



# Ministry of JUSTICE

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Dear Mr Higginbottom,

## DEPARTMENTAL EVIDENCE TO THE SENIOR SALARIES REVIEW BODY

1. I am writing further to Dawn Camus' letter dated 20 July, requesting the Ministry of Justice's evidence for the 2013 Review Body Report on Senior Salaries.
2. The main points about a post-pay freeze judicial pay settlement covered in this evidence are as follows:
  - public sector pay policy is that public sector pay awards will average 1% in both 2013-14 and 2014-15;
  - current public sector pay policy in particular means that an across the board pay settlement of 1% would be appropriate for the judiciary. It would not be possible to implement the SSRB's major review recommendations as a whole across the United Kingdom and stay within the stipulated 1% average increase in paybill;
  - the Ministry is required to meet challenging efficiency targets for 2013-14 and beyond; and
  - any increases in judicial pay, as with any other inflationary pressures on budgets, must be absorbed within the existing budgets.
3. By way of useful background, information about a range of Ministry of Justice initiatives is at **Annex B**.

## **PUBLIC SECTOR PAY POLICY**

4. In June 2010, the Government announced that there would be a two year pay freeze for those in the public sector earning over £21,000 from 2011-12.
5. Public sector pay policy for the two years immediately following the pay freeze was explained by the Chancellor of the Exchequer in his November 2011 Autumn Statement which set out that public sector pay awards would average 1% in both 2013-14 and 2014-15. Therefore, the context within which any judicial pay settlement directly after the pay freeze would take place is clear.

## **MAJOR REVIEW**

6. In March 2011, following the Government's pay freeze announcement, the Review Body made a range of recommendations further to its most recent major review of the judicial salaries structure, both about changes to the structure and about individual posts. The Government's response to the recommendations was that, given that there was a pay freeze in place, it would not respond to them immediately, but would do so in due course. Public sector pay policy following the pay freeze was not known at that stage.
7. The Government's response to the 2012 Review Body Report on Senior Salaries, coming as it did after the Chancellor of the Exchequer's 2011 Autumn Statement announcement about future public sector pay policy, was that it continued to consider the major review recommendations in the context of the announcement, and would respond to the recommendations as a whole when able to do so.
8. We have costed the implementation of the Review Body's recommendations about a new judicial salaries structure, and posts the Review Body states should be regraded, at nearly 2% of paybill in England and Wales. Scotland and Northern Ireland have separate paybills. The cost of implementing the SSRB's salaries structure recommendations alone in those jurisdictions has been calculated at 1.55% and 2% of paybill, respectively. It would not, therefore, be possible to implement the SSRB's major review recommendations as a whole and stay within the stipulated 1% average increase in paybill.
9. It is important also to note that the above costings do not include the impact of any uplift in pay for the non-legally qualified fee-paid judiciary because there is no read across to them from the major review recommendations.

## **RECRUITMENT**

10. In 2011/12, the Judicial Appointments Commission (JAC) reported on 25 exercises to the Lord Chancellor, an increase from the 2010/11 figure of 21. JAC data shows that the general recruitment position remains healthy with no reduction in candidates despite an increase in the numbers of selection exercises and vacancies.
11. Whilst I note the review Body's comments in recent reports on senior salaries about group 4 posts in Northern Ireland and Scotland in particular, which the previous Lord Chancellor acknowledged, I understand that a recent High Court selection exercise in Northern Ireland attracted a sufficient number of applications and was successful in securing the required number of appointees.

12. As we have set out previously, a forecasting process is in place to help identify future judicial recruitment requirements. This uses a variety of information to identify the number of judicial vacancies anticipated over a three year period, including: statistics on likely future workload; local knowledge of past promotion trends and expected retirements; and an analysis of the possible effects of policy initiatives on the level of court business. This process enables HM Courts and Tribunals Service (HMCTS) to assess affordability and business needs to assist the JAC in managing its recruitment programme to ensure suitable candidates are available to fill vacancies as required.

13. The JAC will of course be providing you with its own evidence about recruitment.

## **RELATIONSHIPS WITH THE JUDICIARY**

14. Representing the views of the judiciary, and their welfare, is now constitutionally a matter for the Lord Chief Justice. It is not, therefore, appropriate in this evidence to include comment about motivation and morale. However, **Annex G** of this evidence summarises areas in which HM Courts and Tribunals Service and the judiciary at all levels are working closely to deliver successful outcomes within the justice system.

## **APPROPRIATE LEVEL OF AWARD**

15. Given in particular current public sector pay policy; the cost of implementing the major review recommendations; the implications for the non-legally qualified fee-paid judiciary of implementing those recommendations; and the generally healthy judicial recruitment position, the appropriate level of award for 2013-14 is 1% for all judiciary.

## **OVERALL MINISTRY OF JUSTICE CONTEXT**

16. The Ministry of Justice's Comprehensive Spending Review 2010 (CSR10) settlement which covers the four years from 2011/12 to 2014/15 is extremely challenging. In real terms, the MoJ Spending Review (SR) settlement represents a reduction in Resource DEL (RDEL) of 23% and a 33% real reduction in the Department's administration budget over the course of the SR, requiring the Ministry to deliver annual savings of well over £2 billion by 2014/15.

17. In the Autumn Statement on 29 November 2011 the Chancellor of the Exchequer announced a further savings requirement in relation to public sector pay restraint of £42.7m in 2013/14 and £85.3m in 2014/15 for the Ministry of Justice. This increased the scale of the challenge to live within budget, increasing the RDEL reduction to 24%.

18. The Ministry developed detailed plans and initiatives to support delivering the SR settlement but several significant changes have taken place since the SR was agreed. These include losses of and delays to planned savings, as well as unexpected volume increases in some areas. The tightening economic and fiscal position over the past three years has also led to further cost pressures for the Department. All inflationary pressures on budgets, including increases in judicial pay, will have to be absorbed within the existing budgets. While every effort will be made to absorb inflationary pressures through efficiency improvements, some savings scenarios may come with the risk of operational consequences for service delivery.

## HER MAJESTY'S COURTS AND TRIBUNALS SERVICE

### CSR10 Settlement

19. CSR10 provided stretching budgetary targets for HMCTS and the agency continues to deliver savings year on year. These savings have primarily been delivered from the launch of the courts and tribunals business model, reductions in administrative staff head count, improved procurement, increased productivity, and a programme of targeted change programmes. This drive to deliver efficiencies will continue throughout the remaining CSR10 period and, in all likelihood, beyond.

### Judicial Remuneration

20. Judicial Remuneration, including for part time office holders, accounted for £463M (43% of the HMCTS 2011-12 resource budget) in 2011-12. Judicial remuneration is expected to remain constant at £462M in 2012-13 (44% of the HMCTS 2012-13 resource budget). 71% of these costs relate to permanent salaried judiciary with the remaining 29% paid to fee paid judiciary for specific sitting days and sessions.

### Efficiencies

21. By the end of 2012-13 HMCTS will have achieved total savings of £190m in this SR period. By the end of 2014-15 it expects to have delivered at least £250M savings from the 2010-11 baseline. If these efficiencies are not found or if additional pressure is added to the HMCTS planning assumptions, then compensatory savings will have to be found elsewhere within HMCTS' allocation to achieve a balanced budget.

### Impact of Increases in Judicial Salaries and Fees

22. The impact of increases between 1 and 3 per cent in judicial salaries and fees would be as follows:

- 1% would increase annual spend by £5m.
- 2% would increase annual spend by £9m; and
- 3% would increase annual spend by £14m

As set out above, though, current public sector pay policy sets out that public sector pay awards will average 1% in both 2013-14 and 2014-15.

23. Any increase above the planning assumptions for HMCTS would create pressures impacting directly on operational areas of HMCTS. The achievement of HMCTS's level of service across the range of jurisdictions is reliant on its ability to fund a sufficient number of sitting days and each 1% increase in judicial pay costs for HMCTS would be equivalent to the cost of 900 crown court days or, on average, 9,000 chairmen days in tribunals (specific tribunal jurisdictions will vary).

### Departmental Objectives

24. HMCTS plays a key role in carrying out the Ministry's objectives, which support ongoing work to improve public services. Any settlement above the proposed level would impact on its ability to meet them.

## MACROECONOMIC CONTEXT

25. I understand that evidence on the general economic context will be sent to you separately by Cabinet Office.

## OTHER MATTERS

### Judicial Pensions

26. In July, the Lord Chancellor wrote to the Lord Chief Justice, the Chancellor of the High Court and the Judicial Pensions Committee setting out proposals for judicial pension reform aimed at ensuring long-term sustainability and demonstrating a greater fairness to the taxpayer in how public service pension benefits are funded. The proposals have also been shared with judicial representative bodies and placed on the judicial intranet.

27. Judicial pensions must in future share the common elements and the overall framework of reformed public service pensions generally, while seeking to continue to offer valuable pensions for the judiciary for the future.

28. The options for judicial pensions reform that have been put to the judiciary are as follows:

- judicial membership of the reformed Principal Civil Service Pension Scheme (PCSPS);
- a pension scheme which is in line with the preferred scheme design set out in the Government paper of November 2011 "Public Service Pensions: good pensions that last"; and,
- a reformed Judicial Pension Scheme analogous with the reformed PCSPS but open to judicial office holders only.

29. Each of the options proposed would result in a necessary rebalancing of costs between the judiciary and the tax payer. It is intended that discussion with the judiciary on the proposals should conclude by October with the necessary changes to judicial pension provision being made through the Public Service Pensions Bill, published in September. Part of the proposition is protection for those serving judges aged 55 and above with some further tapering protection for those just younger than this. The protection will apply to those in post on 1 April 2012 at the given age.

30. Alongside the proposed reform that will take effect from 1 April 2015, the Government's decision to increase existing scheme contributions will continue to be implemented with the expectation that the 1.28% points increase of 1 April 2012 will be followed by further increases in 2013 and 2014 through to a level of 3.2% points. New scheme contribution levels are to be confirmed, but are expected to be in the region of 7.35% or 9% subject to earnings levels.

### Tribunals Transfers

31. In your letter commissioning this evidence you requested information about the Ministry's programme of transferring Other Government Department (OGD) tribunals into HMCTS. In line with current Government policy, we have continued to transfer tribunals into the HMCTS system and the programme is now almost complete. The Property Chamber is the last chamber to be established in the first tier tribunal and will be completed in spring 2013. In considering whether and when to transfer the remaining OGD tribunals, we will need to consider how such transfers complement the wider principles of accessibility, fairness, and efficiency which we are developing as part of our work on the administrative justice strategy.

### Review of the SSRB's Terms of Reference

32. The Ministry of Justice will, as suggested in Dawn Camus' letter, wish to feed into the review of the SSRB's terms of reference.

## Northern Ireland

33. We have explained in an earlier evidence document that in April 2010 the majority of executive functions vested in the Lord Chancellor relating to the judiciary and the administration of the courts in Northern Ireland transferred to the Department of Justice for Northern Ireland. The Lord Chancellor has, though, retained responsibility for a number of functions in Northern Ireland, including judicial remuneration for excepted offices, which would previously have been delivered through his officials in the then Northern Ireland Court Service, now the Northern Ireland Courts and Tribunals Service (NICTS), an agency within the Department of Justice for Northern Ireland. Those functions are now delivered through officials in this Ministry. Additional information about the Northern Ireland judiciary, collated with the assistance of NICTS officials, is, therefore, included in this letter further to your letter to NICTS dated 20 July.
34. Statistical information about the Northern Ireland judiciary may be found in annexes to this letter. You have also asked:
- for NICTS' pay proposals for the judiciary for 2013-14 and for its response to the major review recommendations and the Devolved Administration's intentions on pay settlements. The remuneration of excepted judicial offices and the major review response is covered by the general evidence set out in this letter. We cannot give you information about the position of the Devolved Administration;
  - for the numbers of 'Diplock trials' held without a jury at County and High Court level in each of the last five years and the impact of such trials on the judiciary, and if any further review of such trials is planned. The table at **Annex E** shows the number of non-jury ('Diplock') trials held in Northern Ireland from 2007 to 2011. This shows that the number of cases dealt with at County Court level has increased recently, with an associated decrease in cases dealt with at High Court level. As noted previously by the Review Body, the current salary uplift for County Court Judges in Northern Ireland will be retained while the non-jury trial provisions of the Justice and Security (NI) Act 2007 remain in force. The provisions are currently in place until July 2013 and will be subject to review; and,
  - any further effects on the judiciary from the devolution of responsibility for justice to the Northern Ireland Executive. We have nothing to add on this point to the response set out in last year's MoJ SSRB information document, which was that there are judicial representatives on the NICTS agency board and other fora, but it is too early in the devolution process to determine any particular impacts.

## Statistics

35. Tables showing the composition of the judiciary in England and Wales and Northern Ireland are at **Annex C**.
36. Tables showing judicial retirement ages are at **Annex D**. These appear to highlight no particular trend.
37. The current judicial salaries and fees schedules are at **Annex F**.

## Expenditure Tables

38. **Table 1, Annex A**, summarises 2011-12 expenditure by MoJ central and HMCTS. **Table 2** shows 2011-12 expenditure for the National Offender Management Service (NOMS). Taken together, these figures comprise most of the Ministry's expenditure during 2011-12. **Table 3** shows the judicial pay bill in Northern Ireland for 2011-12.

## Oral Evidence

39. We look forward to meeting the Review Body on 30 October to discuss points covered in this evidence.

**DUNCAN RUTTY**

Table 1 - Analysis of HMCTS and MoJ Central 2011/12 expenditure

	HMCTS	MoJ Central including JPG
	£m	£m
<b>Staff Costs</b>	12.7	243.9
<b>Administration Costs</b>	13.5	130.1
<b>Accommodation/IT Costs</b>	0.1	38.3
<b>Other Programme Costs (Jurors/Other courts/tribunals costs)</b>		-
<b>Other Programme Costs (Staff Costs)</b>	617.8	92.3
<b>Other Programme Costs (IT/Accommodation costs)</b>	265.2	133.6
<b>Other Programme Costs (Other costs)</b>	651.6	397.1 <sup>(3)</sup>
<b>Judicial Salaries paid from Consolidated Fund</b>	<sup>(1)</sup> 126.4	-
<b>Judicial Salaries paid from Departmental Vote</b>	<sup>(2)</sup> 102.5	-
<b>Judicial ERNIC</b>	40.3	-
<b>Judicial ASLEC</b>	73.3	-
<b>Judicial/Lay/Medical Members Fees</b>	120	-
<b>Judicial/Lay/Medical Members T&amp;S</b>		-
<b>LEGAL AID</b>		2184.0 <sup>(4)</sup>
<b>Judicial Appointments Commission</b>		5 <sup>(5)</sup>
<b>Information Commissioner</b>		4 <sup>(6)</sup>
<b>Legal Services Board</b>		0 <sup>(7)</sup>
<b>Office of Legal Complaints</b>		(0.1) <sup>(8)</sup>
<b>Youth Justice Board ( Admin Staff Costs)</b>		12.3 <sup>(9)</sup>
<b>Youth Justice Board (Admin non Staff Costs)</b>		5.2 <sup>(9)</sup>
<b>Youth Justice Board ( Programme Staff Costs)</b>		_ <sup>(9)</sup>
<b>Youth Justice Board (Programme non Staff Costs)</b>		360.3 <sup>(9)</sup>
<b>TOTAL</b>	<b>2,023.4</b>	<b>3,606.2</b>

## Notes:

- <sup>1</sup> Figure represents an amount which, whilst paid from the Consolidated Fund, forms part of HMCTS's budget.
- <sup>2</sup> The HMCTS figure for judicial salaries paid from Departmental Vote includes expenditure on both judicial fees and salaries as set out in the published accounts.
- <sup>3</sup> Figure considerably higher than previous years due to NOMS estates, shared services and procurement budgets being transferred to MoJ Centre and now the inclusion of spend relating to Justice Policy Group (JPG).
- <sup>4</sup> Figure represents total spend attributable to the Legal Services Commission.
- <sup>5</sup> Figure represents total spend attributable to the Judicial Appointments Commission.
- <sup>6</sup> Figure represents total spend attributable to Information Commissioner's Office.
- <sup>7</sup> Figure represents total spend attributable to Legal Services Board.
- <sup>8</sup> Figure represents total spend attributable to Office of Legal Complaints.
- <sup>9</sup> Figure represents total spend attributable to Youth Justice Board.

Previously we have included JPG and YJB under a separate table. Due to changes in the way spend is reported in the Ministry of Justice Annual Report and Accounts these have now been incorporated in the table above.

**Table 2 - Analysis of NOMS 2011/12 expenditure**

<b>Analysis of NOMS Expenditure, 2011/12</b>			
	<b>Probation</b>	<b>Other</b>	<b>Total NOMS</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>
Admin Staff Costs	0.000	66.090	66.090
Admin non-Staff Costs	0.000	55.413	55.413
Programme Staff Costs	676.011	1,617.114	2,293.125
Programme non-Staff Costs	199.183	1,755.901	1,955.084
<b>Total (Gross)</b>	<b>875.194</b>	<b>3,494.518</b>	<b>4,369.712</b>
Income	-31.774	-403.215	-434.989
<b>Total (Net)</b>	<b>843.420</b>	<b>3,091.303</b>	<b>3,934.723</b>

Notes:

1. The figures in the table may be subject to rounding.
2. These are consolidated outturn figures, as per the published final accounts.
3. 'Other' column includes prisons and central NOMS expenditure.
4. Probation includes expenditure met by local Trusts only.
5. Figures on non-pay include £39m towards impairments.

**Table 3 - Judicial pay bill Northern Ireland, 2011-12**

**Judicial Pay Bill Northern  
Ireland 2011-12**

	<b>Salary</b>	<b>ERNI</b>	<b>ASLC</b>	<b>Total</b>
<b>Consolidated Fund</b>	6,872,187	842,405	2,209,408	9,924,000
<b>Departmental Vote</b>	1,989,290	255,778	620,348	2,865,416
<b>Total</b>	<b>8,861,477</b>	<b>1,098,183</b>	<b>2,829,756</b>	<b>12,789,416</b>
<b>Note</b>				
<b>Consolidated Fund Judiciary:</b>				
Lord Chief Justice				
Lord Justice of Appeal				
High Court Judge (Inc. Pres Land Trib)				
Member Lands Tribunals				
Recorder of Belfast				
County Court Judge				
District Judge Magistrates Court				
<b>Departmental Vote Judiciary:</b>				
Chief Social Security and Child Support Commissioner				
Social Security and Child Support Commissioner				
Senior Coroner				
Coroner				
District Judge (Civil)				
Master of the Supreme Court				
President Appeals Tribunal*				
Deputy President Appeals Tribunal*				
Fixed Term Coroner**				
Official Solicitor				

Includes devolved posts for which NICTS are responsible.

\* Costs for The Appeals Tribunal are charged back to the NICS Department with statutory responsibility (DSD).

\*\*Fixed term appointment ended 14/9/11

## MAJOR INITIATIVES

### Justice Policy Group

1. Justice Policy Group (JPG) is the Group within MoJ which facilitates the relationship between the judiciary and the Executive, whilst maintaining judicial independence and honouring the rule of law. This includes the policy on the appointment of judicial office holders, as well as judicial terms and conditions. JPG has frequent contact with those who interact with the judiciary; HMCTS, UK Supreme Court, the Judicial Appointments Commission & the Judicial Office (including the Judicial College).
2. JPG recognises that our judiciary has a world wide reputation for integrity and independence and that this is, in no small measure, down to the process by which judges are appointed. That process was the subject of a significant overhaul with the passage of the Constitutional Reform Act 2005 and the creation of the Judicial Appointments Commission. These reforms have led to increased public confidence in the appointments process by making it more independent and transparent.
3. After six years of operation, JPG believes that it is right that we take stock of the new regime to see where we can make further improvements and one such area is in relation to judicial diversity. It is undoubtedly the case that progress has been made over the last decade. Ten years ago little over 10% of judges were women and around 2% were from a black or other minority ethnic background. Today those figures are around 22% and 5% respectively. This is welcome progress, but we need to do better to ensure that the judiciary fully reflects the communities it serves. A judiciary which is visibly reflective of society will enhance public confidence in the justice system as a whole. Judges must always be appointed on merit, but this does not conflict with having a judiciary representative of modern society and remunerated accordingly.
4. Through the Crime and Courts Bill currently progressing through Parliament, MoJ wishes to facilitate greater opportunities for part-time working at the most senior levels of the judiciary by providing for the statutory limits on the number of High Court, Court of Appeal and Supreme Court judges to be expressed in terms of full-time equivalents. We are also providing that, where two candidates are equally meritorious, it will be possible to select the candidate from an under represented group.
5. We are also taking the opportunity to achieve a better balance between executive, judicial and independent responsibilities in the appointments process. The Lord Chancellor has a legitimate role to play in ensuring the efficiency, effectiveness and integrity of the appointments process as a whole but MoJ feels the Lord Chancellor does not need to have a hand in all judicial appointments. Accordingly, the Bill transfers to the Lord Chief Justice and Senior President of Tribunals the Lord Chancellor's responsibilities for the appointment of some judges below the High Court.
6. MoJ continues to strive for the appropriate balance between executive, judicial and independent responsibilities, while ensuring the Lord Chancellor retains accountability as laid out in the Constitutional Reform Act 2005.

## **Tribunals**

7. The First-tier Tribunal and the Upper Tribunal were created under the authority of the Tribunals, Courts and Enforcement Act 2007. This structure ensured that tribunals were seen as independent from decision makers and given greater prominence within the justice system, with greater weight and a stronger voice than would be the case if they had remained separate entities. Employment Tribunals remain as a distinct pillar within the Tribunals System.
8. The First-tier Tribunal is the first instance tribunal for most jurisdictions. The Upper Tribunal mainly, but not exclusively, deals with onward appeals from the First-tier Tribunal. It also deals with some first instance appeals and has the power to deal with judicial review work delegated from the High Court and Court of Session. The Tribunals are administered within HM Courts and Tribunals Service.
9. Both the First-tier and Upper Tribunals are divided into a number of chambers grouping together jurisdictions which deal with similar work, or requiring similar skills. The first tier Tribunal comprises six Chambers including the Social Entitlement Chamber; Health, Education and Social Care; Immigration and Asylum Chamber; General Regulatory Chamber; Tax Chamber; and the War Pensions and Armed Forces Compensation Chamber. The Upper Tribunal comprises four chambers including The Administrative Appeals Chamber, Immigration and Asylum Chamber, the Lands Chamber and the Tax and Chancery Chamber.
10. The flexible nature of the First-tier Tribunal and Upper Tribunal Chambers structure has enabled a range of new appeals rights and jurisdictions created by Parliament to be administered within HM Courts and Tribunals Service, using the experience and expertise of its judicial and administrative resources.
11. A key development within tribunals over the course of the last 18 months has been the introduction of fees into new parts of the tribunals system. Fees were introduced into the First-tier Tribunal of the Immigration and Asylum Chamber in December 2011. The Government announced its intention to introduce fees for users of the Employment Tribunal and the Employment Appeal Tribunal in July 2012.
12. Fluctuations of Tribunals workload will continue to present a considerable challenge to tribunals over the coming years. Appeal volumes to the Social Entitlement Chamber are expected to continue to increase by approximately 20% year on year as the Government introduces its Welfare Reform agenda. By contrast, appeal volumes within the Immigration and Asylum Chamber continue to decrease markedly.
13. The next phase of tribunals reform is to continue to work with other Government departments to identify ways to improve original decision making and to introduce proportionate decision making into the administrative justice system where this provides clear benefits for users.

## **National Offender Management Service**

14. As set out in the Ministry of Justice Competition Strategy for Offender Services, the National Offender Management Service (NOMS) continues to effectively deliver on the Government's commitment to continuing the competition of public services, including Offender services. Offender services comprise people-facing services delivered to offenders (those sentenced by the court), defendants (those awaiting trial, either remanded in custody or provided bail accommodation), courts, victims and communities. NOMS has overseen the successful delivery of the Prisoner Escort and Custody Service competition, the ongoing prison competition and published a consultation on effective probation services.

15. In using competition, NOMS is committed to delivering better outcomes for the taxpayer, for less. The processes and specifications that underpin offender services will move away from focusing on how providers deliver a particular service, and will increasingly concentrate on what outcomes are required from a particular service. By specifying the outcome to be delivered, and allowing more freedom in how it is achieved, NOMS will help providers from all sectors to deliver services in the most cost-effective manner. In using outcome-focused competitions, NOMS will maintain a 'provider-neutral' approach on the basis that competition will stimulate providers from all sectors to provide innovative, and better services, and better value. NOMS will open offender services to the private and voluntary and community sectors, but also expect the public sector to continue to make a strong offer for offender services provision.
16. The consultation paper, *Punishment and Reform: Effective Probation Services* published alongside a consultation paper on reform of community sentences on 27 March 2012, proposed significant changes to probation services. These included:
- A stronger role for public sector Probation Trusts as commissioners of competed probation services, with devolved budgetary responsibility;
  - Greater competition for services with providers increasingly paid for the results they achieve;
  - Probation Trusts retaining responsibility for providing advice to court; making 'public interest' decisions for all offenders (such as the initial assessment of their risk), and supervising higher risk offenders; and,
  - Separation between these functions of Probation Trusts, and the provision of competed probation services – a formal purchaser/provider split.
17. The consultation sought views on how these proposals can best be achieved, where the line should be drawn around those services and cohorts who should be subject to competition, how local delivery arrangements and partnership working can be strengthened, and where oversight of probation services should sit in the future. The consultation period formally closed on June 22.

## **Coroners**

18. The MoJ is in the process of implementing the reforms to the coroner system contained in Part 1 of the Coroners and Justice Act 2009 (the '2009 Act'). These reforms include the appointment of the first Chief Coroner for England and Wales, announced by the Lord Chief Justice in May 2012. His Honour Judge Peter Thornton QC, currently a Senior Circuit Judge at the Central Criminal Court, will take up the post in September 2012.
19. The 2009 Act creates other new judicial posts that would be centrally funded (the Coroner for Treasure and Deputy Chief Coroner(s)) but there are no plans to appoint to these at this stage.
20. The Act also makes a number of structural changes to the coroner system, giving coroners new titles ('senior coroner', 'area coroner' and 'assistant coroner') and making local authorities responsible for **all** coroner appointments in future (currently coroners are responsible for appointing their deputy coroners and assistant deputy coroners, with the consent of the relevant authority). As now, local authorities will be responsible for remunerating coroners.
21. The Act also includes Department of Health measures to improve the wider death certification process by appointing Medical Examiners (a new role) to scrutinize all deaths that are not investigated by a coroner. These changes are due to come into force in April 2014.

## STATISTICAL INFORMATION

Appointments Table\* as at 31 March 2012

	Number in post as at 31/3/11	Number taking up post 1/4/11 - 31/3/12	Number leaving post 1/4/11 - 31/3/12	Number in post as at 31/3/12
<b>England &amp; Wales</b>				
<b>Group 1</b>				
Lord Chief Justice	1	0	0	1
<b>Group 1.1</b>				
Master of the Rolls	1	0	0	1
President of the Supreme Court	1	0	0	1
<b>Group 2</b>				
Chancellor of the High Court	1	0	0	1
Deputy President of the Supreme Court	1	0	0	1
Justices of the Supreme Court	9	3	3	9
President of the Family Division	1	0	0	1
President of the Queen's Bench Division	1	1	1	1
Senior President of Tribunals	1	0	0	1
<b>Group 3</b>				
Lord Justices of Appeal	35	5	3	37
<b>Group 4</b>				
High Court Judges (including the Vice-Chancellor of the County Palatine of Lancaster)	110	7	7	110
<b>Group 5+</b>				
Former Chief Asylum Support Adjudicator	1	0	0	1
<b>Group 5</b>				
Former Chairman, Criminal Injuries Compensation Appeal Panel	1	0	0	1

President of First-tier Tribunal (General Regulatory Chamber)	1	0	0	1
President of First-tier Tribunal (Health, Education & Social Care Chamber)	1	0	0	1
President of First-tier Tribunal (Immigration & Asylum Chamber)	0	1	0	1
President of First-tier Tribunal (Social Entitlement Chamber)	1	0	0	1
President of First-tier Tribunal (Tax Chamber)	0	1	0	1
Circuit Judges at the Central Criminal Court in London (Old Bailey Judges)	14	1	3	12
Former Deputy Presidents, Asylum & Immigration Tribunal	2	0	0	2
Judge Advocate General	1	0	0	1
Permanent Circuit Judge, Employment Appeals Tribunal	2	0	0	2
Former President, Care Standards Tribunal	1	0	1	0
President, Employment Tribunals (Eng & Wales)	1	0	0	1
President, Employment Tribunals (Scotland)	1	0	0	1
President FINSMAT, VAT Tribunals & Presiding Special Commissioner of Income Tax & President, Claims Management Services Tribunal	1	0	1	0
President of the Upper Tribunal (Lands Chamber)	1	0	0	1
Recorder of Liverpool	1	0	1	0
Recorder of Manchester	0	0	0	0
Senior Circuit Judges	31	6	2	35
Senior District Judge (Chief Magistrate)	1	0	0	1
Specialist Circuit Judges, Technology & Construction Court	6	0	1	5
Specialist Circuit Judges, Chancery, Mercantile, Patents & Business List	19	0	0	19
<b>Group 6.1</b>				
Chief Bankruptcy Registrar	1	0	0	1
Chief Chancery Master	1	0	0	1
Circuit Judges	593	20	41	572
Deputy Presidents of the First-tier Tribunal (Health, Education & Social Care Chamber)	2	0	0	2
Judges of the Upper Tribunal (Tax & Chancery Chamber) includes the office formerly known as Chairmen VAT & Duties Tribunal and Special Commissioners of Income Tax	4	3	3	4
Former President, Charity Tribunal	1	0	0	1

Regional First-tier Tribunal Judges (Social Entitlement Chamber) (includes former Regional Chairmen of the Appeals Tribunal)	6	3	2	7
Regional Employment Judges	13	2	3	12
Registrar of Criminal Appeals	1	1	1	1
Senior Costs Judge	1	0	0	1
Senior District Judge, Principal Registry of the Family Division	1	0	0	1
Senior Immigration Judges	36	0	2	34
Senior Judge of the Court of Protection	1	0	0	1
Senior Queen's Bench Master	1	0	0	1
Upper Tribunal Judges (Administrative Appeals Chamber)	17	0	1	16
Upper Tribunal Judges (Immigration & Asylum Chamber)	0	7	0	7
Vice-President, Employment Tribunal (Scotland)	1	0	0	1
<b>Group 6.2</b>				
Adjudicator, HM Land Registry	1	0	0	1
Chairman, Mental Health Review Tribunal (Wales)	1	0	0	1
Deputy Senior District Judge (Magistrates' Courts)	1	0	0	1
Designated Immigration Judges	23	5	2	26
Members, Claims Management Services Tribunal	-	-	-	-
Members, Lands Tribunal	3	0	0	3
Former Regional Chairmen, Mental Health Review Tribunals (England)	2	0	0	2
Vice-Judge Advocate General	1	0	0	1
Former Deputy Chief Asylum Support Adjudicator	1	0	0	1
<b>Group 7+</b>				
President of the Valuation Tribunal (England)	1	0	0	1
<b>Group 7</b>				
Assistant Judge Advocates General	6	0	0	6
Former Asylum Support Adjudicators	3	0	0	3
Bankruptcy Registrars	4	1	1	4
Employment Judges	138	10	8	140
Chancery Masters	5	1	1	5

Chief Medical Member, Social Security & Child Support Appeals Tribunal / Medically Qualified Panel Member of the Appeal Tribunals	1	0	0	1
Chief Medical Member, First-Tier Tribunals (Health, Education & Social Care Chamber)	1	0	0	1
Costs Judges	6	0	0	6
Deputy Adjudicator to HM Land Registry	3	0	0	3
Former Deputy President, Pensions Appeal Tribunal	1	0	0	1
District Chairmen, Appeals Tribunal	53	0	8	45
District Judges	449	22	29	442
District Judges of the Principal Registry of the Family Division	19	0	2	17
District Judges (Magistrates' Courts)	135	13	8	140
Immigration Judges	107	0	14	93
Queen's Bench Masters	8	1	1	8
Salaried Judges of the First-tier Tribunal (Tax Chamber)	3	2	0	5
Salaried Judges of the First-tier Tribunal (Health, Education & Social Care Chamber)	21	1	0	22
Salaried Judges of the First-tier Tribunal (Social Entitlement Chamber)	17	28	0	45
Salaried Judges of the First-tier Tribunal (Immigration & Asylum Chamber)	10	0	0	10
<b>Group 7-</b>				
Salaried First-tier Tribunal Members (Social Entitlement Chamber)	0	6	0	6

\* The offices in this table are those for which the Lord Chancellor makes the appointment or, where the appointment is made by some other person, the salary is paid by the Ministry of Justice

	Number in post as at 31/3/10	Number in post as at 31/3/11	Number taking up post 1/4/11 - 31/3/12	Number leaving post 1/4/11 - 31/3/12	Number in post as at 31/3/12
<b>Northern Ireland</b>					
<b>Group 1.1</b>					
Lord Chief Justice	1	1	0	0	1
<b>Group 3</b>					
Lord Justices of Appeal	3	3	0	0	3
<b>Group 4</b>					
High Court Judges	9	9	0	1	8
<b>Group 5</b>					
Chief Social Security Commissioner and Child Support Commissioner	1	1	1	1	1
Recorder of Belfast	1	1	0	0	1
<b>Group 6.1</b>					
County Court Judges	16	16	1	1	16
Social Security and Child Support Commissioner	1	1	1	1	1
President, Appeal Tribunals	1	1	0	0	1
President, Industrial Tribunals and Fair Employment Tribunal	1	1	0	0	1
President, Lands Tribunal	1	1	0	0	1
<b>Group 6.2</b>					
Member, Lands Tribunal	1	1	0	0	1
Vice-President, Industrial Tribunals and Fair Employment Tribunal	1	1	0	0	1
<b>Group 7</b>					
Presiding District Judge (Magistrates Court)	1	1	0	0	1
District Judge (Magistrates' Court) <sup>2</sup>	20	20	0	0	20
District Judge	4	4	1	1	4
Masters of the Supreme Court	7	7	0	0	7
Official Solicitor	1	1	0	0	1
Senior Coroner	1	1	0	0	1
Coroner (3)	3	3	0	1	2
Chairmen, Industrial Tribunals and Fair	7		0	0	7

Employment Tribunal		7			
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<sup>1</sup> Currently held by Lord Justice of Appeal

<sup>2</sup> Includes 2 part-time

<sup>3</sup> One fixed term appointment ended 14/9/11

## ENGLAND AND WALES JUDICIAL RETIREMENT AGES, 1 APRIL 2006 – 31 MARCH 2012

## 2006/2007

Office	No of retirements	50-55	55-60	61 – 65	66-70	71 – 75
Higher Judiciary	9 (4 DIO)	0	1 (1 DIO)	1 (1 DIO)	5 (1 DIO)	2 (1 DIO)
CJ	35 (3 DIO; 1 MR)	0	2 (1 DIO)	17 (1 DIO; 1 MR)	14 (1 DIO)	2
DJ(MC)	1 (1 MR)	0	1 (1 MR)	0	0	0
DJ	6 (1 MR)	0	0	3 (1 MR)	2	1
Sup Ct	0	0	0	0	0	0
Tribs	11 (2 MR)	0	3 (1 MR)	3 (1 MR)	4	1
<b>Total</b>	<b>62 (7 DIO; 5 MR)</b>	<b>0</b>	<b>7 (2 DIO; 2 MR)</b>	<b>24 (2 DIO; 3 MR)</b>	<b>25 (2 DIO)</b>	<b>6 (1 DIO)</b>

## 2007/2008

Office	No of retirements	50-55	55-60	61 – 65	66-70	71 – 75
Higher Judiciary	13 (1 DIO)	0	1 (1 DIO)	3	9	0
CJ	30 (4 DIO; 1 MR)	0	4 (3 DIO)	12 (1 DIO; 1 MR)	10	4
DJ(MC)	2 (2 MR)	0	1 (1 MR)	1 (1 MR)	0	0
DJ	15 (1 DIO)	0	0	8	7 (1 DIO)	0
Sup Ct	2 (1 DIO)	0	0	0	0	2 (1 DIO)
Tribs	17 (2 DIO; 1 MR)	0	1 (1 MR)	8 (2 DIO)	6	2
<b>Total</b>	<b>79 (9 DIO; 4 MR)</b>	<b>0</b>	<b>7 (4 DIO; 2 MR)</b>	<b>32 (3 DIO; 2 MR)</b>	<b>32 (1 DIO)</b>	<b>8 (1 DIO)</b>

## 2008/2009

Office	No of retirements	50-55	55-60	61 – 65	66-70	71 – 75
Higher Judiciary	13	0	0	3	7	3
CJ	38 (1 DIO; 3 MR)	0	2 (1 DIO)	13 (2 MR)	17 (1 MR)	6
DJ(MC)	5 (1MR)	0	0	3 (1 MR)	2	0
DJ	18 (1 MR)	0	2 (1 MR)	13	1	2
Sup Ct	2	0	0	0	1	1
Tribs	18 (4 MR)	0	2 (2 MR)	10 (2 MR)	3	3
<b>Total</b>	<b>94 (1 DIO; 9 MR)</b>	<b>0</b>	<b>6 (1 DIO; 3 MR)</b>	<b>42 (5 MR)</b>	<b>31 (1 MR)</b>	<b>15</b>

2009/2010

Office	No of retirements	50-55	55-60	61 – 65	66-70	71 – 75
Higher Judiciary	10 (1 DIO)	0	0	2 (1 DIO)	3	5
CJ	31 (2 MR)	0	0	16 (2 MR)	9	6
DJ(MC)	5 (1 MR)	0	0	4 (1 MR)	1	0
DJ	11 (1 MR)	0	1	7 (1 MR)	3	0
Sup Ct	3	0	0	0	1	2
Tribs	16 (1 MR)	0	0	6 (1 MR)	8	2
<b>Total</b>	<b>76 (1 DIO; 5 MR)</b>	<b>0</b>	<b>1</b>	<b>35 (1 DIO; 5 MR)</b>	<b>25</b>	<b>15</b>

2010/2011

Office	No of retirements	50-55	55-60	61 – 65	66-70	71 – 75
Higher Judiciary	7	0	0	0	4	3
CJ	41 (4 MR)	0	0	14 (4 MR)	25	2
DJ(MC)	9 (1 DIO)	0	2 (1 DIO)	2	5	0
DJ	22	0	1	7	11	3
Sup Ct	4 (1 MR)	1 (MR)	0	1	0	2
Tribs	22 (1 MR)	0	2 (1 MR)	11	9	0
<b>Total</b>	<b>105 (1 DIO; 6 MR)</b>	<b>1 (MR)</b>	<b>5 (1 DIO; 1 MR)</b>	<b>35 (4 MR)</b>	<b>54</b>	<b>10</b>

2011 / 2012

Office	No of retirements	Under 50	50-54	55-59	60 – 64	65-69	70 – 75	Av age
Higher Judiciary	7 (1 DIO, 1 MR)	0	0	0	0	3 (1 DIO, 1 MR)	4	68.43
Circuit Bench	42 (2 DIO, 1 MR)	0	0	1 (1 MR)	2	24 (2 DIO)	15	67.21
DJ(MC)	7 (1 DIO)	0	0	0	0	7 (1 DIO)	0	66
DJ	28 (1 DIO, 1 MR)	0	1 (1 DIO)	1	3 (1 MR)	21	2	65.75
Sup Ct	5	0	0	0	0	3	2	68.4
Tribs	24 (1 DIO)	1 (age 43)	0	1 (1 DIO)	3	12	7	65.63
NI	3	0	0	0	0	3	0	66.33
Scotland	10	0	0	0	2	5	3	66.8
<b>Total</b>	<b>126 (6 DIO; 3 MR)</b>	<b>1 (age 43)</b>	<b>1 (1 DIO)</b>	<b>3 (1 DIO; 1 MR)</b>	<b>10 (1 MR)</b>	<b>78 (4 DIO, 1 MR)</b>	<b>33</b>	<b>66.58</b>

DIO = death in office

MR = medical retirement

**NORTHERN IRELAND JUDICIAL RETIREMENT AGES, 1 APRIL 2006 – 31 MARCH 2012**

**2006/2007**

<b>Office</b>	<b>No of retirements</b>	<b>50-55</b>	<b>55-60</b>	<b>61 – 65</b>	<b>66-70</b>	<b>71 – 75</b>
Higher Judiciary	0	0	0	0	0	0
CCJ	0	0	0	0	0	0
DJ(MC)	0	0	0	0	0	0
DJ	0	0	0	0	0	0
Sup Ct	1	0	0	0	0	1
Tribs	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

**2007/2008**

<b>Office</b>	<b>No of retirements</b>	<b>50-55</b>	<b>55-60</b>	<b>61 – 65</b>	<b>66-70</b>	<b>71 – 75</b>
Higher Judiciary	0	0	0	0	0	0
CCJ	0	0	0	0	0	0
DJ(MC)	0	0	0	0	0	0
DJ	0	0	0	0	0	0
Sup Ct	2	0	0	0	1	1
CSSC&CCSC	0	0	0	0	0	0
SSC	0	0	0	0	0	0
Tribs	1	0	1	0	0	0
<b>Total</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>

2008/2009

Office	No of retirements	50-55	55-60	61 – 65	66-70	71 – 75
Higher Judiciary	0	0	0	0	0	0
CCJ	1	0	0	1	0	0
DJ(MC)	0	0	0	0	0	0
DJ	0	0	0	0	0	
Sup Ct	0	0	0	0	0	0
CSSC&CCSC	0	0	0	0	0	0
SSC	1	0	0	1 (MR)	0	0
Tribs	0	0	0	0	0	0
Total	2	0	0	2	0	0

2009/2010

Office	No of retirements	50-55	55-60	61 – 65	66-70	71 – 75
Higher Judiciary	1	0	0	1	0	0
CCJ	1	0	0	0	0	1
DJ(MC)	0	0	0	0	0	0
DJ	0	0	0	0	0	0
Sup Ct	0	0	0	0	0	0
CSSC&CCSC	0	0	0	0	0	0
SSC	0	0	0	0	0	0
Tribs	0	0	0	0	0	0
Total	2	0	0	1	0	1

2010/2011

Office	No of retirements	50-55	55-60	61 – 65	66-70	71 – 75
Higher Judiciary	0	0	0	0	0	0
CCJ	2	0	0	0	2	0
DJ(MC)	0	0	0	0	0	0
DJ	0	0	0	0	0	0
Sup Ct	0	0	0	0	0	0
CSSC&CCSC	0	0	0	0	0	0
SSC	0	0	0	0	0	0
Tribs	0	0	0	0	0	0
<b>Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>

2011/2012

Office	No of retirements	50-55	55-60	61 – 65	66-70	71 – 75
Higher Judiciary	0	0	0	0	0	0
CCJ	1	0	0	0	1	0
DJ(MC)	0	0	0	0	0	0
DJ	1	0	0	0	0	1
Sup Ct	1	0	0	1	0	0
CSSC&CCSC	1	0	0	1	0	0
SSC&CSC	0	0	0	0	0	0
Tribs	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>

MR = medical retirement

Figures include devolved posts

## Non-jury cases and defendants in Northern Ireland Crown Courts, 2007-2011

<b>Non-Jury Crown Court Defendants Dealt With</b>					
(Includes defendants Prosecuted under the Justice & Security Act)					
Year	High Court Judge		County Court Judge		Total
	Number	%	Number	%	Number
2007	30	27%	83	73%	113
2008	25	35%	47	65%	72
2009	20	49%	21	51%	41
2010	20	71%	8	29%	28
2011	10	43%	13	57%	23
Source: Integrated Court Operations System					
<b>Non-Jury Crown Court Cases Dealt With</b>					
(Includes defendants Prosecuted under the Justice & Security Act)					
Year	High Court Judge		County Court Judge		Total
	Number	%	Number	%	Number
2007	14	22%	50	78%	64
2008	12	36%	21	64%	33
2009	9	53%	8	47%	17
2010	10	59%	7	41%	17
2011	4	29%	10	71%	14
Source: Integrated Court Operations System					

<b>Crown Court Defendants Dealt With by County Court Judge</b>						
(Includes defendants Prosecuted under the Justice & Security Act)						
Year	Non-Scheduled		Scheduled		Total	
	Number	%	Number	%	Number	%
2007	1620	95%	83	5%	1703	100%
2008	1560	97%	47	3%	1607	100%
2009	1454	99%	21	1%	1475	100%
2010	1518	99%	8	1%	1526	100%
2011	1900	99%	13	1%	1913	100%
Source: Integrated Court Operations System						

<b>Crown Court Defendants Dealt With by High Court Judge</b>						
(Includes defendants Prosecuted under the Justice & Security Act)						
Year	Non-Scheduled		Scheduled		Total	
	Number	%	Number	%	Number	%
2007	30	26%	85	74%	115	100%
2008	25	20%	101	80%	126	100%
2009	61	75%	20	25%	81	100%
2010	35	64%	20	36%	55	100%
2011	25	71%	10	29%	35	100%
Source: Integrated Court Operations System						

## MINISTRY OF JUSTICE

## JUDICIAL SALARIES FROM 1 APRIL 2012

<b>Group</b>	<b>Salaries w.e.f. 01/04/10</b>	<b>Salaries w.e.f. 01/04/11</b>	<b>Salaries w.e.f. 01/04/12</b>
<b>Group 1</b>	239,845	239,845	<b>239,845</b>
Lord Chief Justice			
<b>Group 1.1</b>	214,165	214,165	<b>214,165</b>
Lord Chief Justice of Northern Ireland			
Lord President of the Court of Session			
Master of the Rolls			
President of the Supreme Court			
<b>Group 2</b>	206,857	206,857	<b>206,857</b>
Chancellor of the High Court			
Deputy President of the Supreme Court			
Justices of the Supreme Court			
Lord Justice Clerk			
President of the Family Division			
President of the Queen's Bench Division			
Senior President of Tribunals (Transitional pay)	(199,583)	(201,613)	<b>(203,643)</b>
<b>Group 3</b>	196,707	196,707	<b>196,707</b>
Inner House Judges of the Court of Session			
Lords Justices of Appeal			
Lords Justices of Appeal (N I)			
<b>Group 4</b>	172,753	172,753	<b>172,753</b>
High Court Judges [Note A]			
Outer House Judges of the Court of Session			
Puisne Judges (N I)			
Vice-Chancellor of the County Palatine of Lancaster			
Former Chief Asylum Support Adjudicator, Asylum Support Tribunal (now judge of the First-tier Tribunal, Social Entitlement Chamber, and Deputy Judge of the Upper Tribunal)	146,668	146,668	<b>146,668</b>
<b>Group 5</b>	138,548	138,548	<b>138,548</b>
Chairman, Scottish Land Court			
Chief Social Security Commissioner (N I)			
Circuit Judges at the Central Criminal Court in London (Old Bailey Judges)			
Vice President of the Upper Tribunal (Immigration and Asylum Chamber)			
President of the First-tier Tribunal (Health, Education and Social Care Chamber; Social Entitlement Chamber; General Regulatory Chamber; and Immigration and Asylum Chamber)			
Former Deputy President, Asylum and Immigration Tribunal			
Former President, Care Standards Tribunal (now judge of the First-tier Tribunal, Health, Education and Social Care Chamber, and Deputy Judge of the Upper Tribunal)			
Judge Advocate General			
Judges of the Technology and Construction Court			
Permanent Circuit Judge, Employment Appeals Tribunal			

<b>Group</b>	<b>Salaries w.e.f. 01/04/10</b>	<b>Salaries w.e.f. 01/04/11</b>	<b>Salaries w.e.f. 01/04/12</b>
President, Employment Tribunals (Eng & Wales)			
President, Employment Tribunals (Scot)			
President First-tier Tax Chamber			
President, Lands Chamber of the Upper Tribunal			
President, Lands Tribunal (Scot)			
Recorder of Belfast [Note B]			
Recorder of Liverpool			
Recorder of Manchester			
Senior Circuit Judges			
Senior District Judge (Chief Magistrate)			
Sheriffs Principal			
Specialist Circuit Judges [Note C]			
<b>Group 6.1</b>	<b>128,296</b>	<b>128,296</b>	<b>128,296</b>
Chief Registrar and Senior and Chief Masters			
Circuit Judges			
County Court Judges (N I) [Note D]			
Deputy Chamber President of the First-tier Tribunal (Health, Education and Social Care Chamber)			
Former Deputy President, Care Standards Tribunal			
President, Appeal Tribunals (N I)			
Judge of the First-tier Tribunal and Deputy Judge of the Upper Tribunal (Former President, Charity Tribunal)			
Judge of the First-tier Tribunal and Deputy Judge of the Upper Tribunal (Former President, Consumer Credit & Estates Agent Appeals Tribunals)			
Former President, Gambling Appeals Tribunal			
President, Industrial Tribunals and Fair Employment Tribunal (N I)			
President, Lands Tribunal (N I)			
Regional Chairmen Employment Tribunals (Eng & Wales)			
Judge of First-tier Tribunal Social Entitlement Chamber (Former Regional Chairmen, Appeals Tribunals)			
Registrar of Criminal Appeals			
Senior Costs Judge			
Senior District Judge, Principal Registry of the Family Division			
Senior Judge of the Court of Protection			
Sheriffs			
Upper Tribunal Judges - Administrative Appeals Chamber and Immigration and Asylum Chamber			
Upper Tribunal Judges – Tax and Chancery Chamber (transitional pay)	(122 913)	(124,415)	<b>(125,917)</b>
Social Security and Child Support Commissioner (Northern Ireland)			
Vice President, Employment Tribunal (Scotland)			
<b>Group 6.2</b>	<b>120,785</b>	<b>120,785</b>	<b>120,785</b>
Adjudicator, HM Land Registry			
Deputy Senior District Judge (Magistrates' Courts)			
Members, Claims Management Services Tribunal			
Former Regional Chairmen, Mental Health Review Tribunals, England			
Surveyor Members, Lands Tribunals (Scot & N I)			
Surveyor Members, Upper Tribunal (Lands)			
Vice-Judge Advocate General			
Vice-Presidents, Industrial Tribunals and Fair Employment Tribunal (N I)			

Group	Salaries w.e.f. 01/04/10	Salaries w.e.f. 01/04/11	Salaries w.e.f. 01/04/12
War Pensions and Armed Forces Compensation Chamber President [Note E]			
Designated Immigration Judges (Transitional Pay outside London)	(113, 922)	(115,875)	<b>(117,828)</b>
Designated Immigration Judges (Transitional Pay London: Note F)	(116,789)	(117,942)	<b>(119,095)</b>
Former Deputy Principal Judge of the First-tier tribunal (Asylum Support) (Transitional Pay London : Note F)	(116,789)	(117,942)	<b>(119,095)</b>
Coroner (Senior), Northern Ireland [Note G]	113,213	113,213	<b>113,213</b>
<b>Group 7 plus</b> [Note H]	111,155	111,155	<b>111,155</b>
Presiding District Judge (Magistrates Courts) (Northern Ireland)			
<b>Group 7</b> [Note I]	102,921	102,921	<b>102,921</b>
Assistant Judge Advocates General			
Chairmen, Industrial Tribunals And Fair Employment Tribunal (N I)			
Chief Medical Member, First-Tier Tribunal, Health, Education and Social Care Chamber			
Chief Medical Member, First-Tier Tribunal, Social Entitlement Chamber			
Coroner, Northern Ireland			
Costs Judges			
District Judges			
District Judges (Magistrates' Courts)			
District Judges (N I)			
District Judges of the Principal Registry of the Family Division			
Employment Judges (Eng & Wales)			
Employment Judges (Scot)			
First-tier Tribunal Judges [Note J]			
Masters and Registrars of the Supreme Court			
Masters of the Supreme Court (N I)			
District Judges (Magistrates Courts) (N I)			
Judges of the First-tier Tribunal, Social Entitlement Chamber (Former Asylum Support Adjudicators) (Transitional pay: Note K)	(91,865)	(94,951)	<b>(98,037)</b>
Salaried Medical Members, Social Entitlement Chamber (Note L)	-	-	81,620

**NOTES:-**

- A. Includes the post of President, Employment Appeals Tribunal, who is a High Court Judge.
- B. Under an arrangement established in April 2002 the current post-holder receives a salary of 108% of the Group 5 rate.
- C. Chancery, Mercantile and Patents Judges.
- D. Post holders are paid the salary for Group 5 so long as they are required to carry out significantly different work from their counterparts elsewhere in the UK.
- E. The present incumbent retains his existing Group 6.1 salary.
- F. The former Deputy Chief Asylum Support Adjudicator and Designated Immigration Judges in London when in Group 7 plus attracted a London salary lead of £2000 per year and a London Allowance of £2000 per year. These have been subsumed into their salaries now the posts fall within salary Group 6.2.
- G. Current post-holder receives a salary of 110% of Group 7 rate.
- H. 108% of the Group 7 rate.

- I. London Group 7 posts attract a London salary lead of £2,000 per year and a London Allowance of £2,000 per year.
- J. This includes former immigration judges.
- K. The former Asylum Support Adjudicators also attract a London weighting allowance of £4,000 per year.
- L. This salary figure is 220 x £371. £371 is the current fee for a medical member in the Social Security and Child Support jurisdiction of the Social Entitlement Chamber where a medical examination may be required and for other medical members in the same jurisdiction who sit for more than 20 days in any one financial year. 220 days represents the typical public sector working year.

**MINISTRY OF JUSTICE**

**FEEES FOR FEE PAID COURT AND TRIBUNAL APPOINTMENTS**

**WEF 01.04.12**

	<b>01.04.10 [see note 3 below]</b>	<b>01.04.11 [see note 3 below]</b>	<b>01.04.12 [see note 3 below]</b>
<b>Courts (Crown, County, Supreme Court)</b>			
Retired Lord of Appeal	940	940	<b>940</b>
Retired Lord Justices (sitting COA)	894	894	<b>894</b>
Retired High Court Judges etc	785	785	<b>785</b>
Deputy High Court Judge	785	785	<b>785</b>
Retired Judges of the TCC (sitting as Deputy Judge of TCC)	630	630	<b>630</b>
Recorder	583	583	<b>583</b>
Deputy Circuit Judge	583	583	<b>583</b>
Assessor, Taxation Tribunal (County Court)	468	468	<b>468</b>
Assessor, Taxation Tribunal (High Court)	468	468	<b>468</b>
Deputy District Judge	468	468	<b>468</b>
Deputy District Judge (Magistrates Courts)	468	468	<b>468</b>
Deputy Judge Advocate	468	468	<b>468</b>
Deputy Supreme Court Master/ Registrar	468	468	<b>468</b>
<b>Tribunals</b>			
<b>Upper Tribunal - Administrative Appeals Chamber</b>			
Judge (including Deputy Judge) except where otherwise specified	583	583	<b>583</b>
<b>Care Standards</b>			
Other member	201	201	<b>201</b>
<b>Information Rights</b>			
Judge	501*	524*	<b>547*</b>
Other member	265	265	<b>265</b>
<b>Transport [Traffic Commissioner Appeals]</b>			
Judicial Member (Chairman)	501*	524*	<b>547*</b>
Other member	334	334	<b>334</b>
<b>Upper Tribunal – Immigration and Asylum</b>			
Judge	n/a	583	<b>583</b>
Other member	n/a	265	<b>265</b>
<b>Upper Tribunal – Lands Chamber</b>			
Member	549	549	<b>549</b>
<b>Upper Tribunal – Tax and Chancery Chamber</b>			
Judge	559*	566*	<b>573*</b>

Other member	265	265	265
<b>First-tier Tribunal – General Regulatory Chamber</b>			
Former Acting President	-	-	583
<b>Local Government Standards in England (formerly Adjudication Panel For England)</b>			
Former President, Adjudication Panel For England	495*	510*	525*
Judge	418*	432*	446*
Other member	184	184	184
<b>Charity</b>			
Judge	468	468	468
Other member	265	265	265
<b>Claims Management Services</b>			
Chairman	549	549	549
Other member	265	265	265
<b>Consumer Credit Appeals and Estate Agents</b>			
Judge	549	549	549
Other member	265	265	265
<b>Environment</b>			
Judge	468	468	468
Specialist (Hydrologist) member	-	-	391
Other member	265	265	265
<b>Gambling Appeals</b>			
Judge	468	468	468
<b>Immigration Services</b>			
Judge [See note 4, below]	549	549	549
Other member	334	334	334
<b>Information Rights</b>			
Judge	468	468	468
Other member	265	265	265
<b>Transport</b>			
Principal judge	583	583	583
Judicial Member (Chairman)	468	468	468
Other member	334	334	334
<b>First-tier Tribunal - Health, Education and Social Care Chamber</b>			
<b>Care Standards</b>			
Judge	428*	439*	450*
Other member	201	201	201
<b>Primary Health Lists (formerly Family Health Services Appeal Authority)</b>			
Former President [See note 4, below]	583*	583*	583*
Judge [See note 4, below]	486	486	486
Medical member	336	336	336
Other member	275	275	275
<b>Mental Health</b>			
Judge (Restricted Patients' Panel)	583	583	583
Judge	458*	461*	464*
Medical Member	454	454	454
Other member	212	212	212
<b>Special Education Needs &amp; Disability</b>			

Judge	468	468	<b>468</b>
Other member	239	239	<b>239</b>
<b>First-tier Tribunal – Immigration and Asylum</b>			
Immigration Judge	468	468	<b>468</b>
Other member	265	265	<b>265</b>
<b>First-tier Tribunal - Social Entitlement Chamber</b>			
<b>Asylum Support</b>			
Adjudicator	424*	436*	<b>448*</b>
<b>Criminal Injuries Compensation</b>			
Legal	412*	427*	<b>442*</b>
Medical Member	391	391	<b>391</b>
Other member	391	391	<b>391</b>
<b>Social Security and Child Support</b>			
Judge	424*	436*	<b>448*</b>
Medical Member (medical examination might be required)	371	371	<b>371</b>
Medical Member (no medical examination required) [See note 5, below]	302	310	<b>310</b>
Financial Member	302	302	<b>302</b>
Member with experience of disability	192	192	<b>192</b>
<b>First-tier Tribunal - Tax Chamber</b>			
Judge [See note 4, below]	549	549	<b>549</b>
Other member	265	265	<b>265</b>
Newly-appointed judge	468	468	<b>468</b>
Newly-appointed tax member	265	265	<b>265</b>
<b>First-tier Tribunal - War Pensions and Armed Forces Compensation Chamber</b>			
War Pensions and Armed Forces Compensation (previously Pensions Appeal Tribunal)			
Judge	458*	461*	<b>464*</b>
Medical Member	454	454	<b>454</b>
Service Member	212	212	<b>212</b>
<b>Other Tribunals</b>			
<b>Adjudicator to HM Land Registry</b>			
Deputy Adjudicator	468	468	<b>468</b>
<b>Employment Appeal Tribunal (EAT)</b>			
Recorders	785	785	<b>785</b>
Member [and Assessor (appeals against decisions of Reinstatement Committees)]	303	303	<b>303</b>
<b>Employment Tribunals (England &amp; Wales; &amp; Scotland)</b>			
Employment Judge	456*	460*	<b>464*</b>
Member	174	174	<b>174</b>
<b>Gangmaster Licensing Appeals</b>			
Appointed Person [See Note 6 below]	456*	460*	<b>464*</b>
<b>Gender Recognition Panel [ See Note 1 below]</b>			
Judge	424*	436*	<b>448*</b>
Medical Member [ See Note 2 below]	371	371	<b>371</b>
<b>Pensions Appeal Tribunal (Northern Ireland)</b>			

Legal & Medical Member	454	454	<b>454</b>
Service Member	212	212	<b>212</b>
<b>Proscribed Organisations Appeals Commission (POAC)</b>			
Member	415	415	<b>415</b>
<b>Reserve Forces Appeal Tribunal</b>			
Employment Judge/Chair	456*	460*	<b>464*</b>
Non-legal member	174	174	<b>174</b>
<b>Social Security Commissioner and Child Support Commissioners (Northern Ireland)</b>			
Deputy Social Security and Child Support Commissioners	583	583	<b>583</b>
<b>Special Immigration Appeals Commission (SIAC)</b>			
Non-legal Member	415	415	<b>415</b>
<b>Transport Tribunal</b>			
President	583	583	<b>583</b>
Judicial Member (Chairman)	468	468	<b>468</b>
Non-legal Member	334	334	<b>334</b>
<b>Others</b>			
County Court Assessor (Landlord & Tenant)	265	265	<b>265</b>
County Court Assessor (Race Relations)	265	265	<b>265</b>
County Court Assessor (Sex Discrimination)	265	265	<b>265</b>

**Note 1** - Legal members of the GRP are salaried first-tier tribunal judges (Social Entitlement Chamber) who receive no additional remuneration for undertaking GRP work.

**Note 2** - Medical members of the GRP are drawn from the pool of Medical members, Social Security and Child Support.

**Note 3** - Those fees highlighted by an asterisk include increments of phased increases, introduced from 1 November 2009, awarded further to the introduction of a new pay structure for legally qualified tribunals judiciary. Increases will be applied in April each year, with the final increment in April 2014.

**Note 4** - Currently paid on a personal basis.

**Note 5** - Once a medical member has sat for more than 20 days in any one financial year, their fee will be £371 for all subsequent sittings during that year.

**Note 6** – Appointed Persons in Gangmaster Licensing Appeals are drawn from the pool of Employment Judges.

**RELATIONSHIPS WITH THE JUDICIARY**

1. HM Courts and Tribunals Service (HMCTS) continues to work very closely with the judiciary at all levels, both nationally and locally. Judges play an active part in relation to their management and leadership responsibilities, in accordance with the Framework Agreement – a partnership between the Lord Chancellor, Lord Chief Justice and the Senior President of Tribunals.
2. On specific pieces of work to improve the justice system, judicial input has been crucial in developing workable proposals. HMCTS has established the Family Business Authority to manage the family court elements of the family justice system. This forum brings together senior HMCTS managers and the senior family judiciary. The main focus is on improving performance and on planning for the implementation of the recommendations of the Family Justice Review. There is very close joint working in this area. HMCTS also attends the President's Combined Development Board which brings together the judiciary and senior representatives of the agencies involved in delivering family justice.
3. The Civil Business Authority continues to be the forum that brings together senior HMCTS managers and the senior civil judges to manage the civil jurisdiction. This group reviews national performance, considers key initiatives and is working to improve civil management information. HMCTS continues to look at opportunities to centralise administrative work following the successful launch of the County Court Money Claims Centre in March 2012. The judiciary are members of the governance group established to manage and guide this work. They play an active part in Board discussions and provide a very effective challenge.
4. HMCTS has recently consulted on potential changes to the way in which it provides face to face services in the civil and family courts. This consultation process has involved significant and very productive engagement with the senior judiciary. In addition, HMCTS will be running a pilot to increase the volume of mediation in small claims. The planning of this pilot has involved significant engagement with the Civil Procedure Rules Committee and the senior Civil Judiciary.
5. Judges' active roles in improving the administration of justice are particularly evidenced by efforts to improve Criminal Justice efficiency. Judges have led the implementation of the Early Guilty Plea scheme and case management initiative, the aim of which is to progress cases through the Crown Court more swiftly.
6. In all the above examples, the role of leadership judges – the Senior Presiding Judge, Presiding Judges, Resident Judges and Designated Family Judges for example – has been vitally important.
7. Many judges continue to take on other ad hoc responsibilities. For example, their role as Diversity and Community Relations Judges is important in coordinating community engagement activity and others have been involved in the digitalisation agenda, looking at how the judiciary can make better use of IT, reducing the reliance on paper and the burden on administrative staff.