

2022 UK Judicial Attitude Survey: England & Wales and UK Tribunals

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Executive Summary

The UK Judicial Attitude Survey

- The UK Judicial Attitude Survey (JAS) is the only known continuous survey of the working lives of judges anywhere in the world. It is conducted by the UCL Judicial Institute on behalf of the Lord Chief Justice of England and Wales, Lord President of Scotland, Lady Chief Justice of Northern Ireland and the Senior President of Tribunals.
- The Senior Salaries Review Body (SSRB) regards the regular running of the JAS as essential, calling it “a comprehensive evidence base from which to draw conclusions about judicial motivation and morale ... and a base from which to measure change against in future”.
- This is the fourth running of the JAS, preceded by earlier surveys in 2020, 2016 and 2014. The earlier surveys covered the salaried judiciary, and in 2022 the JAS was extended to include all fee-paid judges for the first time.
- In 2022, the response rate to the survey was 99% for the salaried courts judges, 91% for the salaried tribunal judiciary, 67% for the fee-paid courts judiciary and 53% for the fee-paid tribunals judiciary.

Key trends from 2014-2022 for salaried judges in England & Wales and UK Tribunals

- From 2014 to 2022, salaried judges have consistently said they feel a strong personal attachment to being a member of the judiciary, feel they provide an important service to society and are satisfied with the challenge of the job, the variety of work they have and the sense of achievement they have in their job.
- Since 2014, there has been a substantial fall in the proportion of salaried judges saying working conditions are “worse” than they were in previous years. The one working condition consistently rated the highest by salaried judges from 2014-2022 has been their personal work space. Salaried judges’ internet access at court and the quality of their personal IT equipment has steadily increased since 2014.
- The working conditions consistently rated the lowest by salaried judges from 2014-2022 have been the morale of court staff and the amount of administrative support they have. Since 2014 there has also been an increase in the proportion of salaried judges saying that both their case workload and their non-case workload is too high.
- Since 2016 salaried judges have reported fewer concerns about their personal safety in court, out of court and on social media.
- Judges’ satisfaction with the range and quality of training increased from 2014 to 2022
- In 2020 there was a substantial fall in judges who said they had a loss of net earnings in the previous 2 years; but in 2022 there was an increase in judges who had a loss of net earnings since 2020. From 2014 to 2020 an increasing proportion of salaried judges said they are paid a reasonable salary for the work they do, but this fell back slightly in 2022.
- Salaried judges who said their morale was affected by the judicial salary issue fell from 2016 (when first asked) to 2020, but it increased again in 2022 to above 2016 levels.
- From 2014 to 2022 there was an overall increase in the proportion of salaried judges that said they would leave the judiciary if it was a viable option, and the proportion saying they are considering leaving the judiciary early has steadily increased from 2014 to 2022.
- From 2020 to 2022, salaried judges consistently reported feeling most valued by judicial colleagues at court, court staff, the legal profession and parties that appear before them; a majority said they felt valued by the public and senior leadership in the judiciary; hardly any salaried judges said they felt valued by the media or the government.

Results of the 2022 Judicial Attitude Survey for England & Wales and UK Tribunals (for both the salaried and fee-paid judiciary)

Being a member of the judiciary

- Almost all judges said they feel a strong personal attachment to being a member of the judiciary and feel they provide an important service to society, but salaried judges felt this attachment more strongly than fee-paid office holders.
- A majority of District Judges (County and Magistrates Court), Circuit Judges and First Tier Tribunal Judges said they were less respected by society in 2022 than in 2020.
- Only 8% of salaried and 14% of fee-paid office holders felt valued by the government.

Working conditions

- Almost two-thirds (64%) of salaried judges said that working conditions were worse in 2022 than they were in 2020, much more than fee-paid judicial office holders (37%). A majority of District Judges (both County and Magistrates Court) and Circuit Judges said working conditions are worse than 2 years ago.
- A majority of District Judges (Mags), Circuit Judges and close to a majority of High Court Judges and District Judges (County) said the physical quality of their court building was poor or unacceptable. And a majority of all salaried judges said the maintenance at their court or tribunal was poor or unacceptable.
- The most important working conditions for fee-paid judicial office holders were a flexible working pattern (87%), training opportunities (85%) and opportunities to sit more than the minimum number of days (84%).
- Almost every salaried judge said that the time to discuss work with colleagues (94%) and training (91%) were important working conditions for them, and three-quarters of salaried judges (76%) also said that support for dealing with stressful conditions at work was important. District Judges (County and Mags) and Circuit Judges are the most time poor, with the lowest levels of time to discuss work with colleagues.

Welfare, inclusion and respect

- Almost every judge, whether salaried or fee-paid, feels respected by their judicial colleagues at the court where they work, and almost all salaried and fee-paid judges feel respected by their immediate leadership judge. A majority of fee-paid judicial office holders feel respected by senior leadership in the judiciary; just under half (49%) of salaried judges feel respected by senior leadership.
- Salaried judges expressed greater concerns for their personal safety as a result of their judicial work compared with fee-paid office holders. Those with the greatest concerns for their personal safety in court are District Judges and DDJs (in both County and Magistrates Court).
- Salaried judges are more familiar with the welfare support available to them than fee-paid judicial office holders.

Bullying, harassment and discrimination

- In the JAS 2022, judges were asked for the first time whether they had experienced bullying, harassment or discrimination in the last 2 years in their role as a judge. The overwhelming majority of both salaried judges (84%) and fee-paid judicial office holders (90%) said they had not experienced bullying, harassment or discrimination in their work as a judge in the last 2 years.
- Amongst those who had experienced bullying, harassment or discrimination in the last 2 years, this was more prevalent amongst salaried judges than fee-paid judicial office holders: 11% of salaried judges and 5% of fee-paid office holders said they had experienced bullying; 5% of salaried judges and 4% of fee-paid office holders said they had experienced harassment; 4% of salaried judges and 1% of fee-paid office holders said they had experienced discrimination.
- Over two-thirds of all judges that said they experienced bullying, harassment or discrimination in the last 2 years did not report this: 68% of salaried judges and 70% of fee-paid judicial office holders said they did not report their experience.

Salary, pay and pensions

- A majority of Court of Appeal, Upper Tribunal and First Tier Tribunal Judges said they are paid a reasonable salary for the work they do, but a majority of Circuit and District Judges (Mags and County) do not feel they are paid a reasonable salary for the work they do.
- A majority of all salaried judges regardless of judicial post said they had a loss of net earnings over the last 2 years.
- A majority of Court of Appeal, High Court and Circuit Judges earned more than their judicial salary prior to their appointment to the salaried judiciary.
- Fee paid office holders are divided over whether they feel they are paid a reasonable rate for a day's work, with 42% agreeing and 48% disagreeing.
- A majority of fee-paid judicial office holders (65%) said that the pension they receive for their part-time judicial work is an important aspect of the job for them.
- A majority of Deputy High Court Judges, Recorders, DDJs (County), Upper Tribunal and Employment Judges and Non-Legal Members earn more than their judicial fee in any non-judicial work they do.

Digital working

- Salaried judges were split over whether the increase in remote hearings had been beneficial to their work, while a majority of fee-paid judicial office holders felt remote hearings had been beneficial to their work.
- Salaried judges were also split on whether they found the switch to working on screens challenging, while a majority of fee-paid office holders did not find the switch challenging.
- Salaried judges and fee-paid office holders were divided over whether they found the change from paper to digital working more efficient for hearings.
- Salaried judges were consistently more likely than fee-paid judicial office holders to feel that remote hearings had a negative effect across a range of aspects of hearings.
- For salaried judges, the largest perceived negative effect of remote hearings was on the interactions between parties (60%), the way parties behave during hearings (54%) and the quality of advocacy (50%).

Job satisfaction and training

- Most judges, whether salaried or fee-paid, are satisfied with the sense of achievement in their job, the variety of work and challenge of the job, although fee-paid office holders have higher levels of satisfaction in all three areas.
- The opportunities that are most important for salaried judges are the ability to make use of the tickets they already hold (72%) and career progression (52%).
- The one opportunity fee-paid office holders feel is most important is to make use of the authorisations that they already hold (48%).
- Both salaried and fee-paid judicial office holders have a high level of satisfaction with the range of training courses available, quality of training and number of training courses they are required to take. While a majority of fee-paid judges are satisfied with the time available to prepare for training (70%), only a minority of salaried judges are (28%).

Change

- The one change in the judiciary that concerns salaried and fee-paid judges most is the loss of respect for the judiciary by government (93% salaried judges and 74% fee-paid).

Joining and leaving the judiciary

Fee-paid judiciary

- Most fee-paid judges in the courts judiciary are either already considering applying for a salaried post or are considering it but are not ready to apply now.
- A majority said the reasons they would consider applying to become a salaried judge are the chance to contribute to justice being done, challenge of the work, intellectual satisfaction, pension, public service and job security. The main reasons fee-paid judges would not consider applying for a salaried post are the lack of personal control over their working time, uncertainty over where they would be required to sit, the judicial appointments process, isolation of the job and the reduction in income.
- Virtually all fee-paid judges and non-legal members, regardless of post, said they would encourage suitable people to apply to join the fee-paid judiciary.

Salaried judiciary

- Senior Circuit Judges (54%), Circuit Judges (48%), District Judges (County) (47%) and Upper Tribunal Judges (48%) had the largest proportion of judges that said they were considering leaving the judiciary early in the next 5 years.
- The factors most likely to prompt salaried judges to leave the judiciary early were an increase in workload (75%), a reduction in pension benefits (73%), limits on pay awards (72%), stressful working conditions (67%), further demands for out of hours working (62%) and a reduction in administrative support (62%).
- Two main factors would make salaried judges more likely to stay in post until compulsory retirement age: higher remuneration (82%) and better administrative support (63%).

Leadership

- Those holding more senior judicial posts were most likely to say that leadership roles were allocated fairly; other judicial posts were more likely to say they did not know enough about how allocation is done to say whether it was fair.
- Almost all judges in all salaried posts said they receive good support from and are treated fairly by their immediate leadership judge, feel their leadership judge takes their opinions into account when making decision that affect them, allocates cases fairly and takes responsibility for promoting diversity and inclusion at their court or tribunal.

Part 1: The UK Judicial Attitude Survey

1.1 The survey

The UK Judicial Attitude Survey (JAS) is a longitudinal survey conducted with all serving judges in the UK. It is the only known continuous survey of the working lives of judges anywhere in the world.

The aim of the JAS is to assess the attitudes and experiences of serving judges in key areas including the experience of being a judge, morale, working conditions, welfare, remuneration, training and personal development, retention and leadership. The Senior Salary Review Body (SSRB) regards the regular running of the JAS as essential, calling it “a comprehensive evidence base from which to draw conclusions about judicial motivation and morale ... and a base from which to measure change against in future”¹

This is the fourth running of the JAS, preceded by earlier Judicial Attitude Surveys in 2020², 2016³ and 2014⁴. In previous surveys the target group for the JAS was all serving *salaried* judges in the courts and tribunals in England and Wales, Scotland, Northern Ireland. In 2022 the JAS was expanded to include all *fee-paid* judicial office holders in both the courts and tribunals judiciary.

This report provides the findings for salaried judges and fee-paid judicial office holders in the England and Wales courts judiciary and UK non-devolved tribunals judiciary⁵. Judges in the England and Wales courts and UK non-devolved tribunals together make up 86% of all judges in the UK⁶. The report presents results by distinguishing between the views of salaried and fee-paid judges, and highlighting differences between judges in individual judicial posts.

Like its predecessors, the JAS 2022 was run as an online survey conducted by the Judicial Institute of University College London (UCL JI) via the web-based survey tool Opinio. The survey was led by Professor Cheryl Thomas KC, Co-Director of the UCL JI. A Working Group comprised of representatives from various judicial associations assisted Professor Thomas in the design of the 2022 questionnaire. Vanessa Cheung and Trisevgeni Papakonstantinou of the UCL Department of Experimental Psychology provided expert data analysis for the report.

The survey was voluntary and all participants remained completely anonymous. The survey ran from 14 June 2022 through 12 July 2022. All salaried and fee-paid judges in the England and Wales courts 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.

¹ 37th Annual Report on Senior Salaries, Senior Salaries Review Body (2015)

² 2020 UK Judicial Attitude Survey: England & Wales and UK Tribunals, Cheryl Thomas (2021)

³ 2016 UK Judicial Attitude Survey: England & Wales and UK Tribunals, Cheryl Thomas (2016)

⁴ 2014 Judicial Attitude Survey: England & Wales and UK Tribunals, C. Thomas (2015)

⁵ Findings for the salaried and fee-paid judiciary in Scotland and the salaried and fee-paid judiciary in Northern Ireland have been reported separately.

⁶ Scottish judges comprise 8% and Northern Ireland judges comprise 6% of all judicial office holders in the UK.

1.2 The contents of the UK Judicial Attitude Survey (England & Wales and UK Tribunals)

The survey included 48 questions on the salaried judiciary version of the survey and 43 questions in the fee-paid judiciary version of the survey, which covered the following general subject areas:

- working conditions
- judicial welfare
- bullying, harassment and discrimination
- salary and pensions
- digital working
- job satisfaction, opportunities and training
- change and communication within the judiciary
- future planning
- being a member of the judiciary
- joining and leaving the judiciary
- leadership

Many of the questions from the 2014, 2016 and 2020 JAS were repeated in the 2022 JAS, which has enabled an assessment to be made of how, if at all, judicial attitudes may have changed over this time period. This longitudinal analysis applies in this report only to the *salaried* judiciary in England & Wales and UK non-devolved tribunals, as the 2014, 2016 and 2020 surveys were only run with the salaried judiciary.

A few questions from the 2020 JAS were phrased differently in 2022 to increase clarity following a review of the 2020 JAS. Several new questions were added to the 2022 JAS covering changes taking place within the judiciary since 2020, including the increase in remote hearings which has continued following the pandemic.

In addition, the survey included a number of demographic questions covering judicial:

- age
- disability
- ethnicity
- education
- gender
- caring responsibilities
- financial dependents
- professional background
- tenure in current post
- tenure in the judiciary

1.3 Response rates

One of the main factors contributing to the value of the JAS is that, since its inception in 2014, the UK Judicial Attitude Survey has produced extremely high response rates. All previous surveys achieved between 90%-99.6% participation. This continued in 2022.

Amongst salaried judges there was again close to universal participation (99% of courts salaried judges and 91% of tribunal salaried judges). It was anticipated that it would be more difficult to achieve the same extremely high level of response amongst fee-paid judicial office holders in the 2022 JAS, given the part-time nature of these judicial offices. Yet despite the greater challenge in reaching and engaging fee-paid judicial office holders, the 2022 JAS still managed to achieve a high response rate for fee-paid office holders (67% of courts fee-paid judicial office holders and 53% of tribunals fee-paid judicial office holders). Survey industry data indicates that the average response rate to internal workplace surveys like the JAS is between 25%-33%. The importance of these high response rates lies in the ability of the JAS to authoritatively reflect the views of virtually all judges in the England and Wales courts and UK non-devolved tribunals, producing a survey with an exceptionally high level of reliability.

Table 1.1: JAS salaried judges' response rates 2022 and 2020

Post	Total in post	Responses	2022 response rate	2020 response rates
Courts (salaried judges)				
Court of Appeal	42	42	100%	100%
High Court Chancery	17	17	100%	100%
High Court Family	20	20	100%	100%
High Court QB (now KB)	71	71	100%	100%
Senior Circuit Judge	62	62	100%	100%
Circuit Judge	599	582	97%	100%
District Judge (County Court)	411	411	100%	98%
District Judge (Magistrates Court)	127	127	100%	100%
Masters	14	14	100%	100%
Costs Judge of the Senior Courts	5	5	100%	100%
Insolvency & Companies Judge	6	6	100%	100%
totals	1374	1357	99%	99.6%
Tribunals (salaried judges)				
Upper Tribunal Judges	54	54	100%	100%
Upper Tribunal Non-Legal Members	3	2	67%	---
Employment Judges ⁷	159	138	84%	100%
First Tier Tribunal Judges	305	279	92%	96%
First Tier Tribunal Non-Legal Members	12	12	100%	---
totals	533	485	91%	98%

⁷ Includes 16 salaried Employment Judges (Scotland)

Table 1.2: JAS fee-paid judicial office holders' response rates 2022

Post	Total in post	Responses	Response rate
Courts (fee-paid)			
Deputy High Court Judges	97	66	68%
Recorders	1043	580	56%
Deputy Circuit Judges	58	35	60%
Deputy District Judges (DDJ)	771	694	90%
Deputy District Judges Mags (DDJ MC)	103	85	83%
Deputy Masters	26	15	58%
Deputy Costs Judges	16	4	25%
Deputy Insolvency & Companies Judges	14	11	79%
totals	2258	1518	67%
Tribunals (fee-paid)			
Upper Tribunal Judges	57	20	35%
Upper Tribunal Non-Legal Members	78	39	50%
Employment Judges ⁸	282	174	62%
Employment Non-Legal Members ⁹	973	378	39%
First Tier Tribunal Judges	953	622	65%
First Tier Tribunal Non-Legal Members	2213	1169	53%
totals	4556	2402	53%
Judges sitting in retirement (fee-paid)			
Court of Appeal, High Court & District Judges	59	28	47%

1.4 How the results are presented

Part 2 of the report presents some key longitudinal trends from 2014 – 2022 for *salaried* judges only. This part of the report is able to track trends in salaried judges' attitudes because all the previous JASs (in 2014, 2016 and 2020) were conducted with salaried judges. Part 2 highlights any changes in salaried judges' view over the last 8 years in their conception of their role, job satisfaction, working conditions and resources, training, salary and pension, future plans and feeling valued by different groups in society.

Part 3 presents the results of the 2022 JAS. Here the results for salaried judges and the results for fee-paid judicial office holders are compared and, in many instances, the results are also broken down by individual judicial post for both the salaried and fee-paid judiciary. Not all judicial posts are included in these breakdowns because the number of individuals in some judicial posts is too small to ensure anonymity. But the results for all judges are included where the results are reported in the aggregate for all salaried or all fee-paid members of the judiciary.

⁸ This includes 27 fee-paid Employment Judges (Scotland)

⁹ This includes 121 fee-paid Employment NLMs (Scotland)

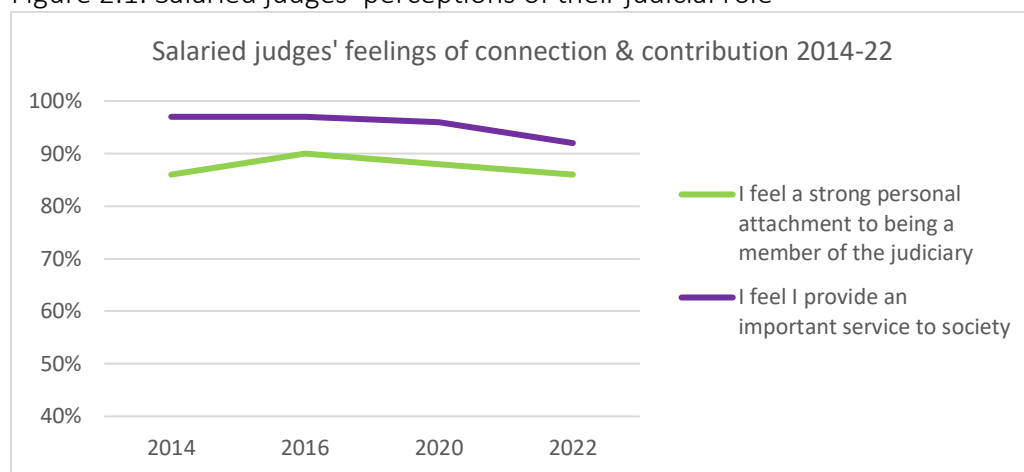
Part 2: UK JAS trends 2014-2022 for the salaried judiciary

This section presents some key longitudinal trends from 2014 – 2022 for salaried judges in England and Wales courts and UK non-devolved tribunals. It tracks changes in salaried judges' view over the last 8 years in relation to their judicial role perceptions, job satisfaction, working conditions and resources, training, salary and pension, future plans and feeling valued by different groups in society.

2.1 Role perception trends

From 2014 to 2022, almost all salaried judges have consistently said they feel a strong personal attachment to being a member of the judiciary (80+%), and almost all salaried judges have consistently said they feel they provide an important service to society (90+%).

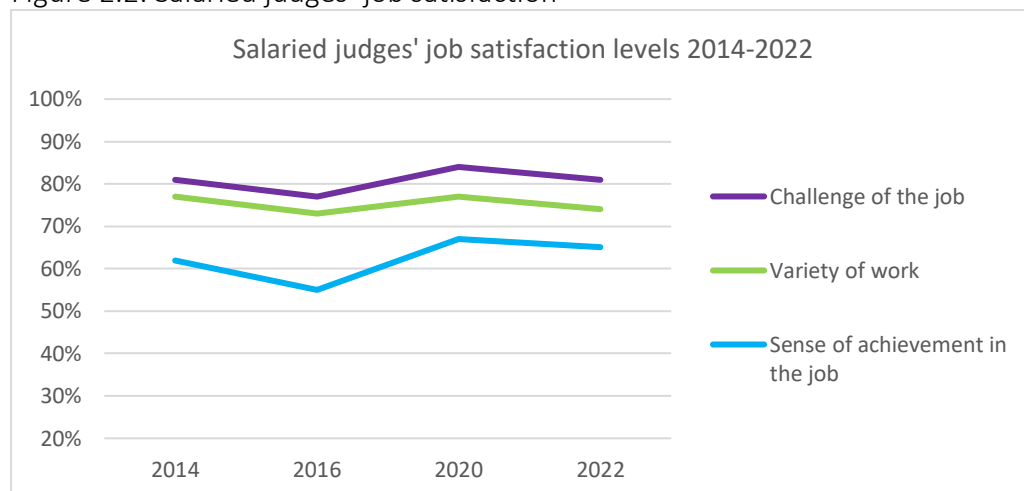
Figure 2.1: Salaried judges' perceptions of their judicial role



2.2 Job satisfaction trends

From 2014 to 2022, a majority of salaried judges have felt satisfied with the challenge of the job, the variety of work they have and the sense of achievement they have in their job. Salaried judges' satisfaction with all three aspects of their work as a judge dipped from 2014 to 2016, but increased in 2020 and remained high in 2022.

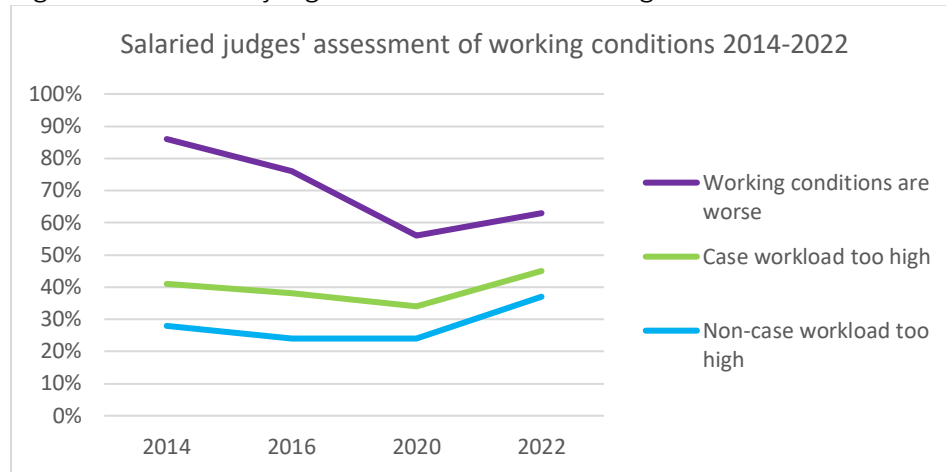
Figure 2.2: Salaried judges' job satisfaction



2.3 Working conditions trends

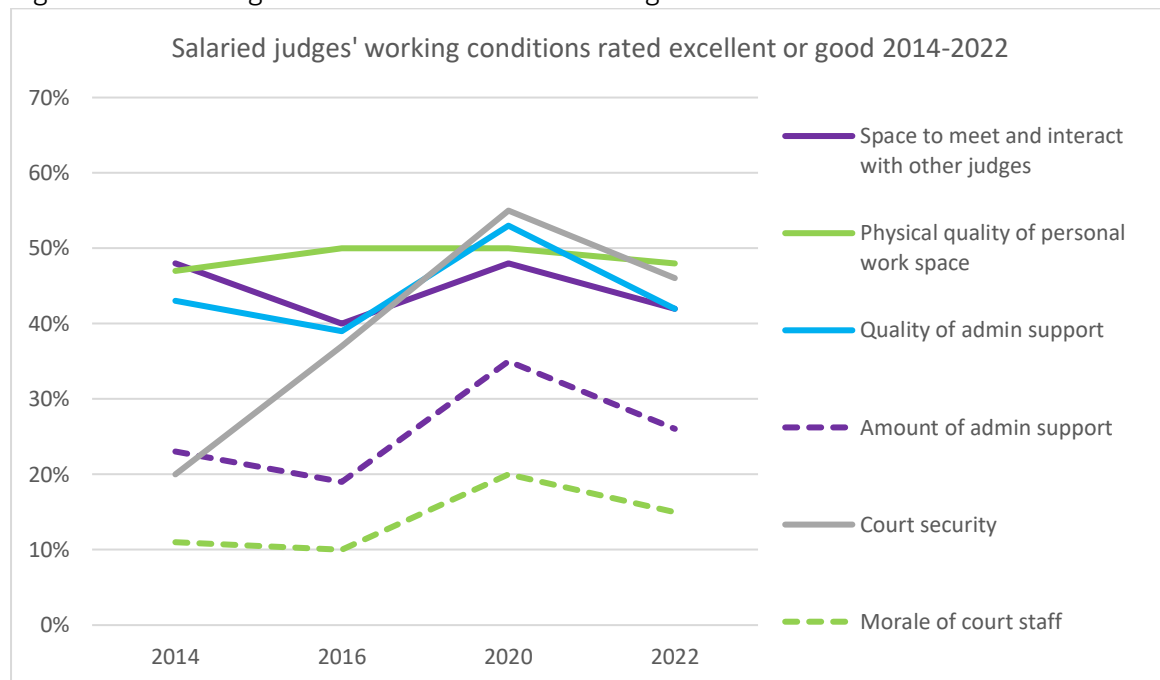
Since 2014, there has been a substantial fall in the proportion of salaried judges saying working conditions are “worse” than they were in previous years. There has also been an increase in the proportion of salaried judges saying their case workload was too high and an increase in judges saying their non-case workload is too high.

Figure 2.3: Salaried judges’ assessment of working conditions



The one working condition consistently rated the highest by salaried judges from 2014-2022 has been their personal work space. The working conditions consistently rated the lowest by salaried judges from 2014-2022 have been the morale of court staff and the amount of administrative support they have. Salaried judges’ rating of the quality of administrative support as excellent or good increased substantially in 2020, but fell back again in 2022. The proportion of salaried judges rating court security as excellent or good increased substantially from 2014-2020 but dipped in 2022.

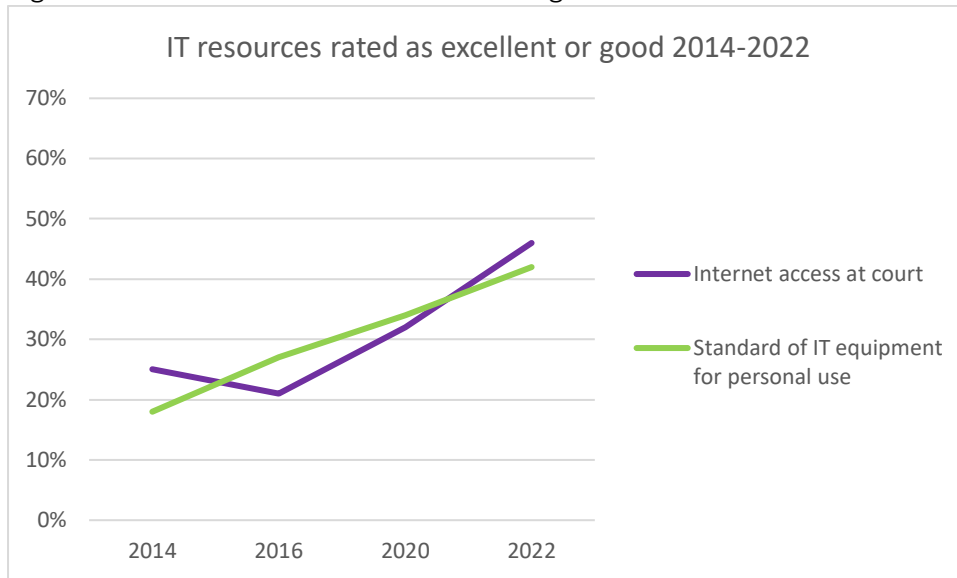
Figure 2.4: Working conditions rated excellent or good 2014-2022



2.4 IT resources trends

After an initial fall in the quality of internet access at court from 2014 to 2016, salaried judges' assessment of this markedly increased in 2020 and 2022. Judges' assessment of the standard of IT equipment provided to them for their personal use has consistently increased from 2014 to 2022.

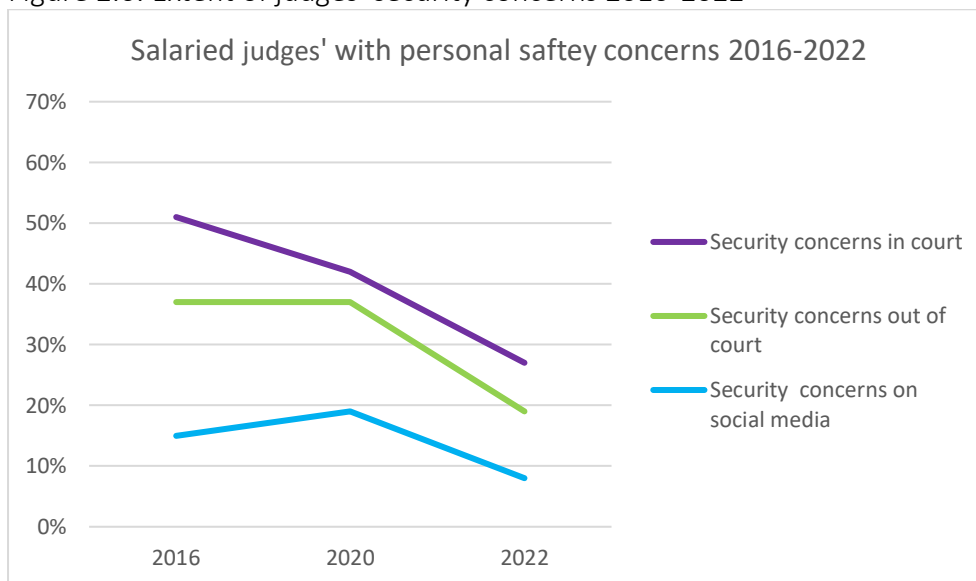
Figure 2.5: IT resources rated excellent or good 2014-2022



2.5 Trends in personal safety concerns

Since 2016 when salaried judges were first asked about their concerns for their personal safety, there has been a substantial fall in those who said they have personal safety concerns in court, out of court and on social media.

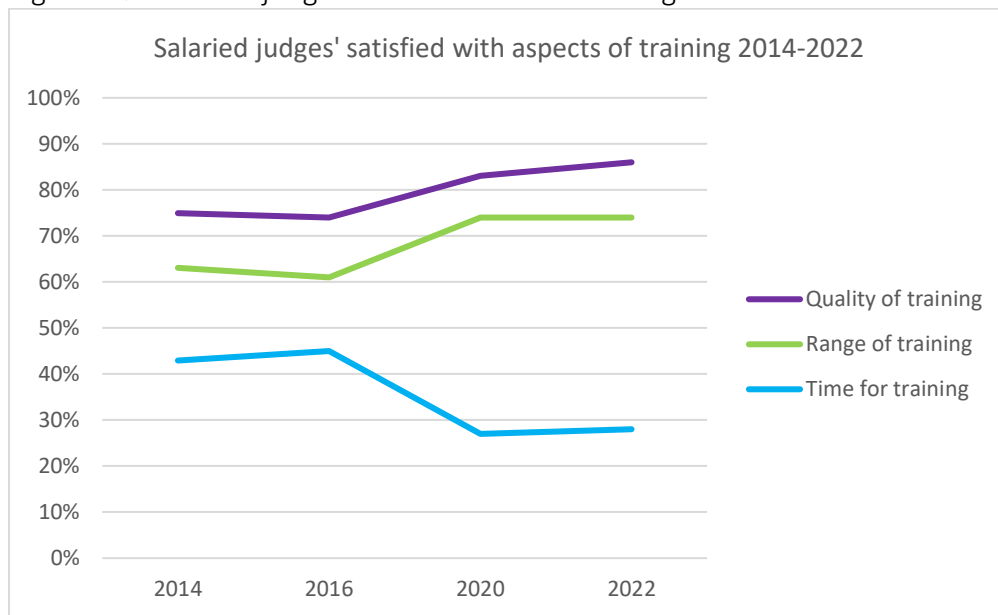
Figure 2.6: Extent of judges' security concerns 2016-2022



2.6 Training trends

Judges' satisfaction with the range and quality of training increased from 2014 to 2022, although their satisfaction with the time they have for training has fallen from 2014-2022.

Figure 2.7: Salaried judges' satisfaction with training 2014--2022

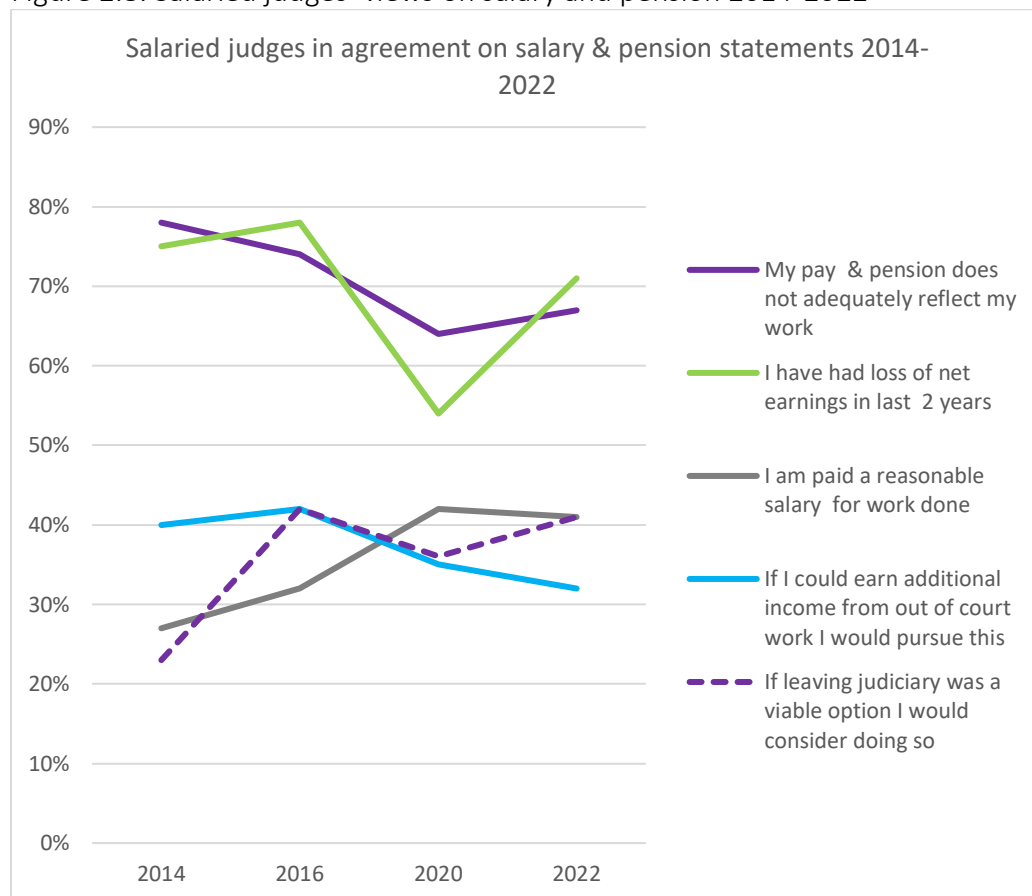


2.7 Salary and pension trends

In relation to salary and pension, from 2014 to 2022:

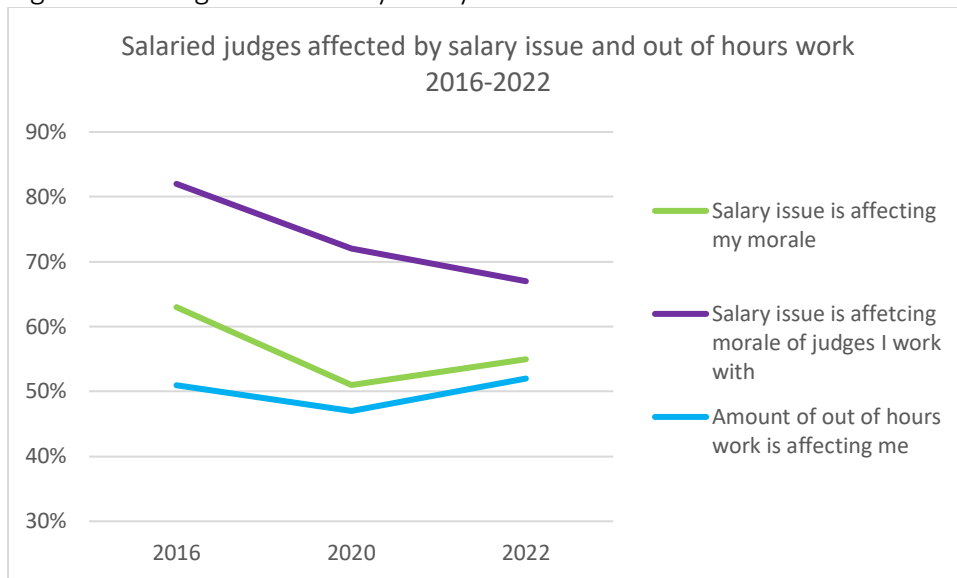
- The proportion of salaried judges that said they are paid a reasonable salary for the work they do increased from 2014 to 2020 but fell slightly in 2022.
- In 2020 there was a substantial decrease in judges reporting a loss of net earnings in the previous 2 years, but in 2022 this trend reversed and has increased back to earlier levels.
- From 2014 to 2022 there was a steady fall in judges saying their pay and pension entitlement does not adequately reflect the work they have done and will do before retirement.
- From 2014 to 2022 there has been an overall increase in the proportion of salaried judges that said they would leave the judiciary if it was a viable option, but since 2016 there has been a fall in the proportion of salaried judges that would pursue out of court paid work if that was possible.

Figure 2.8: Salaried judges' views on salary and pension 2014-2022



Since 2016 (when it was first asked), there has been a continued decrease in judges saying the salary issue was affecting the morale of judges with whom they work. Salaried judges who said their own morale was affected by the judicial salary issue also fell from 2016 (when first asked) to 2020, although in 2022 there was an increase in judges saying the salary issue was affecting their morale. There was also an overall increase from 2016 to 2022 in the proportion of salaried judges that said they were affected by the amount of out of hours work required to do the job.

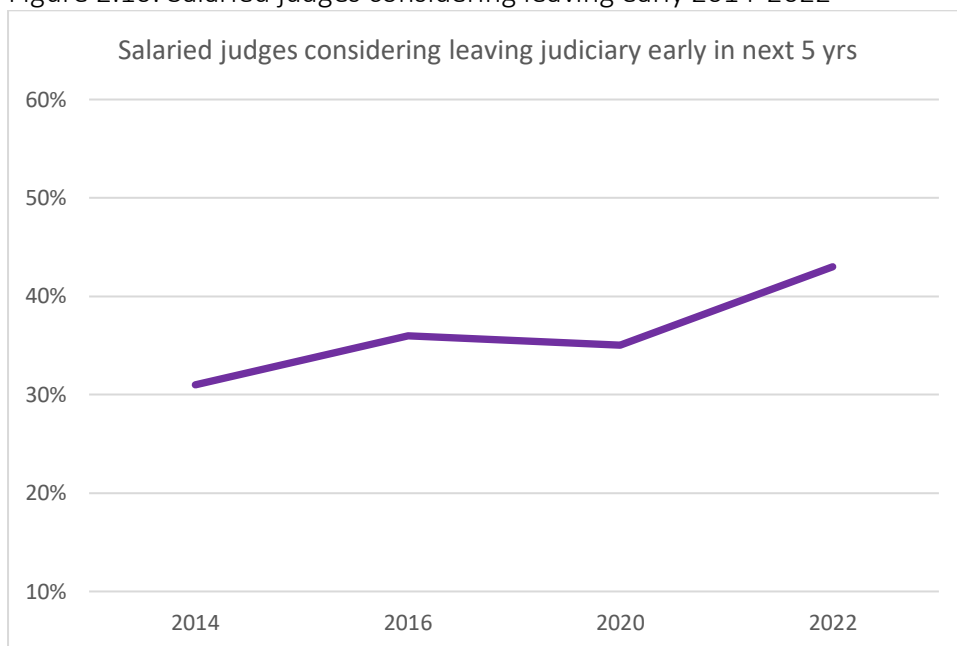
Figure 2.9: Judges affected by salary issue and out of hours work 2016-2022



2.8 Trends in intentions to leave the salaried judiciary early

The proportion of judges saying they are considering leaving the judiciary early has increased from 2014 to 2022.

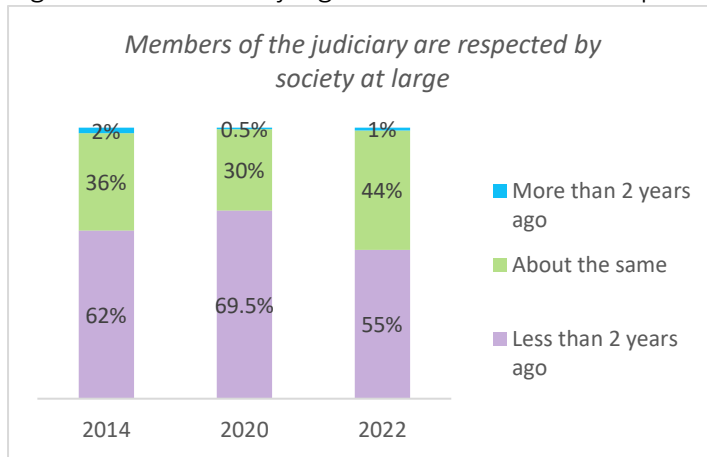
Figure 2.10: Salaried judges considering leaving early 2014-2022



2.9 Trends in being respected and valued

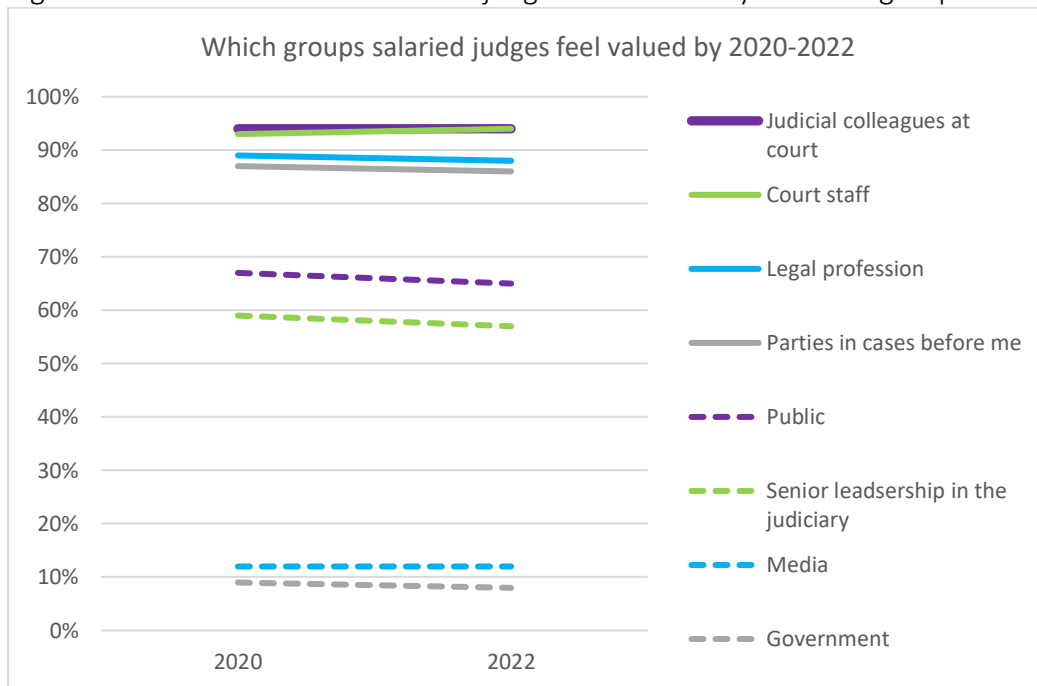
From 2014 to 2020, there was an increase in salaried judges that felt members of the judiciary were respect less by society at large than they were in previous years. But in 2022 this trend was reversed. This does not mean that salaried judges feel they are respected more by society in 2022; instead in 2022 there was a larger proportion of judges that said societal respect was about the same as it was 2 years ago (Figure 3.5).

Figure 2.11: Salaried judges' views on societal respect



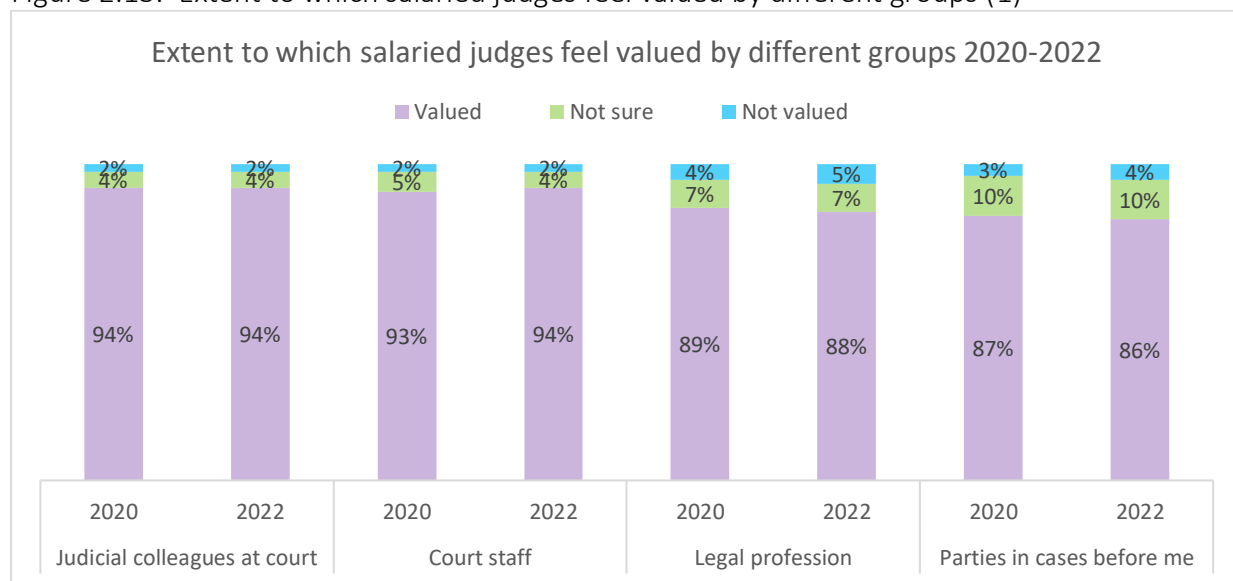
Since 2020, all salaried judges have been asked *the extent to which* they felt valued by a number of different groups (in 2014 and 2016 judges were only asked if they felt valued by these groups, so direct comparisons with 2014 and 2016 are not possible). There has been little change from 2020-2022 in the groups salaried judges feel most and least valued by.

Figure 2.12: Extent to which salaried judges feel valued by different groups



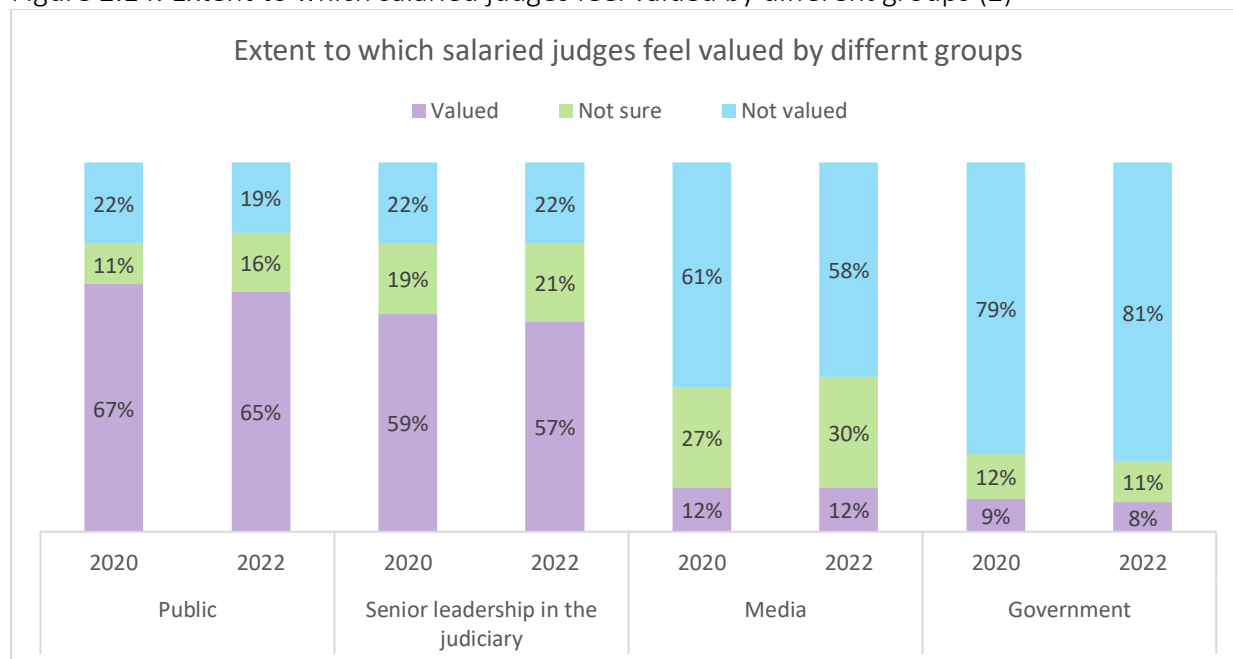
Judicial colleagues, court staff, legal profession, parties in cases before judges are the groups salaried judges consistently feel most valued by, and there has been no real change in this since 2020.

Figure 2.13: Extent to which salaried judges feel valued by different groups (1)



A majority of salaried judges also feel valued by the public and the senior judicial leadership but not to the same extent as the 4 groups above. There has been no real change in this since 2020. The media and the government are the groups most salaried judges do not feel valued by, and there has been no real change in this since 2020.

Figure 2.14: Extent to which salaried judges feel valued by different groups (2)



Part 3: 2022 JAS results England & Wales and UK Tribunals (salaried and fee-paid judiciary)

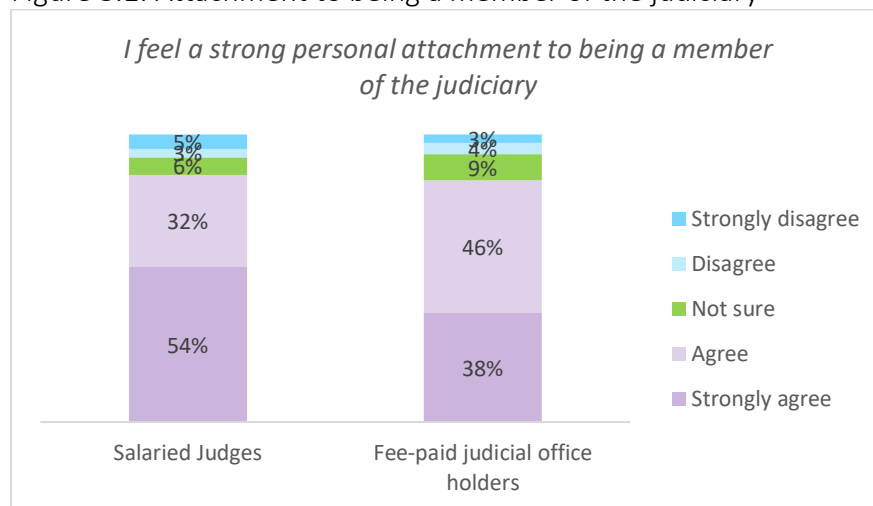
3. Being a member of the judiciary

This section covers judicial views on their personal attachment to being a member of the judiciary, their belief in their contribution to society, their perception of societal respect for the judiciary and the extent to which judges feel valued by different groups in society.

3.1 Identity and belonging

There was very little overall difference between the salaried and fee-paid judiciaries' views on being a member of the judiciary. Almost all judges (86% of salaried and 84% of fee-paid) feel a strong personal attachment to being a member of the judiciary. But salaried judges felt this attachment more strongly (54%) than fee-paid judicial office holders (38%).

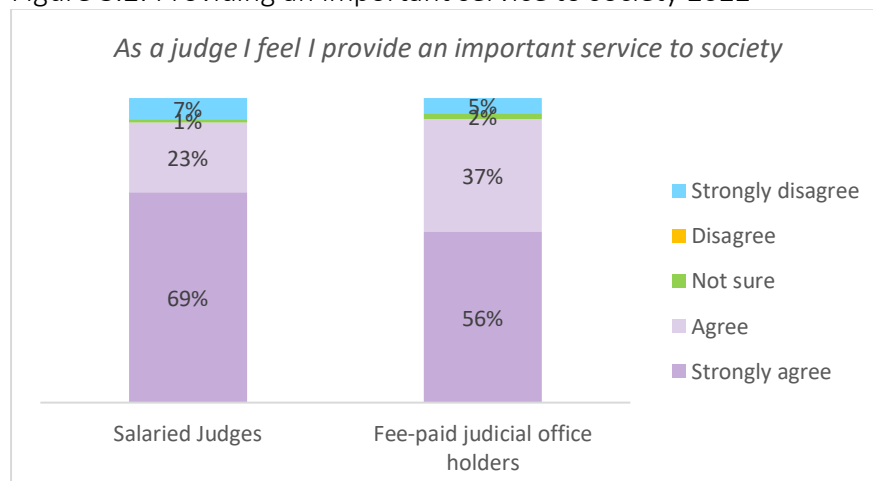
Figure 3.1: Attachment to being a member of the judiciary



3.2 Contribution to society

There was very little difference between the salaried and fee-paid judiciaries' views on the extent to which they provide an important service to society: 92% of the salaried and 93% of the fee-paid judiciary feel they provide an important service to society. But salaried judges felt this more strongly (69%) than fee-paid judicial office holders (56%).

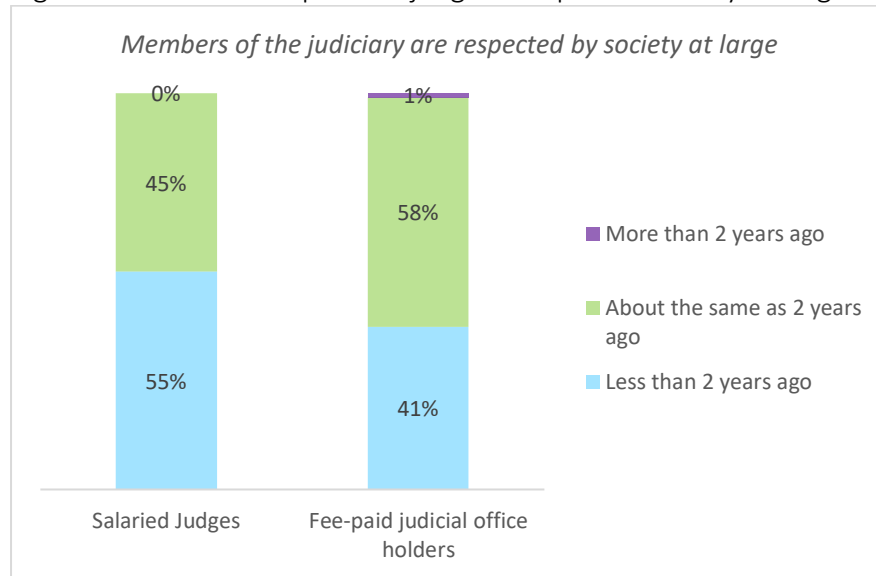
Figure 3.2: Providing an important service to society 2022



3.3 Societal respect for judges

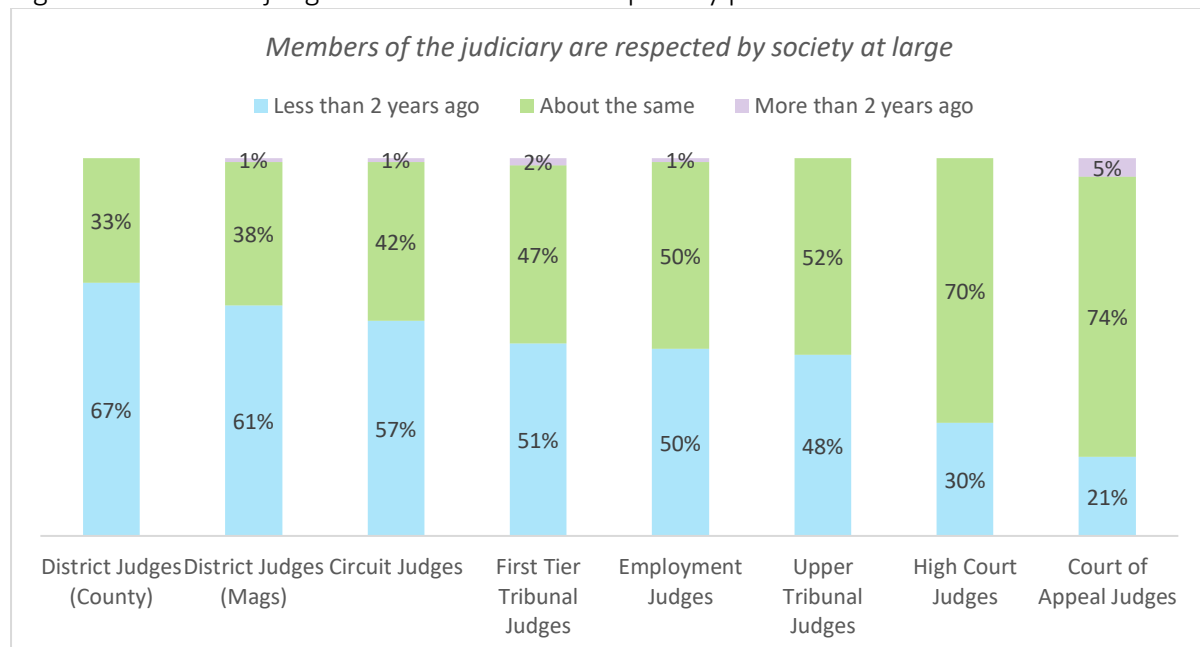
A larger proportion of salaried judges (55%) than fee-paid judicial office holders (41%) felt that members of the judiciary in 2022 were respected by society less than they were in 2020.

Figure 3.3: Societal respect for judges compared with 2 years ago



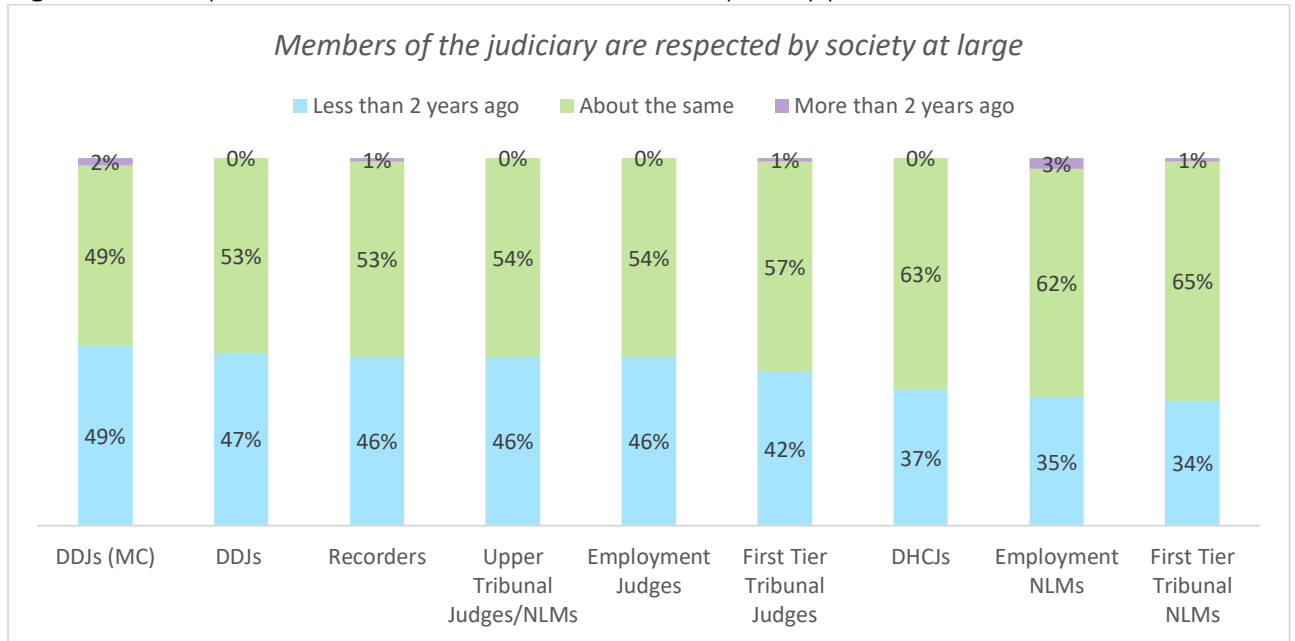
However, amongst salaried judges this view varied considerably by judicial post, with a majority of District Judges (both County Court and Magistrates Court), Circuit Judges and First Tier Tribunal Judges saying they were less respected by society in 2022 than in 2020.

Figure 3.4: Salaried judges' views on societal respect by post



Amongst fee-paid judicial officer holders, a majority of all but DDJ(MC)s felt that members of the judiciary were respected by society about the same as they were 2 years ago.

Figure 3.5: Fee-paid office holders' views on societal respect by post



3.4 Feeling valued

In 2022, both the salaried and fee-paid judiciary were asked *the extent to which* they felt valued by a number of different groups. The results for salaried and fee-paid judiciaries were almost identical.

Figure 3.6: Extent to which salaried judges feel valued by different groups

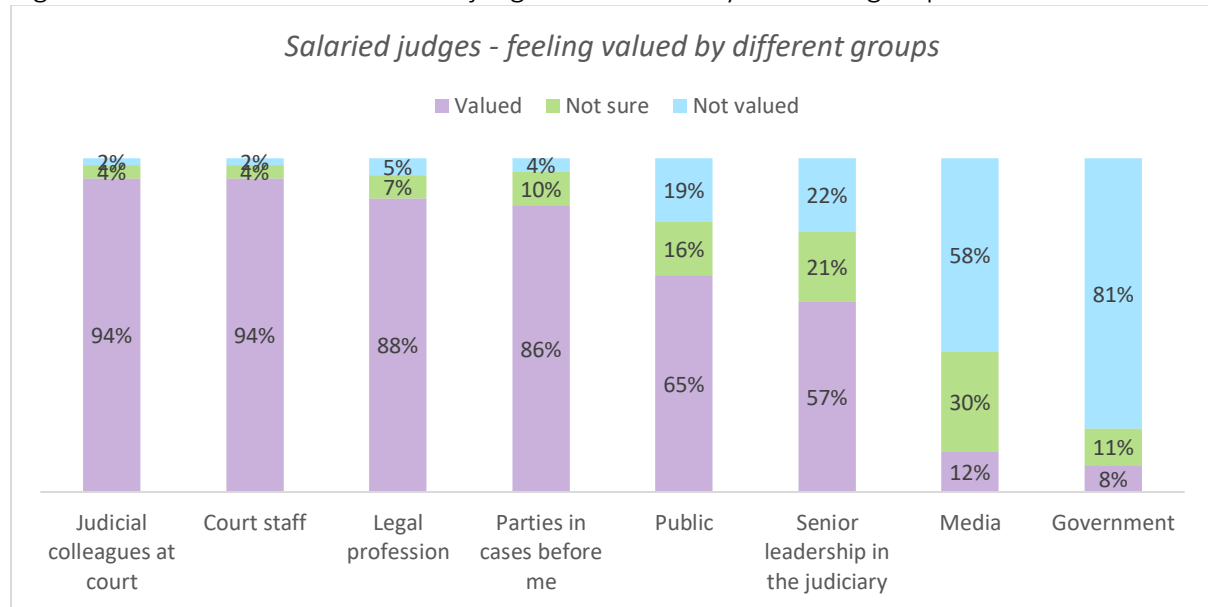
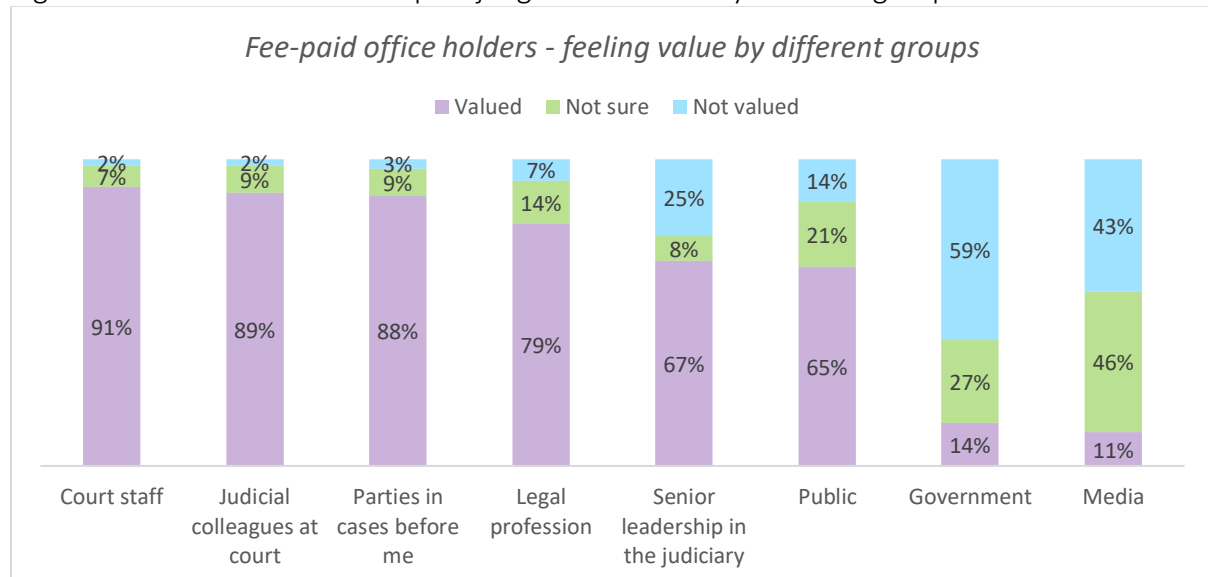
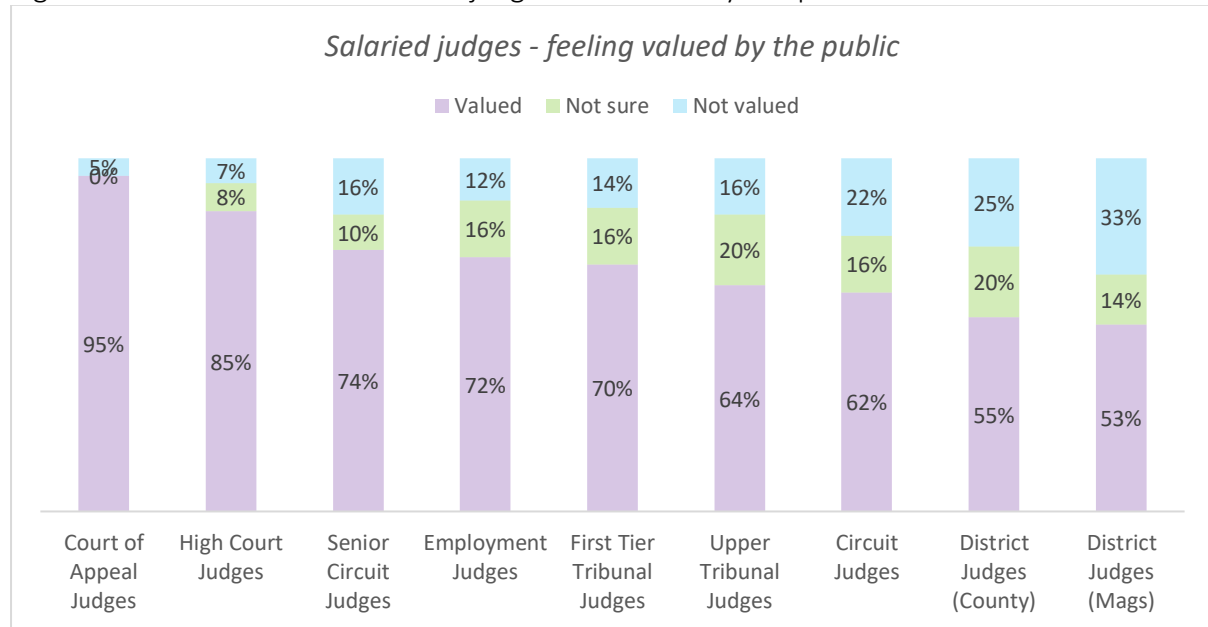


Figure 3.7: Extent to which fee-paid judges feel valued by different groups



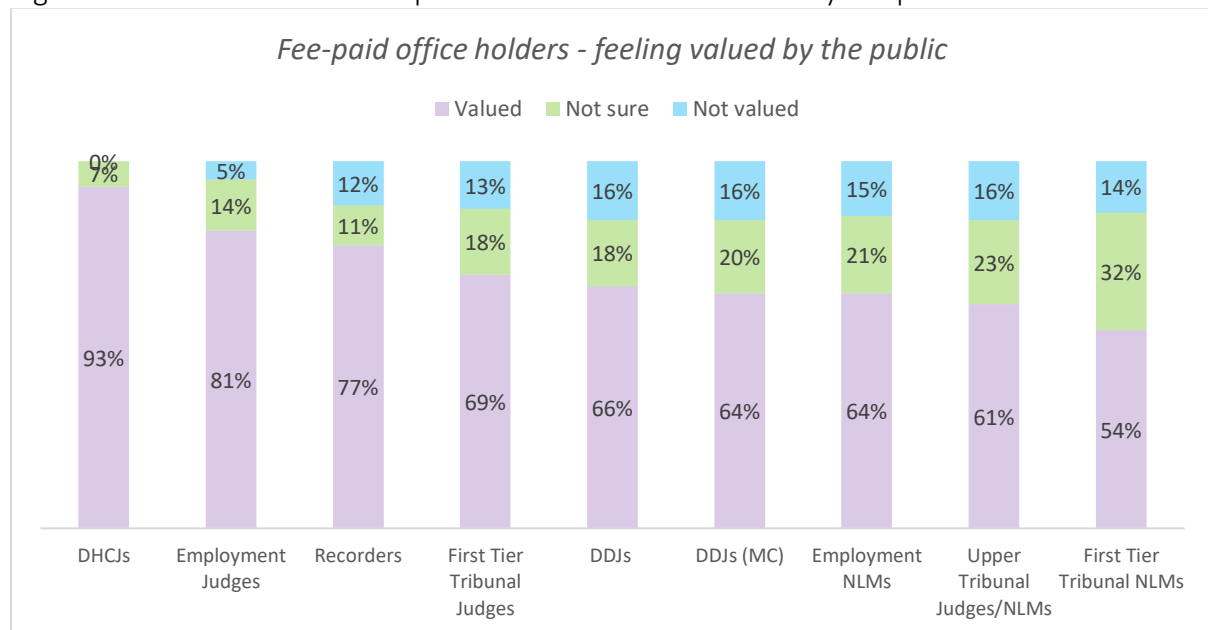
The following examines the results by judicial post for the two groups (the public and senior leadership in the judiciary) where the results were less categorical. While a majority of judges in all posts say they feel valued by the public, the size of the majority varies considerably by post. The salaried judges that feel most valued by the public are Court of Appeal and High Court Judges.

Figure 3.8: Extent to which salaried judges feel valued by the public



The fee-paid judicial office holders that are most likely to feel valued by the public are Deputy High Court Judges, Employment Judges and Recorders.

Figure 3.9: Extent to which fee-paid office holders feel valued by the public



3.4.1 Breakdown by post for feeling valued by senior leadership in the judiciary

A majority of judges in all posts say they feel valued by the senior leadership in the judiciary, but the size of the majority varies considerably by post. Whether salaried or fee-paid, First Tier Tribunal judges are those who feel least valued by senior judicial leadership.

Figure 3.10: Extent to which salaried judges feel valued by senior leadership in the judiciary

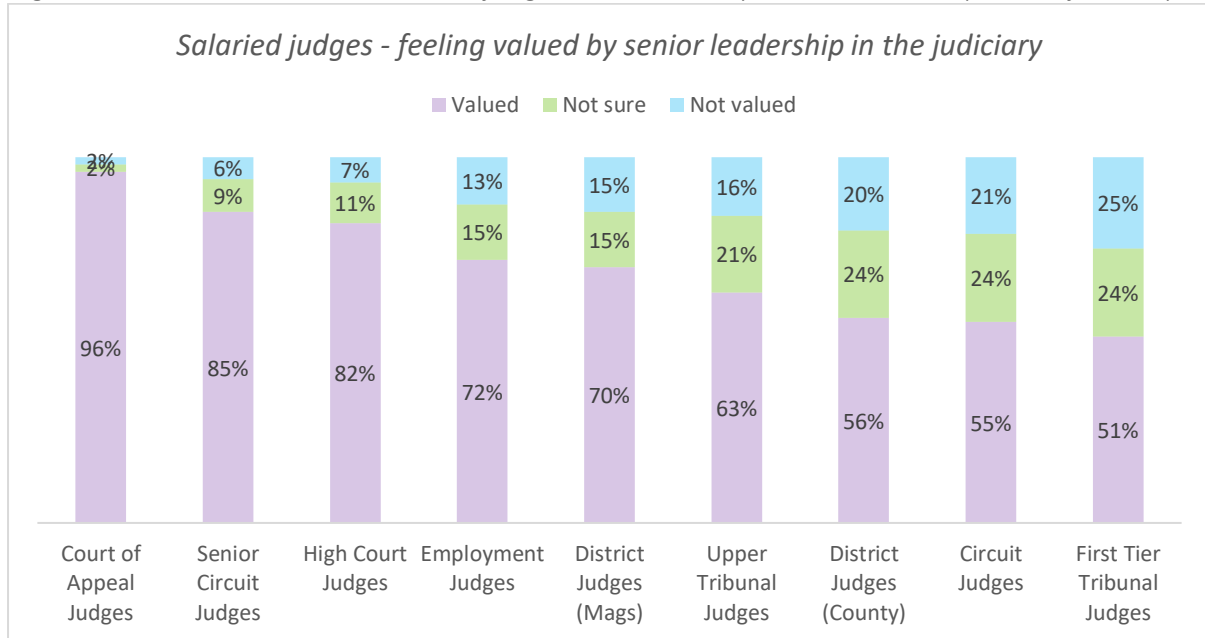
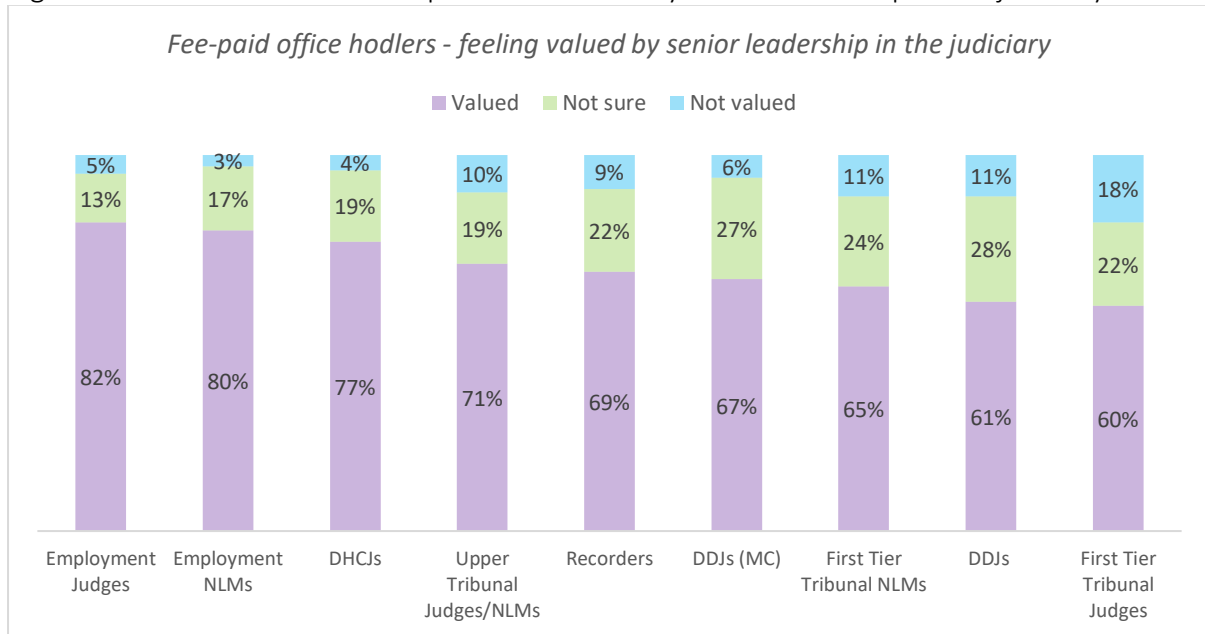


Figure 3.11: Extent to which fee-payers feel valued by senior leadership in the judiciary



4. Working conditions

This section covers judicial assessment of working conditions in 2022 in general as well as a range of specific working conditions such as case and non-case workload, administrative support, court staff morale, physical working conditions, security and personal safety, the inclusive nature of the work environment and the importance of different working conditions for the salaried and fee-paid judiciary.

4.1 Working conditions compared with 2 years ago

Almost two-thirds (64%) of salaried judges said that working conditions were worse in 2022 than they were in 2020, much more than fee-paid judicial office holders (37%). Over a quarter (29%) of salaried judges said working conditions were significantly worse in 2022, much more than fee-paid office holders (11%).

Figure 4.1: Working conditions compared with 2 years ago

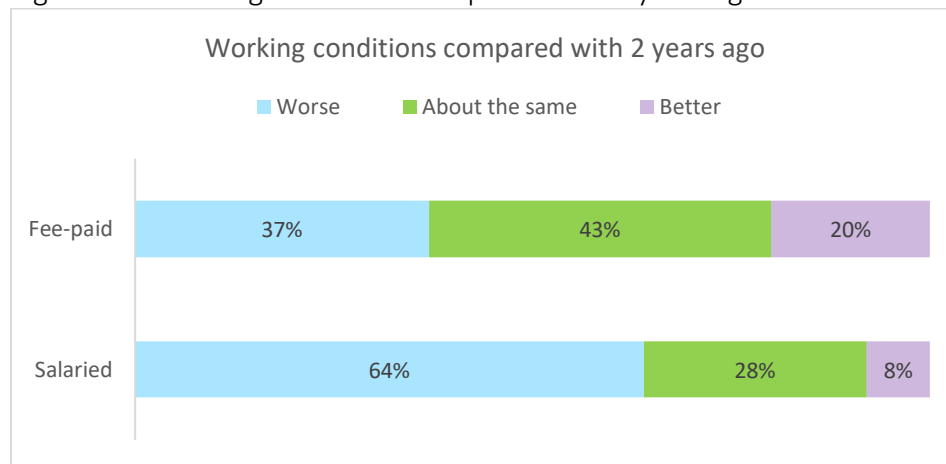
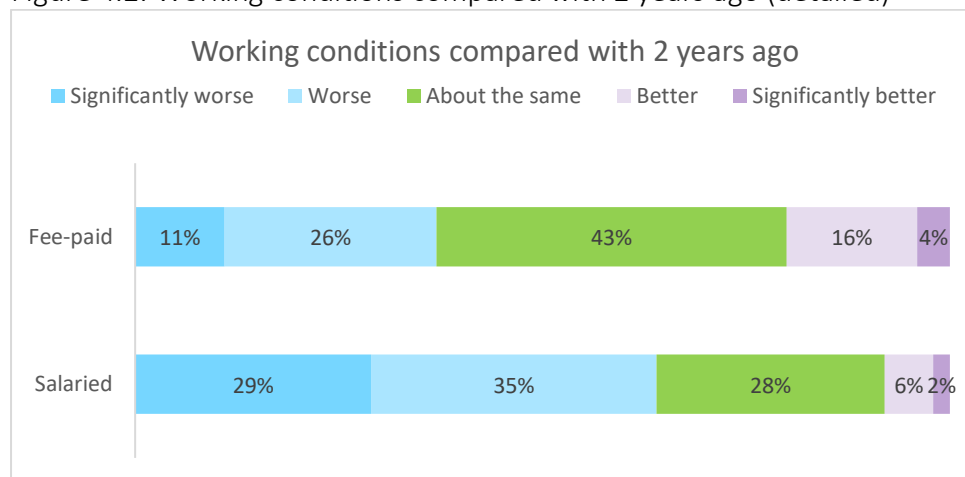
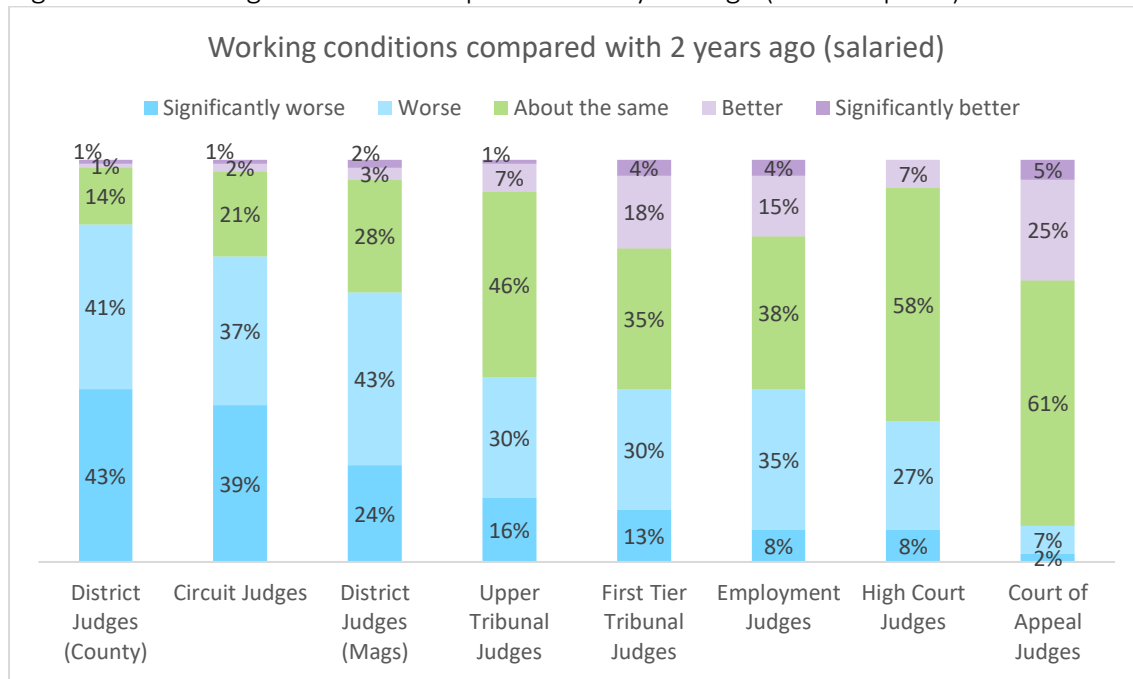


Figure 4.2: Working conditions compared with 2 years ago (detailed)



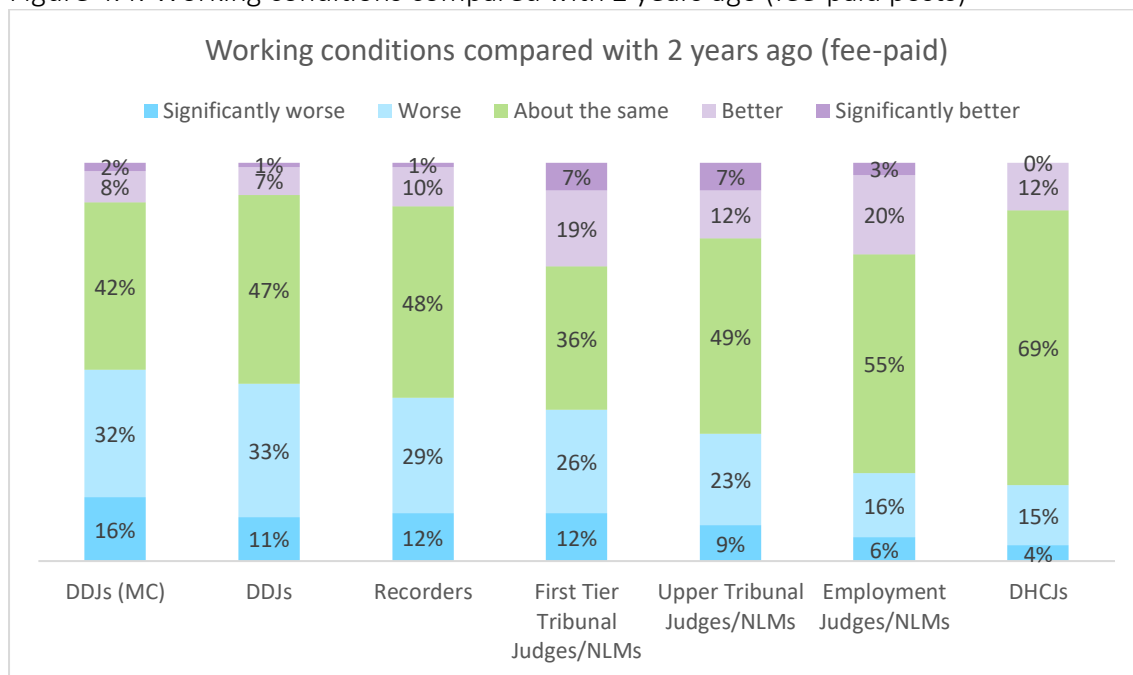
Amongst salaried judges, District Judges (both County and MC) and Circuit Judges were the judges most likely to rate working conditions as worse than 2 years ago (Figure 4.3).

Figure 4.3: Working conditions compared with 2 years ago (salaried posts)



A similar picture occurs with fee-paid judicial office holders, where DDJs (County and MC) and Recorders (the fee paid equivalent of Circuit Judges) were those most likely to rate working conditions as worse than 2 years ago.

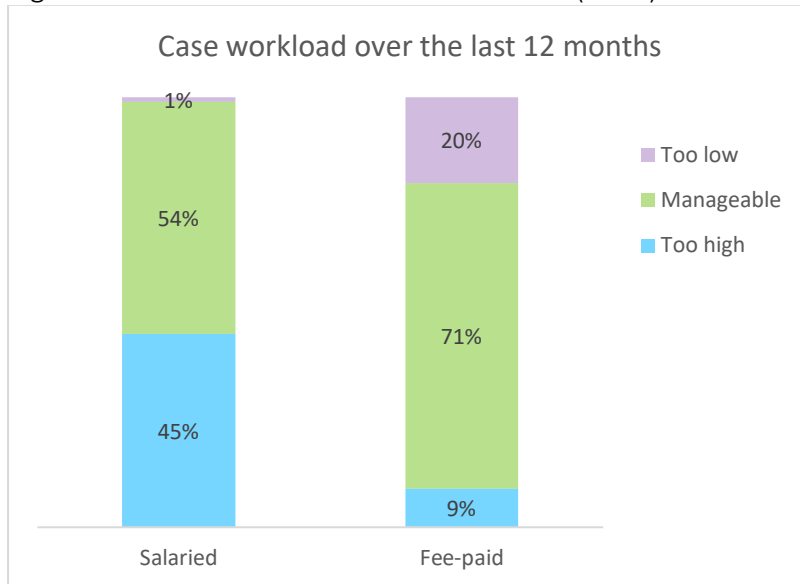
Figure 4.4: Working conditions compared with 2 years ago (fee-paid posts)



4.2 Case workload

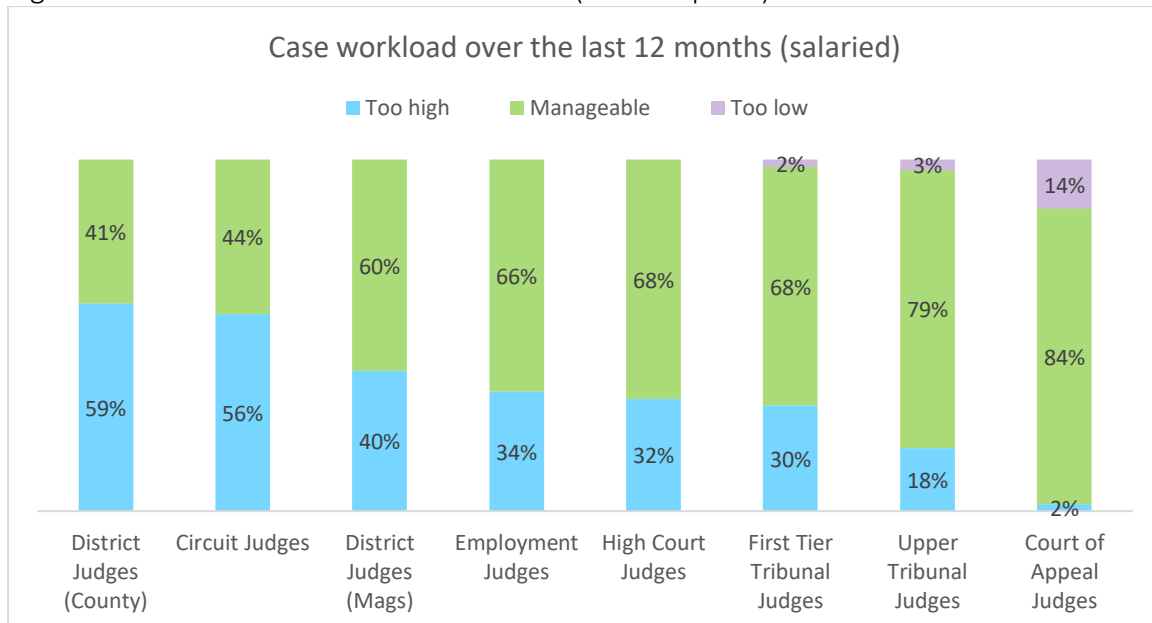
While almost half (45%) of salaried judges said their case workload over the last 12 months was too high, only 9% of fee-paid office holders said this, with most (71%) fee-paid office holders saying their case workload was manageable.

Figure 4.5: Case workload in last 12 months (2022)



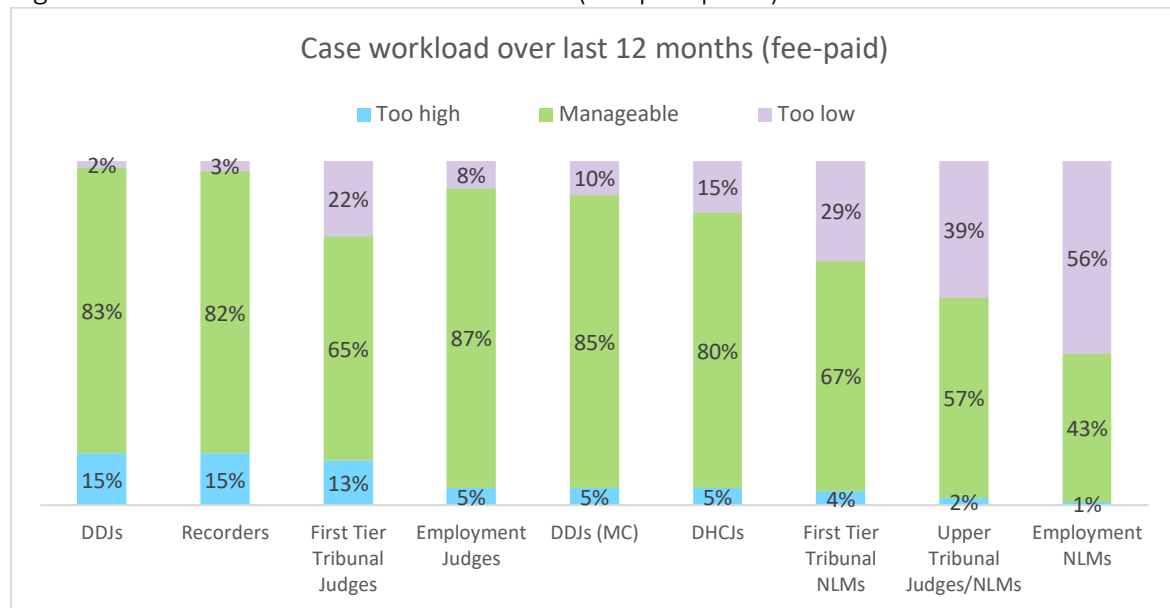
There were substantial differences by post for salaried judges, with only a majority of District Judges (County) and Circuit Judges saying their case workload over the last 12 months was too high.

Figure 4.6: Case workload in last 12 months (salaried posts)



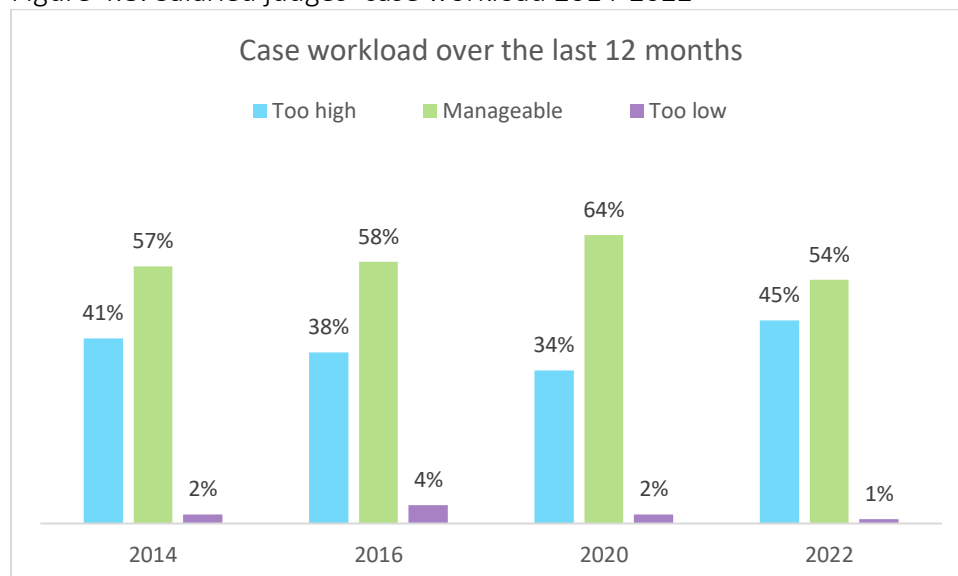
While hardly any fee-paid judicial office holders said their case workload was too high, a majority of Employment Non-Legal Members (56%) said their case workload was too low.

Figure 4.7: Case workload in last 12 months (fee-paid posts)



For salaried judges, the proportion saying their case workload was too high fell from 2014-2020 (from 41% to 34%), but this increased beyond 2014 levels in 2022 (up to 45%).

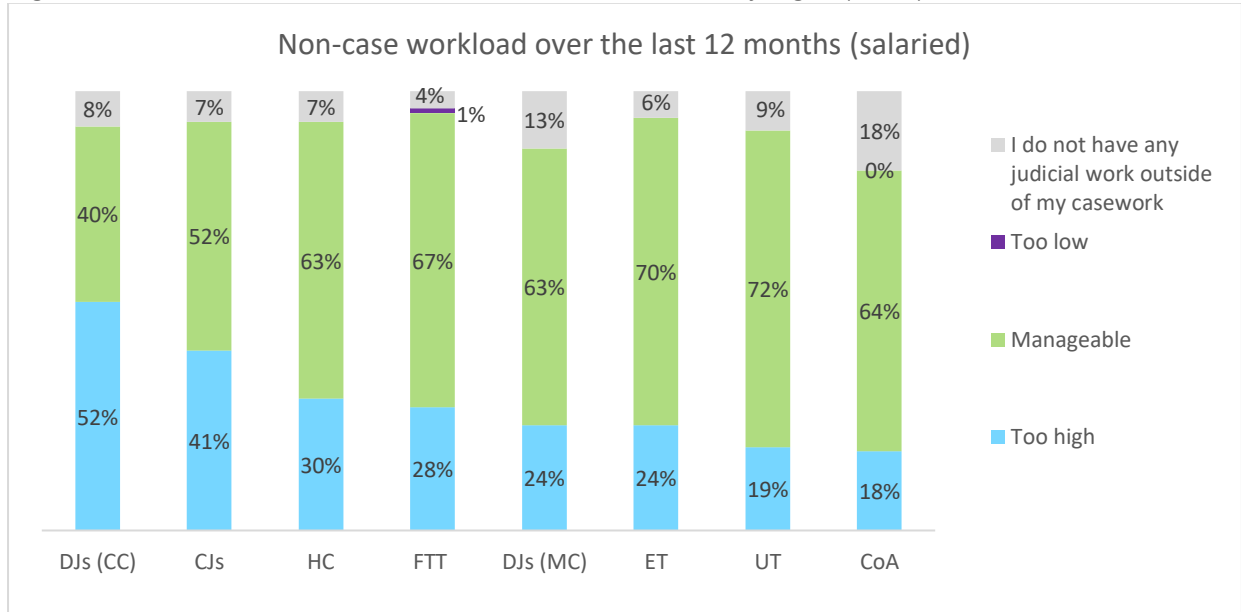
Figure 4.8: Salaried judges' case workload 2014-2022



4.3 Non-case workload (salaried judges only)

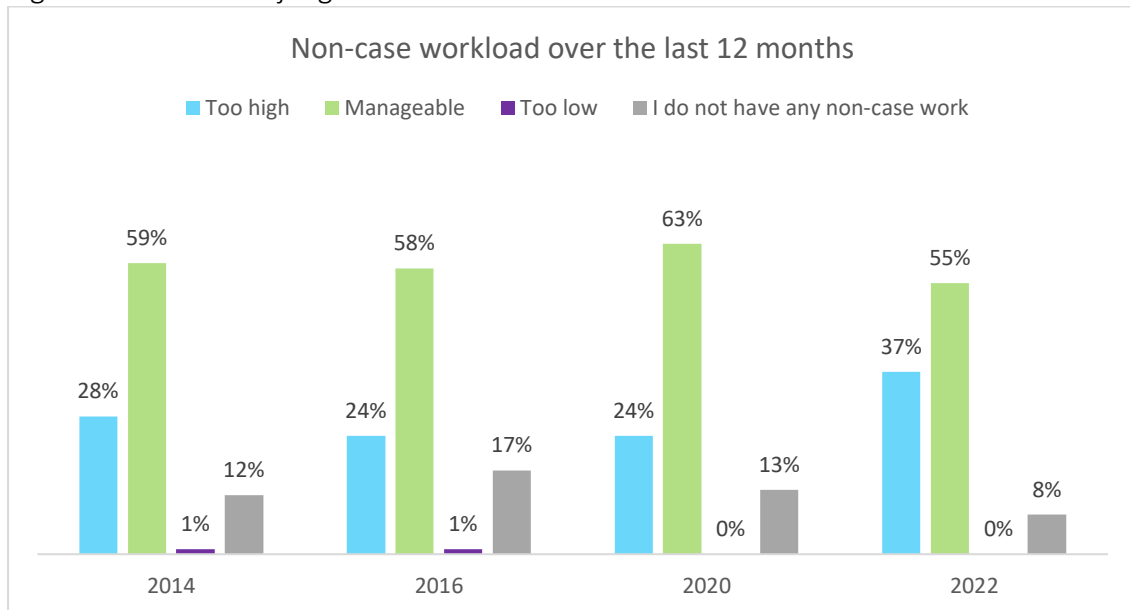
The question about non-case workload was only asked of salaried judges. A majority of judges in all salaried judicial posts with the exception of District Judges (County) said that their non-case workload was manageable.

Figure 4.9: Non-case workload in last 12 months: salaried judges (2022)



In 2022, there was an increase in salaried judges saying the non-case workload is too high; there was also a fall in judges who do not have any non-case workload.

Figure 4.10: Salaried judges' assessment of their non-case workload 2014-2022

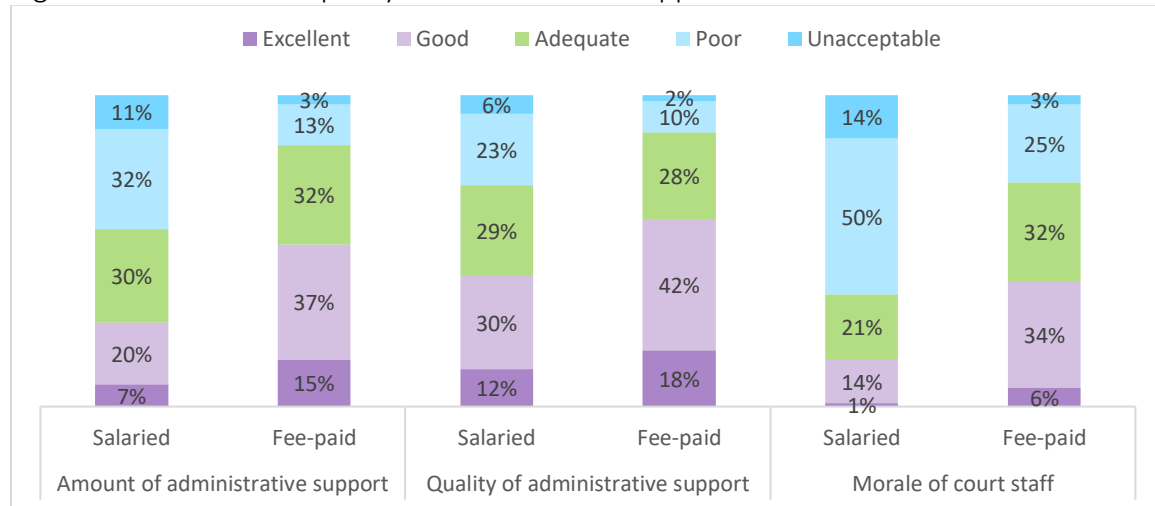


4.4 Assessment of specific working conditions

4.4.1 Amount and quality of administrative support and morale of court staff

Fee-paid judicial office holders rated the amount and quality of administrative support and the morale of court staff higher than salaried judges.

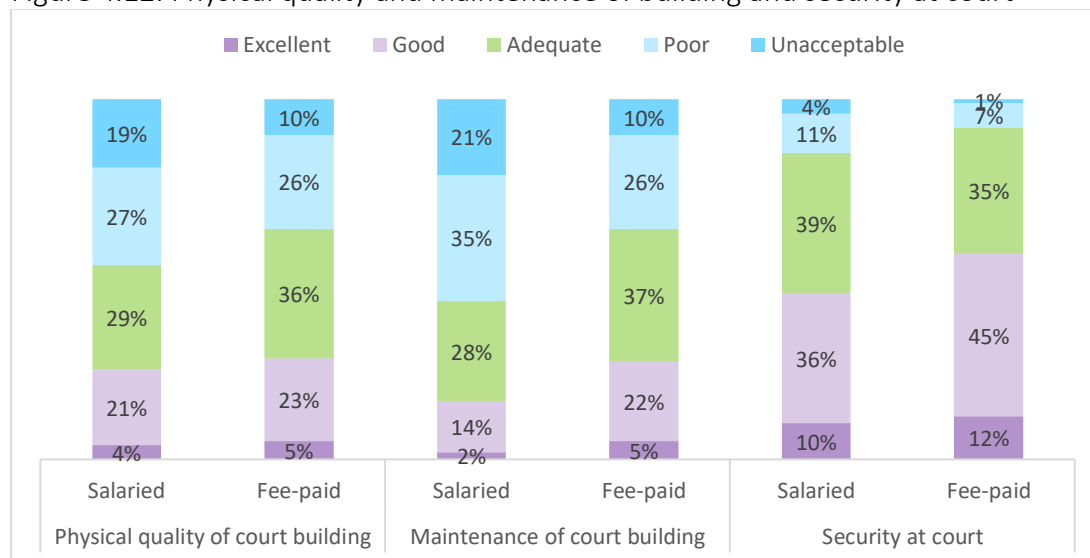
Figure 4.11: Amount & quality of administrative support and morale of staff



4.4.2 Physical quality of building, maintenance of building, security at court

Fee-paid judicial office holders rated the physical quality of the building, the maintenance of the building and security all higher than salaried judges.

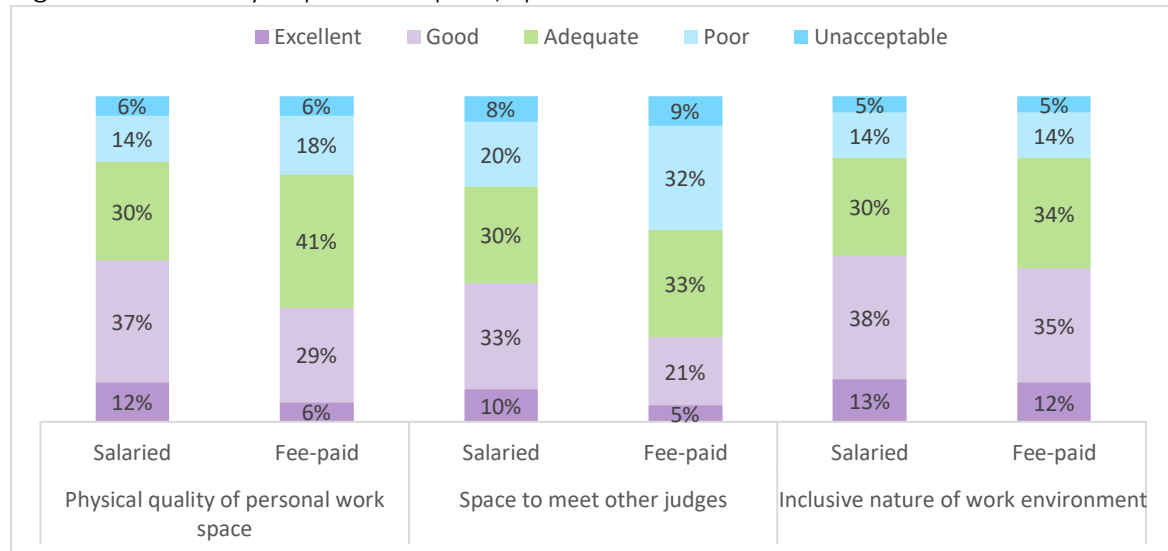
Figure 4.12: Physical quality and maintenance of building and security at court



4.4.3 Physical quality of personal work space, space to meet other judges/judicial office holders, Inclusive nature of work environment

Salaried judges had higher ratings than fee-paid office holders for the physical quality of their personal work space and space to meet other judges/judicial office holders. There were almost identical ratings from the salaried and fee-paid judiciary on the inclusive nature of the work environment

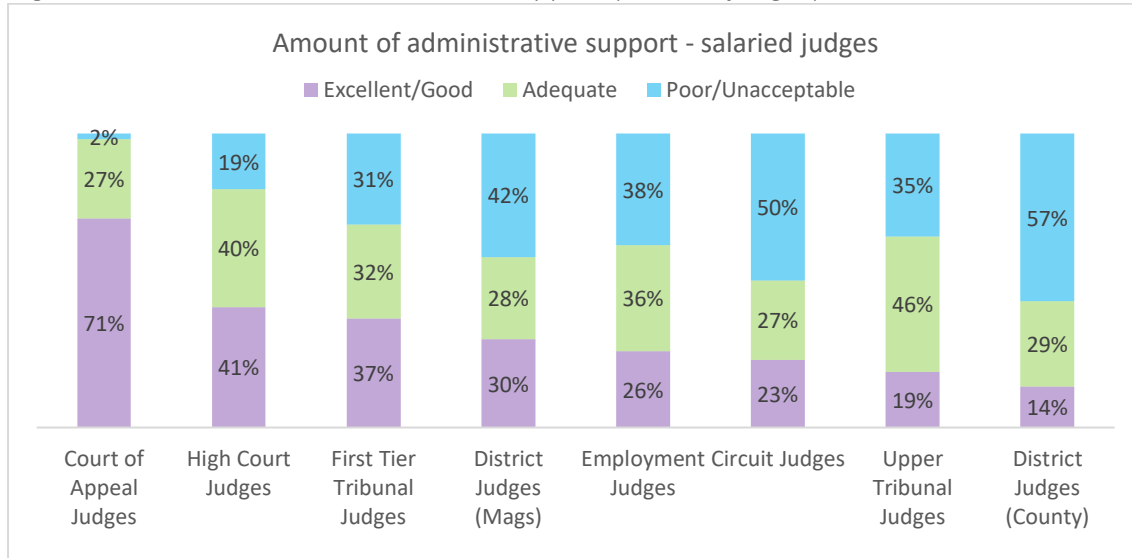
Figure 4.13: Quality of personal space, space to meet Inclusive work environment



4.4.4 Amount of administrative support by post

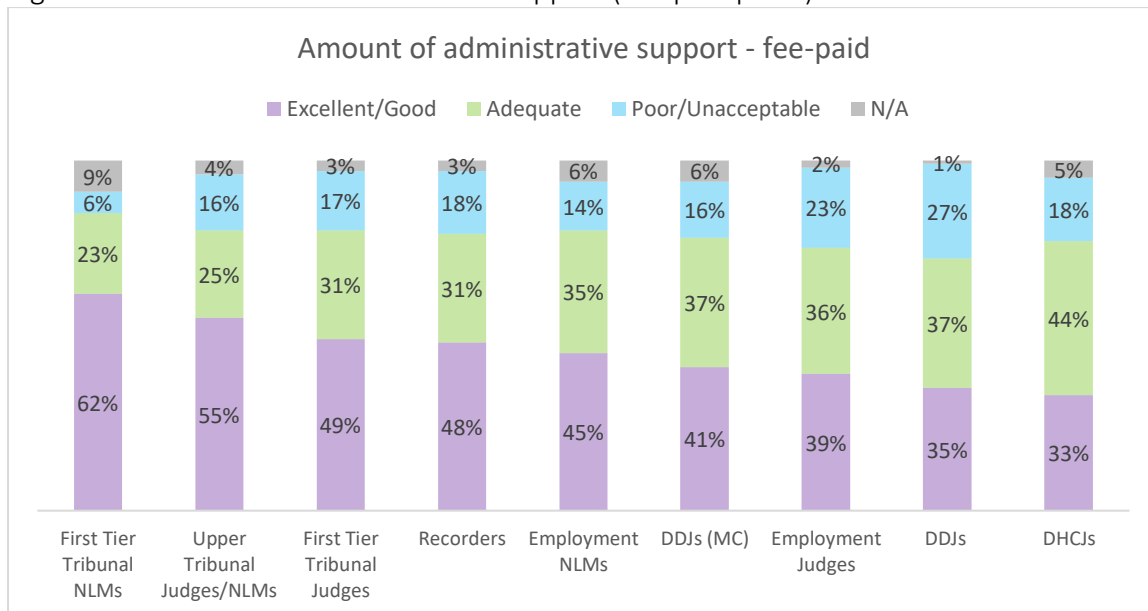
The amount of administrative support for salaried judges varied very substantially by post, with 71% of Court of Appeal Judges saying it was excellent or good, and 57% of District Judges (County) and 50% of Circuit Judges saying it was poor or non-existent.

Figure 4.14: Amount of administrative support (salaried judges)



There was also variation in administrative support by fee-paid judicial post, although a majority in all fee-paid posts said the amount of administrative support was either excellent, good or adequate. DDJs (County) had the highest proportion (27%) that said the amount of administrative support was poor or non-existent.

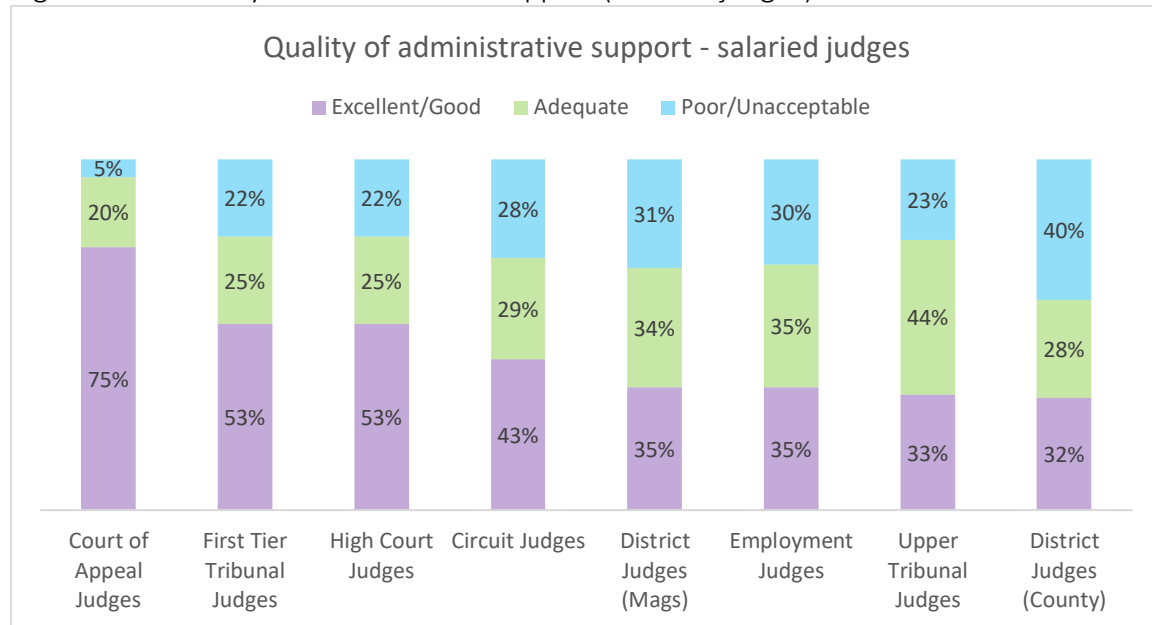
Figure 4.15: Amount of administrative support (fee-paid posts)



4.4.5 Quality of administrative support by post

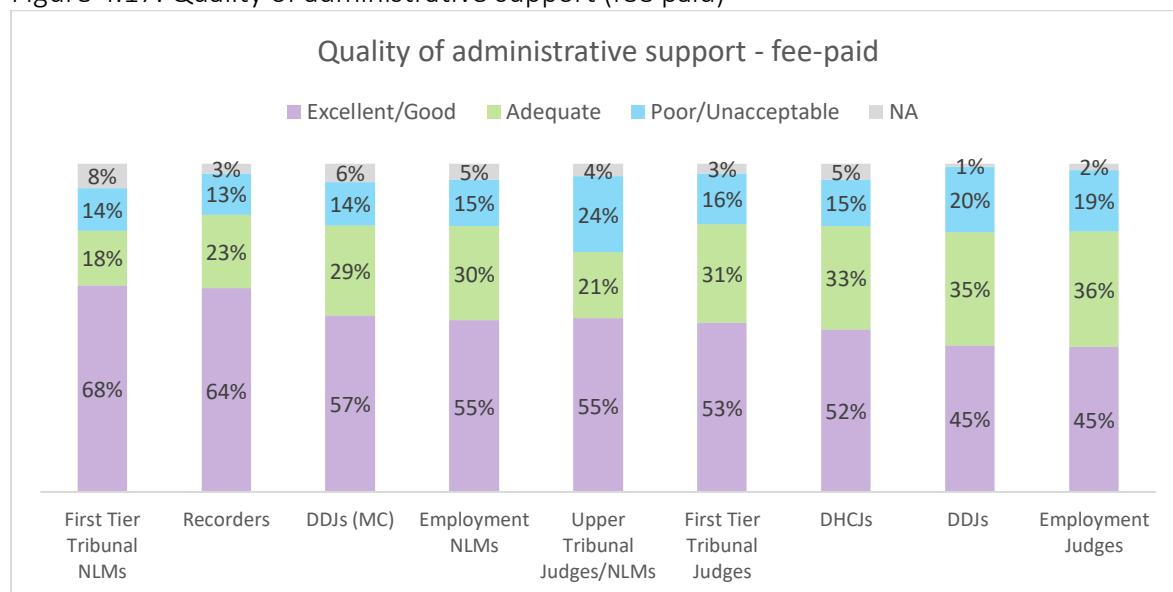
The quality of administrative support for salaried judges by post mirrored the results for the amount of administrative support: Court of Appeal Judges had the highest proportion of judges that rated the quality of administrative support as excellent or good (75%) and District Judges (County) had the highest proportion of judges that rated it as poor or unacceptable (40%).

Figure 4.16: Quality of administrative support (salaried judges)



There was also variation by fee-paid judicial post in the quality of administrative support, although a majority in all fee-paid posts said the quality of administrative support was either excellent, good or adequate. Upper Tribunal Judges and NLMs had the highest proportion (24%) that said the quality of administrative support was poor or unacceptable.

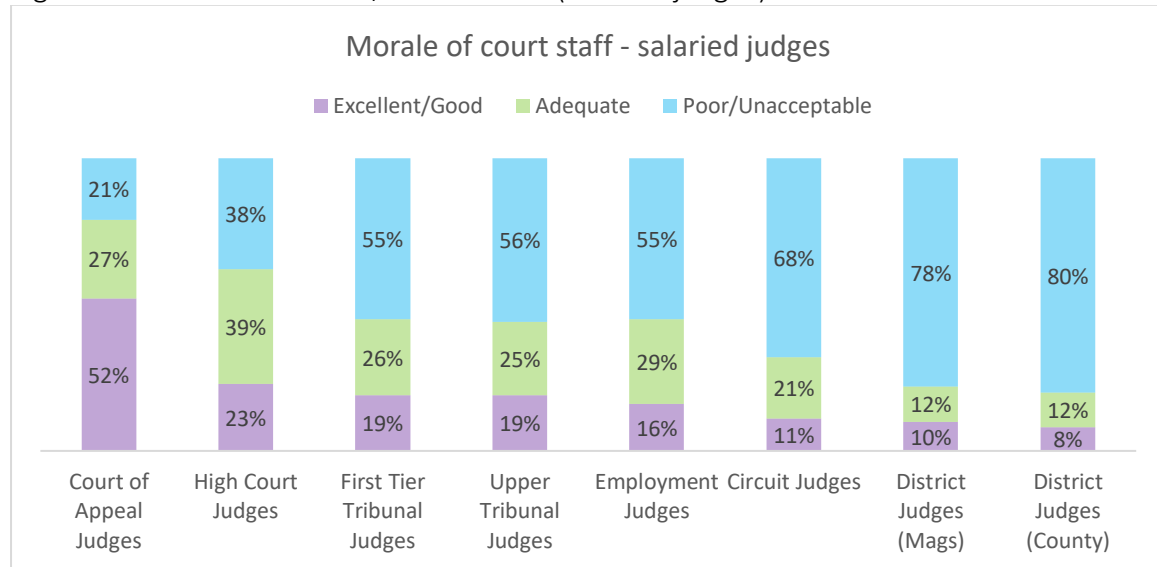
Figure 4.17: Quality of administrative support (fee paid)



4.4.6 Morale of staff by post

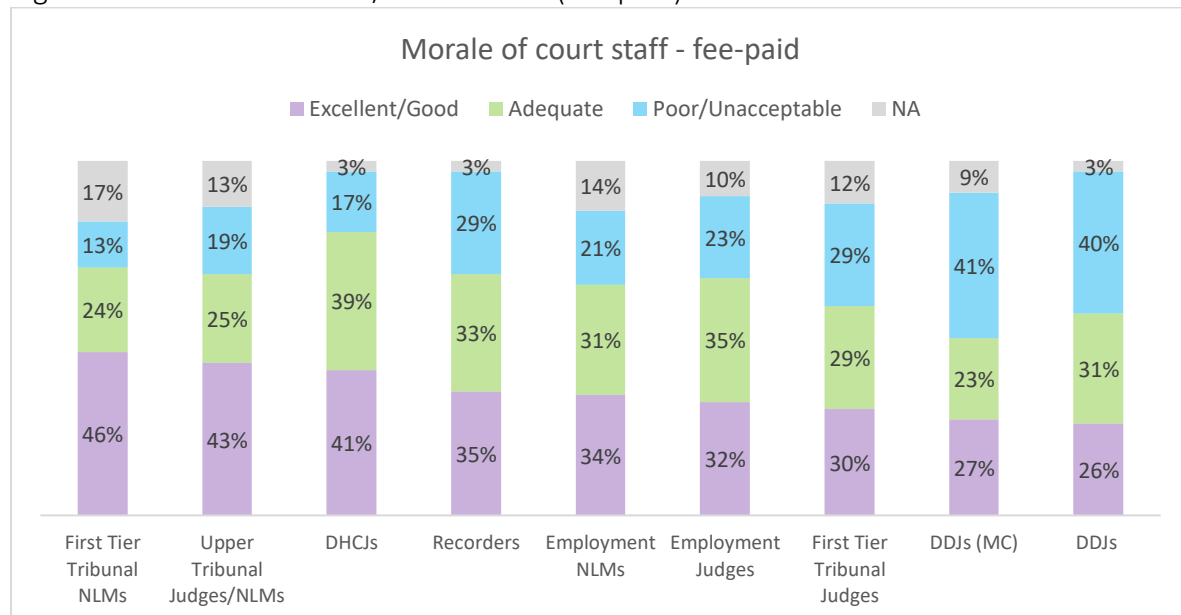
While a majority of all salaried posts with the exception of Court of Appeal and High Court Judges said that the morale of court staff they work with was poor or unacceptable, this was highest amongst District Judges in both the County Courts (80%) and Magistrates Courts (78%).

Figure 4.18: Morale of court/tribunal staff (salaried judges)



While a majority in all fee-paid posts said the quality of administrative support was either excellent, good or adequate, 41% of DDJs (MC) and 40% of DDJs (County) said the morale of court staff they work with was poor or unacceptable.

Figure 4.19: Morale of court/tribunal staff (fee-paid)



4.4.7 Physical quality of court/tribunal building by post

There were variations by post for both the salaried and fee-paid judiciary in their assessments of the physical quality of the court and tribunal buildings in which they work. A majority of District Judges (Mags) and DDJs (Mags) and Circuit Judges and Recorders rated the physical quality of their buildings as either poor or unacceptable. Almost half of all High Court Judges (47%) and Employment Judges (43%) also rated the physical quality of their buildings as either poor or unacceptable.

Figure 4.20: Physical quality of buildings (salaried judges)

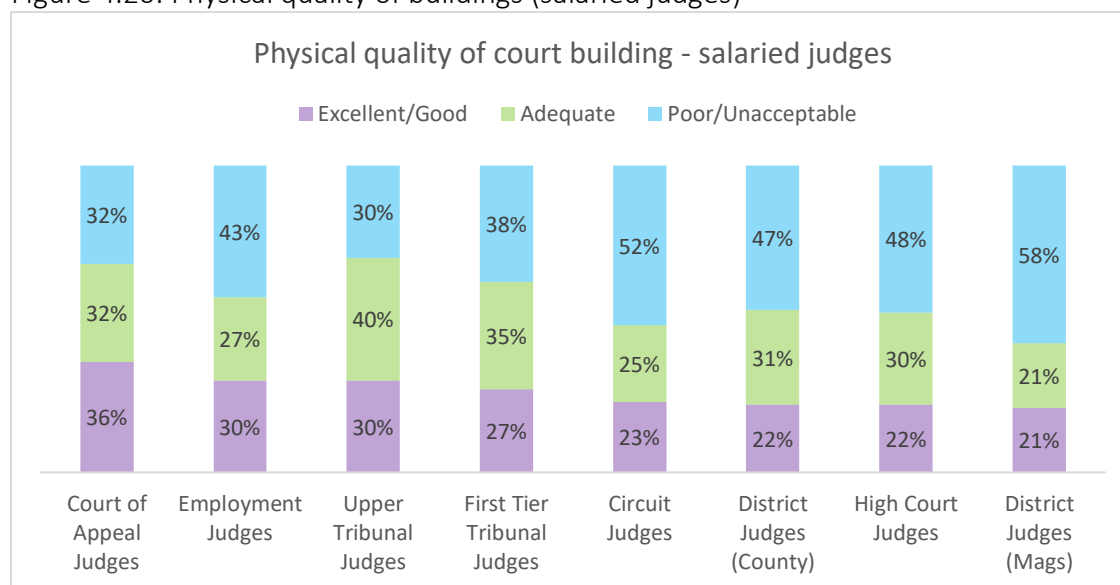
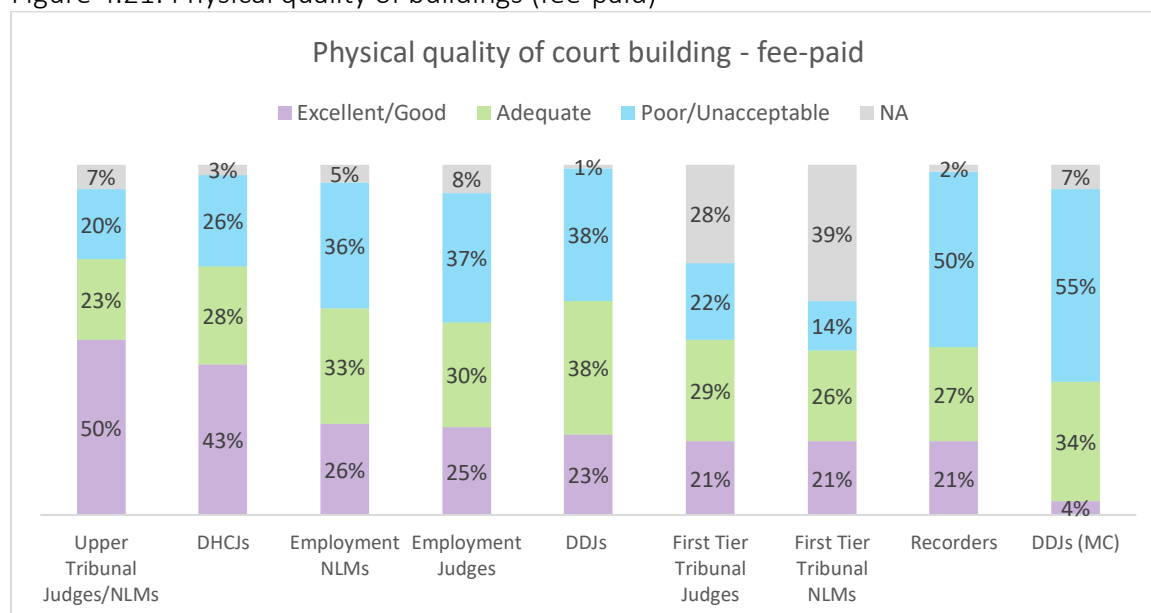


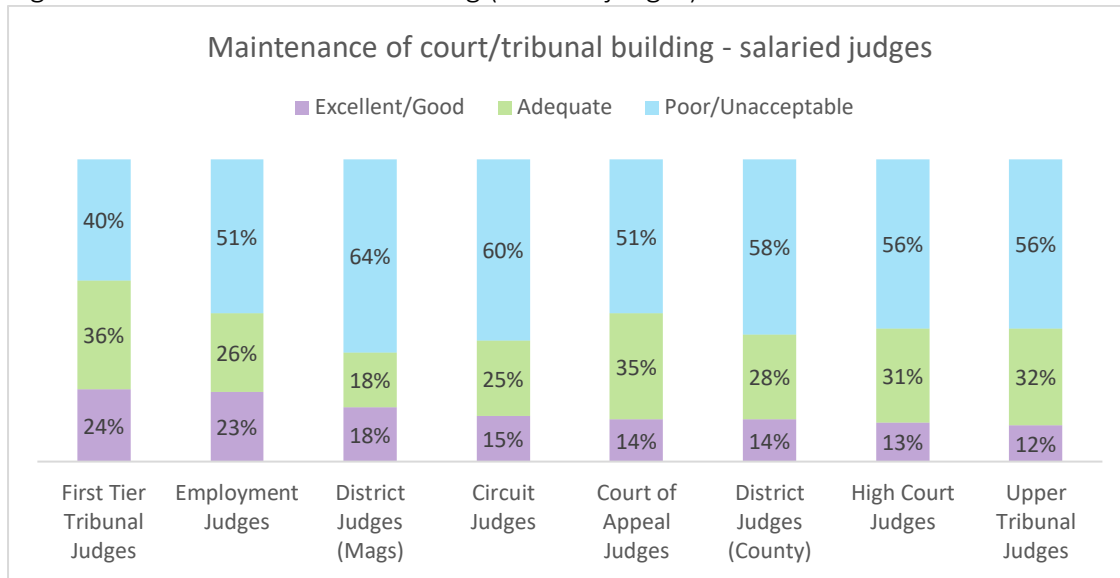
Figure 4.21: Physical quality of buildings (fee-paid)



4.4.8 Maintenance of court/tribunal building by post

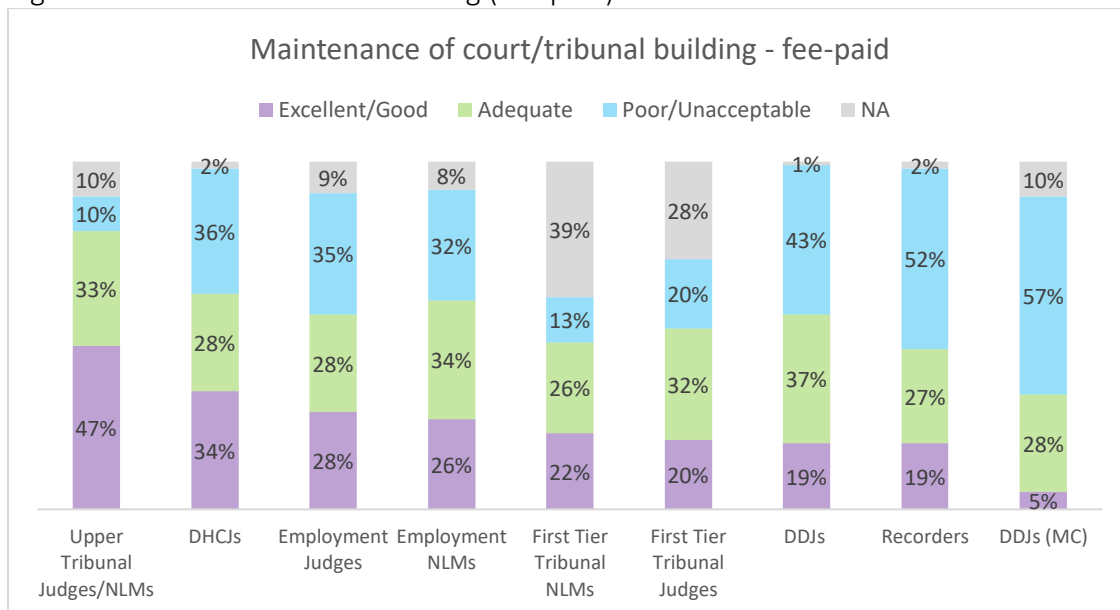
A majority of judges in all salaried posts (with the exception of First Tier Tribunal Judges) rated the maintenance of their court and tribunal buildings as poor or unacceptable. District Judges (both County and Magistrates) and Circuit Judges had the highest poor/unacceptable ratings for maintenance of their court/tribunal.

Figure 4.22: Maintenance of building (salaried judges)



A majority of DDJs (MC) and Recorders assessed the maintenance of their court buildings as poor or unacceptable, which corresponded to the findings for salaried judges.

Figure 4.23: Maintenance of building (fee-paid)



4.4.9 Security at court by post

Amongst both salaried judges and fee-paid judicial office holders District Judges (Mags) and DDJs (Mags) and Circuit Judges and Recorders had the lowest ratings of security at their courts.

Figure 4.24: Security at court/tribunal (salaried judges)

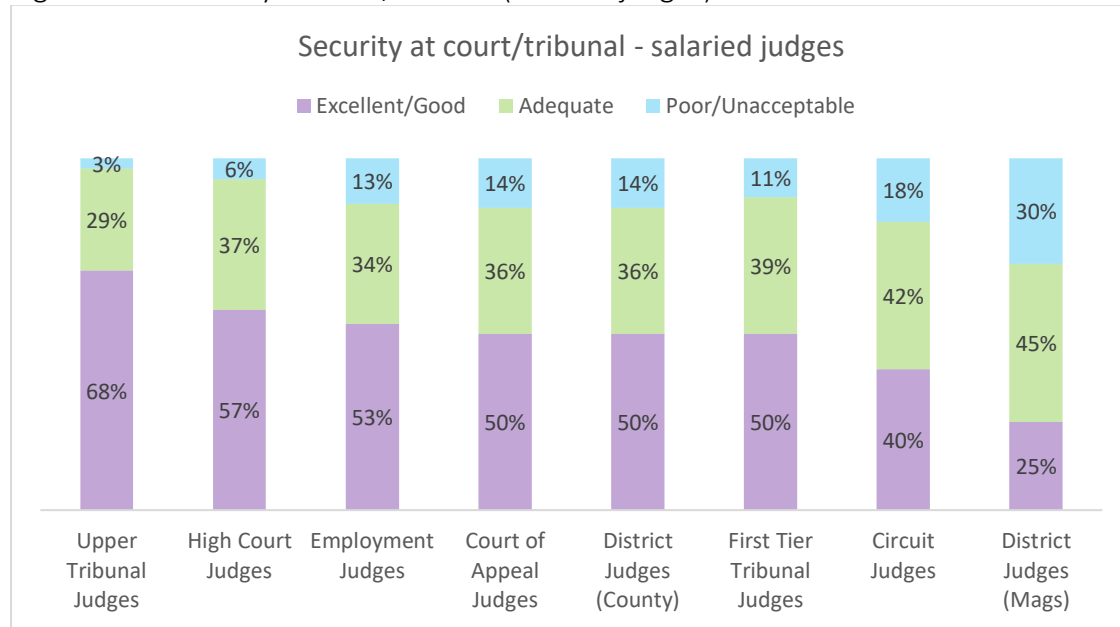
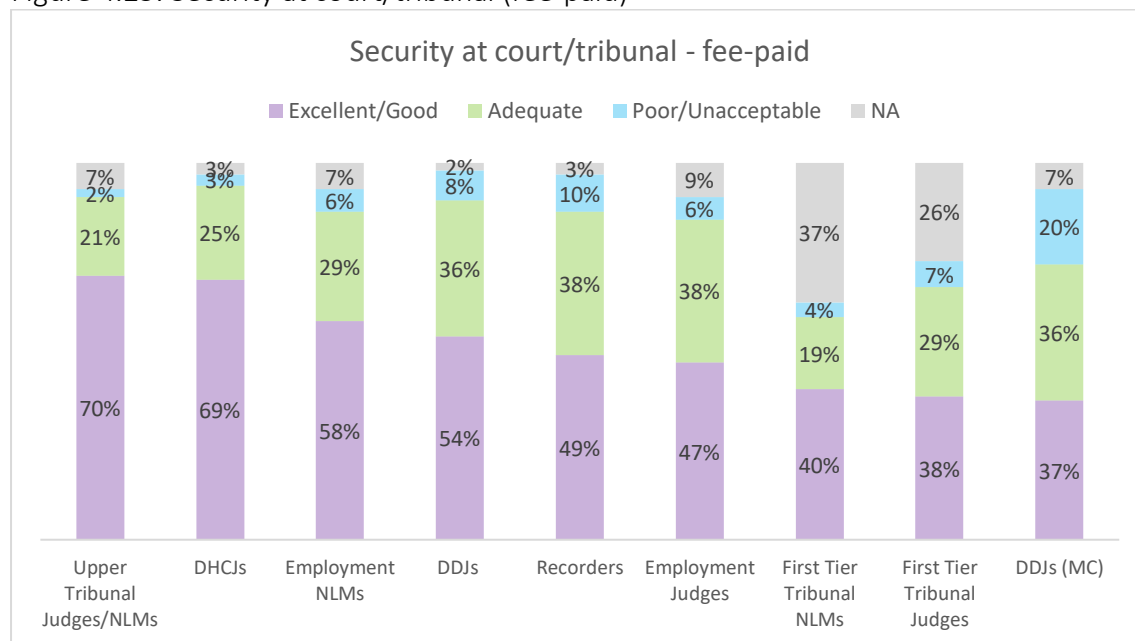


Figure 4.25: Security at court/tribunal (fee-paid)



4.4.10 Physical quality of personal work space by post

Fee-paid judicial office holders rated the physical quality of their personal work space much lower than salaried judges, with no fee-paid post having a majority that rated it as excellent or good. In contrast, a majority of Court of Appeal Judges, High Court Judges, Upper Tribunal Judges and Employment Judges rated their personal work space as excellent or good.

Figure 4.26: Physical quality of personal work space (salaried judges)

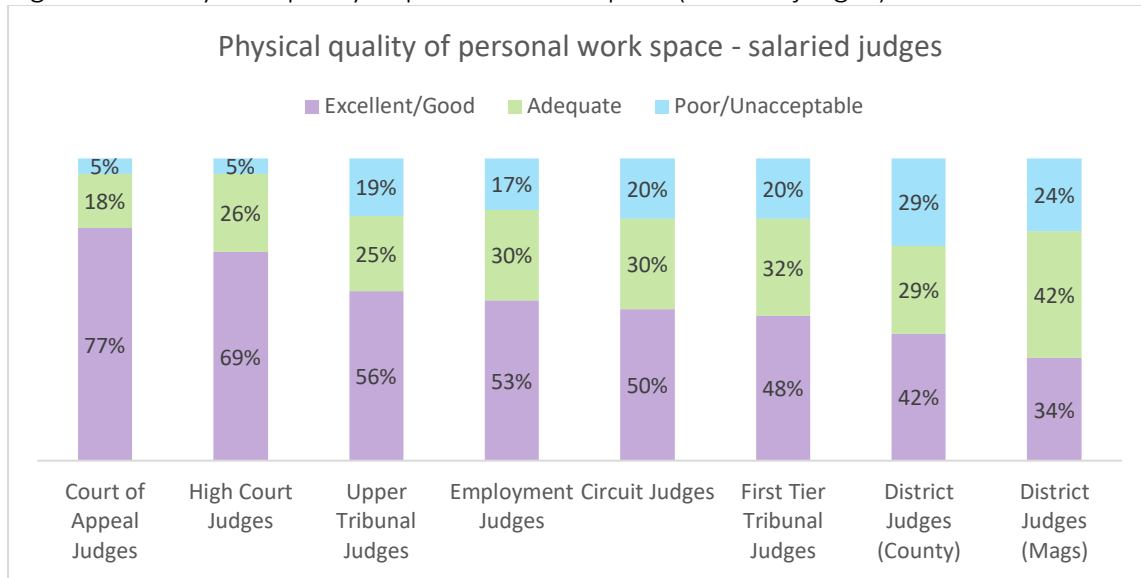
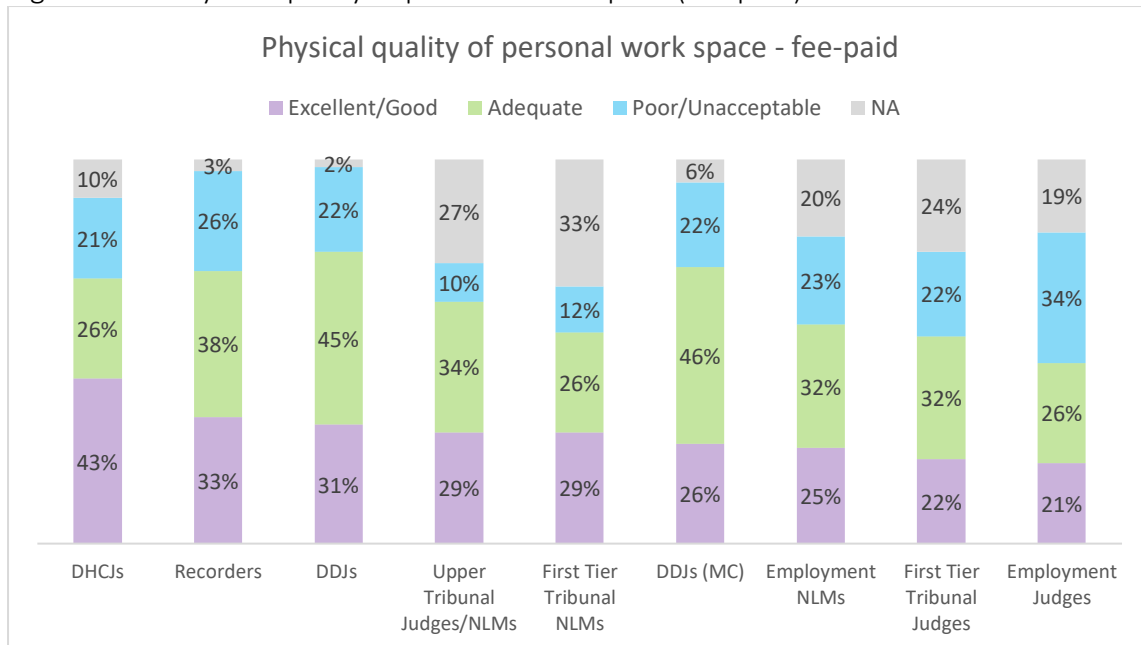


Figure 4.27: Physical quality of personal work space (fee-paid)



4.4.11 Space to meet other judges/judicial office holders by post

All the different fee-paid judicial post holders rated the space to meet other judicial office holders lower than judges in any salaried post, with there not being a majority rating it as excellent or good amongst any fee-paid posts.

Figure 4.28: Space to meet other judges (salaried judges)

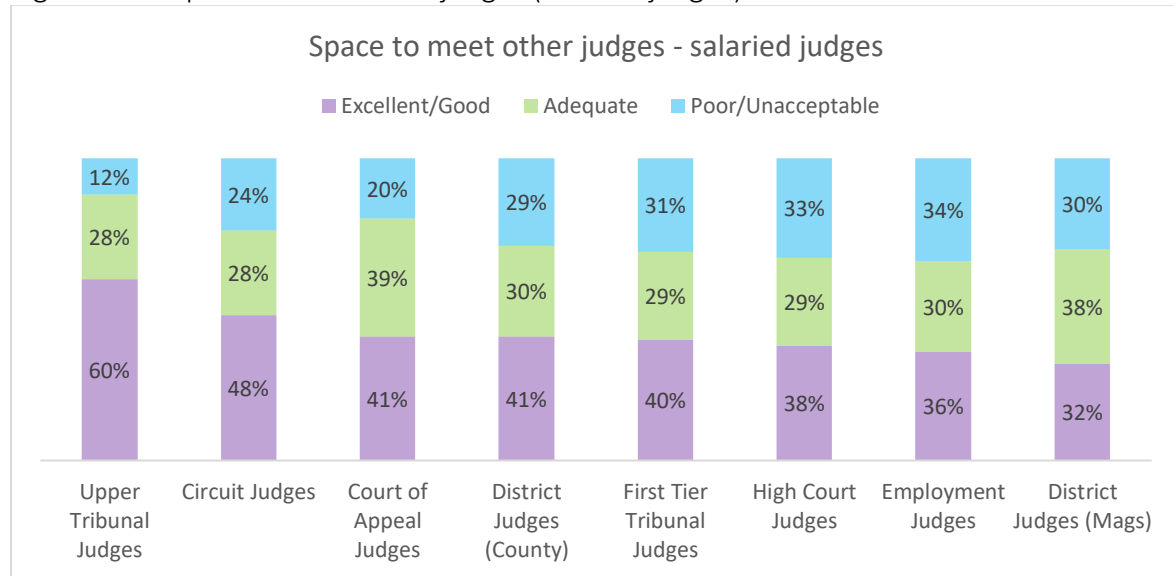
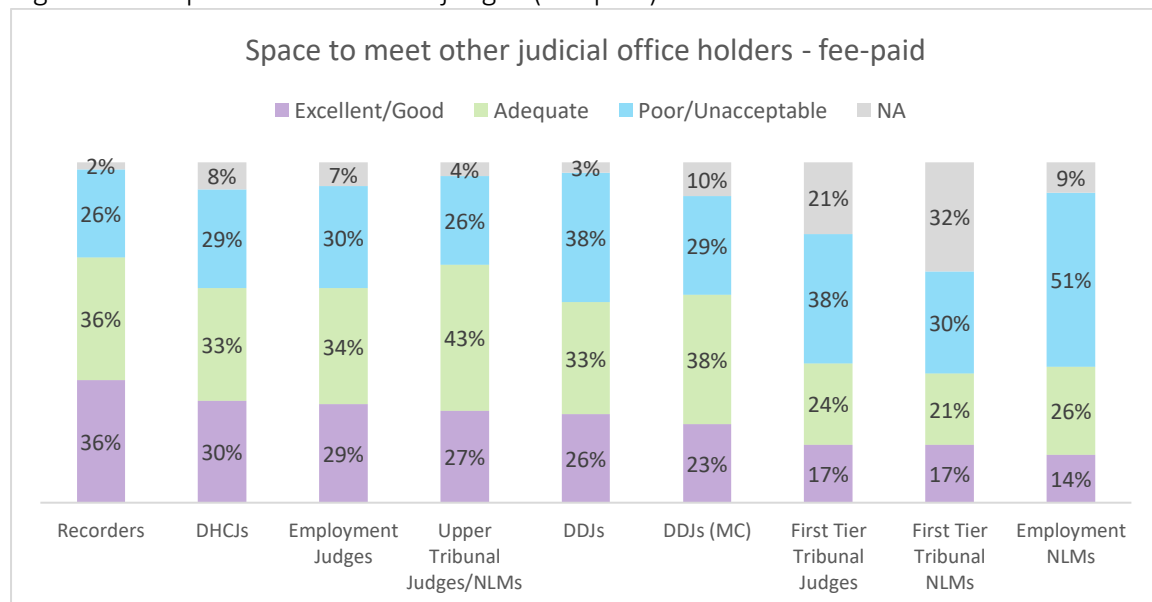


Figure 4.29: Space to meet other judges (fee-paid)



4.4.12 Inclusive nature of work environment by post

A majority of judges in each salaried and fee-paid post rated the inclusive nature of their work environment as excellent, good or adequate. Only small proportions of judges in any judicial post rated it as poor or unacceptable, with the highest proportions rating it as poor or unacceptable coming from High Court Judges (24%) and Deputy High Court Judges (26%).

Figure 4.30: Inclusive nature of work environment (salaried judges)

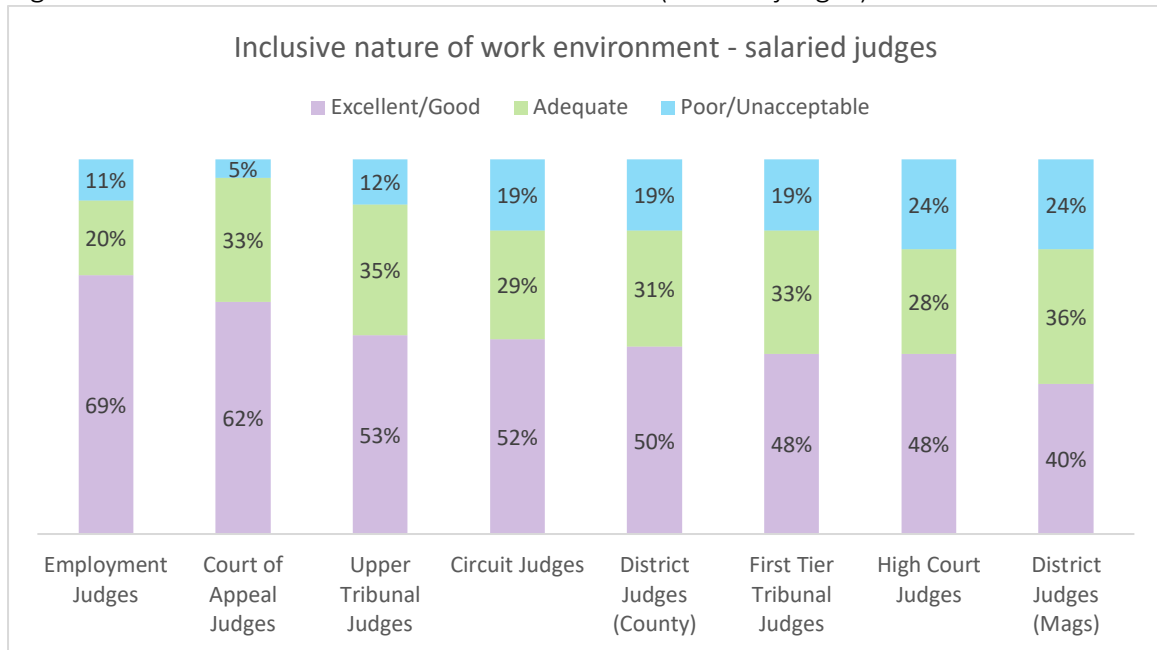
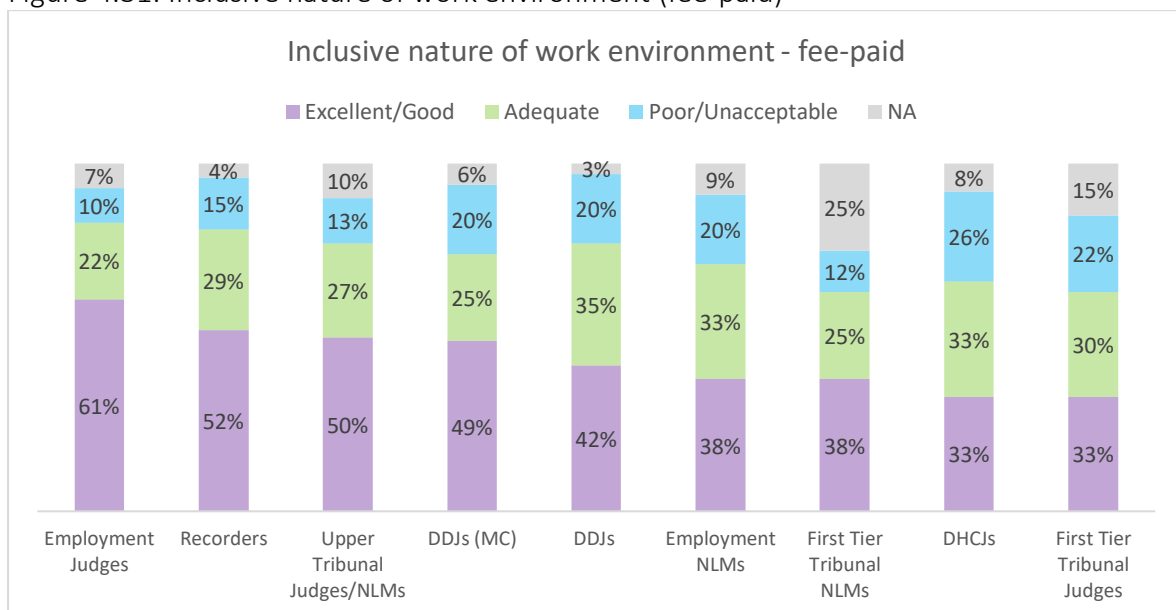


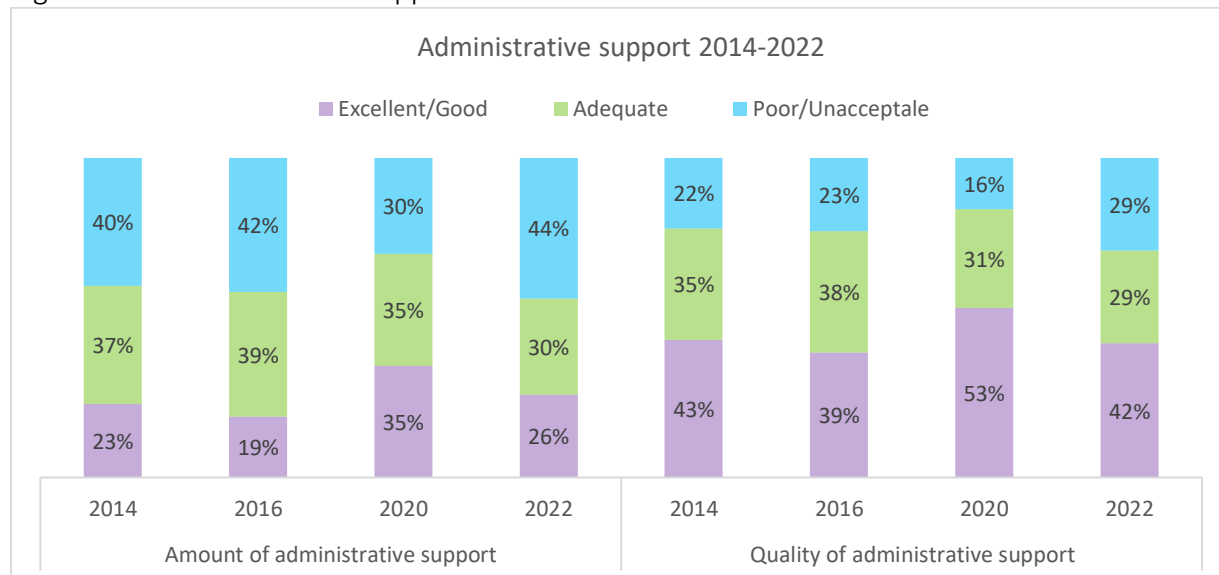
Figure 4.31: Inclusive nature of work environment (fee-paid)



4.4.13 Salaried Judges changing views of working conditions 2014-2022

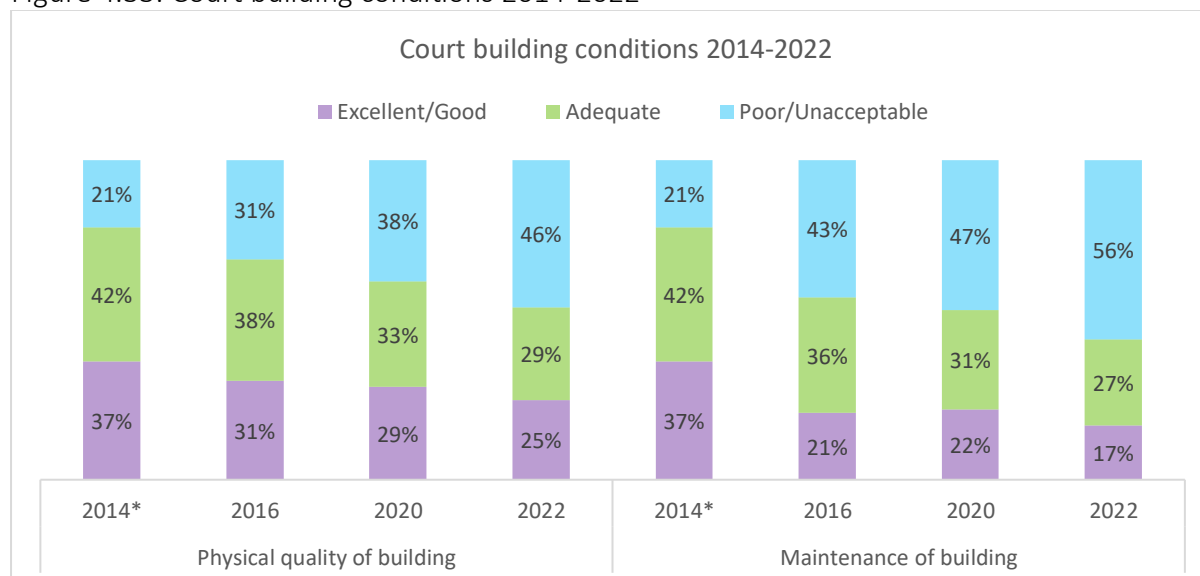
Salaried judges' rating of the amount and quality of administrative support progressively improved from 2014-2020 but this trend was reversed for both working conditions in 2022.

Figure 4.32: Administrative support 2014-2022



There was a consistent increase from 2014-2022 in judges' assessment of court and tribunal building conditions as poor or unacceptable.

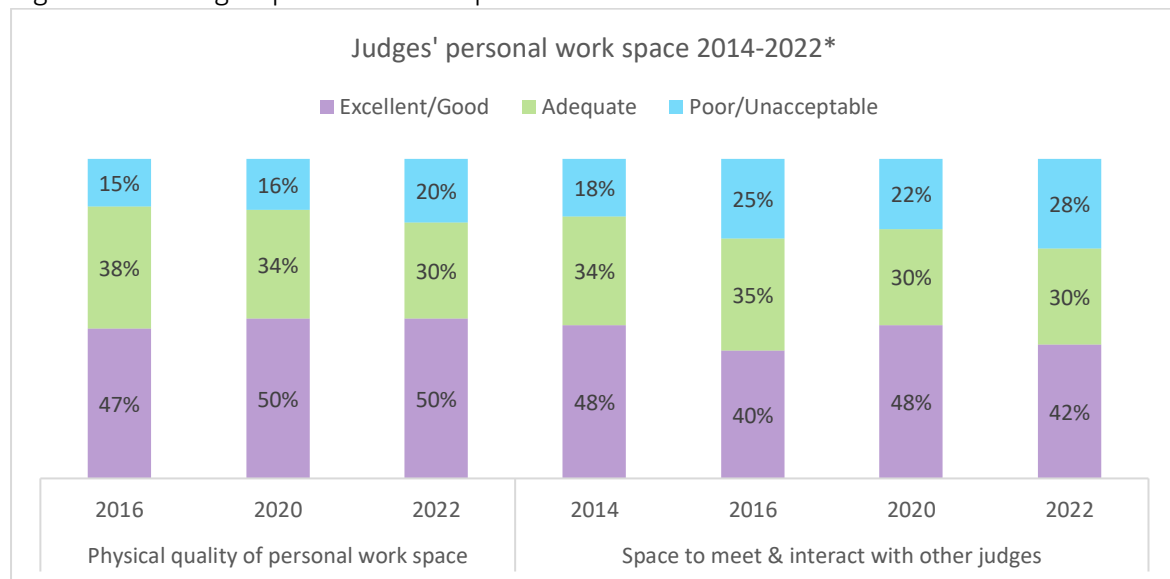
Figure 4.33: Court building conditions 2014-2022



Note: In the 2014 JAS, there was a single question asking judges to assess their "physical environment" defined as the physical quality and maintenance of their main court or tribunal building.

There has been little change in salaried judges' assessment of their personal work space since 2016. Since 2014 there has been an increase in judges' assessing the space they have to meet and interact with other judges as poor or unacceptable.

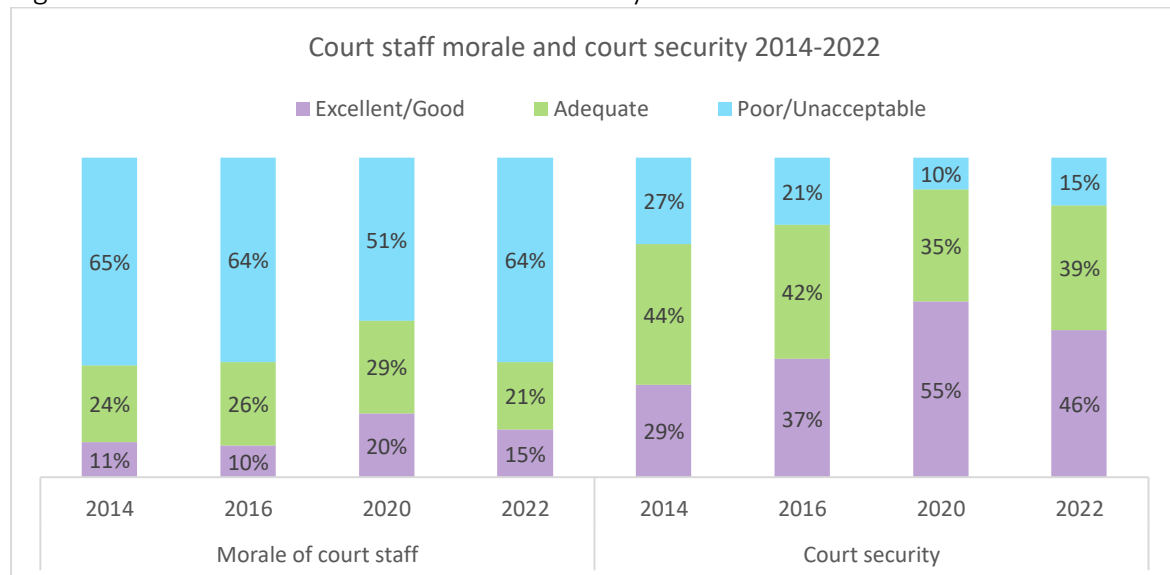
Figure 4.34: Judges' personal work space 2014-2022



NOTE: In the 2014 JAS, judges were not asked to rate the physical quality of their personal work space.

Both court staff morale and court security showed steady improvement from 2014-2020, but both fell back in 2022.

Figure 4.35: Court staff morale and court security 2014-2022

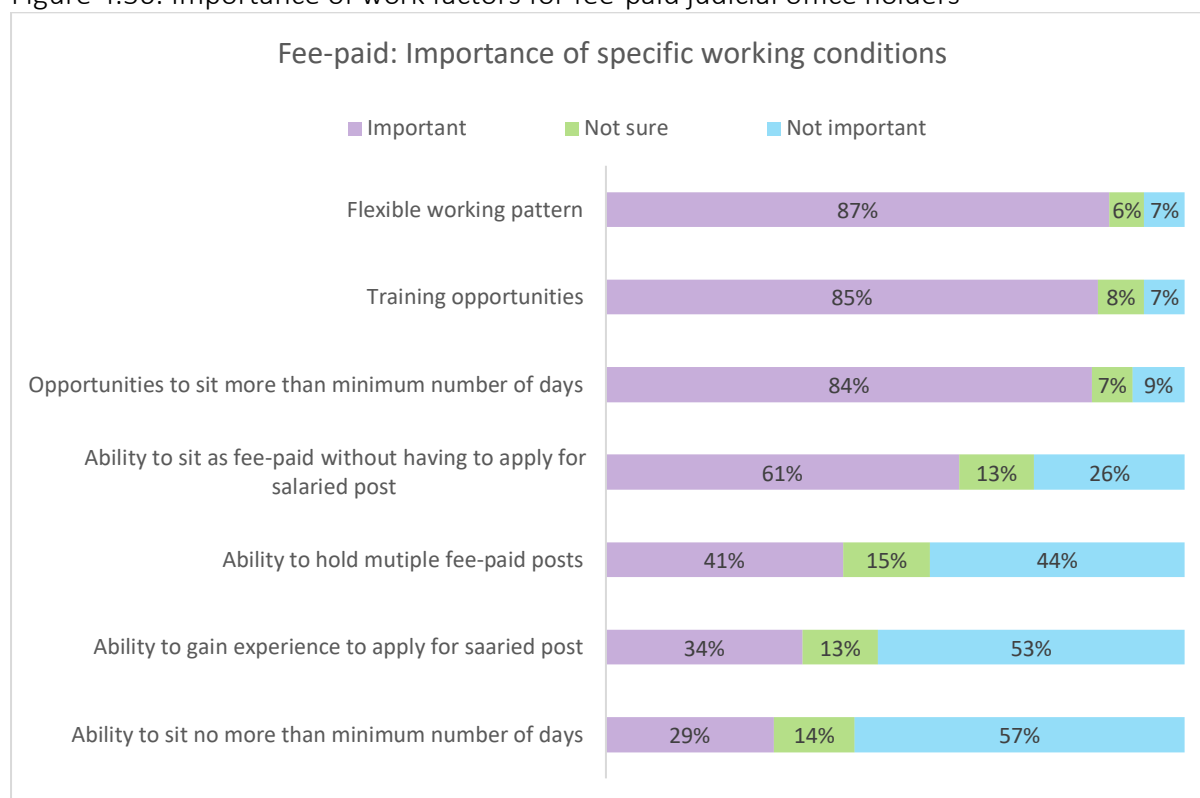


4.5 Importance of different working conditions for fee-paid judicial office holders

Certain working conditions were clearly more important than others to fee-paid judicial office holders.

- The most important working conditions for fee-paid judicial office holders were a flexible working pattern (87%), training opportunities (85%) and opportunities to sit more than the minimum number of days (84%).
- A majority (61%) of all fee-paid office holders said that the ability to sit as a fee-paid judge without having to apply for a salaried post was important to them.
- Fee-paid office holders were divided over whether the ability to hold multiple fee paid posts was important to them.
- And over half of all fee-paid office holders said the following were not important to them: ability to gain experience to apply for a salaried post (53%) and to sit no more than the minimum number of days (57%).

Figure 4.36: Importance of work factors for fee-paid judicial office holders



When the results are broken down by fee-paid post, some clear differences emerge on certain topics.

- The ability to sit *no more than* the minimum number of days was not important for a majority of all fee-paid judicial office holders except Recorders and Employment Judges (Figure 4.37).
- In contrast, the opportunity to sit *more than* the minimum number of says was important for a majority of those in all fee-paid posts (Figure 4.38).

Figure 4.37: Ability to sit no more than the minimum number of days

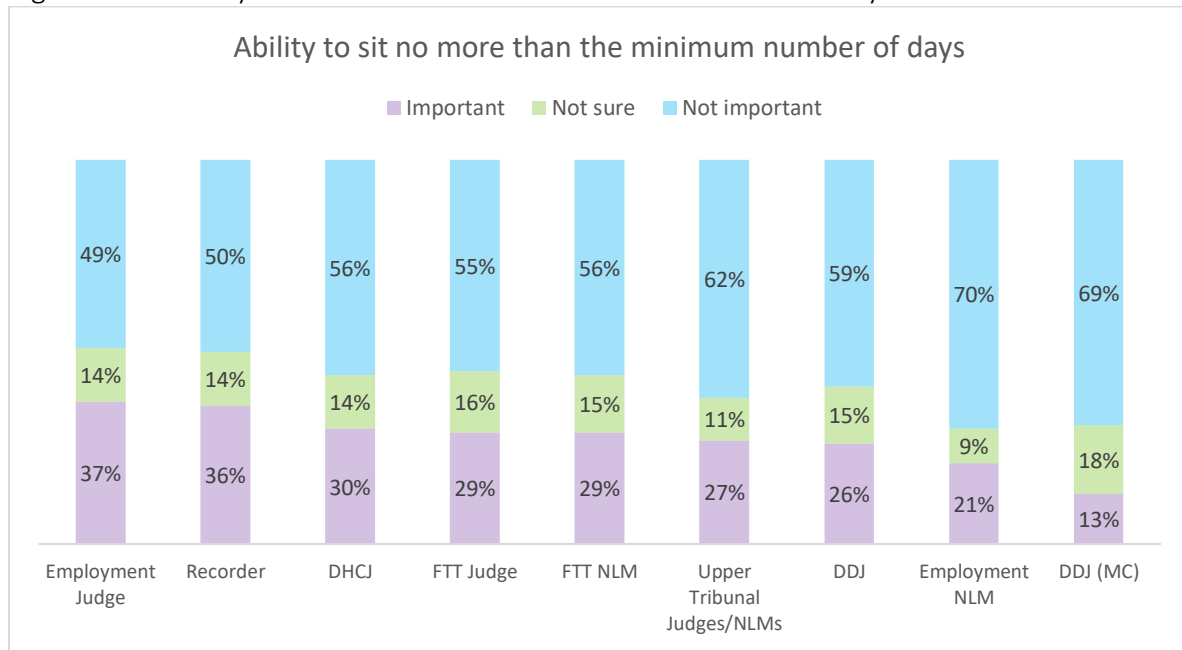
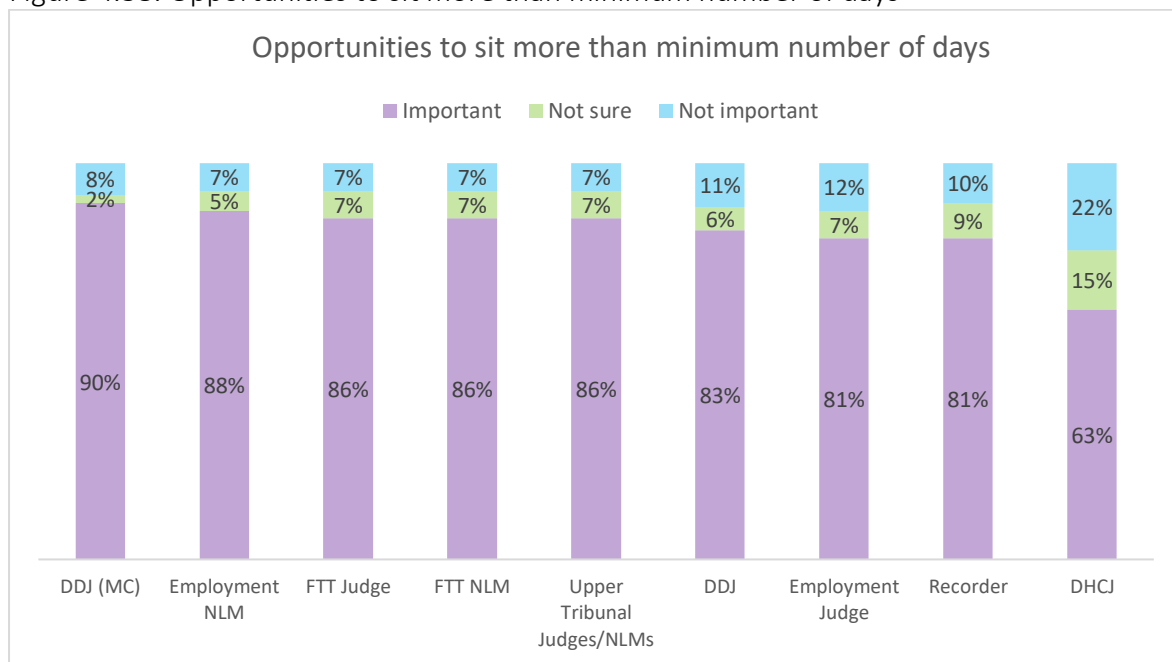
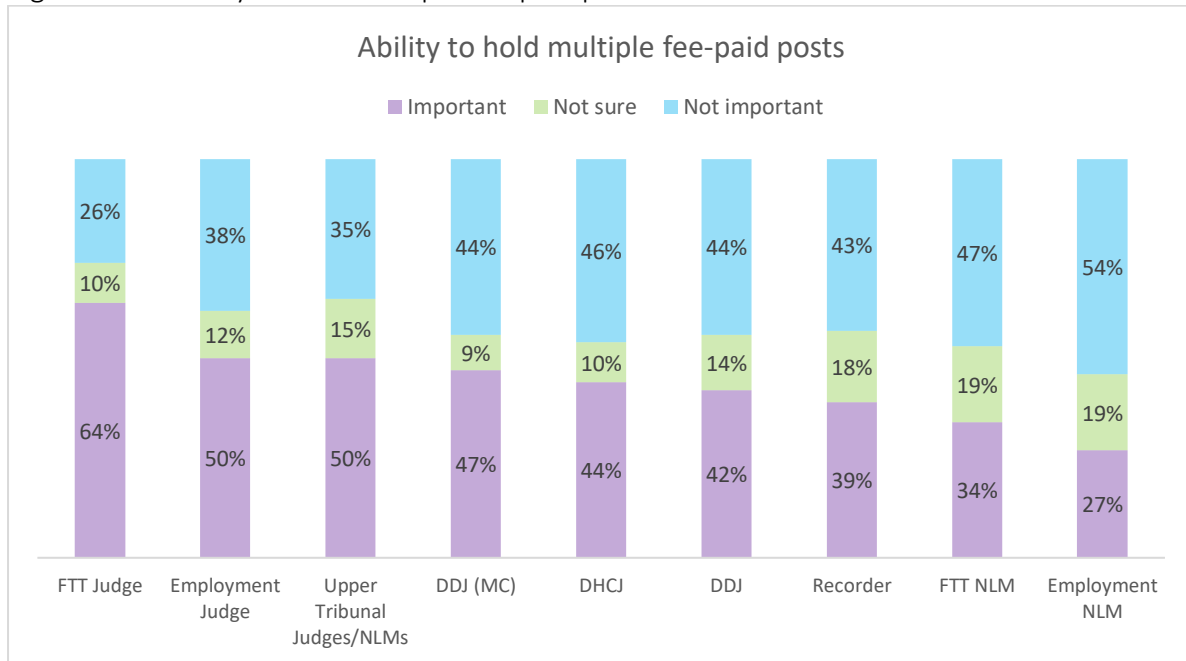


Figure 4.38: Opportunities to sit more than minimum number of days



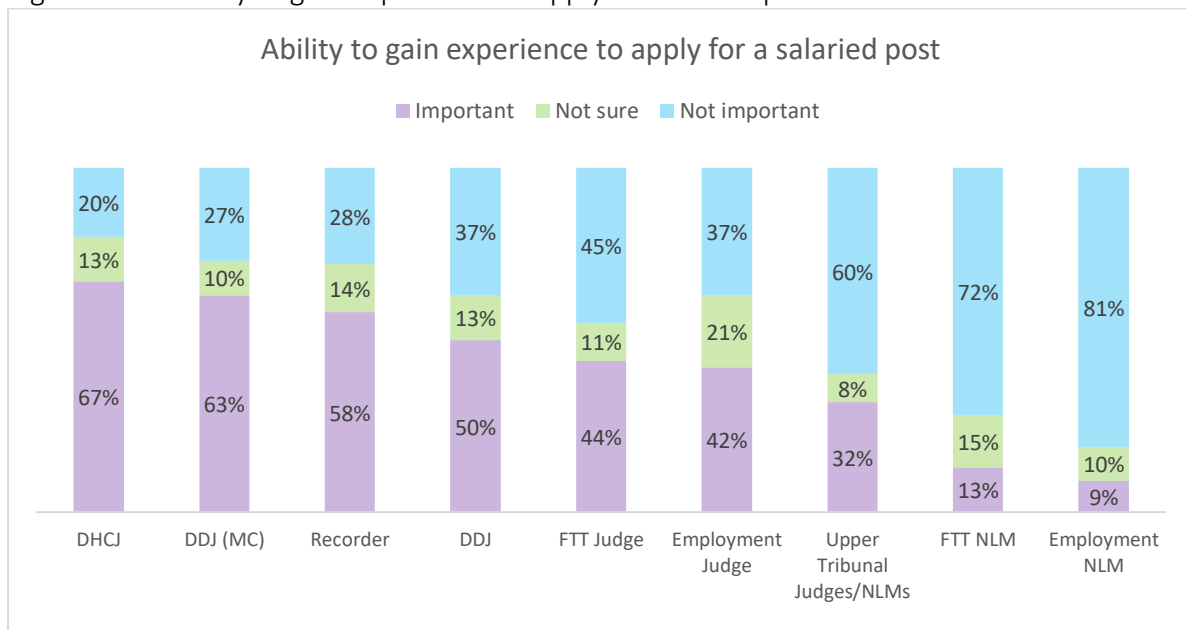
There were greater differences between fee-paid post holders over the importance of being able to hold multiple fee-paid posts, with this being far more important for all types of tribunal judges than any courts judges or tribunal NLMs.

Figure 4.39: Ability to hold multiple fee-paid posts



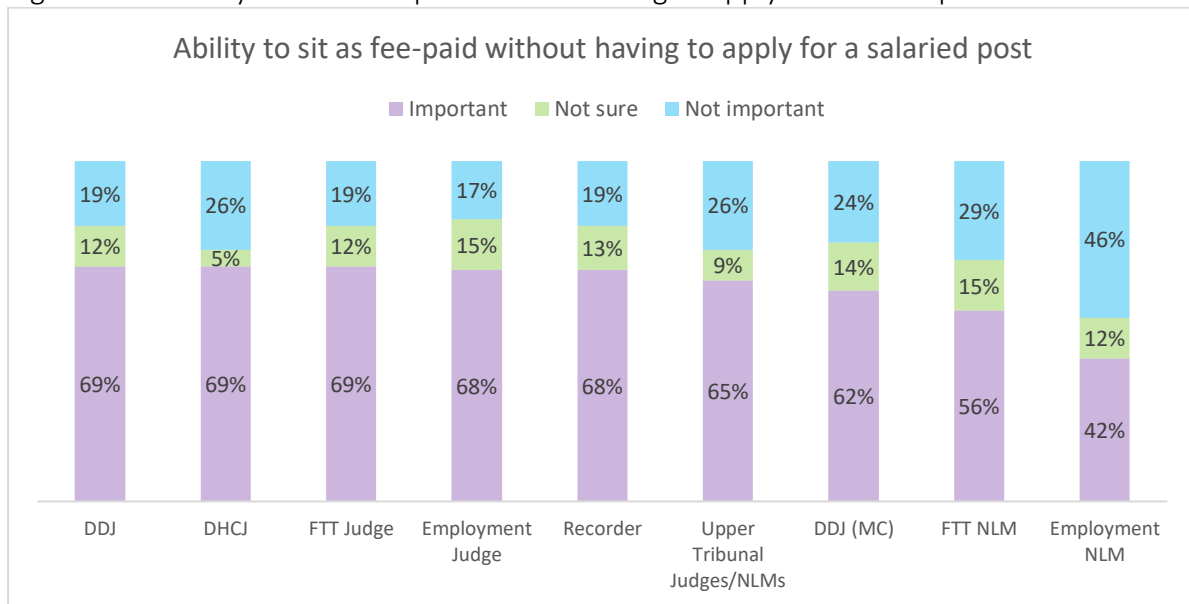
There were also substantial differences between different fee-paid post holders over the importance of being able to gain experience to apply for a salaried judicial post, with this being far more important for courts judges (Deputy High Court Judges, DDJs and Recorders) than tribunal judges and especially tribunal NLMs.

Figure 4.40: Ability to gain experience to apply for salaried post



A majority of all fee-paid post holders (except Employment NLMs) said that the ability to sit as a fee-paid post holder without having to apply for salaried post was important.

Figure 4.41: Ability to sit as fee-paid without having to apply for salaried post



Flexible working patterns were important to almost all in the different fee-paid judicial posts (Figure 4.42), as were training opportunities (Figure 4.43).

Figure 4.42: Flexible working pattern

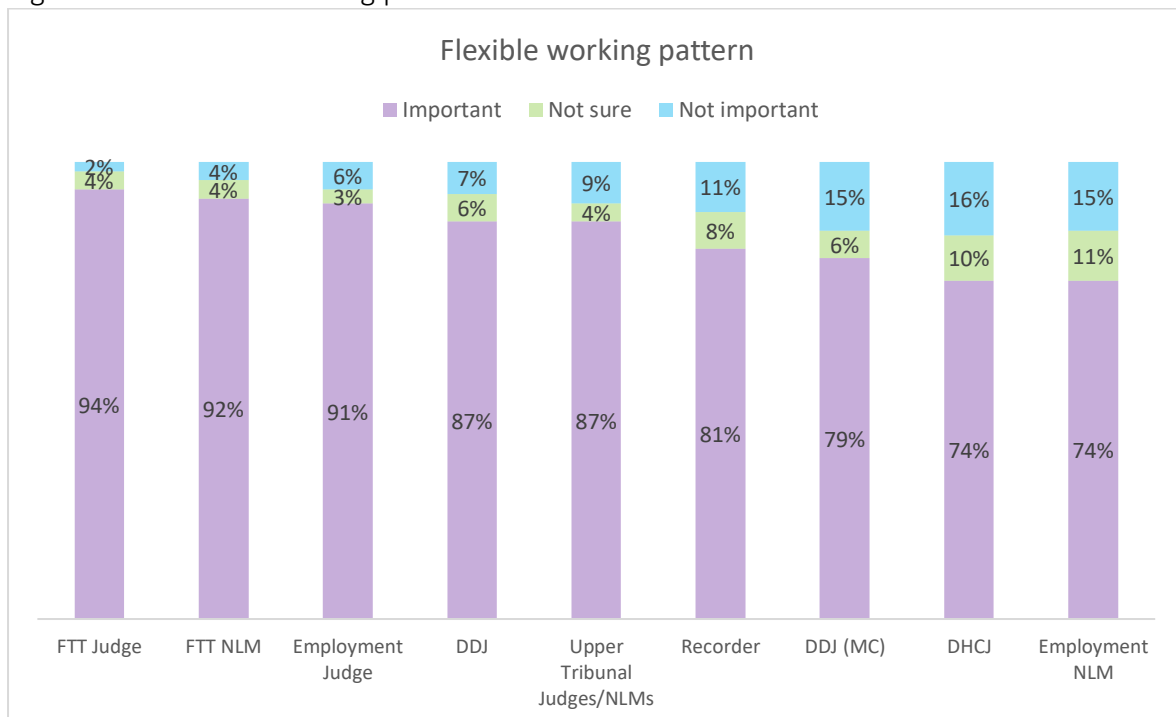
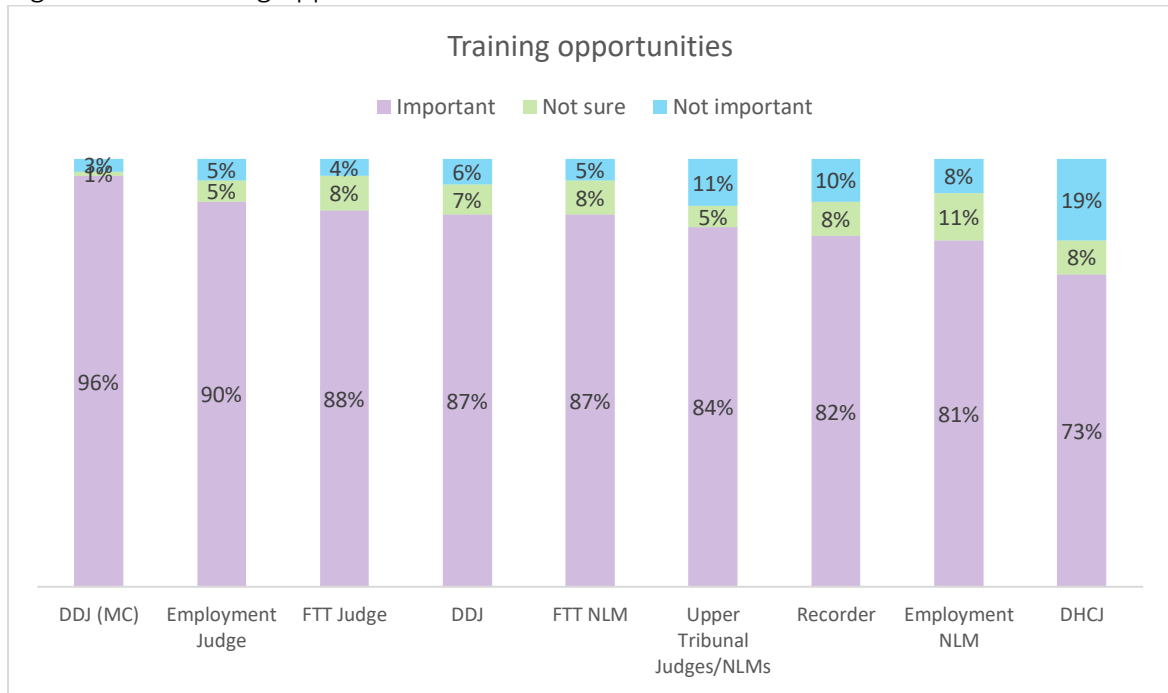


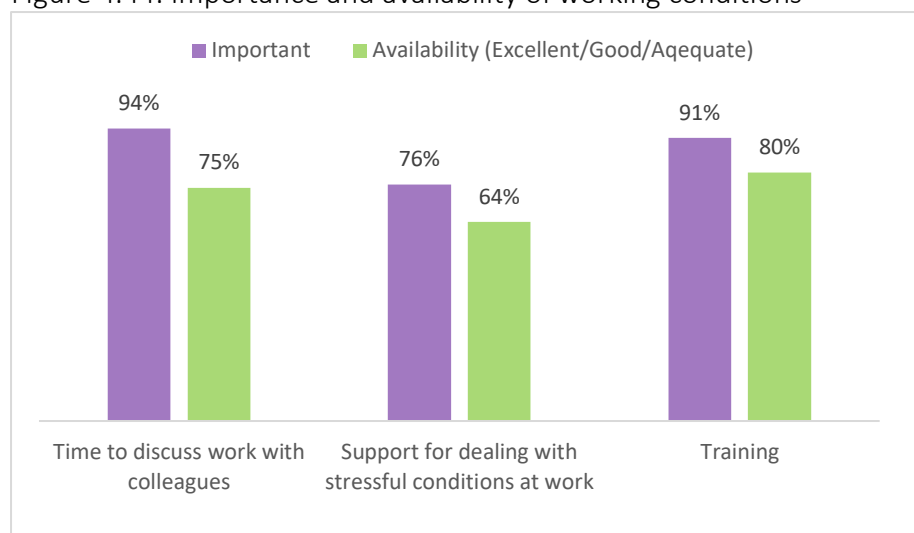
Figure 4.43: Training opportunities



4.6 Importance and availability of working conditions for salaried judges

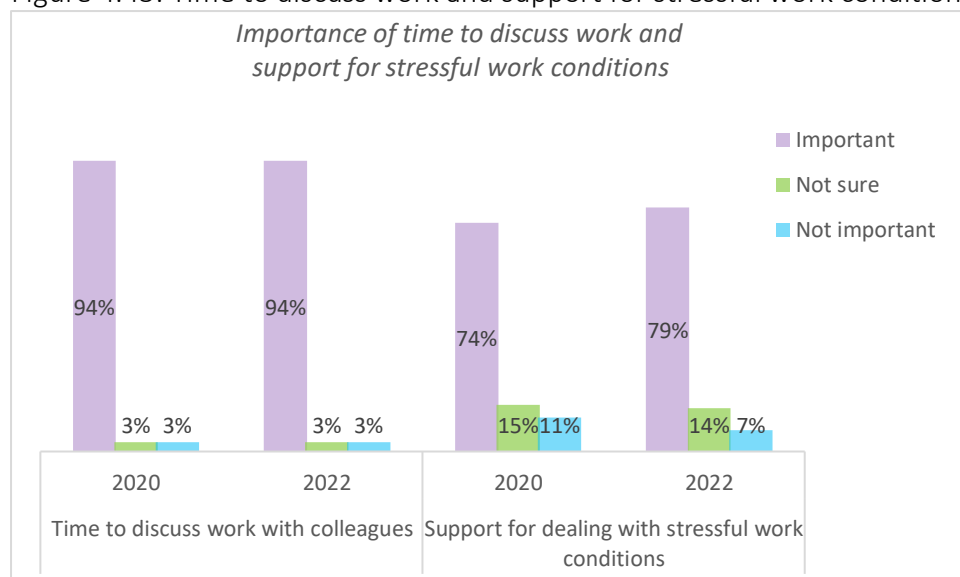
Almost every salaried judge said that the time to discuss work with colleagues (94%) and training (91%) were important working conditions for them, and three-quarters of salaried judges (76%) also said that support for dealing with stressful conditions at work was important. For each of these working conditions, the proportion of salaried judges rating their availability as excellent, good or adequate was high but slightly below the proportion of judges that rated each as important.

Figure 4.44: importance and availability of working conditions



Salaried judges were asked about two of these working conditions in the previous JAS 2020: time to discuss work with colleagues and support for stressful conditions at work. Figure 4.45 shows that there has been little change in salaried judges' views on both issues from 2020 to 2022.

Figure 4.45: Time to discuss work and support for stressful work conditions



When the 2022 results are examined by post for salaried judges, it appears that:

- District Judges (County and Mags) and Circuit Judges are the most time poor, with the lowest levels of time to discuss work with colleagues
- District Judges and Circuit Judges were least likely to say that support for dealing with stressful conditions at work was available, which may perhaps be connected with not enough time to discuss work with colleagues.
- Training is considered important to a majority of all salaried judges except Court of Appeal Judges.
- District Judges had the greatest gulf between their view of the importance of training (97%) and its availability (only 55% said it was excellent, good or adequate)

Figure 4.46: Time to discuss work with colleagues – salaried judges

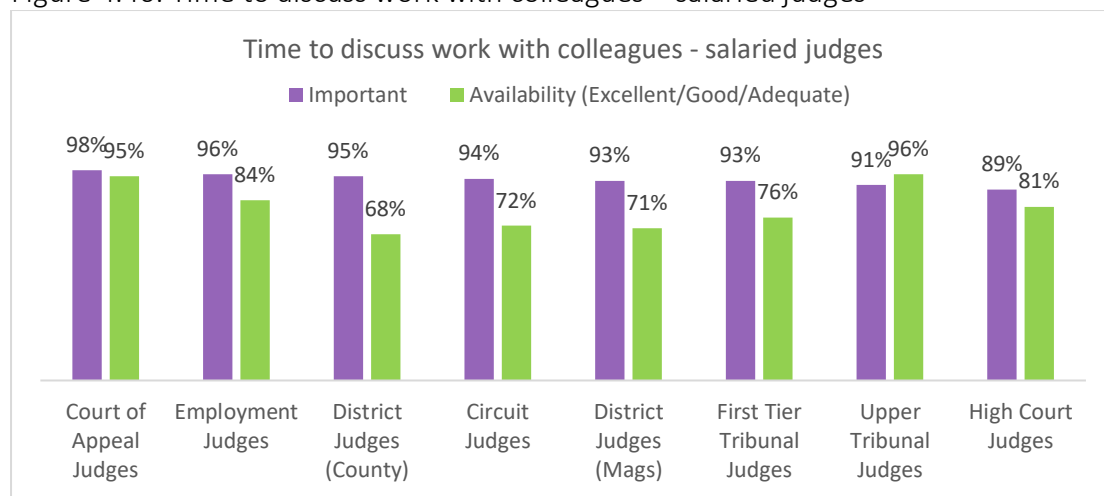


Figure 4.47: Support for dealing with stressful conditions at work

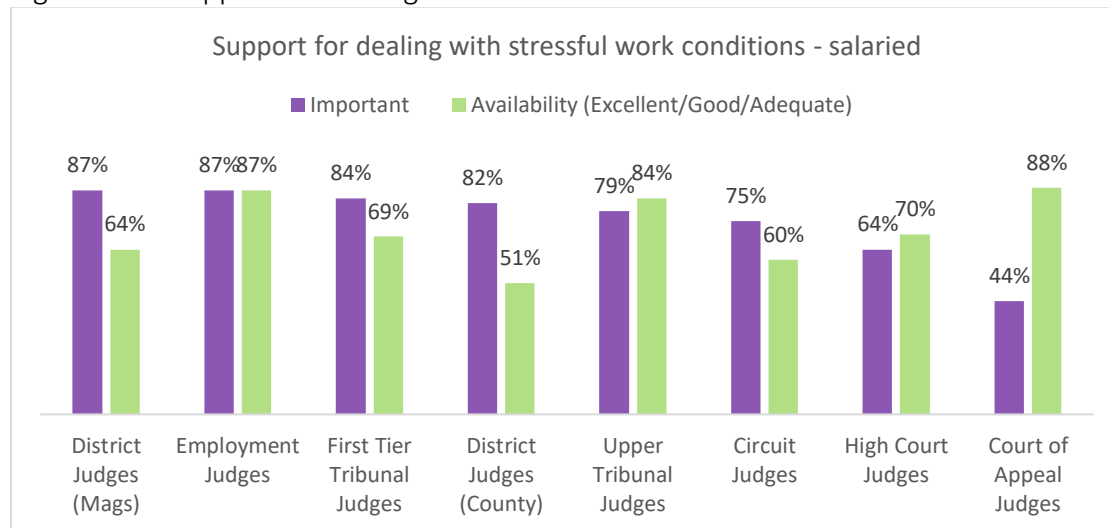
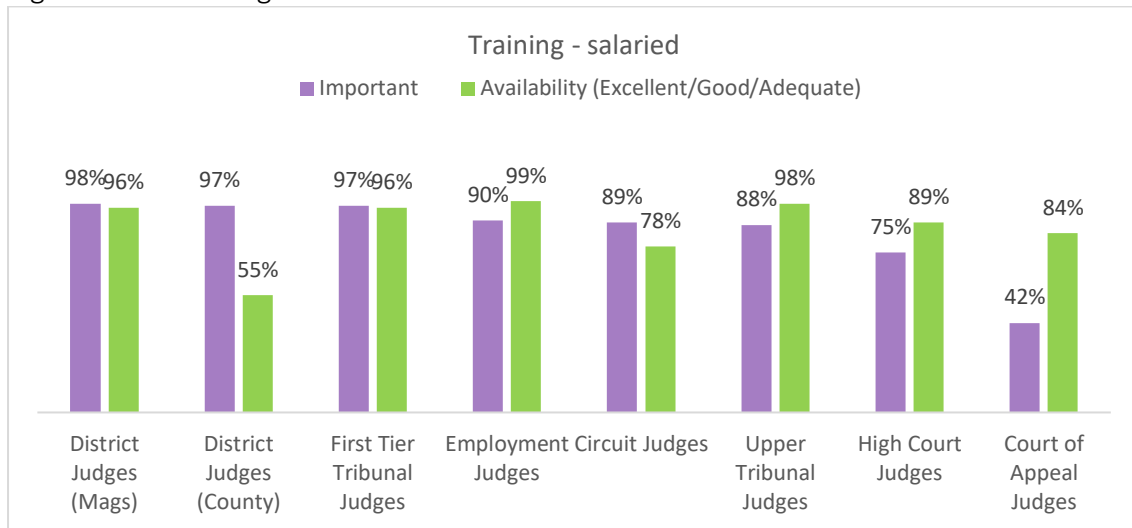


Figure 4.48: Training



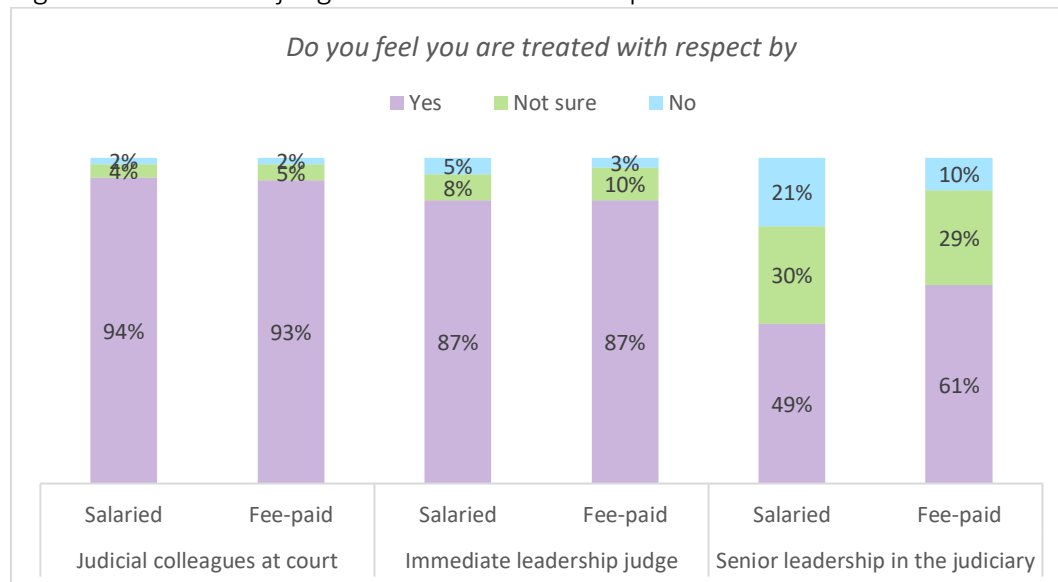
5. Welfare, inclusion and respect

As well as covering judges' assessment of their personal security, this section covers some new areas explored for the first time in the 2022 JAS. These include the extent to which all members of the judiciary feel treated with respect by others in the judiciary and their awareness of the welfare support available to them. For fee-paid judicial office holders it explores how welcome they are made to feel at their court or tribunal and the extent to which they receive important information about their court or tribunal before they sit.

5.1 Respect

Almost every judge, whether salaried or fee-paid, feels respected by their judicial colleagues at the court where they work, and almost all salaried and fee-paid judges feel respected by their immediate leadership judge. A majority of fee-paid judicial office holders feel respected by senior leadership in the judiciary, but less than half (49%) of salaried judges feel respected by senior leadership, with 30% saying they are not sure.

Figure 5.1: Whether judges feel treated with respect



An overwhelming majority of judges in all salaried and fee-paid judicial posts said they were treated with respect by the judicial colleagues at their court or tribunal.

Figure 5.2: Treated with respect by judicial colleagues (salaried judges)

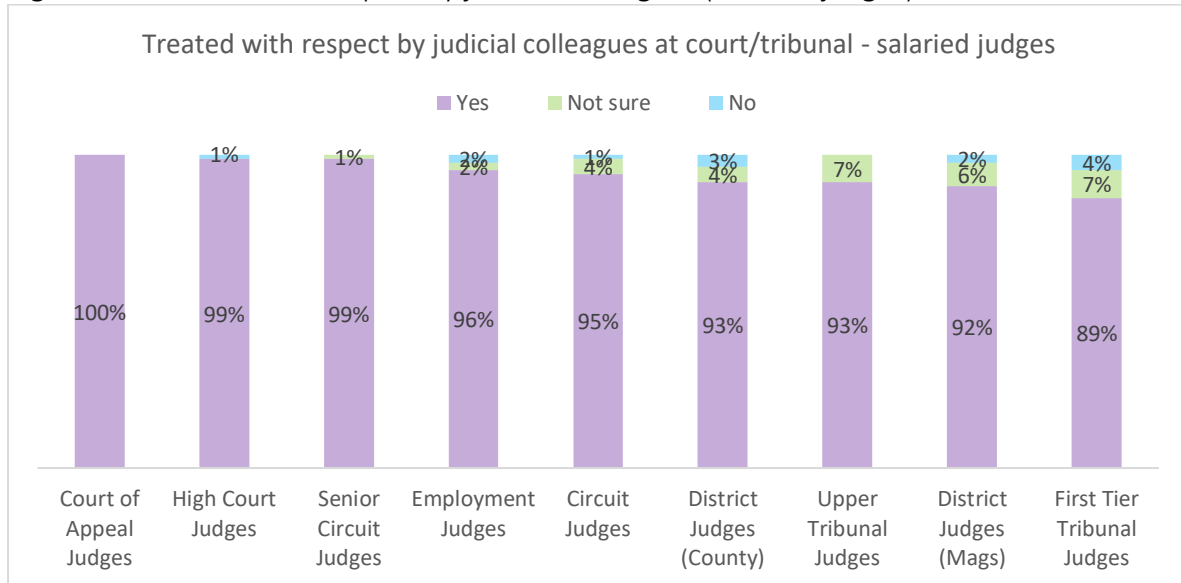
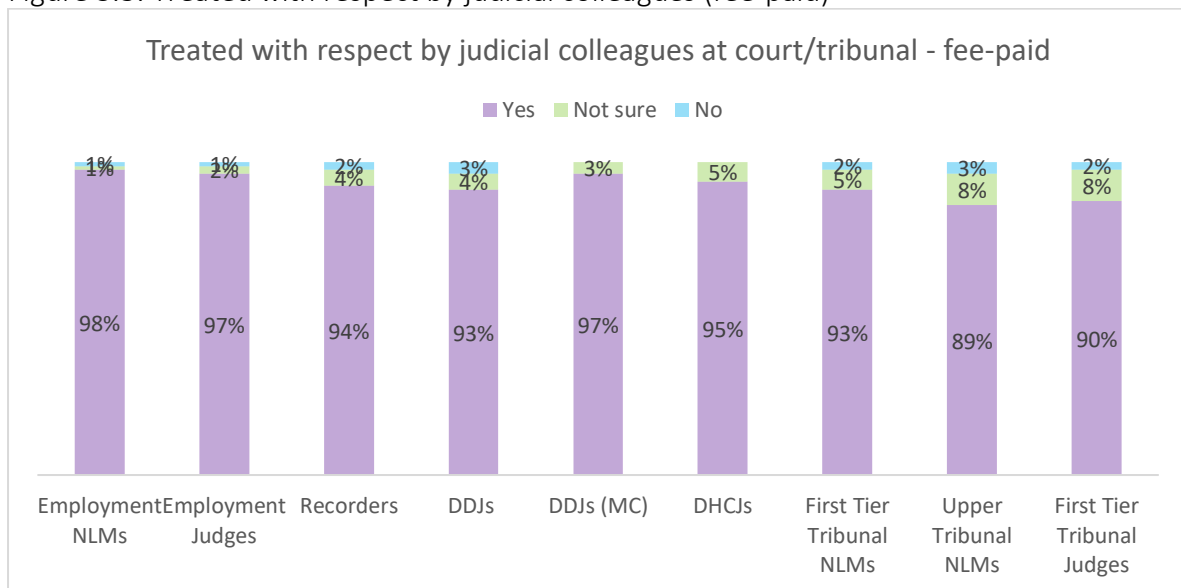


Figure 5.3: Treated with respect by judicial colleagues (fee-paid)



An overwhelming majority of judges in all salaried and fee-paid judicial posts said they were treated with respect by their immediate leadership judge.

Figure 5.4: Treated with respect by immediate leadership judge (salaried judges)

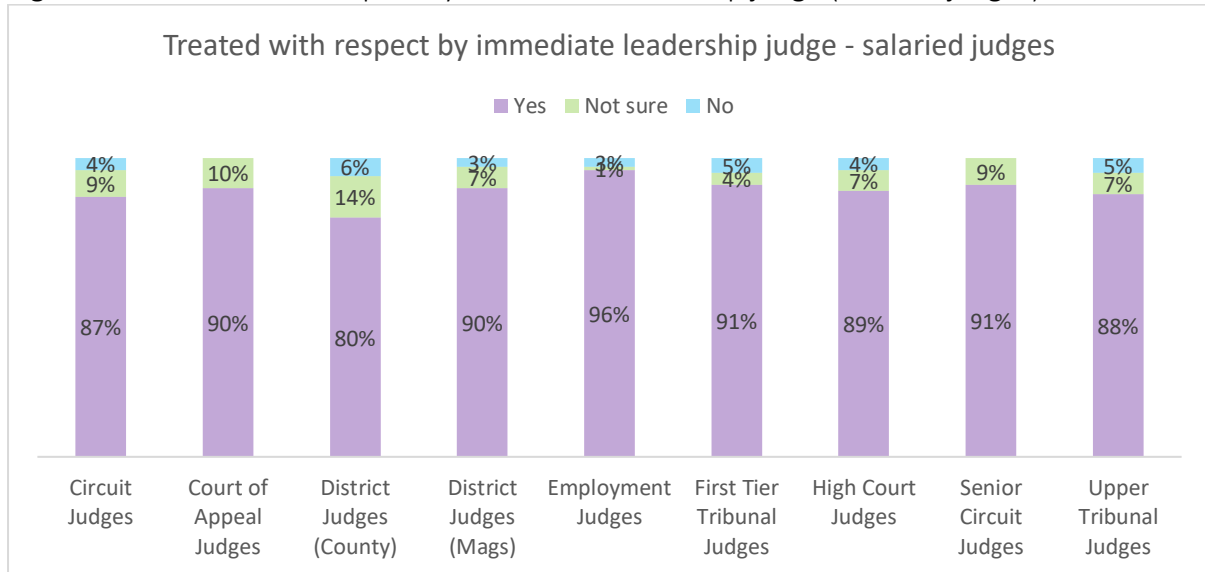
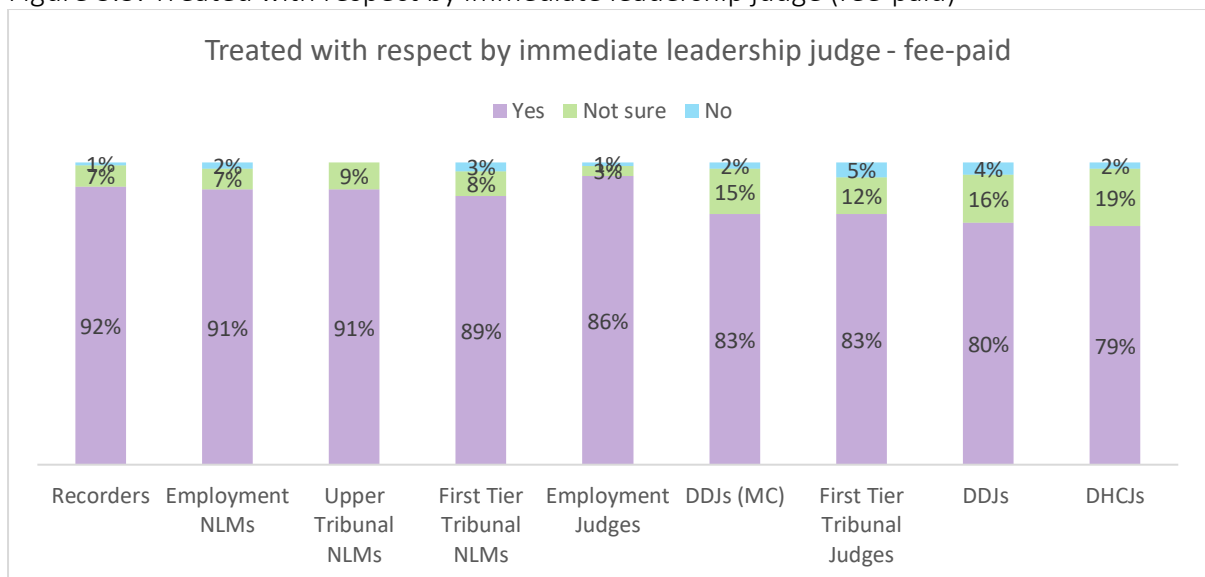


Figure 5.5: Treated with respect by immediate leadership judge (fee-paid)



There were substantial differences between judicial posts for both salaried and fee-paid judicial office holders in terms of whether they felt they were treated with respect by senior leadership in the judiciary.

- Amongst salaried judges, almost all Court of Appeal Judges said they were treated with respect by senior leadership in the judiciary, and a majority of Senior Circuit Judges, High Court Judges District Judges (Mags) and Employment Judges did as well. Whereas District Judges (County), First Tier Tribunal Judges and Upper Tribunal Judges were most likely to say they did not feel they were treated with respect by senior leadership in the judiciary.
- Amongst fee-paid office holders, only a minority of First Tier Tribunal Judges said they felt treated with respect by senior leadership in the judiciary.

Figure 5.6: Treated with respect by senior leadership in judiciary (salaried judges)

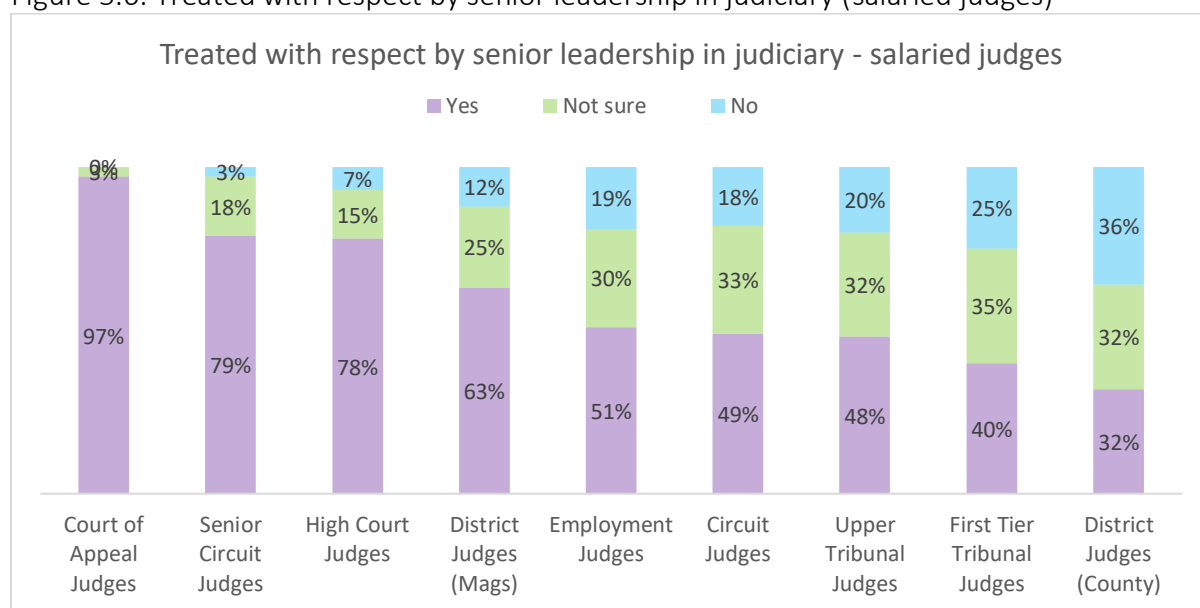
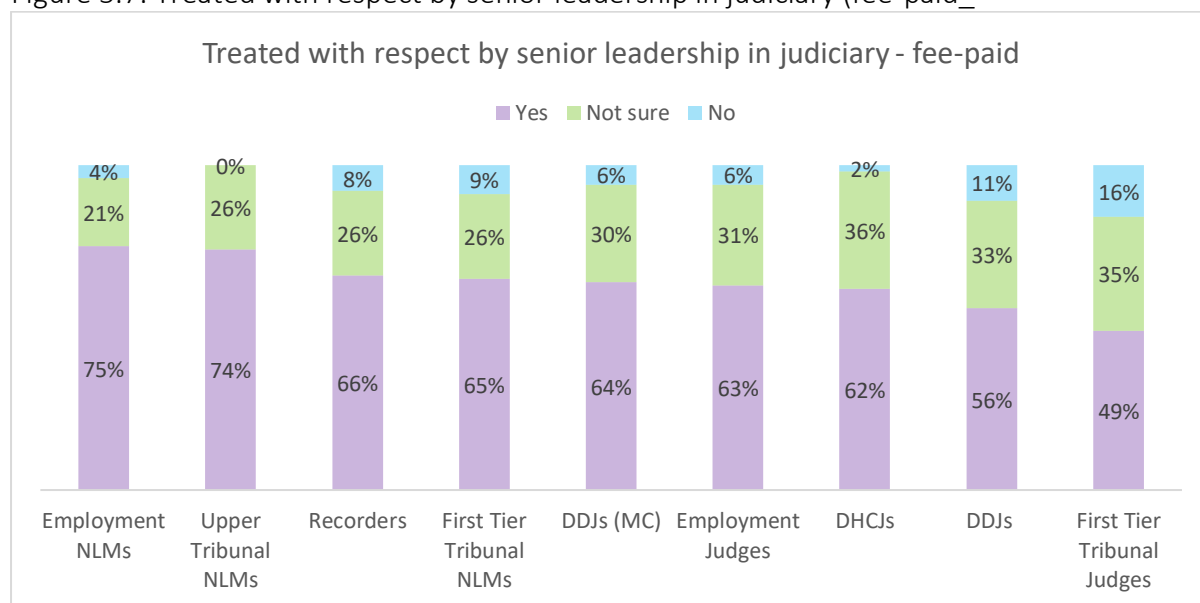


Figure 5.7: Treated with respect by senior leadership in judiciary (fee-paid_

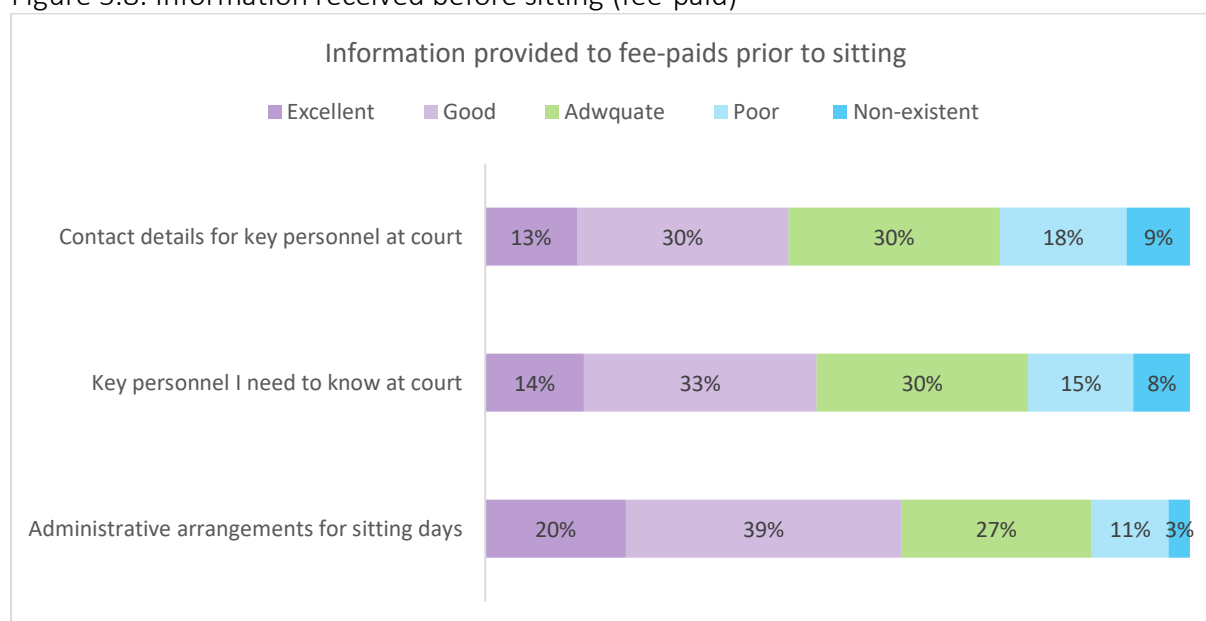


5.2 Inclusion and information provided (fee-paid)

Amongst fee-paid judicial office holders who may not sit regularly or may sit at different courts or tribunals, receiving relevant information before sitting can be important. Most said this information was either excellent, good or adequate (Figure 5.8):

- 86% said the information on administrative arrangements for sitting days was excellent, good or adequate;
- 77% said the information provided on key personal at court/tribunal was excellent, good or adequate;
- 73% said the contact details for key personnel at court/tribunal were excellent, good or adequate.

Figure 5.8: Information received before sitting (fee-paid)



Some variations emerge when the results are considered by individual fee-paid judicial posts.

- A majority of all fee-paid posts said the information provided on administrative arrangement for sitting days was either excellent, good or adequate. But DDJs (County and Mags), Recorders, Upper Tribunal Judges and Employment NLMs were most likely to say that this information was poor or non-existent (Figure 5.9).
- While a majority of all fee-paid posts said the information about key personnel they need to know at the court or tribunal was either excellent, good or adequate, there were substantial proportions of DDJs (County and Mags) and Recorders that said this information was poor or non-existent (Figure 5.10).
- While a majority of all fee-paid posts said contact information given to them about key personnel they need to know at the court or tribunal was either excellent, good or adequate, there were substantial proportions of DDJs (County and Mags), Recorders and Upper Tribunal Judges that said this contact information was poor or non-existent (Figure 5.11).

Figure 5.9: Information provided on administrative arrangements for sitting days

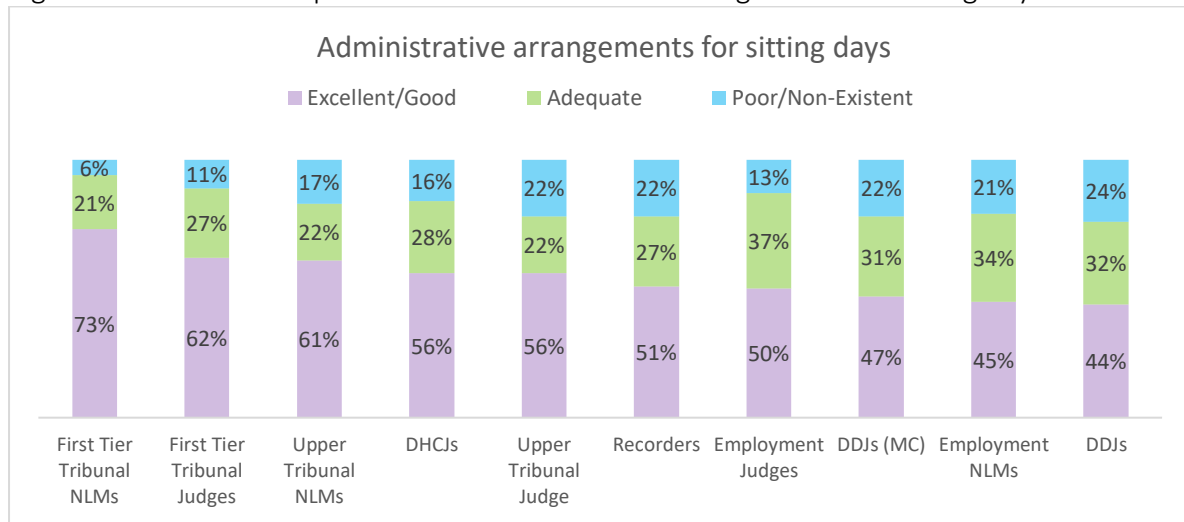


Figure 5.10: Information about key personnel I need to know at court

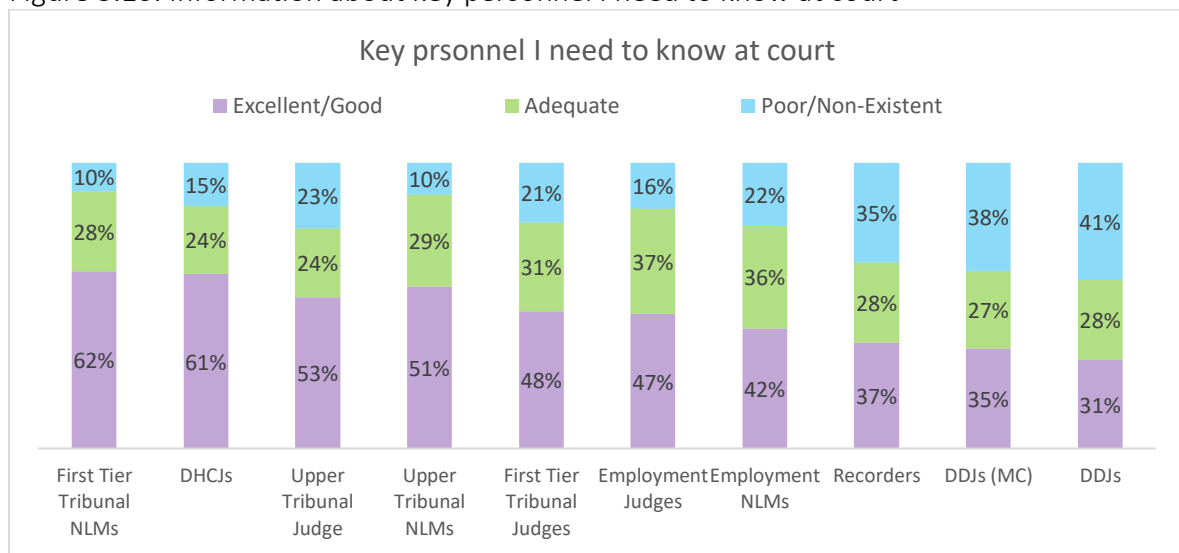
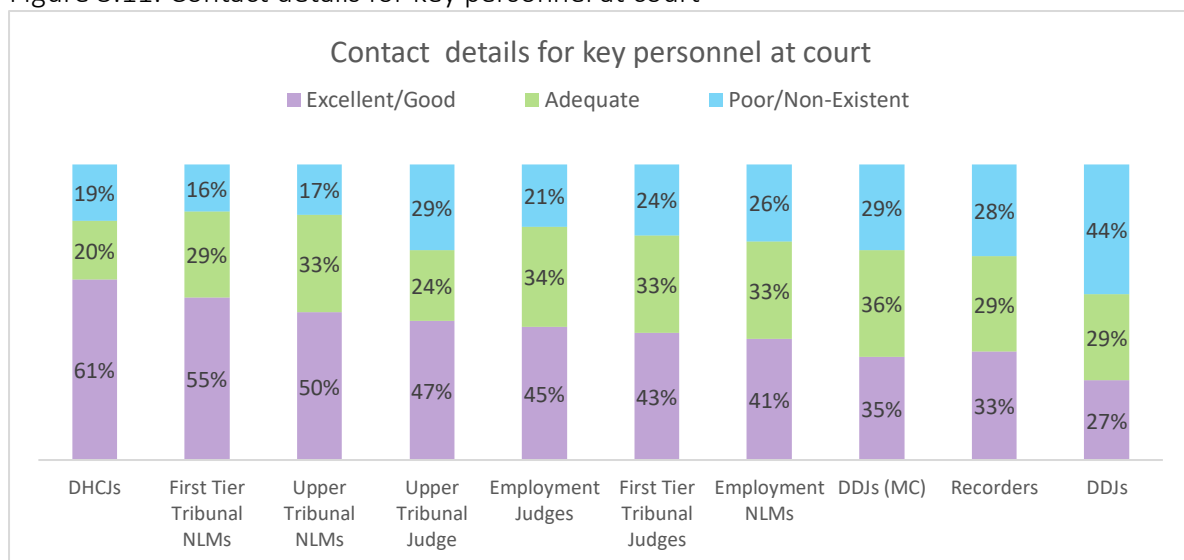


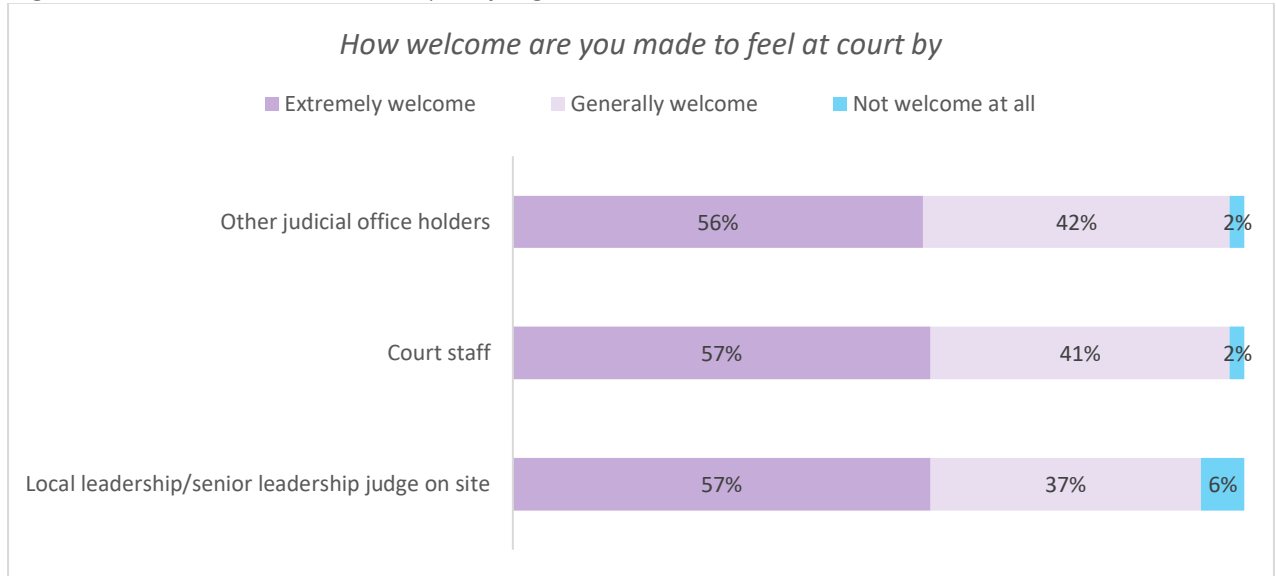
Figure 5.11: Contact details for key personnel at court



5.3 Feeling welcome (fee-paid judicial office holders)

Virtually all fee-paid judicial office holders said that they are made to feel extremely or generally welcome by other judicial office holders at court/tribunal (98%); court staff (98%) and local leadership or senior leadership judges on site (94%).

Figure 5.12: extent to which fee-paid judges feel welcome at court



As Figures 5.13, 5.14 and 5.15 show, there are variations by fee-paid post in the extent to which judicial office holders in different fee-paid posts feel either extremely or generally welcome, and there are only small proportions of fee paid post holders that do not feel welcome at all.

Figure 5.13: Welcome by local leadership/senior leadership judge on site

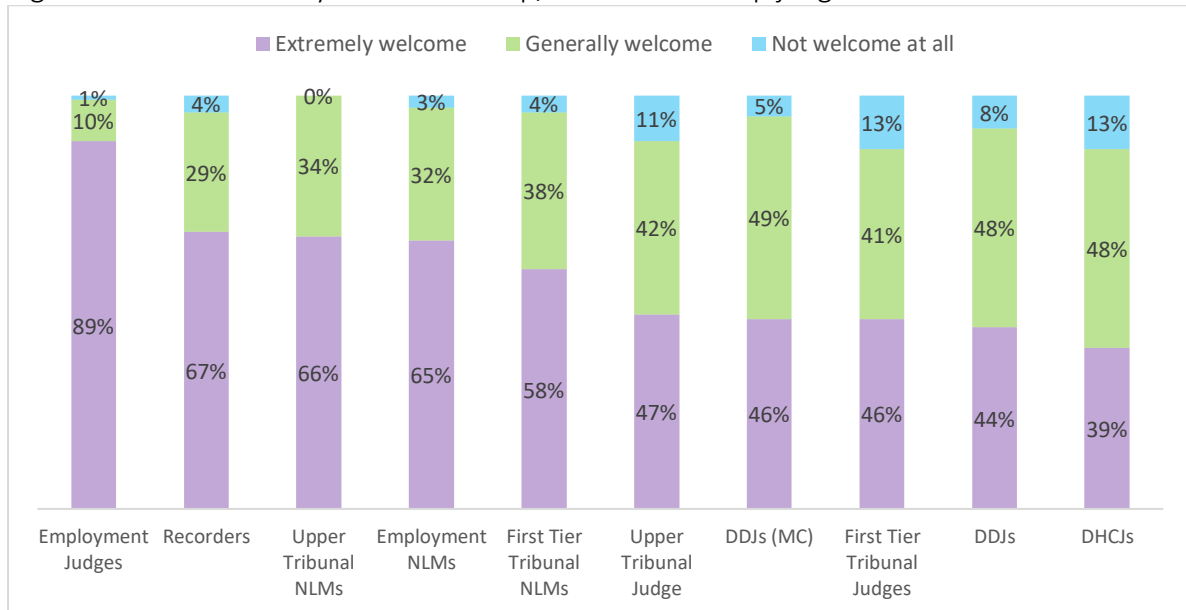


Figure 5.14: Welcome by other judicial office holders

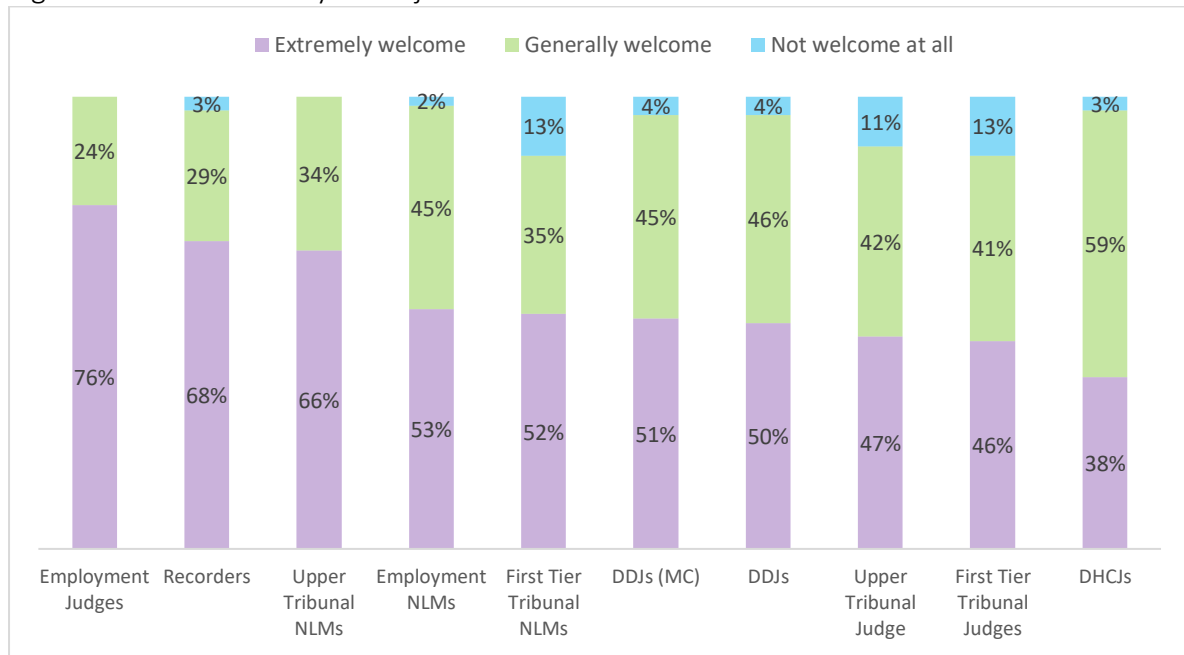
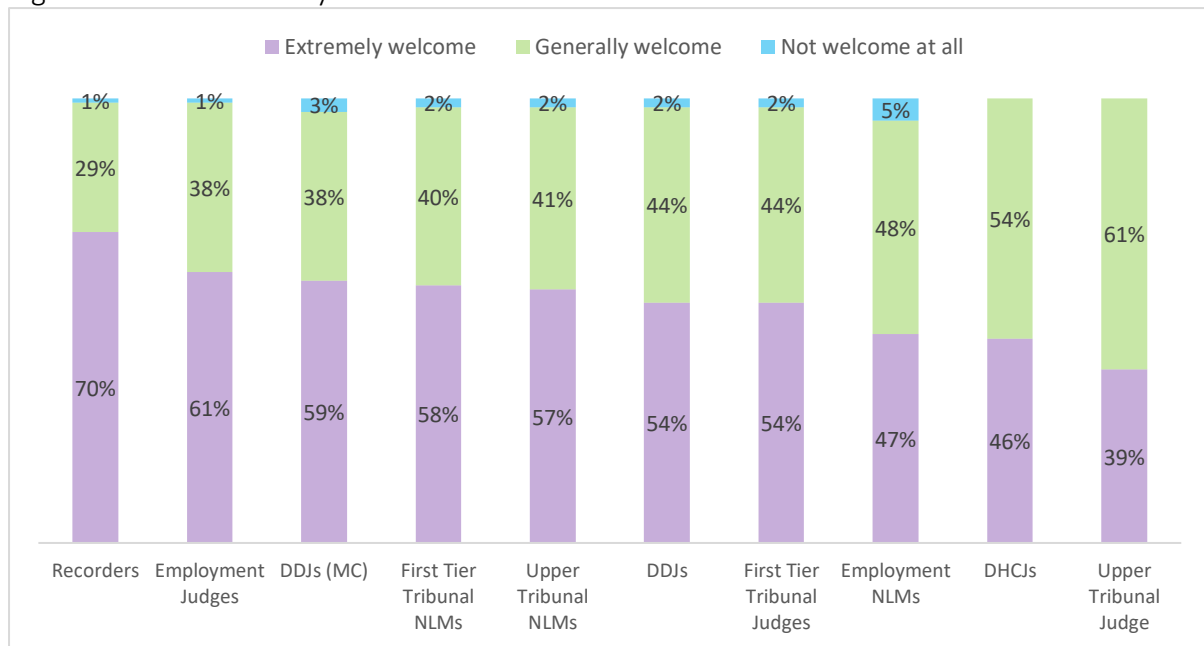


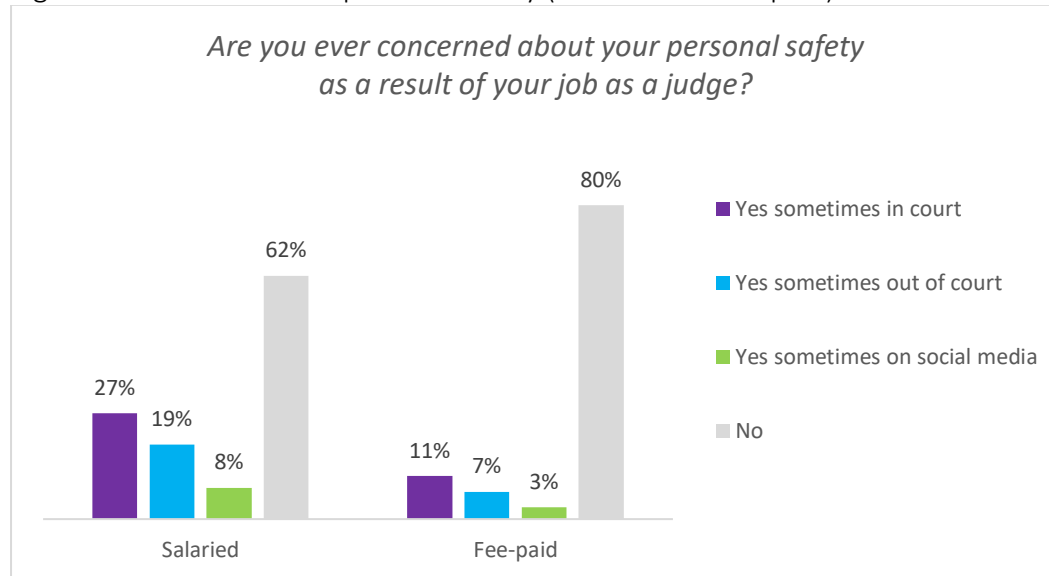
Figure 5.15: Welcome by court staff



5.4 Personal safety

Salaried judges expressed greater concerns for their personal safety as a result of their judicial work compared with fee-paid office holders. This might be expected given the greater amount of time salaried judges spend sitting as a judge.

Figure 5.16: Concerns for personal safety (salaried and fee-paid) 2022



When salaried judges' views are examined by post, it is clear that:

- Those with the greatest concerns for their personal safety in court are District Judges and DDJs (Mags and County);
- Those with the greatest concerns for their personal safety out of court are Circuit Judges, District Judges (Mags and County) (all 23%);

Figure 5.17: In court safety concerns (salaried judges)

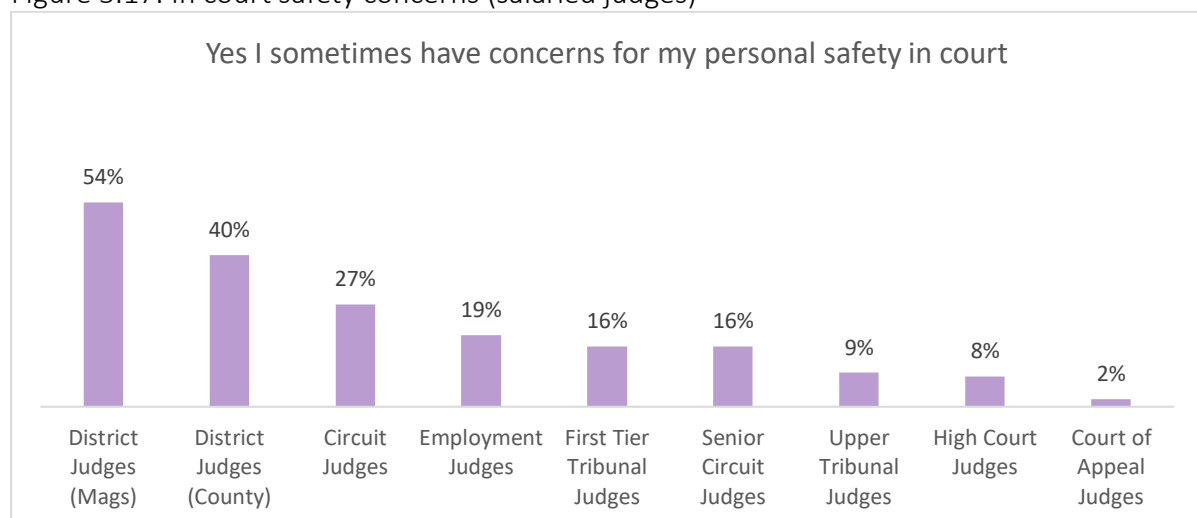


Figure 5.18: In court safety concerns (fee-paid judicial office holders)

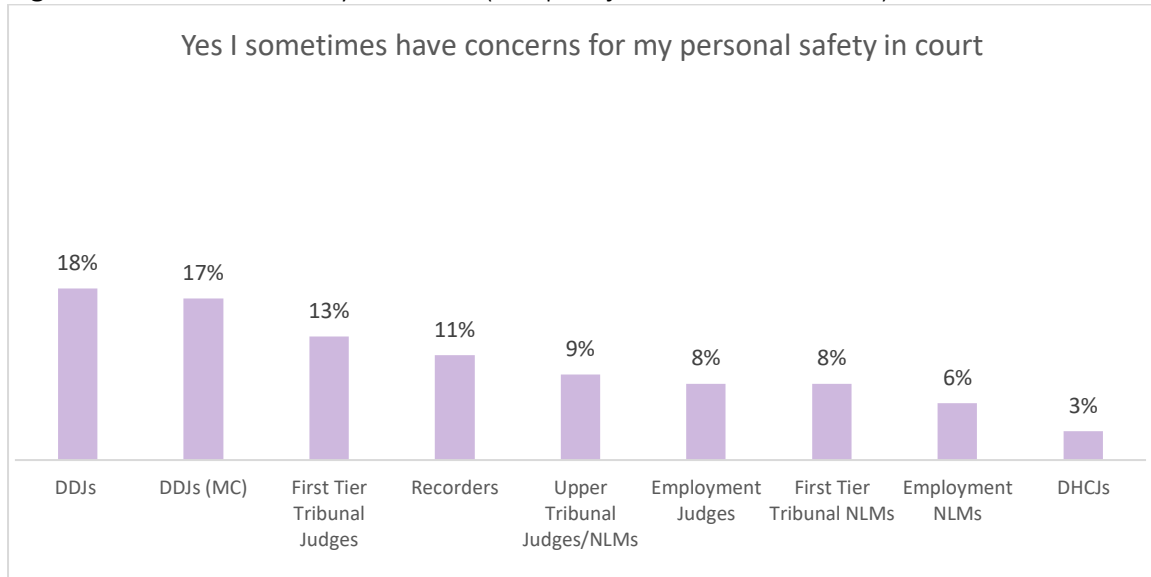
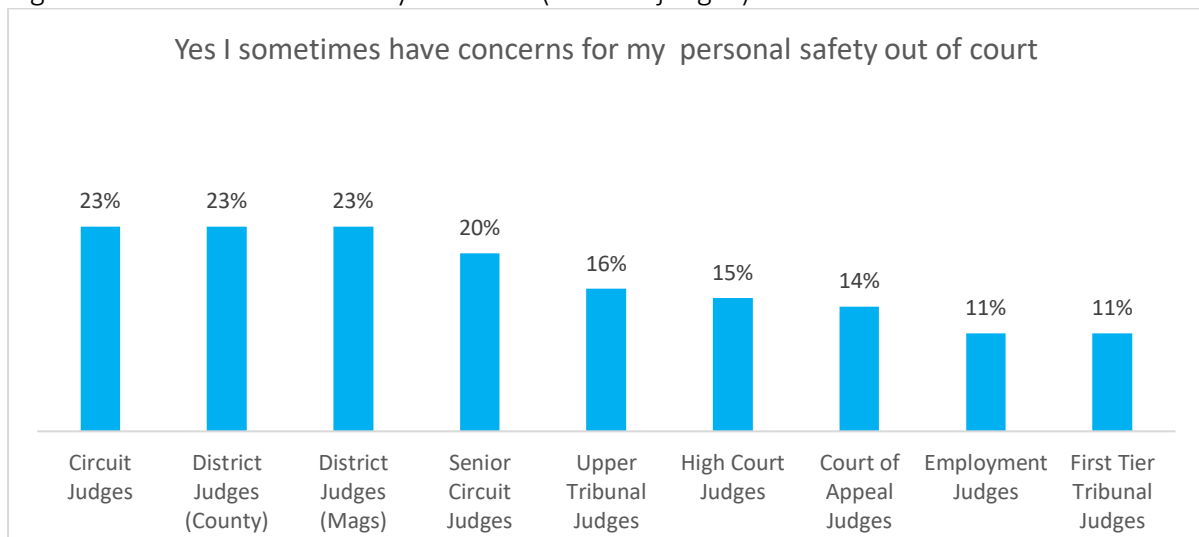


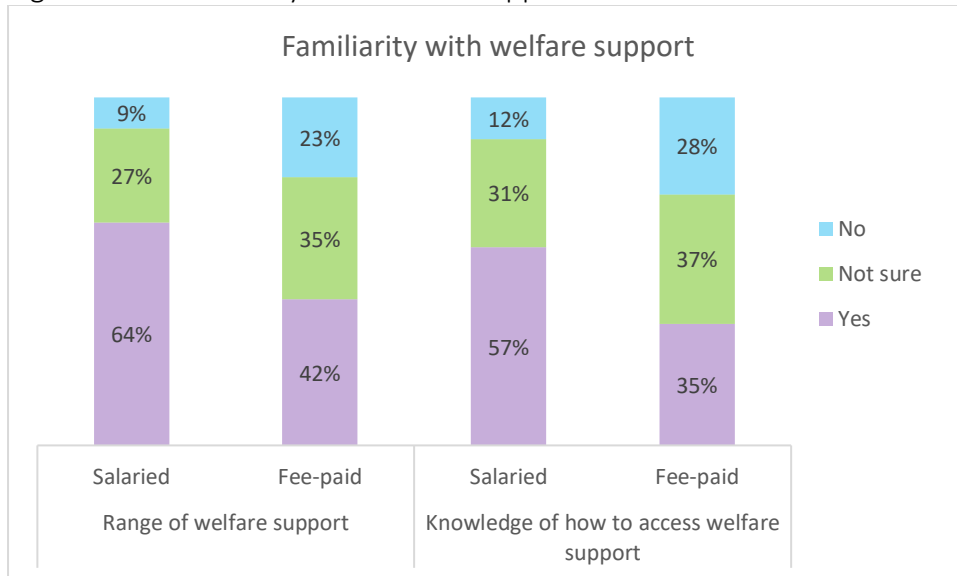
Figure 5.19: Out of court safety concerns (salaried judges)



5.5 Familiarity with welfare support

Salaried judges are more familiar with the welfare support available to them than fee-paid judicial office holders. While 64% of salaried judges were familiar with the range of welfare support available only 42% of fee-paid office holders were; while 57% of salaried judges knew how to access welfare support only 35% of fee-paid office holders knew this.

Figure 5.20: Familiarity with welfare support



6. Bullying, harassment and discrimination

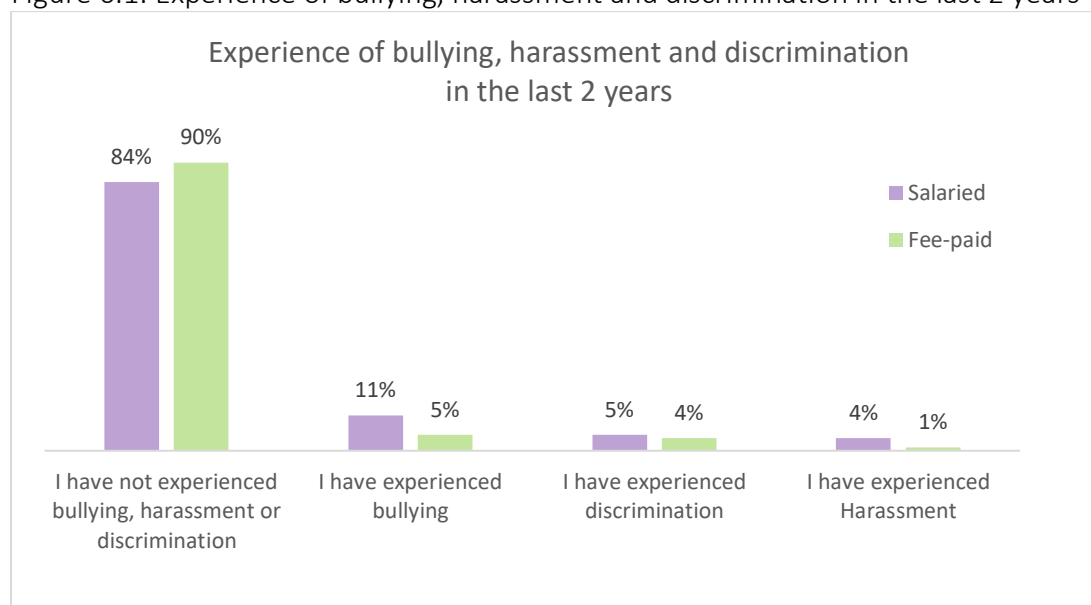
In the JAS 2022, judges were asked for the first time whether they had experienced bullying, harassment or discrimination in the last 2 years in their role as a judge. This means there is no earlier JAS data to compare these results with to indicate whether these judicial experiences are higher, lower or the same compared with previous years¹⁰.

6.1 Experience of bullying, harassment and discrimination in the last 2 years

The overwhelming majority of both salaried judges (84%) and fee-paid judicial office holders (90%) said they had not experienced bullying, harassment or discrimination in their work as a judge in the last 2 years. Amongst those who had experienced bullying, harassment or discrimination in the last 2 years, this was more prevalent amongst salaried judges than fee-paid judicial office holders (Figure 6.1):

- 11% of salaried judges and 5% of fee-paid office holders said they had experienced bullying;
- 5% of salaried judges and 4% of fee-paid officeholders said they had experienced harassment;
- 4% of salaried judges and 1% of fee-paid office holders said they had experienced discrimination.

Figure 6.1: Experience of bullying, harassment and discrimination in the last 2 years



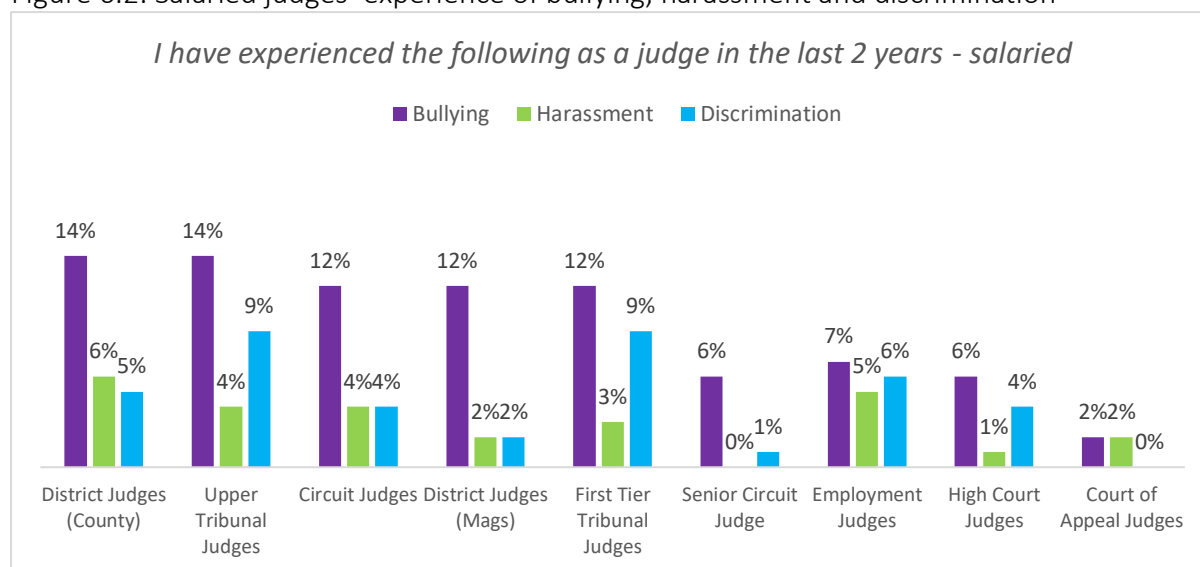
¹⁰ In 2021 the judiciary undertook a separate *Judicial Wellbeing Survey*, which also asked about judicial experiences of bullying, harassment and discrimination. See [Judicial Wellbeing Survey 2021 - Report and Action Plan \(judiciary.uk\)](https://www.judiciary.uk/judicial-wellbeing-survey-2021-report-and-action-plan/). The 2021 survey had a lower response rate (21%) than the 2022 JAS (up to 99%). This means the results reported here from the 2022 JAS provide a more complete picture of judicial experiences of bullying, harassment and discrimination over the last 2 years.

6.1.1 Experience of bullying, harassment and discrimination by post

Amongst salaried judges (Figure 6.2):

- District Judges (County and Mags), Upper Tribunal Judges, Circuit Judges and First Tier Tribunal Judges reported the most bullying (14%-12%);
- District Judges (County) and Employment Judges reported the most harassment (6%-5%);
- Upper Tribunal and First Tier Tribunal Judges reported the most discrimination (9%).

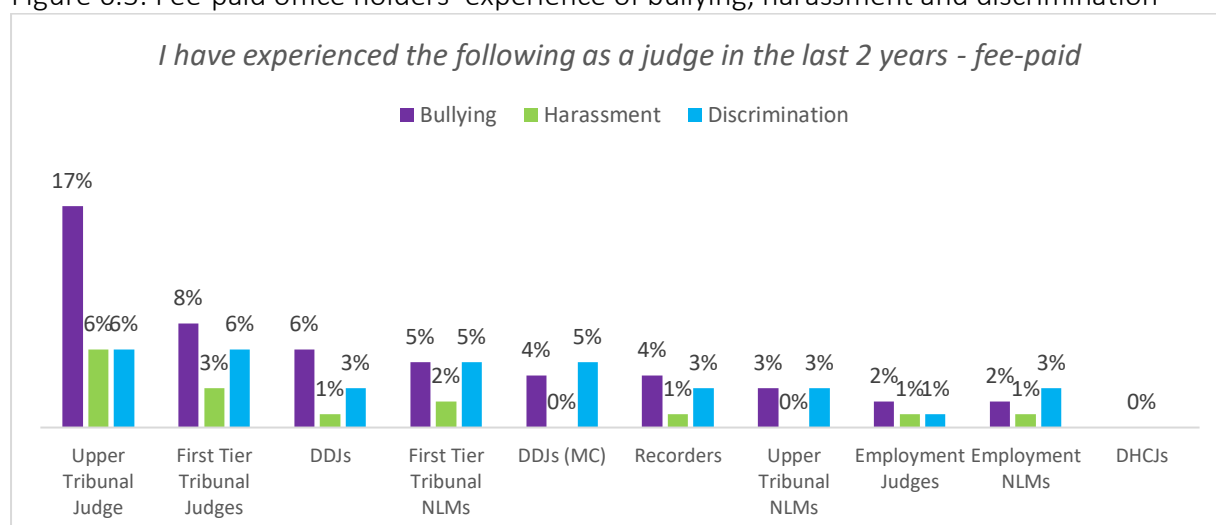
Figure 6.2: Salaried judges' experience of bullying, harassment and discrimination



Amongst fee-paid office holders (Figure 6.3):

- Upper Tribunal Judges reported the most bullying (17%), harassment (6%) and discrimination (6%)¹¹.
- First Tier Tribunal Judges reported the next highest level of bullying (8%) and discrimination (6%)

Figure 6.3: Fee-paid office holders' experience of bullying, harassment and discrimination



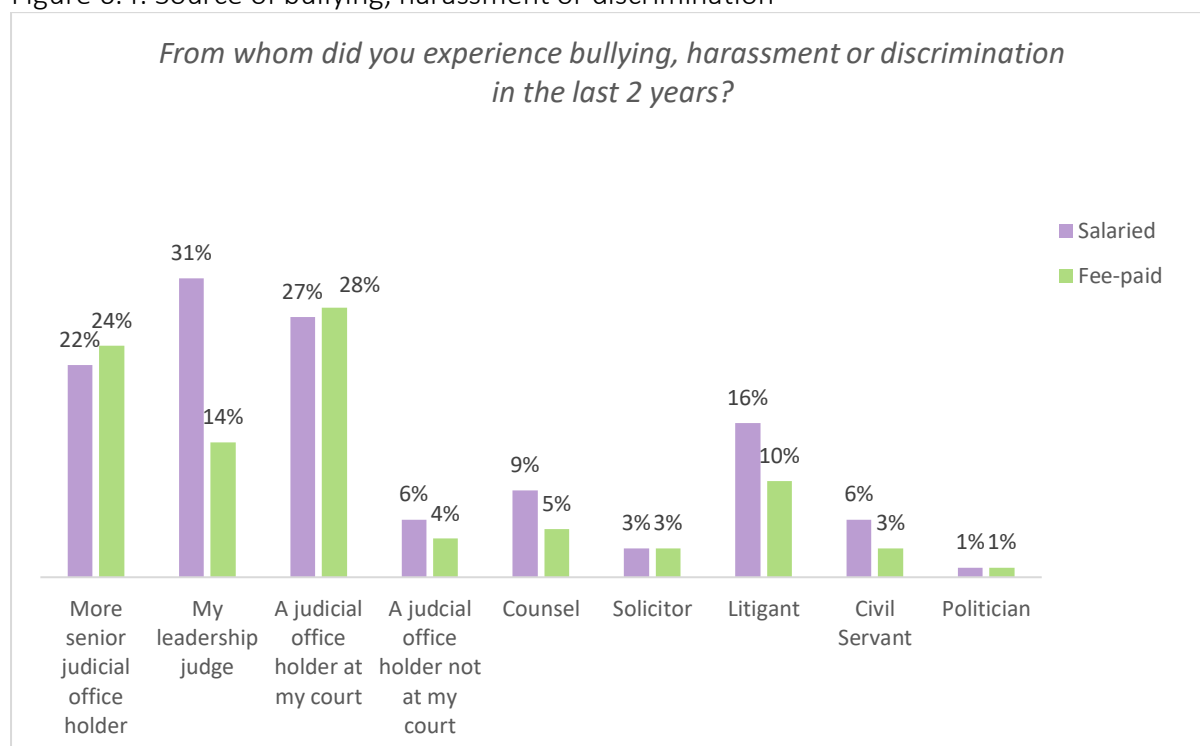
¹¹ This was based on a small number of responses to this question (18) from Upper Tribunal fee-paid judges.

6.2 Sources of bullying, harassment or discrimination

The 2022 JAS asked those who reported experiencing bullying, harassment or discrimination in the last 2 years: *If you did experience any bullying, harassment or discrimination in the last 2 years, from whom did you experience it?* This means the results in Figure 6.4 are for the minority of judges who indicated that they had experienced bullying, harassment or discrimination in the last 2 years.

- For the minority of salaried judges (4%-11%) who said they had experienced bullying, harassment or discrimination in the last 2 years, 31% said they experienced this from their own leadership judge, 27% from another judge at their court/tribunal, 22% from a more senior judge and 16% from a litigant.
- For the minority of fee-paid judicial office holders (1%-5%) who said they had experienced bullying, harassment or discrimination in the last 2 years, 28% said they had experienced this from another judicial office holder at their court/tribunal, 24% from a more senior judicial office holder, 14% from their own leadership judge and 10% from litigants.

Figure 6.4: Source of bullying, harassment or discrimination



6.3 Reporting of bullying, harassment or discrimination

The 2022 JAS also asked those who reported experiencing bullying, harassment or discrimination in the last 2 years: *If you did experience any bullying, harassment or discrimination in the last 2 years, did you report it?* This means the results in Figure 6.5 are derived from the minority of judges who indicated that they had experienced bullying, harassment or discrimination in the last 2 years.

- Over two-thirds of all judges that said they had experienced bullying, harassment or discrimination in the last 2 years did not report this: 68% of salaried judges and 70% of fee-paid judicial office holders.
- If those who did report bullying, harassment or discrimination, more were not satisfied than satisfied with the way the complaint was resolved.

Figure 6.5: Reporting bullying, harassment or discrimination



7. Salary, pay and pensions

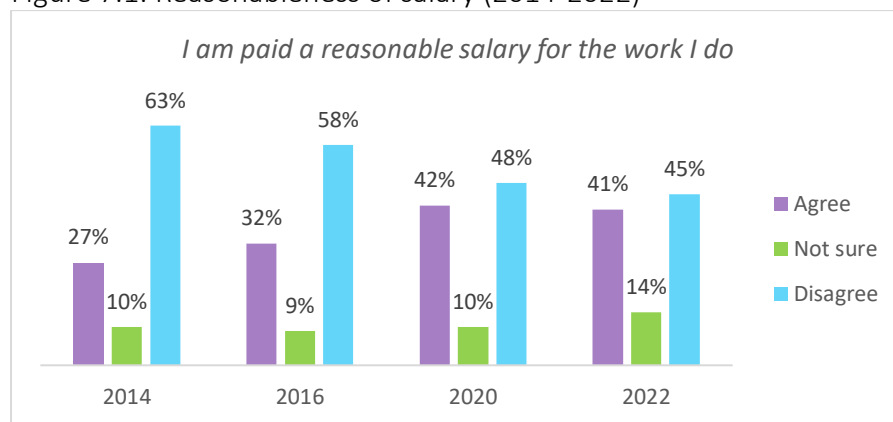
This section deals with remuneration and pensions for salaried judges and fee-paid judicial office holders separately. Salaried judges have been surveyed in the JAS about their salary and pension since 2014, and this has enabled results of the 2022 JAS to be compared with previous JAS findings on salary and pensions. In contrast, the 2022 JAS presents the first findings on fee-paid judicial office holders' views about their pay and pension.

7.1 Salary and pensions (salaried judges)

I am paid a reasonable salary for the work I do 2014-2022

- There was increasing agreement amongst salaried judges on this since 2014, but this levelled off in 2022. Since 2020, the salaried judiciary is divided on this issue.

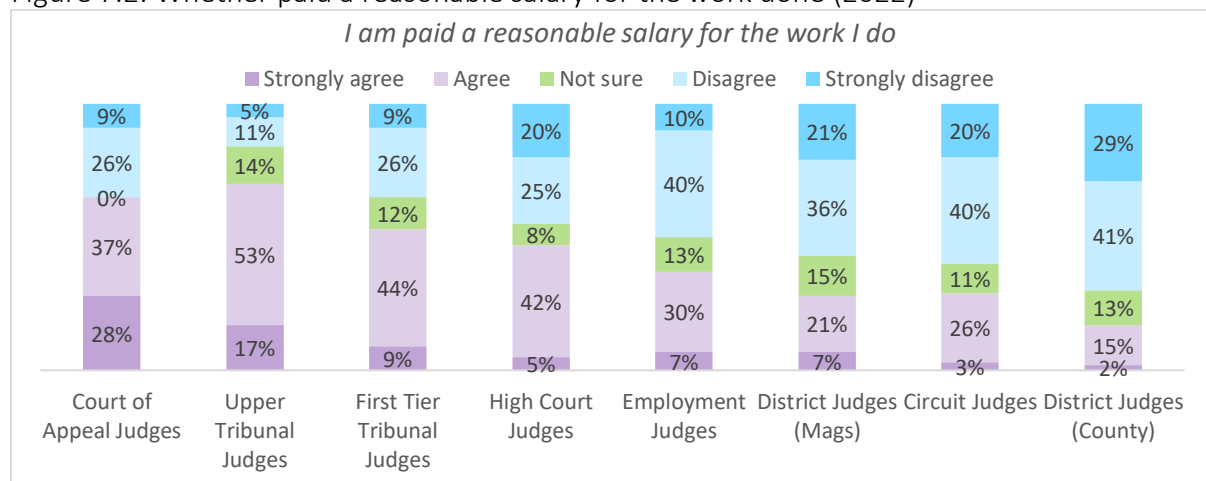
Figure 7.1: Reasonableness of salary (2014-2022)



When examined by individual salaried judicial posts, in 2022:

- A majority of Court of Appeal, Upper Tribunal and First Tier Tribunal Judges agree that they are paid a reasonable salary for the work they do.
- High Court Judges and Employment Judges are divided on this issue.
- A majority of Circuit Judges and District Judge (Mags and County) do not feel they are paid a reasonable salary for the work they do.

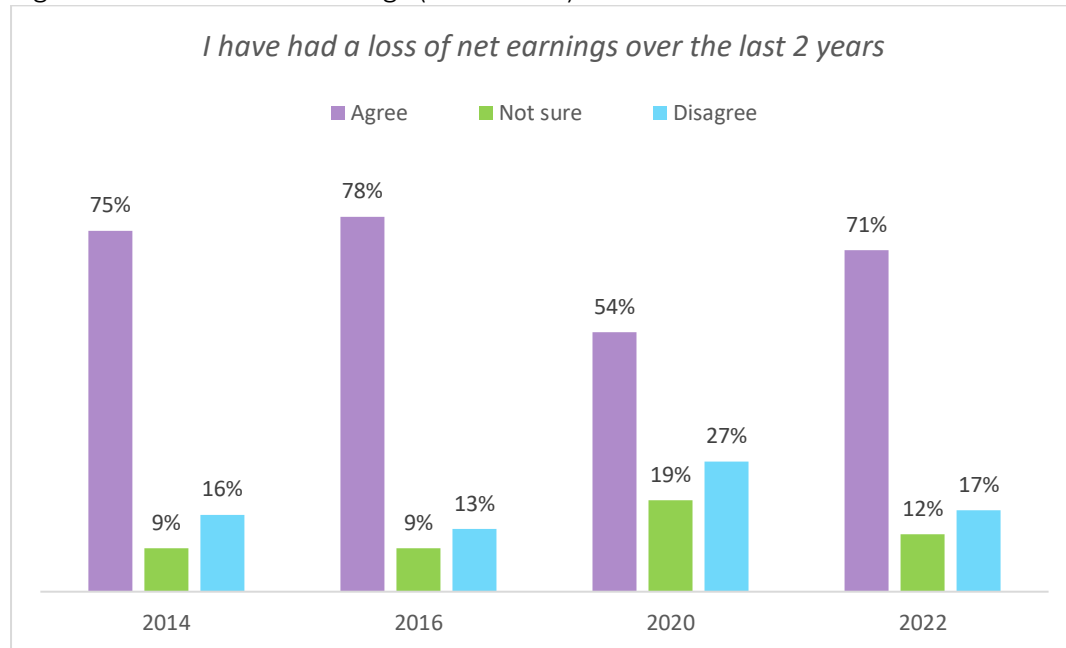
Figure 7.2: Whether paid a reasonable salary for the work done (2022)



I have had a loss of net earnings over the last 2 years (2014-2022)

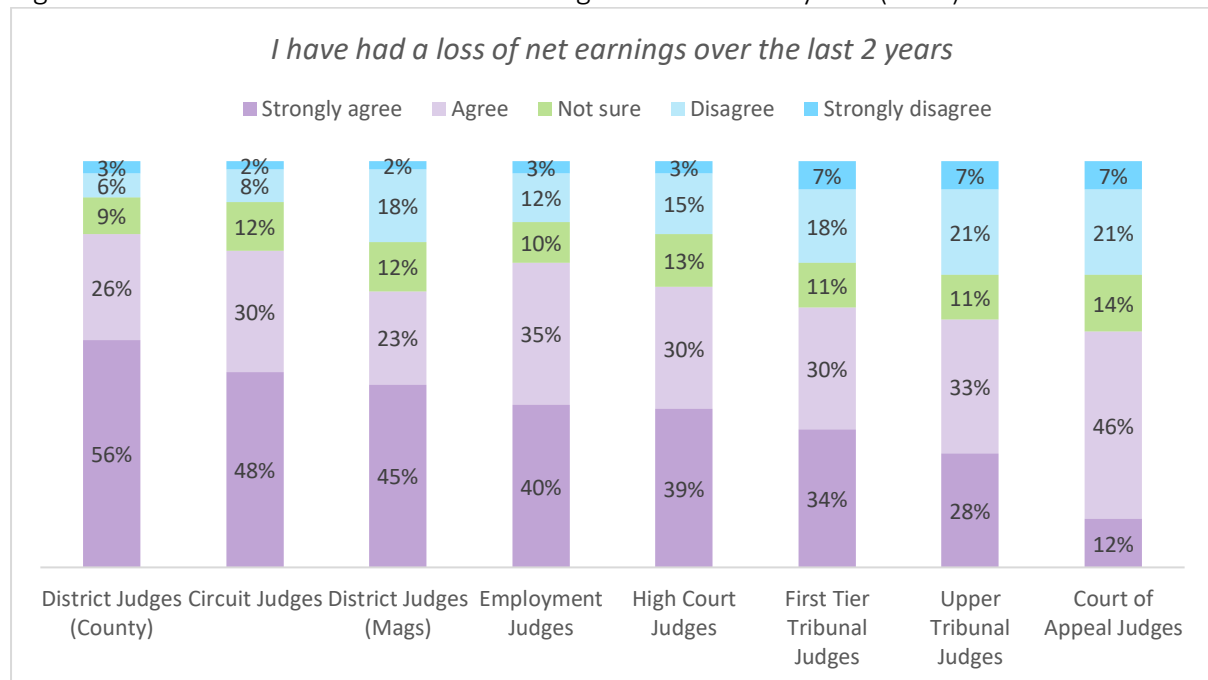
- There was a substantial decrease in 2020 in salaried judges having a loss of net earnings, but in 2022 this increased back to earlier levels of loss of net earnings.

Figure 7.3: Loss of net earnings (2014-2022)



In 2022 a majority of all salaried judges regardless of judicial post said they had a loss of net earnings over the last 2 years.

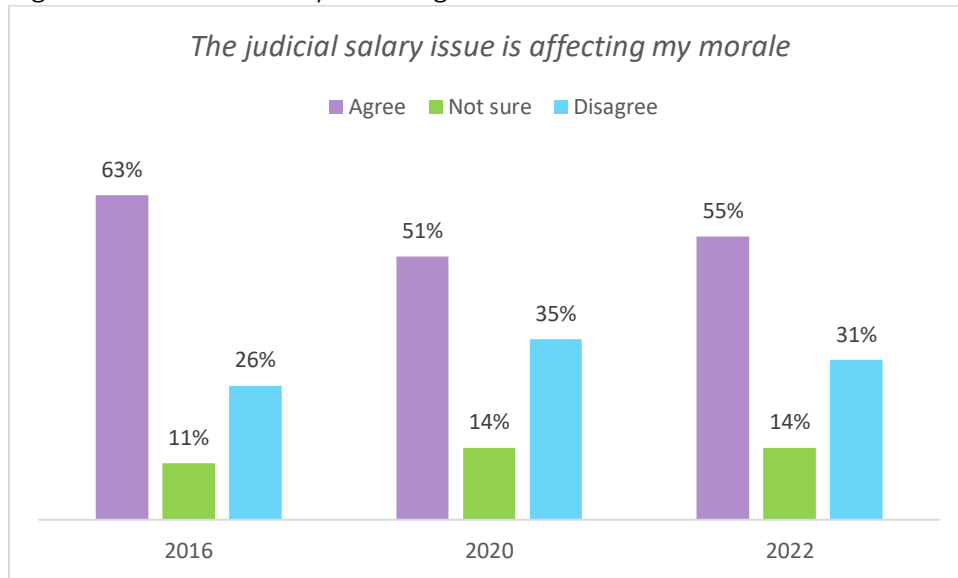
Figure 7.4: Whether had a loss of net earnings over the last 2 years (2022)



The judicial salary issue is affecting my morale (2016-2022)

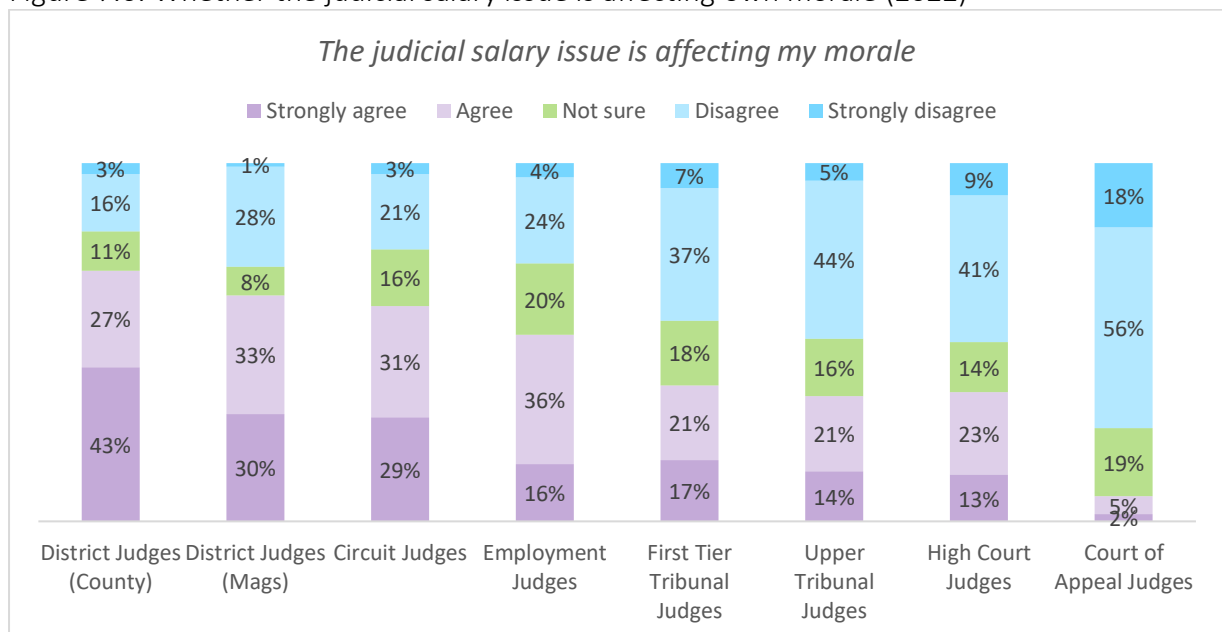
- From 2016 (when it was first asked) to 2020 there was a fall in the proportion of salaried judges that said the judicial salary issue was affecting their morale, but that increased again in 2022.

Figure 7.5: Judicial salary affecting morale



In 2022 a majority of District Judges (County and Mags), Circuit Judges and Employment Judges agreed that the judicial salary issue was affecting their morale.

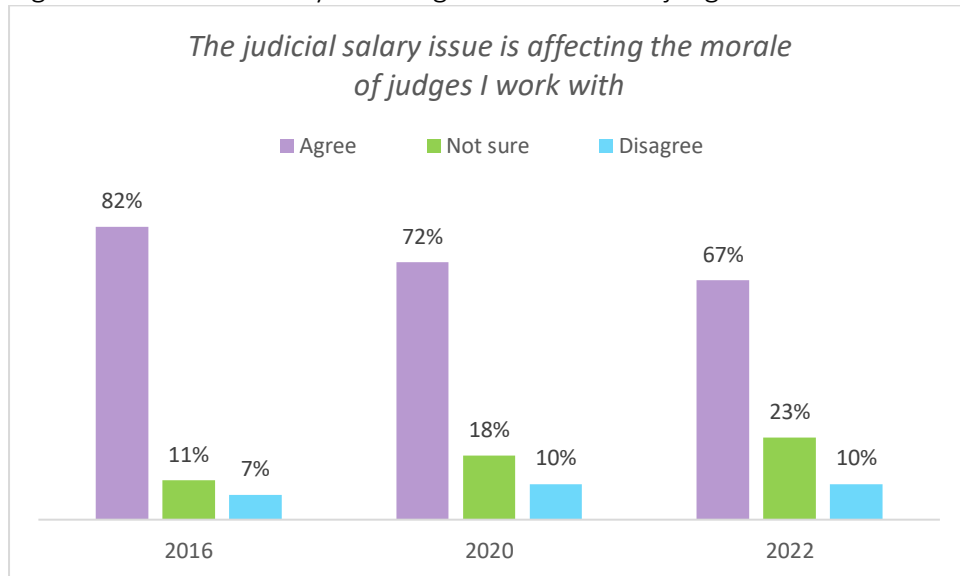
Figure 7.6: Whether the judicial salary issue is affecting own morale (2022)



The judicial salary issue is affecting the morale of judges I work with (2016-2022)

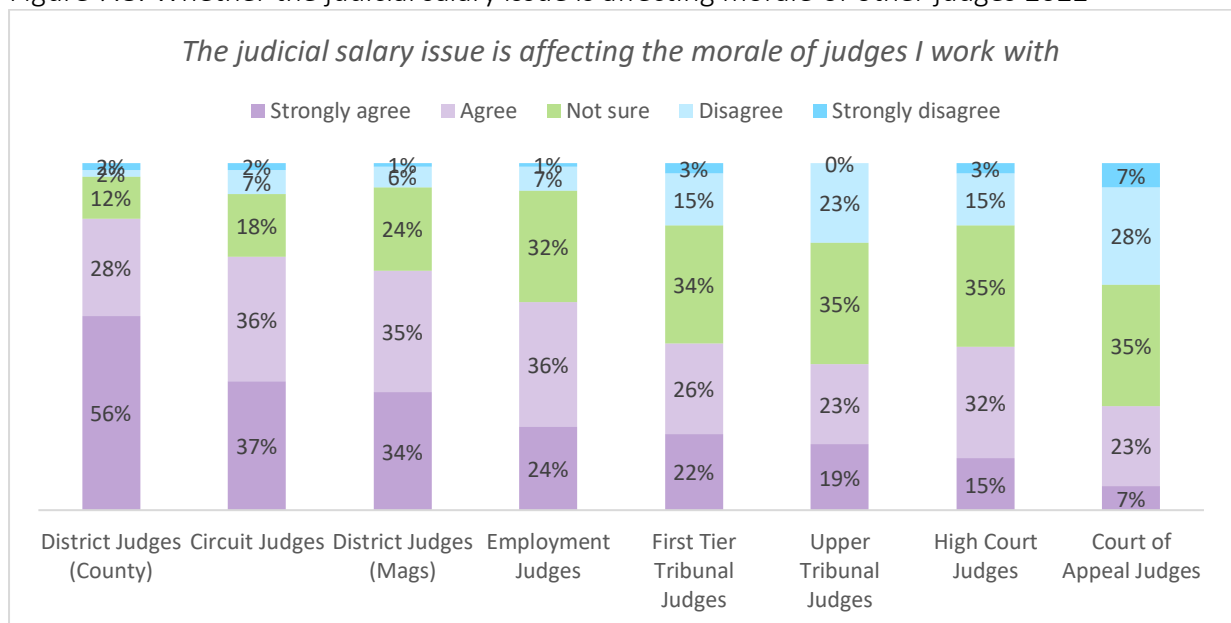
- Since 2016 (when it was first asked), there has been a continued decrease in judges saying the salary issue was affecting the morale of judges with whom they work.

Figure 7.7: Judicial salary affecting morale of other judges



In 2022 a majority of District Judges (County and Mags), Circuit Judges and Employment Judges agreed that the judicial salary issue was affecting the morale of judges with whom they work.

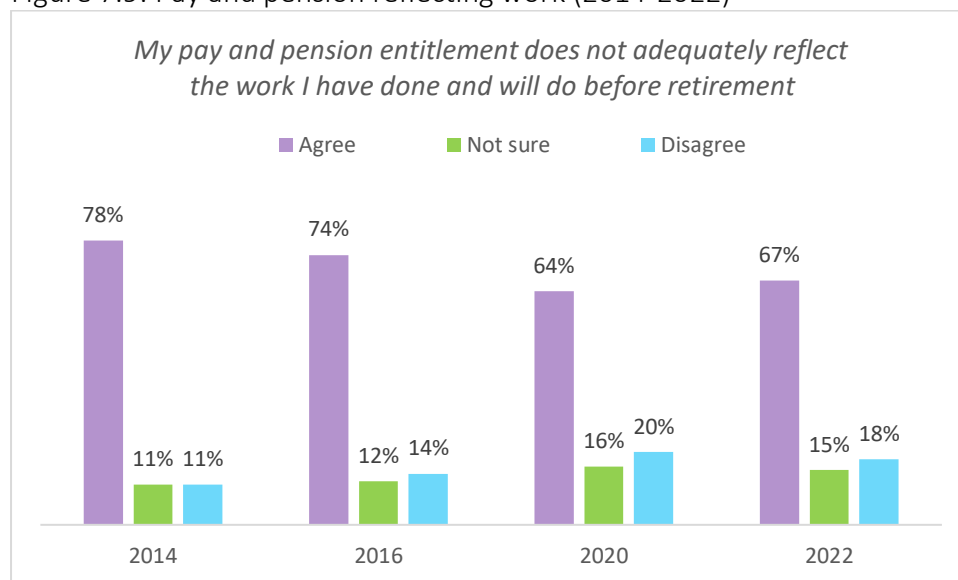
Figure 7.8: Whether the judicial salary issue is affecting morale of other judges 2022



My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement (2014-2022)

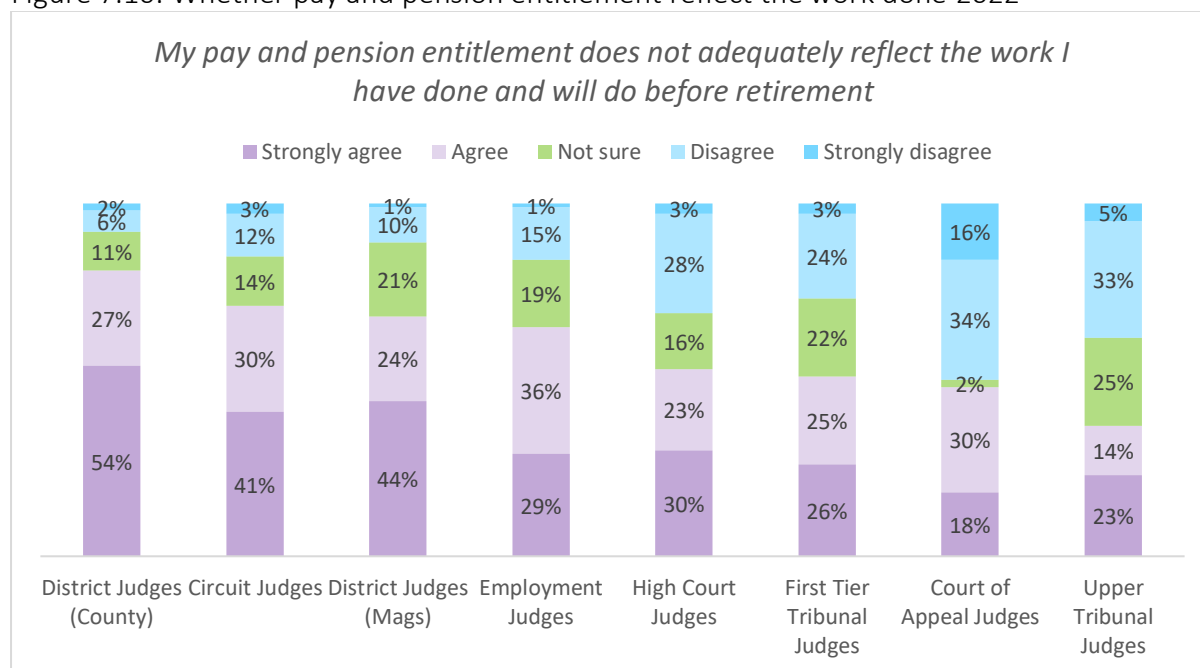
- From 2014 to 2020 there was a steady fall in the proportion of salaried judges that agreed with this statement, although there was a slight increase in 2022 in judges saying their pay and pension entitlement does not adequately reflect their work.

Figure 7.9: Pay and pension reflecting work (2014-2022)



Amongst different salaried judicial post holders, a majority of District Judges (County – 81%) Circuit Judges (71%), District Judges (Magistrates – 68%), Employment Judges (65%), High Court Judges (53%) and First Tier Tribunal Judges (51%) said that their pay and pension entitlement does not adequately reflect the work they have done and will do before retirement.

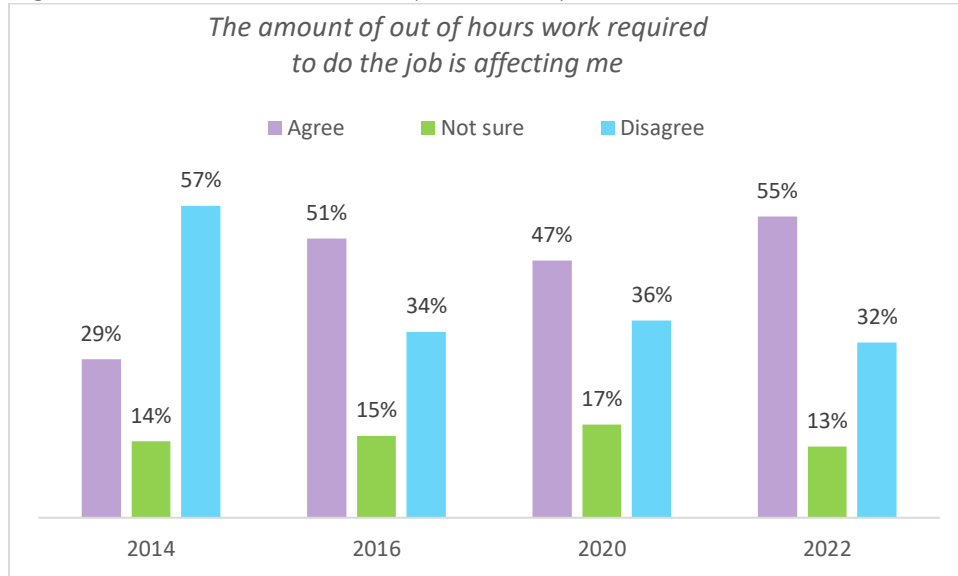
Figure 7.10: Whether pay and pension entitlement reflect the work done 2022



The amount of out of hours work required to the do job is affecting me (2014-2022)

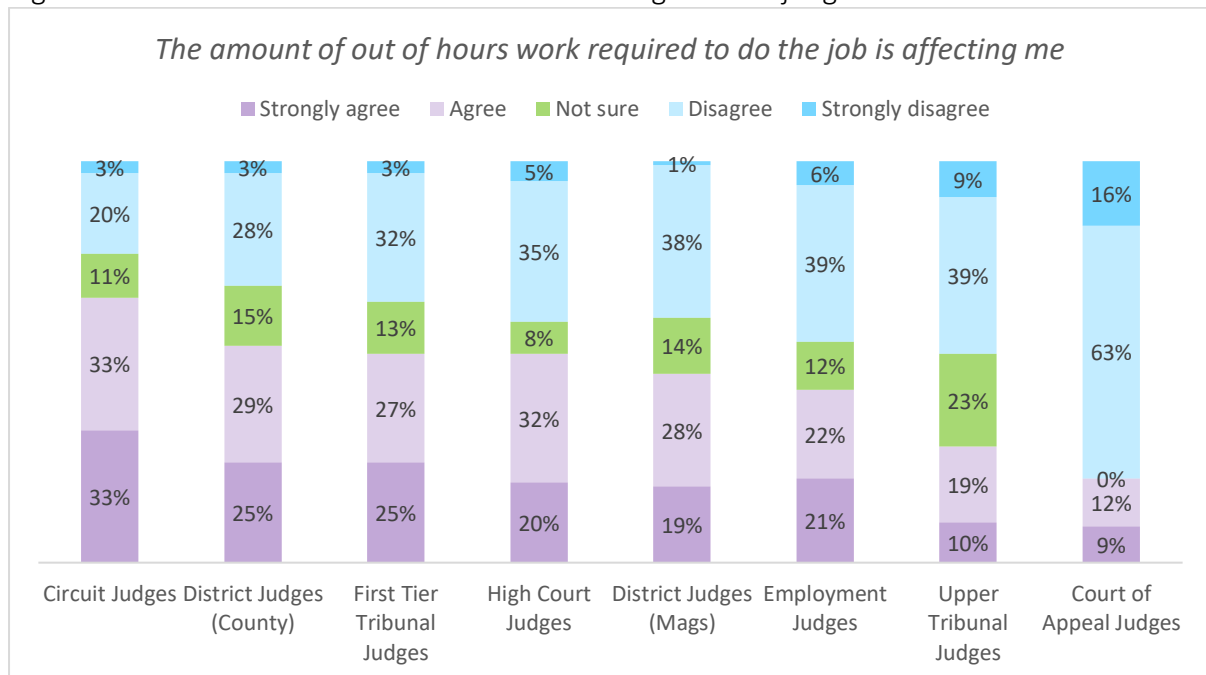
- In 2014 the majority of judges disagreed that out of hours work was affecting them, but this shifted to a majority in 2016 that said it was affecting them and this has increased in 2022.

Figure 7.11: Out of hours work (2014-2022)



The salaried judges most likely to be affected by the amount of out of hours work required to do their job are Circuit Judges, District Judges (County), First Tier Tribunal Judges and High Court Judges (Figure 7.12).

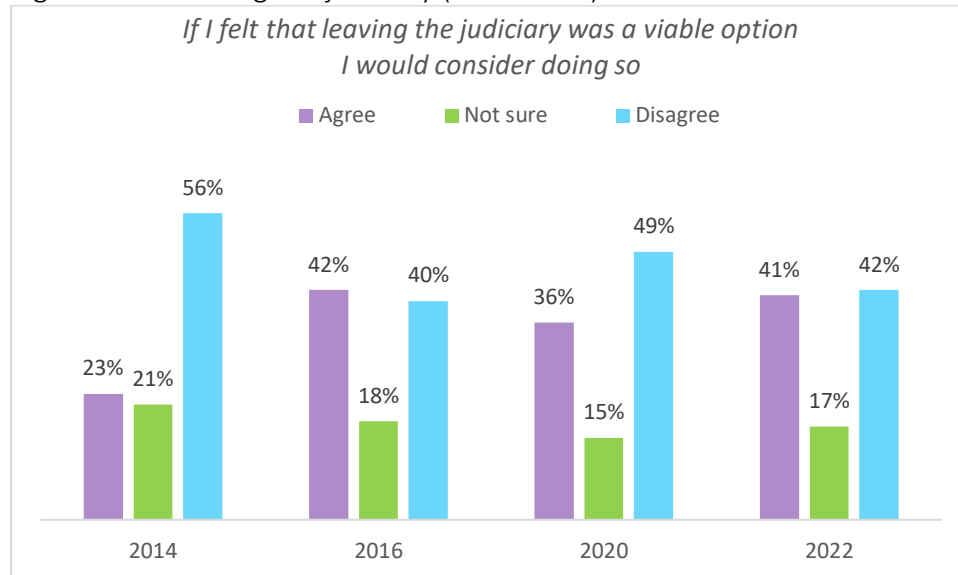
Figure 7.12: Whether out of hours work is affecting salaried judges



If I felt that leaving the judiciary was a viable option I would consider doing so (2014-2022)

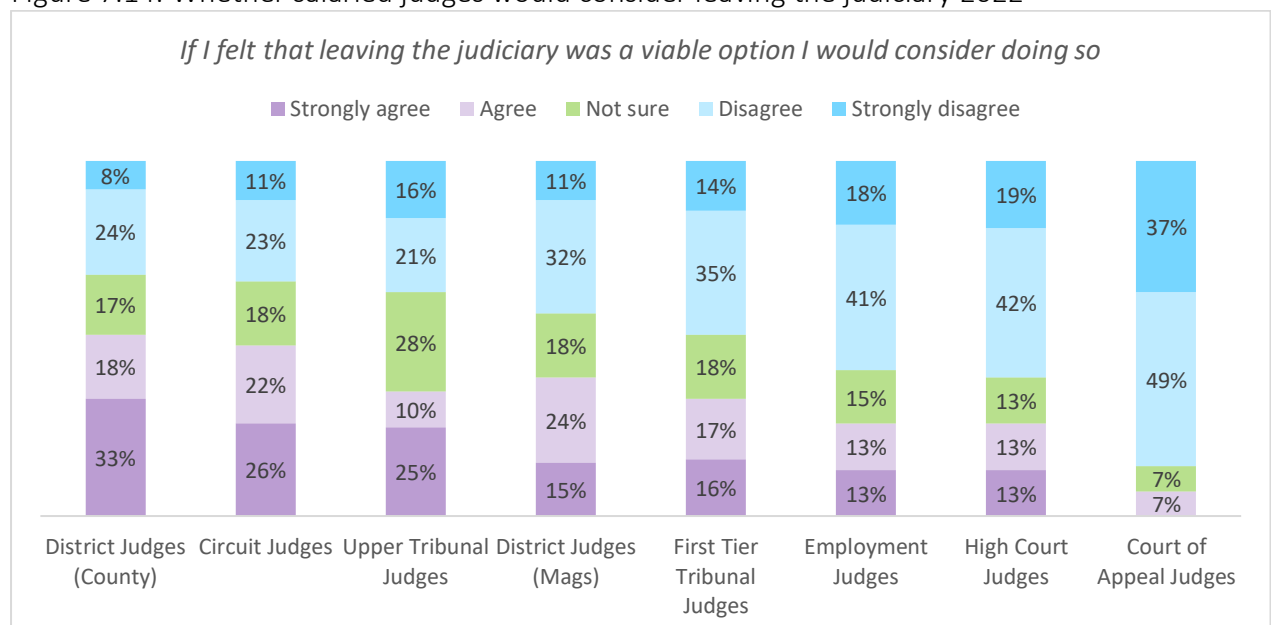
- There was a substantial increase from 2014 to 2016 in salaried judges saying they would consider leaving the judiciary if it was a viable option. There has been little change in this from 2016, but the salaried judiciary as a whole is divided on this issue.

Figure 7.13: Leaving the judiciary (2014-2022)



Amongst judges in different salaried judicial posts, only a majority of District Judges (County) said they would consider leaving the judiciary if it was a viable option for them, with 50% of Circuit Judges also saying they would consider leaving if it was a viable option.

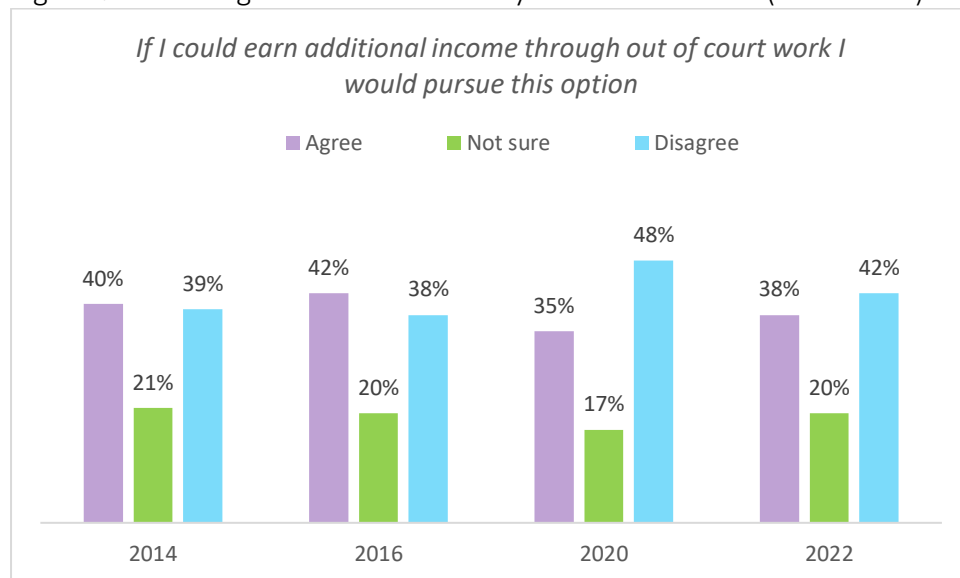
Figure 7.14: Whether salaried judges would consider leaving the judiciary 2022



If I could earn additional income through out of court work I would pursue this option (2014-2022)

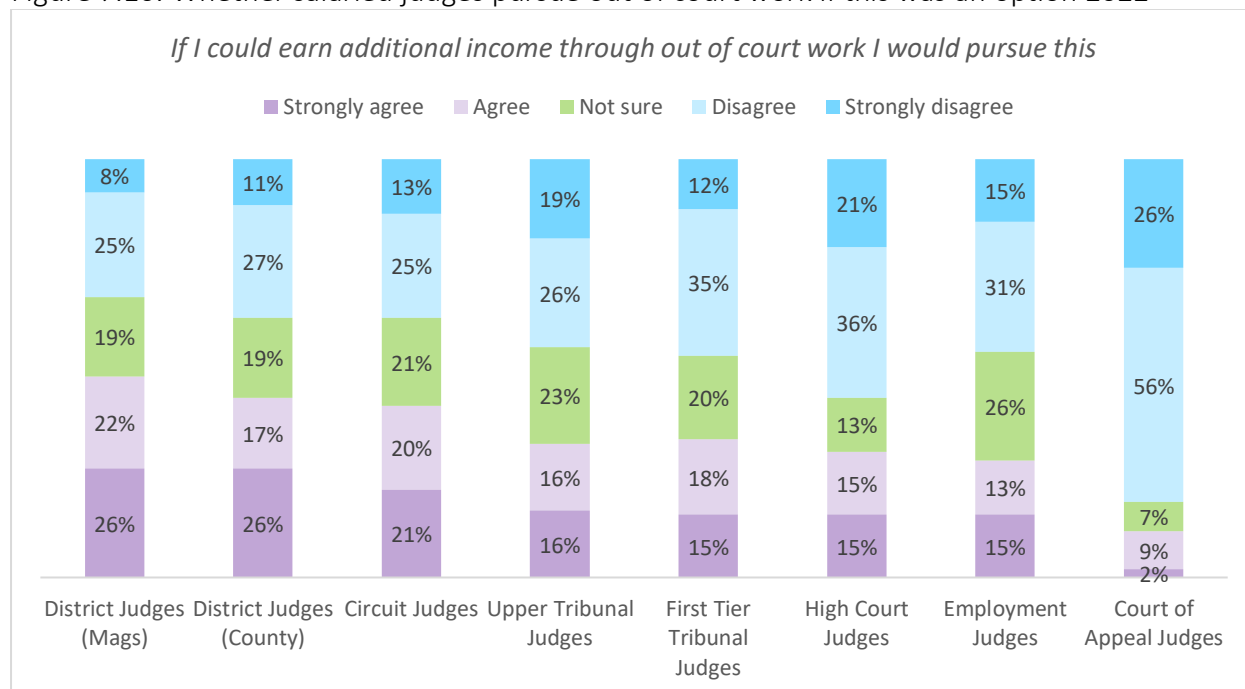
- Since 2014 when it was first asked, the salaried judiciary has continued to be fairly evenly divided in their views over whether they would pursue additional earnings through out of court work if this was permitted (which it is not).

Figure 7.15: Earning additional income by out of court work (2014-2022)



When the results are examined by individual salaried judicial post, the judges most likely to say that they would pursue earning additional income from out of court work are District Judges (County and Magistrates) and Circuit Judges, whereas 82% of Court of Appeal Judges said they would not pursue this if it was permissible.

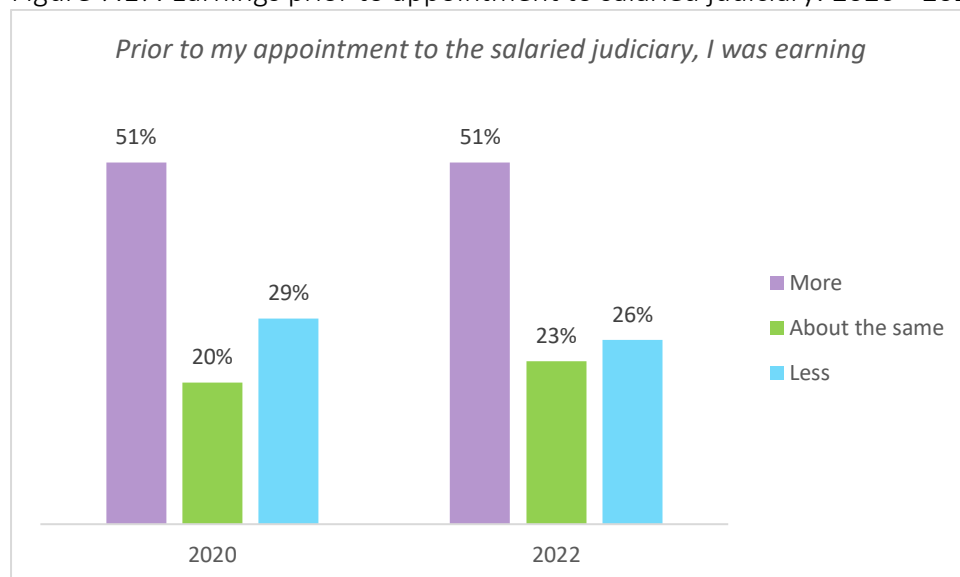
Figure 7.16: Whether salaried judges pursue out of court work if this was an option 2022



7.2 Salaried judges' earnings prior to appointment

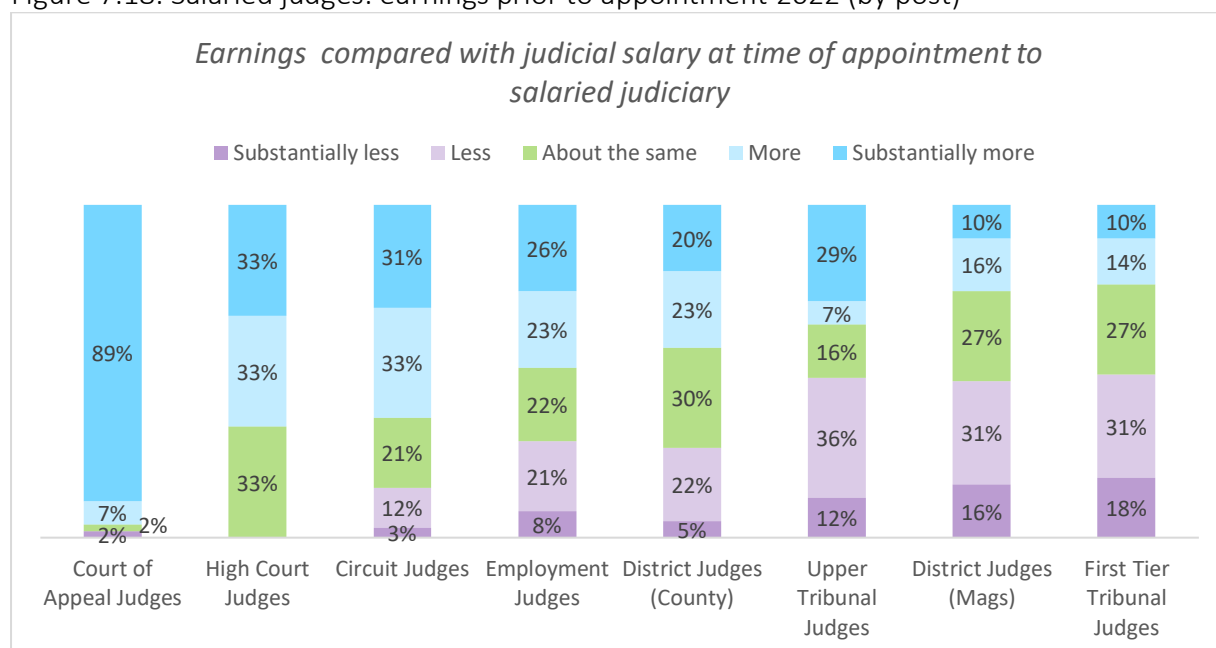
In 2020, salaried judges were asked for the first time about their earnings just prior to their appointment to the salaried judiciary. In both 2020 and 2022, just over half (51%) of all salaried judges were earning more than their judicial salary prior to their appointment to the salaried judiciary.

Figure 7.17: Earnings prior to appointment to salaried judiciary: 2020 - 2022



When examined by individual salaried post, some clear differences emerge. Almost every Court of Appeal Judge (96%) was earning more than their judicial salary when they joined the salaried judiciary, and most of these judges were earning substantially more than their judicial salary. In contrast, almost half (49%) of First Tier Tribunal Judges were earning less than their judicial salary at the time of their first appointment to the salaried judiciary.

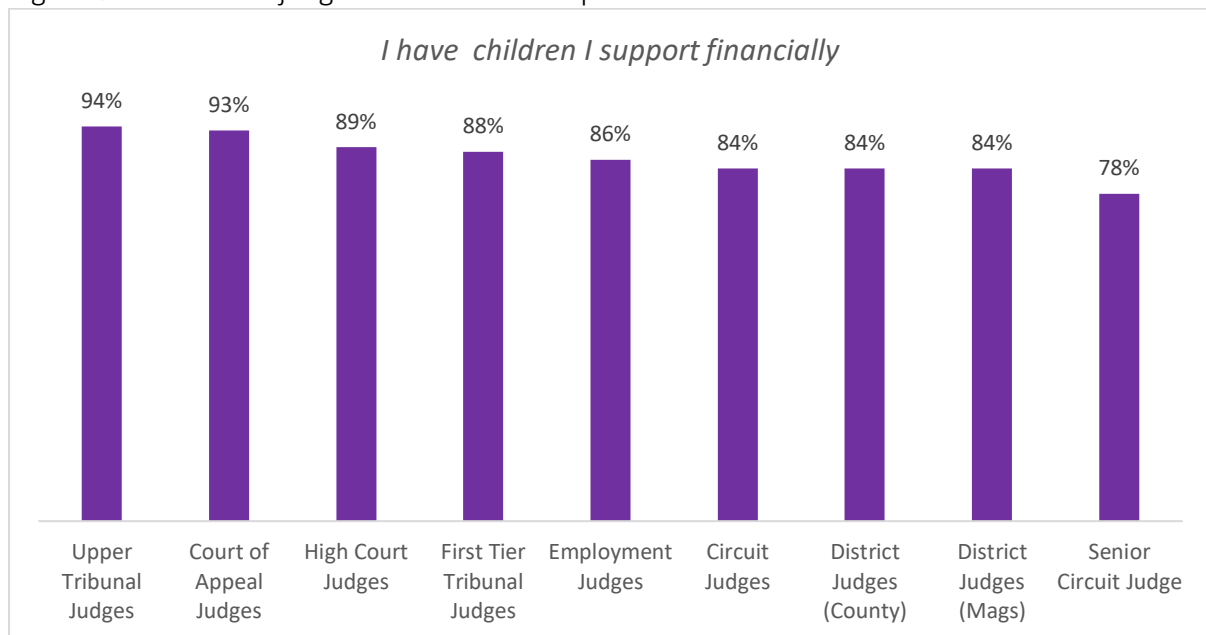
Figure 7.18: Salaried judges: earnings prior to appointment 2022 (by post)



7.2.1 Financial dependants

Almost all salaried judges, regardless of judicial post have children they support financially.

Figure 7.19: Salaried judges with financial dependants

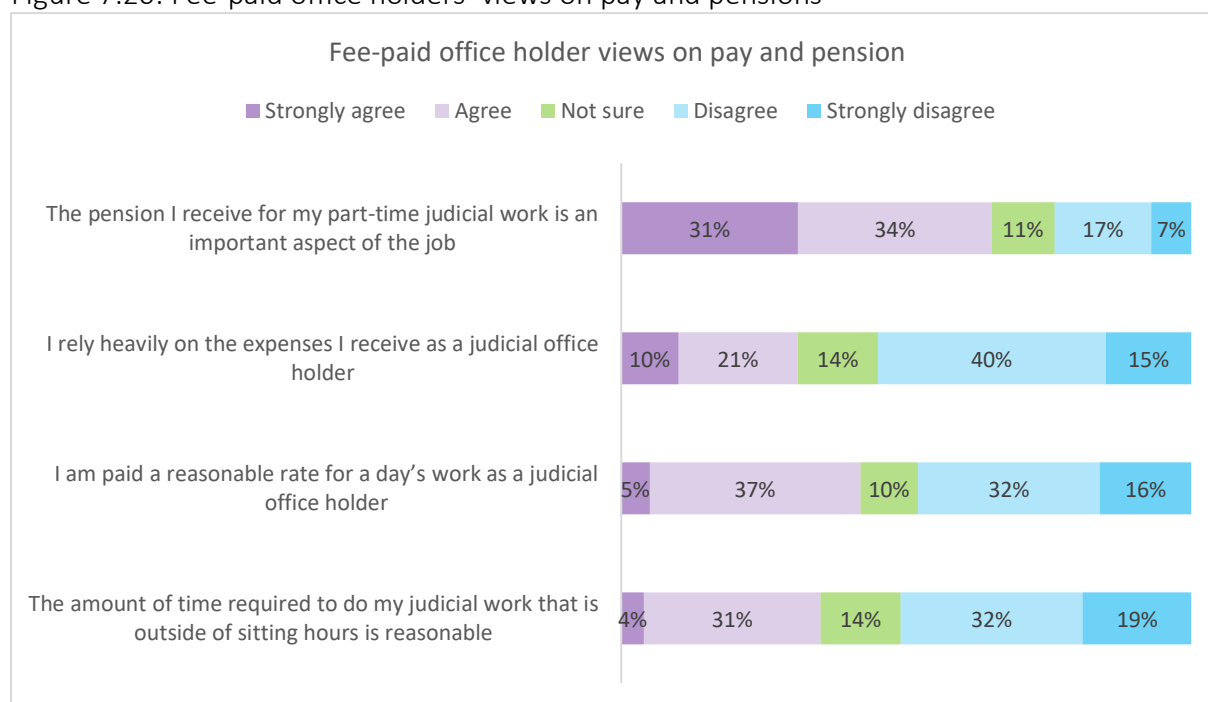


7.3 Pay and pensions (fee-paid judicial office holders)

The 2022 JAS was able to assess fee-paid judicial office holders' views about their pay and pensions for the first time.

- A majority of fee-paid judicial office holders (65%) said that the pension they receive for their part-time judicial work is an important aspect of the job for them.
- Just over half said they did not rely heavily on the expenses they receive (55%).
- Just over half disagreed that the amount of time required to do their work outside of sitting hours is reasonable (51%).
- Fee paid office holders are divided over whether they feel they are paid a reasonable rate for a day's work, with 42% agreeing and 48% disagreeing.

Figure 7.20: Fee-paid office holders' views on pay and pensions



When these results are examined by fee-paid post, some clear differences emerge:

- A large proportion of DDJs (Magistrates) (74%) felt their payment rate was reasonable for a day's work. But a majority of judges and NLMs from all the tribunals felt their payment rate was not reasonable (Figure 7.20).
- Most fee-paid office holders, regardless of post, said that the pension they receive for their part-time judicial work was important to them, but it was most important for DDJs (both County and Magistrates) and Recorders (Figure 7.21).
- DDJs (County and Magistrates) rely more heavily on the expenses they receive for their judicial work than other fee-paid post holders; and Deputy High Court Judges rely the least on expenses they receive for their judicial work (Figure 7.22).
- DDJ (Magistrates) (66%) were most likely to say that the amount of out of hours work required to do the job was reasonable, whereas First Tier Tribunal Judges and NLMs as well as Deputy High Court Judges were most likely to say that the amount of out of hours work required to do the job was not reasonable (Figure 7.23).

Figure 7.21: Whether payment rate is reasonable for a day's work

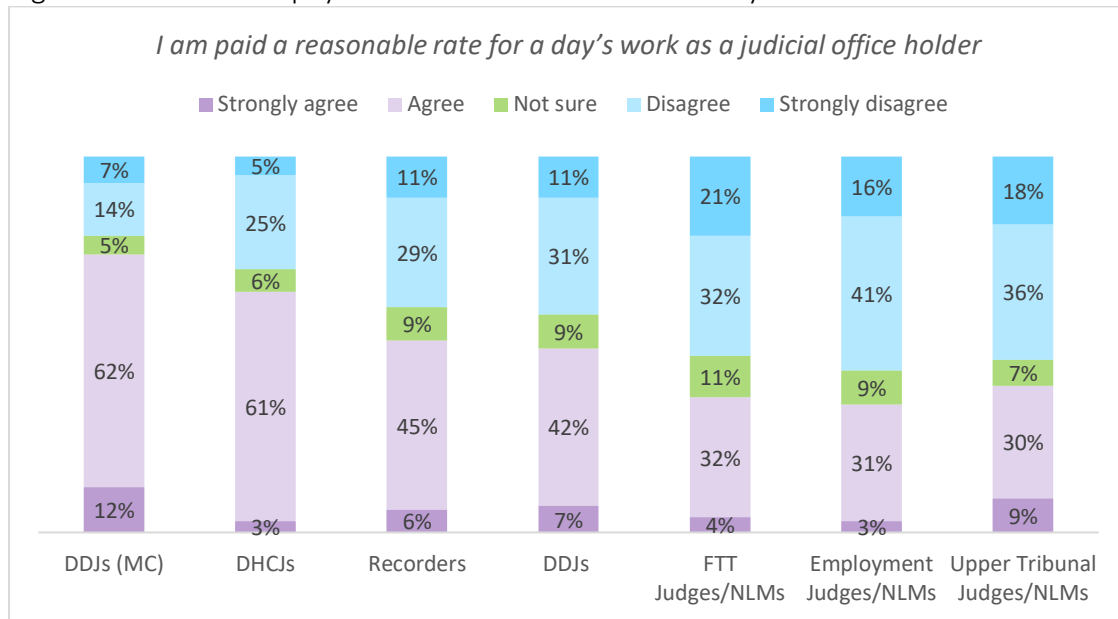


Figure 7.22: Whether pension for part-time judicial work is important

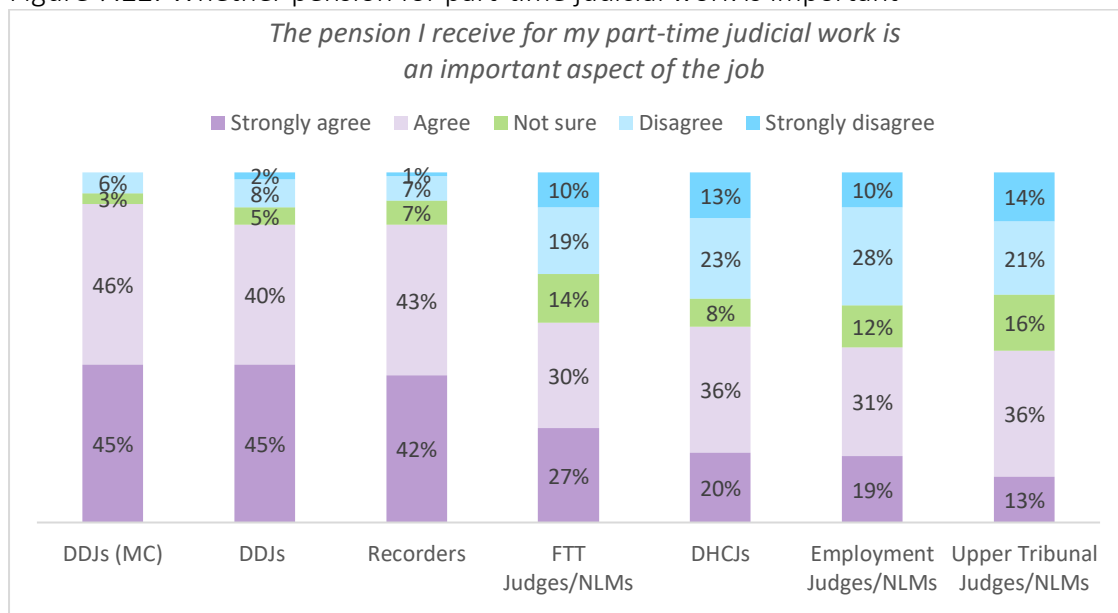


Figure 7.23: Whether fee-paid office holders rely heavily on expenses

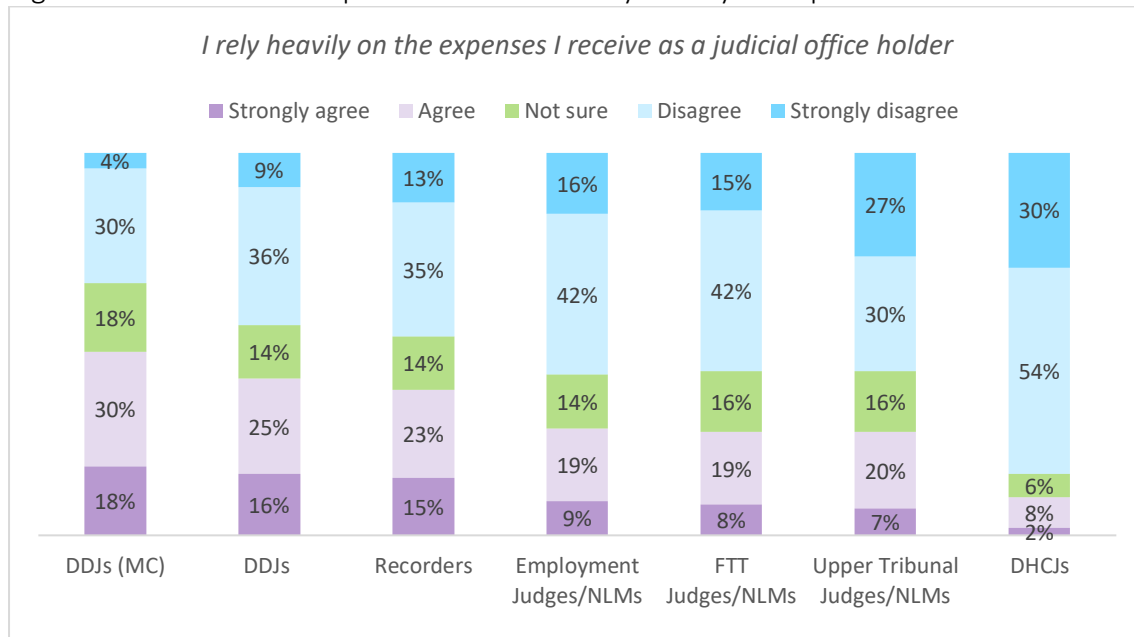
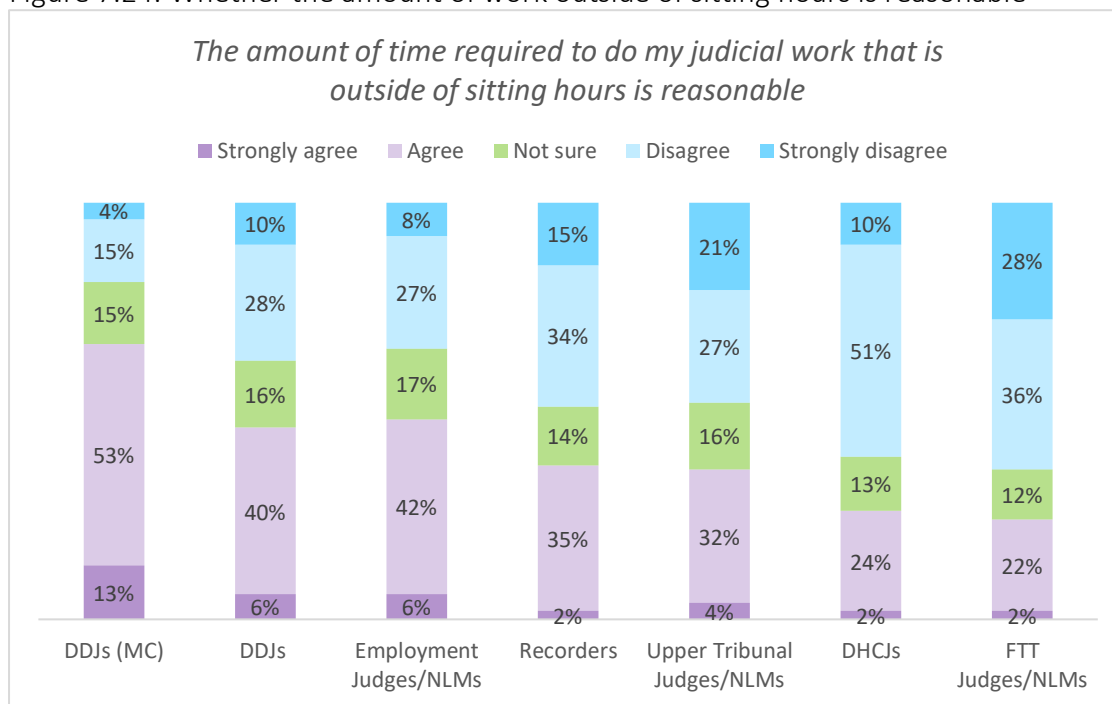


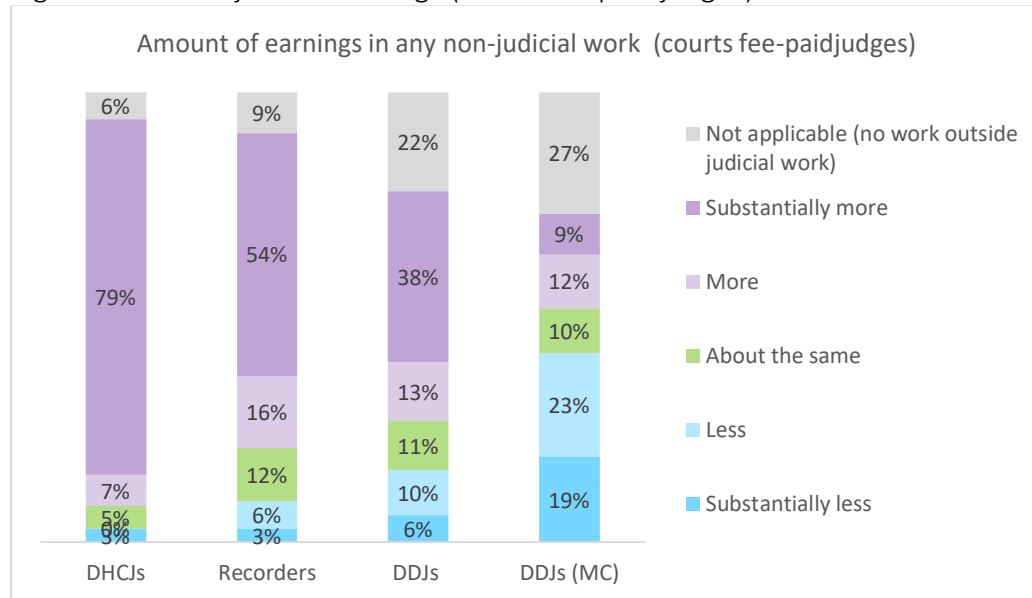
Figure 7.24: Whether the amount of work outside of sitting hours is reasonable



7.4 Fee-paid earnings in any non-judicial work done

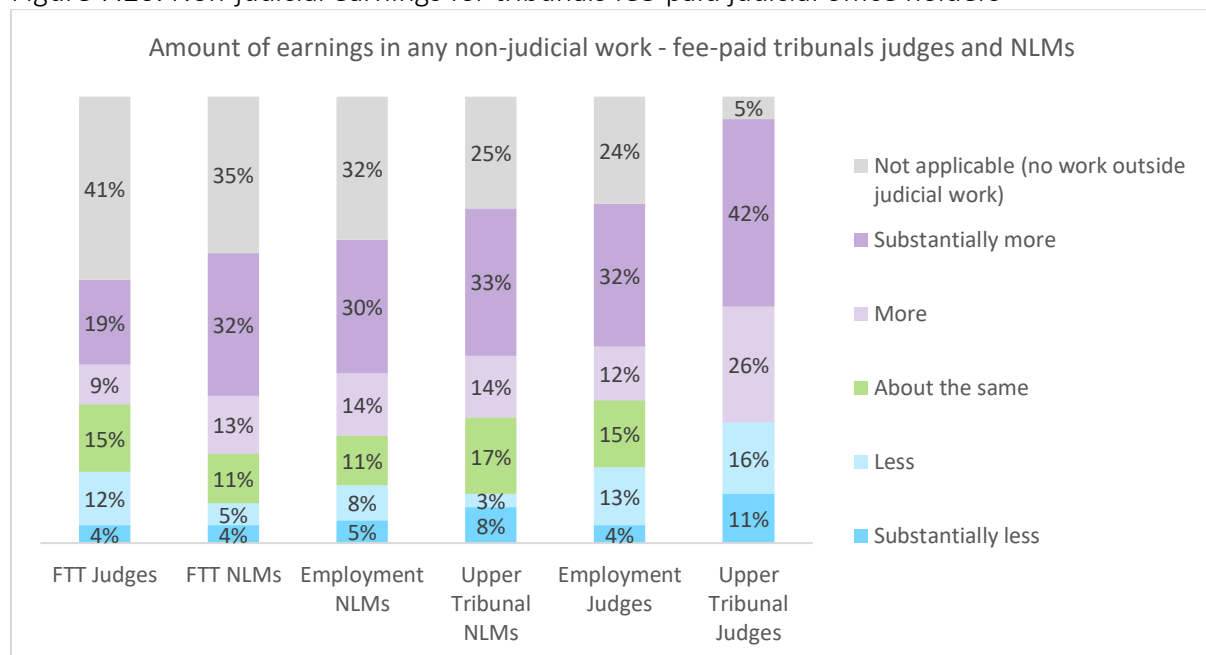
Amongst fee-paid judges in the courts judiciary, a majority of Deputy High Court Judges, Recorders and DDJs (County) earn more than their judicial fee in any non-judicial work they do. DDJ (Magistrates) are more likely to earn less in their non-judicial work.

Figure 7.25: Non-judicial earnings (courts fee-paid judges)



For tribunal fee-paid office holders, Upper Tribunal Judges (68%) and Upper Tribunal NLMs (47%) are most likely to earn more than their judicial fee in any non-judicial work.

Figure 7.26: Non-judicial earnings for tribunals fee-paid judicial office holders



8. Digital working

This section covers the salaried and fee-paid judiciary’s views on working digitally, IT resources, technical support for working digitally and the impact of remote hearings on cases, parties and themselves.

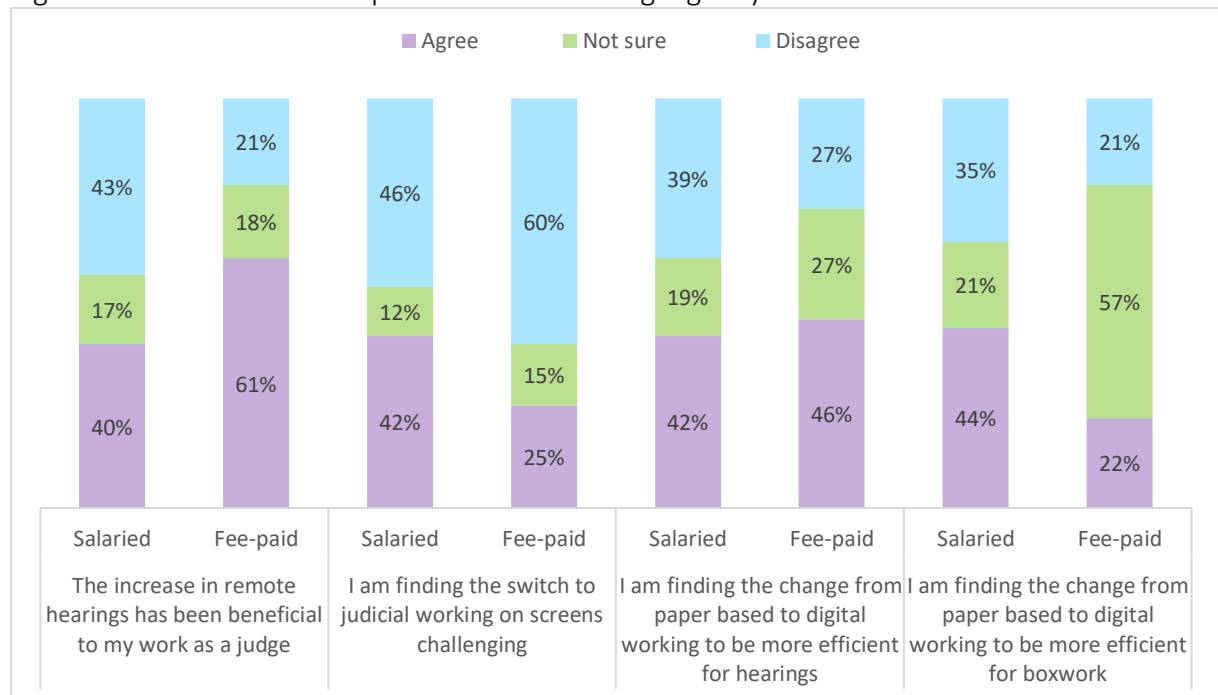
8.1 Views on working digitally

Salaried judges were split over whether the increase in remote hearings had been beneficial to their work (40% agreeing that it had but 43% disagreeing), while over half (61%) of fee-paid judicial office holders felt remote hearings had been beneficial to their work.

Salaried judges were also split on whether they found the switch to working on screens challenging (42% agreeing it had been challenging but 46% disagreeing), while a majority of fee-paid office holders (60%) said the switch had not been challenging.

Salaried judges and fee-paid office holders were divided over whether they found the change from paper to digital working more efficient for hearings. And while salaried judges were also split over whether the change from paper to digital working was more efficient for boxwork, a majority of fee-paid office holders were not sure (which may be an indication that some were not certain what was being referred to as “boxwork”).

Figure 8.1: Salaried and fee-paid views on working digitally

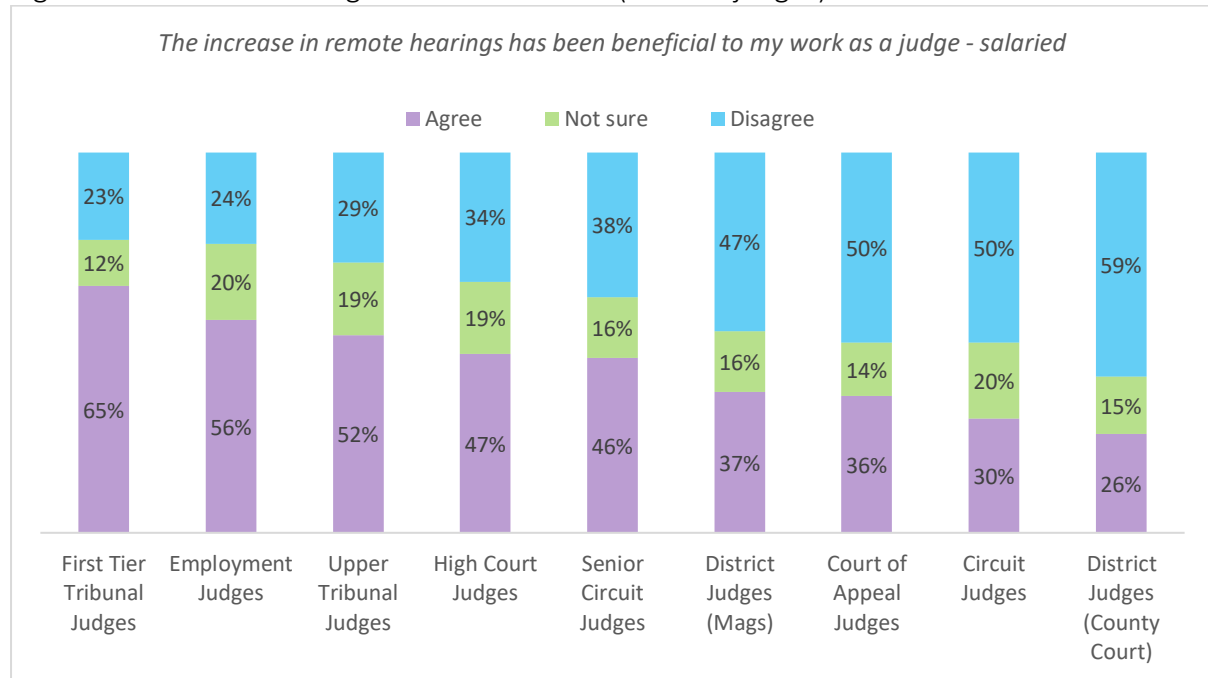


The following examined the results by judicial post.

The increase in remote hearings has been beneficial to my work as a judge

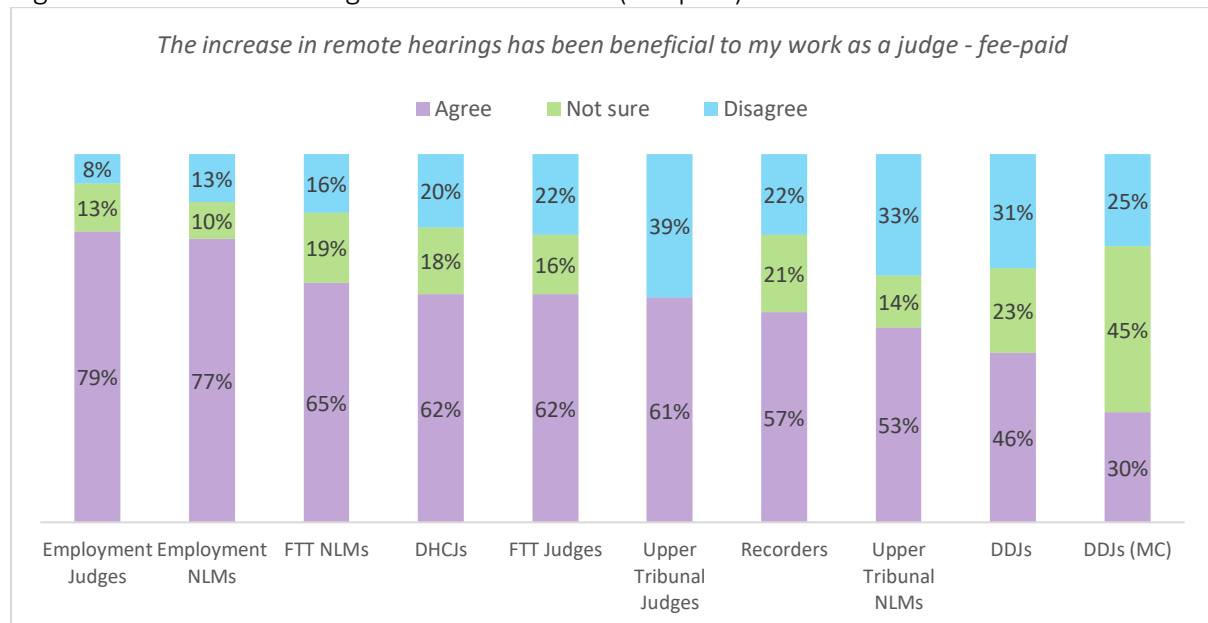
- The majority of tribunal salaried judges in different posts said remote hearings had been beneficial to their work as a judge, but only a minority of courts salaried judges in different posts said remote hearings had been beneficial.

Figure 8.2: Remote hearings beneficial to work (salaried judges)



A majority of all fee-paid office holders felt that the increase in remote hearing had been beneficial to their work, with the exception of DDJs (County and Mags).

Figure 8.3: Remote hearings beneficial to work (fee-paid)



I am finding the switch to judicial working on screen challenging

- A majority of District Judges (County) (55%) said they were finding the switch to working on screens challenging, whereas a majority of High Court Judges (60%) Employment Judges (55%), First Tier Tribunal Judges (55%) and Court of Appeal Judges (52%) said they did not find the switch to working on screens challenging.
- A majority of all different fee-paid office holders (except Upper Tribunal Judges and NLMs) said they did not find the switch to working on screens challenging.

Figure 8.4: Switch to screens challenging (salaried judges)

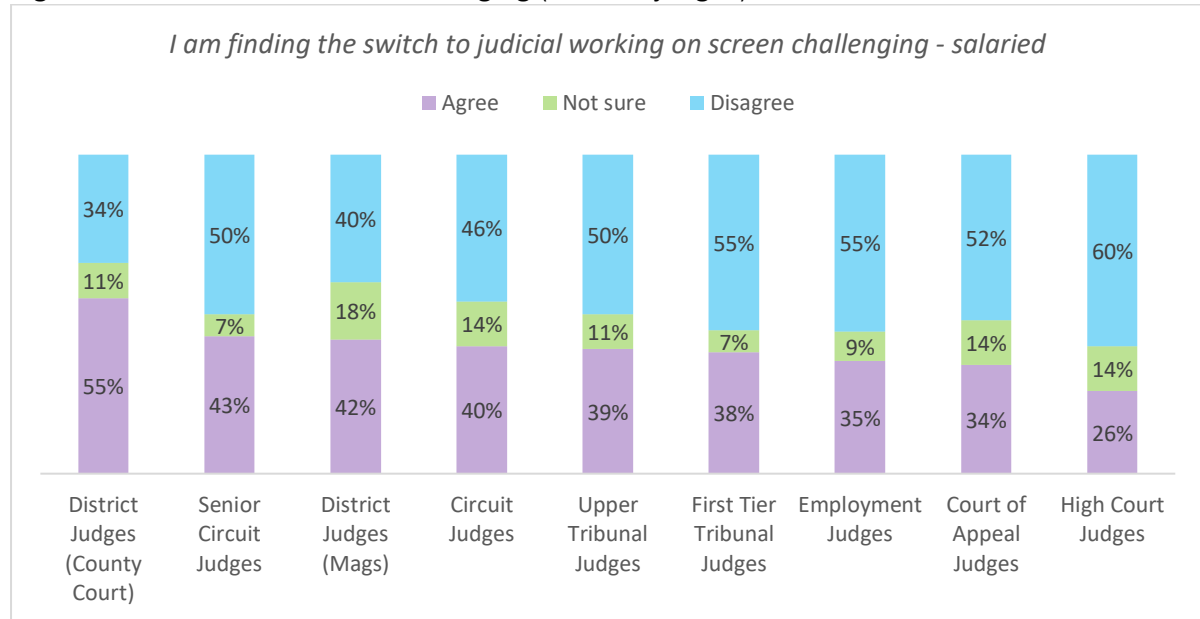
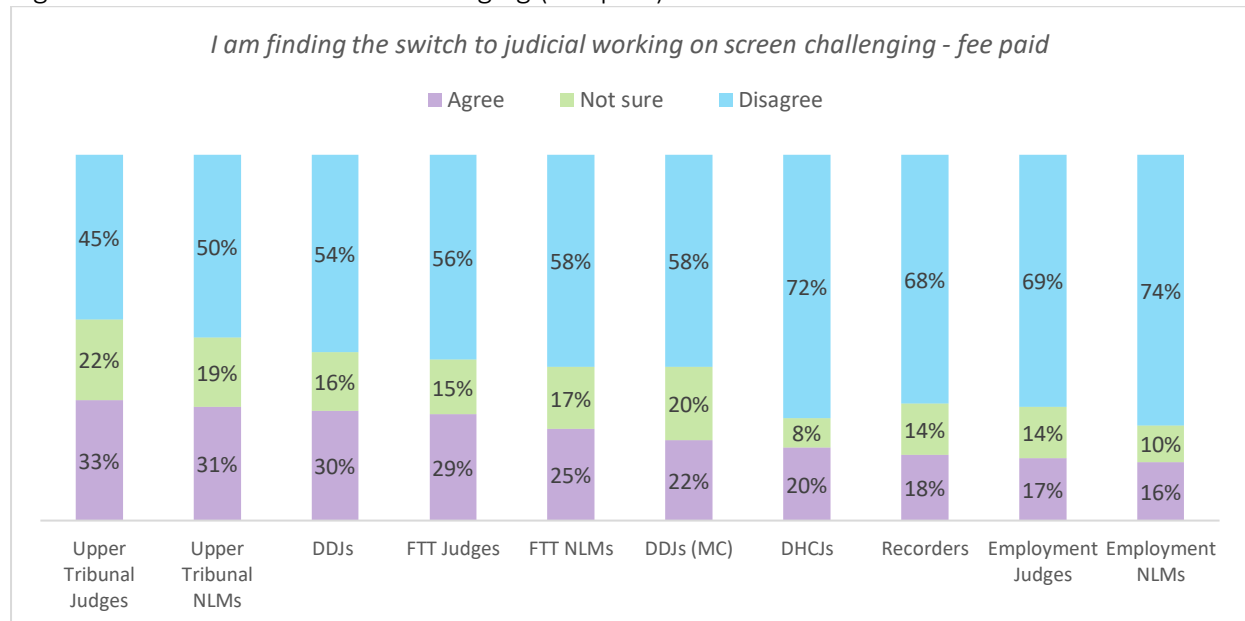


Figure 8.5: Switch to screens challenging (fee-paid)



I am finding the change from paper based to digital working to be more efficient for hearings

- Amongst salaried judges, all but Upper Tribunal Judges and District Judges (County) agreed that the change from paper based to digital working was more efficient for hearings.
- But amongst fee-paid posts, only Recorders and Employment NLMs and Judges had a majority that said the change from paper based to digital working had been more efficient for hearings.

Figure 8.6: Digital working more efficient for hearings (salaried judges)

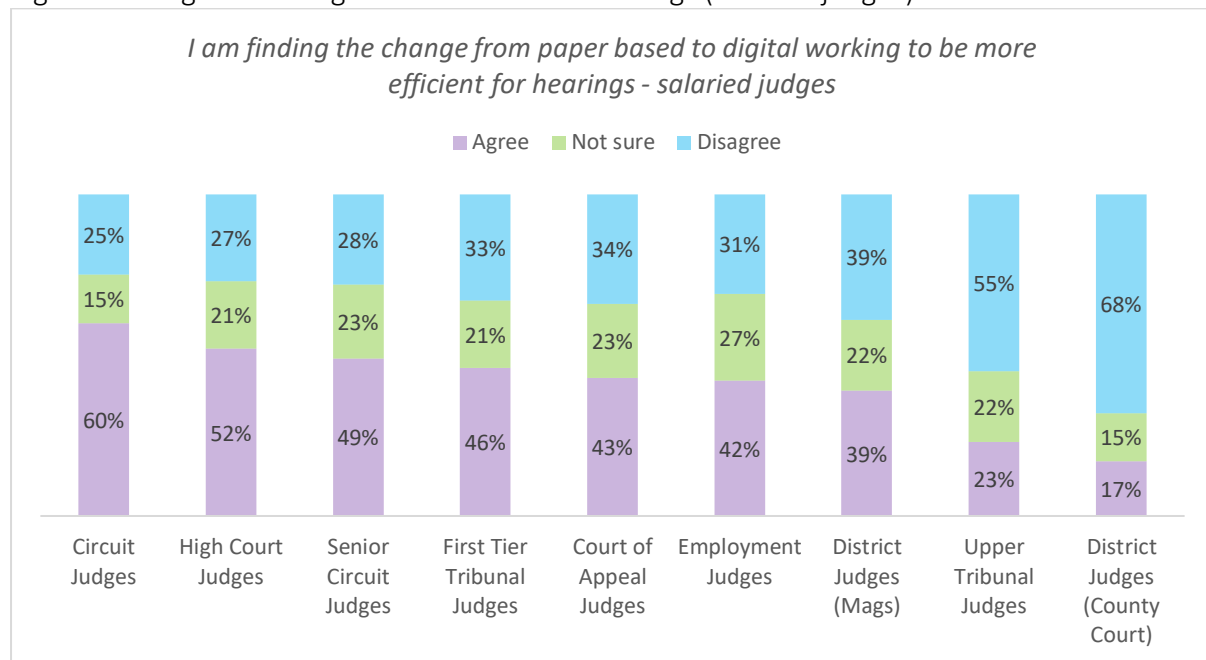
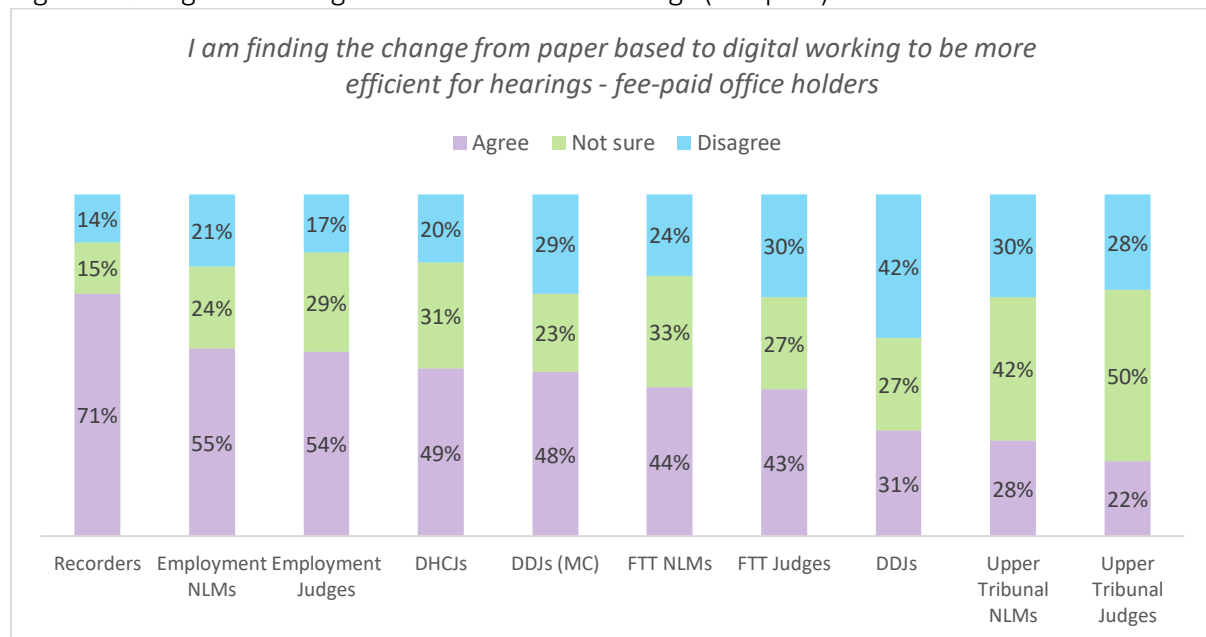


Figure 8.7: Digital working more efficient for hearings (fee-paid)



I am finding the change from paper based to digital working to be more efficient for boxwork

- Amongst different salaried posts, a majority of Circuit Judges (65%), High Court Judges (65%), Court of Appeal Judges (61%) and Senior Circuit Judges (60%) said the change from paper based to digital working was more efficient for boxwork. In contrast, a majority of District Judges (County) (71%) said digital working was not more efficient for boxwork.
- Amongst every different fee-paid post, a majority said they were not sure if digital working was more efficient for boxwork (which may indicate an uncertainty over what was meant by “boxwork”).

Figure 8.8: Digital working more efficient for boxwork (salaried judges)

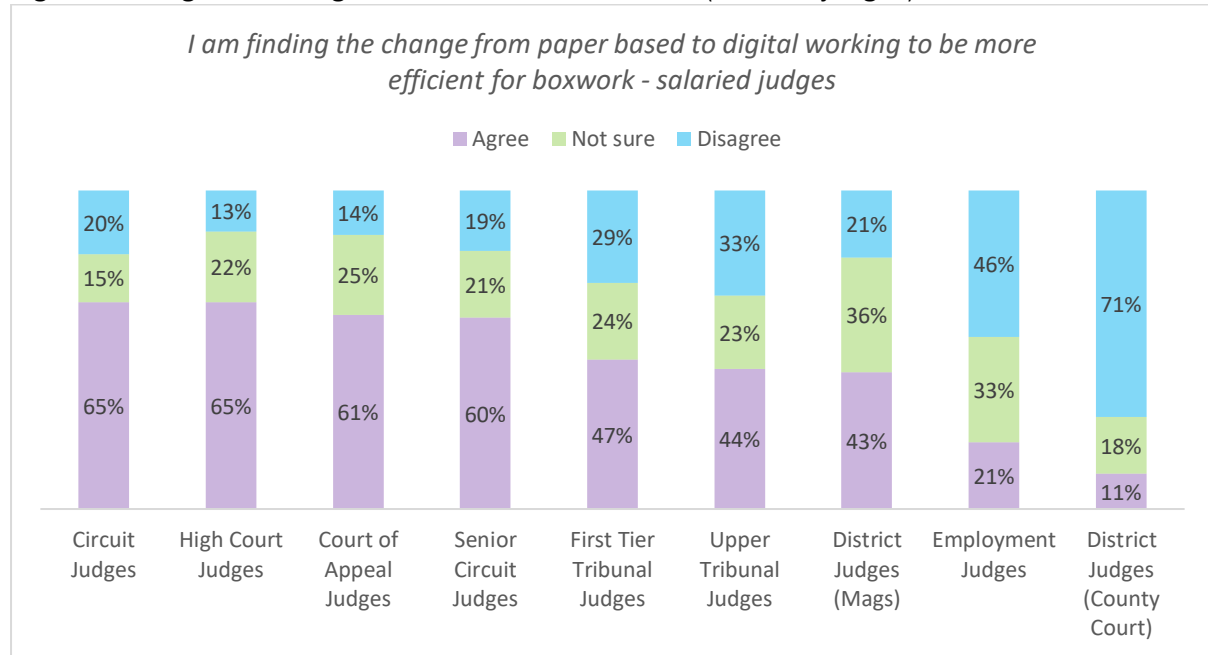
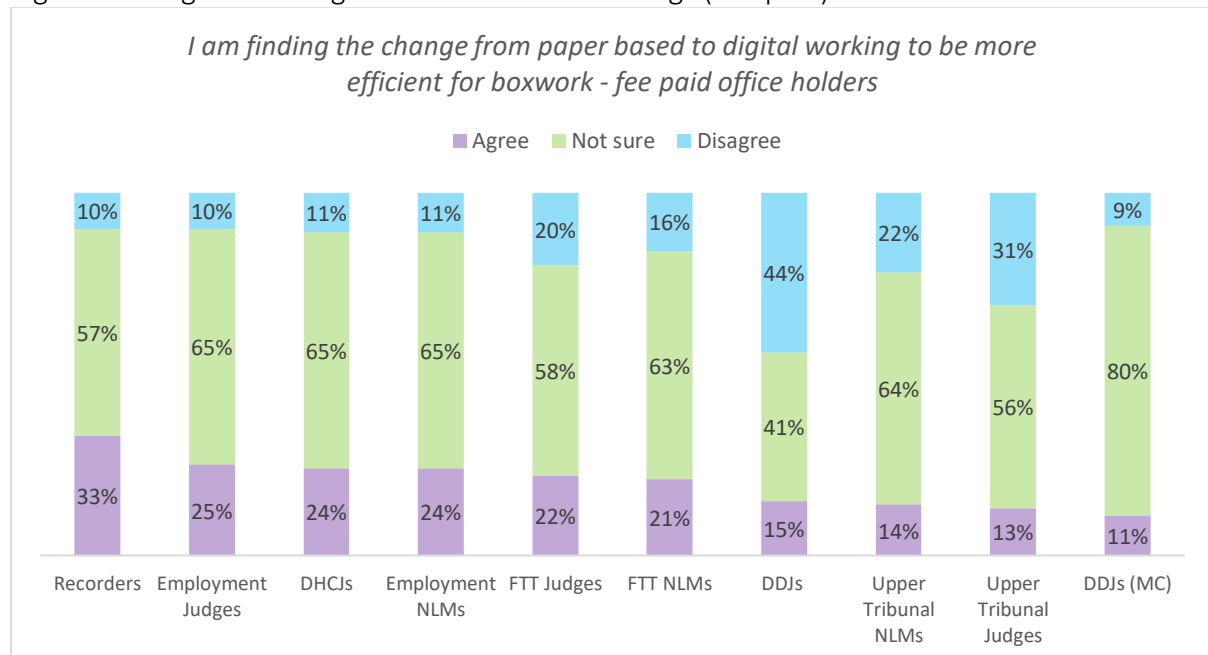


Figure 8.9: Digital working more efficient for hearings (fee-paid)



8.2 Assessment of IT resources

The salaried and fee-paid judiciary were asked to assess a range of IT resources.

Standard of IT equipment for personal use

- Over two-thirds of fee-paid judicial office holders said this was either poor or non-existent, while most salaried judges said it was either excellent, good or adequate.

Internet access at court

- Close to half of all salaried and fee-paid office holders said this was excellent or good.

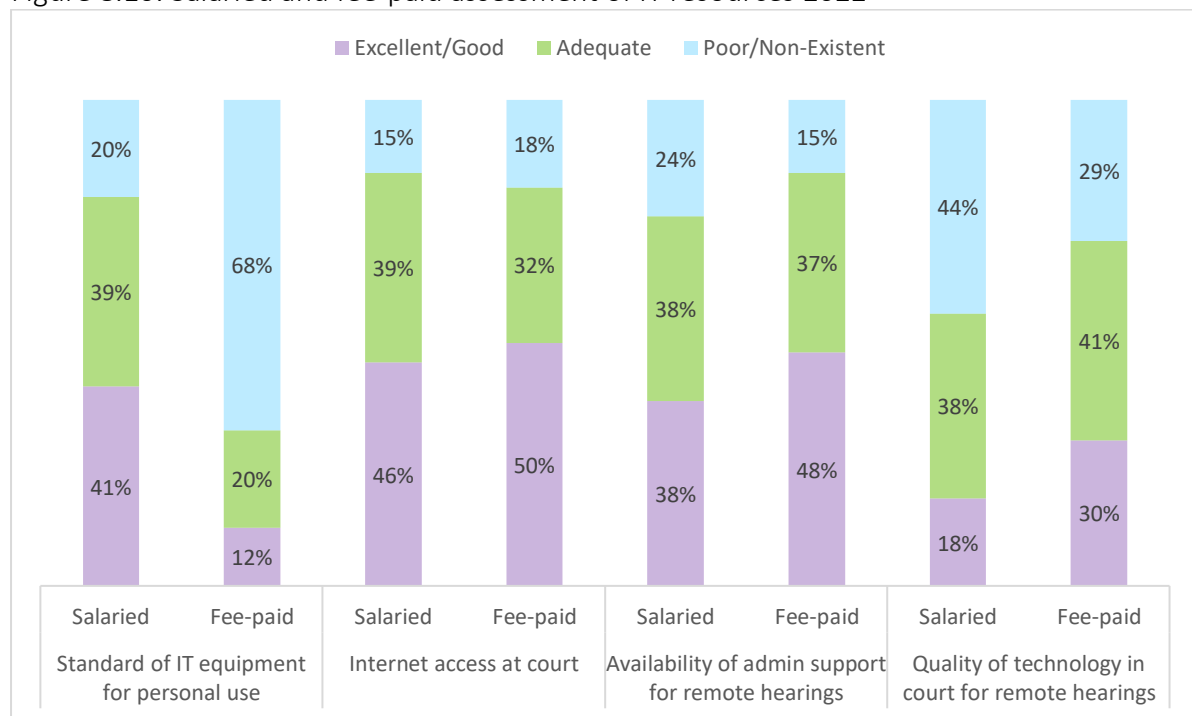
Availability of administrative support for remote hearings

- Less than half of salaried and fee-paid office holders said this was excellent or good.

Quality of technology in court for remote hearings

- Almost half of all salaried judges said this was either poor or non-existent. The largest proportion of fee-paid office holders said this was adequate.

Figure 8.10: Salaried and fee-paid assessment of IT resources 2022

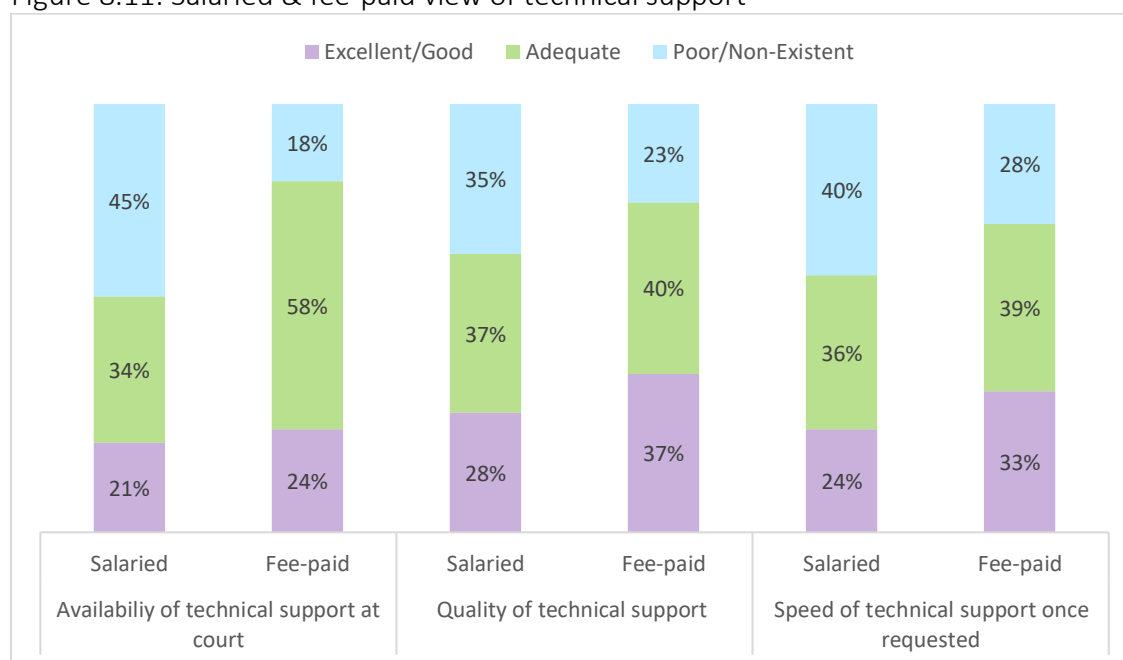


8.3 Technical support

Fee-paid judges had higher ratings of the technical support available to them than salaried judges, which may reflect the fact that most fee-paid judges sit less often than salaried judges and therefore the need for technical support may be more infrequent.

- In all instances a majority of both salaried and fee-paid judges said the availability, quality and speed of technical support were either excellent, good or adequate.
- Close to a majority of salaried judges said the availability of technical support at court and the speed of technical support once requested was poor or non-existent.

Figure 8.11: Salaried & fee-paid view of technical support



Availability of technical support at court by judicial post

- Amongst salaried judges, all but Circuit judges rated the availability of technical support at court as either excellent, good or adequate; 52% of Circuit Judges said it was poor or non-existent.
- A majority of each of the different fee-paid judicial post holders rated the availability of technical support at court as either excellent, good or adequate; although 45% of DDJs (Mags) rated it as poor or non-existent.

Figure 8.12: Availability of technical support (salaried judges)

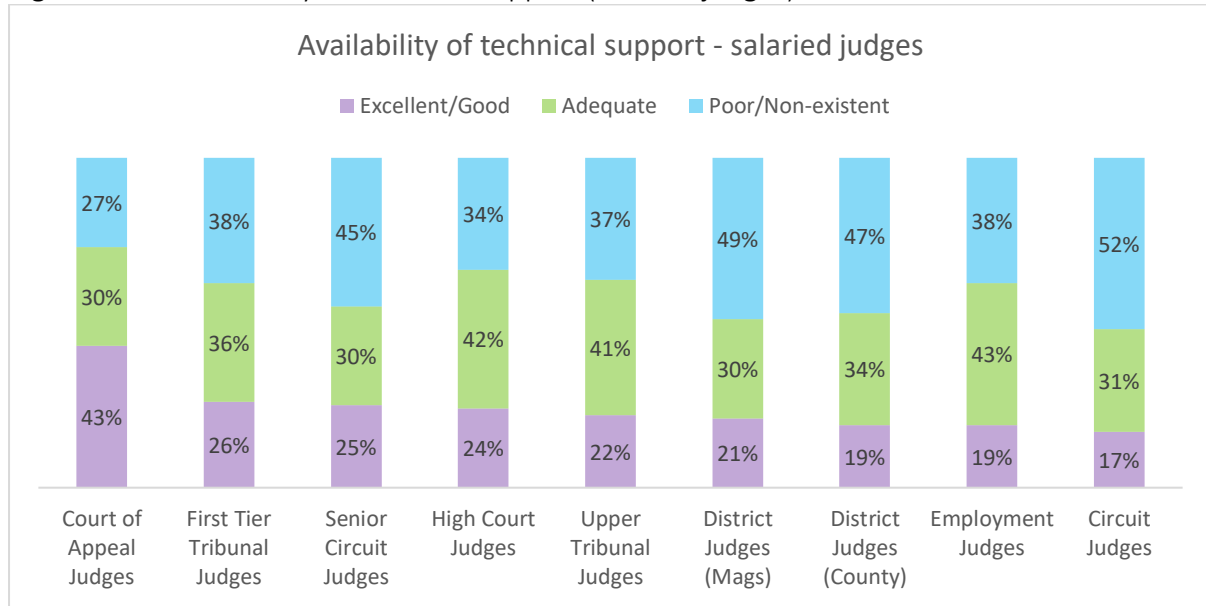
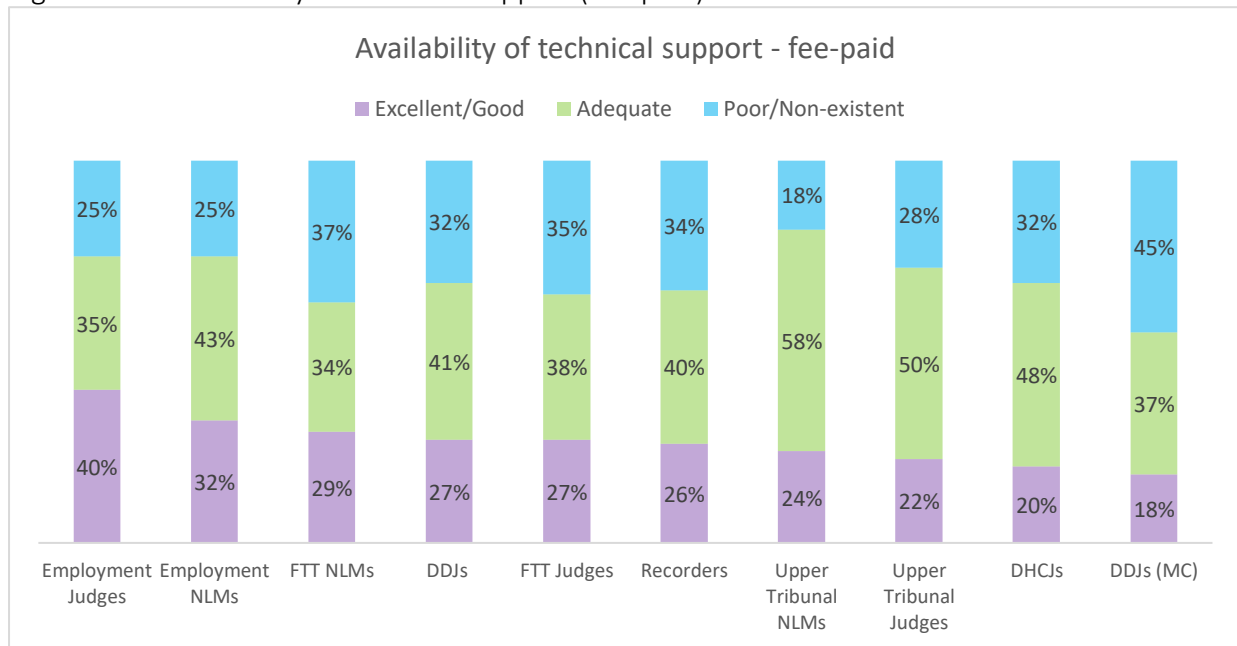


Figure 8.13: Availability of technical support (fee-paid)



Quality of technical support

- While a majority of judges in all salaried posts said that the quality of technical support was either excellent, good or adequate, only a majority of Court of Appeal Judges (59%) said it was excellent or good, and 47% of Senior Circuit Judges and 43% of Circuit Judges said the quality of technical support was poor or non-existent.
- A majority of judicial office holders in all fee-paid posts said that the quality of technical support was either excellent, good or adequate, and in most instances the largest proportion of office holders rated it as adequate.

Figure 8.14: Quality of technical support (salaried judges)

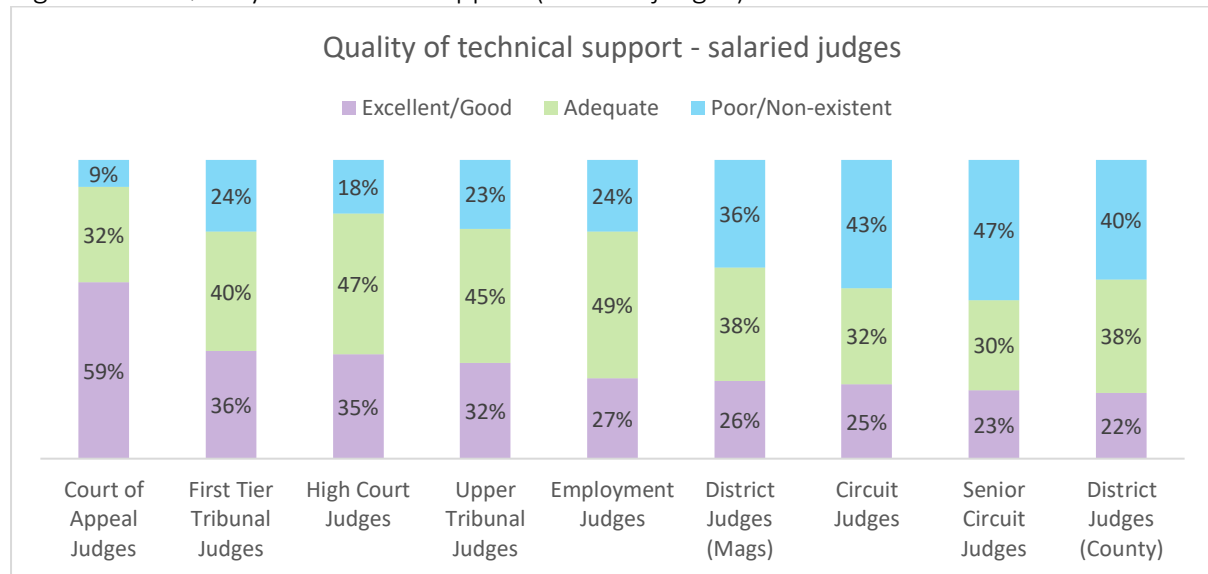
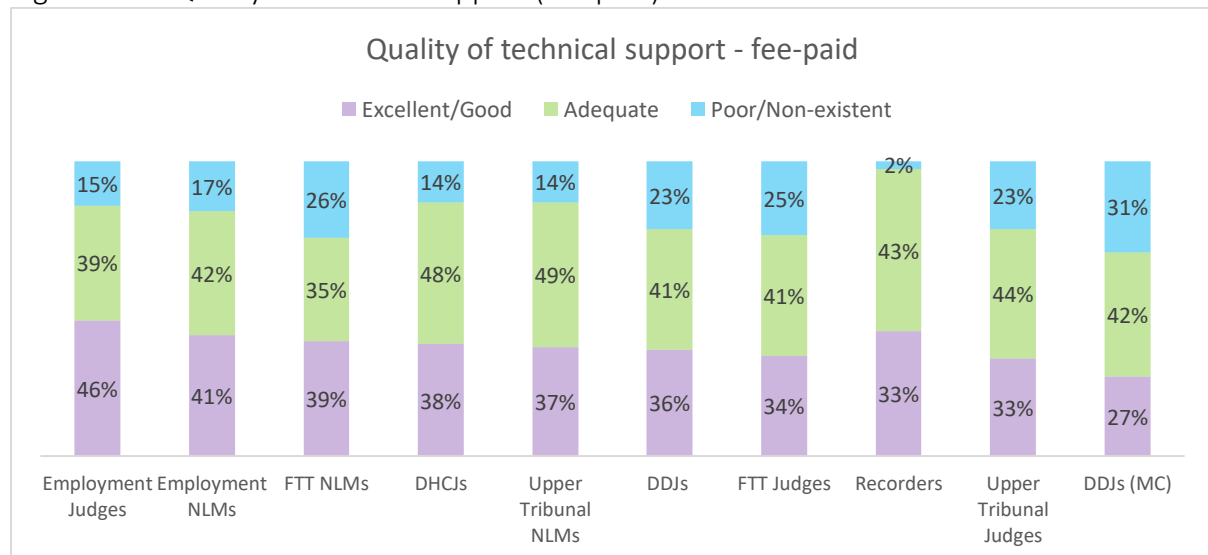


Figure 8.15: Quality of technical support (fee-paid)



Speed of technical support once requested

- A majority in each of the salaried and fee-paid posts said the speed of technical support once requested was either excellent, good or adequate.
- However, there were some substantial proportions of both salaried and fee-paid post holders in two courts that rated the speed of technical support as poor or non-existent: District Judges (Mags) and DDJs (Mags) 46% and 44% respectively; Circuit Judges 46%, Senior Circuit Judges 43% and Recorders 31%.

Figure 8.16: Speed of technical support (salaried judges)

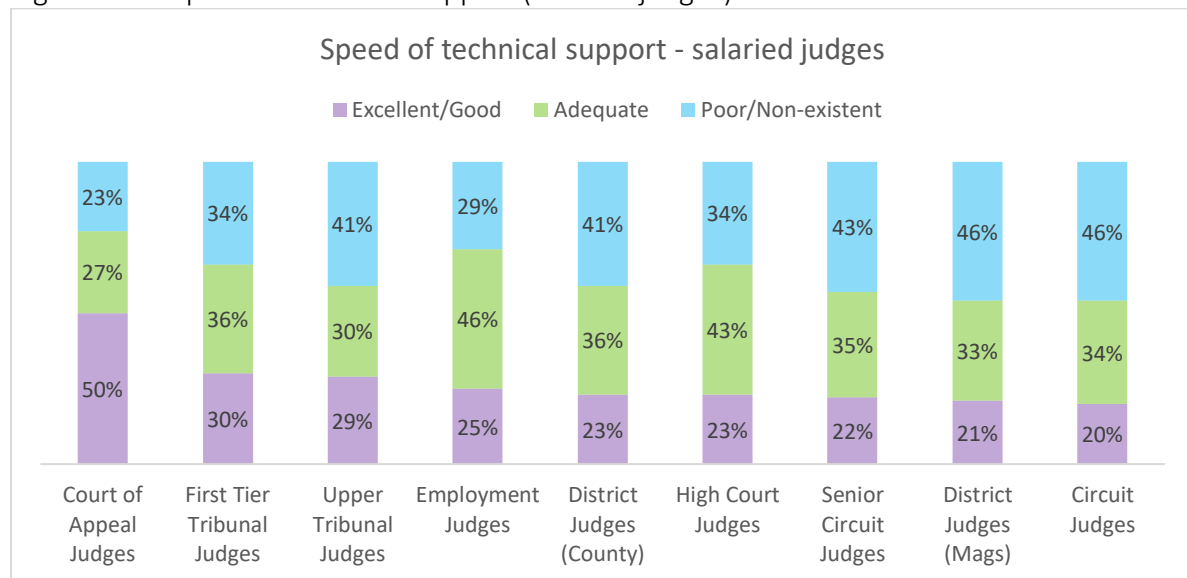
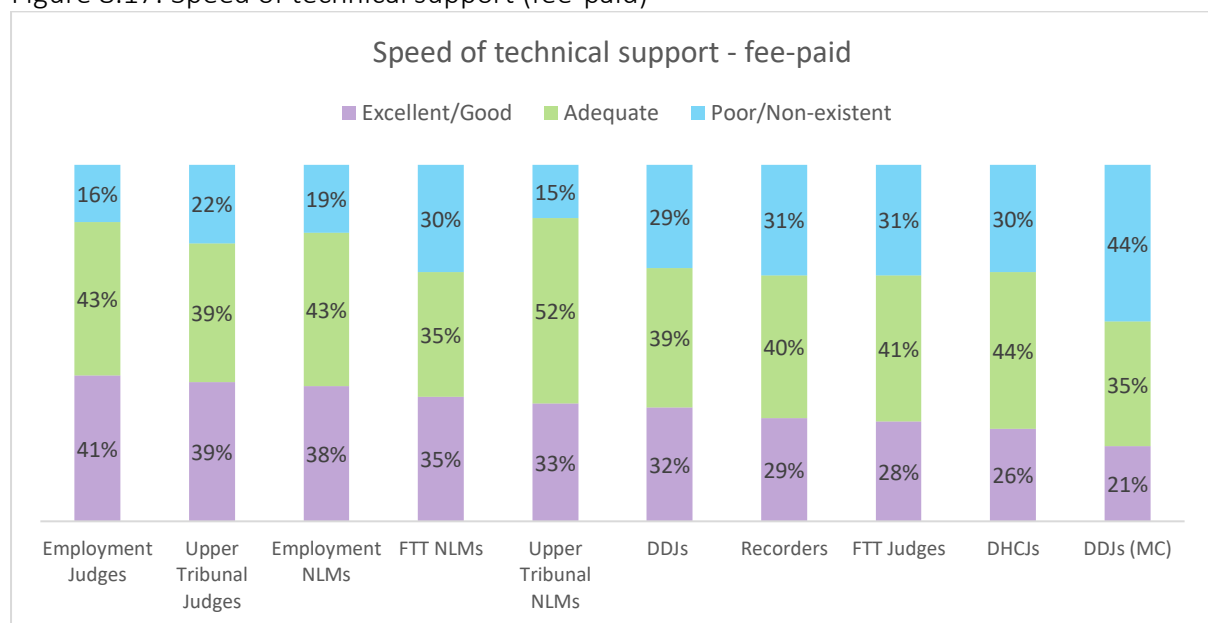


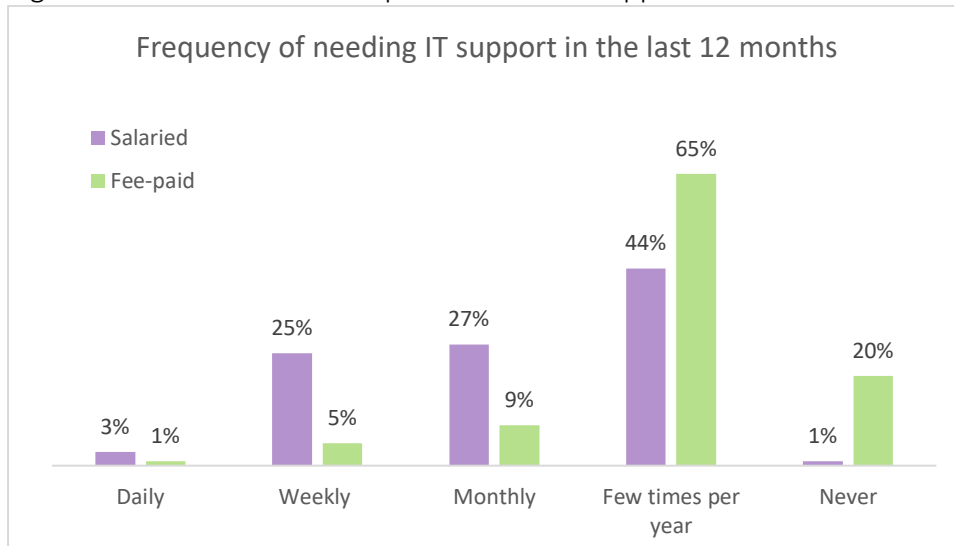
Figure 8.17: Speed of technical support (fee-paid)



8.3.1 Frequency of needing technical support

It may be expected that higher proportion of salaried judges, who sit more frequently than fee-paid office holders, would have more frequent needs for IT support (27% monthly, 25% weekly, 3% daily). The largest groups of judges, whether salaried or fee-paid, needed IT support a few times a year.

Figure 8.18: Salaried and fee-paid need for IT support



Amongst different salaried post holders, District Judges (County), Senior Circuit Judges and Circuit Judges were most frequently in need of IT support over the last 12 months.

Figure 8.19: Needing IT support (salaried judges)

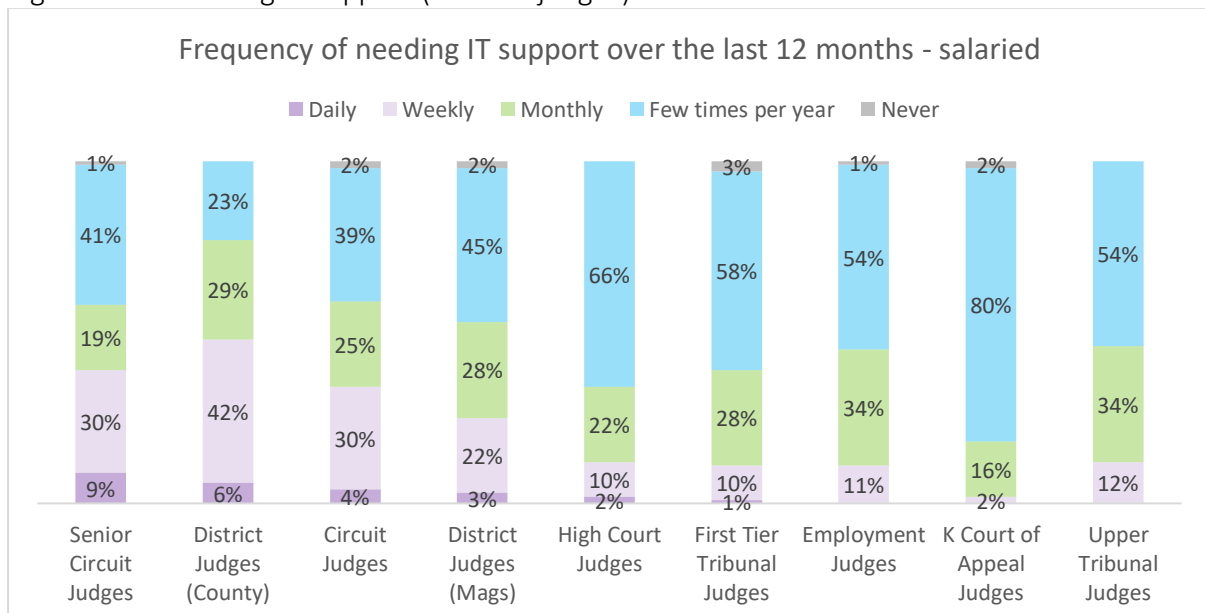
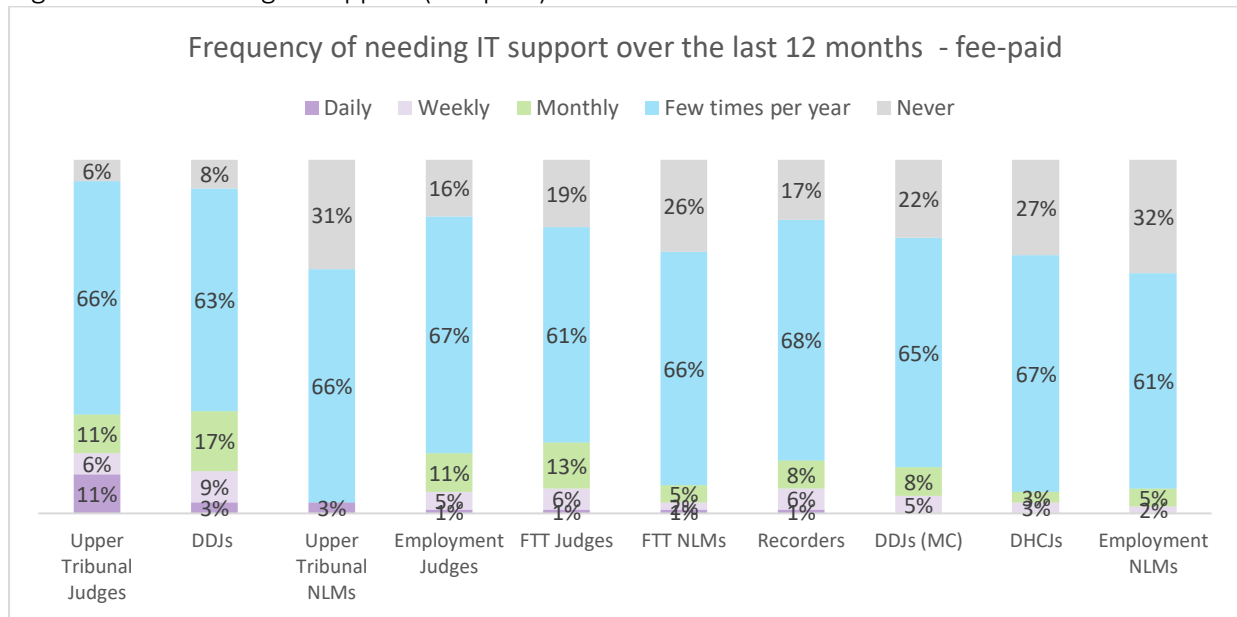


Figure 8.20: Needing IT support (fee-paid)



8.4 Impact of remote hearings

Following the increase in the use of remote hearings across the judiciary from 2020, the 2022 JAS asked members of both the salaried and fee-paid judiciary their views of the impact of remote hearings on a range of aspects of court and tribunal cases.

- Salaried judges were consistently more likely than fee-paid judicial office holders to feel that remote hearings had a negative effect across a range of aspects of hearings.
- For salaried judges, the largest perceived negative effect of remote hearings was on the interactions between parties (60%), the way parties behave during hearings (54%) and the quality of advocacy (50%).

Figure 8.21: Impact of remote hearings – parties' behaviour and participation

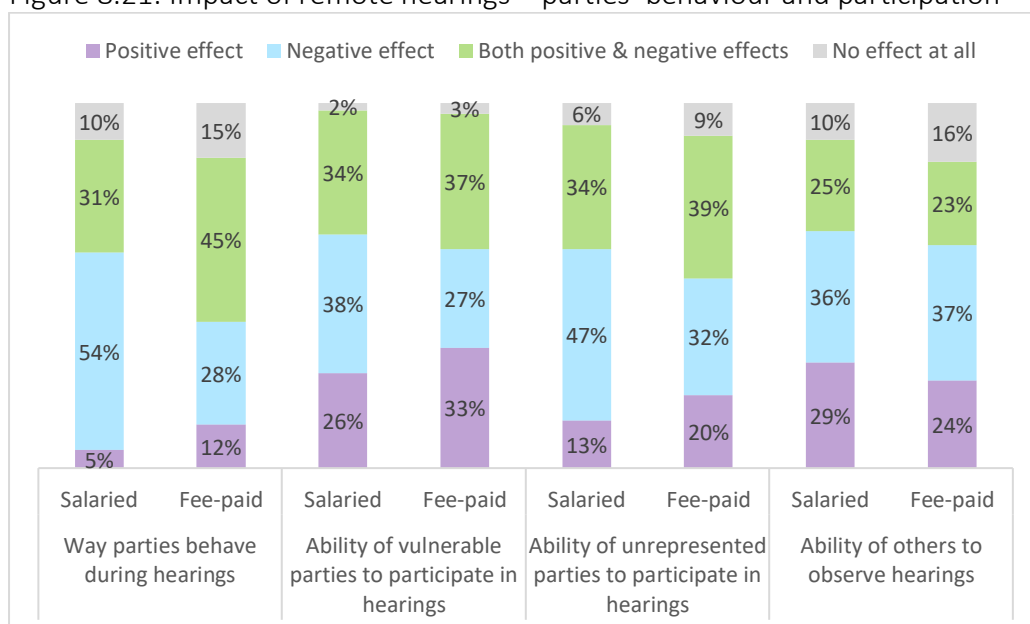


Figure 8.22: Impact of remote hearings - completion of hearings

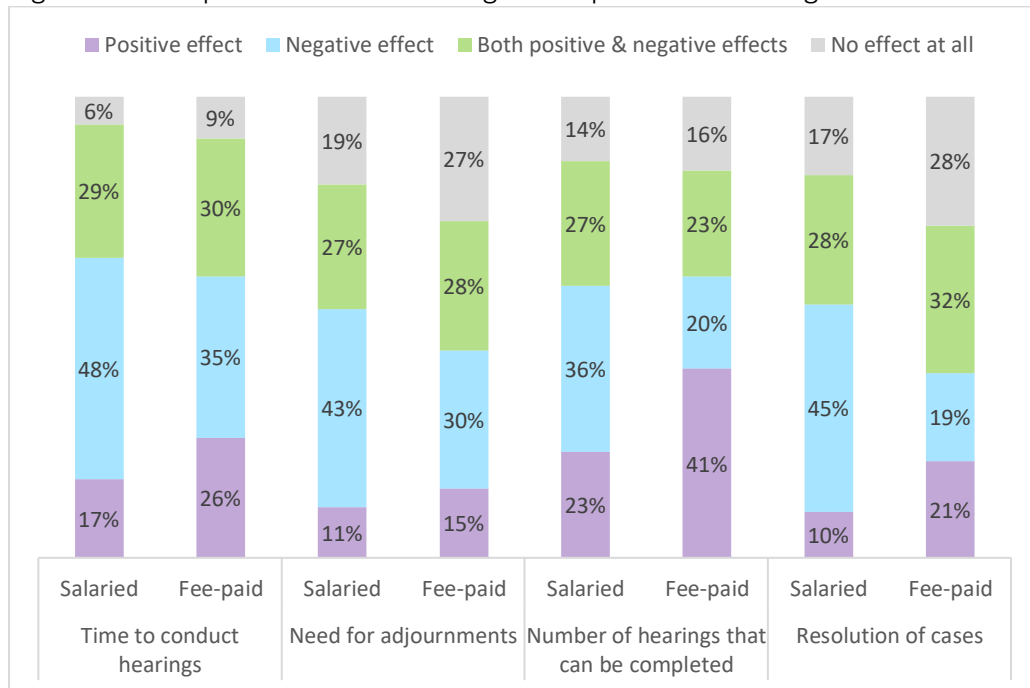
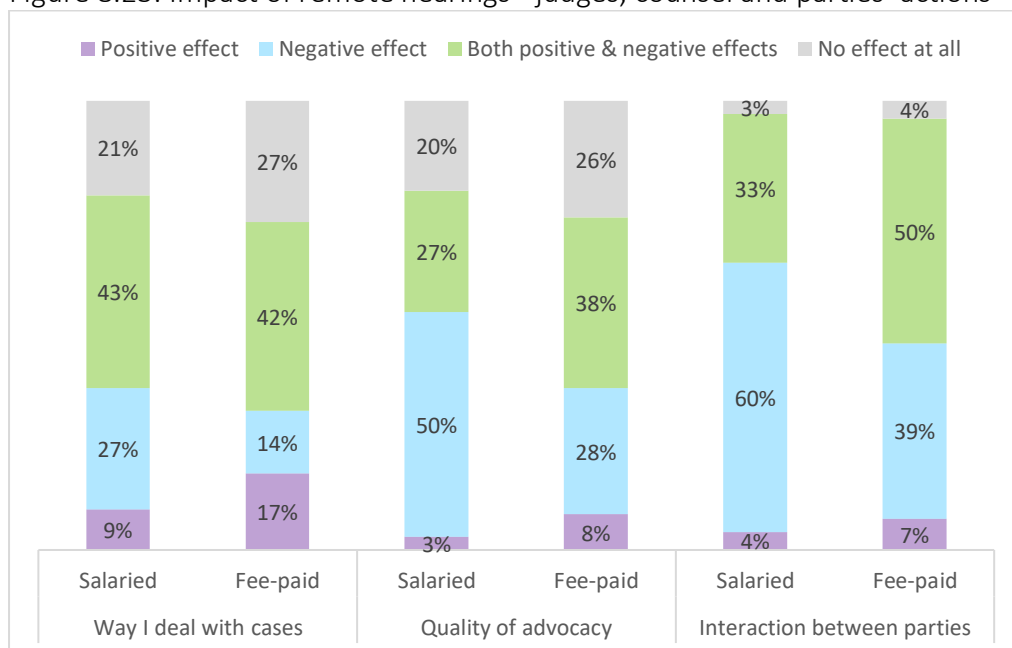


Figure 8.23: Impact of remote hearings - judges, counsel and parties' actions



9. Job satisfaction, opportunities & training

This section compares salaried judges' and fee-paid judicial office holders' views on how satisfied they are with aspects of their job and their assessment of the training they receive. It also examines which opportunities are most important to the salaried and fee-paid judiciary and how available those opportunities are to them.

9.1 Satisfaction with aspects of the judicial role

Most judges, whether salaried or fee-paid, are satisfied with their sense of achievement, variety of work and challenge of the job, although fee-paid office holders have higher levels of satisfaction in all three areas.

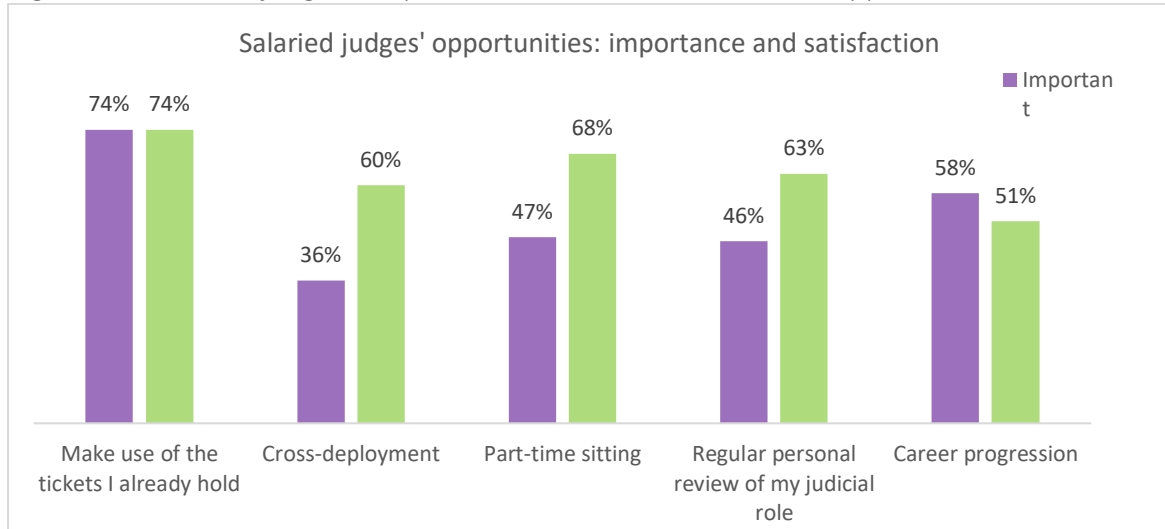
Figure 9.1: Sense of achievement, variety of work, challenge of job



9.2 Opportunities for salaried judges

The opportunities that are most important to salaried judges are the ability to make use of the tickets they already hold (72%) and career progression (52%). The proportion of salaried judges that are satisfied with these opportunities meets or almost meets the proportions of salaried judges who say those opportunities are important (Figure 9.5).

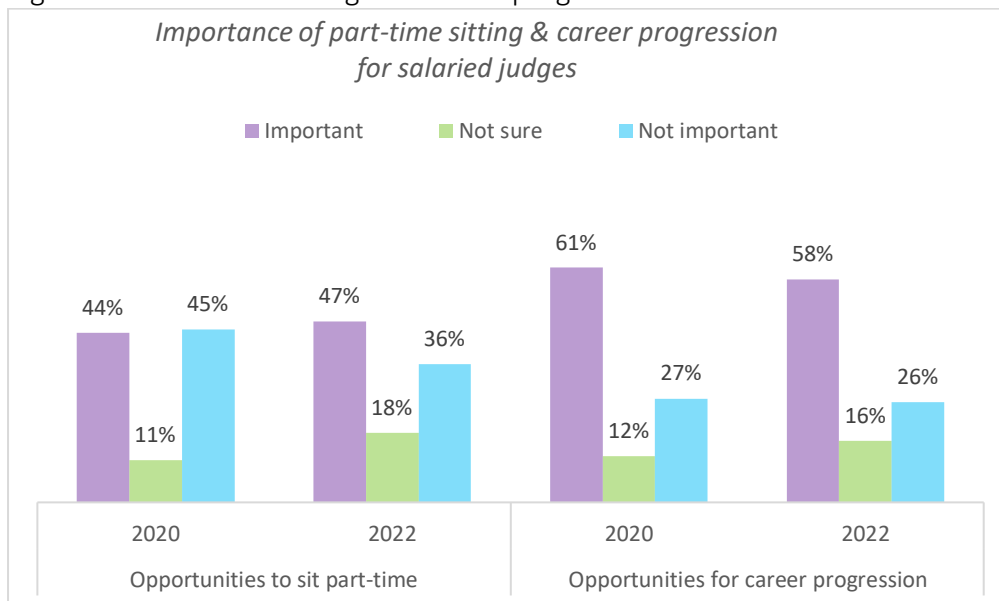
Figure 9.2: Salaried judges - Importance of and satisfaction with opportunities 2022



Part-time sitting and career progression

- Salaried judges are divided over the importance of part-time sitting, while a majority see opportunities for career progression as important. There has been little change in this since 2022.

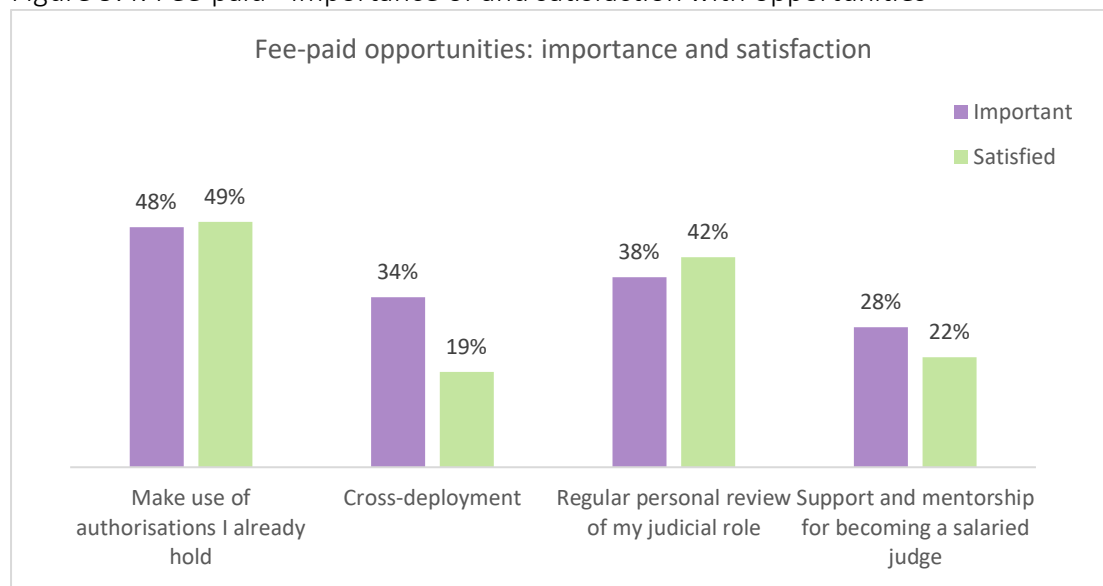
Figure 9.3: Part-time sitting and career progression 2020-2022



9.3 Opportunities for fee-paid judicial office holders

The one opportunity fee-paid office holders feel is most important is to make use of the authorisations that they already hold (48%). The level of satisfaction of fee-paid office holders with these opportunities generally matches the level of importance of the opportunities to them.

Figure 9.4: Fee-paid - Importance of and satisfaction with opportunities



9.4 Satisfaction with training

Both salaried and fee-paid judicial office holders have a high level of satisfaction with the range of training courses available, the quality of training and the number of training courses they are required to take. While a majority of fee-paid judges are satisfied with the time available to prepare for training courses (70%), only a minority of salaried judges are (28%).

Figure 9.5: Satisfaction with range of training

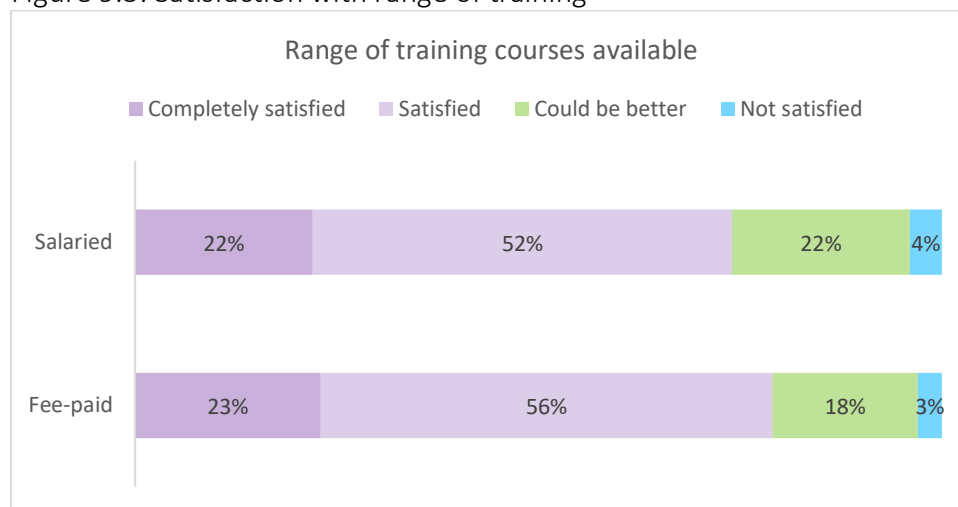


Figure 9.6: Satisfaction with quality of training

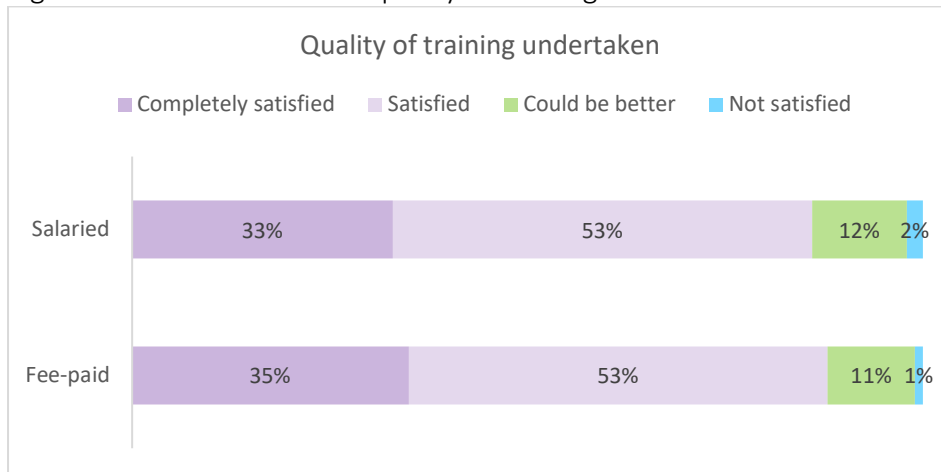


Figure 9.7: Satisfaction with number of training courses per year

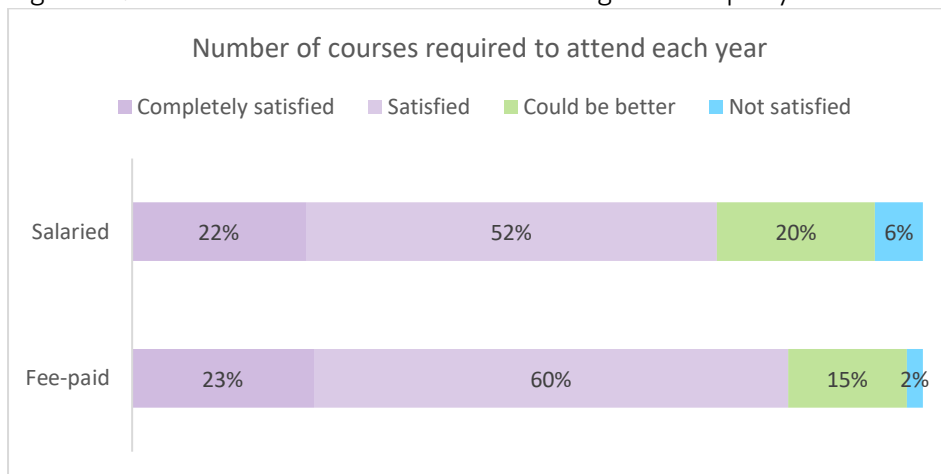
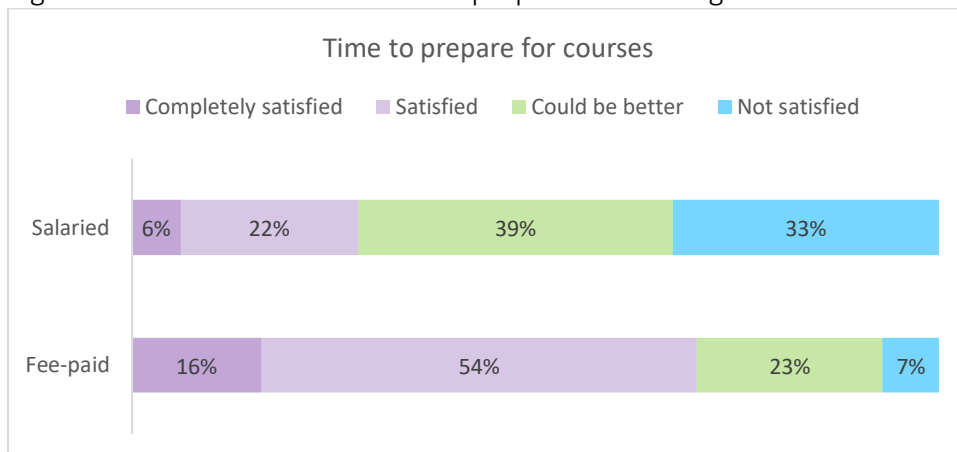


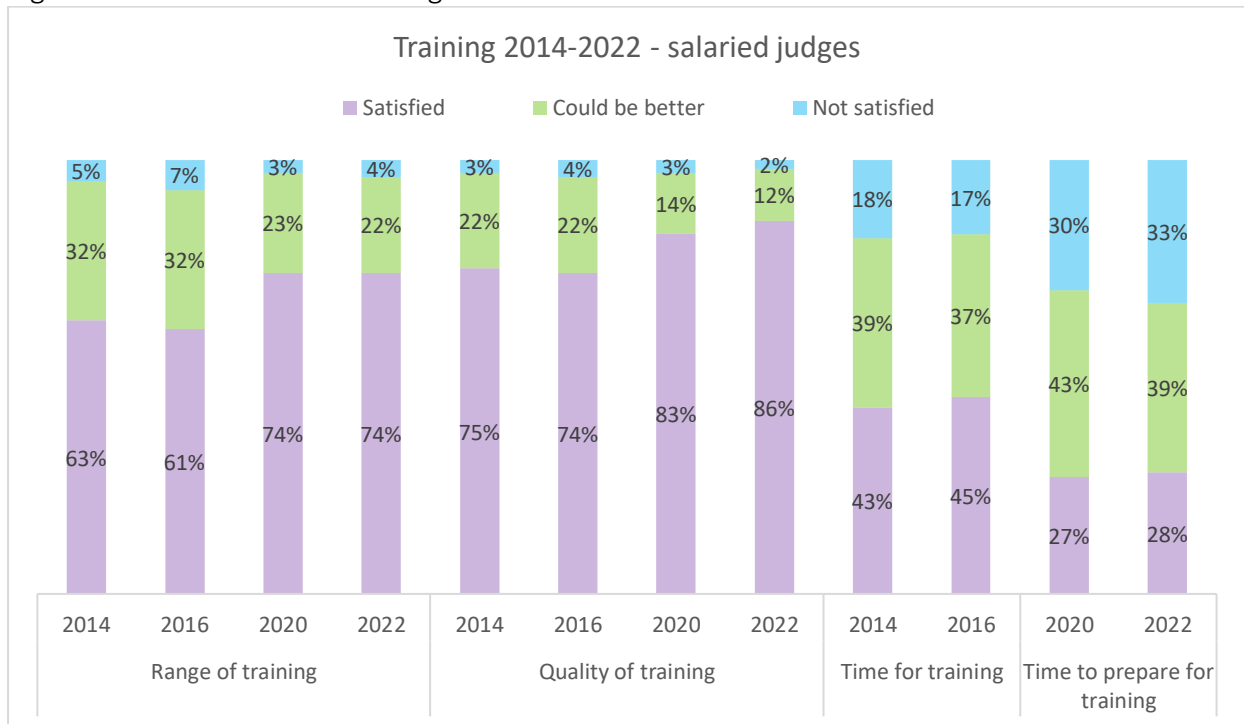
Figure 9.8: Satisfaction with time to prepare for training



9.4.1 Range, quality and time for training 2014-2022 (salaried judges)

- Judges’ satisfaction with the range and quality of training has steadily increased from 2014 to 2022.
- There has consistently been less satisfaction with the time for training. In 2014 and 2016 judges were asked how satisfied they were with the time available to them for training and only a minority were satisfied (43%-45%). In 2020 and 2022 judges were asked how satisfied they were with the time available to prepare for training, and only a smaller minority were satisfied with their preparation time for training (27%-28%)

Figure 9.9: Assessment of training 2014-2022



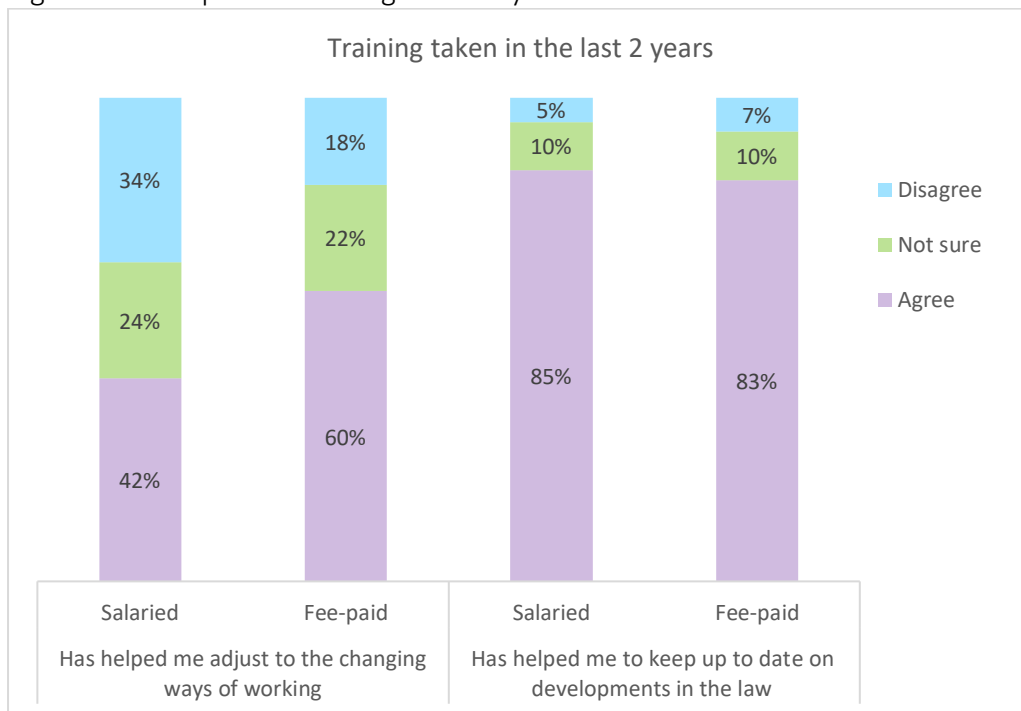
NOTE: In 2014 and 2016 judges were asked to rate “time for training”; this changed in 2020 and 2022 to “time to prepare for training”

9.5 Impact of training in the last 2 years

For the first time in 2022, the JAS asked members of the judiciary about the impact of the training they had undertaken in the previous 2 years (Figure 9.13).

- While a majority of fee-paid office holders (60%) said that the training they have undertaken in the last 2 years has helped them to adjust to the changing ways of working, only a minority of salaried judges did (42%).
- Almost all salaried judges (85%) and fee-paid office holders (83%) said that the training over the previous 2 years had helped them keep up to date on changes in the law.

Figure 9.10: Impact of training in last 2 years



10. Change and communications

This section covers both the salaried and fee-paid judiciary's views about change in the judiciary and the information and communications they receive about this change and other aspects of their working lives.

10.1 Judicial views about change

The one change in the judiciary that both salaried and fee-paid judges are most concerned about is the loss of respect for the judiciary by government (93% for salaried judges and 74% for fee-paid). Staff reductions, fiscal constraints and loss of experienced judges were amongst other changes salaried judges were most concerned about (and were not included in the fee-paid part of the survey). Salaried judges were much more concerned than fee-paid office holders about the increase in litigants in person. But both the salaried and fee-paid judiciary were concerned about attacks on the judiciary in the media.

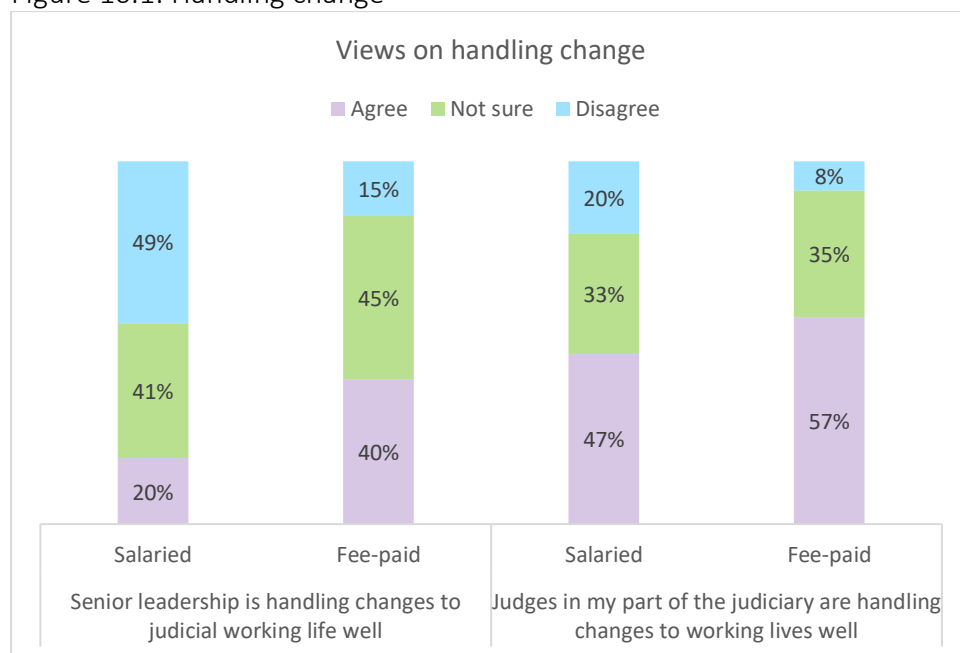
Table 10.1: Levels of concern about specific changes in the judiciary

<i>How concerned are you about each of these changes in the judiciary?</i>	Extremely & somewhat concerned	
	Salaried	Fee-paid
Staff reductions	97%	
Loss of respect for judiciary by government	93%	74%
Fiscal constraints	92%	
Loss of experienced judges	87%	
Low judicial morale	85%	58%
Increase in litigants in person	84%	48%
Attacks on the judiciary in the media	83%	67%
Inability to attract the best people into the judiciary	81%	
Court closures	80%	
Stressful working conditions	76%	
Reduction in face-to-face hearings	67%	49%
Court Reform programme	64%	
Loss of judicial independence	60%	51%
Personal safety for judges	54%	33%

10.2 Handling change

The largest proportion of fee-paid office holders (45%) are not sure whether the senior leadership in the judiciary is handling changes to judicial working life well, while the largest proportion of salaried judges (49%) did not feel the senior leadership in the judiciary is handling this change well. Salaried judges are divided between those who feel that judges in their part of the judiciary are handling changes to working life well (47%) and those who are not sure about this (33%); whereas a majority of fee-paid judicial office holders (57%) felt that their part of the judiciary was handling changes to working life well.

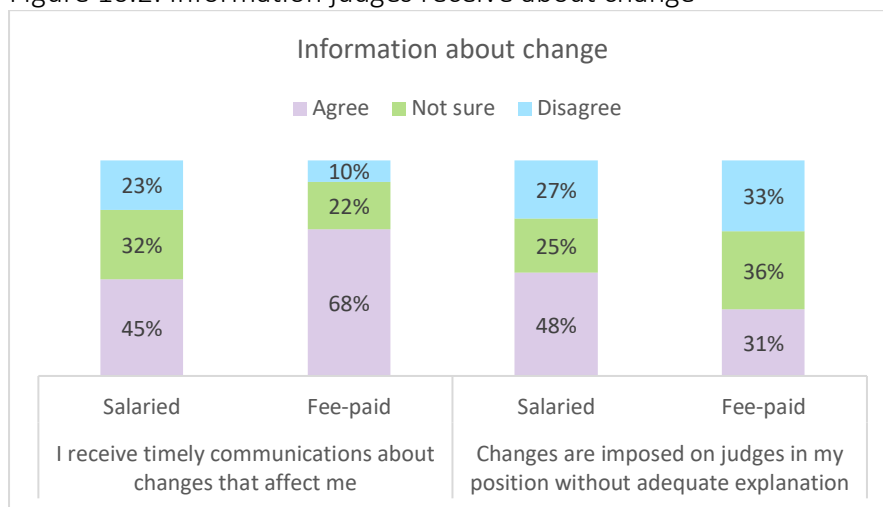
Figure 10.1: Handling change



10.3 Information received about change

More of the fee-paid judiciary (68%) than the salaried judiciary (45%) said they receive timely communications about changes that affect them. Both fee-paid and salaried judges were divided in their views about whether changes are imposed on judges in their position without adequate explanation. Fee-paid judges were most likely to disagree that changes are imposed on them without adequate explanation (33%) or say they were not sure (36%), while salaried judges were more likely to say that changes are imposed on them without adequate explanation (48%).

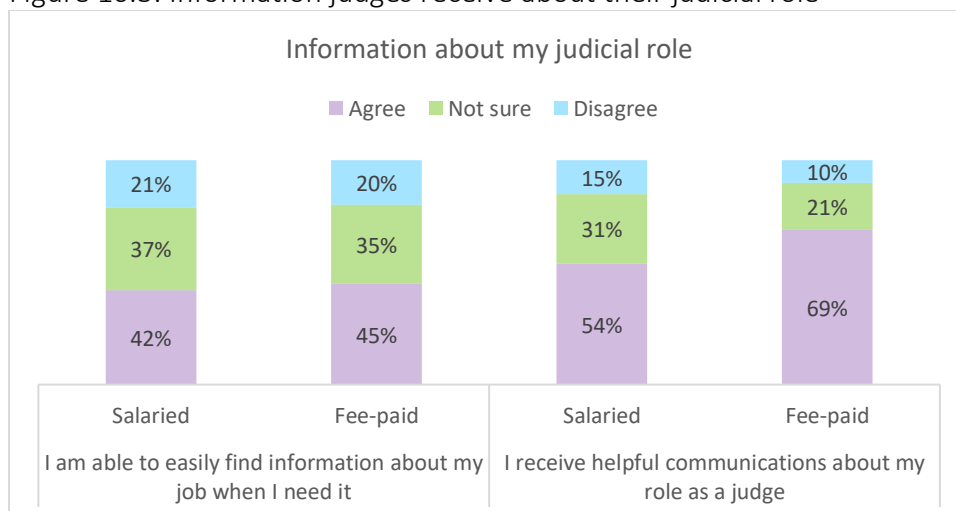
Figure 10.2: Information judges receive about change



10.4 Information received about my judicial role

A majority of both the fee-paid judiciary (69%) and salaried judiciary (54%) said they receive helpful communications about their role as a judge. There was not a majority of either fee-paid office holders or salaried judges that said they able to easily find information about their job when they need it.

Figure 10.3: Information judges receive about their judicial role



11. Joining and leaving the judiciary

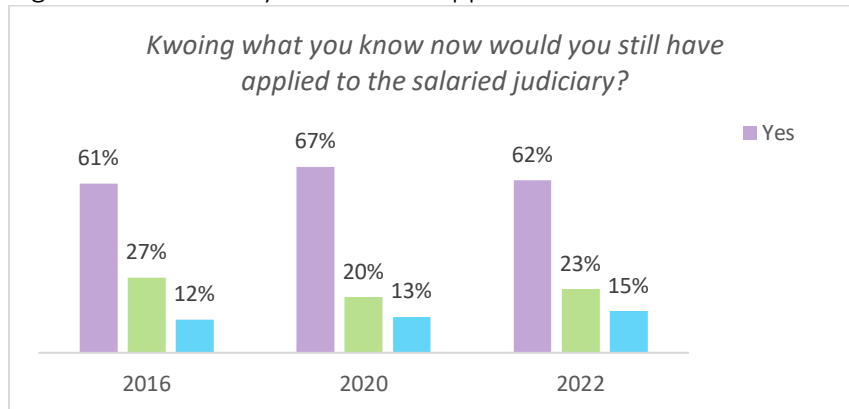
This section looks first at both salaried and fee-paid judges' views about joining the salaried judiciary. It then explores fee-paid judicial office holders' views about recommending that others join the fee-paid judiciary. In the final section it examines salaried judges' intentions and motivations to leave the salaried judiciary early before their compulsory retirement age.

11.1 Joining the salaried judiciary

11.1.1 Retrospective views on joining the salaried Judiciary

All salaried judges were asked: *Knowing what you know now about your job as a judge would you still have applied to join the salaried judiciary?* There has not been any substantial change in salaried judges' views on this issue since 2016, although the 2020 increase in judges saying they would still have applied (from 61% to 67%) was not maintained in 2022 (62%).

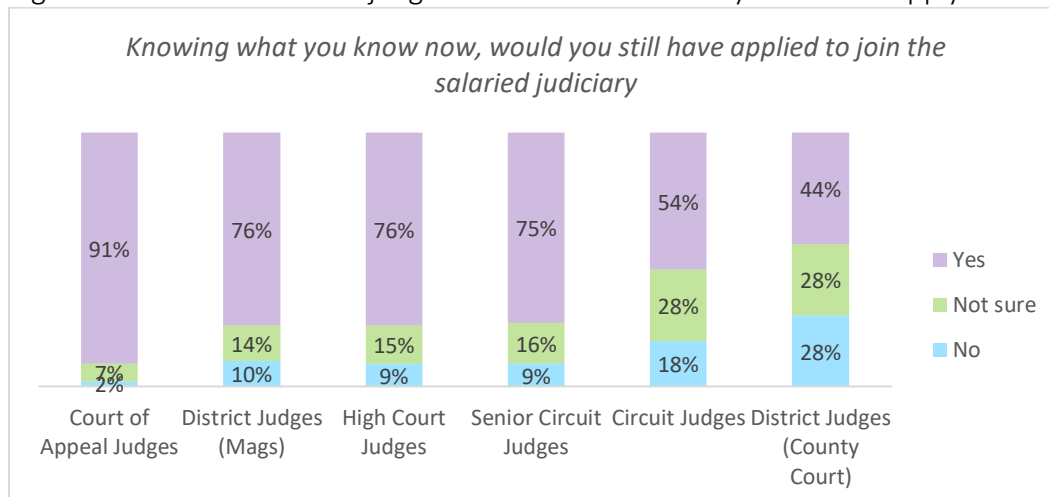
Figure 11.1: Would you still have applied 2016-2022



When the results are broken down by judicial post, some differences emerge.

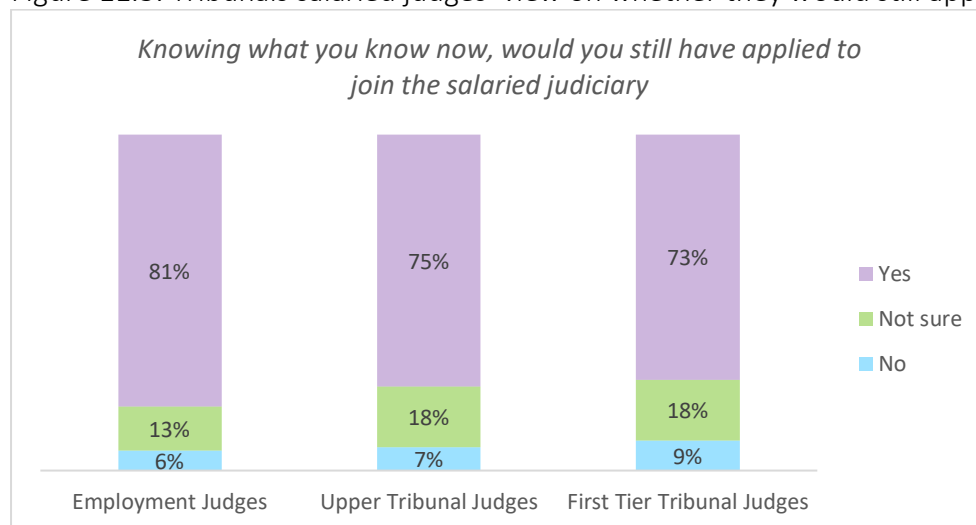
- Amongst judges in the courts judiciary, a majority in each post said they would still have applied, except for District Judges (County) (44%); and there was only a slim majority of Circuit Judges (54%) that said they would still have applied to the salaried judiciary knowing what they know now about the job (Figure 11.2).

Figure 11.2: Courts salaried judges' view on whether they would still apply



In contrast, a substantial majority of salaried tribunal judges in each post would still have applied to join the salaried judiciary.

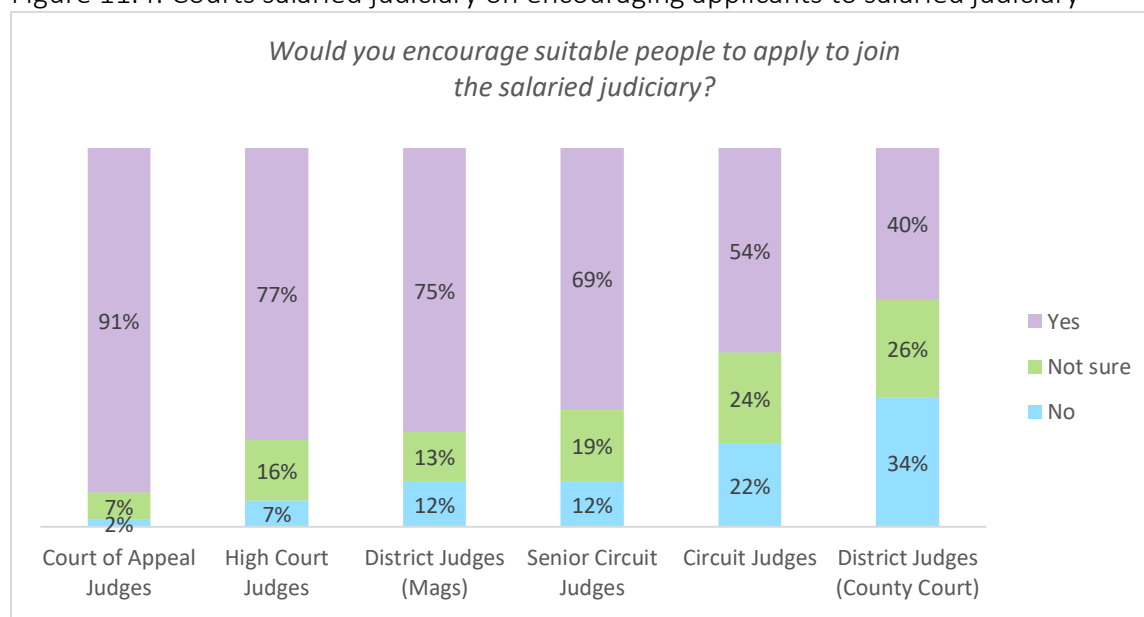
Figure 11.3: Tribunals salaried judges' view on whether they would still apply



11.1.2 Whether salaried judges would encourage suitable people to apply to join the salaried judiciary

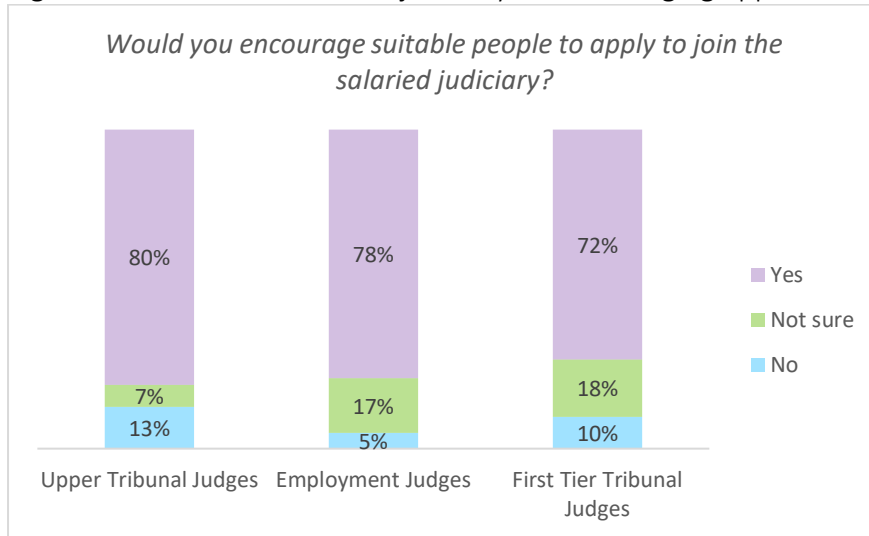
Amongst judges in the courts judiciary, a majority in each post said they would encourage suitable people to apply to join the salaried judiciary - except for District Judges (County) (40%); and there was only a slim majority of Circuit Judges (54%) that said they would encourage others to apply to the salaried judiciary (Figure 11.4).

Figure 11.4: Courts salaried judiciary on encouraging applicants to salaried judiciary



In contrast, a substantial majority of salaried tribunal judges in each post would encourage suitable people to apply to join the salaried judiciary (Figure 11.5).

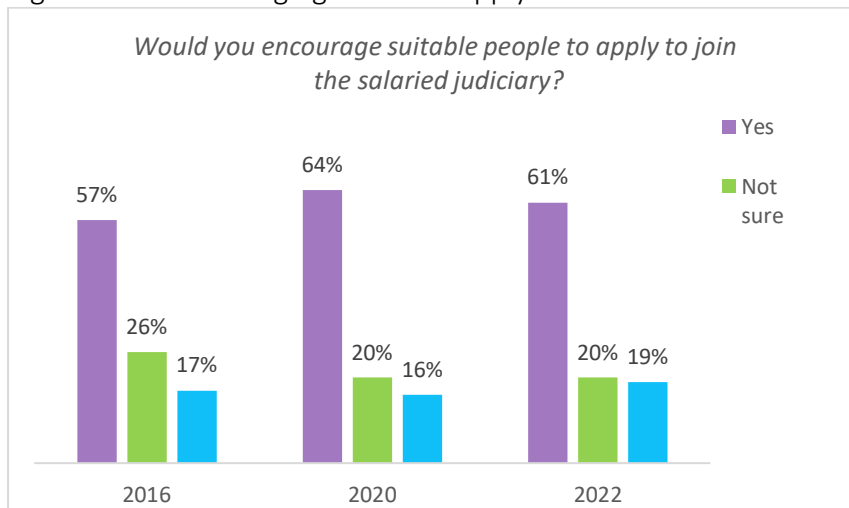
Figure 11.5: Tribunals salaried judiciary on encouraging applicants



Would you encourage suitable people to apply to join the salaried judiciary? 2016-2022

- There has been no substantial change in salaried judges' views on this issue since 2016, although the 2020 increase in judges saying they would encourage suitable people to apply was not sustained in 2022.

Figure 11.6: Encouraging others to apply 2016-2022

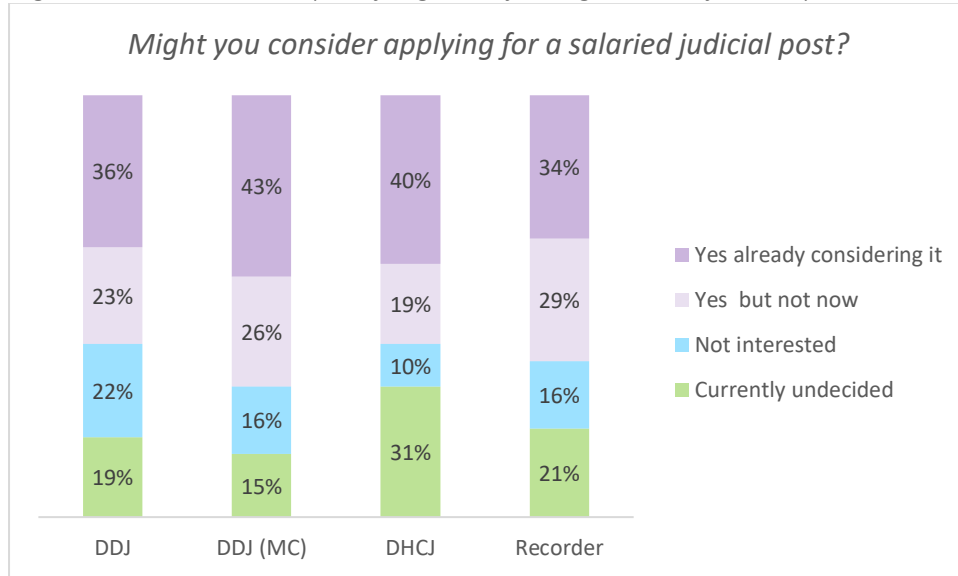


11.2 Applying to the salaried judiciary (fee-paid)

11.2.1 Fee-paid intentions to apply for a salaried post

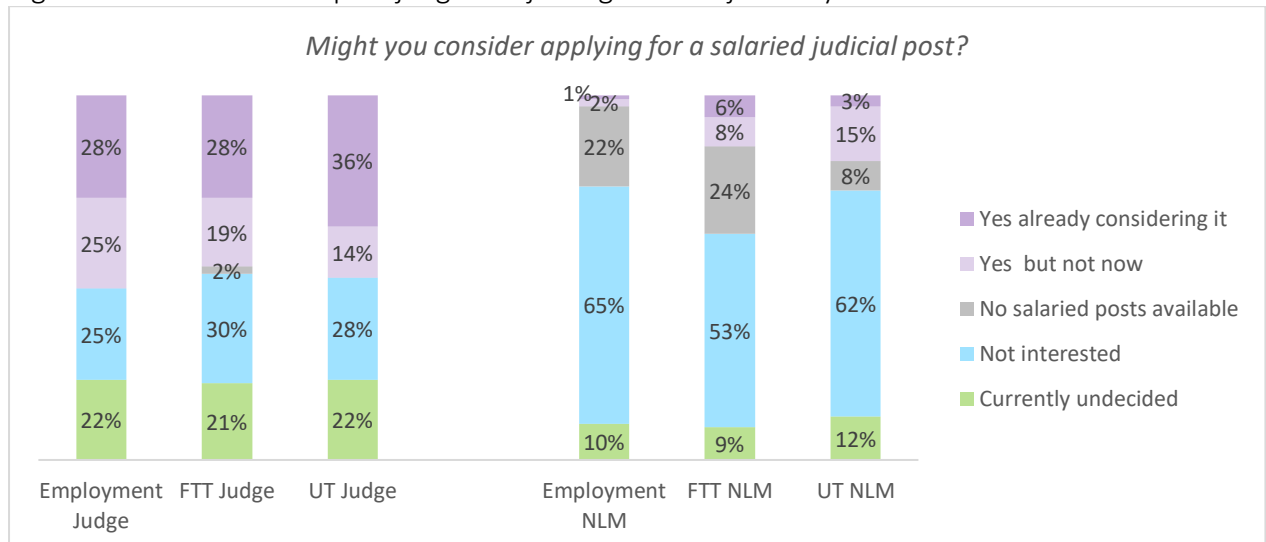
Most fee-paid judges in the courts judiciary are either already considering applying or are considering it but not now (Figure 11.7).

Figure 11.7: Courts fee-paid judges on joining salaried judiciary



Most fee-paid judges in the tribunals judiciary are either considering applying for a salaried post now, are interested but not now or are currently undecided. In contrast most tribunals NLMs are not interested (Figure 11.8).

Figure 11.8: Tribunal fee-paid judges on joining salaried judiciary



11.2.2 Fee-paid reasons for applying and for not applying for a salaried post

A majority of fee-paid judicial office holders said the reasons they would consider apply to become salaried judge are the chance to contribute to justice being done, the challenge of the work, intellectual satisfaction, pension, public service and job security (Table 11.1).

Table 11.1: Reasons fee-paid judiciary would apply for a salaried post

<i>The reasons I would consider applying to join the salaried judiciary are</i>	2022 JAS
Chance to contribute to justice being done	59%
Challenge of the work	58%
Intellectual satisfaction	57%
Pension	53%
Public service	53%
Job security	53%
Salary	41%
Sense of collegiality	38%
Less pressurised environment than practice	27%
Prestige of the job	22%
Respect in the community	17%
Administrative support	7%

The main reasons fee-paid judges would not consider applying for a salaried post are the lack of personal control over their working time, uncertainty over where they would be required to sit, the judicial appointments process, isolation of the job and the reduction in income.

Table 11.2: Reasons fee-paid judiciary would not apply for a salaried post

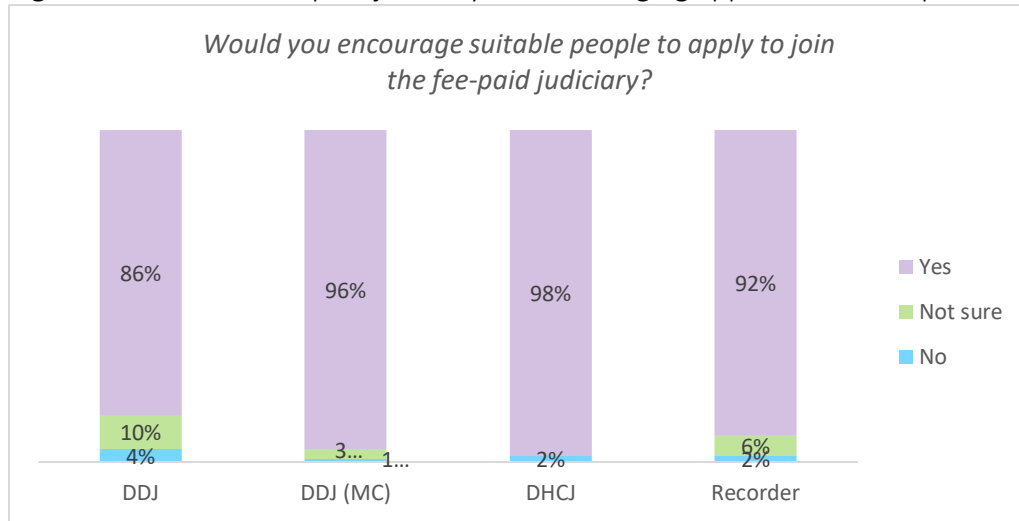
<i>The reasons I would not consider applying to join the salaried judiciary are</i>	2022 JAS
Lack of personal control over working time	49%
Uncertainty over where I'd be required to sit	47%
Judicial appointments process	39%
Isolation of the job	32%
Reduction in income	30%
Poor quality of physical work environment	27%
Feeling of being an employee or civil servant	25%
Too much out of hours work required to do the job	23%
Lack of administrative support	18%
Lack of variety in the work	17%
Being required to do work outside my expertise	16%
Loss of travel expenses	14%
Rigid hierarchical work environment	13%
Lack of respect for judges	12%
Increase in litigants in person	12%
Experience of changes to pension entitlements	11%
Too few opportunities for promotion	11%

11.3 Joining the fee-paid judiciary

The 2022 JAS also asked fee-paid judicial office holders if they would encourage suitable people to apply to join the *fee-paid* judiciary

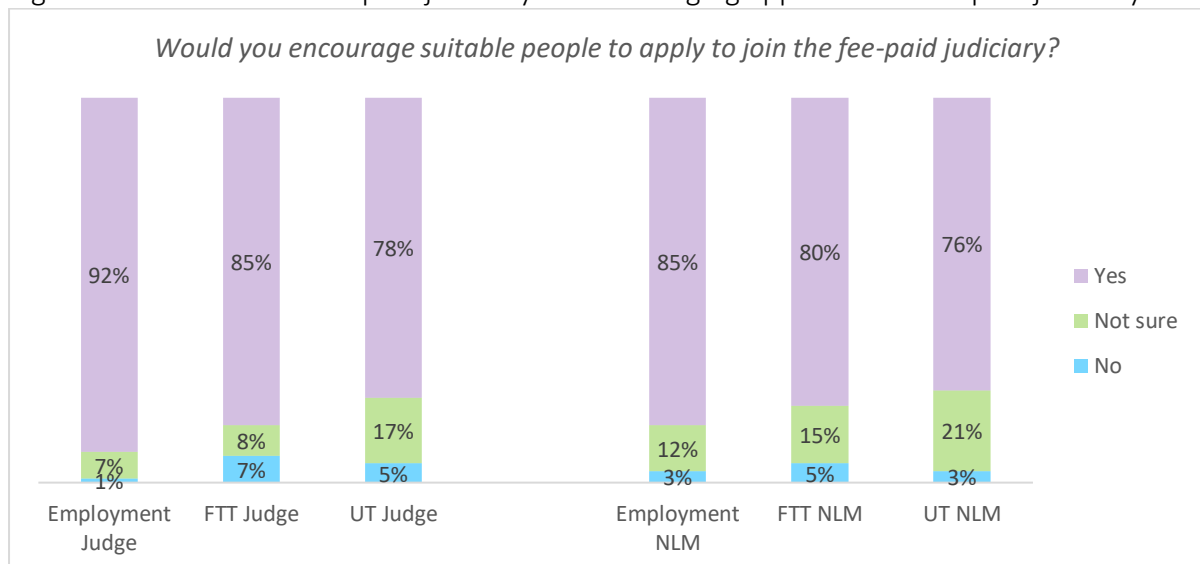
Virtually all fee-paid judges in the courts judiciary, regardless of post, said they would encourage suitable people to apply to join the fee-paid judiciary (Figure 11.9).

Figure 11.9: Courts fee-paid judiciary on encouraging applicants to fee-paid



Amongst fee-paid office holders in the tribunals judiciary, again almost all regardless of post would encourage others to join the fee-paid judiciary.

Figure 11.10: Tribunals fee-paid judiciary on encouraging applicants to fee-paid judiciary



11.4 Leaving the salaried judiciary early

All salaried judges were asked whether they were considering leaving early before compulsory retirement in the next 5 years. The results varied by judicial post.

- Senior Circuit Judges (54%), Circuit Judges (48%) and District Judges (County) (47%) had the largest proportion of judges that said they were considering leaving early.
- The largest proportion saying they were not considering leaving early were amongst District Judges (Magistrates) (53%), Court of Appeal Judges (47%) and High Court Judges (48%).
- Amongst tribunal judges, the largest proportion of judges intending to leave early in the next 5 years were Upper Tribunal Judges (48%).

Figure 11.11: Whether courts salaried judiciary may leave early 2022

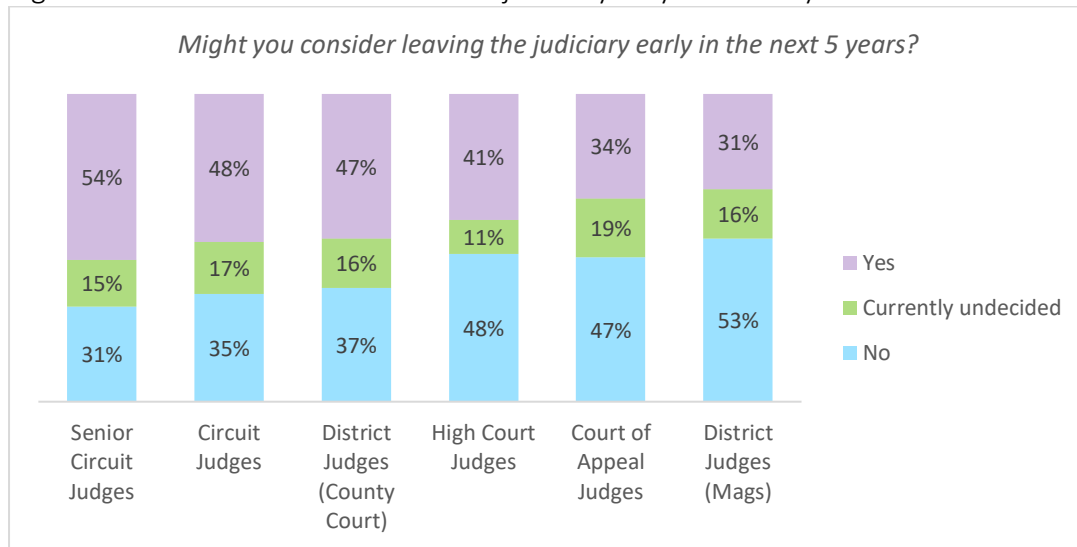
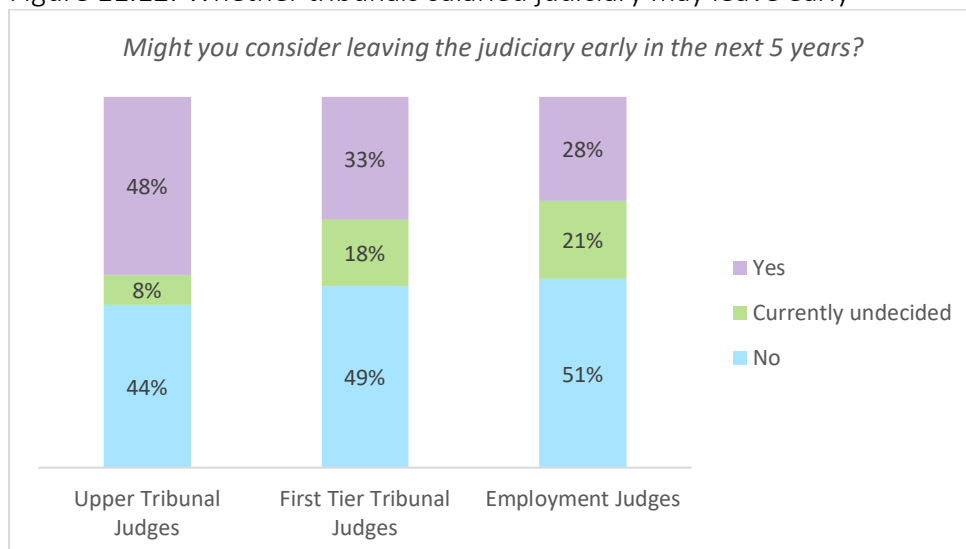


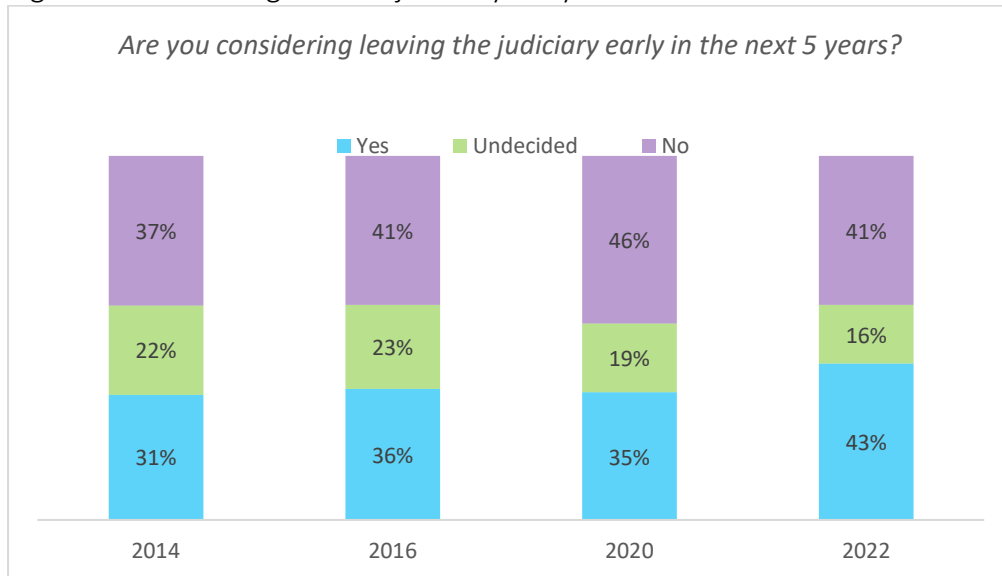
Figure 11.12: Whether tribunals salaried judiciary may leave early



11.4.1 Trends from 2014 to 2022 in salaried judges leaving early

The proportion of judges saying they are considering leaving the judiciary early has increased from 2014 to 2022, with a decrease in those who are not sure.

Figure 11.13: Leaving salaried judiciary early 2014-2022



11.5 Factors prompting early departure

The factors most likely to prompt salaried judges to leave the judiciary early were an increase in workload (75%), a reduction in pension benefits (73%), limits on pay awards (72%), stressful working conditions (67%), further demands for out of hours working (62%) and a reduction in administrative support (62%).

Table 11.3: Factors increasing likelihood of salaried judges leaving judiciary early

<i>Which of the following factors would make you more likely to leave the judiciary early before your compulsory retirement age?</i>	<i>%</i>
Increase in workload	75%
Reduction in pension benefits	73%
Limits on pay awards	72%
Stressful working conditions	67%
Further demands for out of hours working	62%
Reduction in administrative support	62%
Requirement to sit in a location too far from home	49%
Lack of respect for the judiciary by government	46%
Personal health issues	38%
Introduction on online courts	36%
Inability to move to salaried part-time working	31%
Lack of stimulating work	31%
Lack of promotion	30%
Increase in litigants in person	30%
Lack of effective leadership of the judiciary	27%
Remote hearings	24%
Inability to work more flexible hours	23%
Court closures	21%
Attacks on the judiciary by the media	18%
Uncertainty over the future of my part of the judiciary	12%
Personal security concerns	11%

11.6 Factors encouraging judges to remain

There were two main factors that would make salaried judges more likely to stay in the judiciary until their compulsory retirement age: higher remuneration (82%) and better administrative support (63%). Just under a half of all salaried judges also said reduction in workload, appointment to a higher judicial post and the opportunity to work part-time would make them more likely to stay in the judiciary until their compulsory retirement age.

Table 11.4: Factors encouraging salaried judges to remain in judiciary

<i>Which of the following factors would make you more likely to stay in the judiciary until your compulsory retirement age?</i>	<i>%</i>
Higher remuneration	82%
Better administrative support	63%
Reduction in workload	47%
Appointment to a higher post	42%
Opportunity to work part-time	42%
Increased flexibility in working hours	39%
Opportunity for sabbatical	38%
Greater respect for the work judges do	38%
Reduction in litigants in person	28%
Support for dealing with stressful working conditions	27%
Better leadership of the judiciary	24%
Greater variation in work	21%
Increase in remote working	16%
Greater certainty over the future of my part of the judiciary	15%
Having more leadership responsibilities	14%
Better security for judges	13%
Change of work location	11%

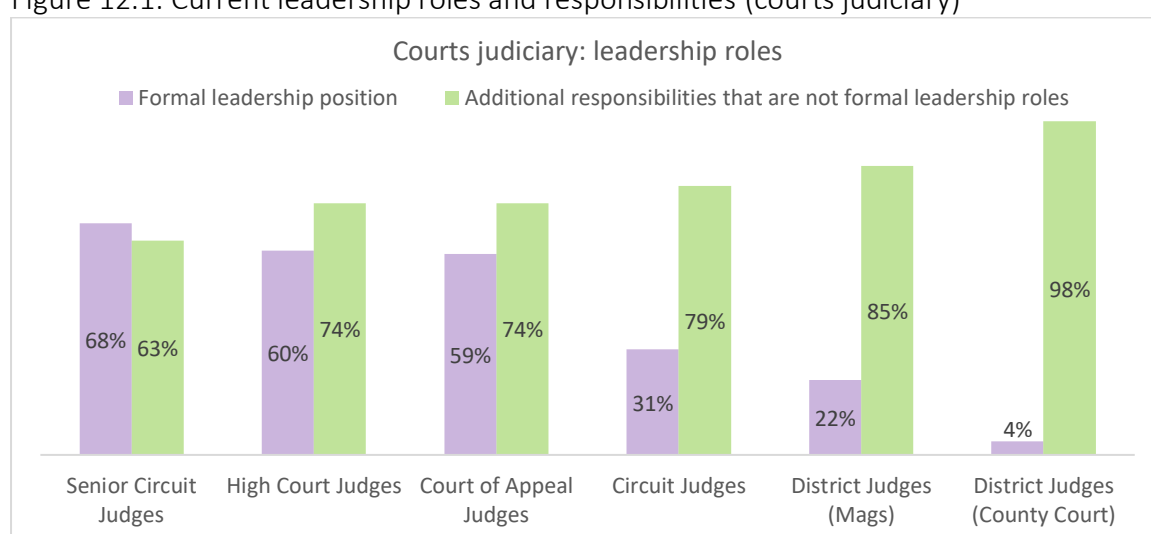
12. Leadership (salaried judiciary only)

This section applies only to the salaried judiciary, which was surveyed on a number of aspects of leadership. It first examines the distribution and allocation of leadership roles amongst salaried judges. It then explores salaried judges' views about the role and performance of leadership judges.

12.1 Holding leadership roles and responsibilities

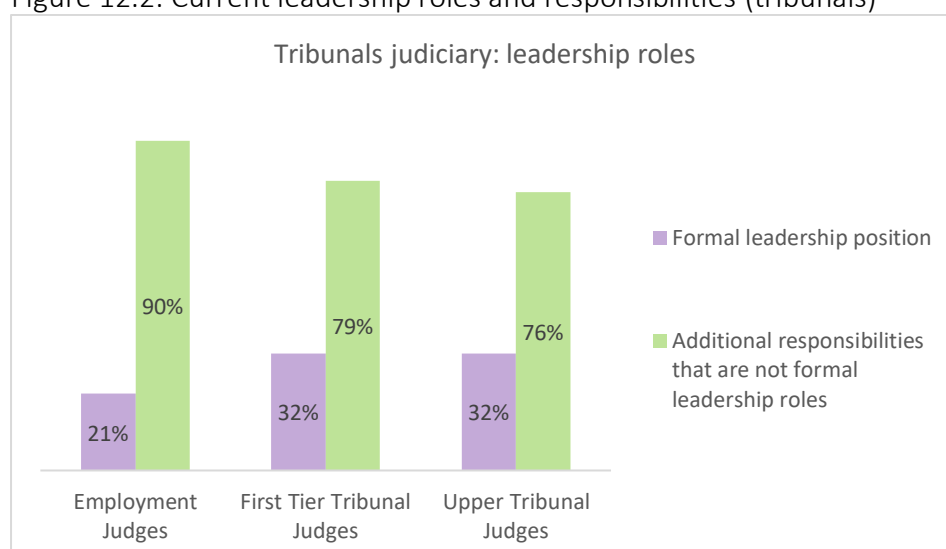
Amongst salaried judges in the courts judiciary, Senior Circuit Judges, High Court Judges and Court of Appeal Judges had the highest percentage of formal leadership roles, while District Judges (County and Magistrates) and Circuit Judges had the highest percentage with additional responsibilities that are not formal leadership roles.

Figure 12.1: Current leadership roles and responsibilities (courts judiciary)



Salaried judges in the tribunals judiciary mostly have additional responsibilities that are not formal leadership roles.

Figure 12.2: Current leadership roles and responsibilities (tribunals)



12.2 Willingness to take on a leadership role

There was no change from 2020 to 2022 in the extent to which salaried judges are interested and willing to take on leadership roles.

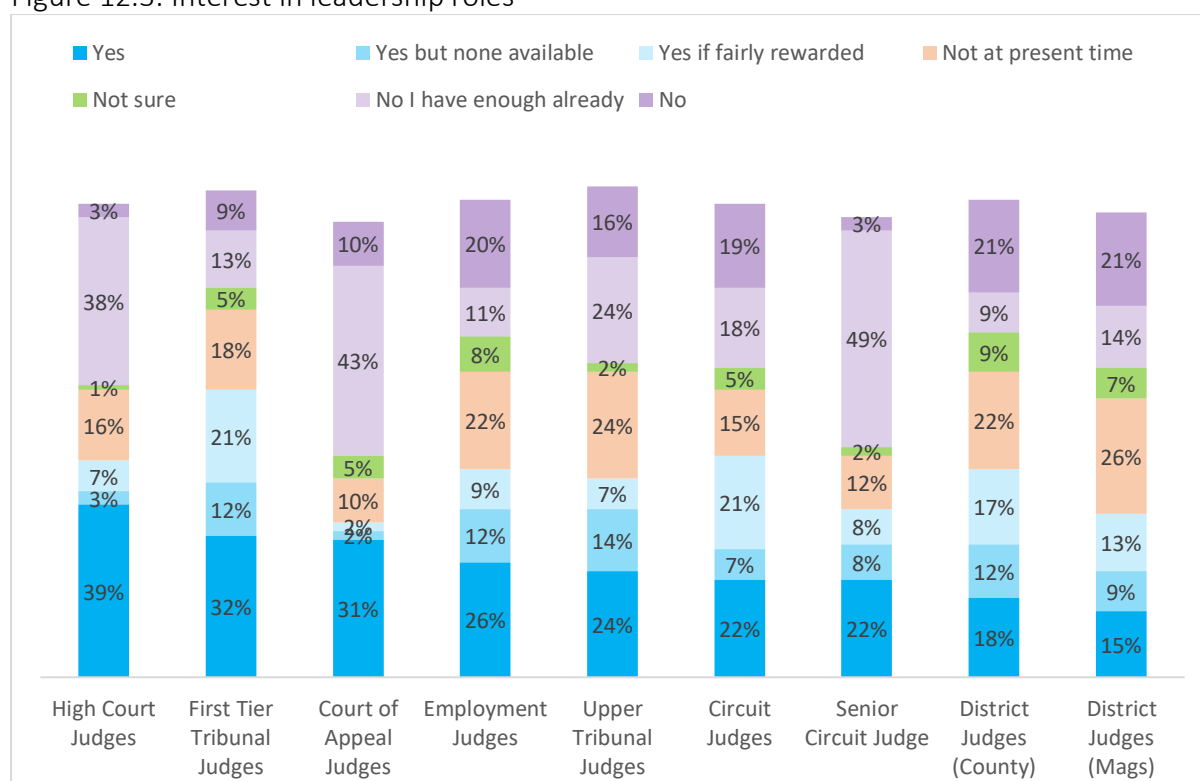
- Half of judges (50%) are interested in taking on a leadership role, but for 10% of these judges there are no leadership roles available in their jurisdiction and 16% would only be interested if they felt leadership roles were properly rewarded.
- A third of judges (33%) are not interested in taking on more leadership responsibilities.
- And 18% of judges might be interested in a leadership role in the future.

Table 12.1: Willingness to take on leadership responsibilities

<i>Are you interested in taking on more leadership responsibilities?</i>	2020 JAS	2022 JAS
Yes	24%	24%
Yes, but none are currently available in my jurisdiction	12%	10%
Yes, I would be interested if roles were properly rewarded	21%	16%
No, a leadership role is not for me	11%	16%
No, I have (or have had) enough leadership responsibilities already	17%	17%
Not at the present time but possibly in future	19%	18%
Not sure	5%	5%

There are some variations by salaried judicial post, with Senior Circuit and Court of Appeal Judges most likely to say they have leadership responsibilities already; High Court Judge divided between those who are interested in more leadership roles and those who feel they have enough already; and District Judges (County and Mags) Circuit and employment Judges most likely to say they are not interested in taking on any more leadership roles.

Figure 12.3: Interest in leadership roles

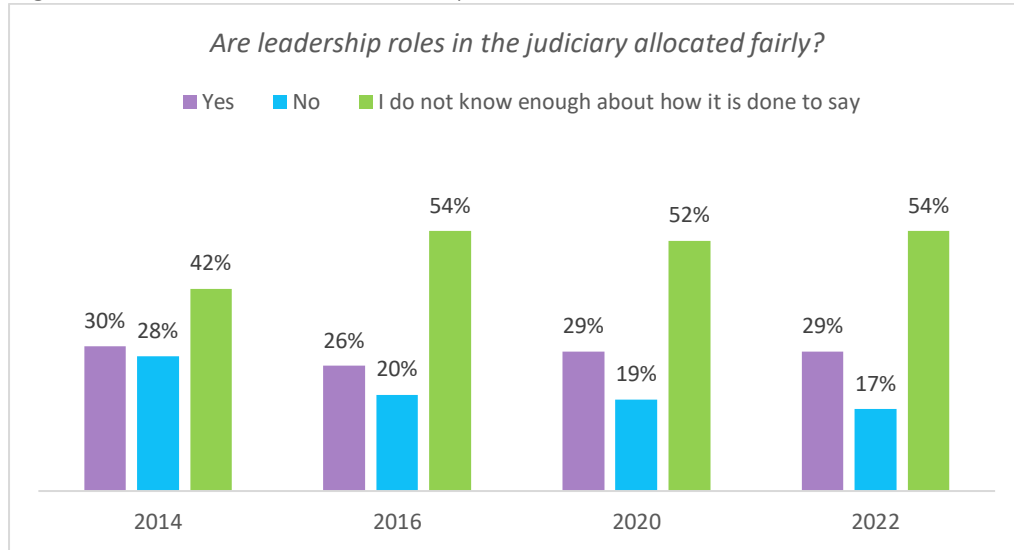


12.3 Allocation of leadership roles

In each JAS since 2014, salaried judges have been asked: *Do you feel that leadership roles are allocated fairly?*

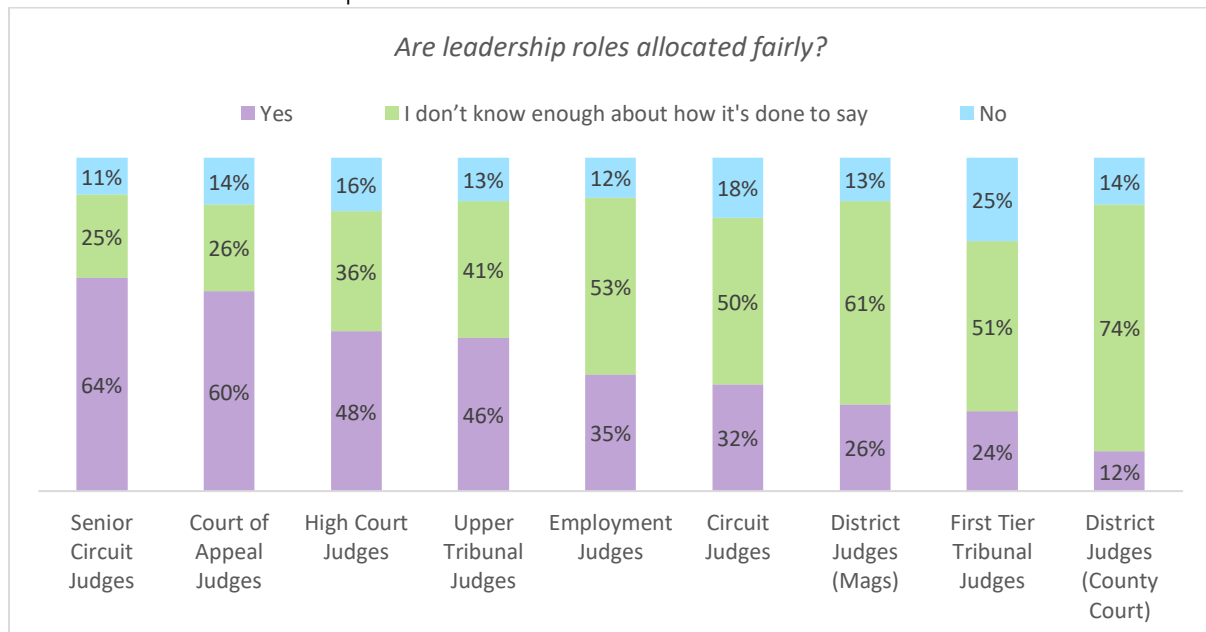
- The proportion of judges saying they do not think leadership roles are allocated fairly has continued to fall since 2014; this has resulted in an increase in the proportion of judges saying they do not know enough about how leadership roles are allocated to say whether or not it is done fairly.

Figure 12.4: Allocation of leadership roles 2014-2022



In 2022, there was a substantial variation between judicial posts in terms of whether judges felt leadership roles were allocated fairly. Those holding more senior judicial posts were more likely to say that leadership roles were allocated fairly while those in other judicial posts were more likely to say they didn't know enough about how it is done to say.

12.5: Fairness of leadership role allocation



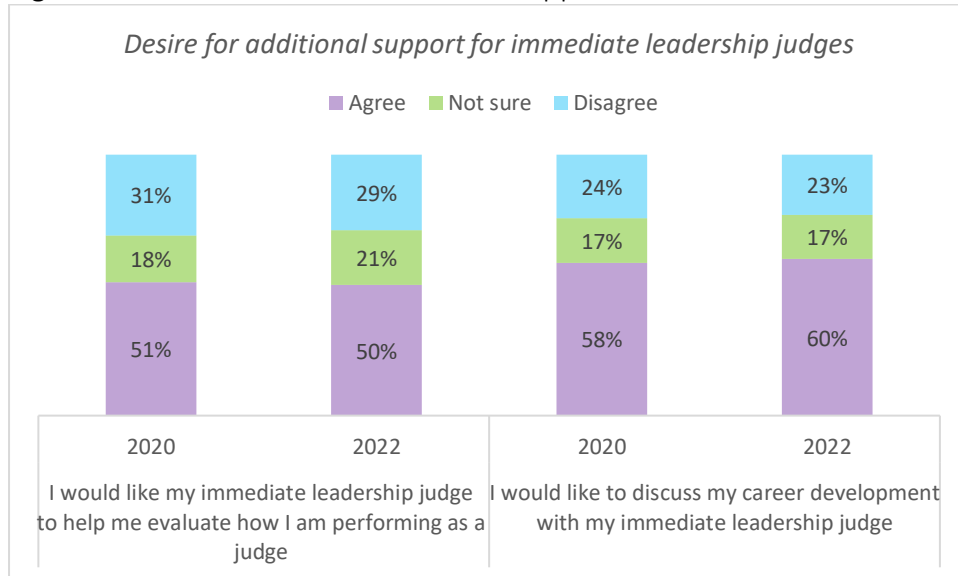
12.4 Leadership judges

12.4.1 Support from immediate leadership judges on personal development

There has not been any substantive change from 2020 to 2022 on these issues.

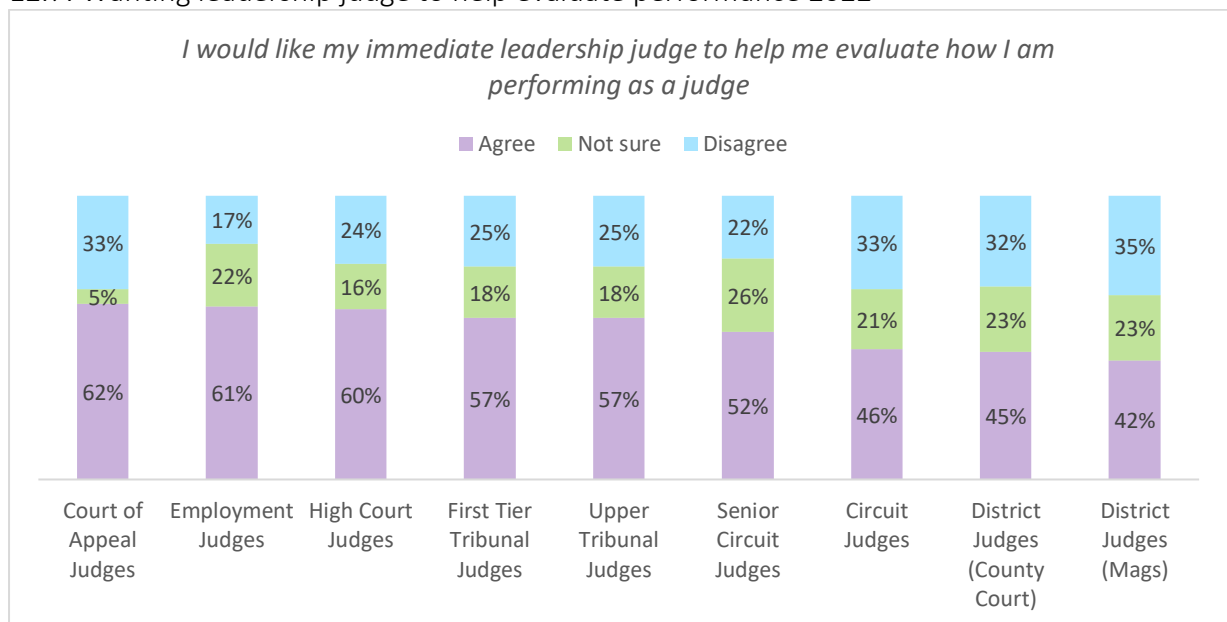
- A bare majority would like their immediate leadership judge to help them evaluate their performance as a judge.
- Just over half would like to discuss their career development with their immediate leadership judge.

Figure 12.6: Desire for more additional support



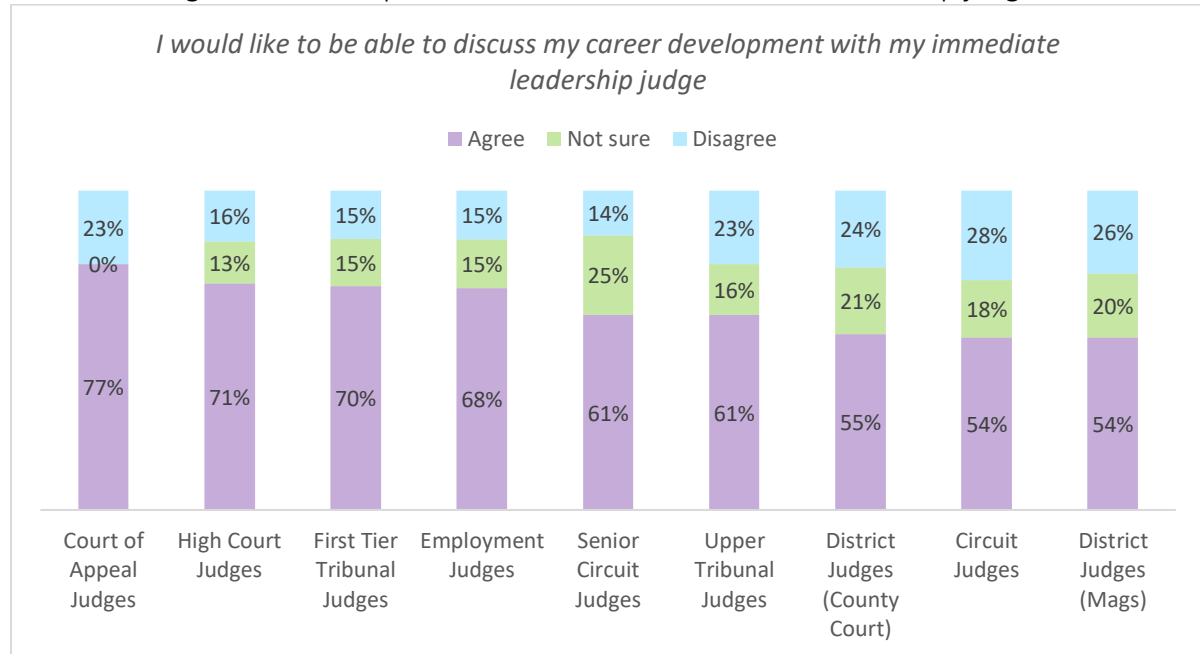
In 2022, a majority of all but Circuit Judges and District Judges (County and Mags) said they would like their immediate leadership judge to help them evaluate how they are performing as a judge.

12.7: Wanting leadership judge to help evaluate performance 2022



A majority of judges in all salaried judicial posts said they would like to be able to discuss their career development with their immediate leadership judge.

12.8: Wanting career development discussion with immediate leadership judge 2022



12.4.2 Support from someone other than immediate leadership judge 2020-2022

- There has been a decrease from 2020 to 2022 in judges wanting to speak with someone other than their immediate leadership judge about their career development.

Figure 12.9: Desire to speak with someone other than leadership judge

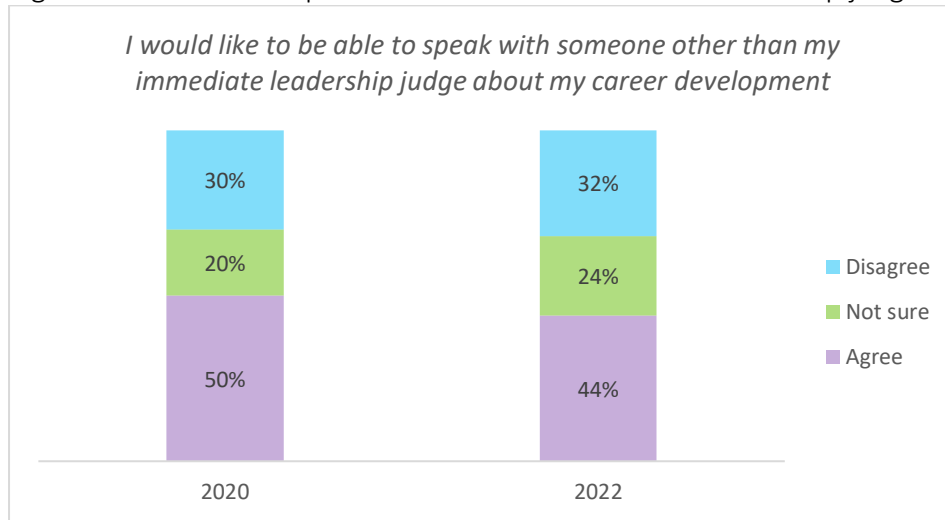
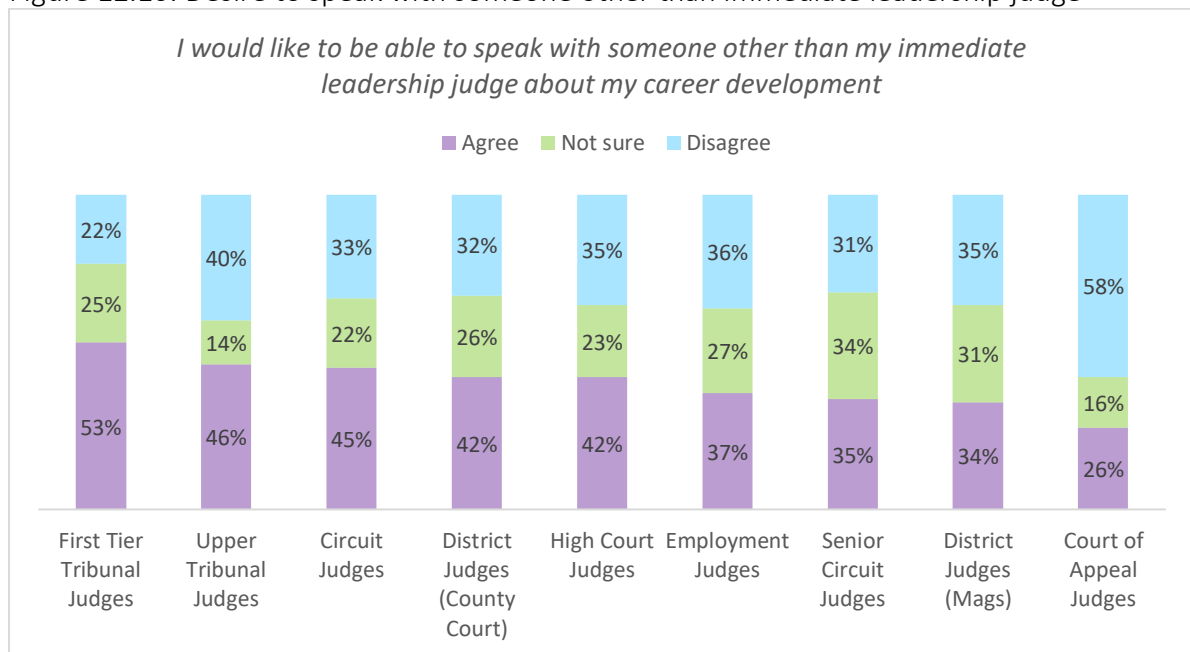


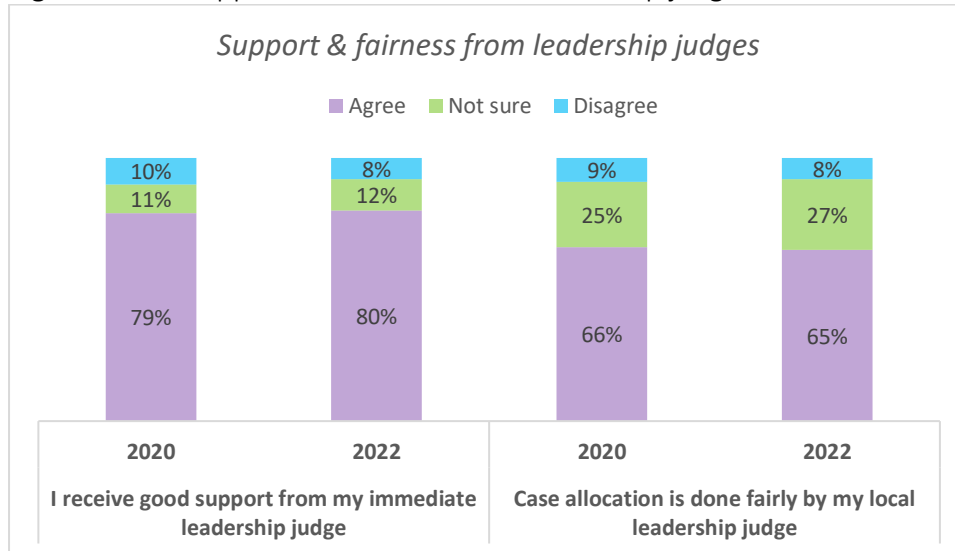
Figure 12.10: Desire to speak with someone other than immediate leadership judge



12.4.3 Support and fairness from immediate leadership judges 2020-2022

- There has been no real change on either issue from 2020 to 2022. The overwhelming majority of salaried judges say they are receiving good support from their immediate leadership judge, and two-thirds of judges feel that case allocation is done fairly by their local leadership judge.

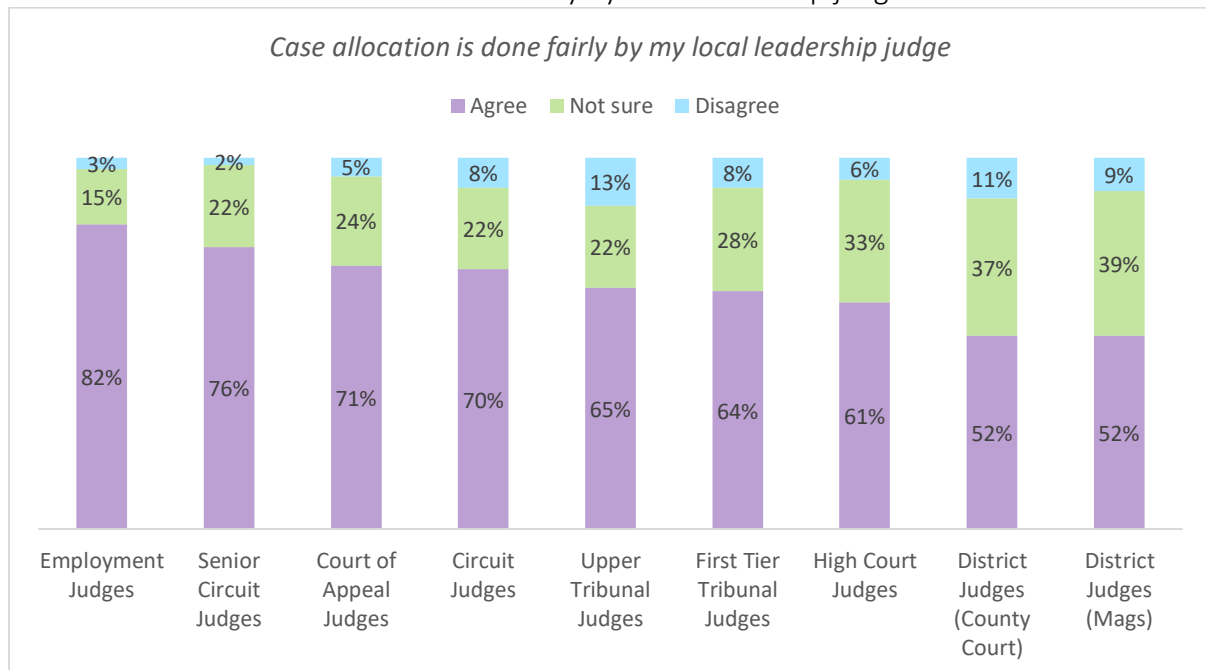
Figure 12.11: Support and fairness from leadership judges



12.4.4 Whether case allocation is done fairly by local leadership judge

- A majority of judges in all salaried posts feel that their local leadership judge allocates cases fairly.

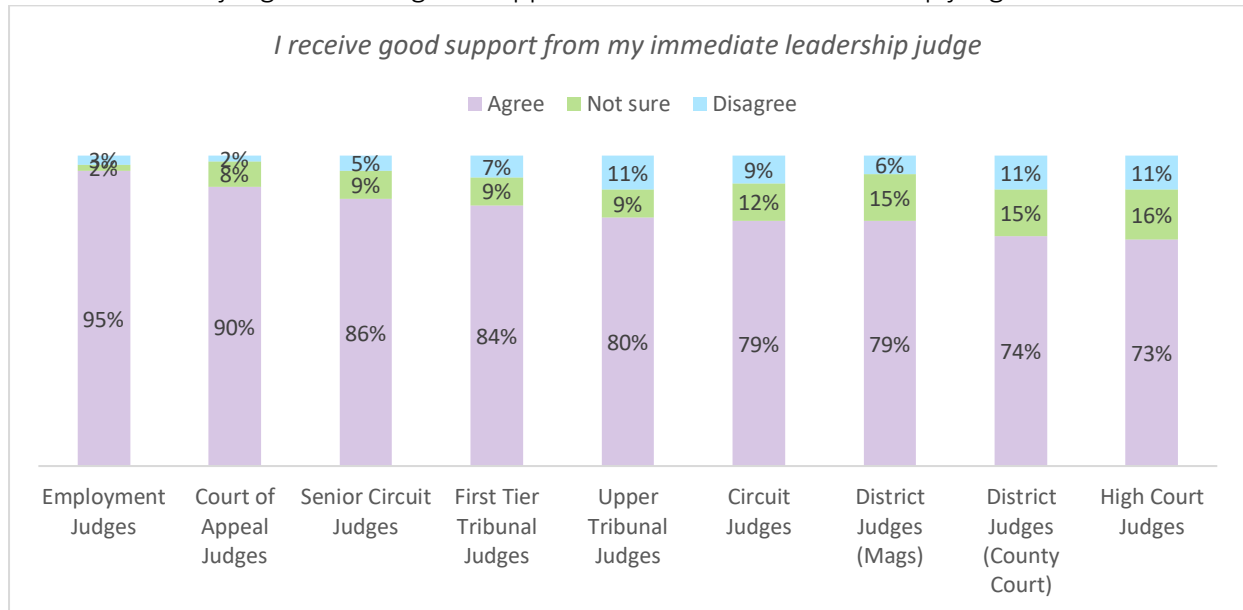
12.12: Whether case allocation is done fairly by local leadership judge



12.4.5 Receiving support from immediate leadership judges

- Almost all judges in all salaried posts said they receive good support from their immediate leadership judge.

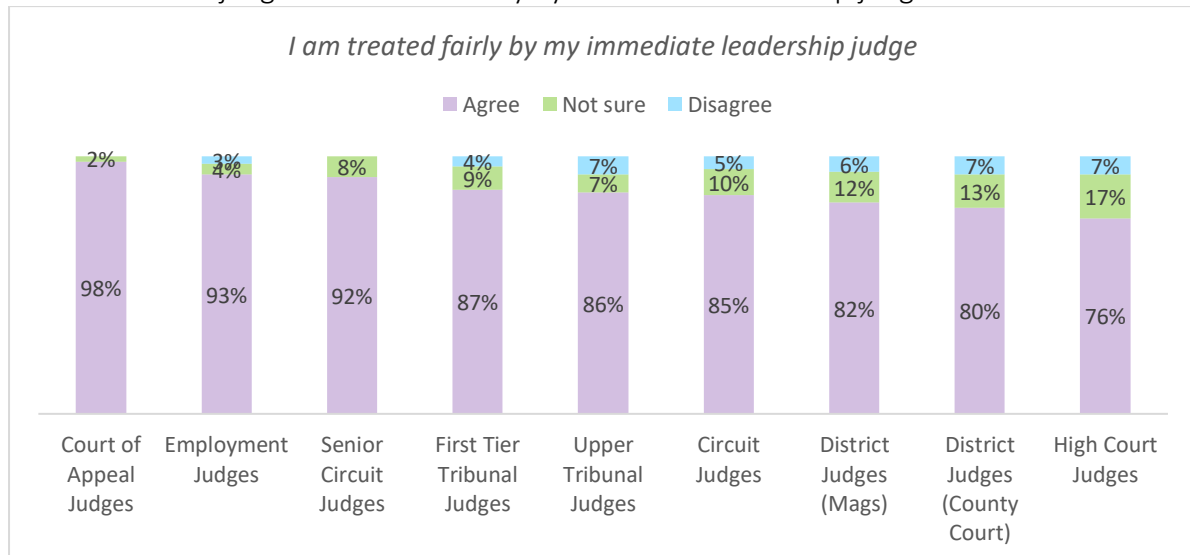
12.13: Whether judges receive good support from immediate leadership judges



12.4.6 Being treated fairly by immediate leadership judges

- Almost all judges in all salaried posts feel that they are treated fairly by their immediate leadership judges.

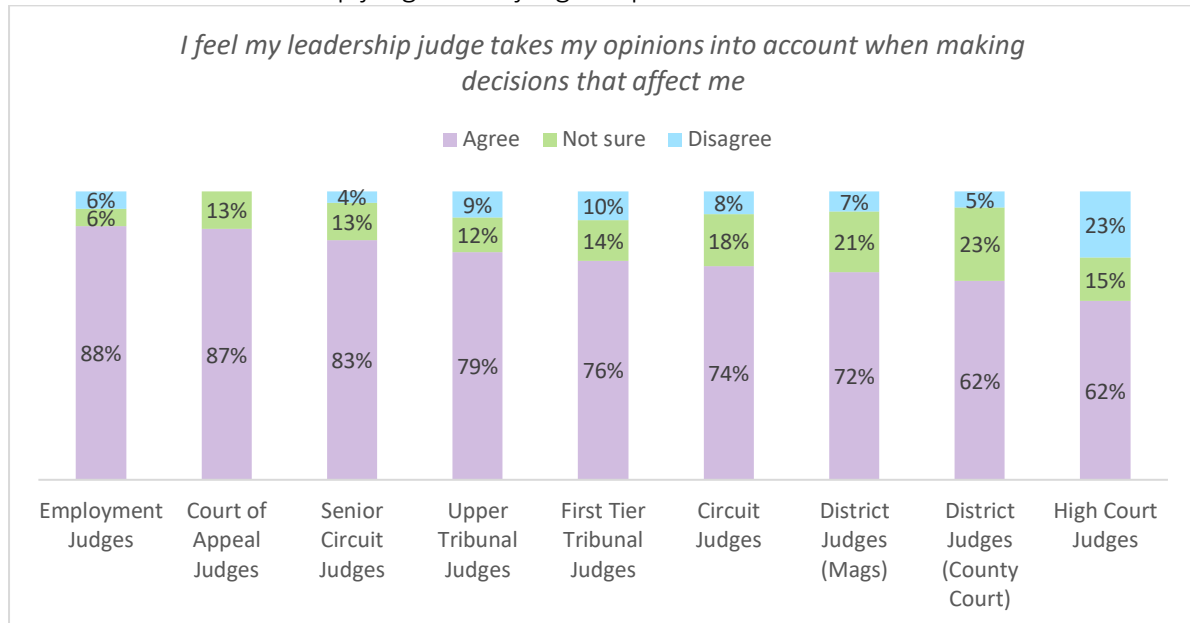
12.14: Whether judges are treated fairly by immediate leadership judges



12.4.7 Taking judges' opinions into account

- Almost all judges in all salaried posts feel that their leadership judge takes their opinions into account when making decision that affect them.

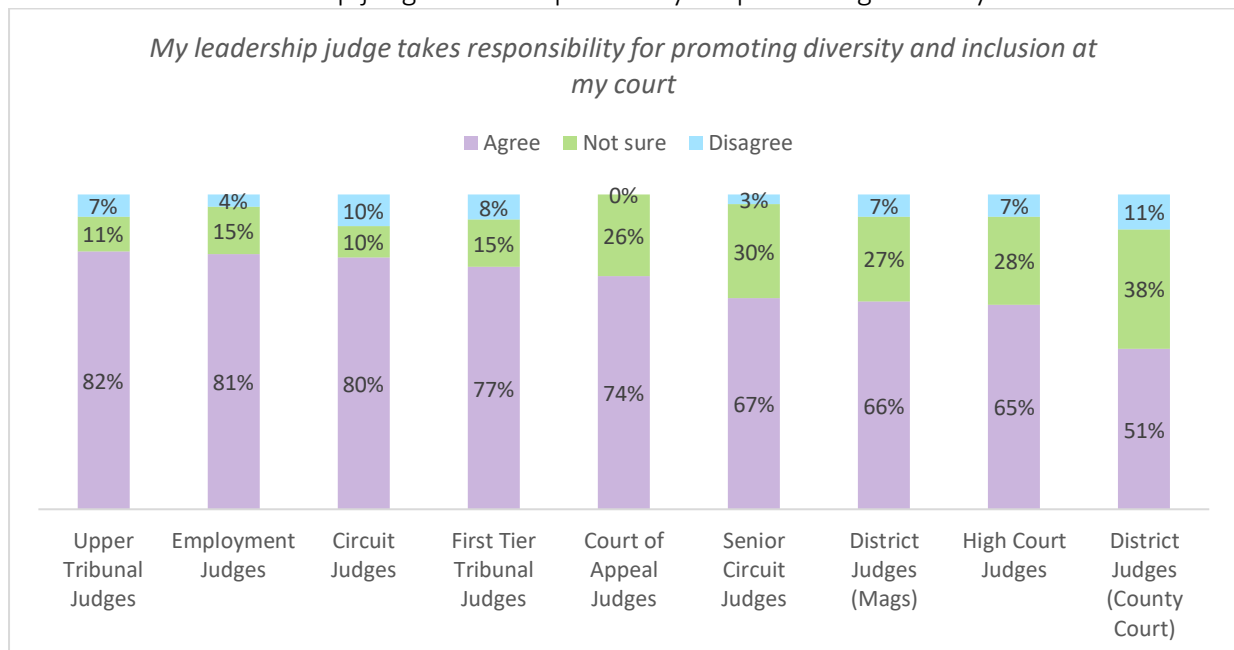
12.15: Whether leadership judges take judges' opinions into account



12.4.8 Taking responsibility for promoting diversity and inclusion

- A majority of judges in all salaried posts said that their leadership judge takes responsibility for promoting diversity and inclusion at their court or tribunal.

12.16: Whether leadership judge takes responsibility for promoting diversity & inclusion



13. Survey respondents and demographic trends

This section provides information on the demographic characteristics of both the salaried and fee-paid judiciary. The very high response rate to the JAS, especially for the salaried judiciary, means these results provide a strong indication of the demographic characteristics of judges and judicial office holders currently in post including in relation to a number of demographics characteristics that are not reported in official statistics on the judiciary.

13.1 Gender¹²

When all survey participants (both the salaried and fee-paid judiciary) are combined, males comprise 53.8%, females 45.8% and those who self-identified as another comprise 0.4% of the judiciary (Figure 13.1). Within the salaried judiciary, males make up a much larger proportion of judges (59.2%) while the fee-paid judiciary is closer to parity between men and women (Table 13.1).

Figure 13.1: Gender distribution (salaried & fee-paid)

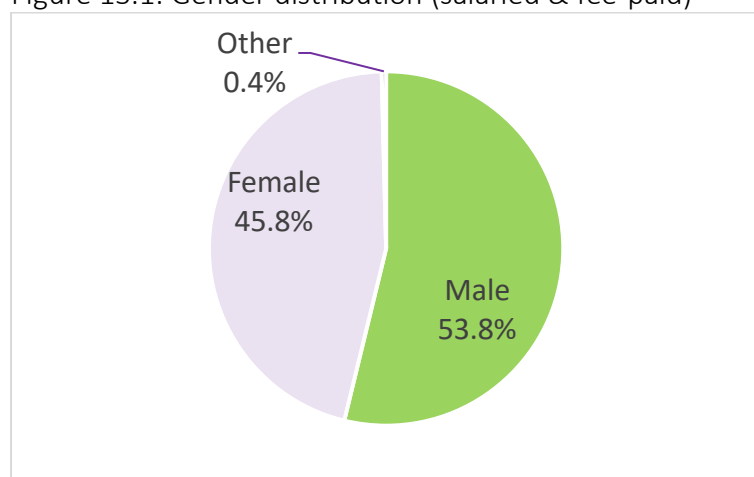


Table 13.1; Gender breakdown in judiciary

	Salaried Judges	Fee-paid Judicial Office Holders
Male	59.2%	51.2%
Female	40.3%	48.5%
Other	0.5%	0.3%

When broken down by individual judicial posts (Figure 13.2):

- There is only one salaried judicial post where females make up a majority of judges in post: First Tier Tribunal Judges (52% female).
- Amongst fee-paid posts, females make up a majority of First Tier Tribunal Judges (57%), First Tier Tribunal NLMs (57%), Employment NLMs (56%) and Upper Tribunal NLMs (52%).

¹² All those who participated in the JAS were asked to indicate whether they identified as female, male or any other group. Participants were not required to answer this or any other question in the survey.

Figure 13.2: Gender representation in the salaried judiciary by post

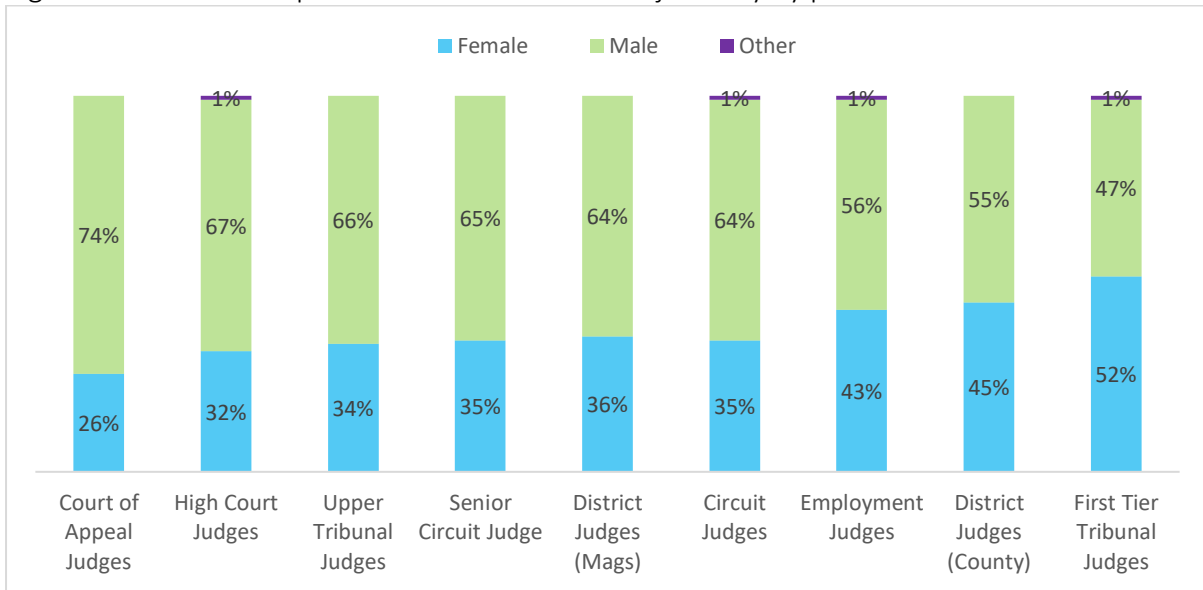
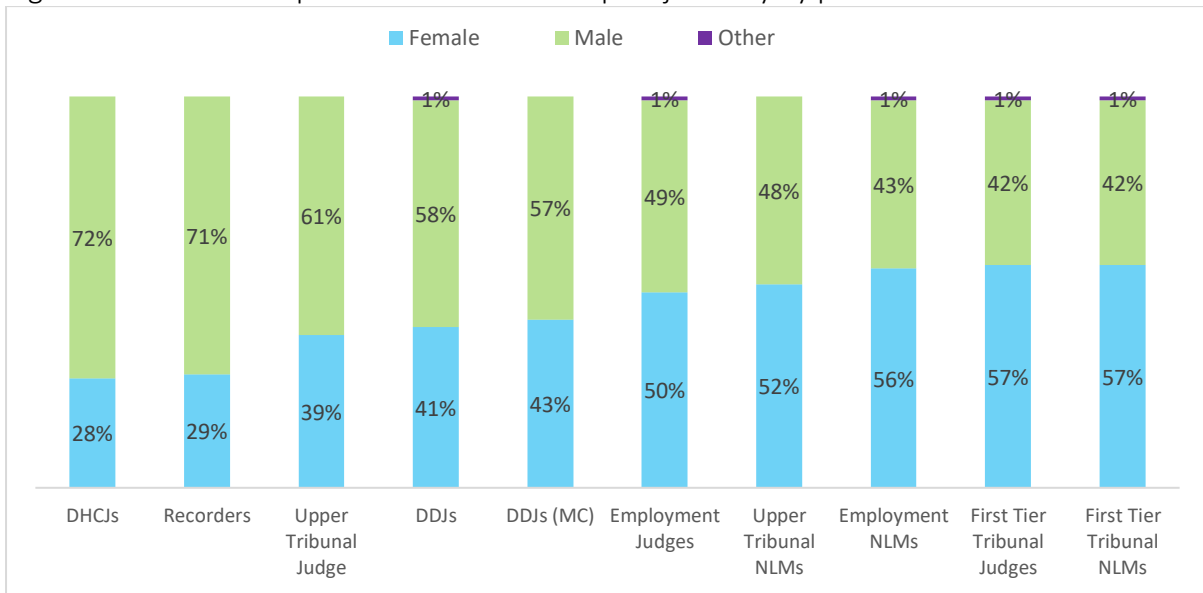


Figure 13.3: Gender representation in the fee-paid judiciary by post



13.2 Ethnicity

Figure 13.4: Ethnicity of the judiciary (salaried & fee-paid)

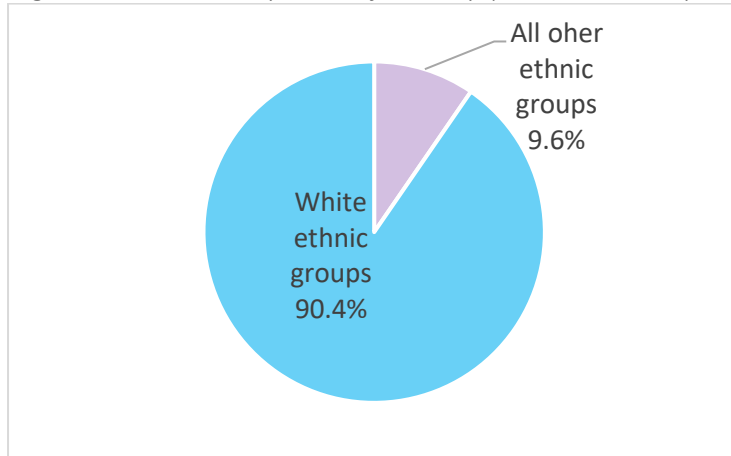


Figure 13.5: Ethnicity of judiciary

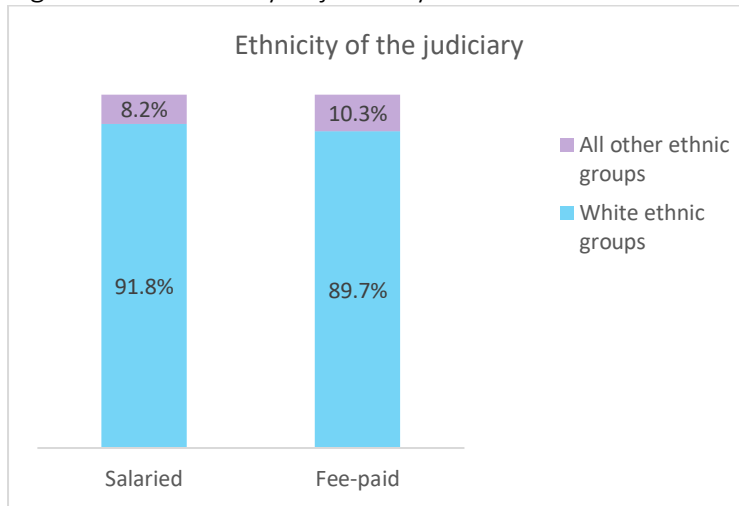


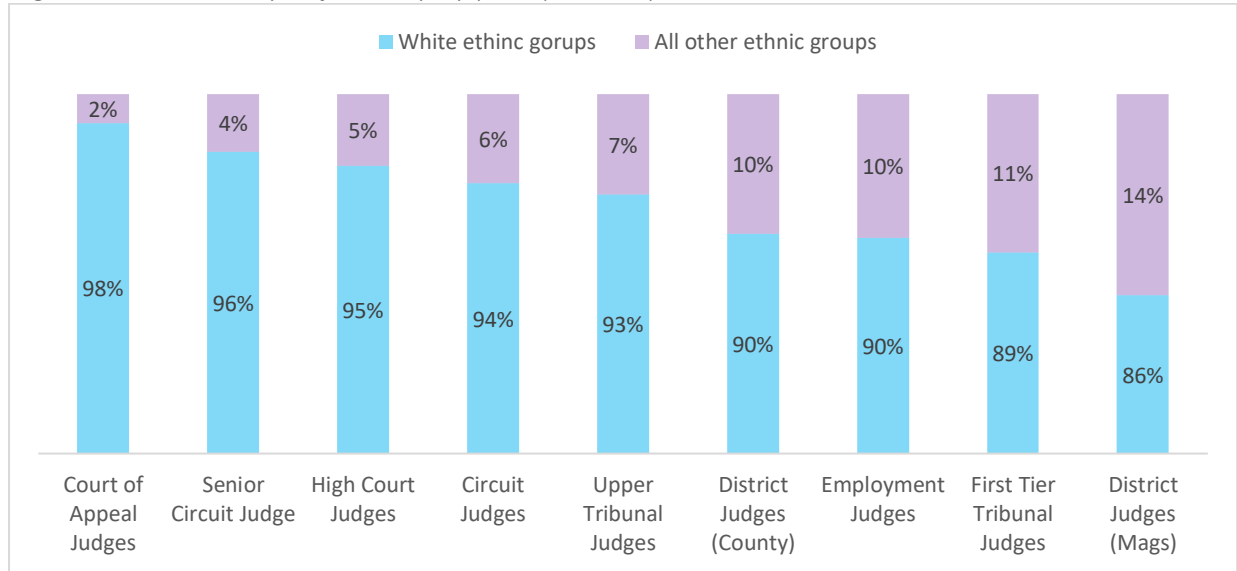
Table 13.2: Ethnic group representation in judiciary

	White	Asian	Black	Mixed	Other
Salaried Judges		4.5%	0.8%	1.6%	1.3%
	91.8%	8.2%			
Fee-paid Office Holders		5.1%	1.4%	2.6%	1.2%
	89.7%	10.3%			

By post

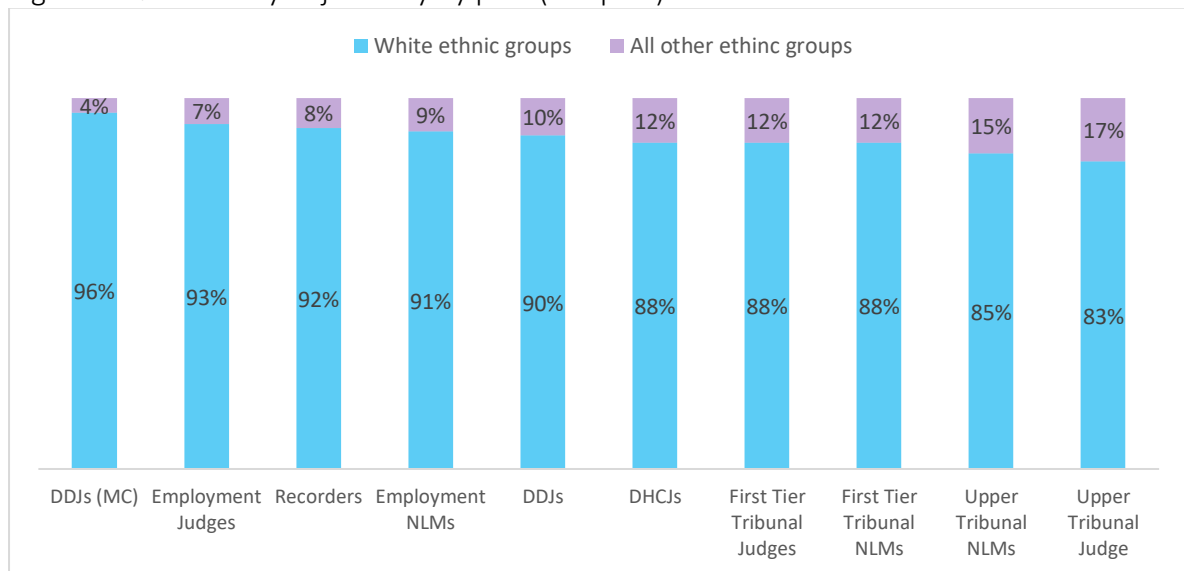
Most of the other ethnic group representation in the judiciary is made up of District Judges (both County and Mags) as well as Employment Judges and First Tier Tribunal Judges.

Figure 13.6: Ethnicity of judiciary by post (salaried)



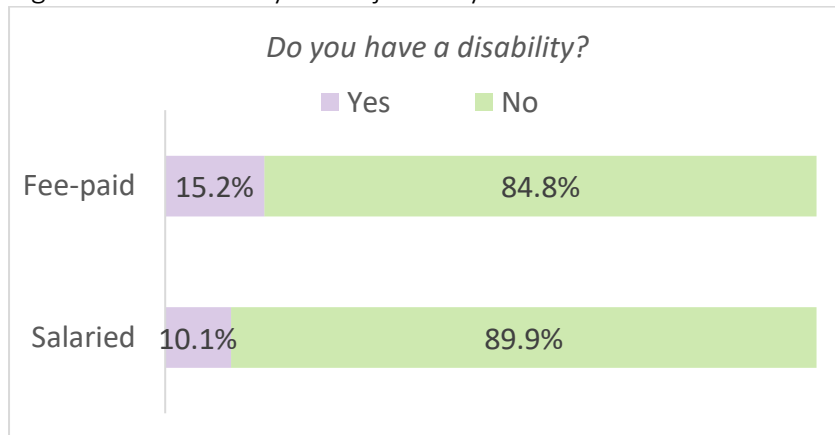
The highest proportions of the other ethnic group representation in the fee-paid judiciary is in the First Tier Tribunal and Upper Tribunal, both judges and NLMs.

Figure 13.7: Ethnicity of judiciary by post (fee-paid)



13.3 Disability

Figure 13.8: Disability in the judiciary



13.4 Caring responsibilities

Figure 13.9: Caring responsibilities in the judiciary (salaried)

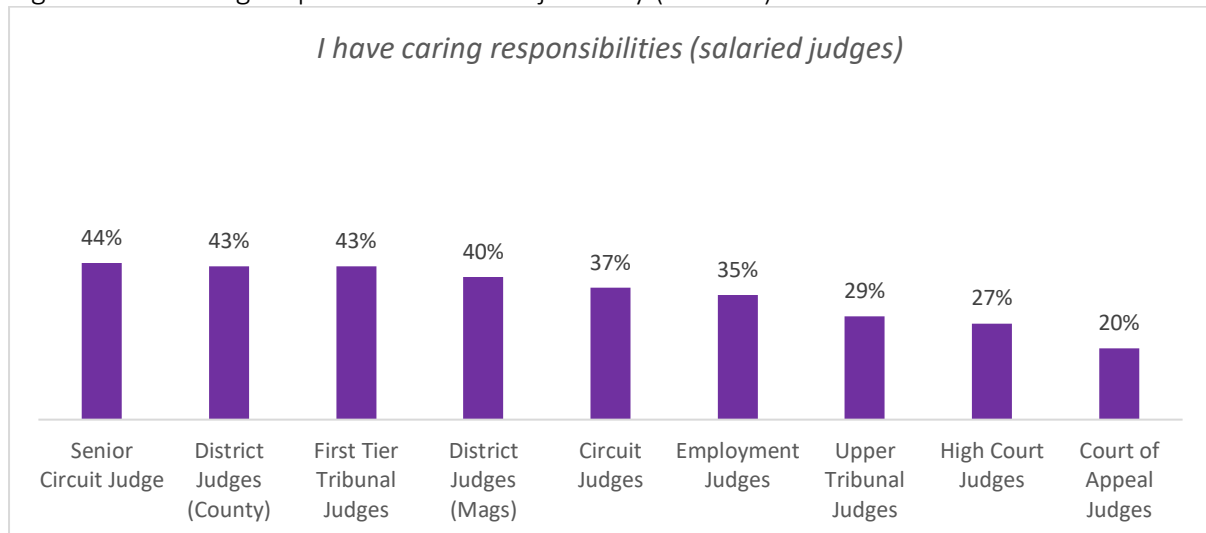
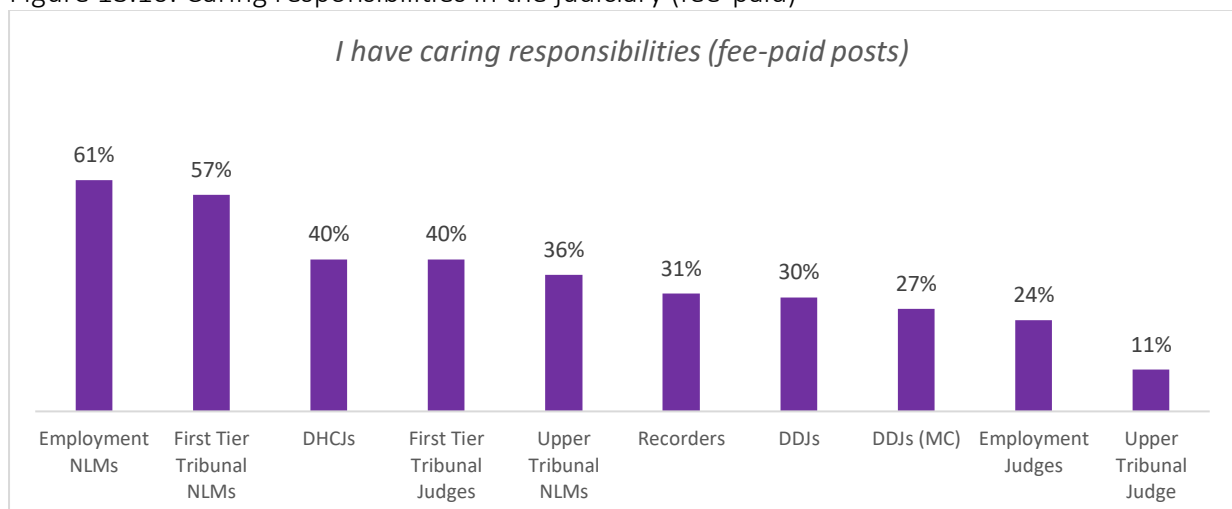


Figure 13.10: Caring responsibilities in the judiciary (fee-paid)



13.5 Education

13.5.1 Secondary education

Figure 13.11: Secondary education (salaried Judges)

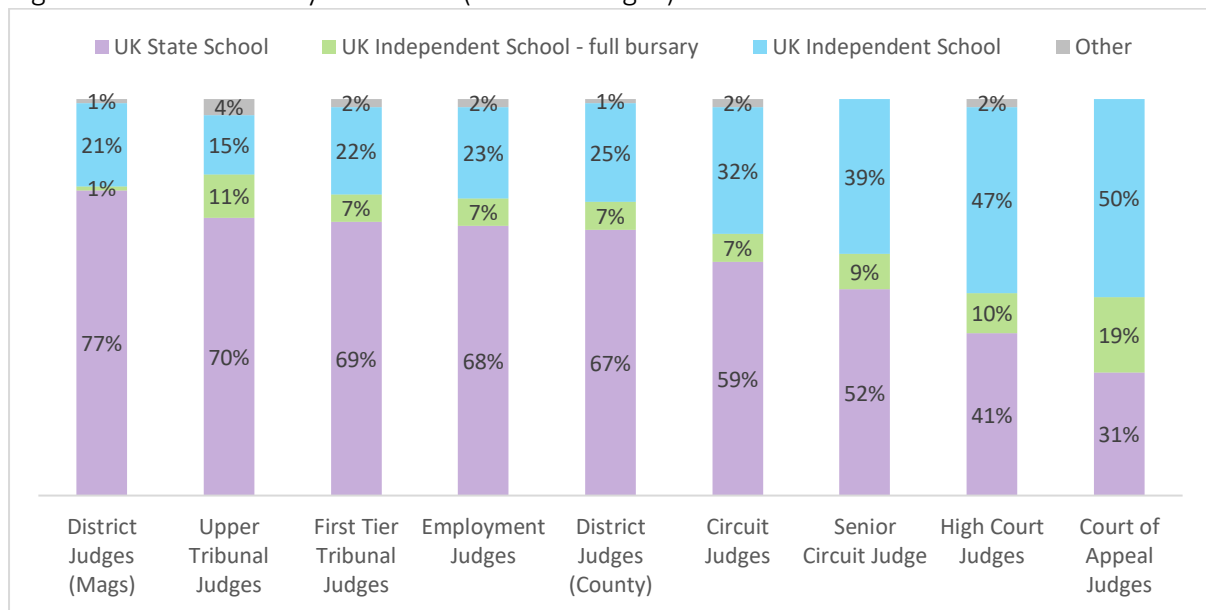
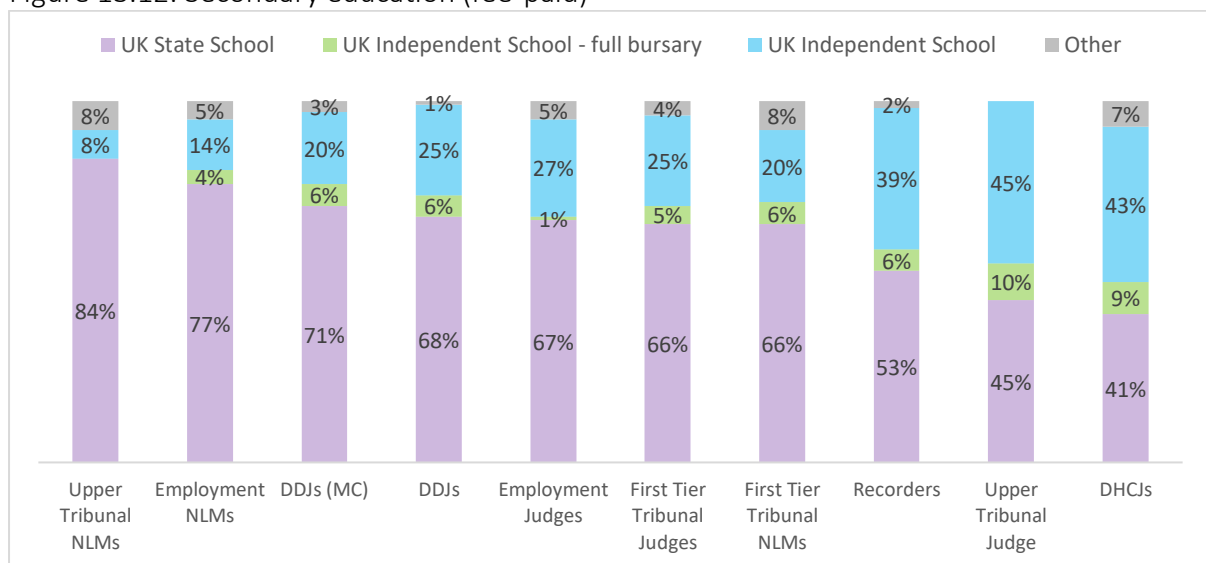


Figure 13.12: Secondary education (fee-paid)



13.5.2 University education

Figure 13.13: University education (salaried Judges)

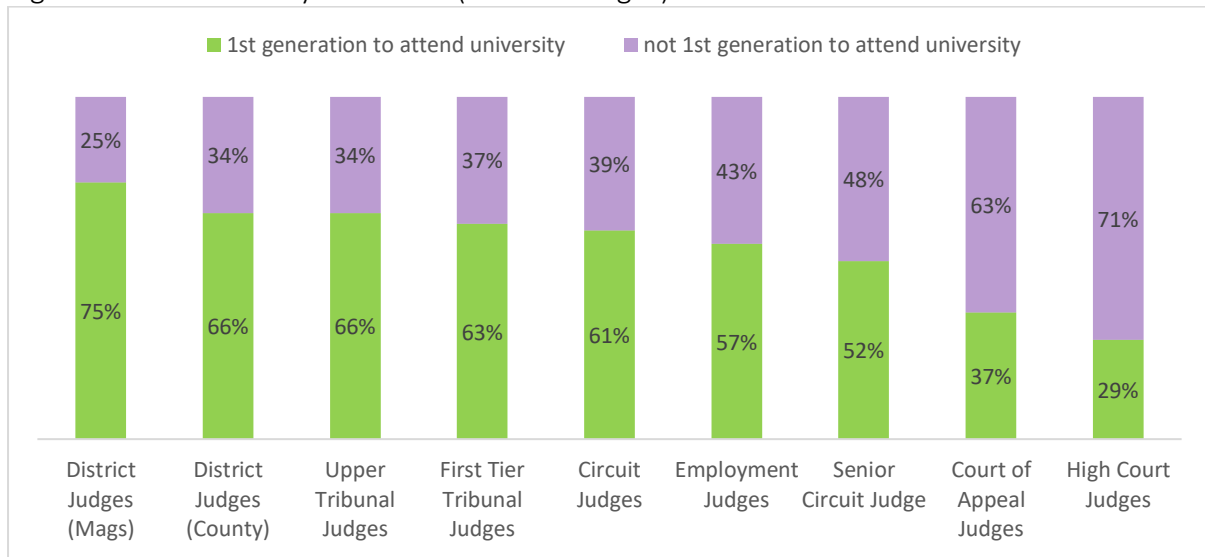
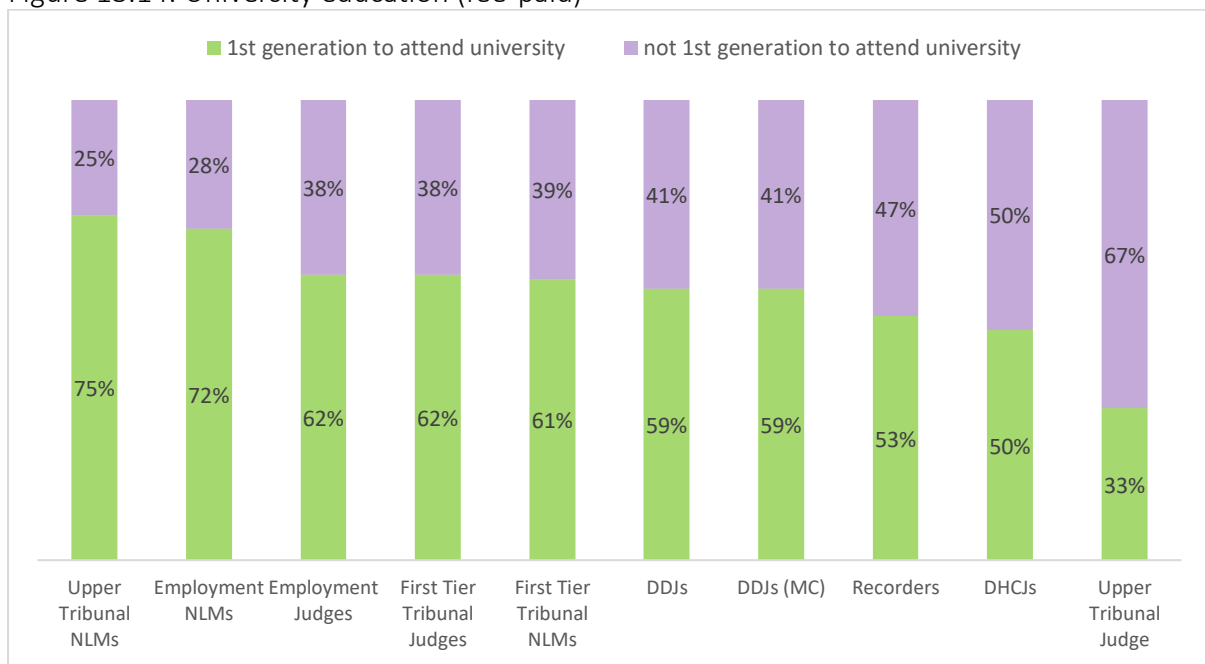


Figure 13.14: University education (fee-paid)



13.6 Professional background

Figure 13.15: Salaried judges: previous legal engagement

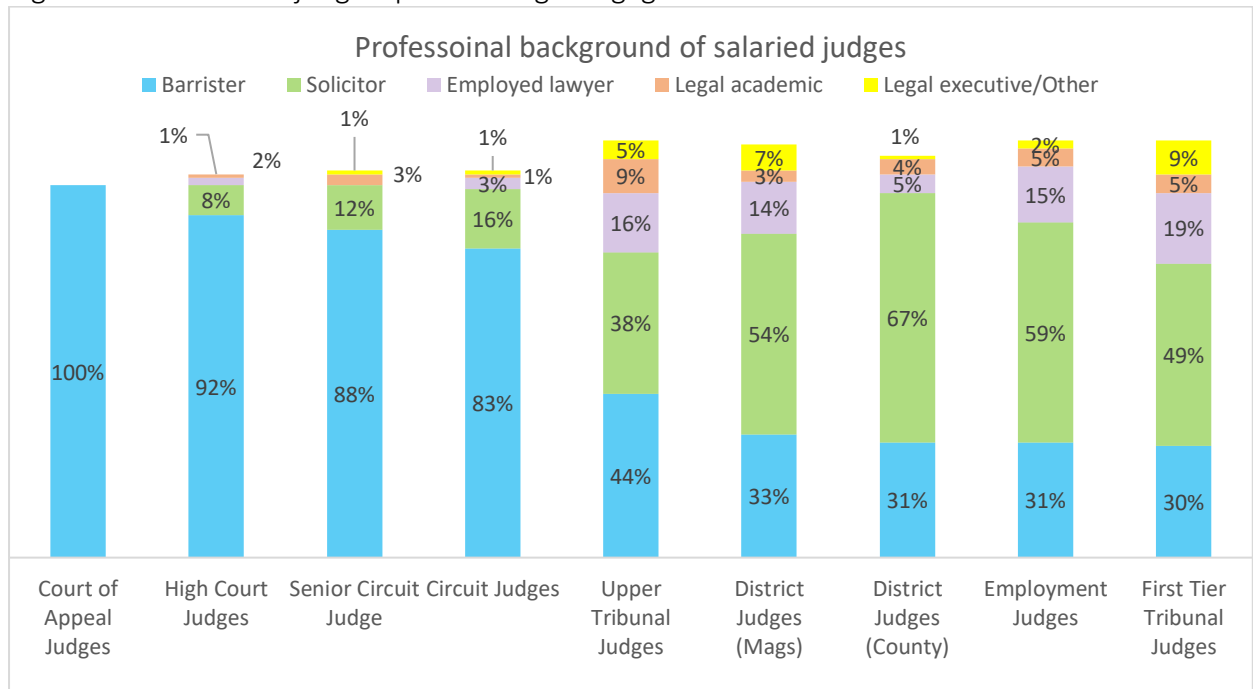
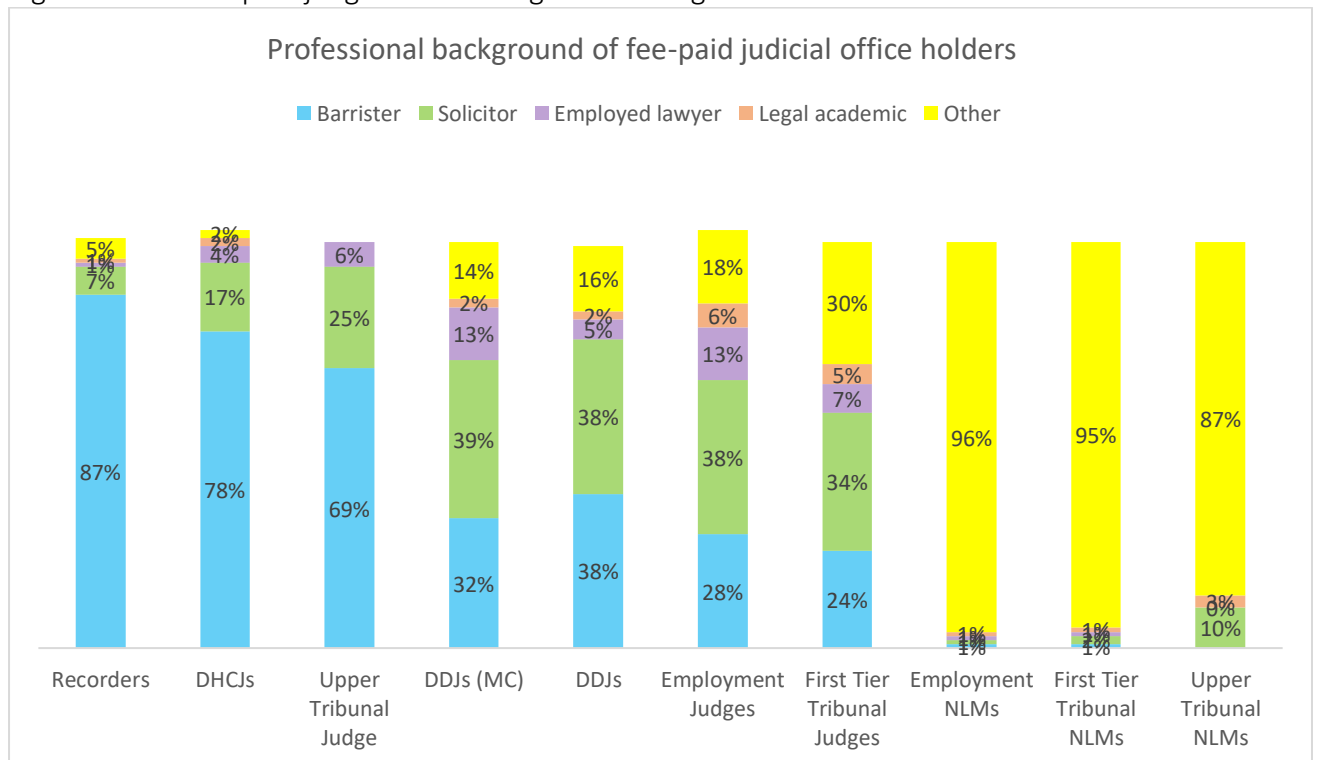


Figure 13.16: Fee-paid judges: current legal or non-legal role



13.7 King's Counsel

Figure 13.17: King's counsel (salaried judges)

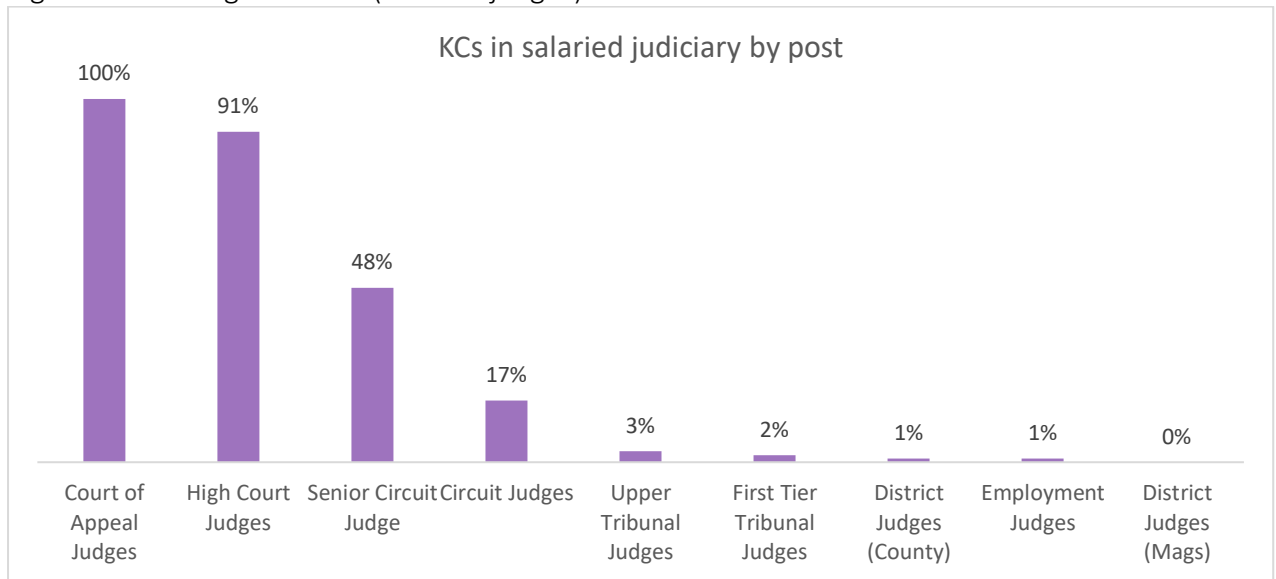
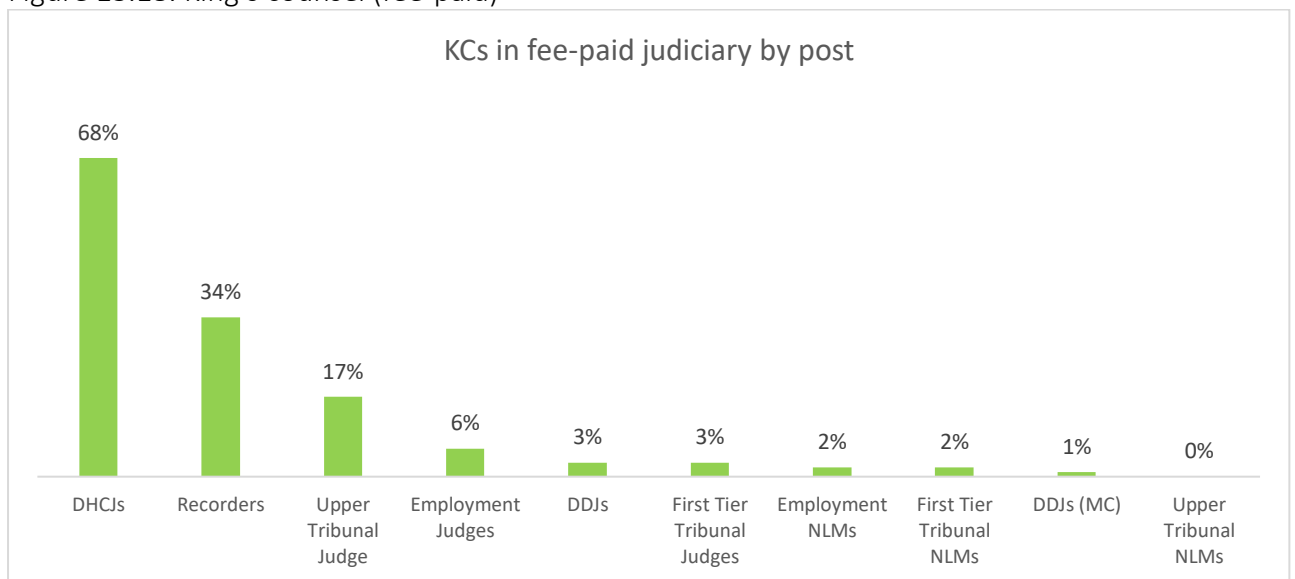


Figure 13.18: King's counsel (fee-paid)



13.8 Age

Figure 13.19: Current age 2022 (salaried judges)

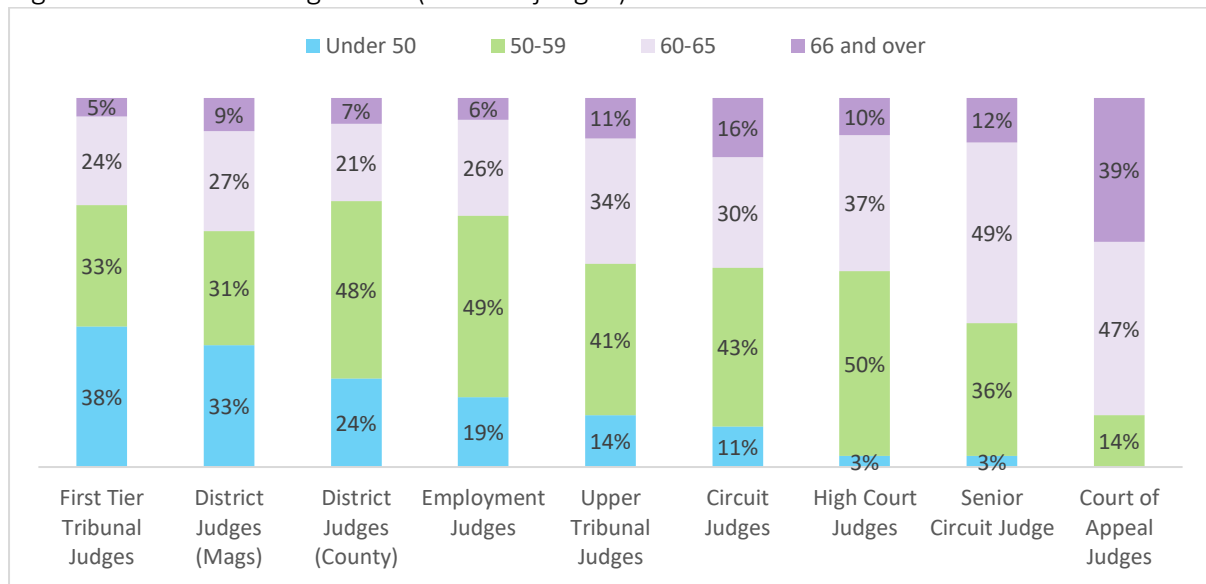
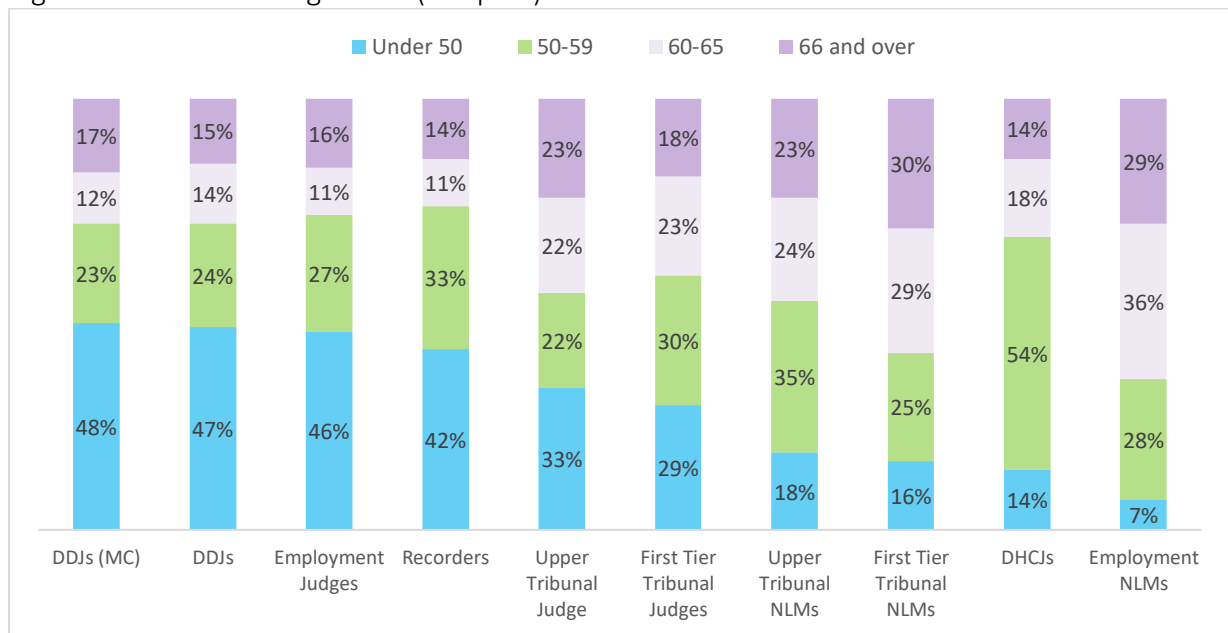


Figure 13.20: Current age 2022 (fee-paid)



13.9 Tenure in current post

Figure 13.21: Tenure in post as of 2022 (salaried judges)

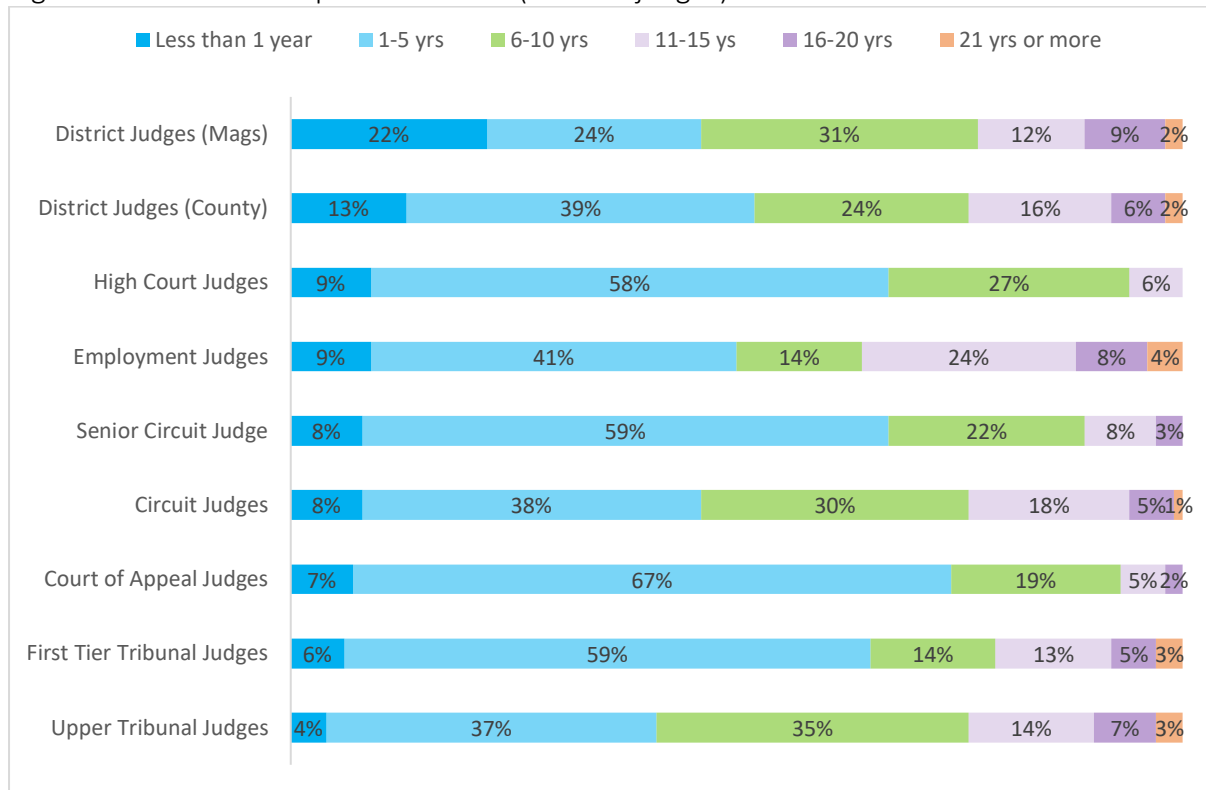
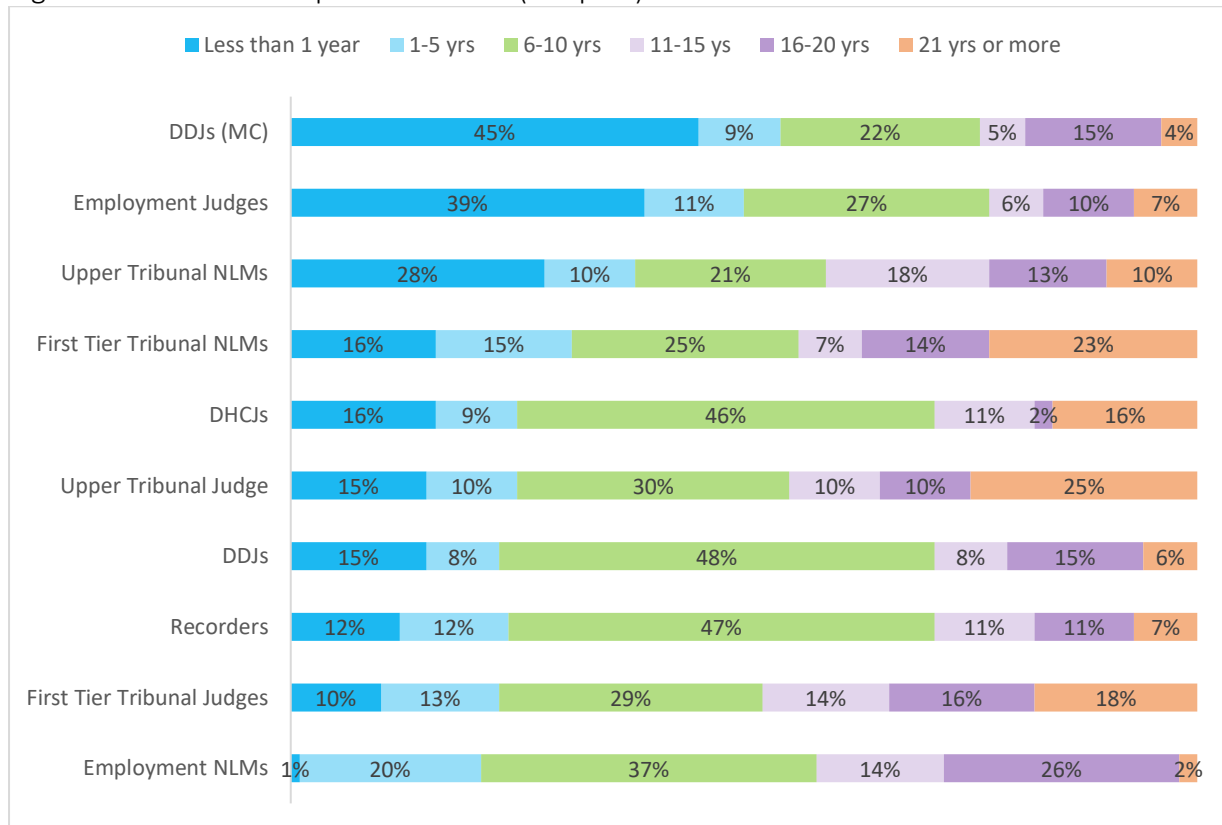
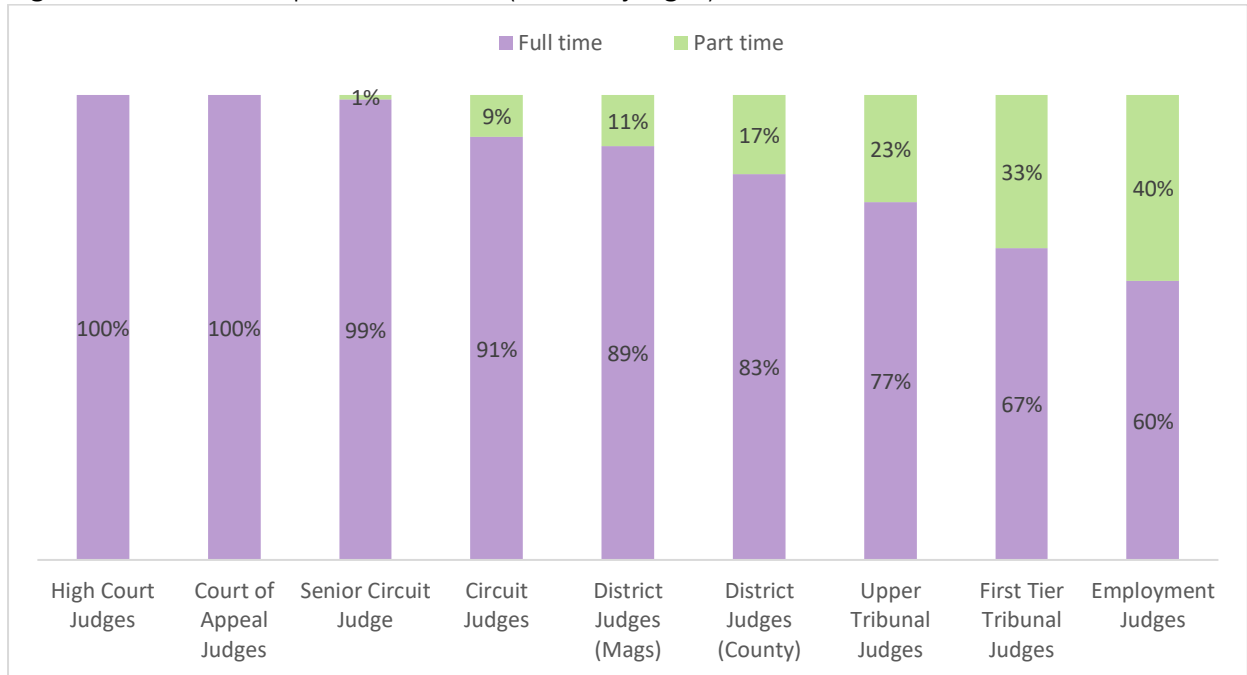


Figure 13.22: Tenure in post as of 2022 (fee-paid)



13.10 Full and part-time status

Figure 13.23: Full and part-time status (salaried judges)



13.11 Holding other judicial posts

Figure 13.24: Holding other posts (salaried Judges)

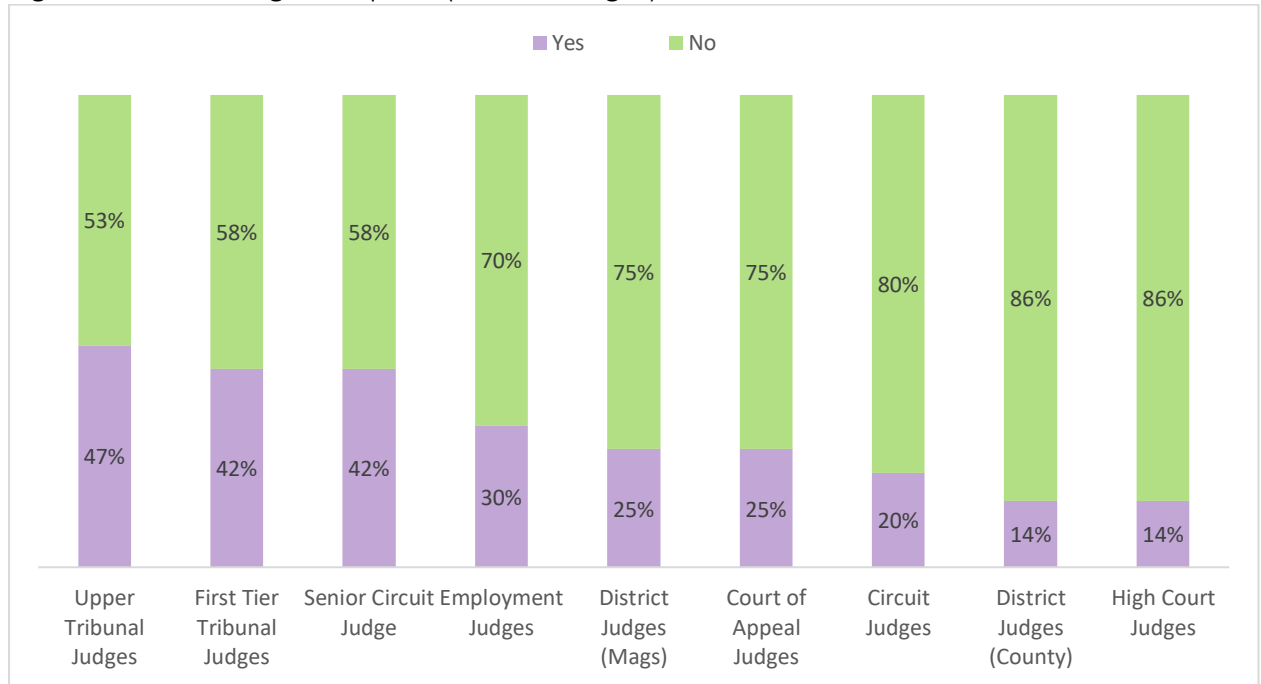
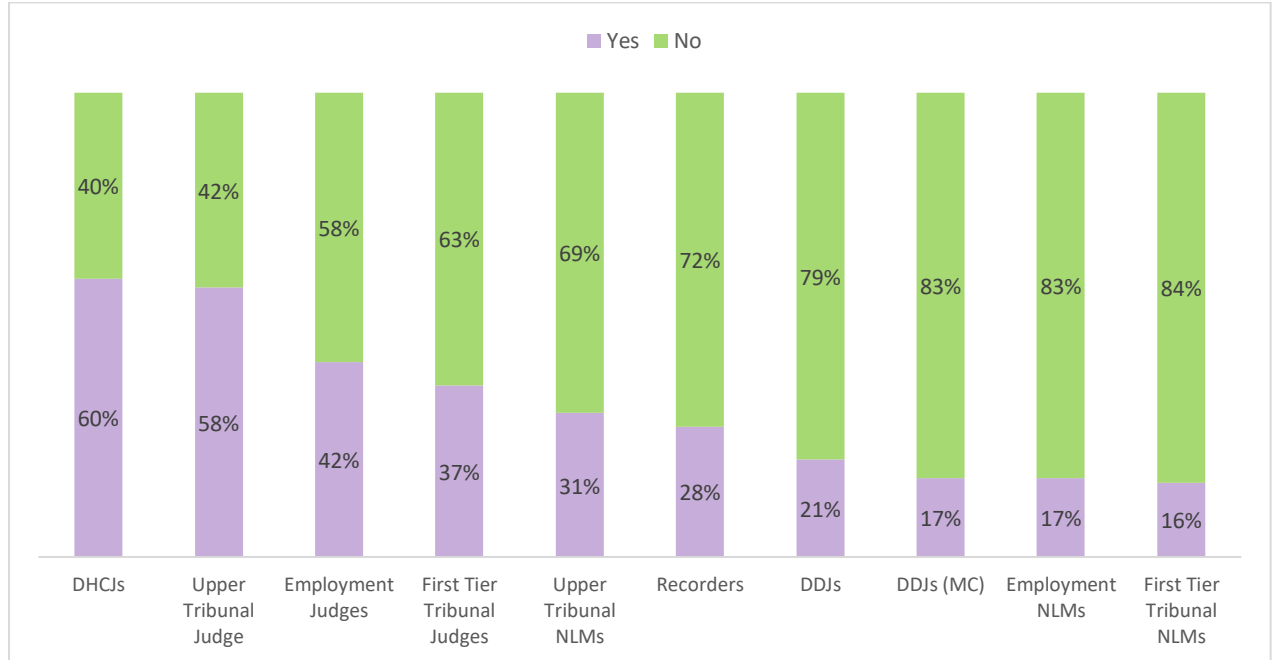


Figure 13.25: Holding other posts (fee-paid)

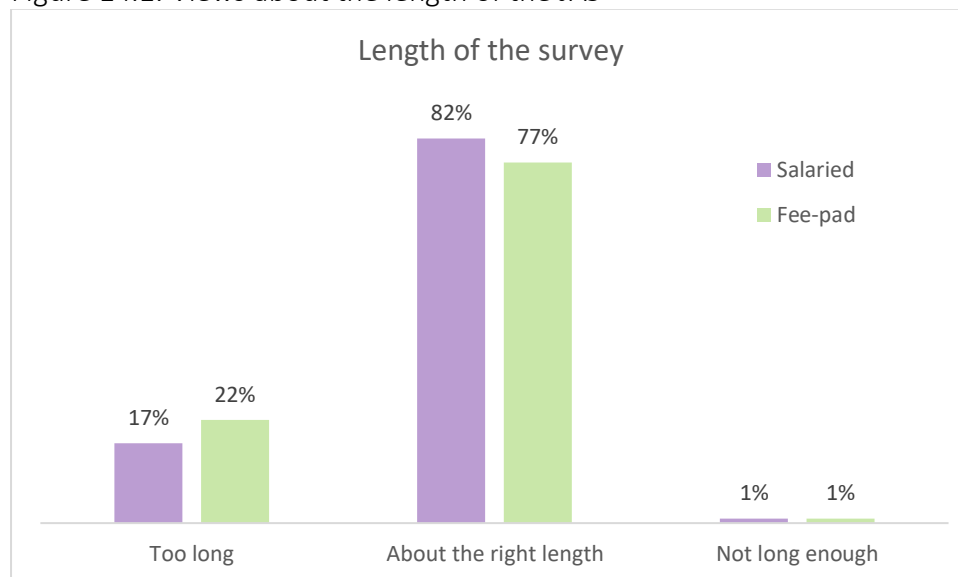


14. Judges' views about the JAS

14.1 Length of the survey

Most judges, whether salaried or fee-paid, felt the 2022 JAS was about the right length.

Figure 14.1: Views about the length of the JAS



14.2 Time to complete the survey

The largest proportions of both salaried judges and fee-paid judicial office holders took between 10 and 15 minutes to complete the survey.

Figure 14.2: Time to complete the JAS

