



MAGISTRATE RECRUITMENT ACTIVITY PARAMETERS

HMCTS uses the Judicial Deployment Protocol and supporting model as the basis for determining the level of sitting days required annually across the magistrates' courts and family court to dispose of cases.

The number of magistrates available to sit locally should reflect the level of sitting days required in each Local Justice Area and family panel area. The aim is that there should be sufficient magistrates to cover the business needs of local areas, whilst ensuring that magistrates are able to sit sufficient days to maintain their competences, without sitting for excessive days. These numbers should also take account of District Judge (MC) sitting days, together with resignations, retirements and transfers (that are known about) and the need to ensure that there are sufficient magistrates to act as Presiding Justices.

The number of magistrates required will be determined by a national capacity model co-owned by HMCTS Judicial Strategy and Workforce Planning (JSWP), and Data, Analysis and Insight (DAI) with the Secretary to the Advisory Committee advising the Advisory Committee in each region as part of the multi-year strategic judicial resource exercise which will also consider the deployment and recruitment requirements of District Judges (magistrates' courts). This will ensure that there is a single assessment of the recruitment requirements for all the Judiciary in magistrates' courts and family court.

The Secretaries to Advisory Committees, will have responsibility for co-ordinating the annual judicial resource exercise and will use the data gathered to inform decisions of Judicial Business Groups. The outputs of the model will then be shared with circuit-level governance groups, these groups along with Advisory Committees will be invited to make observations on the data through the Advisory Committee Secretary. These observations based on the modelling and local picture will form a recommendation for recruitment plans and presented to the Judicial Complement Group for agreement in accordance with their role in assessing business need and agreeing recruitment plans.