



Ministry  
of Justice

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Mr N Higginbottom  
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Victoria House (6th Floor)  
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10 October 2013

Dear Mr Higginbottom,

#### **DEPARTMENTAL EVIDENCE TO THE SENIOR SALARIES REVIEW BODY**

1. I am writing further to your letter dated 26 July, requesting the Ministry of Justice's evidence for the 2014 Review Body Report on Senior Salaries.
2. The main points about a 2014-15 judicial pay settlement covered in this evidence are as follows:
  - public sector pay policy for 2014-15 is that pay awards will average 1%;
  - current public sector pay policy and the lack of any indicators suggesting a need to depart from last year's approach means that a pay settlement of 1% would again be appropriate for the judiciary. It is important to emphasise that 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 pay bill;
  - the Ministry continues to be required to meet challenging efficiency targets, and this will continue for 2014-15 and beyond; and,
  - any increases in judicial pay and any other inflationary pressures 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. The Chancellor of the Exchequer's November 2011 Autumn Statement announced that public sector pay awards would average 1% in both 2013-14 and 2014-15.
5. The 2013 Budget set out that public sector pay awards in 2015-16 would be limited to an average of up to 1 per cent, and that the Government would seek significant further savings through reforms to progression pay in the Spending Round.

## MAJOR REVIEW

6. The Government accepted the Review Body's recommendation made in its 2013 Report on Senior Salaries that the salaries of the judiciary should be increased by 1%. However, whilst the Government noted the proposals, as a result of the current fiscal challenge and public sector pay policy it was not possible for the Government to respond to the SSRB's recommendations that the Government should address all the outstanding recommendations from the 2011 major review of the judicial salary structure by 2015, or that each salary group in the new judicial salary structure the SSRB proposed in 2011 be increased by 1 per cent.
7. As set out in last year's evidence letter to you about judicial remuneration, having costed the implementation of the Review Body's major review recommendations about a new judicial salaries structure in England and Wales, Scotland and Northern Ireland, it is clear that implementation of the recommendations would be inconsistent with current public sector pay policy. Given this and the ongoing fiscal challenge, it is not possible at present to respond to the SSRB's latest recommendations about the major review.

## RECRUITMENT

8. In 2012-13, the JAC reported on 36 exercises to the Lord Chancellor, up from 25 in 2010-11. However, 17 of these exercises were for single posts and the number of vacancies, recommendations and, therefore, applications reduced overall. The ratio of applications to recommendations continued to rise slightly:

	2010-11	2011-12	2012-13
Applications	4,684	5,491	4,637
Recommendations	684	746	597
Ratio	6.85	7.36	7.76

9. There is variation across exercises. As with previous years, in general, there is a much higher ratio of applicants to posts for Courts vacancies than for Tribunals legal posts, probably due to the more specialist nature of many Tribunal posts. For 2012-13, the position was as follows:

	Courts	Tribunals (legal)
Applications	2858	1274
Recommendations	171	235
Ratio	16.71	5.42

10. The ratio of applicants to recommendations has increased overall on year for all legal posts, both salaried and fee paid. An exercise for Queen's Bench and Family Division High Court posts attracted 85 applications originally for 11 vacancies, although this increased to 14 due to unexpected vacancies. The most recent directly comparable exercise was the previous Queen's Bench and Family Division High Court exercise, which took place in 2010. This attracted 90 applicants originally for 12 vacancies, but ultimately increased to 13, the same ratio of applicants to original vacancies as for the 2012 exercise. A 2011 exercise for High Court Chancery Division posts had a slightly higher ratio of applications to vacancies, attracting as it did 51 applications for 5 vacancies.
11. The figures demonstrate, therefore, that the recruitment position in England and Wales remains healthy, with an increased ratio of applicants. The JAC will, as usual, be providing its own more detailed evidence to the SSRB
12. I understand from Scottish Government officials that relevant statistics show that the judicial recruitment position for Scotland is also generally healthy. In Northern Ireland during 2012-13, no senior judicial offices were unfilled and the salary range of applicants was in keeping with previous comparable recruitment.
13. Following a review, the HM Courts and Tribunals Service (HMCTS) forecasting process which is in place to help identify future judicial recruitment requirements has been aligned to run fully alongside the business planning process. The process 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. It enables HMCTS to assess priorities, affordability and business needs to assist the JAC in managing its recruitment programme to ensure suitable candidates are available to fill vacancies as required.
14. In addition, new governance arrangements have been introduced for all recruitment requirements, aiming to bring a more coherent approach to priorities across jurisdictions.

## RELATIONSHIPS WITH THE JUDICIARY

15. I include, at **Annex G**, a summary of areas in which The Ministry of Justice and the judiciary at all levels are working together to deliver successful outcomes within the justice system.

## APPROPRIATE LEVEL OF AWARD

16. 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; the healthy judicial recruitment position; and the lack of any new factors

suggesting the need for a change of approach for this pay round mean that the appropriate level of award for 2014-15 is 1% for all judiciary.

## **OVERALL MINISTRY OF JUSTICE CONTEXT**

17. 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. The Ministry has recently gone through a spending round review for 2015-16 which has resulted in the Ministry being required to find a further 10% savings on its 2014-15 baseline over and above those previously required.
18. In the Autumn Statement on 5 December 2012 the Chancellor of the Exchequer announced a further budget reduction of 1% in 2013-14 - £72.96m - and 2% in 2014-15 - £140.43m -for the Ministry of Justice. In the Budget 2013, on 20 March 2013, further 1% reductions in 2013-14 and 2014-15 - £73.80m and £68.62m respectively - were announced by the Chancellor of the Exchequer. This is over and above previous reductions reported in last year's evidence document. This has increased the scale of the challenge for the Ministry of Justice to live within budget, increasing the RDEL reduction to 26% in 2013-14 and 27% in 2014-15. The Ministry is also required to find a further 10% savings on its revised 2014-15 baseline in 2015-16.
19. 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, and whilst we will aim 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 (HMCTS)**

### ***CSR10 Settlement and Spending Round 13 (SR13) Settlement***

20. HMCTS has continued to deliver its stretching budgetary target each year of CSR10. These efficiency savings have primarily been delivered from the launch of the courts and tribunals business model. Further efficiencies have been delivered from a wide range of initiatives such as improving procurement to increasing productivity and follows a programme of targeted change programmes. This approach to identifying and delivering efficiencies will continue into the future.
21. As part of the overall Ministry of Justice's negotiations with HM Treasury in relation to funding for 2015-16 (SR13) the Ministry has been required to find a further 10% saving on its 2014-15 baseline budget in 2015-16. HMCTS will have to contribute to these cost reductions in its overall budget for 2015-16, the amount of any reduction falling to HMCTS and the delivery thereof are still being discussed across the Ministry of Justice.

## Judicial Remuneration

22. Judicial Remuneration, including for part time office holders, accounted for £457M (26% of the HMCTS 2012-13 gross resource budget<sup>1</sup>) in 2012-13. Judicial remuneration is expected to increase in line with the pay award of 1% to £461M in 2013-14 (28% of the HMCTS 2013-14 gross resource budget<sup>2</sup>). Seventy one percent of these costs relate to permanent salaried judiciary with the remaining 29% paid to fee paid judiciary for specific sitting days and sessions.

## Efficiencies

23. MoJ's original SR10 plan committed the department to make savings of 23% over 4 years against a starting baseline of 2010-11. Subsequent budgets have pushed this target up to 24% by 14-15. HMCTS has contributed savings, to date, in line with the target of 24% by 14-15 with current savings to 13-14 of £300m.

## Impact of Increases in Judicial Salaries and Fees

24. 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
25. 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. Any increase above the planning assumptions would create pressures for HMCTS to manage. 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

26. The MoJ's objectives support ongoing work to improve public services. HMCTS plays a key role in carrying out these objectives. Therefore, any settlement above the proposed level would impact on MoJ's ability to meet them.

## MACROECONOMIC CONTEXT

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

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<sup>1</sup> In previous years, the percentages given reflected the net rather than the gross resource position. Gross position now shown because a percentage of the net position is dependent on Fee Recovery which will inflate over time and distort the overall position.

<sup>2</sup> Ibid.

## OTHER MATTERS

### Pension Reform

28. Following consideration of comments received from judges about its judicial pension reform proposals issued in July 2012, the Government made some modifications to the proposals which are now as set out below.
29. The New Judicial Pension Scheme will, in common with other public service pension schemes, operate within the framework set out in the Public Service Pensions Act 2013 ('the Act'). The new career average scheme will reflect the terms of the new Civil Service scheme. However, judges will continue to have their own pension scheme for which the Lord Chancellor will be the responsible authority. Under the provisions in the Act, judges will be involved in the governance of the scheme and in its future development.
30. The rules of the new scheme will be set out in regulations. The Government has agreed that these will be subject to the affirmative procedure except where the scheme pension board considers that the detail of the regulations is minor or wholly beneficial, in which case the negative procedure will apply.
31. It is proposed that the new scheme will apply to all judges other than those within 10 years of their Normal Pension Age at 1 April 2012. This group, around 75% of judges at 1 April 2012, will continue in their current schemes. Other judges will move into the new scheme for service from 1 April 2015. Those appointed before 1 April 2012, and who were aged between 51½ and 55 at that date, will have the option to defer joining the new scheme until an age-related later date; this "tapering protection" is intended to avoid a cliff-edge in treatment for those who fall just outside the group with full protection. Previous service in any of the current judicial schemes will be fully protected, continuing to be pensioned under the rules of the current scheme but reflecting the individual's salary on retirement.
32. 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. These numbers are based on indicative rates set out in the proposed final agreement for the new civil service pension scheme, and are subject to change'
33. In common with the approach applying to other public service pension schemes, the new scheme will be registered with HM Revenue and Customs for tax purposes. However, particular concerns have been expressed about the impact on some judges of moving to a tax-registered pension scheme. The Government proposes to address them by allowing those who are likely to be most affected, and who meet specific criteria, the option of a transitional protection allowance in lieu of pension accrual in the new scheme.
34. The Government has, therefore, modified its plans for judicial pension reform in a way that recognises the issues raised by the judiciary, and believes that the new pension arrangements will continue to provide a good way of saving for retirement.
35. Alongside the proposed reform, the Government's decision to introduce personal judicial pension contributions following Lord Hutton's interim review of public sector pensions in October 2010 will continue to be implemented to fund, at least in part, a judicial pension scheme member's own pension benefits.
36. The 1.28% contribution introduced in April 2012 was followed in April this year by an increase of a further 1.28% of salary, bringing the total current contribution to 2.56%. A further increase is expected in April 2014.

## O'Brien v Ministry of Justice

37. You will be aware of the recent Supreme Court judgment in the case of O'Brien v Ministry of Justice that considered the position of a fee-paid part-time judge (a 'Recorder') for the purposes of the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 (the "Regulations"), which implement an EU Directive. The court found that for the purposes of the Regulations, Recorders must be treated as workers and, therefore, should receive the same benefits, in this case access to the judicial pension scheme, as the salaried judiciary. The Court judged that Mr O'Brien was therefore entitled to a pension equivalent to that of a circuit judge.
38. At an Employment Tribunal hearing on 3 June, the Lord Chancellor accepted in addition to Recorders that, where there is a salaried full-time comparator, those appointed as fee-paid legal members of a judicial office who had to be legally qualified in order to be eligible for appointment, are also entitled to a pension.
39. O'Brien v Ministry of Justice was listed for a Pre Hearing Review at the Employment Tribunal in August for a 3 day hearing to decide a number of preliminary issues and for a second preliminary hearing also in August and then will be listed for a full remedy hearing later in the year. There is additional litigation from non-legal members of tribunals also claiming entitlement to a pension. This is resisted by the Department and will be considered at a Preliminary Hearing Review at the Employment Tribunal on 30 September.
40. In addition to pension claims there are non-pension claims by fee-paid legal and non-legal members, claiming such things as annual leave and training fees. These other heads of claim will be the subject of a further Preliminary Hearing Review at the Employment Tribunal on 25 November.
41. Whilst the litigation is ongoing it is difficult to forecast what the financial implications are likely to be. Analytical work has identified a range of scenarios up to £2.2bn, conditional on Employment Tribunal decisions such as the when entitlement begins, time limitation and the number of claimants.

## Tribunals Transfers

42. The Property Chamber of the First-tier Tribunal was launched on 1 July this year. The following tribunal's functions transferred on that date: the Rent Assessment Committees (Residential Property Tribunals, etc) in England, the Agricultural Land Tribunals in England; and the Adjudicator to Her Majesty's Land Registry in England and Wales.
43. The Property Chamber will be the seventh Chamber of the First-tier Tribunal; it will provide an improved service through the development of more coherent and consistent procedures across the jurisdictions that are transferring into the Chamber.
44. We are working with the Department of Communities and Local Government to transfer the Valuation Tribunals England (VTE) into the Property Chamber.

## Northern Ireland

45. We have explained in earlier evidence documents 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. 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 26 July.

46. The number of non-jury (Diplock) trials held in Northern Ireland is provided at **Annex E**. This shows that the number of cases dealt with by County Court Judges has risen further this year. The Review Body has noted previously that the MoJ's preferred option has been to retain the current salary uplift for County Court Judges in Northern Ireland whilst the non-jury trial provisions of the Justice and Security (NI) 2007 remain in force. The provisions have been extended from July 2013 for a further two years. The salary uplift for County Court Judges will, therefore, continue whilst the provisions remain in force.

#### Statistics

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

#### Expenditure Tables

50. **Table 1, Annex A**, summarises 2012-13 expenditure by MoJ central and HMCTS. **Table 2** shows 2012-13 expenditure for the National Offender Management Service (NOMS). Taken together, these figures comprise most of the Ministry's expenditure during 2012-13. **Table 3** shows the judicial pay bill in Northern Ireland for 2011-12.

#### Oral Evidence

51. We look forward to meeting the Review Body on 26 November, if required, to discuss points covered in this evidence.

**Ian Gray**

Deputy Director, Judicial Reward and Pension Reform



Table 1 - Analysis of HMCTS and MoJ Central 2012-13 expenditure

	HMCTS	MoJ Central including JPG
	£m	£m
Administration staff costs	16.83	143.35
Administration other costs	55.46	59.53
Administration accommodation/IT costs	7.23	67.21
Other programme costs (jurors/other courts/tribunals costs)	-	-
Other programme costs (Staff costs)	539.11	71.71
Other programme costs (IT/Accommodation costs)	250.95	273.96
Other programme costs (Other costs)	593.08	294.01
Judicial salaries paid from Consolidated Fund <sup>1</sup>	125.27	-
Judicial ERNIC paid from Consolidated Fund	15.53	-
Judicial salaries paid from Departmental Vote	103.51	-
Judicial/Lay/Medical Members fees	115.57	-
Judicial ERNIC (excluding Consolidated Fund)	24.50	-
Judicial ASLEC	73.10	-
Judicial/Lay/Medical Members T&S		-
LEGAL AID <sup>2</sup>		2,063.08
Judicial Appointments Commission <sup>3</sup>		4.90
Information Commissioner <sup>4</sup>		4.35
Legal Services Board <sup>5</sup>		0.00
Office of Legal Complaints <sup>6</sup>		0.00
Criminal Injuries Compensation Authority <sup>7</sup>		321.02
Parole Board <sup>8</sup>		10.99
Criminal Cases Review Commission <sup>9</sup>		4.90
Youth Justice Board ( Admin staff costs) <sup>10</sup>		11.23
Youth Justice Board (Admin non staff costs) <sup>10</sup>		4.40
Youth Justice Board ( Programme staff costs) <sup>10</sup>		0.00
Youth Justice Board (Programme non staff costs) <sup>10</sup>		310.74
<b>TOTAL</b>	<b>1,920.14</b>	<b>3,645.38</b>

**Notes:**

1. Figure represents an amount which, whilst paid from the Consolidated Fund, forms part of HMCTS's budget.
2. Figure represents total spend attributable to the Legal Services Commission. The Legal Services Commission ceased to exist on 1st April 2013 and has been replaced by the Legal Aid Agency which is an Executive Agency of the Ministry of Justice.
3. Figure represents total spend attributable to the Judicial Appointments Commission.
4. Figure represents total spend attributable to Information Commissioner's Office.
5. Figure represents total spend attributable to Legal Services Board.
6. Figure represents total spend attributable to Office of Legal Complaints.
7. Figure represents total spend attributable to the Criminal Injuries Compensation Authority
8. Figure represents total spend attributable to the Parole Board
9. Figure represents total spend attributable to the Criminal cases Review Commission
10. Figure represents total spend attributable to Youth Justice Board.

**Analysis of NOMS Expenditure, 2012-13**

	Probation £m	Other £m	Total NOMS £m
Admin Staff Costs	0.000	76.734	76.734
Admin non-Staff Costs	0.000	90.782	90.782
Programme Staff Costs	664.802	1,574.865	2,239.667
Programme non-Staff Costs	230.243	1,801.259	2,031.502
Total (Gross)	895.045	3,543.640	4,438.685
Income	-38.980	-355.432	-394.412
Total (Net)	856.065	3,188.208	4,044.273

**Notes:**

1. The figures in the table may be subject to rounding.
2. The 'Total NOMS' column shows 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 £67m towards impairments.

TABLE 3

**Judicial Pay Bill Northern  
Ireland 2012-13**

	Salary	ERNIC	ASLEC	Total
Consolidated Fund	7,185,633	889,017	2,204,973	10,279,623
Departmental Vote	2,097,230	249,693	639, 840	2,986,763
<b>Total</b>	<b>9,282,863</b>	<b>1,138,710</b>	<b>2,844,813</b>	<b>13,266,386</b>
Note				
Consolidated Fund Judiciary:				
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				
Departmental Vote Judiciary:				
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*				
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 (Department for Social Development).

## MAJOR INITIATIVES

### HMCTS

1. The Crime and Courts Act 2013 contains legislation to create a single Family Court, replacing the current magistrates' and county court jurisdictions. All tiers of family judiciary, including magistrates, will sit in the Family Court and cases will be allocated to them in a consistent way according to national gate-keeping and allocation criteria. These new criteria could create significant shifts in the family workloads of different tiers of the family judiciary, and will in the long term affect ticketing and resource requirement both for judges and for legal advisers. The Single Family Court is also intended to precipitate culture change within the family judiciary so that professional judges and magistrates operate as one team within designated areas, and the current division between Family Proceedings Court (magistrates) and County Court disappear. The single Family Court is currently on course to be launched in April 2014.
2. The changes contained in the Children and Families Bill, including the introduction of a six month time limit in care cases, will have significant impact on how judges manage their caseload, and how HMCTS assists them with listing and court capacity. In order to respond to the time limit, the family judiciary will need to apply robust case management and place a greater emphasis on managed case progression, the early identification and narrowing of issues and limiting applications for expert evidence. A revised pilot Public Law Outline is currently in development for launch in July 2013, which is intended to support efforts to achieve the time limit, and will be evaluated prior to launch of the time limit in April 2014.
3. HMCTS has played a key role in supporting the Government reform of the welfare system against a backdrop of increasing workloads. It has worked closely with the judiciary to respond strongly to these challenges and increase the capacity and performance of the Social Security and Child Support Tribunal, reducing average waiting times by 5 weeks for users (from 23 weeks to 18) and recruiting over 400 new fee-paid office holders. To support DWP's Decision Making reforms, HMCTS has worked with DWP and the judiciary to provide increased feedback from the tribunal to DWP, through structured feedback on tribunal decision notices, on the standards of decision making and reasons for overturned decisions.
4. HMCTS has worked very closely with the Judiciary in a number of tribunals to build on the successful use of magistrates' courts legal advisors as Registrars in tribunals, which was successfully piloted and evaluated in the Special Education Needs and Disability jurisdiction and is now extending to the Mental Health jurisdiction and the General Regulatory Chamber. These proposals will save judicial time and deliver efficiency savings of £140,000.

### NOMS

5. The NOMS Business Plan sets<sup>3</sup> out the important part the Agency will play in delivering the Department's priorities in 2013-2014.
6. The NOMS Agency Board has agreed a clear vision for the delivery of offender management both in the community and in custody in 2013-14. The Agency's primary responsibility is delivering our key operational services and managing system-wide delivery of offender services in England & Wales. NOMS directly manages public sector prisons and contract manages Probation Trusts, private sector prisons, third sector providers and a range of system-wide contracts.

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<sup>3</sup> <http://www.justice.gov.uk/downloads/publications/corporate-reports/noms/2012/noms-business-plan-2013-2014.pdf>

7. The Agency's work in 2013-14 is focussed on maintaining business performance whilst delivering two key Government priorities:
- Transforming Rehabilitation - supporting wide-ranging reform to Probation and offender management services in the community; and
  - Reducing the cost of prison - by closing uneconomic places/capacity; applying the benchmarked efficiency savings achieved through competition to the whole prison estate; testing services in the market and developing new efficient ways of working whilst maintaining safety, decency, security and order.

## **CORONERS**

8. The MoJ began the process of implementing the reforms to the coroner system contained in Part 1 of the Coroners and Justice Act 2009 (the '2009 Act') with the appointment of the first Chief Coroner for England and Wales in May 2012. His Honour Judge Peter Thornton QC took up post in September 2012 and the first of his statutory powers came into force shortly thereafter.
9. In his inaugural speech to the Coroners' Society Annual Conference, the Chief Coroner announced his desire to move towards a standardised set of terms and conditions for coroners. The MoJ fully supports this aim and will assist the Chief Coroner in this work.
10. The 2009 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.
11. In March 2013, the MoJ consulted on proposals for implementing these and other coroner reforms in the 2009 Act<sup>4</sup>, including new coroners rules, regulations and statutory guidance. The consultation closed in mid-April and the changes came into force in July.
12. The MoJ has no plans, at this stage, to appoint to the other centrally-funded judicial posts created by the 2009 Act (the Coroner for Treasure and Deputy Chief Coroner(s)).

**JULY 2013**

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<sup>4</sup> <https://www.gov.uk/government/consultations/proposals-for-implementing-the-coroner-reforms-in-part-1-of-the-coroners-and-justice-act-2009>

## STATISTICAL INFORMATION

## Appointments Table\* as at 31 March 2013

	Number in post as at 31/3/12	Number taking up post 1/4/12 - 31/3/13	Number leaving post 1/4/12 - 31/3/13	Number in post as at 31/3/13
England & Wales				
<b>Group 1</b>				
Lord Chief Justice	1	0	0	1
<b>Group 1.1</b>				
Master of the Rolls	1	1	1	1
President of the Supreme Court	1	1	1	1
<b>Group 2</b>				
Chancellor of the High Court	1	1	1	1
Deputy President of the Supreme Court	1	0	0	1
Justices of the Supreme Court	9	1	2	8
President of the Family Division	1	1	1	1
President of the Queen's Bench Division	1	0	0	1
Senior President of Tribunals	1	1	1	1
<b>Group 3</b>				
Lord Justices of Appeal	37	4	8	33
<b>Group 4</b>				
High Court Judges (including the Vice-Chancellor of the County Palatine of Lancaster)	110	8	10	108
<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

	Number in post as at 31/3/12	Number taking up post 1/4/12 - 31/3/13	Number leaving post 1/4/12 - 31/3/13	Number in post as at 31/3/13
<b>England &amp; Wales</b>				
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)	1	0	0	1
President of First-tier Tribunal (Social Entitlement Chamber)	1	0	0	1
President of First-tier Tribunal (Tax Chamber)	1	0	0	1
Circuit Judges at the Central Criminal Court in London (Old Bailey Judges)	12	2	1	13
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	0	0	0	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	0	0	0	0
President of the Upper Tribunal (Lands Chamber)	1	0	1	0
Recorder of Liverpool	0	0	0	0
Recorder of Manchester	0	0	0	0
Senior Circuit Judges	35	3	1	37
Senior District Judge (Chief Magistrate)	1	0	0	1
Specialist Circuit Judges, Technology & Construction Court	5	0	0	5
Specialist Circuit Judges, Chancery, Mercantile, Patents & Business List	19	1	2	18
<b>Group 6.1</b>				
Chief Bankruptcy Registrar	1	0	0	1
Chief Chancery Master	1	0	0	1
Circuit Judges	572	48	61	559
Deputy Presidents of the First-tier Tribunal (Health, Education & Social Care Chamber)	2	0	0	2

	Number in post as at 31/3/12	Number taking up post 1/4/12 - 31/3/13	Number leaving post 1/4/12 - 31/3/13	Number in post as at 31/3/13
<b>England &amp; Wales</b>				
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	0	0	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)	7	1	0	8
Regional Employment Judges	12	2	1	13
Registrar of Criminal Appeals	1	0	0	1
Senior Costs Judge	1	0	0	1
Senior District Judge, Principal Registry of the Family Division	1	0	0	1
Senior Immigration Judges	34	0	1	33
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)	16	1	2	15
Upper Tribunal Judges (Immigration & Asylum Chamber)	7	2	0	9
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	1	1	1
Designated Immigration Judges	26	0	2	24
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
Chamber President (War Pensions & Armed Forces Compensation Chamber)	0	1	0	1
<b>Group 7+</b>				
President of the Valuation Tribunal (England)	1	0	0	1



England & Wales	Number in post as at 31/3/12	Number taking up post 1/4/12 - 31/3/13	Number leaving post 1/4/12 - 31/3/13	Number in post as at 31/3/13
Group 7				
Assistant Judge Advocates General	6	0	0	6
Former Asylum Support Adjudicators	3	0	0	3
Bankruptcy Registrars	4	0	0	4
Employment Judges	140	0	2	138
Chancery Masters	5	0	0	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	45	0	5	40
District Judges	442	30	32	440
District Judges of the Principal Registry of the Family Division	17	0	4	13
District Judges (Magistrates' Courts)	140	4	7	137
Immigration Judges	93	0	4	89
Queen's Bench Masters	8	2	1	9
Salaried Judges of the First-tier Tribunal (Tax Chamber)	5	1	1	5
Salaried Judges of the First-tier Tribunal (Health, Education & Social Care Chamber)	22	3	1	24
Salaried Judges of the First-tier Tribunal (Social Entitlement Chamber)	45	3	3	45
Salaried Judges of the First-tier Tribunal (Immigration & Asylum Chamber)	10	0	0	10
Salaried First-tier Tribunal Members (Social Entitlement Chamber)	6	1	0	7

\*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 31/03/12	Number taking up post 01/04/12-31/03/13	Number leaving post 01/04/12-31/03/13	Number in post as at 31/03/13
Northern Ireland				
Group 1.1				
Lord Chief Justice	1	0	0	1
Group 3				
Lord Justices of Appeal	3	0	0	3
Group 4				
High Court Judges	8	2	1	9
Group 5				
Chief Social Security Commissioner and Child Support Commissioner	1	0	0	1
Recorder of Belfast	1	1	1	1
Group 6.1				
County Court Judges	16	2	2	16
Social Security and Child Support Commissioner	1	0	0	1
President, Appeal Tribunals	1	0	0	1
President, Industrial Tribunals and Fair Employment Tribunal	1	0	0	1
President, Lands Tribunal <sup>5</sup>	1	0	0	1
Group 6.2				
Member, Lands Tribunal	1	1	1	1
Vice-President, Industrial Tribunals and Fair Employment Tribunal	1	0	0	1
Group 7				
Presiding District Judge (Magistrates Court)	1	0	0	1
District Judge (Magistrates' Court) <sup>6</sup>	20	0	0	20
District Judge	4	0	0	4
Masters of the Supreme Court	7	0	0	7
Official Solicitor	1	0	0	1
Senior Coroner	1	0	0	1
Coroner	2	1	1	2
Chairmen, Industrial Tribunals and Fair Employment Tribunal	7	1	1	7

<sup>5</sup> Currently held by Lord Justice of Appeal

<sup>6</sup> Includes 2 part-time

## ENGLAND AND WALES JUDICIAL RETIREMENT AGES, 1 APRIL 2008 – 31 MARCH 2013

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
Total	94 (1 DIO; 9 MR)	0	6 (1 DIO; 3 MR)	42 (5 MR)	31 (1 MR)	15

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
Total	76 (1 DIO; 5 MR)	0	1	35 (1 DIO; 5 MR)	25	15

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
Total	105 (1 DIO; 6 MR)	1 (MR)	5 (1 DIO; 1 MR)	35 (4 MR)	54	10

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
Total	126 (6 DIO; 3 MR)	1 (age 43)	1 (1 DIO)	3 (1 DIO; 1 MR)	10 (1 MR)	78 (4 DIO, 1 MR)	33	66.58

2012-2013

Office	No of retirements	Under 50	50-54	55-59	60 – 64	65-69	70 – 75	Av age
Higher Judiciary	14	0	0	0	0	4	10	71.36
Circuit Bench	59 (4 DIO, 2 MedRet)	0	0	2 (1 DIO, 1 MedRet)	5 (3 DIO, 1 MedRet)	32	20	65.17
DJ(MC)	7 (2 MedRet)	0	0	0	4 (2 DIO, 1 MedRet)	3	0	64
DJ	31 (2 DIO, 1 MedRet)	0	0	0	4 (2 DIO, 1 MedRet)	23	4	66.35
Sup Ct	2	0	0	0	0	1	1	70
Tribs	19 (2 DIO, 1 MedRet)	0	2 (1 DIO)	2 (1 DIO, 1 MedRet)	1	13	1	64.37
NI	3	0	0	0	0	3	0	66.33
Scotland	10	0	0	0	2	7	1	65.2
Total	145 (8 DIO; 6 MedRet)	0	2 (1 DIO)	4 (2 DIO; 2 MedRet)	16 (5 DIO, 4 MedRet)	86	37	65.95

DIO = death in office MR = medical retirement

**NORTHERN IRELAND JUDICIAL RETIREMENT AGES, 1 APRIL 2008 – 31 MARCH 2013**

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
Total	2	0	0	0	2	0

## 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
Total	4	0	0	2	1	1

## 2012-13

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	1	1	0
DJ(MC)	0	0	0	0	0	0
DJ	0	0	0	0	0	0
Sup Ct	1	0	0	1	0	0
CSSC&CCSC	0	0	0	0	0	0
SSC&CSC	0	0	0	0	0	0
Tribs	1	0	0	0	1	0
Total	4	0	0	2	2	0

MR = medical retirement

Figures include devolved posts

## Non-jury cases and defendants in Northern Ireland Crown Courts, 2008-2012

Non-Jury Crown Court Defendants Dealt With						
(Includes defendants Prosecuted under the Justice & Security Act)						
Year	High Court Judge		County Court Judge		Total	
	Number	%	Number	%	Number	%
2008	25	35%	47	65%	72	100%
2009	20	49%	21	51%	41	100%
2010	20	71%	8	29%	28	100%
2011	10	43%	13	57%	23	100%
2012	26	47%	29	53%	55	100%
Source: Integrated Court Operations System						
Non-Jury Crown Court Cases Dealt With						
(Includes defendants Prosecuted under the Justice & Security Act)						
Year	High Court Judge		County Court Judge		Total	
	Number	%	Number	%	Number	%
2008	12	36%	21	64%	33	100%
2009	9	53%	8	47%	17	100%
2010	10	59%	7	41%	17	100%
2011	4	29%	10	71%	14	100%
2012	7	33%	14	67%	21	100%
Source: Integrated Court Operations System						
Crown Court Defendants Dealt With by County Court Judge						
(Includes defendants Prosecuted under the Justice & Security Act)						
Year	Non-Scheduled		Scheduled		Total	
	Number	%	Number	%	Number	%
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%
2012	2137	99%	29	1%	2166	100%
Source: Integrated Court Operations System						
Crown Court Defendants Dealt With by High Court Judge						
(Includes defendants Prosecuted under the Justice & Security Act)						
Year	Non-Scheduled		Scheduled		Total	
	Number	%	Number	%	Number	%
2008*	101	80%	25	20%	126	100%
2009	61	75%	20	25%	81	100%
2010	35	64%	20	36%	55	100%
2011	25	71%	10	29%	35	100%
2012	23	47%	26	53%	49	100%
Source: Integrated Court Operations System						
* 2008 data have been revised						



**MINISTRY OF JUSTICE  
JUDICIAL SALARIES FROM 1 APRIL 2013**

<b>Group</b>	<b>Salaries w.e.f. 01/04/11</b>	<b>Salaries w.e.f. 01/04/12</b>	<b>Salaries w.e.f. 01/04/13</b>
<b>Group 1</b>	<b>239,845</b>	<b>239,845</b>	<b>242,243</b>
Lord Chief Justice			
<b>Group 1.1</b>	<b>214,165</b>	<b>214,165</b>	<b>216,307</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>	<b>206,857</b>	<b>206,857</b>	<b>208,926</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)	(201,613)	(203,643)	(207,730)
<b>Group 3</b>	<b>196,707</b>	<b>196,707</b>	<b>198,674</b>
Inner House Judges of the Court of Session			
Lords Justices of Appeal			
Lords Justices of Appeal (N I)			
<b>Group 4</b>	<b>172,753</b>	<b>172,753</b>	<b>174,481</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	148,135
<b>Group 5</b>	<b>138,548</b>	<b>138,548</b>	<b>139,933</b>
Chairman, Scottish Land Court			
President of the First-tier Tribunal (Property Chamber) and Deputy Judge of the Upper Tribunal [Note L]			
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			
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)			

<b>Group</b>	<b>Salaries w.e.f. 01/04/11</b>	<b>Salaries w.e.f. 01/04/12</b>	<b>Salaries w.e.f. 01/04/13</b>
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>129,579</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)			
Deputy Chamber President, Upper Tribunal (Lands 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			
<b>Upper Tribunal Judges - Administrative Appeals Chamber and Immigration and Asylum Chamber</b>			
Upper Tribunal Judges – Tax and Chancery Chamber (transitional pay)	(124,415)	(125,917)	(128,693)
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>121,993</b>
Deputy Senior District Judge (Magistrates' Courts)			
Members, Claims Management Services Tribunal			
Former Regional Chairmen, Mental Health Review Tribunals, England			
Principal Judge, Property Chamber, and Deputy Judge of the Upper Tribunal (formerly Adjudicator, HM Land Registry) [Note L]			
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)			
<b>War Pensions and Armed Forces Compensation Chamber President</b>			
Designated Immigration Judges (Transitional Pay outside London)	(115,875)	(117,828)	(120,979)
Designated Immigration Judges (Transitional Pay London: [Note E])	(117,942)	(119,095)	(121,450)

<b>Group</b>	<b>Salaries w.e.f. 01/04/11</b>	<b>Salaries w.e.f. 01/04/12</b>	<b>Salaries w.e.f. 01/04/13</b>
Former Deputy Principal Judge of the First-tier tribunal (Asylum Support) (Transitional Pay London : [Note E])	(117,942)	(119,095)	(121,450)
Coroner (Senior), Northern Ireland [Note F]	113,213	113,213	114,345
<b>Group 7 plus [Note G]</b>	<b>111,155</b>	<b>111,155</b>	<b>112,266</b>
Presiding District Judge (Magistrates Courts) (Northern Ireland)			
<b>Group 7 [Note H]</b>	<b>102,921</b>	<b>102,921</b>	<b>103,950</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 I]			
First-tier Tribunal Judge, Property Chamber (former Vice President RPT, London - legal) (Transitional pay)	-	-	100,425 [Note L] [Note M]
First-tier Tribunal Judge, Property Chamber (former Vice President RPT, Regions - legal)(Transitional pay)	-	-	97,137 [Note L] [Note M]
Member of First-tier Tribunal, Property Chamber (former Vice President RPT, London - valuer)	-	-	100,425 [Note L] [Note M]
Member of First-tier Tribunal, Property Chamber (former Vice President RPT, Regions - valuer)	-	-	97,137 [Note L] [Note M]
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 J])	(94,951)	(98,037)	(102,133)
Salaried Medical Members, Social Entitlement Chamber [Note K]	-	81,620	82,500

**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 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.
- F. Current post-holder receives a salary of 110% of Group 7 rate.
- G. 108% of the Group 7 rate.

- H. London Group 7 posts attract a London salary lead of £2,000 per year and a London Allowance of £2,000 per year.
- I. This includes former immigration judges and former Presidents of the Residential Property Tribunal transferred into the Property Chamber on 1 July 2013.
- J. The former Asylum Support Adjudicators also attract a London weighting allowance of £4,000 per year.
- K. This salary figure is 220 x 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.
- L. Salary shown as 'w.e.f. 01/04/13' applied from 1 July 2013, when Property Chamber launched and post transferred to HM Courts and Tribunals Service.
- M. Transitional salaries introduced from 1 July 2013, with the launch of the Property Chamber, for Property Chamber posts with salaries linked to the judicial salary group 7 salary but currently set below that level. Phased increases will be applied in April each year, with the final increment due in April 2017.

**MINISTRY OF JUSTICE**  
**FEES FOR FEE PAID COURT AND TRIBUNAL APPOINTMENTS**  
 WEF 01.04.13

	01.04.11 [see note 3 below]	01.04.12 [see note 3 below]	01.04.13 [see note 3 below]
<b>Courts (Crown, County, Supreme Court)</b>			
Retired Lord of Appeal	940	940	950
Retired Lord Justices (sitting COA)	894	894	903
Retired High Court Judges etc	785	785	793
Deputy High Court Judge	785	785	793
Retired Judges of the TCC (sitting as Deputy Judge of TCC)	630	630	636
Recorder	583	583	589
Deputy Circuit Judge	583	583	589
Assessor, Taxation Tribunal (County Court)	468	468	473
Assessor, Taxation Tribunal (High Court)	468	468	473
Deputy District Judge	468	468	473
Deputy District Judge (Magistrates Courts)	468	468	473
Deputy Judge Advocate	468	468	473
Deputy Supreme Court Master/ Registrar	468	468	473
<b>Tribunals</b>			
<b>Upper Tribunal - Administrative Appeals Chamber</b>			
Judge (including Deputy Judge) except where otherwise specified	583	583	589
Care Standards			
Other member	201	201	203
Information Rights			
Judge	524*	547*	576*
Other member	265	265	268
Transport [Traffic Commissioner Appeals]			
Judicial Member (Chairman)	524*	547*	576*
Other member	334	334	337
<b>Upper Tribunal – Immigration and Asylum</b>			
Judge	583	583	589
Other member	265	265	268
<b>Upper Tribunal – Lands Chamber</b>			
Member	549	549	555
<b>Upper Tribunal – Tax and Chancery Chamber</b>			
Judge	566*	573*	586*
Other member	265	265	268
<b>First-tier Tribunal – General Regulatory Chamber</b>			
Former Acting President	-	583	589
Local Government Standards in England (formerly Adjudication Panel For England)			
Former President, Adjudication Panel For England	510*	525*	545*
Judge	432*	446*	465*

Other member	184	184	186
Charity			
Judge	468	468	473
Other member	265	265	268
Claims Management Services			
Chairman	549	549	555
Other member	265	265	268
Consumer Credit Appeals and Estate Agents			
Judge	549	549	555
Other member	265	265	268
Environment			
Judge	468	468	473
Specialist (Hydrologist) member	-	391	395
Other member	265	265	268
Gambling Appeals			
Judge	468	468	473
Immigration Services			
Judge [See note 4, below]	549	549	555
Other member	334	334	337
Information Rights			
Judge	468	468	473
Other member	265	265	268
Transport			
Principal judge	583	583	589
Judicial Member (Chairman)	468	468	473
Other member	334	334	337
<b>First-tier Tribunal - Health, Education and Social Care Chamber</b>			
Care Standards			
Judge	439*	450*	466*
Other member	201	201	203
Primary Health Lists (formerly Family Health Services Appeal Authority)			
Former President [See note 4, below]	583*	583*	589*
Judge [See note 4, below]	486	486	491
Medical member	336	336	339
Other member	275	275	278
Mental Health			
Judge (Restricted Patients' Panel)	583	583	589
Judge	461*	464*	472*
Medical Member	454	454	459
Other member	212	212	214
Special Education Needs & Disability			
Judge	468	468	473
Other member	239	239	241
<b>First-tier Tribunal – Immigration and Asylum</b>			
Immigration Judge	468	468	473
Other member	265	265	268
<b>First-tier Tribunal - Social Entitlement Chamber</b>			
Asylum Support			
Adjudicator	436*	448*	465*
Criminal Injuries Compensation			
Legal	427*	442*	462*
Medical Member	391	391	395
Other member	391	391	395

<b>Social Security and Child Support</b>			
Judge	436*	448*	465*
Medical Member (medical examination might be required)	371	371	375
Medical Member (no medical examination required) [See note 5, below]	310	310	313
Financial Member	302	302	305
Member with experience of disability	192	192	194
<b>First-tier Tribunal - Tax Chamber</b>			
Judge [See note 4, below]	549	549	555
Other member	265	265	268
Newly-appointed judge	468	468	473
Newly-appointed tax member	265	265	268
<b>First-tier Tribunal - War Pensions and Armed Forces Compensation Chamber</b>			
<b>War Pensions and Armed Forces Compensation (previously Pensions Appeal Tribunal)</b>			
Judge	461*	464*	472*
Medical Member	454	454	459
Service Member	212	212	214
<b>First-tier Tribunal - Property Chamber</b>			
Judge (former legally qualified Chair, RPT)	-	-	427**
Judge (former Deputy Adjudicator, HMLR)	-	-	473**
Judge (Principal Judge) (former Chair, Agricultural Lands)	-	-	406**
Judge (Chair/Deputy Chair, Agricultural Lands)	-	-	390**
Judge (former Deputy Adjudicator to HM Land Registry)	-	-	473
Valuer Member (former valuer Chair, RPT)	-	-	427**
Expert member (Expert/Professional member, RPT)	-	-	295
Non-legally qualified member (former lay member RPT)	-	-	192
Non-legally qualified member (former non-legally qualified member Agricultural Lands – farmers, land owners, drainage experts)	-	-	88**
<b>Other Tribunals</b>			
<b>Employment Appeal Tribunal (EAT)</b>			
Recorders	785	785	793
Member [and Assessor (appeals against decisions of Reinstatement Committees)]	303	303	306
<b>Employment Tribunals (England &amp; Wales; &amp; Scotland)</b>			
Employment Judge	460*	464*	473*
Member	174	174	176
<b>Gangmaster Licensing Appeals</b>			
Appointed Person [See Note 6 below]	460*	464*	473*
<b>Gender Recognition Panel [ See Note 1 below]</b>			
Judge	436*	448*	465*
Medical Member [ See Note 2 below]	371	371	375
<b>Pensions Appeal Tribunal (Northern Ireland)</b>			
Legal & Medical Member	454	454	459
Service Member	212	212	214
<b>Proscribed Organisations Appeals Commission (POAC)</b>			
Member	415	415	419
<b>Reserve Forces Appeal Tribunal</b>			
Employment Judge/Chair	460*	464*	473*
Non-legal member	174	174	176

Social Security Commissioner and Child Support Commissioners (Northern Ireland)			
Deputy Social Security and Child Support Commissioners	583	583	589
Special Immigration Appeals Commission (SIAC)			
Non-legal Member	415	415	419
Transport Tribunal			
President	583	583	589
Judicial Member (Chairman)	468	468	473
Non-legal Member	334	334	337
<b>Others</b>			
County Court Assessor (Landlord & Tenant)	265	265	268
County Court Assessor (Race Relations)	265	265	268
County Court Assessor (Sex Discrimination)	265	265	268

**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 one 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 due in April 2014. A 1% increase in the increments has been applied for 2013-14.

**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 £375 for all subsequent sittings during that year.

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

**Note 7** - Those fees highlighted by two asterisks (\*\*\*) include phased increases introduced from 1 July 2013, with the launch of the Property Chamber for Property Chamber posts linked to a salaried equivalent and for roles, formerly attracting a financial loss allowance, linked to other fee paid posts in the Chamber. Phased increases will be applied in April each year, with the final increment due in April 2017.



## RELATIONSHIPS WITH THE JUDICIARY

### HMCTS

1. HMCTS continues to work very closely with Courts and Tribunals judiciary at all levels. Work on the Single Family Court is being taken forward in close conjunction with family judiciary, and the culture change that the creation of the Court is expected to drive will be led by the Designated Family Judge for each area, who will assume new leadership responsibilities and will lead their area in terms of allocation, workload and working practices. The Designated Family Judge will need to work closely with the Justices Clerk and HMCTS cluster and regional management teams to ensure a partnership approach is taken to managing the family courts.
2. Tribunals' Judges play an active part in relation to their management and leadership responsibilities across the Tribunals Chamber structure and work with senior HMCTS Managers in Jurisdictional Boards which provide the forum to review national performance and continuous improvement plans. These are established across the key parts of the Tribunals system and have, for example: supported HMCTS in overseeing the increases in SSCS capacity and performance to respond to increasing work; overseen the introduction of new procedure rules into the Employment Tribunals; extended the use of court legal advisors as Tribunal registrars; and supported initiatives to improve services for users across the main tribunal.
3. A particular achievement within the Immigration & Asylum Chamber has been the joint administrative & judicial review of the First tier tribunal which has brought together a range of HMCTS Managers and Tribunal Judges to review the procedures of the tribunal and make recommendations for a more effective and efficient tribunal. The joint working group provided HMCTS, and the President of the First tier Tribunal (Immigration and Asylum Chamber) with a final version of the review report in June 2013. Following receipt, the next steps will be to implement or pilot (as appropriate) those recommendations that are accepted. In the Upper Tribunal of the Chamber, HMCTS staff and the Judiciary, led by the Mr. Justice Blake, have led a range of reforms to the tribunal's procedures culminating in record levels of performance and the lowest level of caseload since the Upper Tribunal was formed.
4. HMCTS is working closely with the judiciary to ensure that criminal trials are increasingly effective. This involves actively supporting the judicially led Early Guilty Plea Scheme and Stop Delaying Justice to ensure that defendants plead guilty earlier in the process. It also involves supporting the judiciary to improve the case management in all cases so that judges actively manage cases so that the prosecution and defence comply with procedural rules and work effectively and efficiently to ensure that cases are ready for trial and the trial is appropriately focused on the relevant issues.
5. HMCTS is working with its criminal justice partners and the judiciary to significantly modernise the administration of justice. Over the coming years it plans to role out digital working to the Crown Court so that rather than dealing with cases in bundles of paper all parties are able to access and work from electronic case files. Judicial leadership and coordination will be critical to ensuring that this initiative is successfully implemented and the full benefits are achieved. There are judicial members on the programme board and working groups. Many judges continue to take on other ad hoc responsibilities – for example, their role as Diversity and Community Relations Judges.

### CRIMINAL JUSTICE GROUP

6. Judges' are proactive in improving the efficiency and effectiveness of the CJS through ongoing initiatives like the 'Early Guilty Plea Scheme', 'Case management Initiative' and 'Stop Delaying

Justice!' The judiciary has been working closely with MoJ on this area. The Senior Presiding judge sits as an observer on the Criminal Justice Board, and has worked with officials from MoJ on the Strategy and Action Plan (SaAP) published on 28 June. The SaAP contains actions to improve the efficiency and effectiveness of the Criminal Justice System, a number of which involve close working with the judiciary. It also includes undertakings by all agencies to play their part in ensuring the success of the aforementioned judicially led initiatives.

7. The senior Judiciary have provided assistance in relation to recent legislative changes on sentencing. These have included feedback and input on the development of reforms to community sentences in the Crime and Courts Act 2013 and helpful advice on the impact of supervision on short sentenced prisoners now contained in the Offender Rehabilitation Bill.

**OCTOBER 2013**