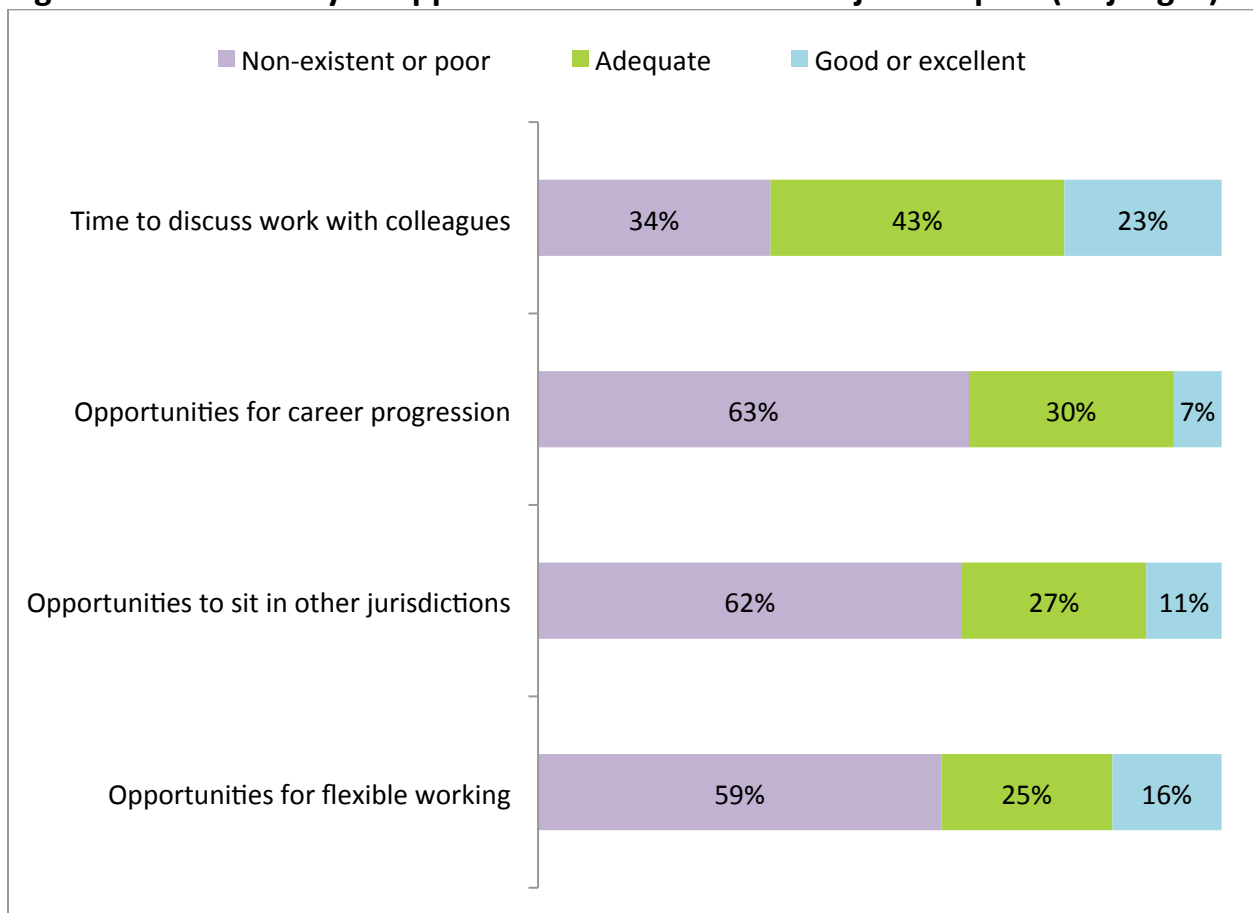
All judges were asked to assess the availability of four opportunities in their current judicial post: the time to discuss work with colleagues, opportunities for career progression, opportunities for flexible working and opportunities to sit in other jurisdictions.

A majority of judges reported that in their current post the following were either poor or non-existent:

- opportunities for career progression (63%)
- opportunities to sit in other jurisdictions (62%)
- opportunities for flexible working (59%)

Judges were somewhat more positive about the time available to discuss work with colleagues, with 66% saying this was adequate (43%) or good (23%).

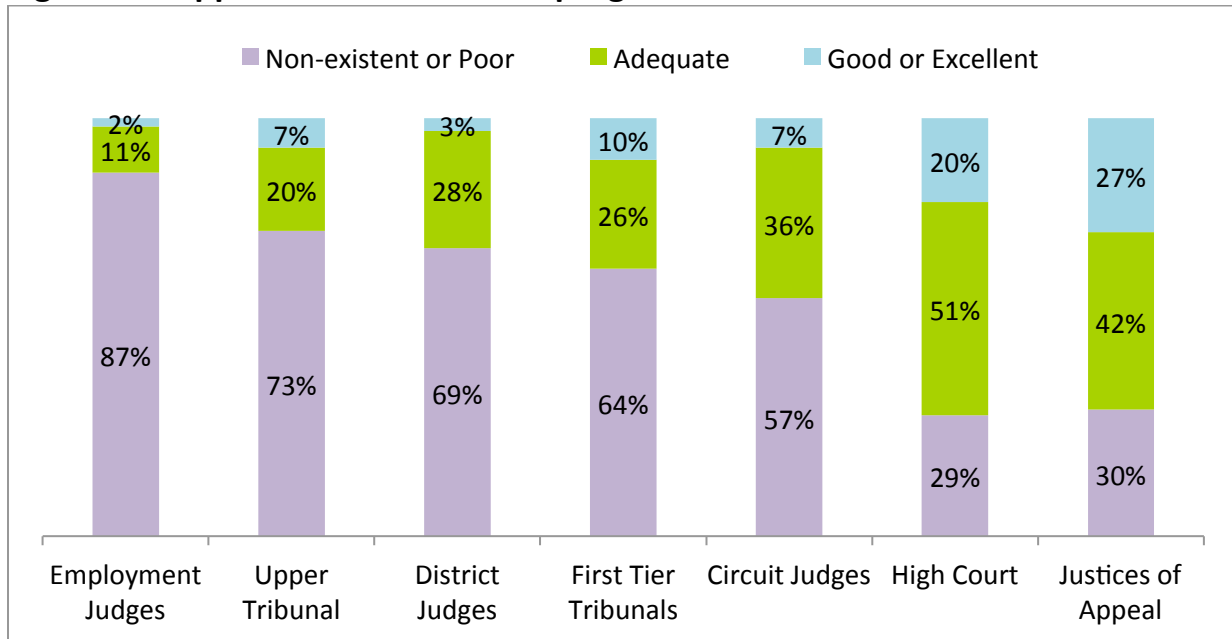
Figure 26: Availability of opportunities in their current judicial post (all judges)



However, when these results are broken down by judicial post clear differences emerge between different post holders on each of these issues (Figures 27 – 30).

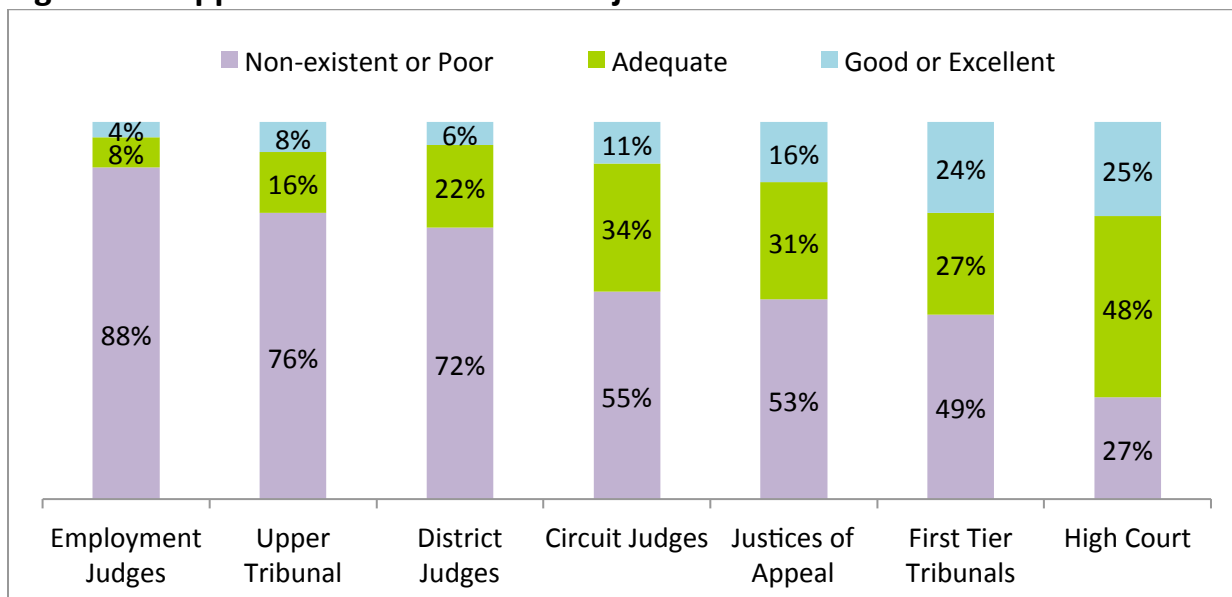
Almost no judges in any post in the England and Wales courts or UK tribunals see their opportunities for career progression as good or excellent. A majority of judges in all judicial posts, with the exception of High Court Judges and Justices of Appeal, feel that their opportunities for career progression are either non-existent or poor.

Figure 27: Opportunities for career progression



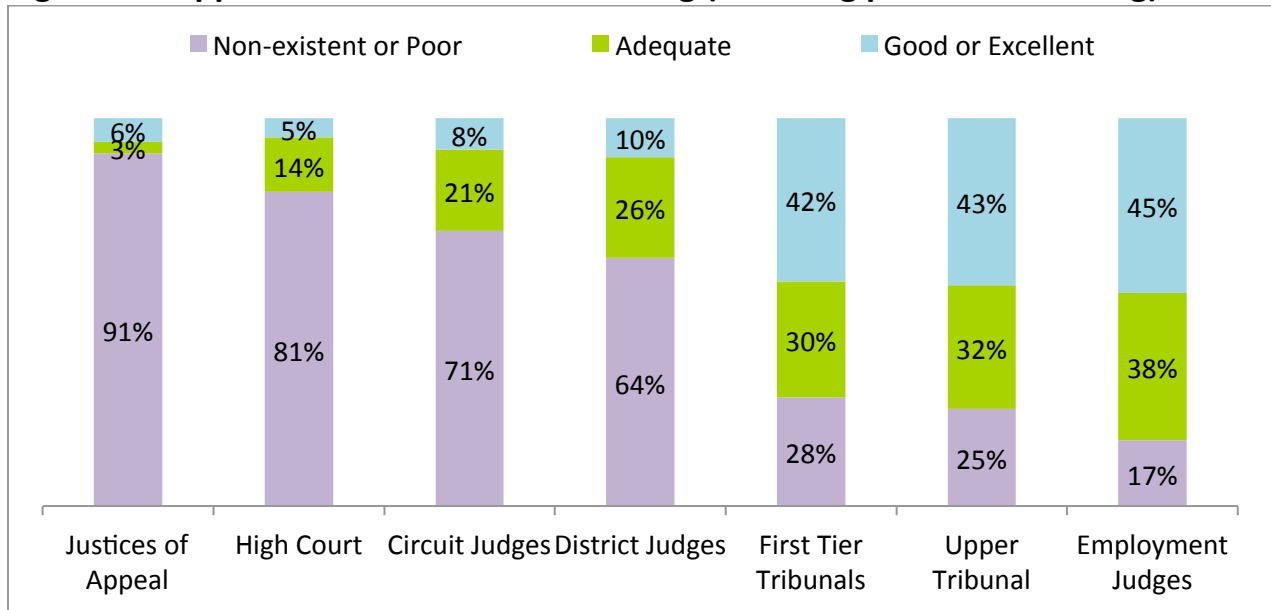
Almost no judges feel their opportunities to sit in other jurisdictions are good or excellent. A majority of judges in almost all posts see their opportunities to sit in other jurisdictions as non-existent to poor, including an overwhelming majority of Employment Judges (88%), Upper Tribunal Judges (76%) and District Judges (72%).

Figure 28: Opportunities to sit in other jurisdictions



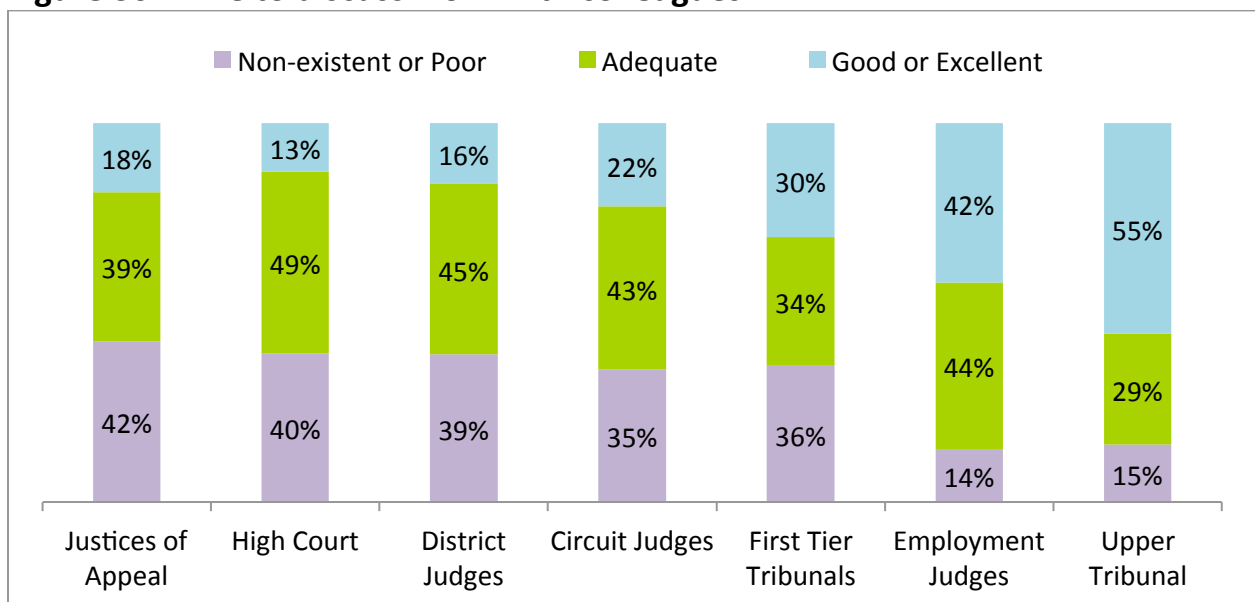
An overwhelming majority of judges in all posts in the courts judiciary in England and Wales feel their opportunities for flexible working are non-existent or poor. This contrasts with judges in all UK tribunal posts, where close to a majority of Employment Judges (45%), Upper Tribunal Judges (43%) and First Tier Tribunals Judges (42%) feel they have good or excellent opportunities for flexible working.

Figure 29: Opportunities for flexible working (including part-time working)



Much greater proportions of judges in UK tribunal posts feel they have time to discuss their work with colleagues compared with judges in any posts in the courts judiciary of England and Wales. A majority (55%) of Upper Tribunal Judges and close to a majority (42%) of Employment Judges feel the time they have to discuss work with colleagues is good or excellent. In contrast less than a quarter of judges in all courts judiciary posts feel this time is good or excellent.

Figure 30: Time to discuss work with colleagues



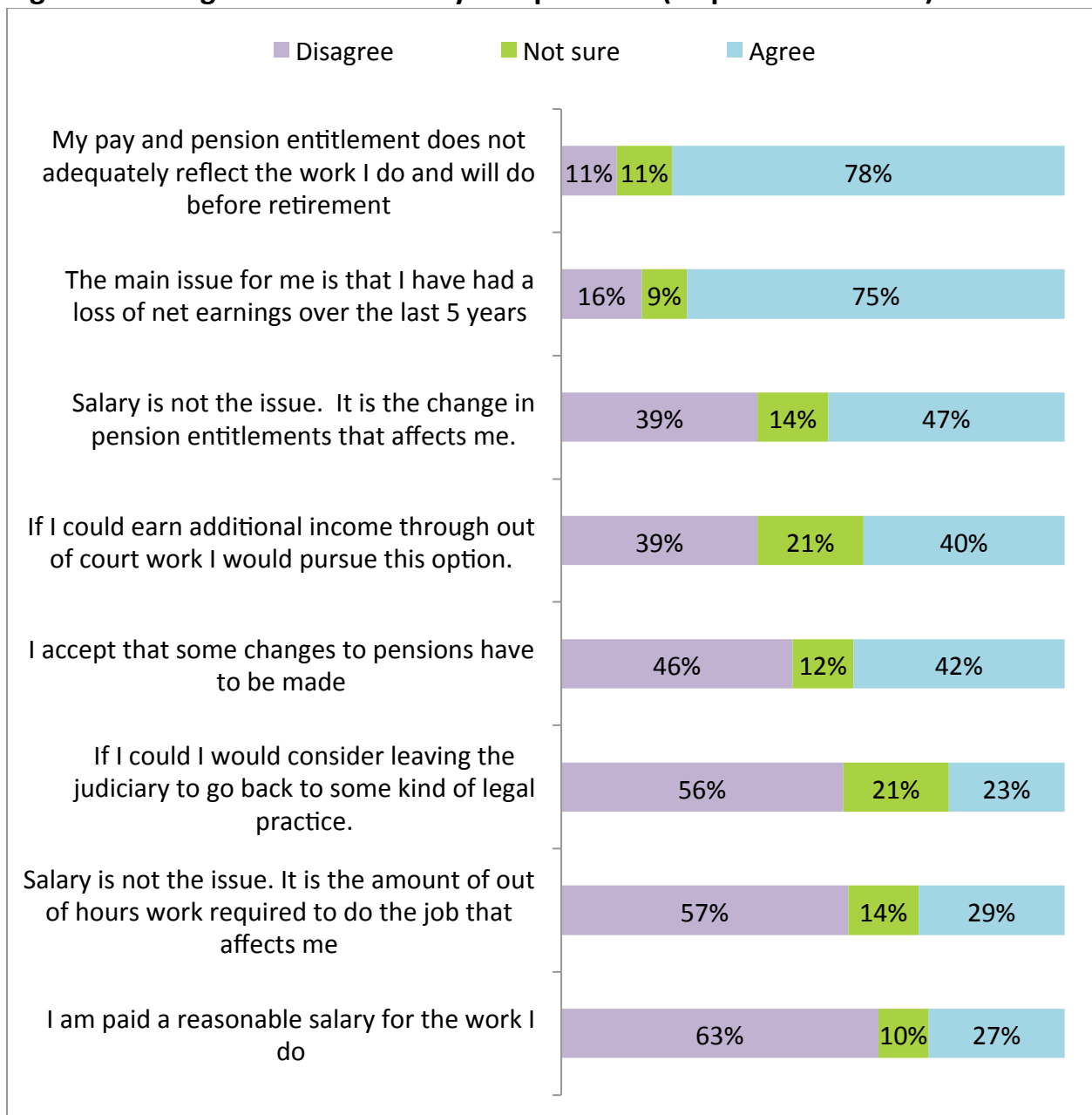
5. Salary and pensions

It is clear that the two key issues for almost all judges in relation to salary and pension are:

- the loss of net earnings they have suffered over the last 5 years (78%)
- that their pay and pension together do not adequately reflect their work (78%)

Beyond these two key issues, almost two-thirds of judges (63%) do not feel they are paid a reasonable salary for the work they do. Almost half of all judges (47%) said the changes to pension entitlements have affected them, and there is no clear consensus amongst all judges about whether they accept that some changes to pensions have to be made (42% accepting and 46% not accepting).

Figure 31: Judges' views on salary and pensions (all posts combined)



The following sections (5.1 – 5.9) examine any differences in view between courts and tribunal judges or judges in different judicial posts on these eight specific issues related to salary and pensions.

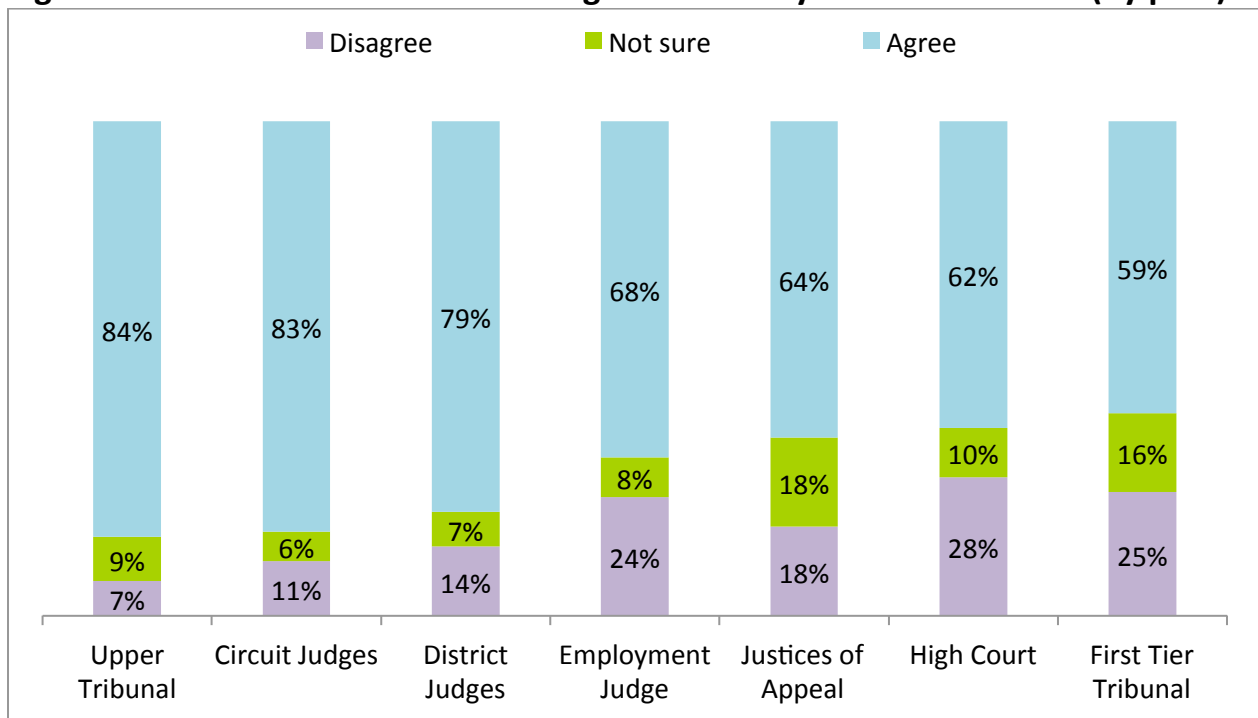
5.1 Loss of net earnings

Judges were asked to respond to the statement: *The main issue for me is that I have had a loss of net earnings over the last 5 years.*

This is one of two issues where all judges, regardless of post, are in clear and strong agreement.

- A clear majority of all judges in each post agreed that the loss of net earnings they have experienced in the last 5 years was the main remuneration issue for them.
- This was overwhelmingly the case with Upper Tribunal, Circuit and District Judges, where over three-quarters of all judges in these posts agreed.

Figure 32: Whether loss of net earnings over last 5 years is main issue (by post)



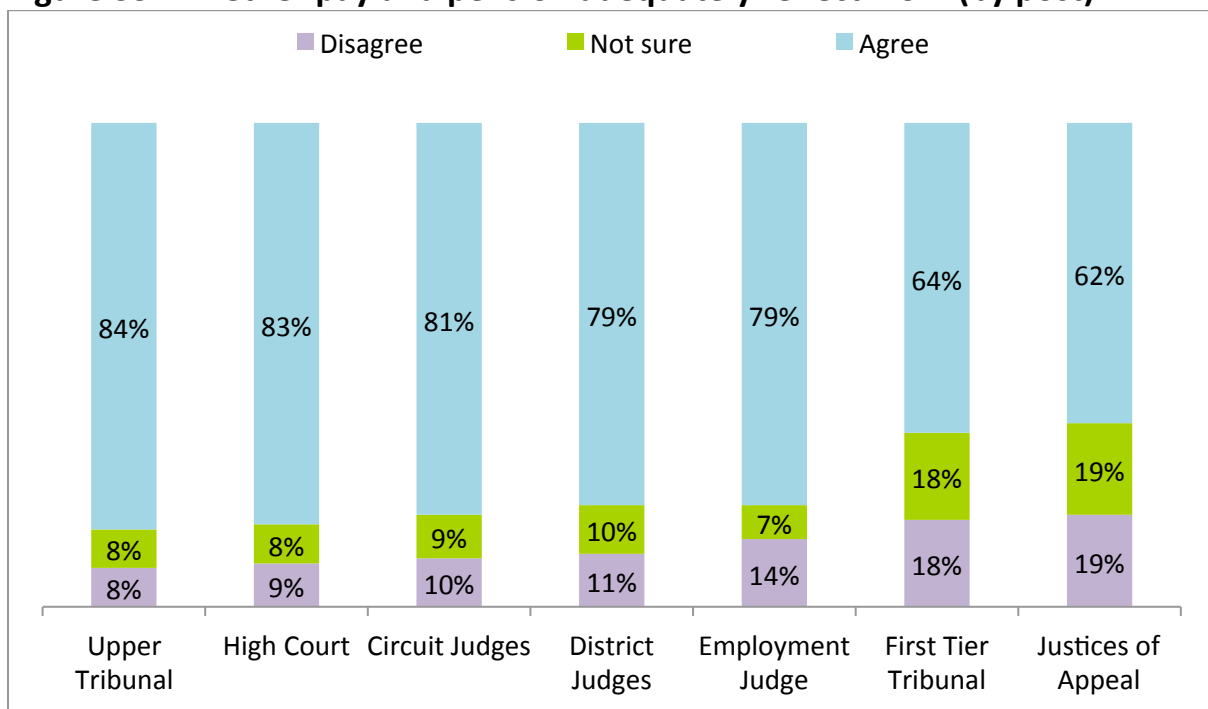
5.2 Pay, pension and work

Judges were asked to respond to the statement: *My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement.*

This is the other issue where all judges, regardless of post, are in clear and strong agreement.

- A clear majority of all judges in all posts agreed that their pay and pension entitlement does not adequately reflect the work they have done and will do before retirement.
- Over half of all judges in each post strongly agreed with this statement.

Figure 33: Whether pay and pension adequately reflect work (by post)



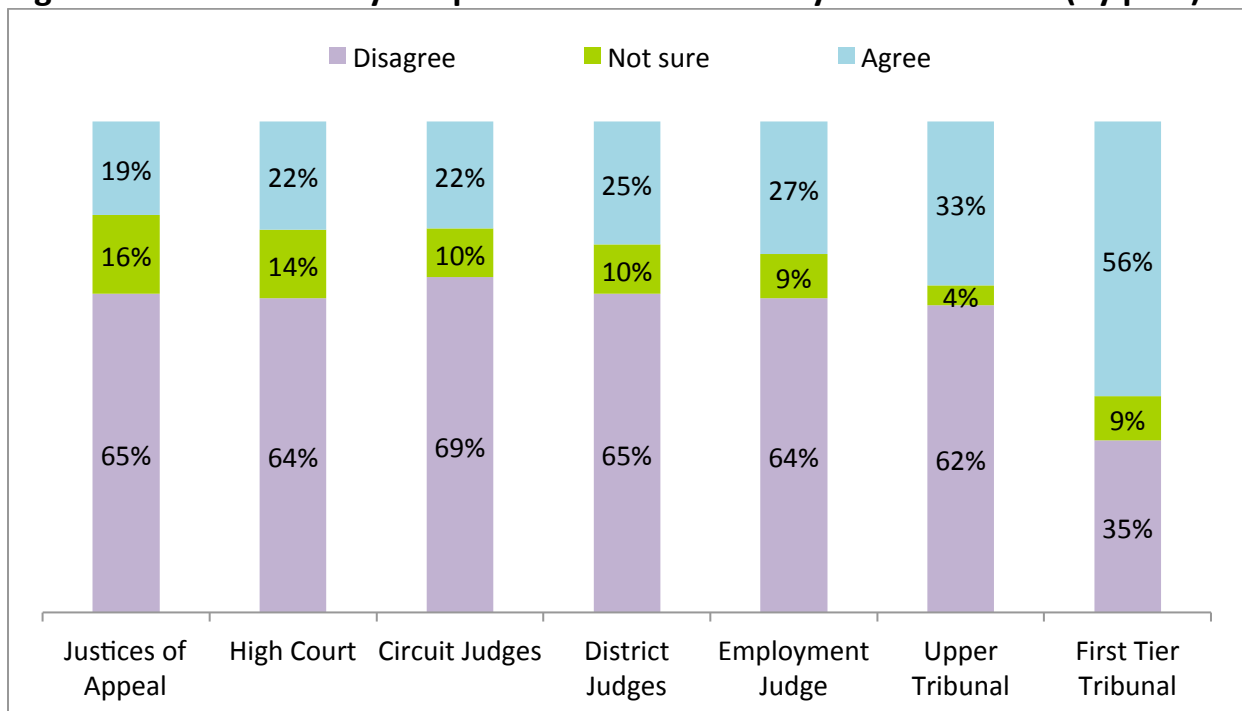
5.3 Paid a reasonable salary

Judges were asked to respond to the statement: *I am paid a reasonable salary for the work that I do.*

There was some difference of view between the courts and tribunals judiciary on this issue:

- No more than a quarter of judges in any post in the courts judiciary agreed with this statement.
- A majority (56%) of First Tier Tribunal judges did feel they were paid a reasonable salary for they work they do, with a third of Upper Tribunal Judges also agreeing.

Figure 34: Whether they are paid a reasonable salary for work done (by post)



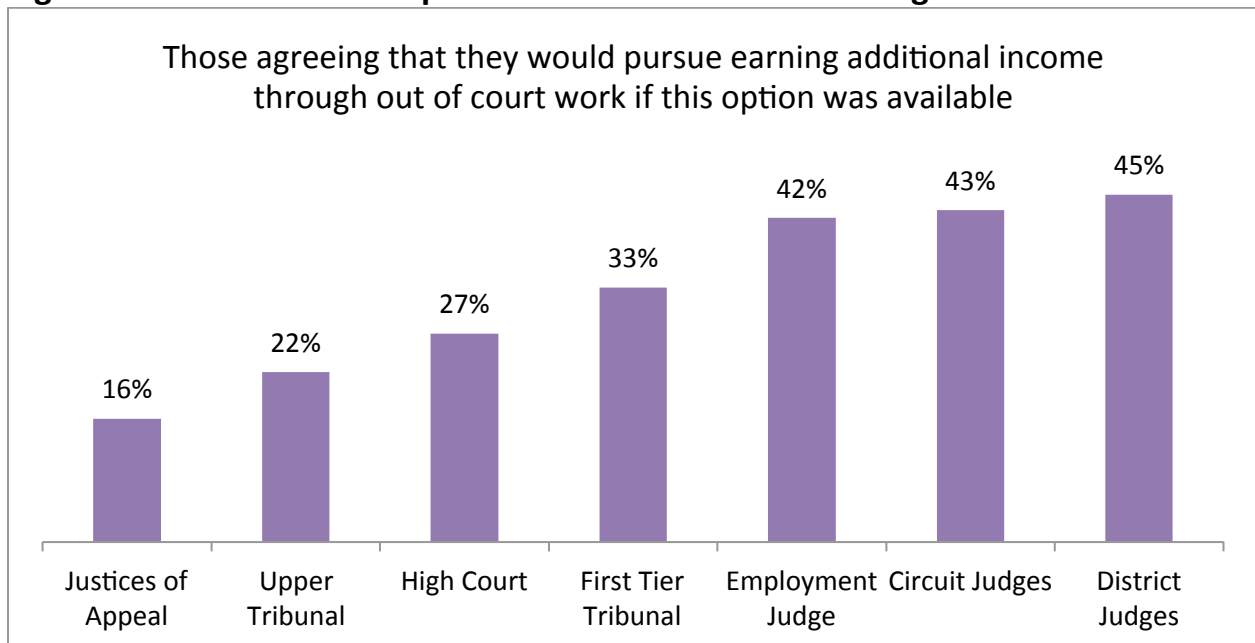
5.4 Additional earnings

Judges were asked to respond to the statement: *If I could earn additional income through out of court work I would pursue this option.*

There were differences of view between the different judicial post holders on whether they would pursue earning additional income through out of court work.

- Those judges at the more senior levels of the judiciary were most likely not to agree that they would pursue earning additional income through out of court work if they were allowed to do this.
- The lowest level of agreement was amongst Justices of Appeal (16%), Upper Tribunal Judges (22%) and High Court Judges (27%).
- Almost half of all District Judges, Circuit Judges and Employment Judges said they would consider this option if it were available to them.

Figure 35: Whether would pursue additional income through out of court work



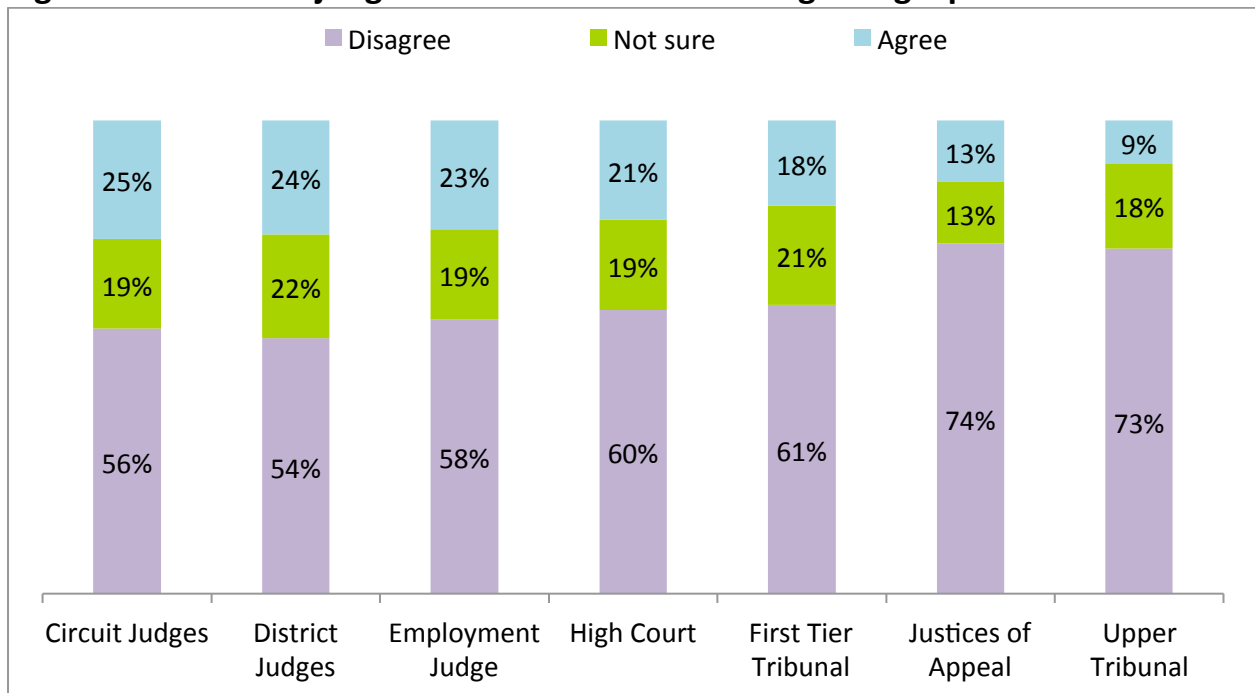
5.5 Return to Practice

Judges were asked to respond to the statement: *If the “no return to practice” rule did not exist, I would consider leaving the judiciary to go back to some kind of legal practice.*

While a majority of judges in all posts said they would not leave the judiciary to go back to some kind of legal practice if the “no return to practice” rule did not exist, there are notable proportions of judges in specific posts that either would or might consider this option if it was available:

- 46% of District Judges
- 44% of Circuit Judges
- 42% Employment Judges
- 40% of High Court Judges

Figure 36: Whether judges would consider returning to legal practice

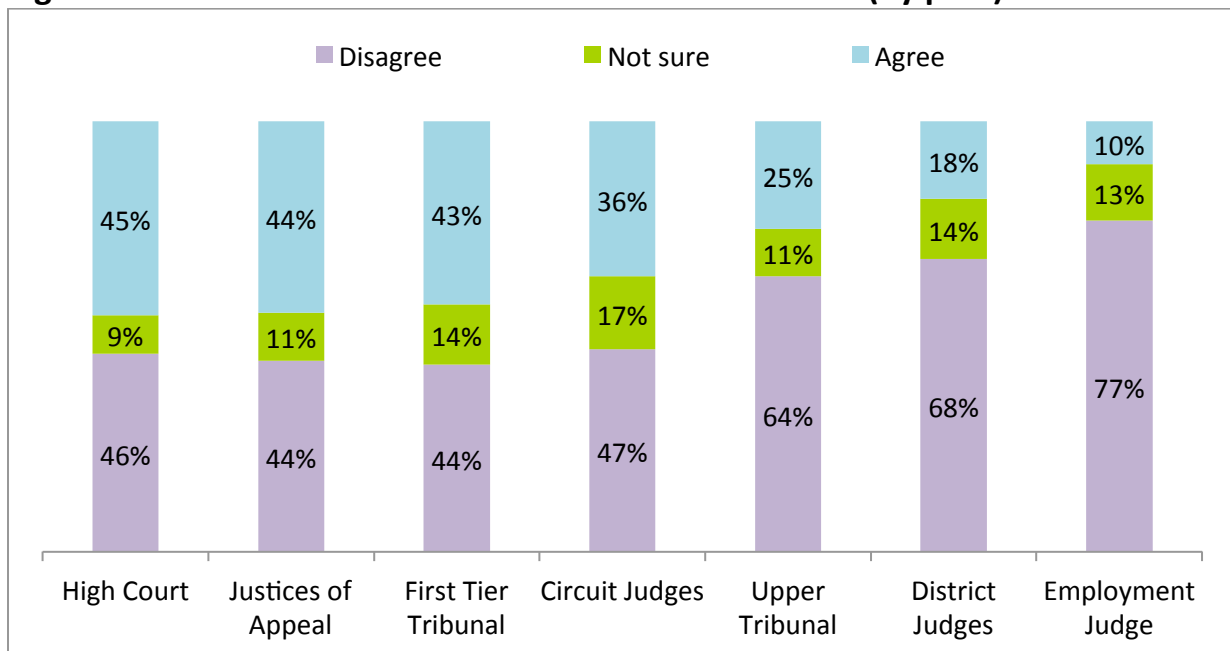


5.6 Out of hours work

Judges were asked to respond to the statement: *Salary is not the issue. It is the amount of out of hours work required to do the job that affects me.*

- The judges who said that out of hours work was an issue that affected them included High Court (45%), Justices of Appeal (44%) and First Tier Tribunal Judges (43%).
- A majority of Upper Tribunal, District and Employment Judges disagreed that out of hours work was the issue for them.
- Circuit Judges were more evenly split, with 47% disagreeing but 36% agreeing.

Figure 37: Whether out of hours work is the main issue (by post)



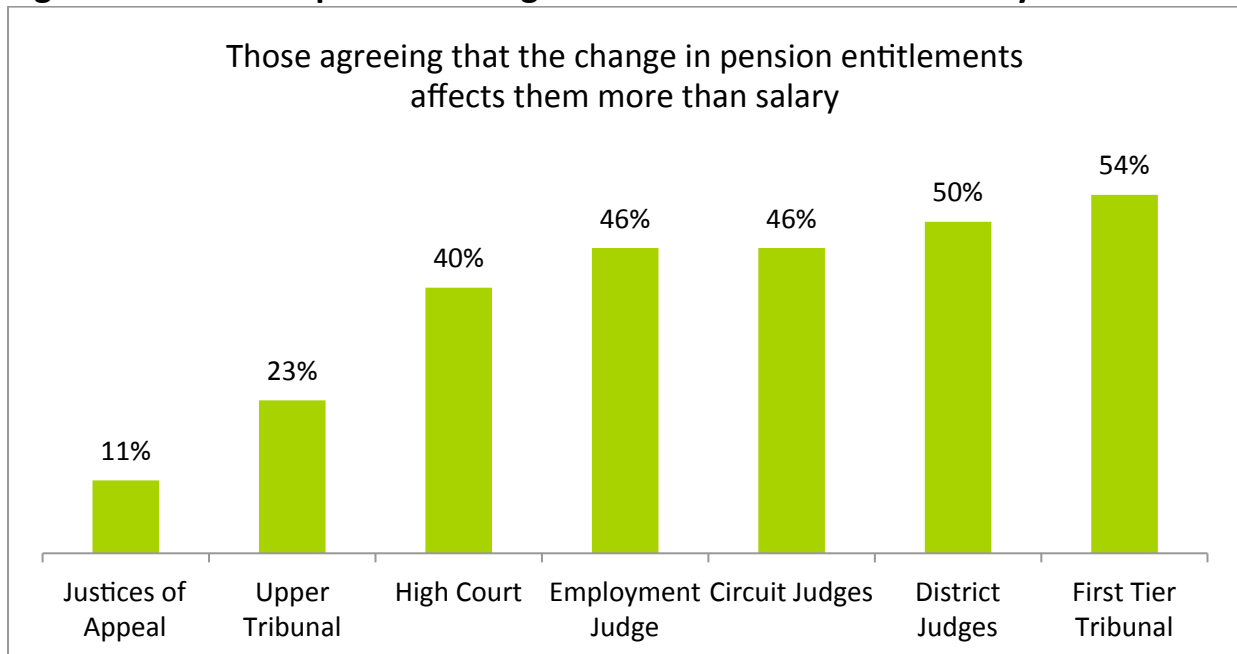
5.7 Impact of pension changes

Judges were asked to respond to the statement: *Salary is not the issue. It is the change in pension entitlements that affects me.*

Certain judicial post holders feel more than other post holders that the changes to pension entitlements has negatively impacted on them:

- A majority of First Tier Tribunal (54%) and District Judges (50%) agreed that it is not salary but the change in pension entitlement that affects them the most.
- Only 11% of Justices of Appeal and 23% of Upper Tribunal Judges agreed with this view.

Figure 38: Whether pension changes affect them more than salary issues.

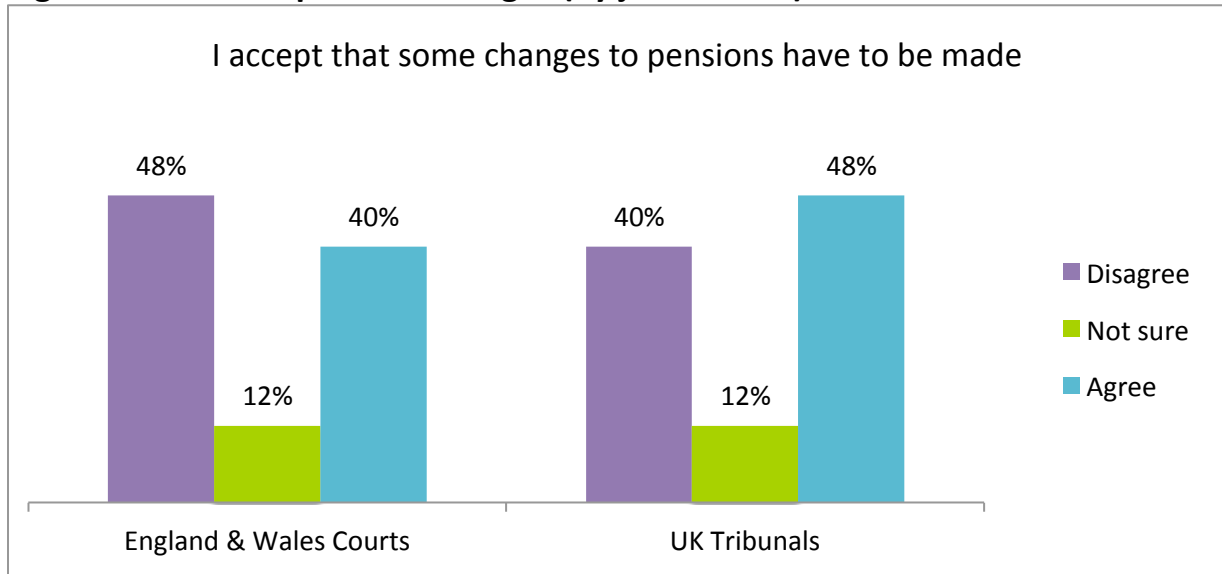


5.8 Necessity for changes to pension

Judges were asked to respond to the statement: *I accept that some changes to pension entitlements have to be made.*

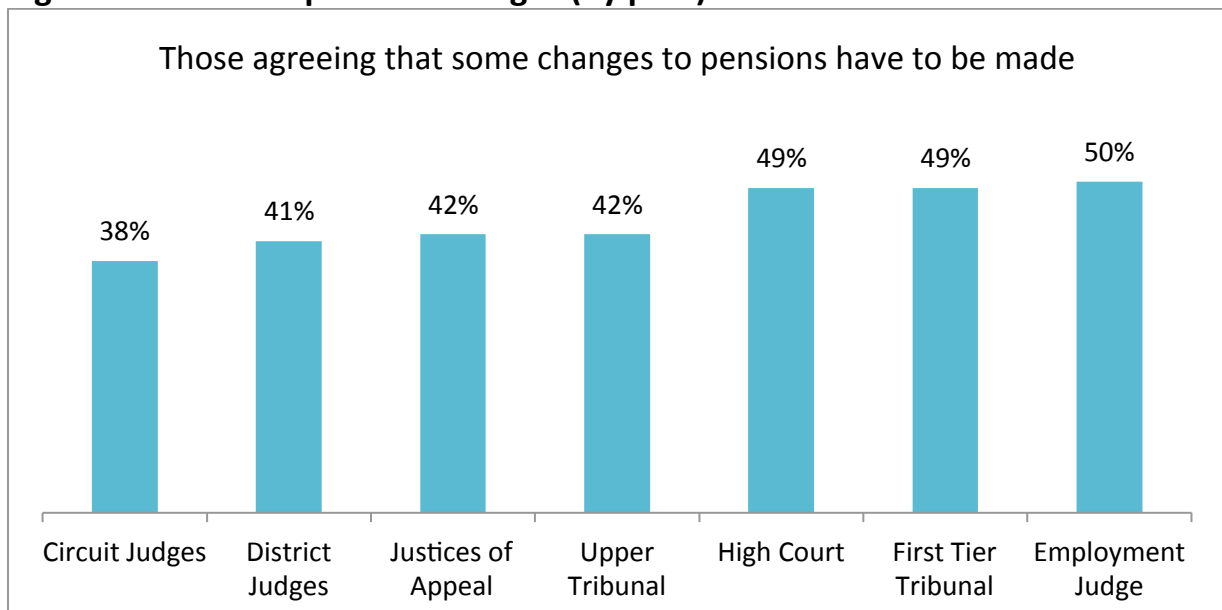
There were differences of view between the courts and tribunals judiciary about the need for some changes to pension entitlements, with more UK tribunal judges accepting this (48%) than England and Wales courts judiciary (40%).

Figure 39: View of pension changes (by jurisdiction)



But when the responses are broken down by judicial post, a more nuanced picture emerges.

Figure 40: View of pension changes (by post)



Some courts judiciary agreed more than others that some changes to pensions have to be made:

- Almost half of all High Court Judges (49%) agreed that some changes have to be made compared with only 38% of Circuit Judges.

Some tribunal judges also agreed more than others that some changes to pensions have to be made:

- Half of all Employment Judges (50%) and 49% of First Tier Tribunal judges agreed, but only 42% of Upper Tribunal Judges agreed.

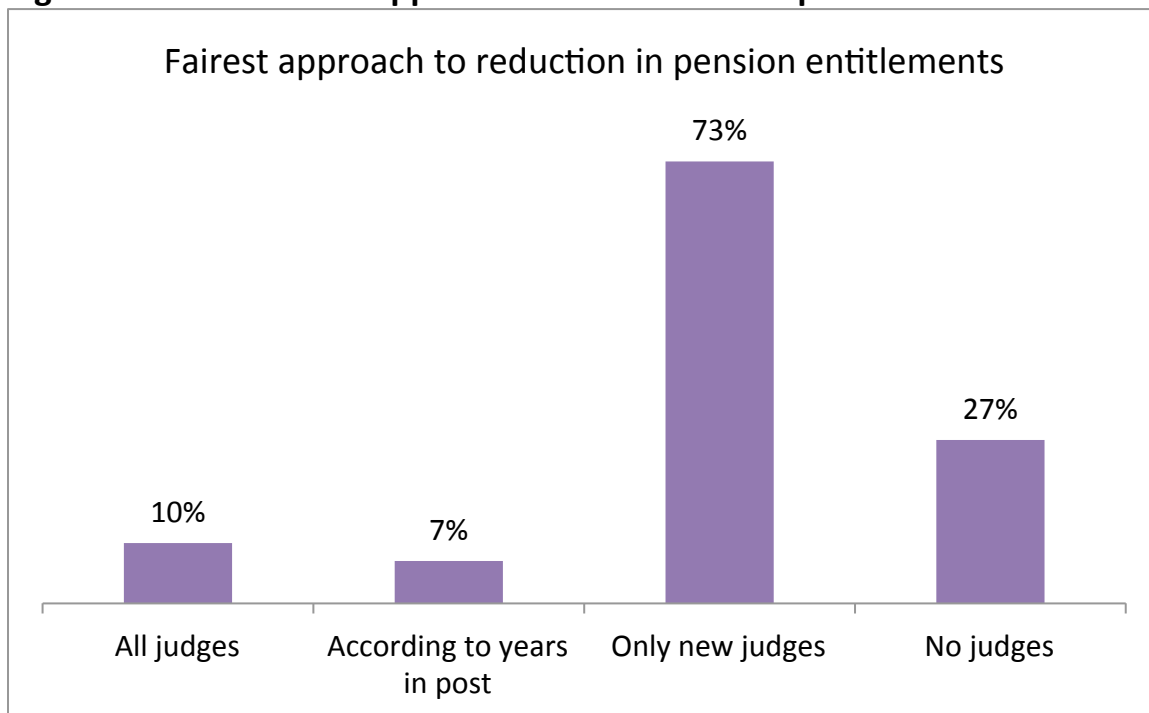
5.9 Approaches to changes in pension entitlements

Judges were asked the following: “Given the current economic situation, which of the following approaches to judicial pension entitlements would you accept as fair?”

- Reductions for all judges regardless of when they joined the judiciary
- Reductions based on the number of years service
- Reduction only for new judges entering the judiciary
- No reductions at all for any judges

Almost three-quarters (73%) of judges felt that the fairest approach would be reductions only for new judges entering the judiciary. There were no major differences in view between courts and tribunals or judicial posts.

Figure 41: Views of fair approaches to reduction in pension entitlements



NOTE: Totals exceed 100% because judges could choose multiple options

6. Training and personal development

6.1 Satisfaction with opportunities

Judges were asked to indicate their level of satisfaction in a number of aspects of their judicial work and opportunities available to them in their current post.

The areas where a majority of judges are clearly satisfied include:

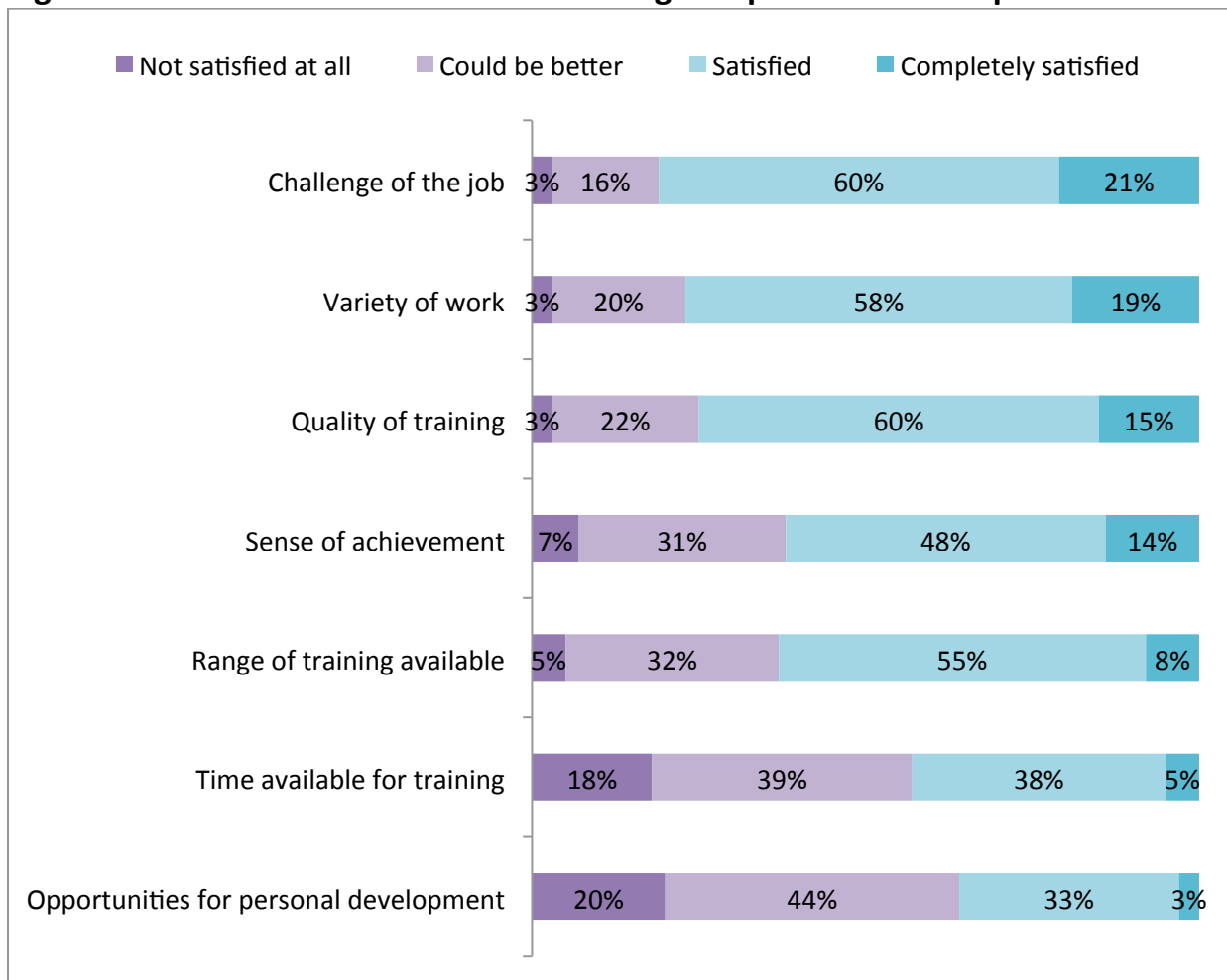
- Challenge of the job (81%)
- Variety of work (77%)
- Quality of training (75% satisfied)

The areas where a majority of judges are not satisfied include:

- Opportunities for personal development (64% not satisfied)
- Time available to undertake training (57% not satisfied)

There were also areas where views were divided, including the range of training available (63% satisfied, but more than a third not satisfied), and the sense of achievement in the job (62% satisfied, but more than a third not satisfied).

Figure 42: Judicial satisfaction with training and personal development



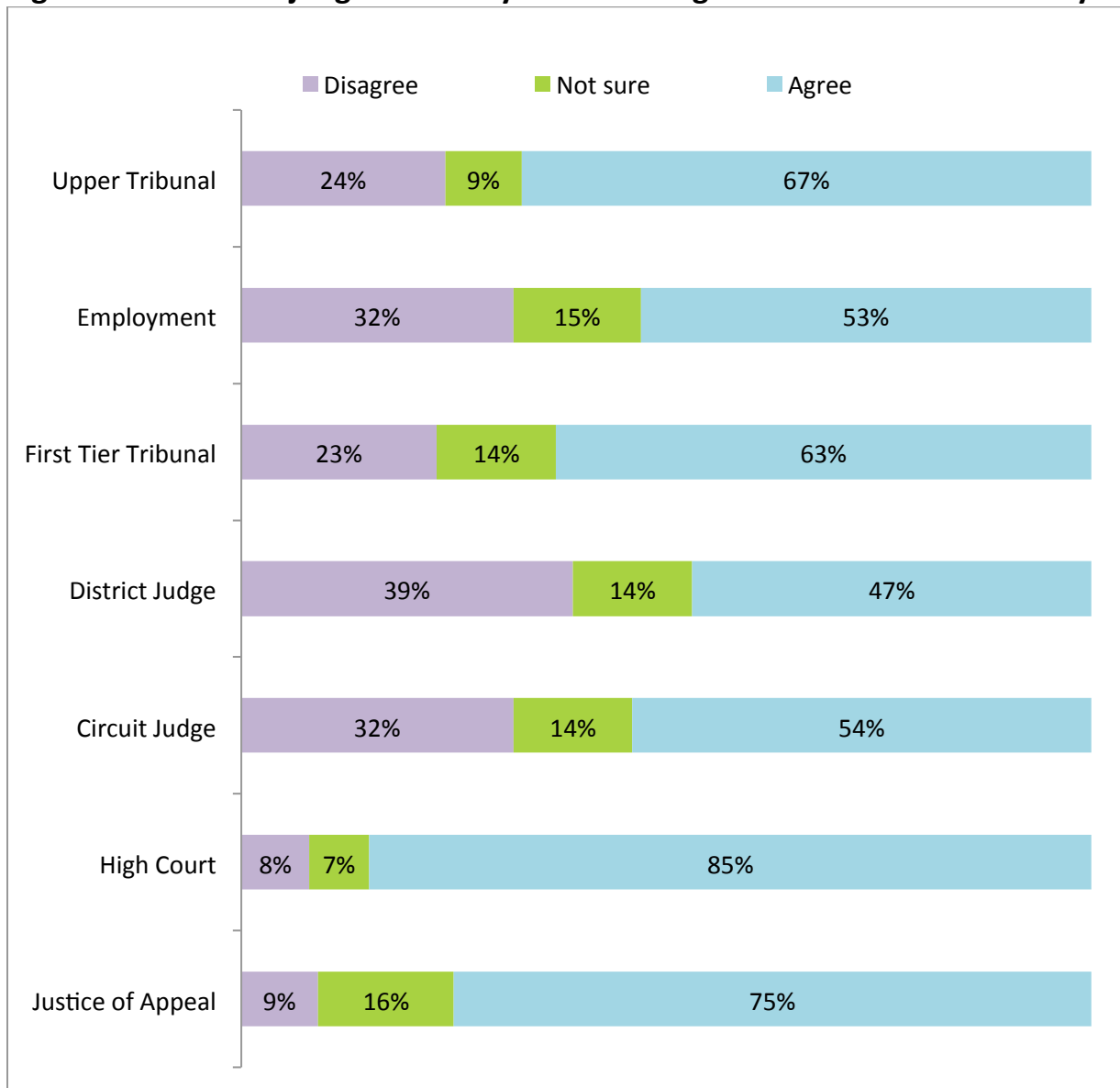
6.2 Use of talents

Judges were also asked to respond to the statement: *In my judicial role I am encouraged to use my talents to the full.*

Some clear differences emerged on this issue according to judicial post.

- District judges, Employment Judges and Circuit Judges were least likely to feel they are encouraged to use their talents to the full in their judicial role, with not even a majority of District judges agreeing with this view (46%) and only a bare majority of Circuit judges (54%) and Employment judges (53%) agreeing.
- High Court judges were most likely to feel they are encouraged to use their talents (83%), followed by Lord and Lady Justices of Appeal (75%), Upper Tribunal (67%) and First Tier Tribunal Judges (63%).

Figure 43: Whether judges feel they are encouraged to use their talents fully



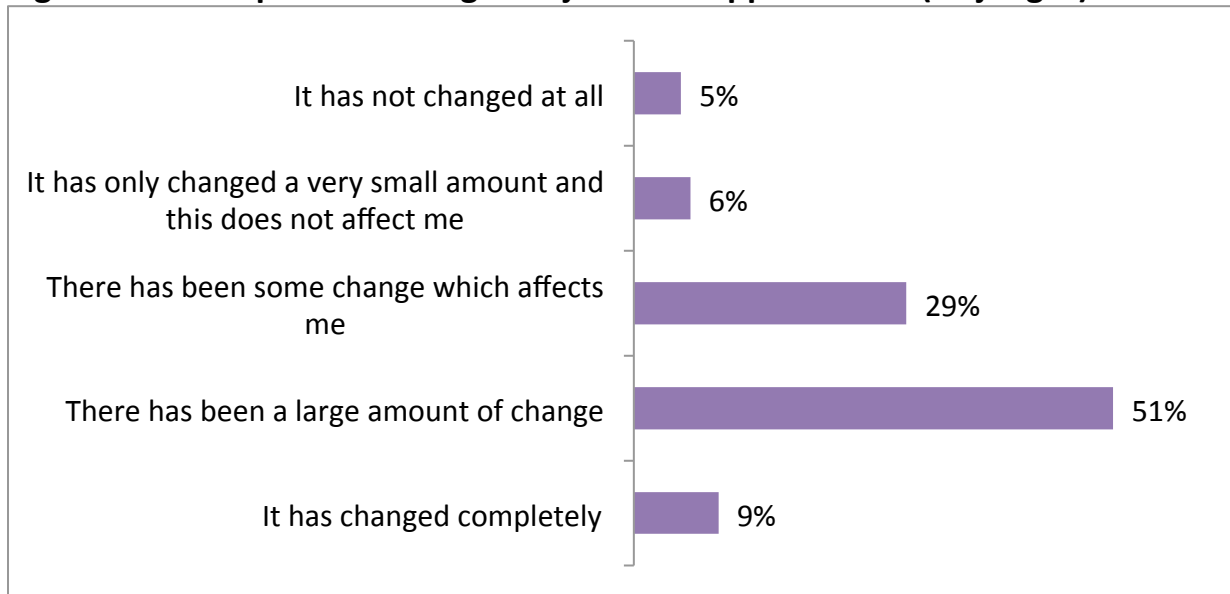
7. Change in the judiciary

A number of questions explored judges' views about change in the judiciary.

7.1 Change since appointment

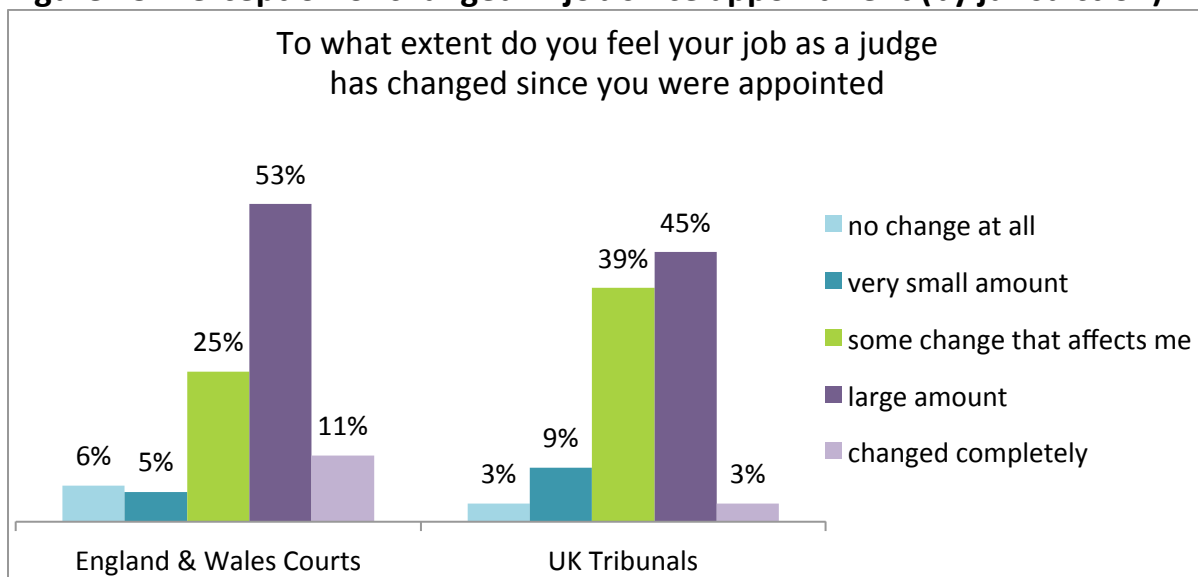
To begin with judges were asked: *To what extent do you feel that your job as a judge has changed since you were appointed?*

Figure 44: Perception of changed in job since appointment (all judges)



Almost all judges (89%) feel the job has changed since they were appointed in ways that affect them, with 60% of judges saying there has been either a large amount of change or that their job as a judge has changed completely. But there were some differences between the courts and tribunals judiciary (Figure 45).

Figure 45: Perception of changed in job since appointment (by jurisdiction)



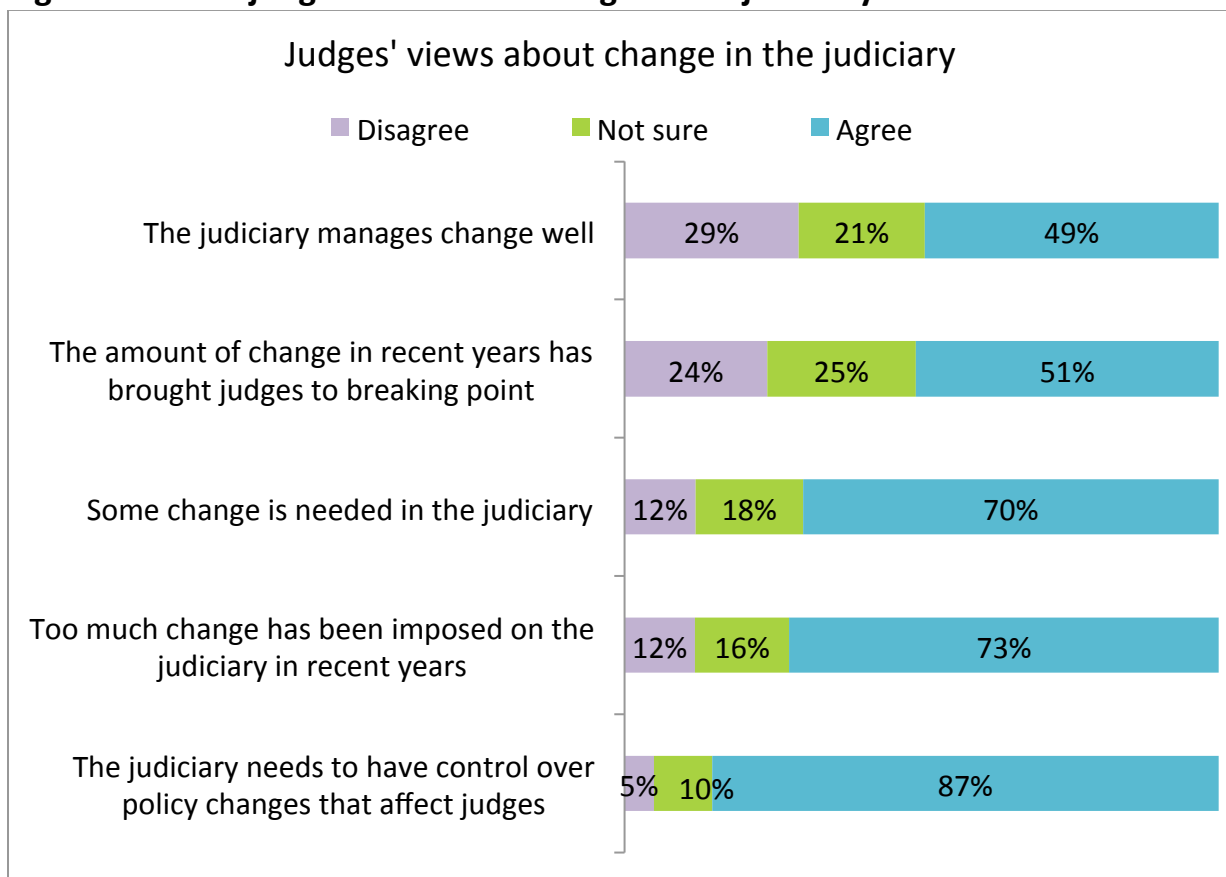
In the courts judiciary, two-thirds of judges feel that the job has changed a large amount (53%) or completely (11%). Tribunal judges feel less change has occurred in their judicial roles, with most saying some change (39%) or a large amount of change (45%) has occurred, but only 3% saying it has changed completely.

7.2 General views of change in the judiciary

Judges were then asked to respond to a number of statements about change in the judiciary. Clear attitudes emerged on three aspects of change:

- Almost all judges (87%) feel that the judiciary needs control over changes affecting judges.
- Almost three quarters (73%) believe too much change has been imposed on the judiciary in recent years.
- While most judges (70%) accept that some change is needed in the judiciary, just over a majority (51%) feel that the amount of change in recent years has brought judges to breaking point.
- Judges were divided over whether the judiciary manages change well.

Figure 46: How judges feel about change in the judiciary



There were two aspects of change where differences emerged either between courts and tribunal judges or by judges in different posts:

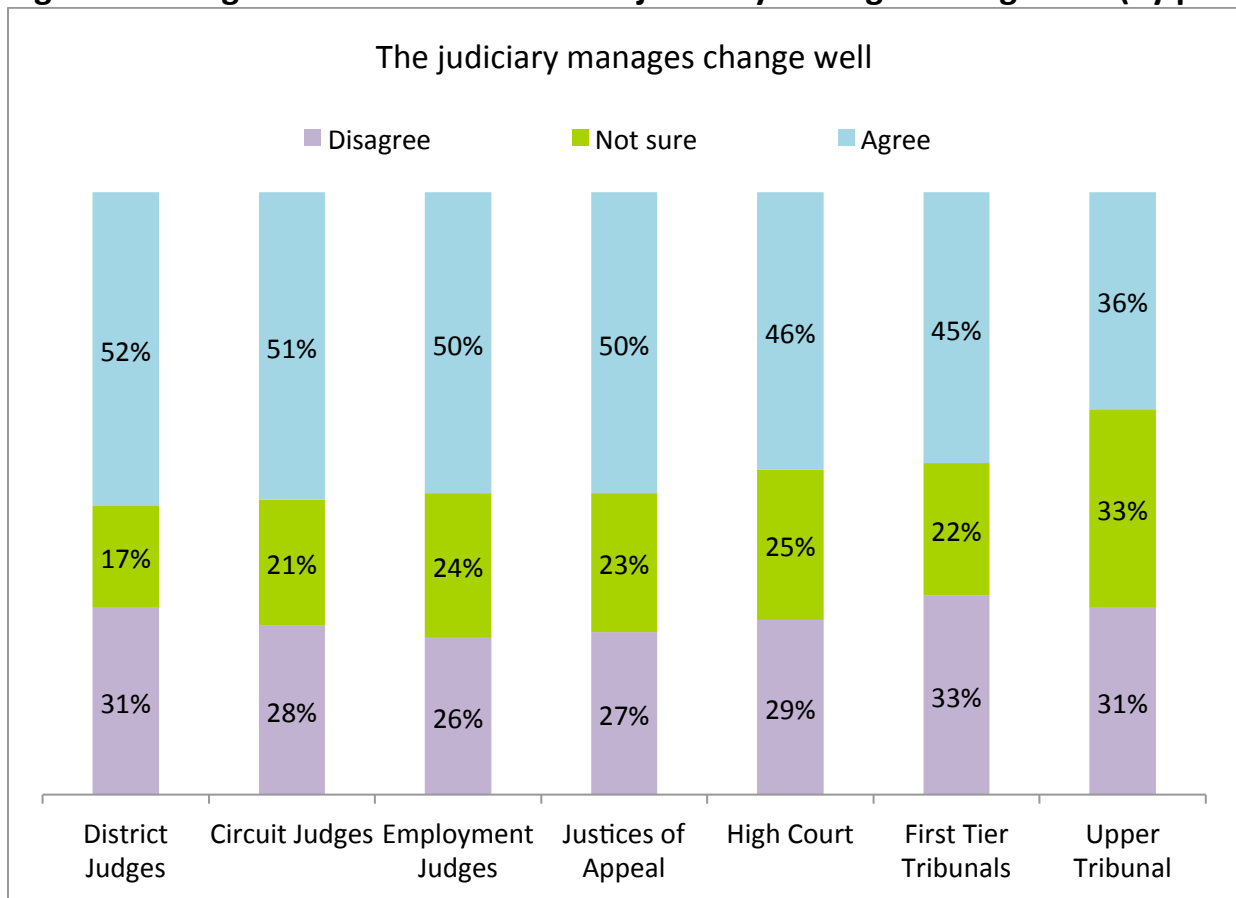
- how the judiciary manages change
- the effect of the amount of change in recent years

7.3 How the judiciary manages change

There were some differences of view by post on whether the judiciary manages change well:

- A majority (albeit a slim majority between 50-52%) of District Judges, Circuit Judges, Employment Judges and Justices of Appeal agree that the judiciary manages change well.
- Approximately a third of High Court, First Tier Tribunal and Upper Tribunal Judges disagreed.

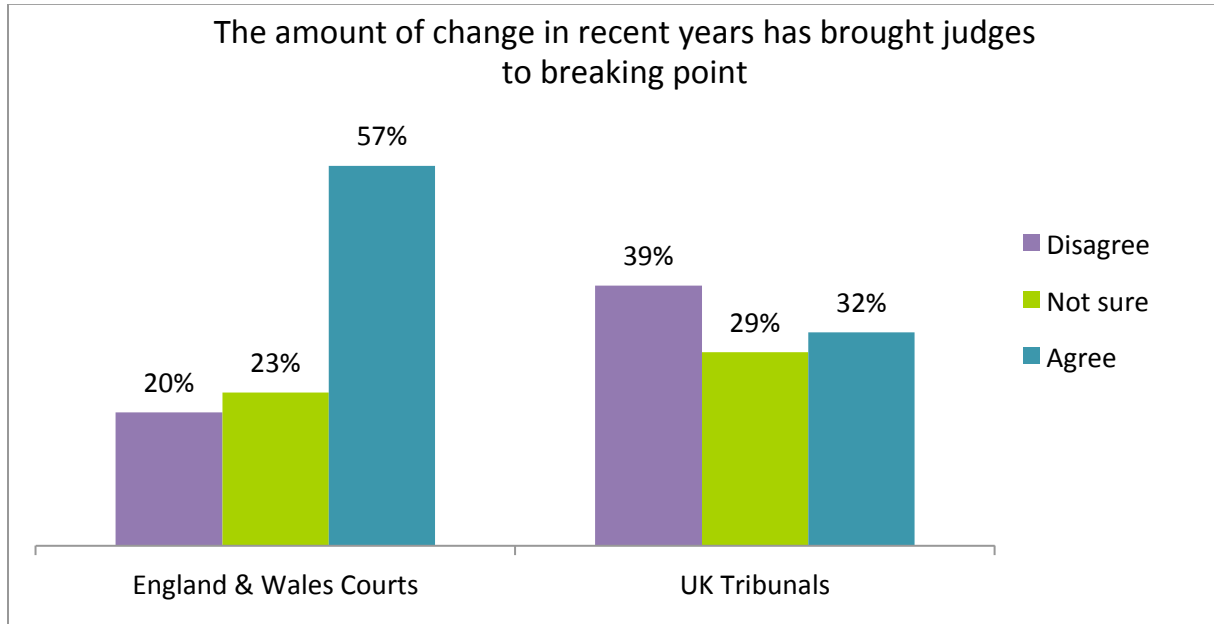
Figure 47: Judges' views on whether the judiciary manages change well (by post)



7.4 Amount of change

While a majority of the courts judiciary feel the amount of change in recent years has brought judges to breaking point, only a third of tribunal judges agree.

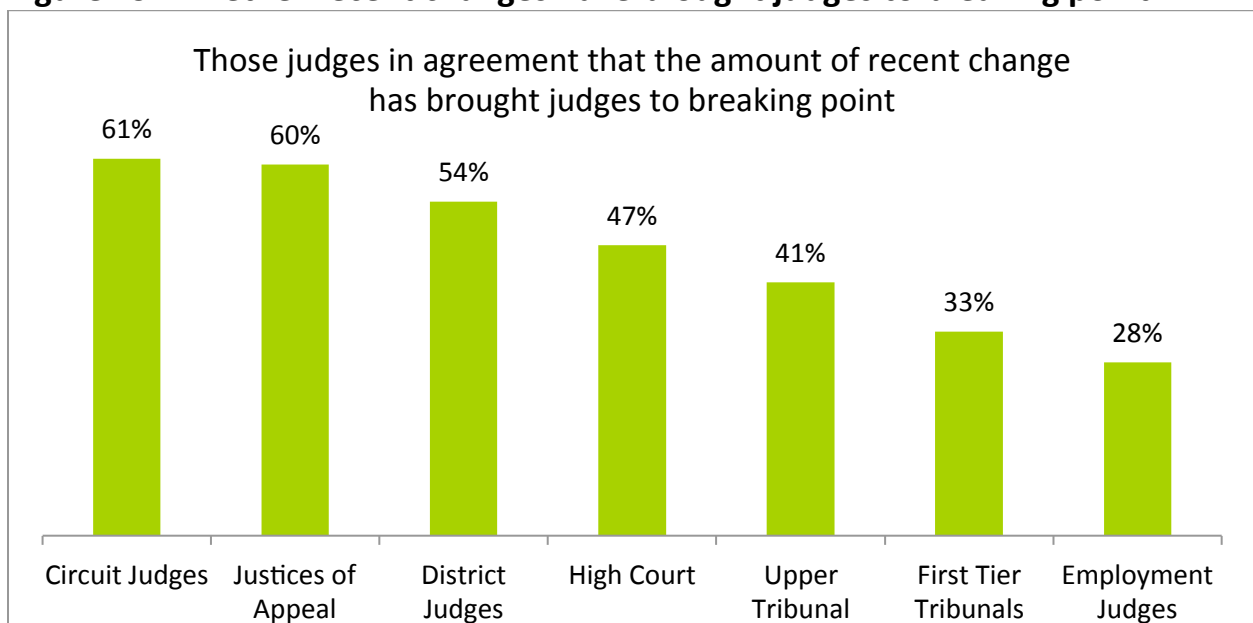
Figure 48: Judges' view of the impact of recent changes



This difference of view is reflected in almost all individual judicial posts:

- A majority of judges in each of the posts in the courts judiciary (with the exception of the High Court) feel the amount of recent change has brought judges to breaking point, but less than a majority agree with this view in all tribunal posts.

Figure 49: Whether recent changes have brought judges to breaking point



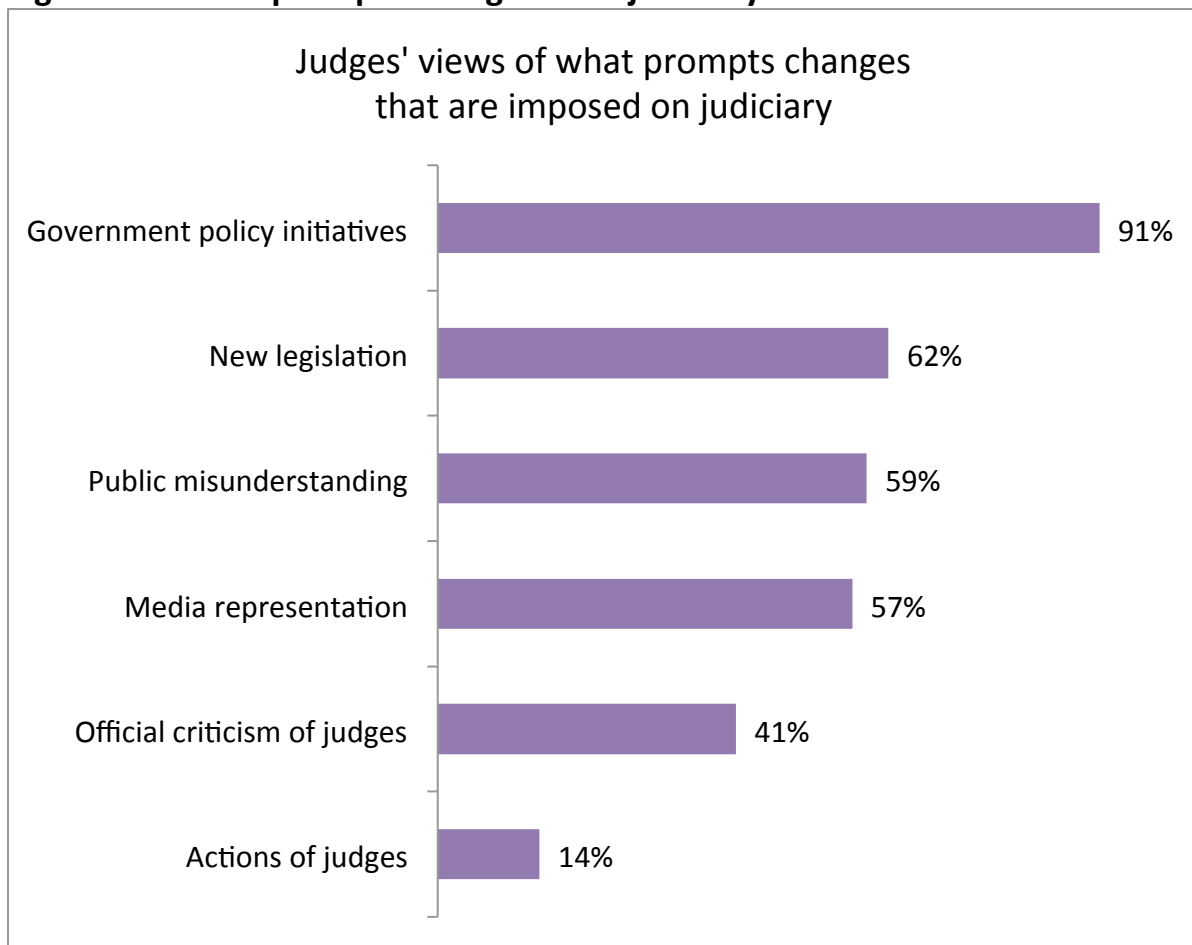
7.5 Drivers for change in the judiciary

Judges were asked: *What factors do you feel prompt changes that are imposed on the judiciary?*

Almost all judges (91%) see government policy initiatives as the primary driver of change in the judiciary.

- Just under two-thirds (62%) see change coming about as a result of new legislation.
- Over half of all judges also see media representation of judges (56%) and public misunderstanding of the judiciary (59%) as driving change.

Figure 50: What prompts change in the judiciary?



8. Future planning

In this section of the survey, judges were asked about factors they feel will present the judiciary with the biggest challenges in the near future, whether they had any intentions of leaving the judiciary early, and what factors would either encourage them to remain in the judiciary or make them more likely to leave early.

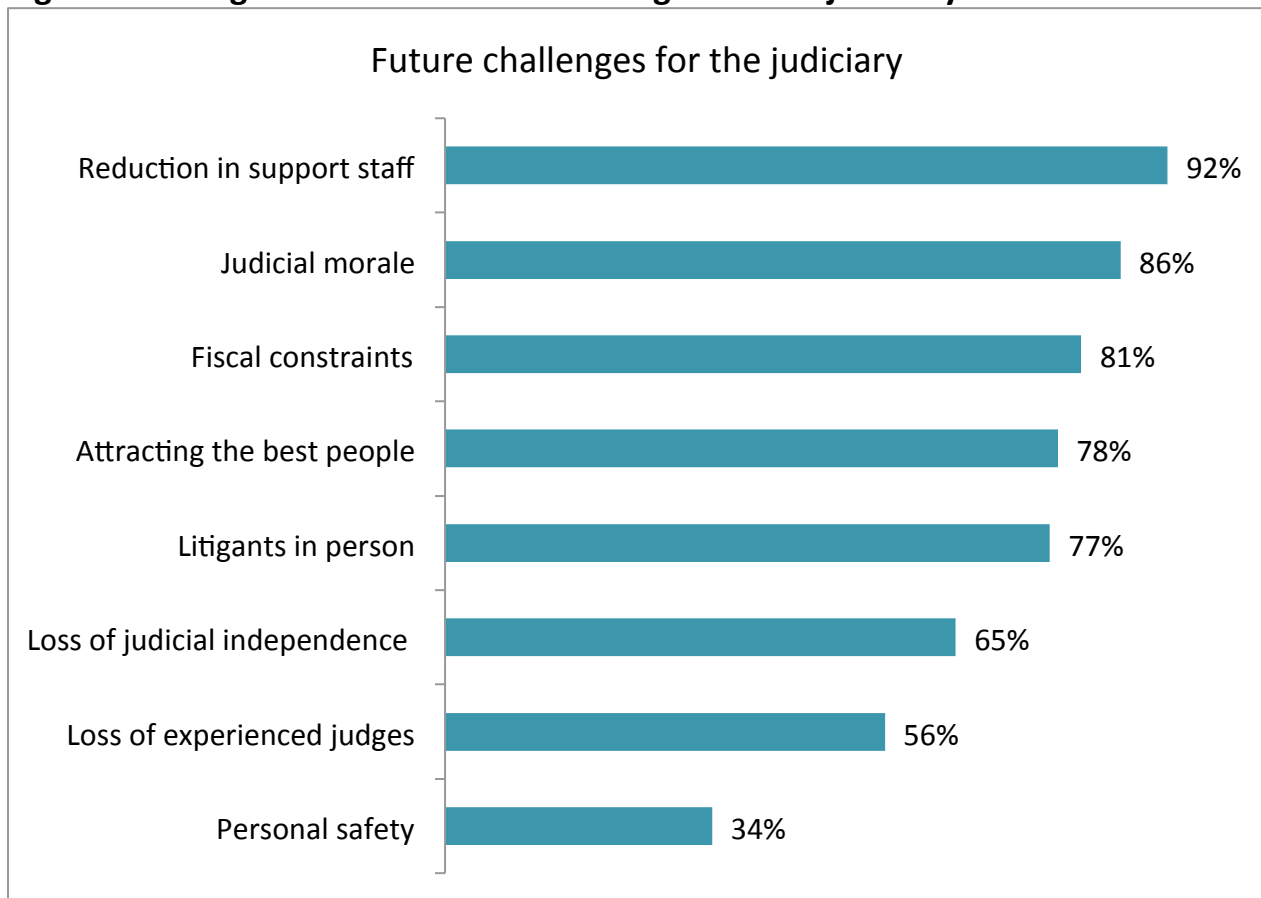
8.1 Future challenges

An overwhelming majority of judges identified the following as the main future challenges for the judiciary:

- reduction in support staff (92%), judicial morale (86%), fiscal constraints (81%), attracting the best people to the judiciary (78%) and litigants in person (77%).

A smaller majority of judges also identified the loss of judicial independence (65%) and loss of experienced judges (56%) as future challenges.

Figure 51: Judges' views of future challenges for the judiciary



8.2 Early departure from the judiciary

Judges were asked: *Might you consider leaving the judiciary in the next 5 years other than by reaching full retirement age?*

Of those judges that will not reach full retirement age within the next 5 years, almost a third (31%) said they would consider leaving the judiciary early in the next 5 years, with almost a further quarter (22%) currently undecided.

Figure 52: Judicial intentions to remain in post in the next 5 years

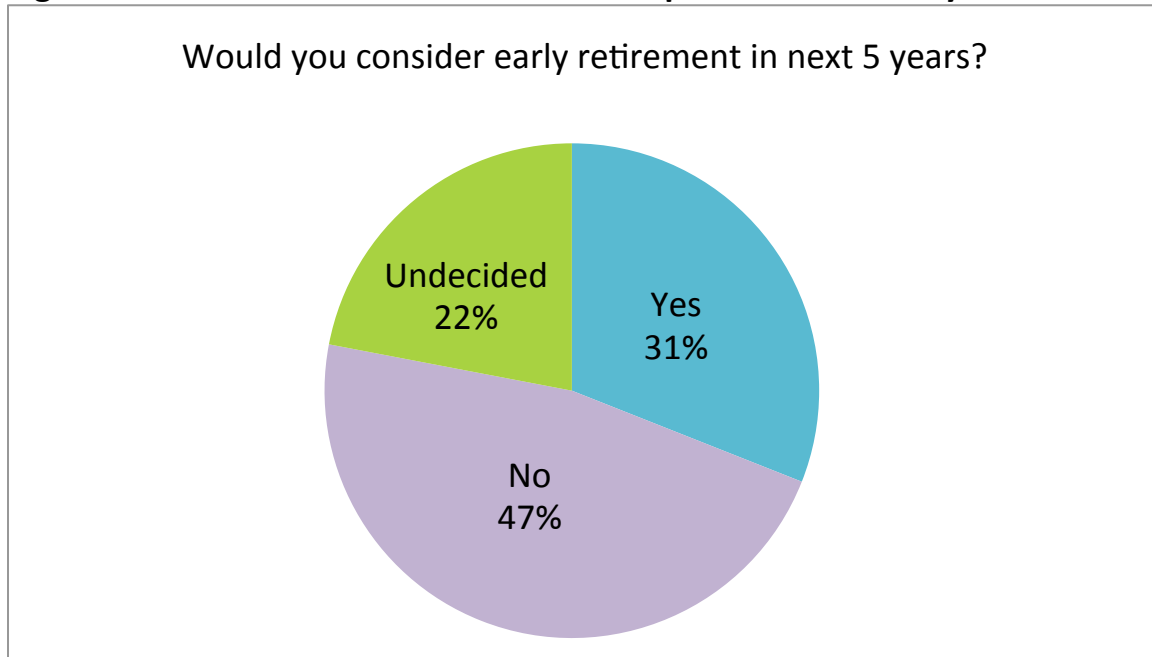


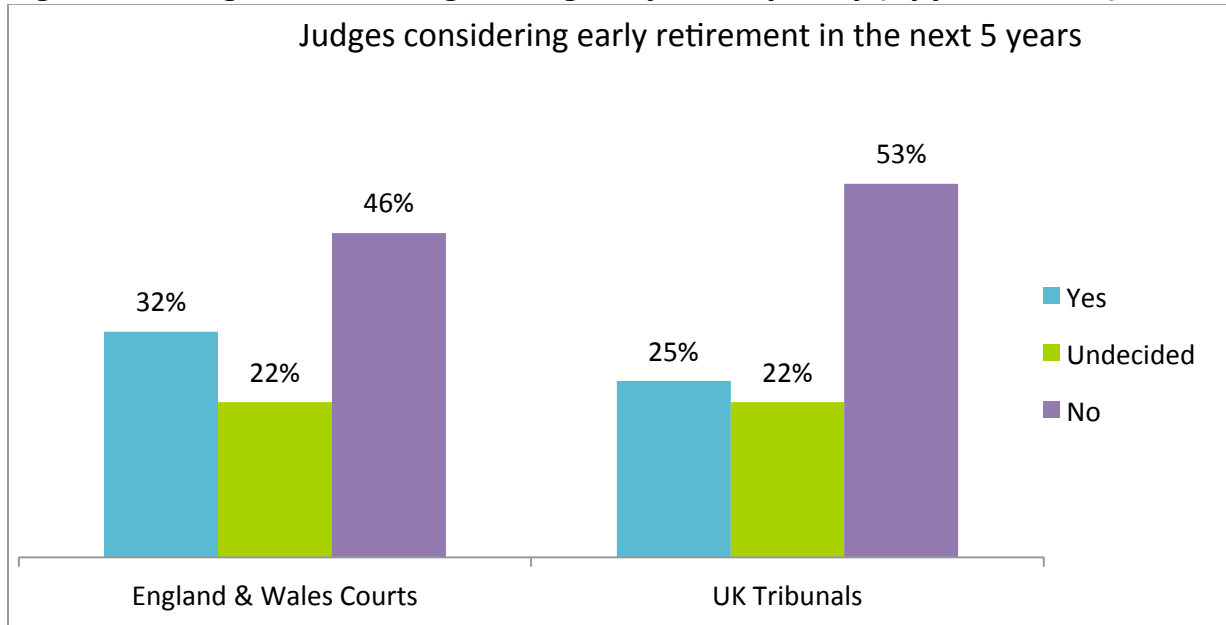
Table 3: Retirement intentions by age

<i>Judicial retirement intentions</i>	<i>Number</i>	<i>Age range</i>	<i>Mean age</i>
Considering leaving early	400	41 - 68	57.9
Undecided	286	35 - 68	55.2
Not considering leaving early	614	33 - 70	54.9
Will reach retirement in next 5 years	231		

Amongst those judges who are considering leaving the judiciary early, there are distinct differences by both jurisdiction and judicial post.

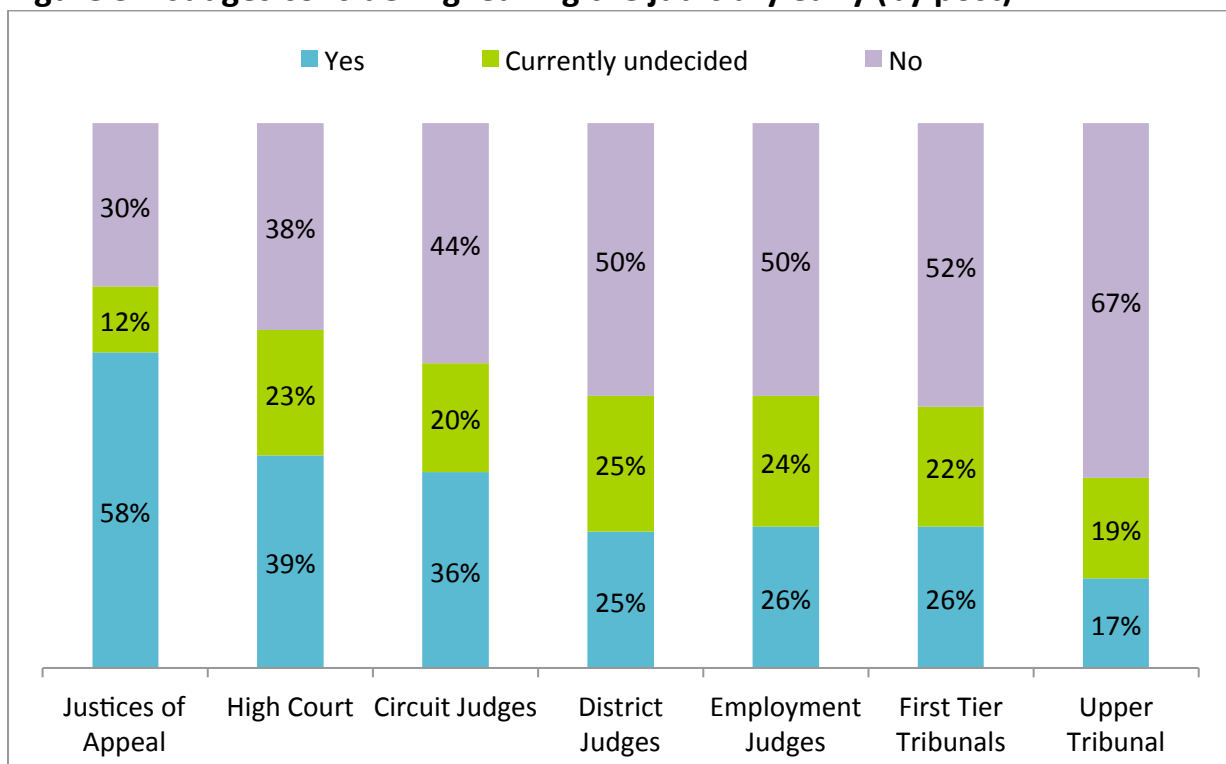
- A third of the courts judiciary (32%) said they would consider leaving early in the next 5 years compared with only a quarter (25%) of the tribunal judiciary.

Figure 53: Judges considering leaving the judiciary early (by jurisdiction)



Over half (58%) of Justices of Appeal and more than a third of High Court (39%) and Circuit Judges (36%) would consider leaving early in the next 5 years.

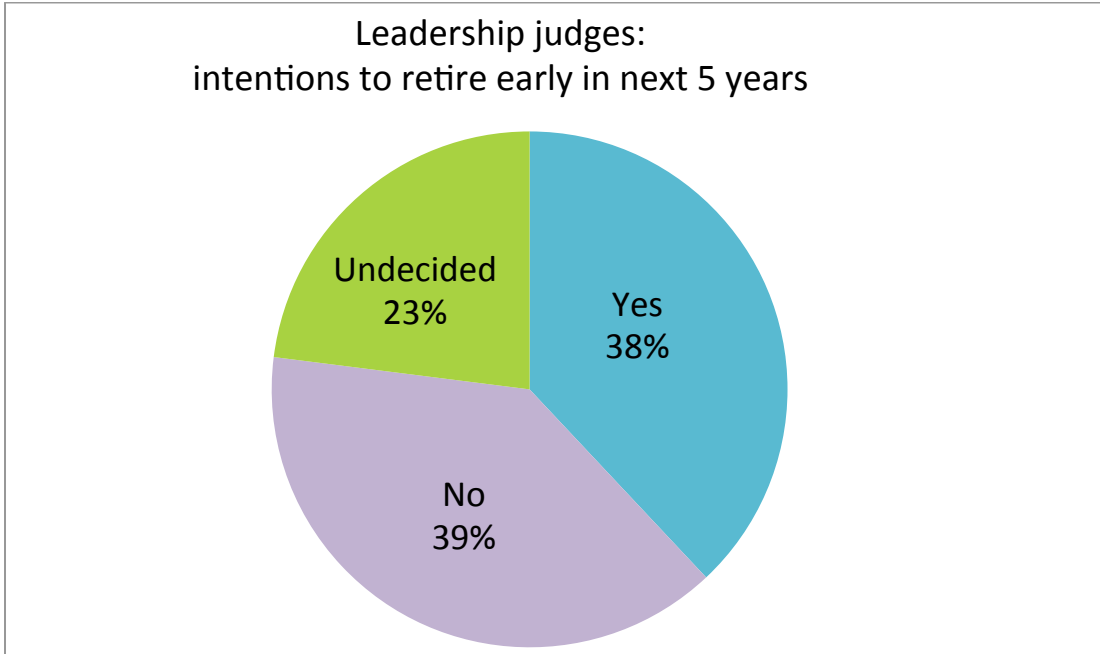
Figure 54: Judges considering leaving the judiciary early (by post)



8.3 Impact of early retirements on judicial leadership

Amongst current leadership judges who will not reach full retirement age in the next 5 years, 38% said that in the next 5 years they would consider leaving the judiciary early, with a further 23% currently undecided.

Figure 55: Leadership judges considering leaving the judiciary early



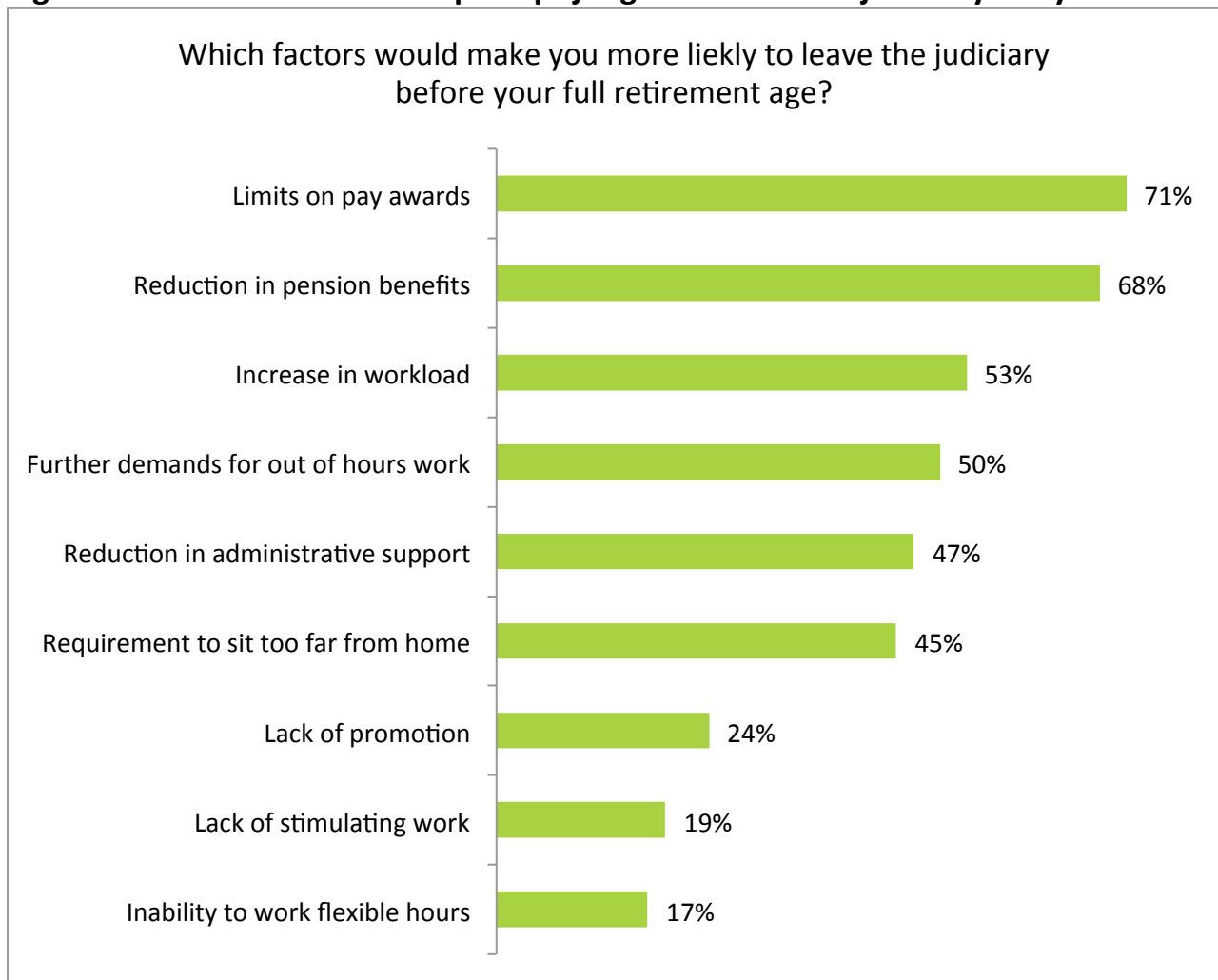
8.4 Drivers for early retirement

Judges were asked to identify those factors that were most likely to prompt them to leave the judiciary before reaching full retirement age.

More than two thirds of all judges said two factors are most likely to prompt them to retire from the judiciary early:

- limits on pay awards (71%)
- reductions in pension benefits (68%).

Figure 56: Factors that would prompt judges to leave the judiciary early



An increase in workload, further demands for out of hour work, reduction in administrative support and the requirement to sit too far from home were also identified by a majority or close to a majority of judges as factors likely to prompt early retirement.

The following breakdown of results for each factor by judicial post highlights how these factors are likely to impact more on some judicial posts than others.

Limits on pay and reduction in pension

A majority of judges in all posts in both the courts and tribunals say they would be prompted to leave the judiciary early by two main factors:

- if there were further limits on pay awards
- reductions in pension benefits.

Figure 57: Proportion that would leave early due to limits on pay awards

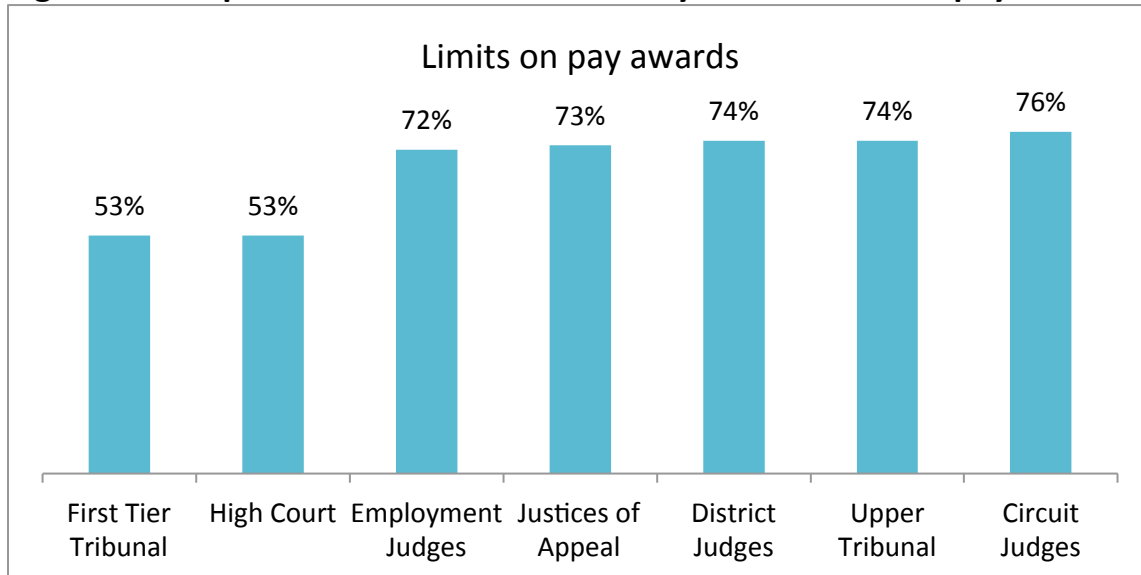
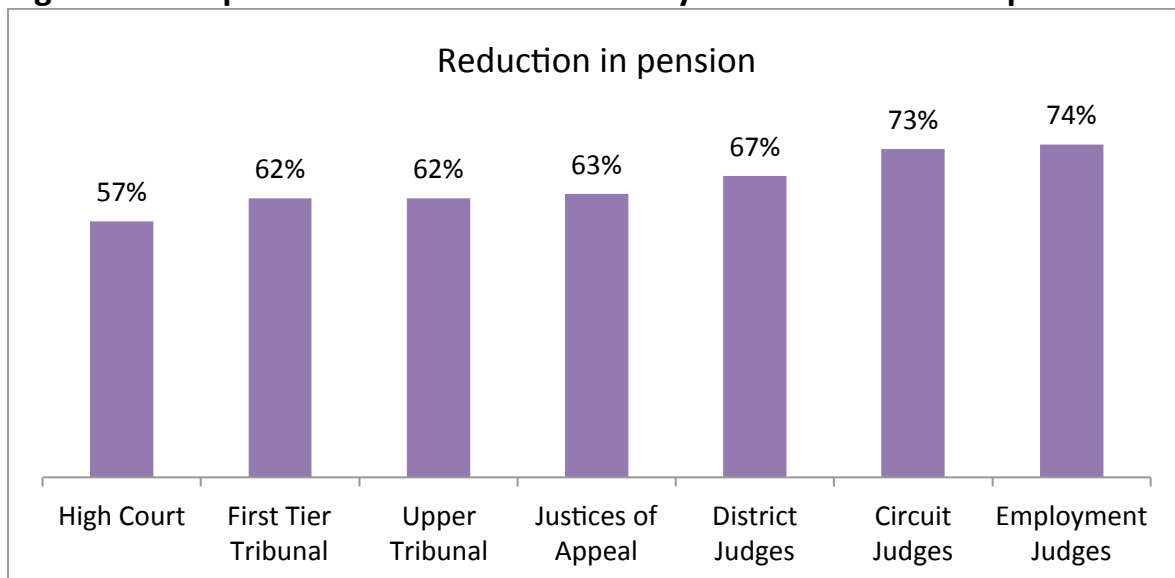


Figure 58: Proportion that would leave early due to reduction in pension



Other early departure factors by judicial post include:

- **Justices of Appeal** say they would be further affected most by: increase in workload, more out of hours work and reduction in administrative support
- **High Court Judges:** more out of hours work, reduction in administrative support and lack of promotion
- **Circuit Judges:** increase in workload, more out of hours work and a reduction in administrative support
- **District Judges:** required to sit too far from home, reduction in administrative support and increase in workload
- **Employment Judges:** requirement to sit too far from home
- **First Tier Tribunal Judges:** more out of hours work and increase in workload
- **Upper Tribunal Judges:** increase in workload and lack of promotion

Figure 59: Proportion that would leave early due to more out of hours work

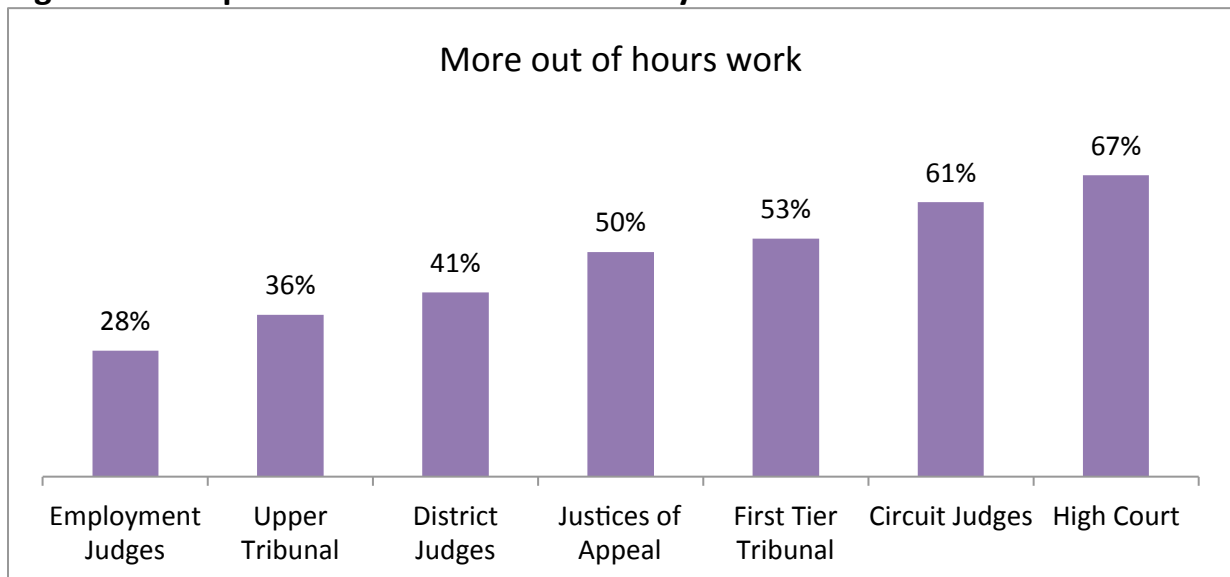


Figure 60: Proportion that would leave early due to increase in workload

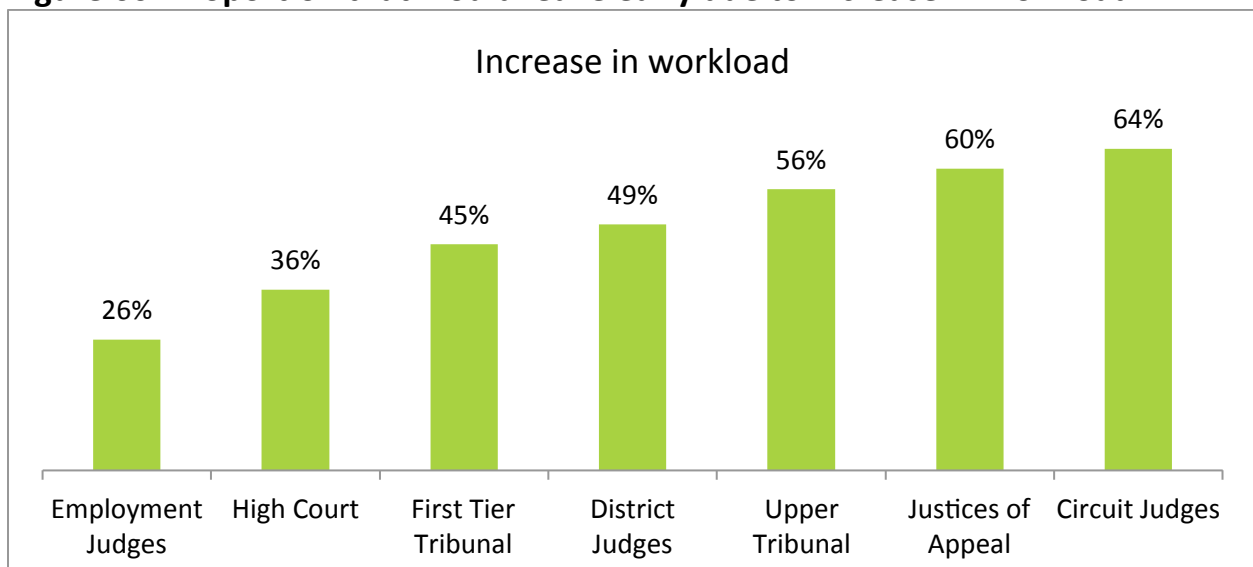


Figure 61: Proportion that would leave early due to reduced admin support

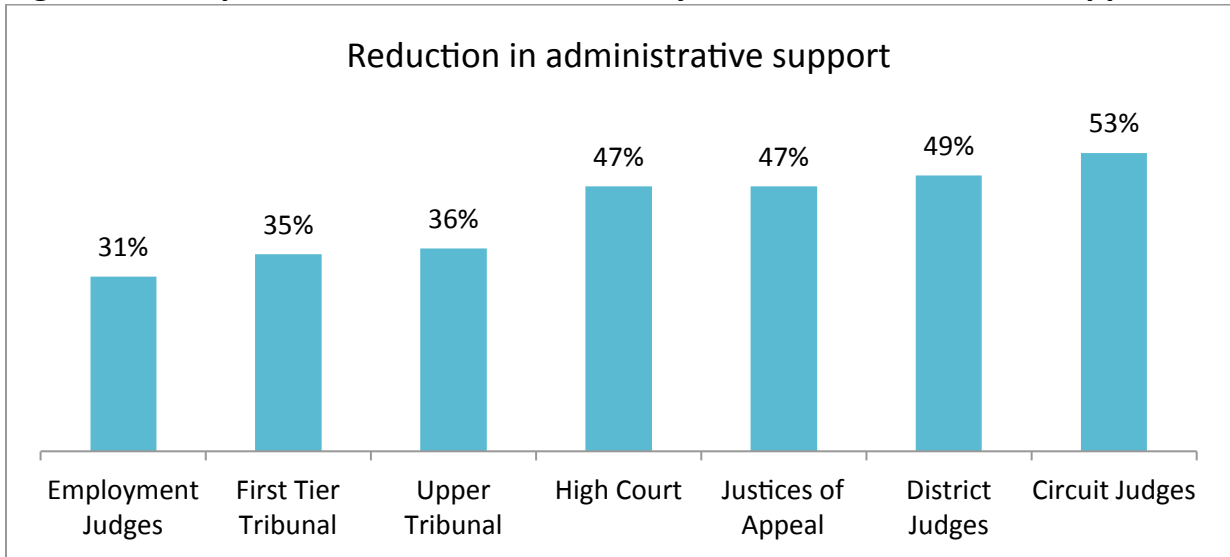


Figure 62: Proportion that would leave early if required to sit too far away

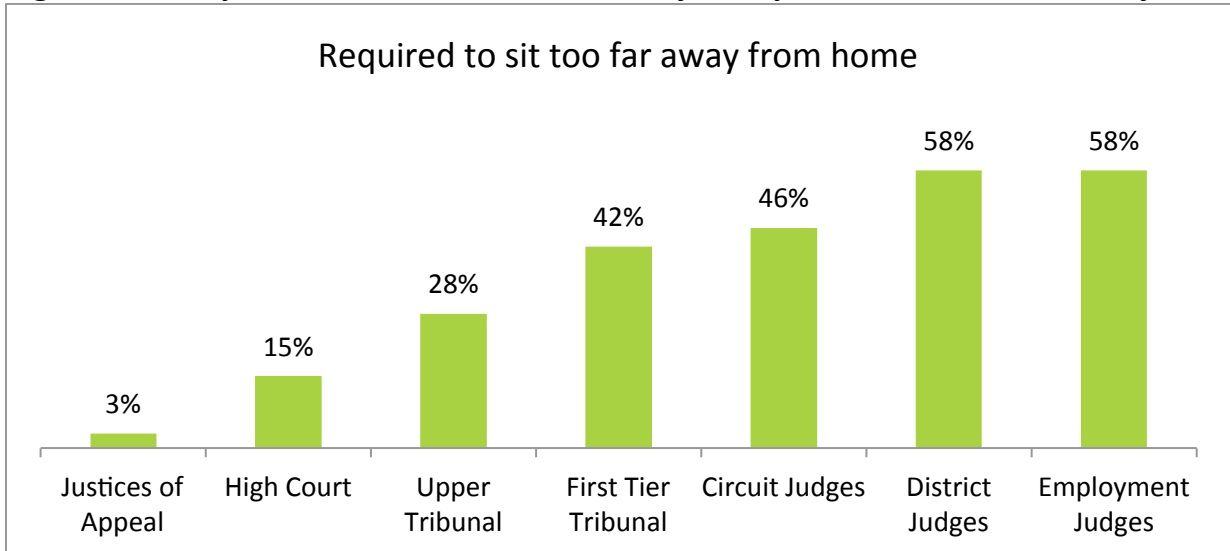
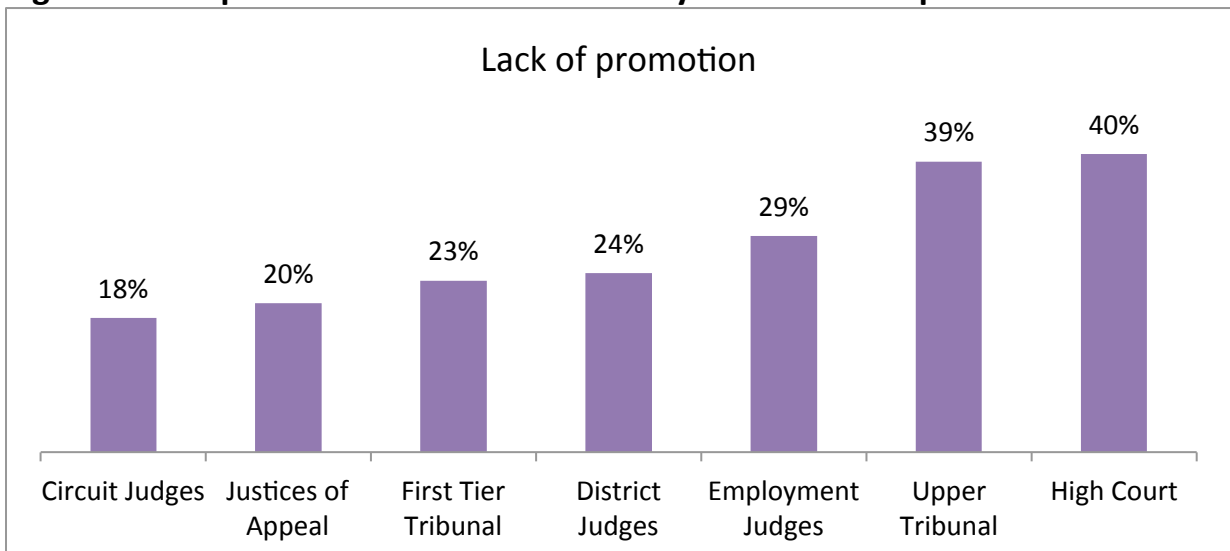


Figure 63: Proportion that would leave early due to lack of promotion



The following two factors were the ones identified as least likely to prompt judges to consider leaving the judiciary early.

Figure 64: Proportion that would leave early due to lack of stimulating work

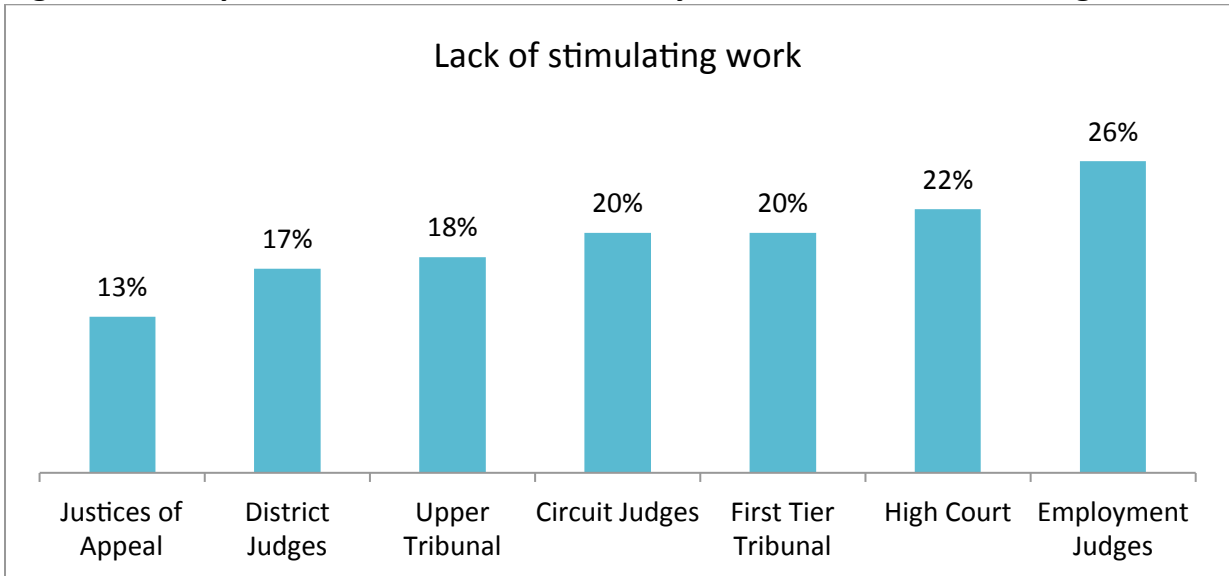
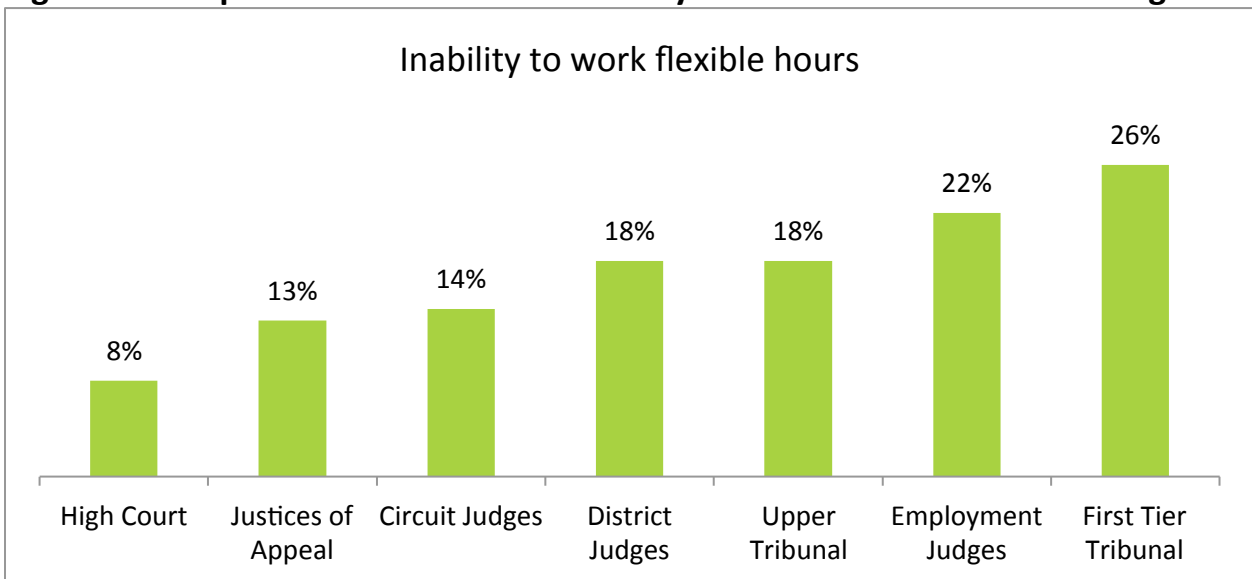


Figure 65: Proportion that would leave early due to lack of flexible working

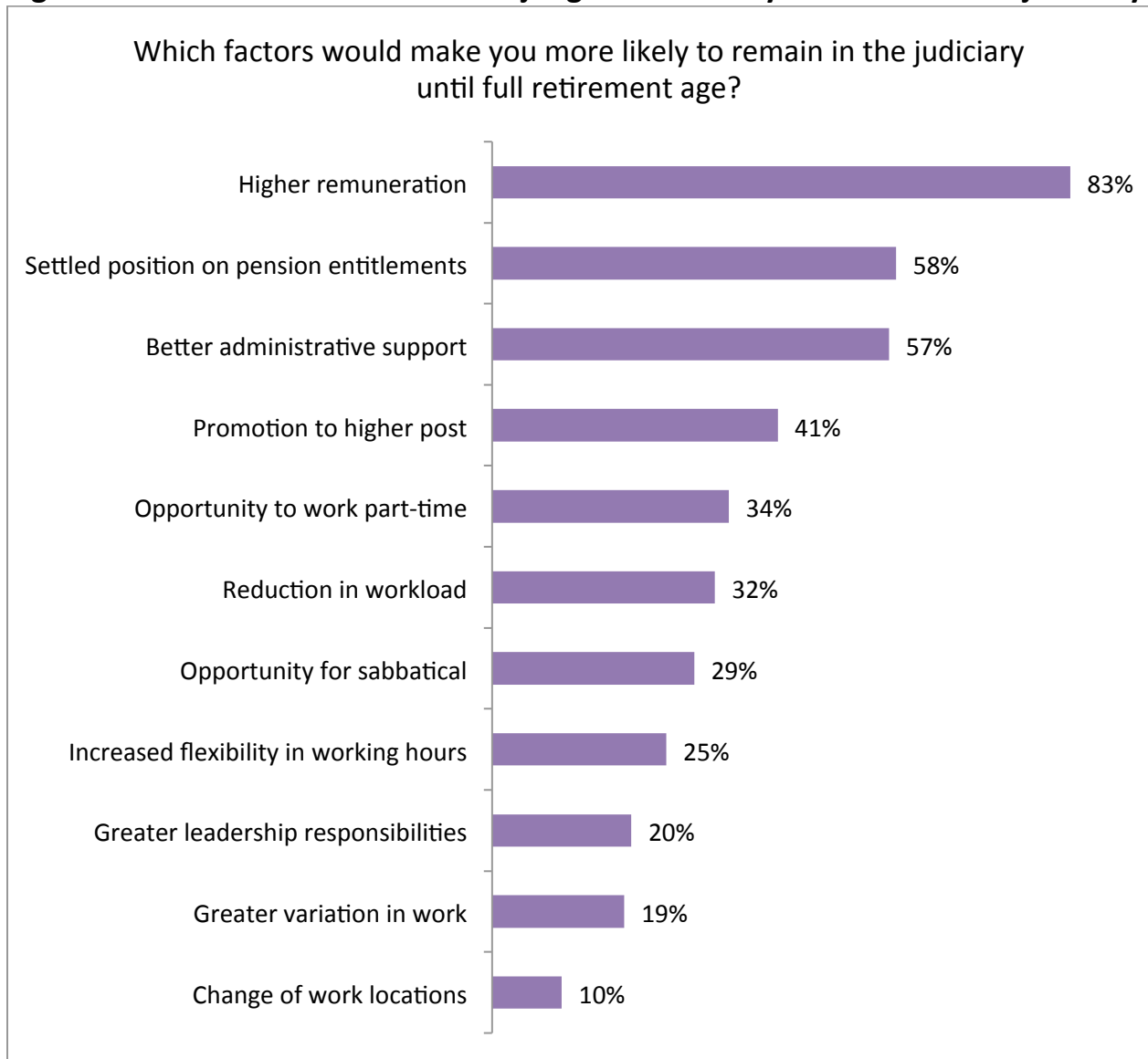


8.5 Drivers for retaining judges until full retirement age

Judges were also asked which factors would make them more likely to remain in the judiciary until full retirement age.

Almost all judges (83%) identified one clear factor that would encourage them to stay in the judiciary until they reach full retirement age: higher remuneration.

Figure 66: Factors that would make judges more likely to remain in the judiciary



A majority of judges also said a settled position on pension entitlements (58%) and better administrative support (57%) would make them more likely to remain in the judiciary.

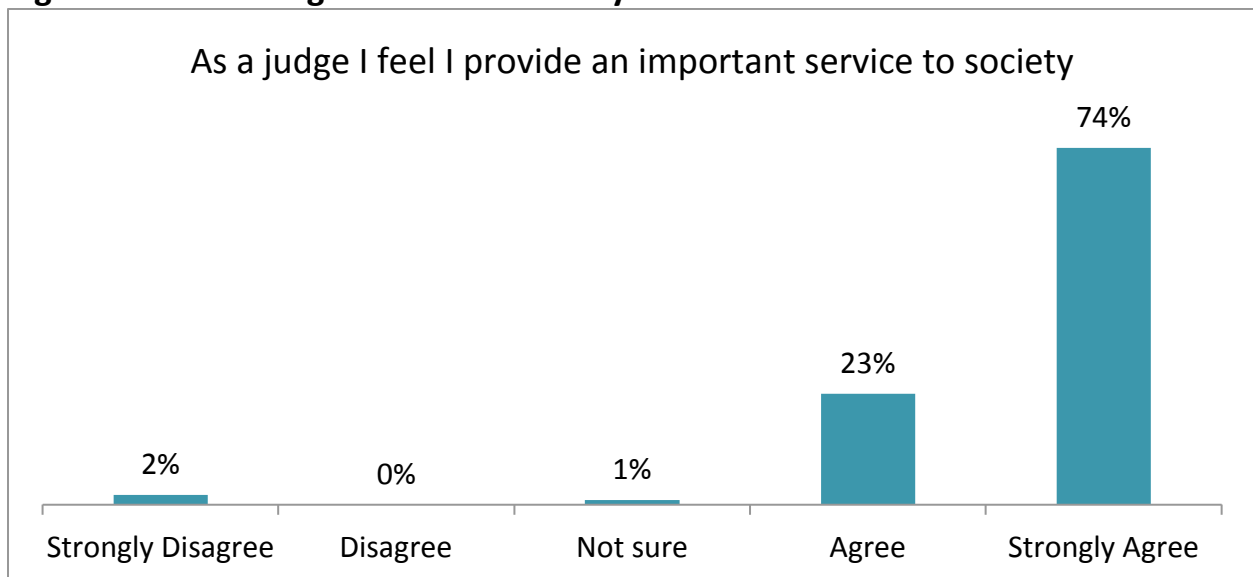
9. Being a member of the judiciary

In this section of the survey judges were asked a series of questions that relate to how they feel about being a judge, including their attachment to the judiciary, their perception of their role and value in society and the extent to which they would either encourage or discourage applications to the judiciary.

9.1 Providing a service to society and attachment to judiciary

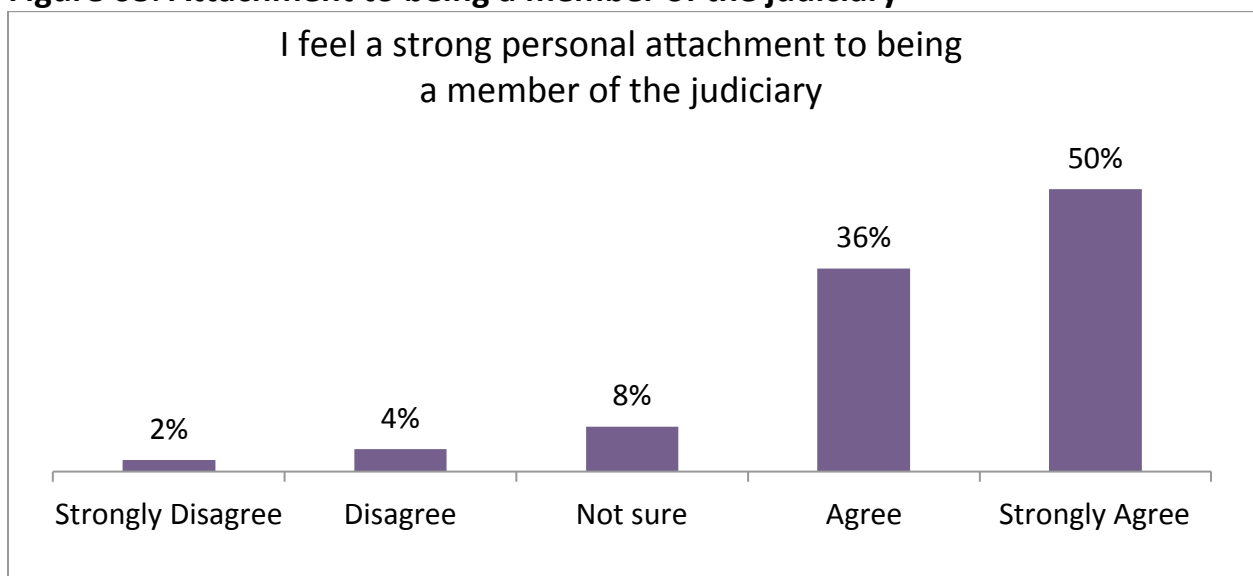
Virtually all judges in both the courts and tribunals judiciary (97%) feel they provide an important service to society, with 74% agreeing strongly with this view.

Figure 67: Providing a service to society



Almost all judges in both jurisdictions and all judicial posts (86%) also feel a strong personal attachment to being a member of the judiciary (Figure 68).

Figure 68: Attachment to being a member of the judiciary



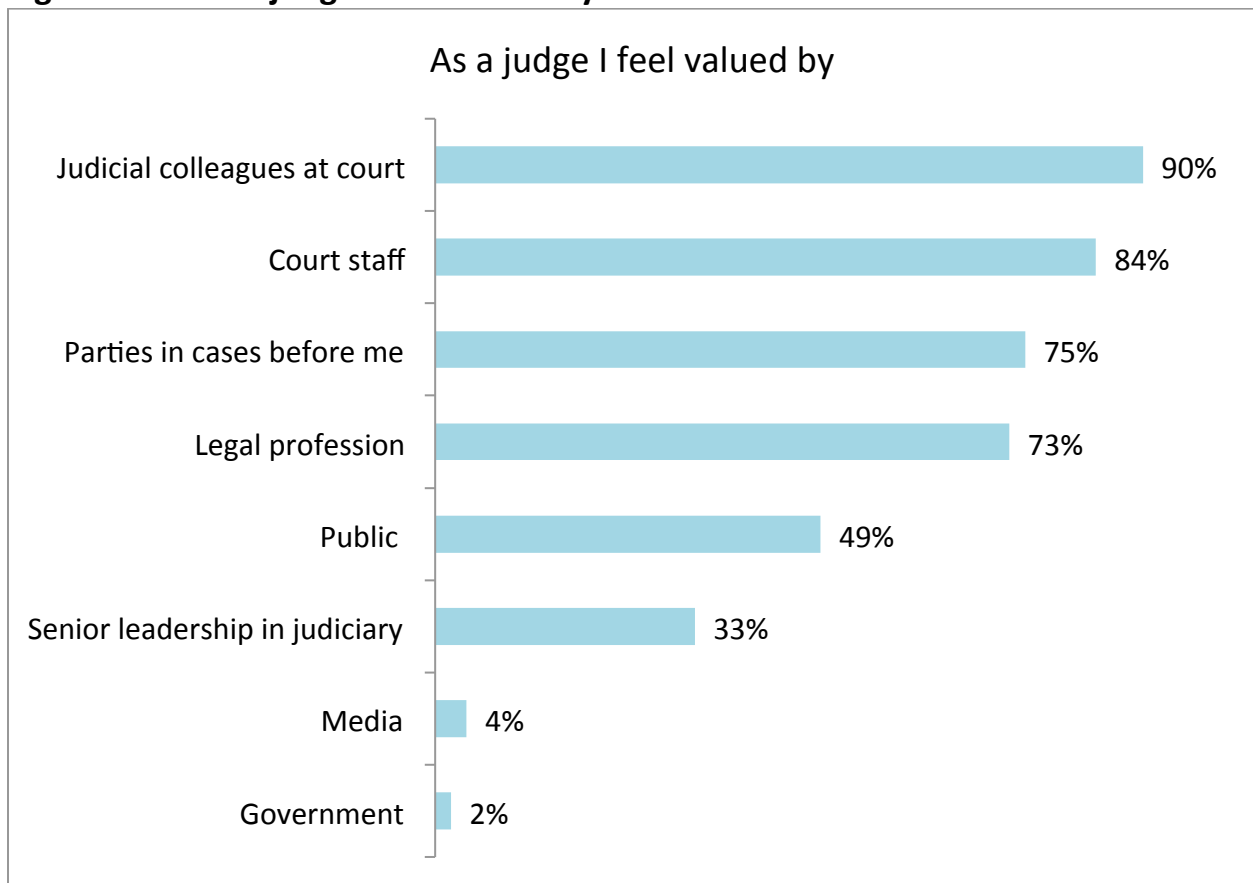
9.2 Being valued

Judges were asked to identify which of eight different groups they feel valued by.

Judges feel most valued by judicial colleagues at their court or tribunal (90%), court staff (84%), parties in cases that appear before them (75%) and the legal profession (73%).

- Fewer judges say they feel valued by the public (49%) and the senior leadership in the judiciary (33%).
- Almost no judges feel valued by the government (2% or only 40 out of 1510 judges) and only slightly more feel valued by the media (4% or 55 out of 1510 judges).

Figure 69: Those judges feel valued by

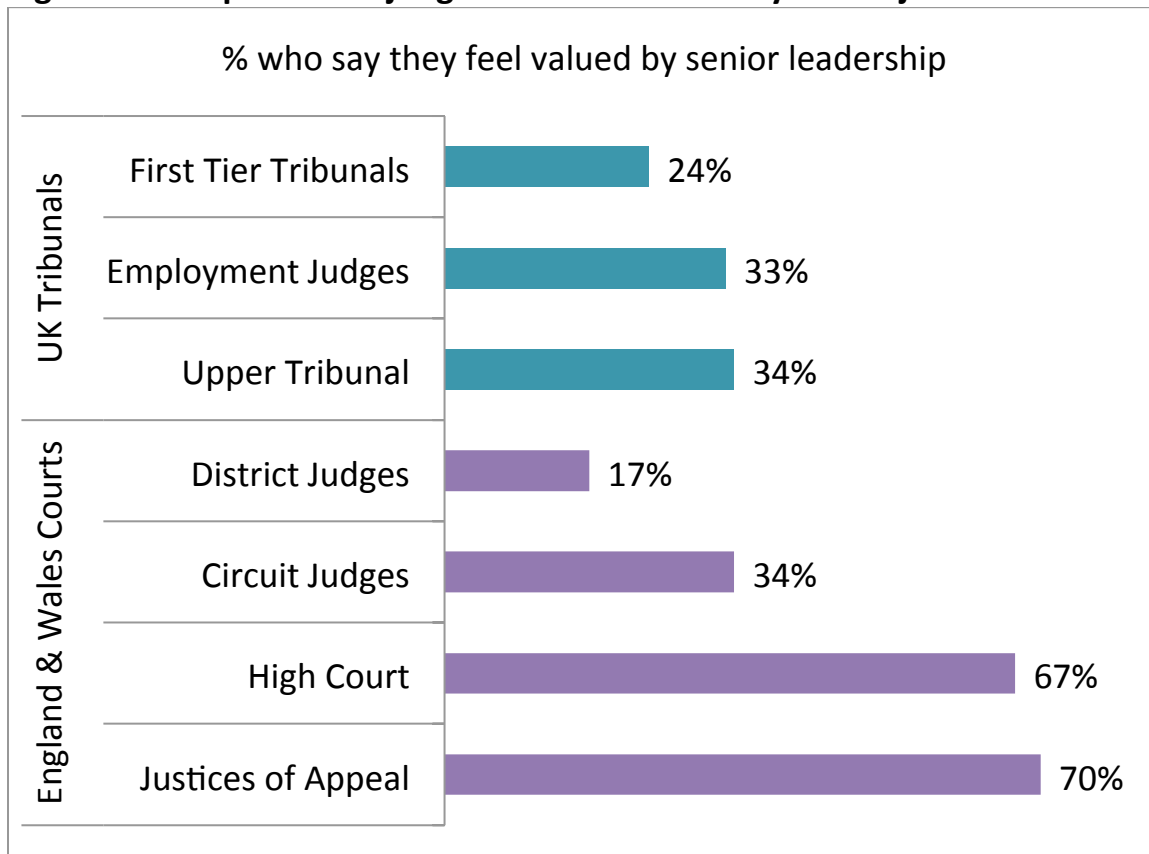


9.3 Valued by senior leadership in the judiciary

While a third of all judges in both the courts and tribunals said they feel valued by the senior leadership in the judiciary, there are substantial differences depending on judicial post.

- The greatest difference is in the courts judiciary.
- More than two-thirds of High Court Judges (67%) and Justices of Appeal (79%) feel valued by the senior leadership.
- Less than a quarter (17%) of District Judges and a third (34%) of Circuit Judges feel valued by the senior leadership.
- In Tribunals, fewer First Tier Tribunal Judges (24%) feel valued by the senior leadership compared with Employment Judges (33%) and Upper Tribunal Judges (34%).

Figure 70: Proportion of judges that feel valued by senior judicial leadership



9.4 Societal respect

Almost two thirds (62%) of all judges in England and Wales courts and UK tribunals say that members of the judiciary are respected by society at large less than they were 10 years ago. There are some limited differences by judicial post (Figure 72), with Circuit and District Judges most likely to say that societal respect for judges has declined in the last 10 years.

Figure 71: Societal respect for judges compared with 10 years ago

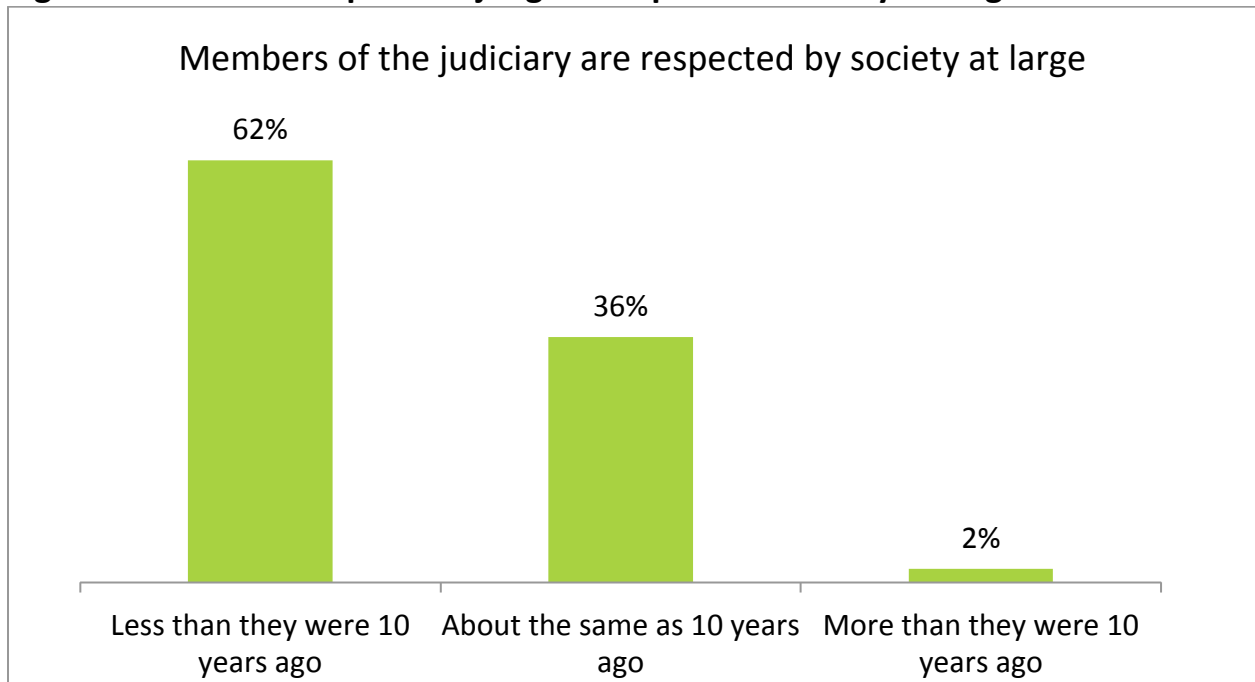
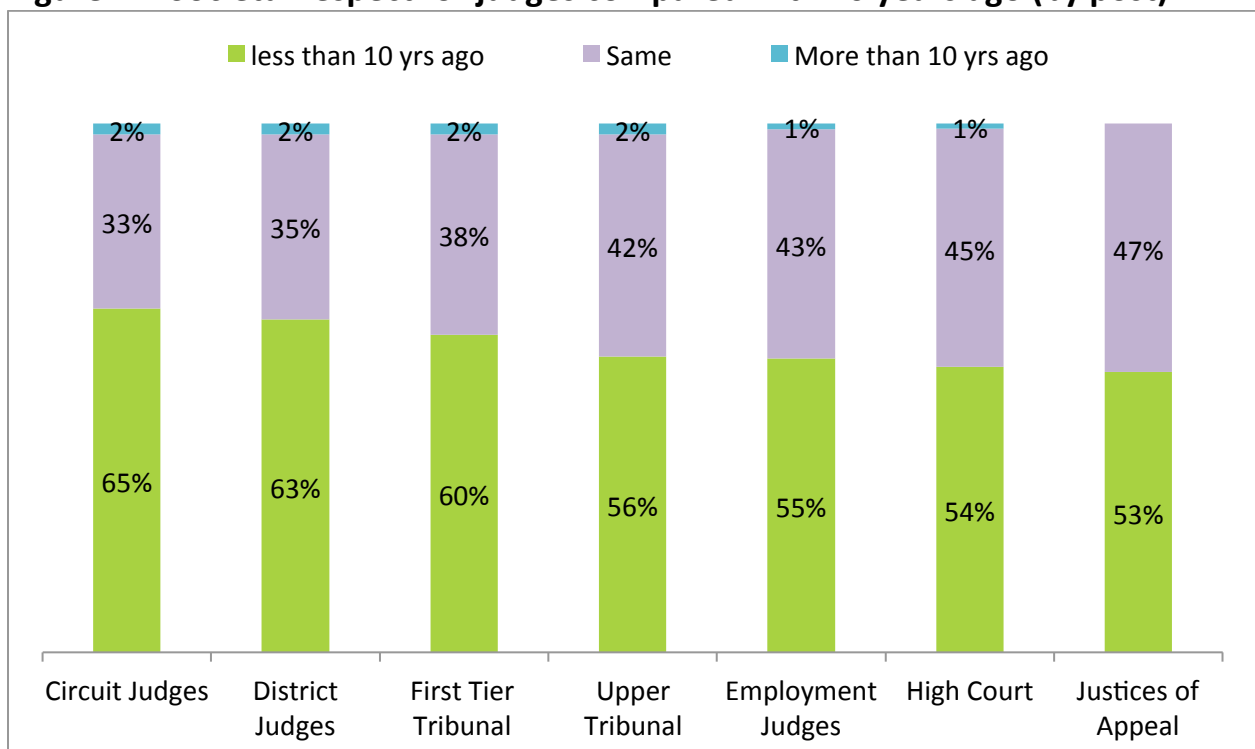


Figure 72: Societal respect for judges compared with 10 years ago (by post)



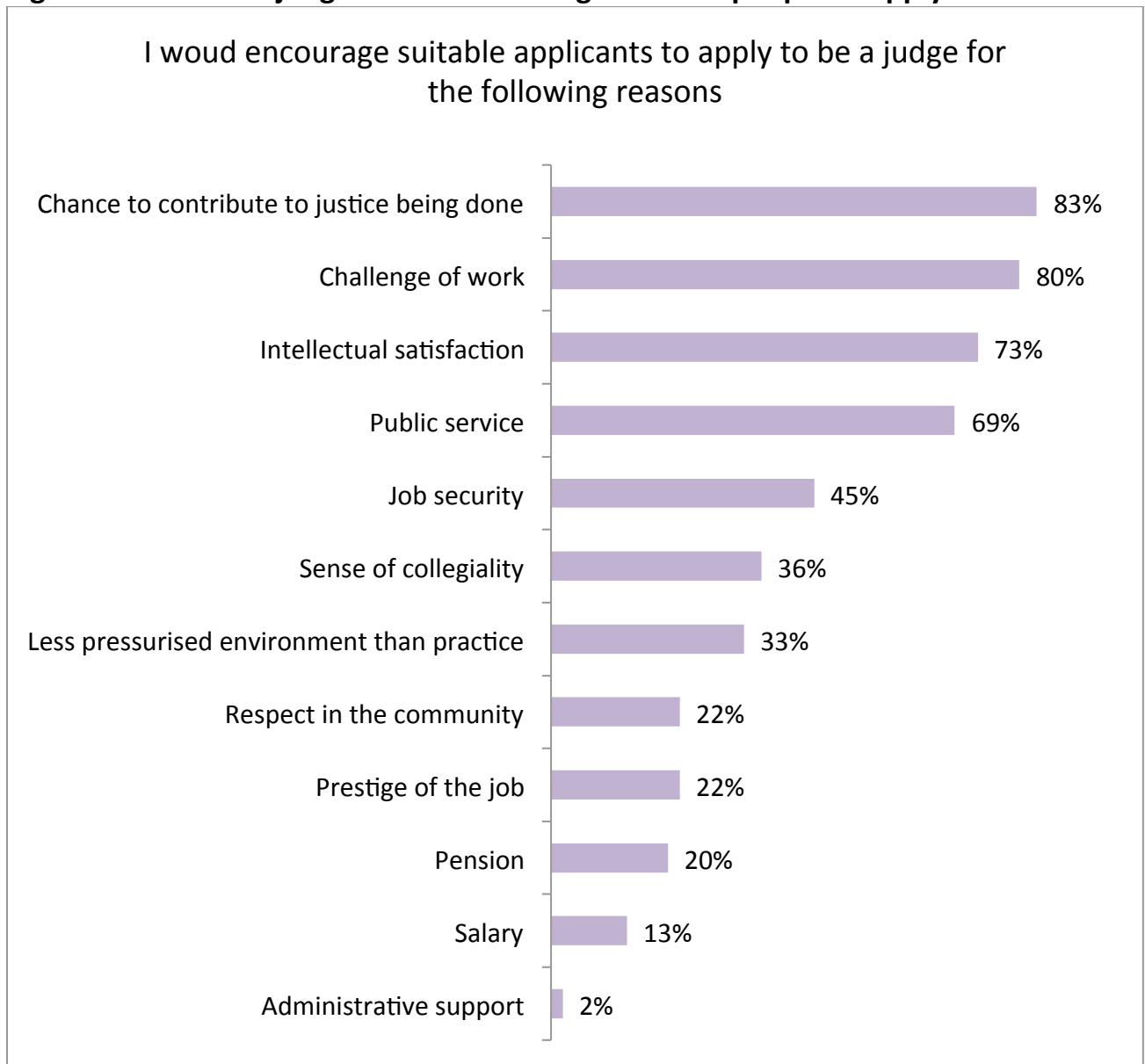
9.5 Encouraging suitable applicants to the judiciary

The survey explored the extent to which and why current salaried judges would encourage suitable applicants to apply to the judiciary. The main reasons judges would encourage suitable applicants to apply are:

- Chance to contribute to justice being done (83%)
- Challenge of the work (80%)
- Intellectual satisfaction (73%)
- Public service (69%)

However, it should be noted that a large proportion of judges said they simply would not now encourage anyone to apply to join the judiciary.

Figure 73: Reasons judges would encourage suitable people to apply



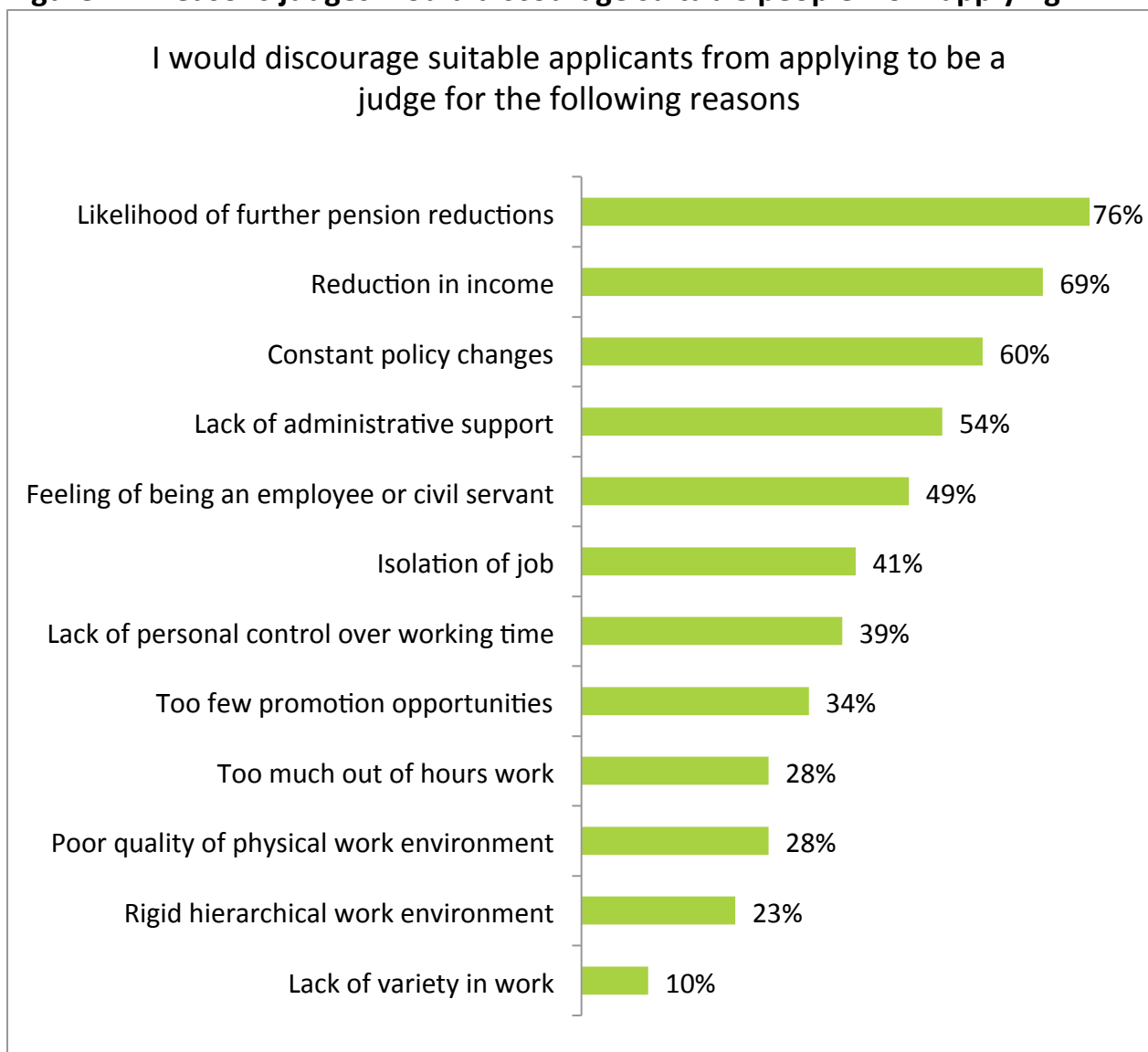
9.6 Discouraging suitable applicants to the judiciary

A majority of judges say they would discourage suitable applicants from applying to be a judge for four reasons:

- Likelihood of further pension reductions (76%)
- Reduction in income (69%)
- Constant policy changes (60%)
- Lack of administrative support (54%)

Close to a majority of judges also said “the feeling of being an employee or civil servant” (49%) and “the isolation of the job” (41%).

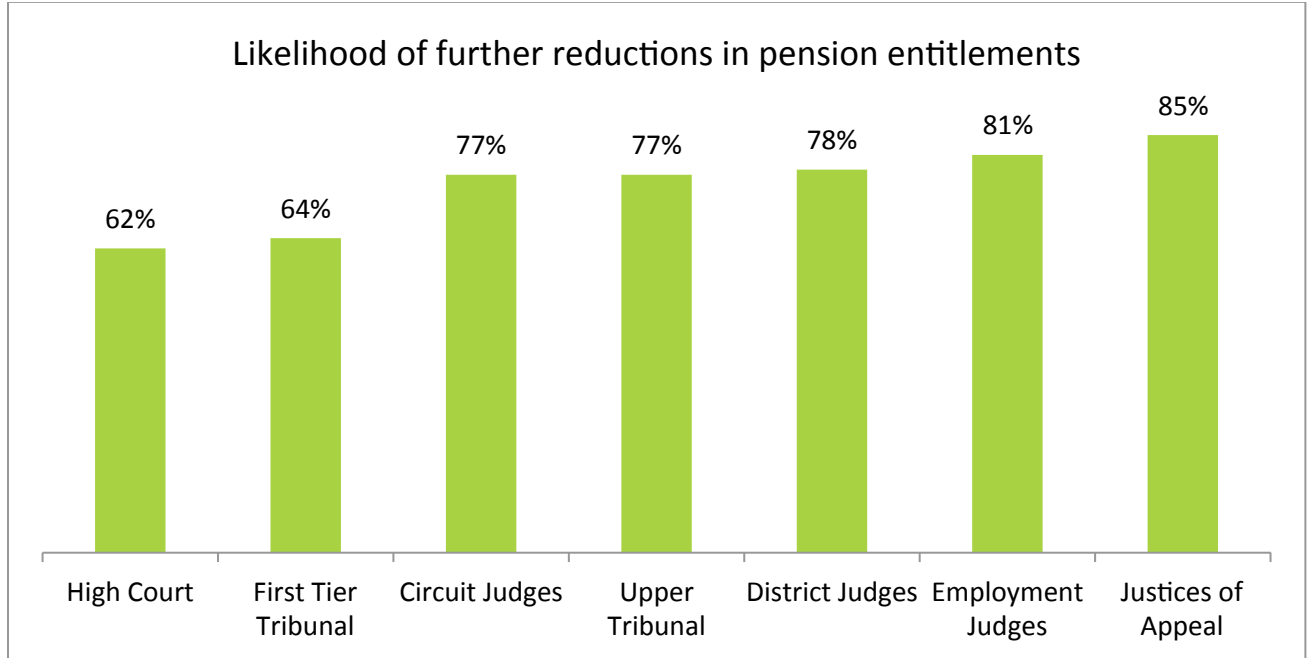
Figure 74: Reasons judges would discourage suitable people from applying



But there were differences in view on this issue by judicial post.

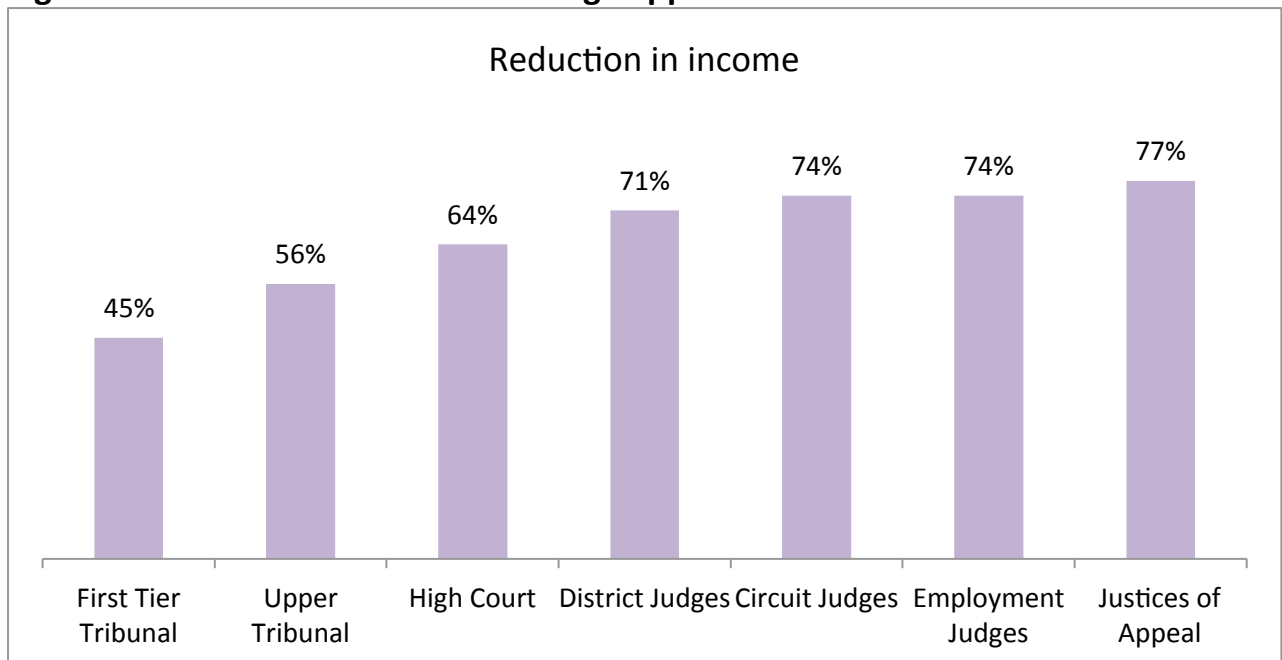
Irrespective of judicial post, two factors were identified by a majority of almost all judges as reasons they would discourage suitable people from applying to be a judge: likelihood of further reductions in pension entitlements (Figure 75) and reduction in income (Figure 76).

Figure 75: Those who would discourage applicants due to reduction in pension



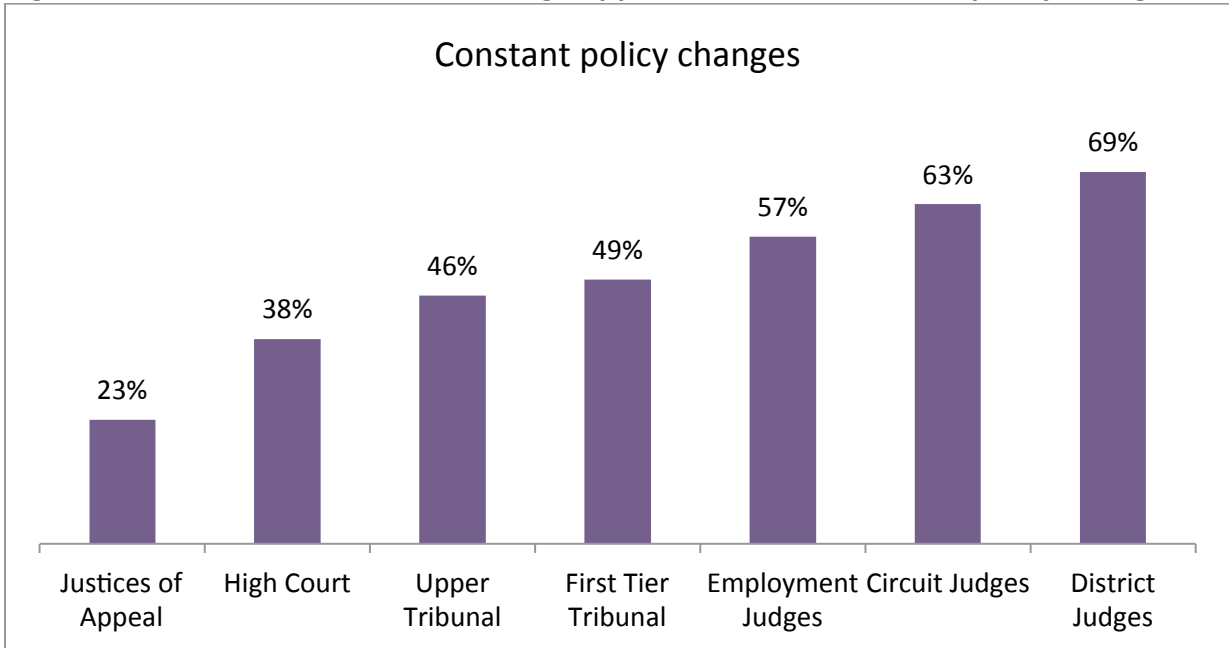
First Tier Tribunal Judges were the only post-holders where less than a majority identified reduction in income as a factor that would lead them to discourage applicants from applying to the judiciary.

Figure 76: Those who would discourage applicants due to reduction in income



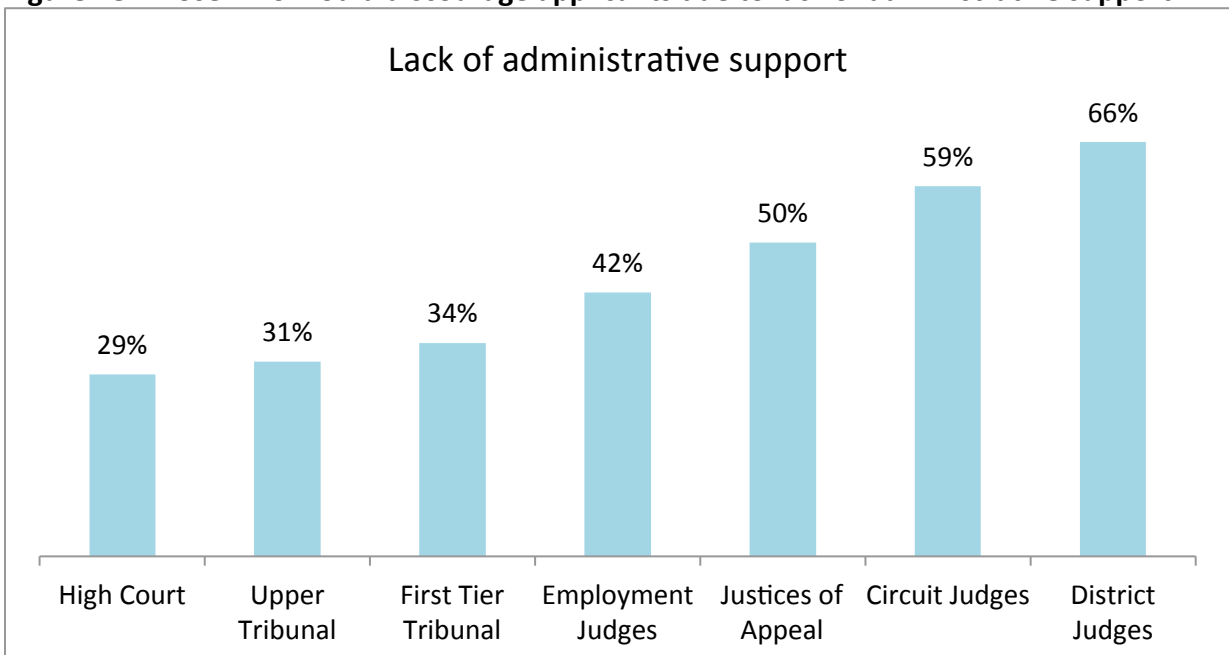
A majority of District Judges, Circuit Judges and Employment Judges said that constant policy changes would lead them to discourage suitable people from applying to be a judge.

Figure 77: Those who would discourage applicants due to constant policy changes



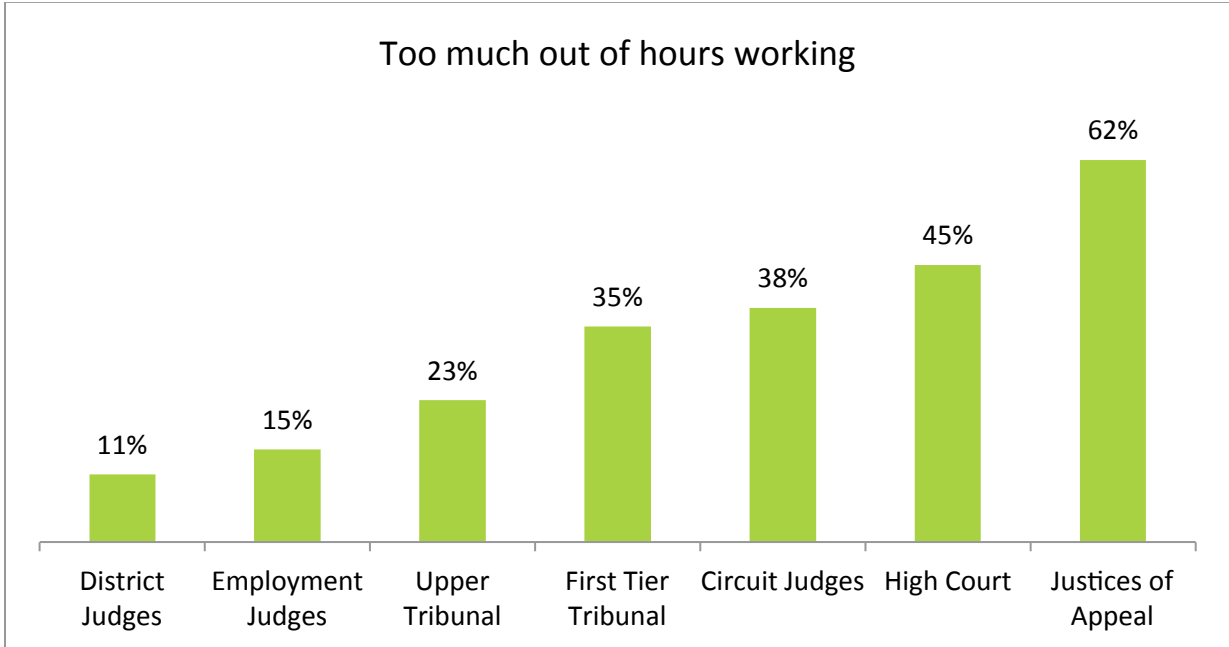
The lack of administrative support was identified by a majority of District Judges, Circuit Judges and Justices of Appeal as a factor that would lead them to discourage suitable people from applying to be a judge.

Figure 78: Those who would discourage applicants due to lack of administrative support



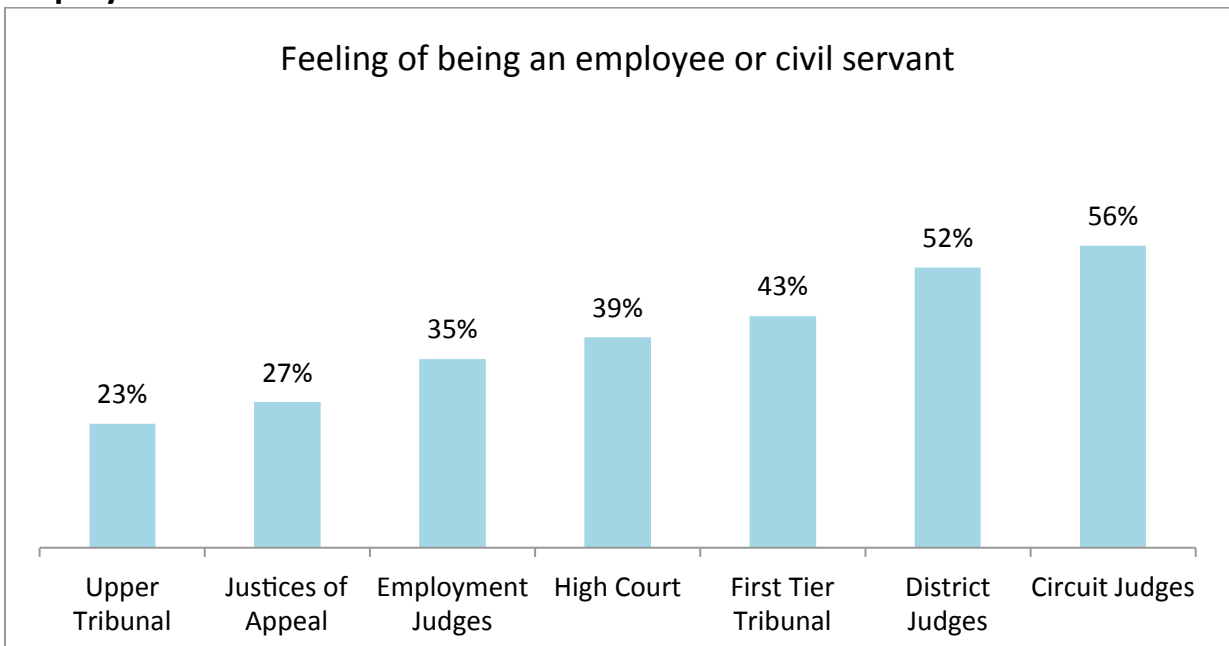
Almost a third of Justices of Appeal (62%) and close to a majority of High Court Judges (45%) identified too much out of hours working as a factor that would lead them to discourage suitable people from applying to be a judge.

Figure 79: Those who would discourage applicants due to out of hours work



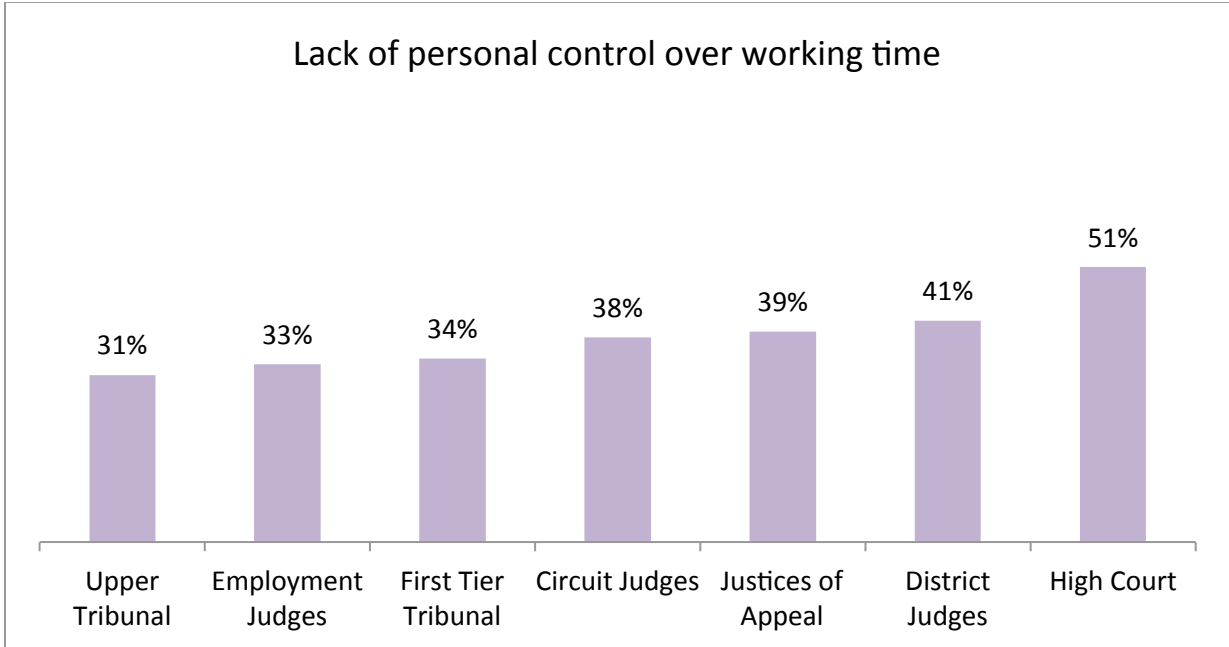
A majority of Circuit Judges and District Judges identified the feeling of being an employee or civil servant as a factor that would lead them to discourage suitable people from applying to be a judge.

Figure 80: Those who would discourage applicants due to feeling of being an employee or civil servant



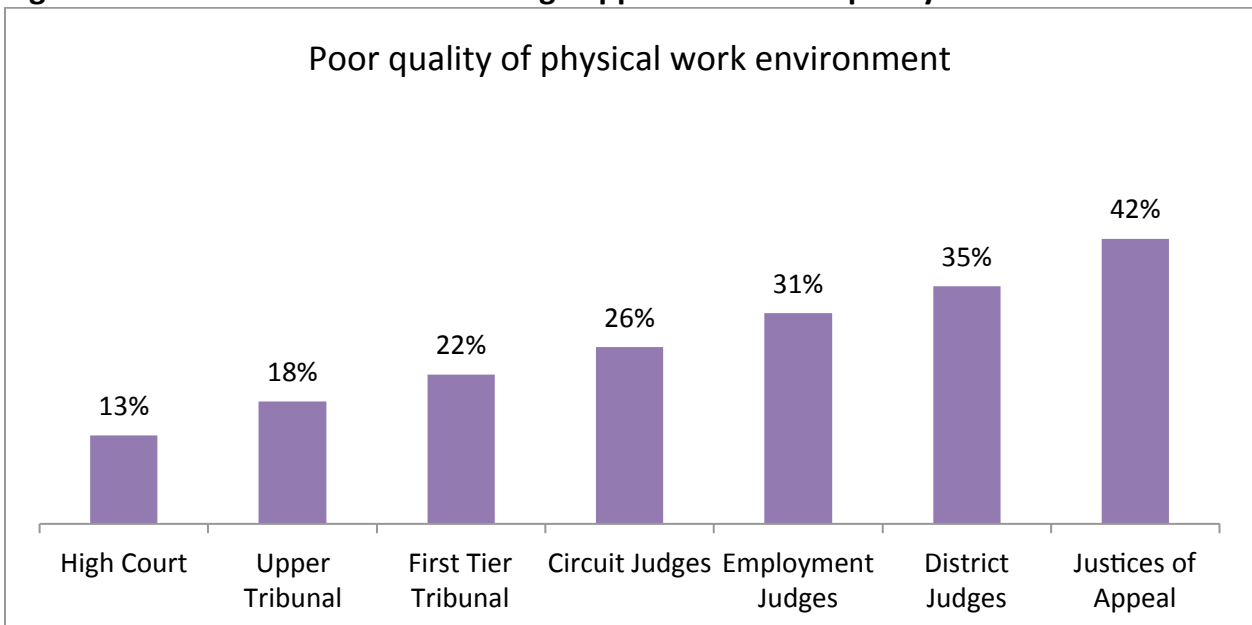
A majority of High Court Judges (51%) said the lack of personal control over working time would be a factor in discouraging others from applying to be a judge.

Figure 81: Those who would discourage applicants due to lack of personal control over working time



None of the remaining factors were identified by a majority of judges in any specific judicial posts as reasons for discouraging people from applying to be a judge. But the poor quality of the physical work environment was relevant for more than a third of Justices of Appeal (42%) and District Judges (35%).

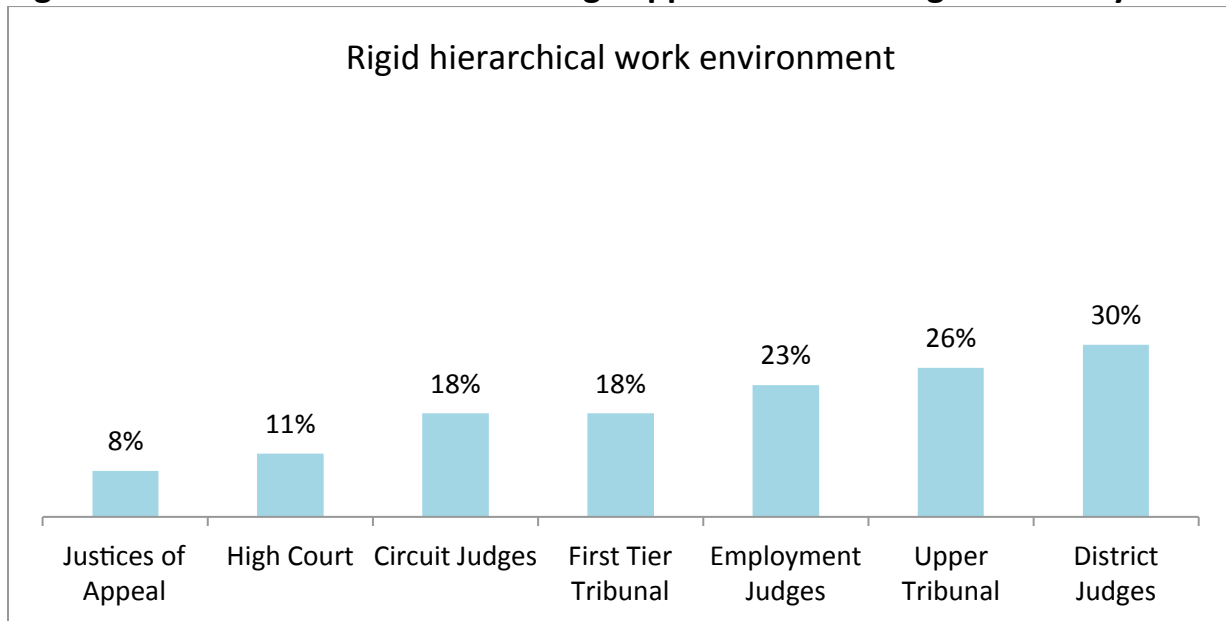
Figure 82: Those who would discourage applicants due to quality of work environment



Less than a third of judges in any post cited the final two factors as grounds for discouraging suitable people from applying to be a judge.

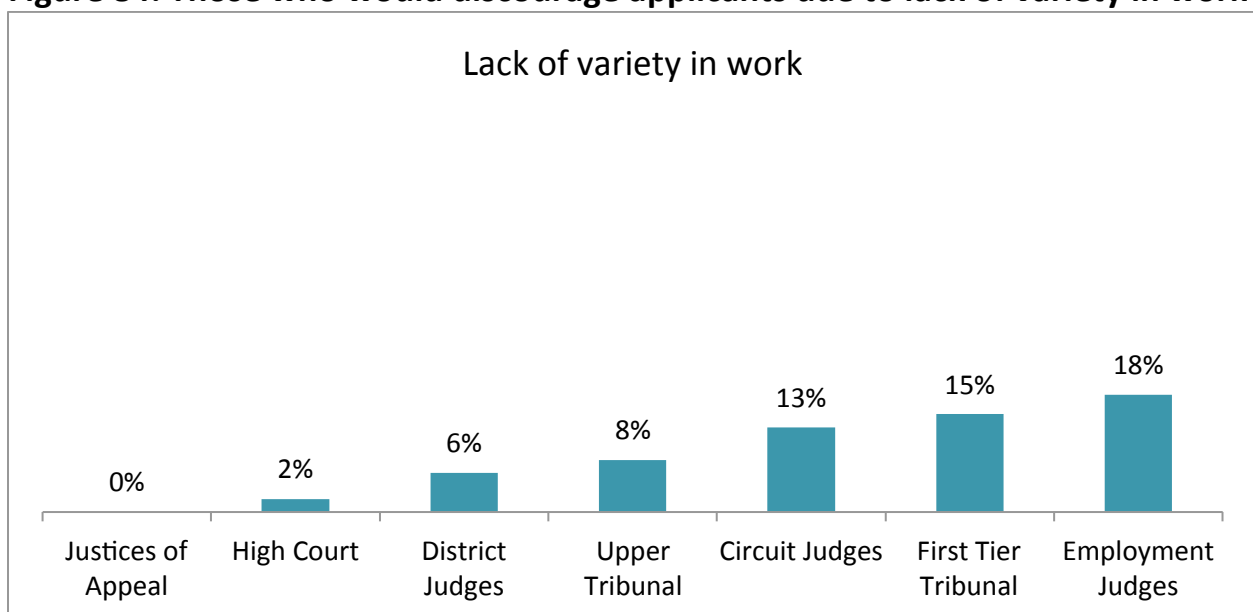
Few judges would cite a rigid hierarchical work environment as reasons to discourage applicants, although close to a third of District Judges (30%) would cite this factor (Figure 78).

Figure 83: Those who would discourage applicants due to rigid hierarchy



Hardly any judges would cite the lack of variety in work as a reason for discouraging suitable people from applying to be a judge (Figure 84).

Figure 84: Those who would discourage applicants due to lack of variety in work

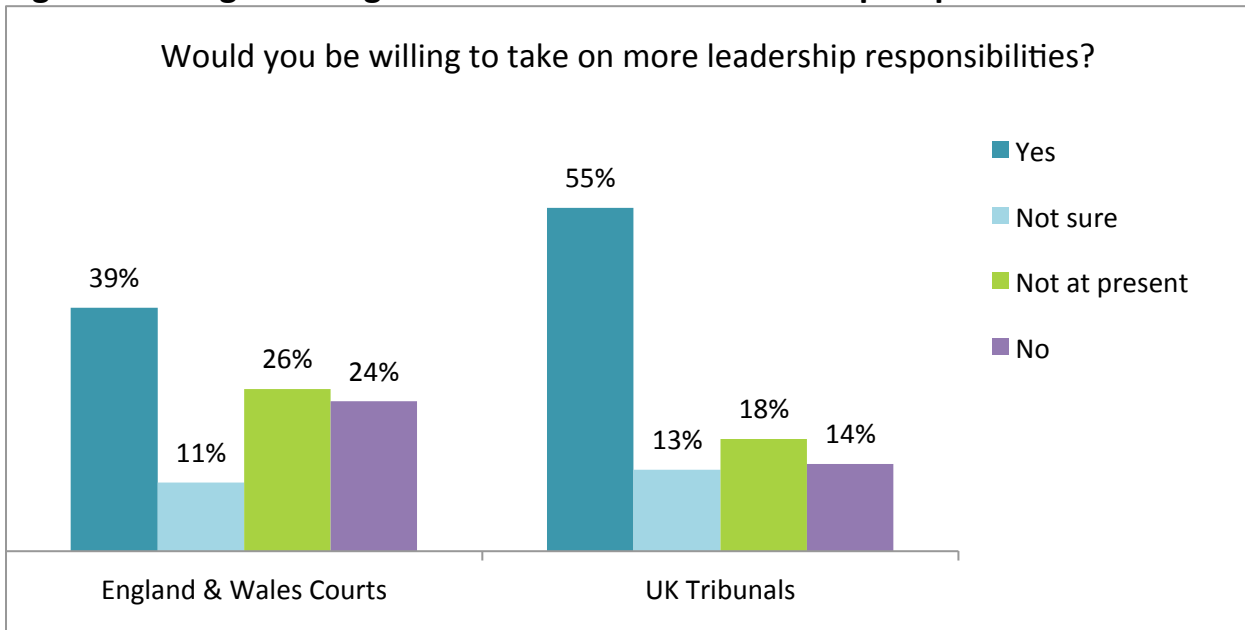


10. Leadership

10.1 Interest in leadership roles

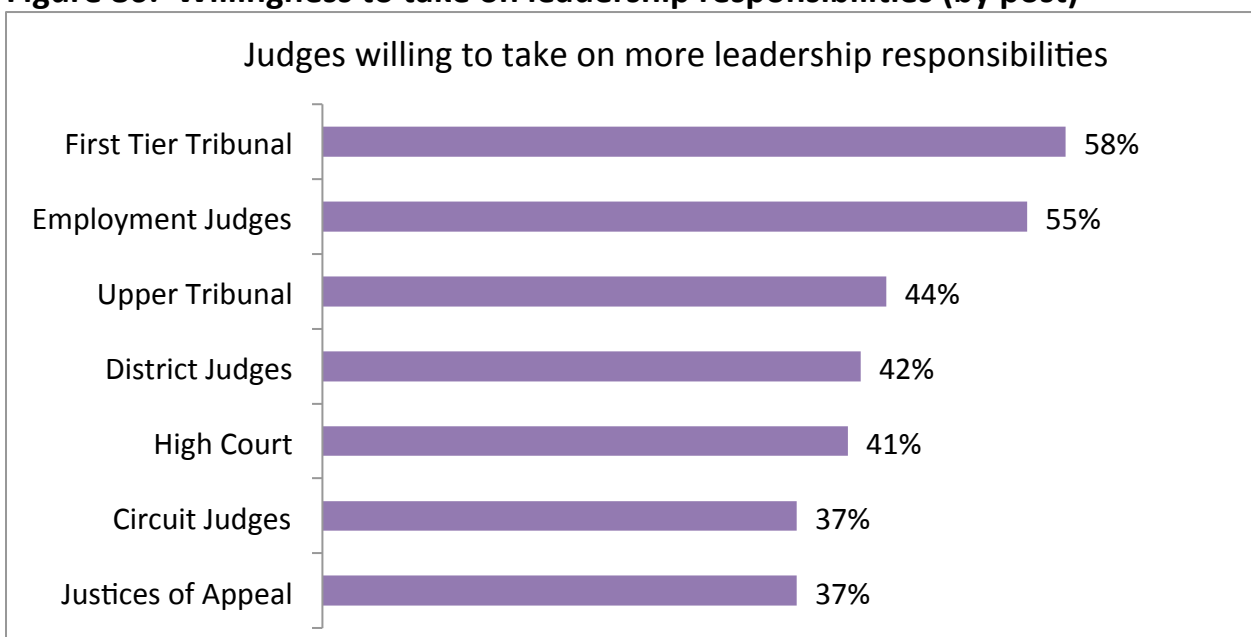
Almost half of the judges surveyed (43%) said they would be interested in taking on more leadership responsibilities. There were some differences between the courts and tribunals judiciaries on this issue, with more tribunal judges than court judges willing to take on new leadership responsibilities:

Figure 85: Judges willingness to take on more leadership responsibilities



More than half of all First Tier Tribunal Judges (58%) and Employment Judges (55%) said they would be willing to take on more leadership responsibilities.

Figure 86: Willingness to take on leadership responsibilities (by post)



There was no difference in view between those judges who already have leadership responsibilities and those who do not: 43% of those who currently have no leadership duties were willing to take them on; and 44% of those who already have leadership duties were willing to take on more.

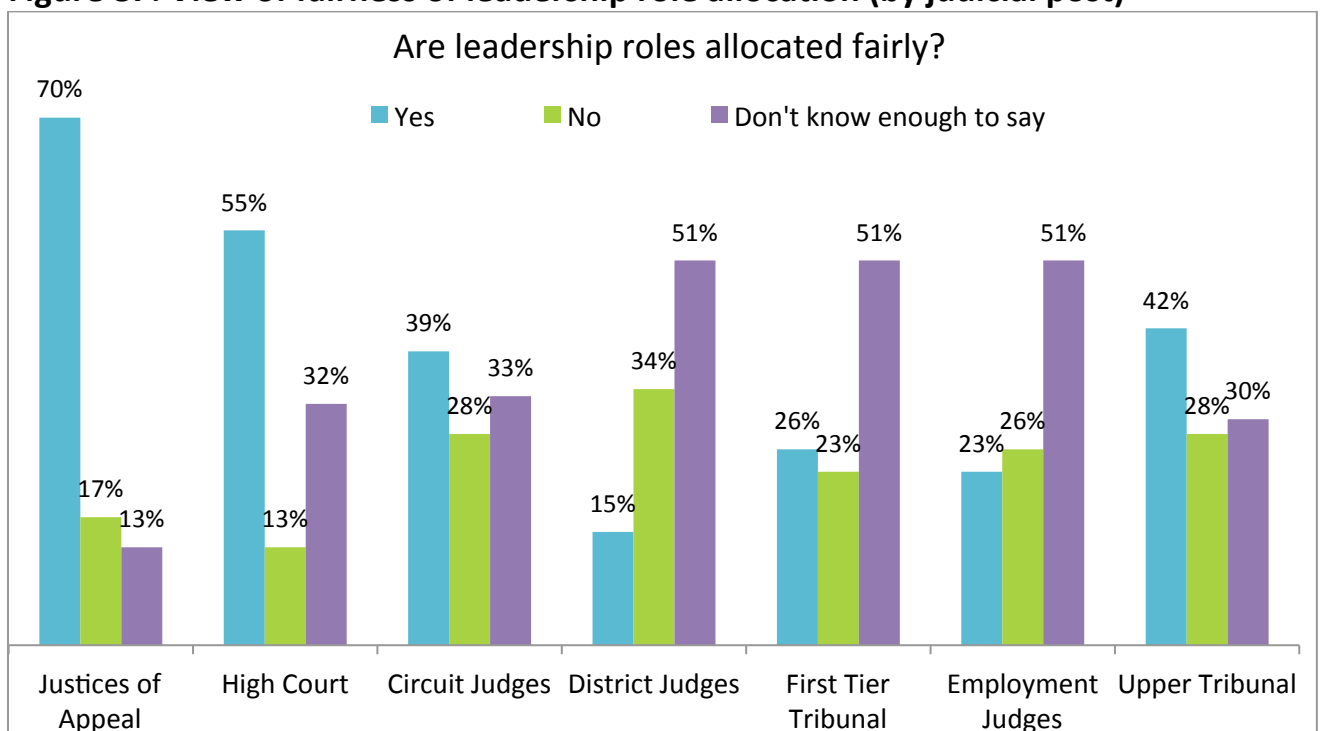
10.2 Fairness in allocation of leadership roles

Almost half (49%) of all UK tribunal judges and 40% of judges in England and Wales courts said they did not know enough about how leadership roles are allocated to say whether the process is fair or not.

There were also differences by post:

- A majority of Justices of Appeal and High Court judges feel the allocation of leadership roles is fair.
- A majority (51%) of District Judges, First Tier Tribunal and Employment Judges said they do not know enough about how these roles are allocated to say whether the process is fair or not.
- Among District Judges, twice as many feel these roles are not allocated fairly (34%) than feel they are allocated fairly (15%). Circuit Judges are more evenly split between those who feel the allocation is fair (39%), those who feel it is not fair (28%) and those who do not feel they know enough to say (33%).

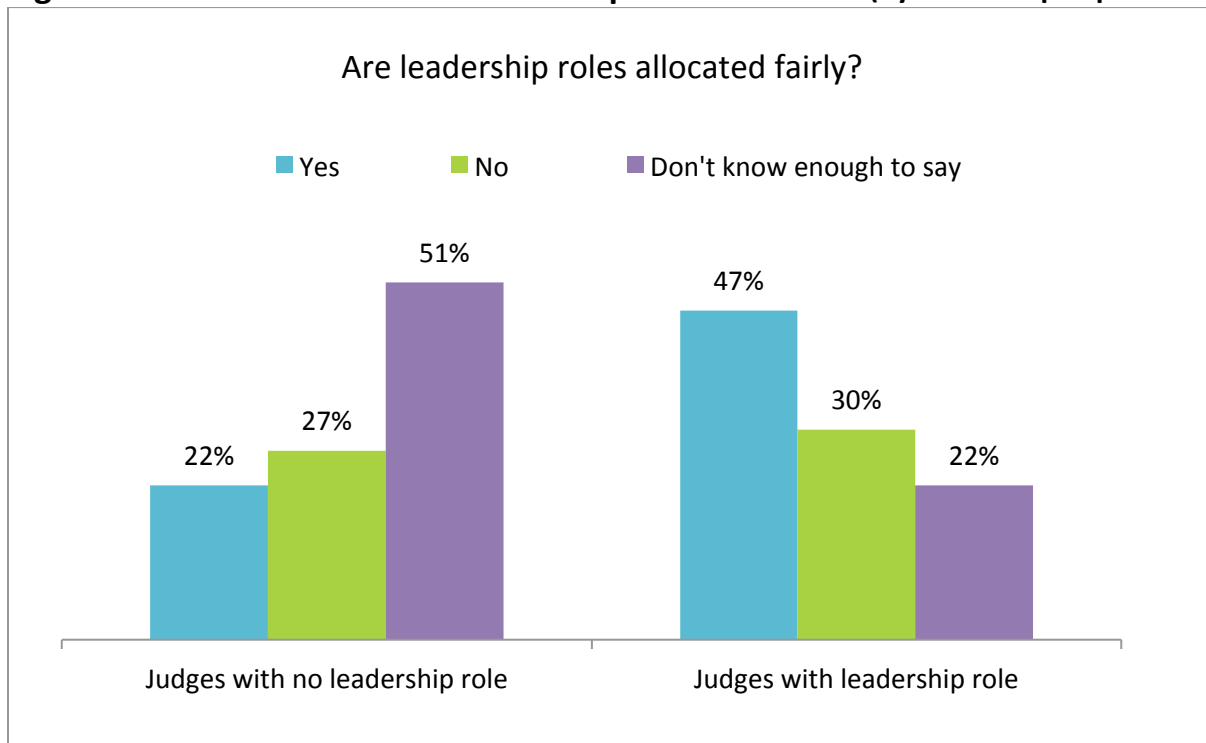
Figure 87: View of fairness of leadership role allocation (by judicial post)



There is also a difference of view on this issue between judges who currently hold leadership roles and those that do not (Figure 88).

- A majority (51%) of judges who are currently not in judicial leadership roles said they did not know enough about how leadership roles are allocated to say whether the process was fair or not.
- But less than a quarter (22%) of judges currently in a leadership role said they did not know enough about the process to say whether it was fair or not.

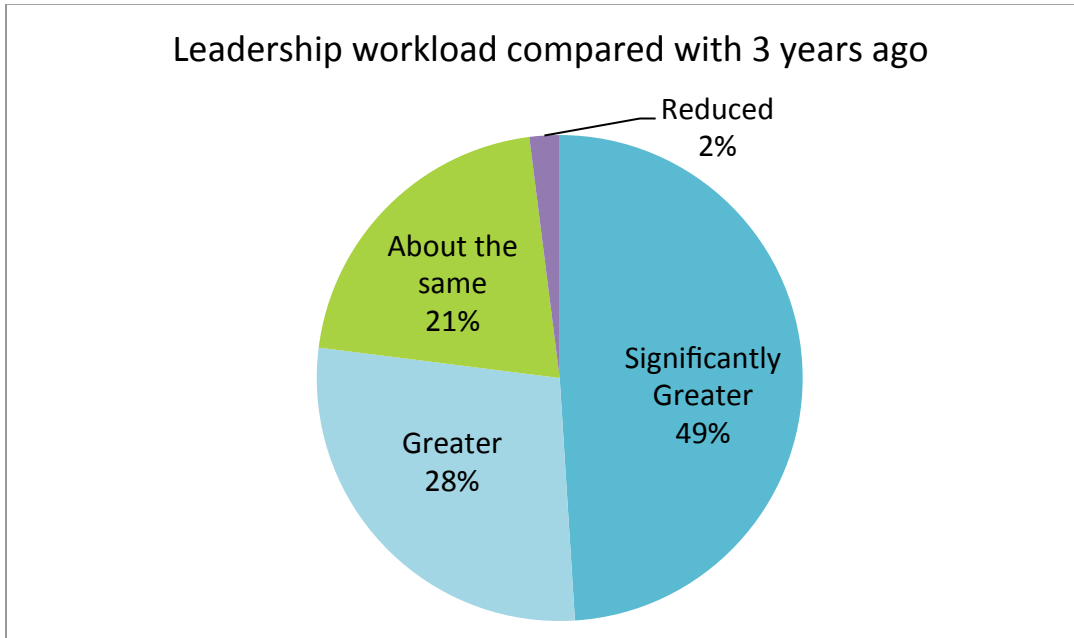
Figure 88: View of fairness of leadership role allocation (by leadership experience)



10.3 Leadership workload

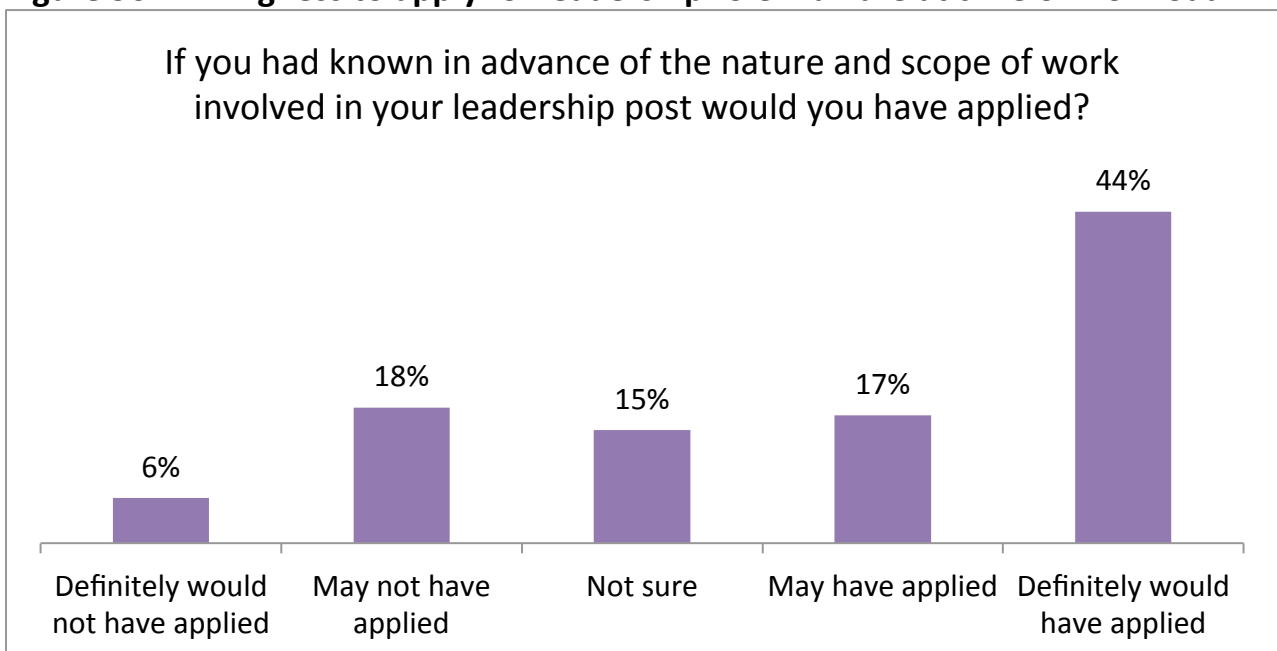
Amongst those judges that have had leadership responsibilities for 3 years or more, almost all (77%) say their workload is greater than it was 3 years ago, with almost a half (49%) saying it is significantly greater.

Figure 89: Leadership workload compared with 3 years ago



Even with the increased workload, 44% of leadership judges said they definitely would have applied for their leadership role, and 61% either may have or definitely would have applied.

Figure 90: Willingness to apply for leadership role if aware at time of workload



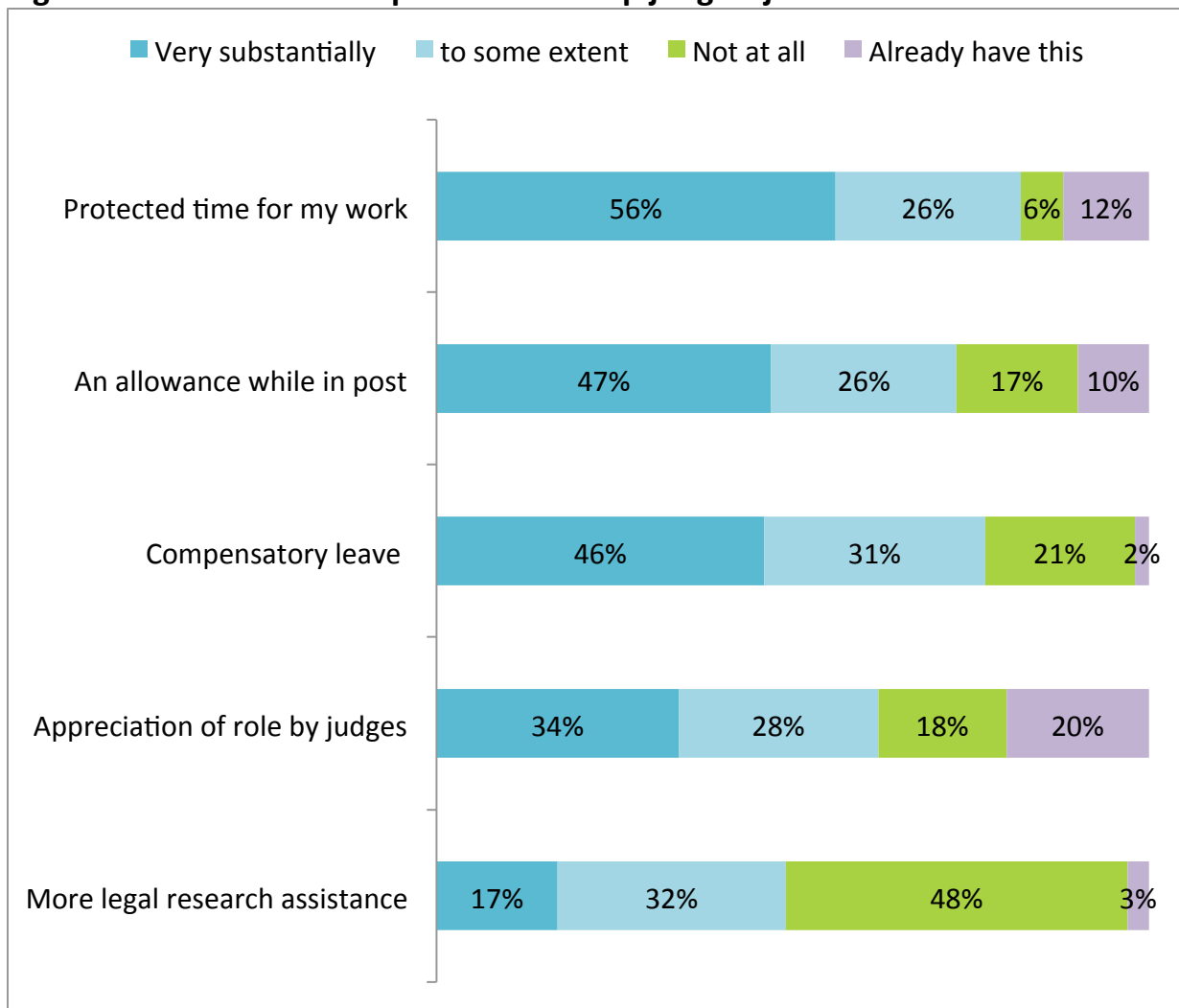
10.4 Leadership job satisfaction

All judges currently in leadership roles were asked to what extent five things would improve their satisfaction as a leadership judge.

A majority of leadership judges identified three changes that would improve their job satisfaction very substantially or to some extent:

- Protected time for their work (82%)
- Compensatory leave (77%)
- Allowance while in post (73%)

Figure 91: What would improve leadership judges' job satisfaction?



Judicial Attitude Survey England & Wales and UK Tribunals

The Judicial Institute of University College London (UCL) is running this survey on behalf of the Lord Chief Justice of England and Wales, the Lord President of Scotland, the Lord Chief Justice of Northern Ireland and the Senior President of Tribunals, with a view to informing and supporting their **submissions to the Senior Salaries Review Body (SSRB)**.

The invitation to participate in this survey is being sent to **all salaried members of the judiciary** in England and Wales, Scotland and Northern Ireland. It is not being sent to any other members of the judiciary.

This survey is designed to help salaried members of the judiciary provide feedback on their **views and experience of serving as a judge**.

The survey is **completely voluntary and anonymous**. Your survey responses **cannot be traced back** to you personally.

UCL has undertaken in writing not to use any information collected in its research, save with the express consent of the Lord Chief Justices, Lord President and Senior President of Tribunals. The anonymised, collated data will be held by the Judicial Offices of each jurisdiction.

Publication or disclosure, either in whole or in part, of any survey responses may be included in the formal response to the SSRB or other public bodies. Disclosure of submitted information may also be requested in accordance with, for instance, the Freedom of Information Act 2000 or the Freedom of Information (Scotland) Act 2001. Where such disclosure is sought UCL and/or the Judicial Offices undertake to take such steps as appropriate and as they believe applicable to seek exemptions from such disclosure.

Thank you for taking the time to do the survey, which should take 5-10 minutes.

Your participation in this survey and your answers to the following questions will be extremely helpful.

Your Judicial Post

Q1: Please indicate which judicial post you currently hold.

- First Tier Tribunal Judge
- Employment Judge
- Upper Tribunal Judge
- District Judge (Civil or Magistrates)
- Circuit Judge
- High Court Judge (Chancery)
- High Court Judge (Family)
- High Court Judge (Queen's Bench)
- Lord or Lady Justice of Appeal or Head of Division
- Master
- Registrar
- Judge Advocate General (including Vice and Assistant JAG)
- Other (please specify in box below)

Q2: When were you first appointed to the judiciary?

- Before 1 April 1995
- 1 April 1995 - 1999
- 2000 - 2004
- 2005 - 2009
- 2010 - 2014

Q3: How long have you been in your current judicial post (ie, the post you indicated in Question 1)?

- Less than 1 year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26-30 years
- Over 30 years

Q4: Are you:

- Full-time salaried judge
- Part-time salaried judge
- Other (please specify in the box below)

Q5: On 1 April 2012, what was your age in YEARS and MONTHS?

On 1 April 2012, my age was years and months.

Working Conditions and Resources

Q6: How would you rate working conditions in the judiciary compared with 5 years ago?

- Significantly worse
- Worse
- About the same
- Better
- Significantly better
- Not applicable to me (I was not in the judiciary 5 years ago)

Q7: Please provide an assessment of the following resources available to you at the main court or tribunal where you work:

	Poor	Adequate	Good	Excellent
Physical environment (quality of building and maintenance)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standard of personal IT equipment provided to you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standard of IT equipment available in your court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library and books	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internet access	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IT support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q8: Please provide an assessment of the following working conditions at the main court or tribunal where you work:

	Poor	Adequate	Good	Excellent
Amount of administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Morale of court or tribunal staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Security at your court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilities for discussion and interaction with other judges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q9: How would you assess your case workload over the last 12 months?

- Too high
- Manageable
- Too low

Q10: How would you assess your judicial workload that does not include your casework over the last 12 months?

- Too high
- Manageable
- Too low
- I do not have any judicial work outside of my casework

Q11: Please assess the availability of each of the following in your current judicial post:

	Non-existent	Poor	Adequate	Good	Excellent
Opportunities for flexible working (including part-time working)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time to discuss work with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to sit in other jurisdictions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q12: If you have a declared disability, have you requested that reasonable adjustments be made at your court or tribunal to enable you to do your job to the best of your ability?

- Yes
- No
- Not applicable to me

Please feel free to provide any further comments:

Salary and Pension

Q13: The following explores your views on salary and pension provisions. (If possible please provide a response to each statement)

	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I am paid a reasonable salary for the work I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The main issue for me is that I have had a loss of net earnings over the last 5 years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary is not the issue. It is the amount of out of hours work required to do the job that affects me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary is not the issue. It is the change in pension entitlements that affects me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I accept that some changes to pension provisions have to be made.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If the "no return to practice" rule did not exist, I would consider leaving the judiciary to go back to some kind of legal practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I could earn additional income through out of court work I would pursue this option.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q14: Given the current economic situation, which of the following approaches to judicial pension entitlements would you accept as fair? (You are free to select more than one option)

- Reductions for all judges regardless of when they joined the judiciary
- Reductions based on the number of years service
- Reductions only for new judges entering the judiciary
- No reductions at all for any judges

Training and Personal Development

Q15: In my judicial role I am encouraged to use my talents to the full.

- Strongly Disagree
 Not sure
 Agree
 Strongly Agree
 Disagree

Q16: To what extent are you satisfied with the following:

	Not satisfied at all	Could be better	Satisfied	Completely satisfied
Opportunities for personal development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Range of training available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of training available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time available to undertake training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sense of achievement in the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Challenge of the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Variety of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Change in the Judiciary

Q17: To what extent do you feel that your job as a judge has changed since you were appointed?

- It has not changed at all
- It has only changed a very small amount and this does not affect me
- There has been some change which affects me
- There has been a large amount of change
- It has changed completely

Q18: The following statements explore your view of change in the judiciary. (If possible please provide a response to each statement)

	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
The judiciary manages change well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too much change has been imposed on the judiciary in recent years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some change is needed in the judiciary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of change in recent years has brought judges to breaking point.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judiciary needs to have control over policy changes that affect judges.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q19: What factors do you feel prompt changes that are imposed on the judiciary?(Please select as many options as reflect your view)

- Public misunderstanding of the judiciary
- Official criticism of judges
- Media representation of judges
- Actions of judges
- New legislation
- Government policy initiatives
- Other (please specify in the box below)

Please feel free to provide a further comment:

Q20: Looking to the future, which of the following factors do you feel will present challenges to the judiciary?(Please select as many options as reflect your view).

- Reduction in support staff
- Attracting the best people into the judiciary
- Fiscal constraints
- Judicial morale
- Loss of judicial independence
- Litigants in person
- Loss of experienced judges
- Personal safety for judges
- Other (please specify in the box below)

Please feel free to provide a further comment:

Future Planning

Q21: Might you consider leaving the judiciary in the next 5 years other than by reaching full retirement age?

- Yes
- No
- I am currently undecided about this
- I will reach full retirement age in the next 5 years

Q22: Which of the following factors would make you more likely to leave the judiciary before full retirement age?(Please select as many options as apply to you).

- Increase in workload
- Lack of promotion
- Limits on pay awards
- Reduction in pension benefits
- Reduction in administrative support
- Further demands for out of hours working
- Lack of stimulating work
- Requirement to sit in a location too far from home
- Inability to work more flexible hours
- Other (please specify in the box below)

Please feel free to provide a further comment:

Q23: Which of the following factors would make you more likely to remain in the judiciary until full retirement age?(Please select as many options as apply to you).

- Promotion to a higher post
- Change of work location
- Higher remuneration
- Better administrative support
- Reduction in workload
- Increased flexibility in working hours
- Greater variation in work
- Greater leadership responsibilities
- Settled position on pension entitlements
- Opportunity for sabbatical
- Opportunity to work part-time

Other (please specify in the box below)

Please feel free to provide a further comment:

Being a member of the judiciary

Q24: As a judge I feel I provide an important service to society.

- Strongly Disagree Not sure Agree Strongly Agree
 Disagree

Q25: As a judge I feel valued by:(Please select as many options as reflect your view)

- Public
 Government
 Legal profession
 Parties in cases that appear before me
 Court staff
 Media
 Judicial colleagues at my court
 Senior leadership in the judiciary

Q26: Members of the judiciary are respected by society at large:

- Less than they were 10 years ago
 About the same as they were 10 years ago
 More than they were 10 years ago

Q27: I feel a strong personal attachment to being a member of the judiciary.

- Strongly Disagree Not sure Agree Strongly Agree
 Disagree

Q28: The reasons I would encourage suitable people to apply to join the judiciary are:(Please select as many options as reflect your view)

- Challenge of the work
 Sense of collegiality
 Job security
 Intellectual satisfaction
 Salary
 Public service
 Respect in the community
 Pension
 Administrative support
 Less pressurised environment than practice
 Prestige of the job

- Chance to contribute to justice being done
- Other (please specify in the box below)

Please feel free to provide a further comment:

Q29: The reasons I would discourage suitable people from applying to join the judiciary are:(Please select as many options as reflect your view)

- Isolation of the job
- Constant policy changes
- Lack of variety in the work
- Likelihood of further reduction in pension entitlements
- Lack of personal control over working time
- Rigid hierarchical work environment
- Reduction in income
- Lack of administrative support
- Poor quality of physical work environment
- Feeling of being an employee or civil servant
- Too much out of hours work required to do the job
- Too few opportunities for promotion
- Other (please specify in the box below)

Please feel free to provide a further comment:

Leadership

Q30: I would be interested in taking on more leadership responsibilities in my judicial role.

- Yes
- No
- Not sure
- Not at the present time

Q31: Do you feel that judicial leadership roles are allocated fairly?

- Yes
- No
- I do not know enough about how it is done to say

Q32: Do you hold a leadership position in the judiciary or undertake additional responsibilities (e.g., Resident or Regional Judge, President or Deputy/Vice President, Chair of a judicial committee, Judicial College duties, Head of Division, etc.)?

If you answer NO to this question, please skip to Question 36.

- Yes
- No (If you answered NO, please skip to Question 36 below)

Q33: How would you assess your judicial leadership workload compared with 3 years ago?

- Significantly greater
- Greater
- About the same
- Reduced
- Significantly reduced
- I took on a leadership role less than 3 years ago

Q34: Had you been aware of the nature and amount of work you are required to do as a leadership judge when you were appointed, would you have still applied for the position?

- Definitely would not have applied
- May not have applied
- Not sure
- May have applied
- Definitely would have applied

Q35: To what extent would the following improve your satisfaction as a leadership judge?

	Very substantially	To some extent	Not at all	I already have this
Protected time for my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An allowance while in post	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some compensatory leave for leadership activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appreciation of leadership roles by judges generally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More legal research assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

General Information

Q36: Before being appointed to the judiciary what type of legal employment were you in?

(Please tick as many answers as apply to you)

- Barrister
- Employed lawyer
- Legal academic
- Legal executive
- QC
- Solicitor
- Other (please specify in the box below)

Q37: Do you have children you support financially?

- Yes
- No

Q38: Do you have caring responsibilities for a family member(s)?

- Yes
- No

Q39: Are you:

- Male
- Female

Q40: What is your ethnic group?

- White - English
- White - Welsh
- White - Scottish
- White - Irish
- White - Other
- Mixed - White and Black Caribbean
- Mixed - White and Black African

- Mixed - White and Asian
- Mixed - any other mixed background
- Asian - Indian
- Asian - Pakistani
- Asian - Bangladeshi
- Asian - any other Asian background
- Black - Caribbean
- Black - African
- Black - any other Black background
- Chinese
- Any other ethnic group

The Survey

Q41: This survey was:

- Too long
- About the right length
- Not long enough

Q42: How long did it take you to complete this survey?

- Less than 5 minutes
- Less than 10 minutes
- Less than 20 minutes
- Less than 30 minutes
- 30 minutes or longer