

NatCen

Social Research that works for society

Survey of Newly Appointed Judges in the UK 2017

Report

Author: Tim Buchanan, NatCen

Date: May 2018

Prepared for: OME

At NatCen Social Research we believe that social research has the power to make life better. By really understanding the complexity of people's lives and what they think about the issues that affect them, we give the public a powerful and influential role in shaping decisions and services that can make a difference to everyone. And as an independent, not for profit organisation we're able to put all our time and energy into delivering social research that works for society.

NatCen Social Research
35 Northampton Square
London EC1V 0AX
T 020 7250 1866
www.natcen.ac.uk

A Company Limited by Guarantee
Registered in England No.4392418.
A Charity registered in England and Wales (1091768) and Scotland (SC038454)
This project was carried out in compliance with ISO20252

Contents

Executive summary	1
1 Introduction	4
1.1 Background.....	4
1.2 Objectives	4
2 Summary of method.....	6
2.1 Data Collection.....	6
2.1.1 Questionnaire development	6
2.1.2 Sampling and data collection	6
2.1.3 Response	6
2.2 Analysis	7
2.2.1 Calculation of pre-appointment earnings.....	7
2.2.2 Uprating the figures	7
2.2.3 Weighting	8
2.2.4 Confidence intervals	8
3 Survey findings.....	10
3.1 Judges' pre appointment earnings	10
3.2 Fee-paid judges	13
3.3 Current appointment	15
3.3.1 England and Wales judges' primary appointments	15
3.3.2 Scottish judges' primary appointments.....	15
3.3.3 Type of work.....	16
3.4 Role prior to judicial appointment.....	17
3.4.1 Role prior to appointment as a judge	17
3.4.2 Practice area prior to appointment as a judge.....	18
3.4.3 Whether practice/chambers was privately or publicly funded	19
3.4.4 Size of practice/chambers.....	20
3.4.5 Years of post-qualification experience	21
3.4.6 Where law was practised.....	22
3.5 Current role when not a judge.....	23
3.5.1 Other role apart from being a judge	23
3.5.2 Type of employment	23
3.5.3 Whether practice/chambers is privately or publicly funded.....	24
3.5.4 Size of practice/chambers when not working as a judge.....	24
3.6 Accommodation	25
3.6.1 Whether moving or accommodation costs were incurred.....	25
3.6.2 Type of moving or accommodation costs incurred	25
3.7 Pension provision.....	26
3.7.1 Type of pension newly appointed judges are in	26
3.8 Motivations.....	27

3.8.1	Extent to which considerations were an incentive to become a judge	27
3.8.2	Extent to which expectations were met.....	28
3.9	The future	29
3.9.1	Likelihood of applying for a salaried role in the next 5 years	29
3.9.2	Number of years judges intend to stay in the judiciary	30
3.9.3	Whether the number of years judges intend to stay in the judiciary is the point at which retirement would be reached.....	31
3.9.4	Factors that might influence length of time as a judge	32
3.10	The Final Question.....	33
4	Conclusion	34
	Appendices	i
	Appendix A – weighting.....	i
	Appendix B – initial email invitation sent out by Judicial Offices.....	ii
	Appendix C – 2 nd reminder email sent out by Judicial Offices	iii
	Appendix D – Questionnaire.....	iv

Executive summary

The main findings from the survey of newly appointed judges are presented below. The survey was commissioned by the Office of Manpower Economics and carried out by the National Centre for Social Research. All figures quoted in this report are results from the survey unless otherwise stated, and may differ from other sources of data.

Table 1.1 shows judges' pre-appointment earnings along with judicial salaries.

Table 1.1 Judicial salary in 2017 compared with median pre-appointment earnings

Base: all judges providing income estimates

Role	Median pre appointment earnings 2017 £	2017 Judicial salary £	Indicative increase or decrease on appointment %	Sample size N
Group 4				
All group 4	554,822	181,566	-67	68
Group 6.1				
Circuit judges	182,425	134,841	-26	105
Other Group 6.1	147,728	134,841	-9	45
All Group 6.1	172,834	134,841	-22	150
Group 7				
District judges	123,457	108,171	-12	111
Other Group 7	105,993	108,171	+2	106
All Group 7	116,428	108,171	-7	217

Group 4

- The median pre-appointment earnings of Group 4 Judges were £554,822 in 2017 which compares with their judicial salary of £181,566.
- Salaries of Group 4 Judges have increased by 5 per cent since 2009 and median pre-appointment earnings show an indicative increase of a comparable 4 per cent in that time. The pay decrease on appointment at the median (67 per cent) remains similar to that seen in 2009 when it was 68 per cent.

Circuit Judges

- The median figure for pre-appointment earnings of Circuit Judges was £182,425 in 2017 which compares with a judicial salary of £134,841. This represents a 26 per cent decrease at the median on joining the judiciary, similar to the decrease in 2009 of 27 per cent.
- The median pre-appointment earnings of Circuit judges have increased by 4 per cent between 2009 and 2017, while the judicial salary for Circuit judges has increased by 5 per cent over the same period.

District Judges

- The median pre-appointment earnings of District judges were £123,457 in 2017 which compares with a judicial salary of £108,171. This represents a 12 per cent decrease at the median on joining the judiciary. This contrasts with a 6 per cent increase in income when joining the judiciary observed in the 2009 survey.
- The median pre-appointment earnings of District judges have increased by 27 per cent between 2009 and 2017 while the judicial salary for District judges has increased by only 5 per cent during the same period.

Fee-paid judges

Fee-paid judges have a median income of £86,830 from their employment when not working as a judge which took, on average, two thirds of their time (67%). They spent a fifth of their time (21%) working as a judge, with the remainder (12%) not working. The median day rate, calculated by excluding time not working and factoring up earnings, was £519 a day.

Pensions

Of those newly appointed judges who responded to the survey, most (75%) are in the New Judicial Pension Scheme 2015. This rises to 80%+ for Groups 6.1 and 7 but is lower for Group 4 judges (57%). Group 4 judges are more likely to be entitled to tapering protection and so able to remain in JUPRA (the previous pension scheme – Judicial Pension Scheme 1993) until their personal taper date (16% compared to 9% of other Groups).

Motivations

The strongest motivators to becoming a judge are the challenge of the role (89% strong or slight incentive), providing a public service (83%) and that it is a natural career step (80%). Half said that salary was a disincentive (46%).

Judges were then asked whether their expectations had been met for those factors they said were an incentive to applying. Those factors that were the strongest motivators were also those for which expectations were most likely to be met. Of those who said public service had been an incentive to apply, three quarters (73%) said that their expectations had been fully met, and a similar proportion (72%) who said the challenge of the work was an incentive said that their expectations had been fully met. Those who said the pension was a positive incentive to apply were the most likely to say their expectation had not been met at all (37%).

The Future

On a scale of 1 (least likely) to 10 (most likely), around half (53%) of fee-paid judges gave a score of at least seven out of ten when asked how likely they would be to apply for a salaried role in the next five years.

Nearly three quarters (74%) of all judges who answered said that they intend to stay in the judiciary for 9+ years with 60% saying 11 years or more. Half (48%) said they would stay until the point at which they reached retirement age whereas the other half (52%) said it would be some time before that.

The factors that would influence judges to stay longer in the judiciary were similar to those that incentivized them to apply, while those that encouraged them to leave earlier often coincided with those that were a disincentive to becoming a judge. The continuing challenge of the work and public service were the most likely to keep judges in their positions for longer (60% and 59% respectively) whereas nearly half of judges (48%) said that the workload made them more inclined to leave earlier, with 46% saying salary was a reason to leave earlier and 34% saying the pension.

1 Introduction

This section looks at reasons for conducting the survey of Newly Appointed Judges in the UK, exploring the background and objectives of the research.

1.1 Background

The Office of Manpower Economics (OME) provides an independent Secretariat for each of the eight public sector Pay Review Bodies which make recommendations to Government impacting some 2½ million workers and a pay bill of around £100 billion. One of OME's responsibilities is to obtain timely, high quality evidence and provide research, analysis and advice to inform review bodies' decisions and to underpin their recommendations.

One of the eight public sector Pay Review Bodies OME does work on behalf of, is the Senior Salaries Review Body (SSRB) which provides independent advice to the Prime Minister, the Lord Chancellor, the Secretary of State for Defence, the Secretary of State for Health and the Home Secretary on the pay of Senior Civil Servants, the judiciary, senior officers of the armed forces, certain senior managers in the NHS, Police and Crime Commissioners and chief police officers.

This research was commissioned to support the SSRB's Major Review of the judicial salary structure, which reported to the Chancellor in September 2018. The last review of this nature was carried out in 2010-11. One of the primary functions of the Major Review was to see if remuneration levels are sufficient to attract, retain and motivate high calibre office holders throughout the judiciary. To this end the SSRB commissioned this work to gather quantitative evidence of newly appointed judges' pre-appointment remuneration and other current remuneration in the case of part-time judges. The research was also commissioned to gather other information that would help the SSRB to understand what other factors may come into play in attracting, retaining and motivating those recently appointed to the judiciary.

1.2 Objectives

The survey sought to provide the SSRB with robust quantitative evidence, distinguishing between salaried (working full or part-time) and fee-paid (who are paid only for the days they work) newly-appointed judges, to establish:

- Earnings prior to judicial appointment;
- Background and experiences prior to judicial appointment;
- Reasons for taking up a judicial appointment;
- Expectations of the length of tenure in their current position and in the judiciary as a whole;
- Whether fee-paid judges have any intention of applying for a salaried position.

In a letter to judges in December 2016, Sharon Witherspoon, Chair of the SSRB Judicial Sub-Committee, set out the scope of the Major Review as follows.

'The review will cover, and make recommendations on, the pay of the SSRB's standard judicial group. This comprises full-time and part-time salaried judicial office holders in the courts and tribunals of the United Kingdom. In addition, at the request of the Lord Chancellor, it will make recommendations on fee-paid judges who have comparators within the salaried judiciary. At the request of the Scottish Government and the Lord Chancellor, the SSRB will also make recommendations on judges in the devolved Scottish tribunal system and on the newly created post of Summary Sheriff. The Lord Chancellor has asked the SSRB to:

- consider whether the current salary structure is fit for purpose;
- evaluate roles carried out by all judicial office holders;
- consider the growth of leadership roles within the judiciary; and
- advise on the positions and level of pay required to recruit, retain and motivate high calibre office holders at all levels of the judiciary.

The review will look at where we are now and consider future developments. It will not start from previous review recommendations but constitute an independent examination of the issues in its own right.'

2 Summary of method

2.1 Data Collection

2.1.1 Questionnaire development

A first draft of the questionnaire was put together by NatCen from broad objectives from the Advisory and Evidence Group (AEG)¹ and using material from the 2010 survey and the 2016 UK Judicial Attitude Survey². Discussion between NatCen and OME with reference to the SSRB resulted in a refined document which NatCen then cognitively tested with six judges who were supplied by the Judicial Offices (JOs). Amendments were made in light of this testing and then a pilot was conducted. This involved an online link being sent by email to 20 judges by the JOs, five in each of Scotland and NI and ten in England and Wales. In total nine judges took part in the pilot. Of these four judges were from England and Wales, three from Scotland and two from NI. All were full-time judges except one who was fee-paid.

Following the pilot some minor amendments were made to arrive at an agreed final document. This can be found at Appendix A.

2.1.2 Sampling and data collection

The survey was administered through the JOs. They were asked to target judges who were first appointed on or after 1 April 2012. Screening questions were also placed at the start of the survey to filter out ineligible respondents. Emails were despatched by the JOs with a link to the survey. A copy of the email invitation is included in the Appendices. The emails first went out on 16/10/17. Reminders were sent weekly and with low response the deadline for response was extended by two weeks to enable a total of five reminder emails up until 19/11/17.

2.1.3 Response

The England and Wales Judicial Office was unable to provide information on the population of newly appointed judges that would have allowed a calculation of survey response rates. A total of 517 eligible judges responded to the survey. From Northern Ireland 18 judges responded, 8 salaried (32% of all salaried newly appointed NI judges) and 10 fee-paid (21% of all fee-paid judges newly appointed in NI). In Scotland 50 judges responded to the survey made up of 34 salaried judges (45% of all salaried newly appointed Scottish judges), and 16 fee-paid judges (28% of all fee-paid newly appointed Scottish judges). In England and Wales 448 judges responded made up of 327 salaried (9 part-time) and 121 fee-paid.³

¹ The AEG supports the SSRB's Judicial Subcommittee (JS) and is comprised of a number of representatives from: the judiciary; the UK Government; the Scottish Government; the Northern Ireland Executive; the Welsh Government; and the Judicial Appointments Commission.

² <https://www.judiciary.gov.uk/wp-content/uploads/2017/02/jas-2016-england-wales-court-uk-tribunals-7-february-2017.pdf>

³ One judge did not reveal where he was from hence this totals 516 rather than 517.

2.2 Analysis

2.2.1 Calculation of pre-appointment earnings

The survey of judges asked for earnings for the three years prior to appointment.

Gross receipts for each individual year (after deducting practice expenses but before deducting personal taxes, NI contributions, pension contributions or interest on capital), where earnings were provided, were calculated by adding the following:

- Receipts (excluding VAT) from practice / bar practice / employment
- Receipts (excluding VAT) from fee paid work prior to taking up appointment
- Receipts (excluding VAT) from other professional activities (examples were given such as lecturing, broadcasting or writing articles/books on legal matters)

2.2.2 Uprating the figures

All the receipts for individual years were then uprated by the percentage increase in gross weekly earnings experienced at the top decile of all legal professionals (SOC code 241) between the individual year and 2017. The percentage change in earnings was calculated using the Office for National Statistics Annual Survey of Hours and Earnings (ASHE) gross weekly earnings top decile for Legal Professionals⁴. Table 2.1 shows the percentage increase in earnings applied to the survey data for various years. The table also shows the increase in mean earnings for legal professionals overall for comparison only.

Table 2.1 percentage change needed to match to 2017 by year

Year ending April	% increase in earnings to April 2017 using top decile for legal professionals	% increase in earnings to April 2017 using mean for all legal professionals
2009	6.4%	8.5%
2010	5.9%	10.8%
2011	4.9%	11.4%
2012	5.3%	14.8%
2013	3.1%	11.8%
2014	8.5%	13.1%
2015	10.8%	12.8%
2016	8.8%	8.5%

Once the earnings for individual years were uprated a three-year average was then calculated for each respondent. This was the average for three years of earnings after taking into account rises in earnings from the ONS Annual Survey of Hours and Earnings.

⁴

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/occupation4digitsoc2010ashtable14>

Averages were calculated based only on those years for which earnings were provided. For example if a judge provided earnings in 2009 and 2010, but not 2011, the average was calculated by dividing the total earnings in 2009 and 2010 by two and not three.

A supplementary question asked judges to state what proportion of each of the years specified was applied to each of the activities and included a proportion of time for not working. Salaries were factored up to ensure any non-working time was ignored, thus arriving at full-time equivalent salary for all judges.

This three-year factored up average is the statistic used to calculate the median, mean and other statistics presented in the next chapter.

The income fee-paid judges received when not working as a judge was treated slightly differently and this is discussed in section 3.2.

2.2.3 Weighting

Due to not having good information on the make-up of newly appointed judges across England and Wales we have not been able to weight the data to make it representative of newly appointed judges across the UK. Thus these findings are simply representative of those judges who took part in the survey. To help assess the impact of not weighting the data, we compared the results to data that were instead weighted to be representative of the full population of judges in the UK, rather than just those judges who were recently appointed. This did not show any significant difference in the results and is discussed further in Appendix A.

2.2.4 Confidence intervals

The earnings estimates for each respondent group presented in the following chapter are shown as averages so it is important to take into consideration the range of values this estimate may cover i.e. the accuracy of the estimate.

In order to calculate this range the standard error of the mean (in this case our earnings estimate) must be used. The standard error is a measure of the range of uncertainty that surrounds a measurement obtained from a sample stratum – the smaller the standard error the more accurate the estimate.

From the standard error the 95 percent confidence interval has been calculated for each estimate. This statistic indicates how confident we can be that the data is accurate within certain limits and calculates an upper and lower limit therefore allowing us to say that we are 95 percent confident that the true figure (if the whole population of newly appointed judges since April 2012 had responded) lies somewhere between the lower and upper limits.

Table 2.2.4 Confidence intervals for key estimates

Base: all judges providing income estimates

	Mean £	Standard Error £	95% confidence interval £	Sample size
All judges	240,259	12,047	+/-23,612	500
Group 4				
Group 6.1				
All group 4	643,952	53,183	+/-104,236	68
Circuit judges	214,236	9,858	+/-19,322	105
Other Group 6.1	214,195	40,504	+/-79,387	45
Group 7				
All Group 6.1	214,224	13,886	+/-27,216	150
District judges	144,913	10,068	+/-19,732	111
Other Group 7	167,436	17,121	+/-33,566	106
All Group 7	155,915	9,828	+/-19,263	217
Salaried	260,070	14,787	+/-28,981	363
Fee paid	187,766	19,326	+/-37,878	137

3 Survey findings

3.1 Judges' pre appointment earnings

Table 3.1.1 shows the mean, median, upper and lower quartile pre-appointment earnings for Group 4 posts, Circuit Judges, Other Group 6.1 posts, District Judges and other Group 7 posts as well as Salaried and Fee Paid Judges and Court and Tribunal Judges. Figures for Group 1, 2, 3, 5 and 6.2 are not shown as the sample sizes were too small.

Judges by post		Mean £	Lower quartile £	Median £	Upper quartile £	Sample size No.
Group 4	All group 4	643,952	365,997	554,822	762,823	68
Group 6.1	Circuit judges	214,236	152,126	182,425	250,319	105
	Other Group 6.1*	214,195	109,593	147,728	179,401	45
	All Group 6.1	214,224	139,102	172,834	244,963	150
Group 7	District judges	144,913	89,702	123,457	171,397	111
	Other Group 7	167,436	62,656	105,993	188,335	106
	All Group 7	155,915	79,167	116,428	182,294	217
Salaried		260,070	114,819	168,965	261,434	363
Fee paid		187,766	62,514	106,008	202,844	137
Court judges		258,836	114,819	172,661	263,336	377
Tribunal judges		189,925	60,555	106,572	174,044	110

* treat results with caution due to a low base size

Table 3.1.2 shows mean and median pre-appointment earnings by the number of years' call to the Bar or post-qualification experience that judges had prior to their appointment. The median figure does demonstrate the expected increase in earnings by greater experience.

Table 3.1.2 Mean and median pre-appointment earnings of judges by years of experience

Base: all judges providing income estimates

Number of years' experience	Mean £	Median £	Sample size N
Less than 20 years	142,833	114,819	157
20 to 24 years	205,782	150,955	127
25 to 29 years	369,906	199,376	100
30 to 34 years	314,141	220,770	77
More than 34 years	276,284	235,459	37

Table 3.1.3 looks at median pre-appointment earnings against 2017 judicial salaries. The percentage disparity between the two is marked for Group 4 judges at 67% and not insignificant for Circuit Judges and District Judges. Only other Group 7 judges were at parity with a 2% increase in earnings. In all but the lowest entry positions as a judge, judicial pay is not comparable with what can be earned as a solicitor or barrister.

Table 3.1.3 Judicial salary in 2017 compared with median pre-appointment earnings

Base: all judges providing income estimates

Role		Median pre appointment earnings 2017 £	2017 Judicial salary £	Indicative increase or decrease on appointment %	Sample size N
Group 4					
	All group 4 ⁵	554,822	181,566	-67	68
Group 6.1					
	Circuit judges	182,425	134,841	-26	105
	Other Group 6.1*	147,728	134,841	-9	45
Group 7					
	All Group 6.1	172,834	134,841	-22	150
	District judges	123,457	108,171	-12	111
	Other Group 7	105,993	108,171	+2	106
	All Group 7	116,428	108,171	-7	217

* treat results with caution due to a low base size

Table 3.1.4 shows mean and median pre-appointment earnings by previous role.

Previous role	Mean £	Lower quartile £	Median £	Upper quartile £	Sample size No.
Queen's Counsel	486,688	239,902	366,390	663,457	119
Junior Counsel	173,775	122,310	159,825	203,212	165
Solicitor	160,019	65,202	106,573	167,665	150
Fee-paid judge*	120,541	86,102	111,507	146,808	18
Other	153,501	72,547	98,079	122,173	48

* treat results with caution due to a low base size

⁵ Some High Court judges earn an additional Recruitment and Retention Allowance

A similar survey of judges was carried out in 2009, covering earnings up to 2008. Pre-appointment earnings in that survey were updated to a common date of April 2008 using the ONS Annual Survey of Hours and Earnings (ASHE). Table 3.1.5 shows a comparison of median pre-appointment earnings for 2009 and 2017 and a comparison of judicial salaries between 2009 and 2017.

Table 3.1.5 Comparison of median pre-appointment earnings between 2009 and 2017 and comparison of judicial salaries

Base: all judges providing income estimates

Role	Median pre appointment earnings		Indicative % change since 2009	Sample size	
	2009 £	2017 £		2009	2017
Group 4					
	All group 4	535,417	554,822	4%	26 68
Group 6.1					
	Circuit judges	174,941	182,425	4%	78 105
	All Group 6.1	172,978	172,834	0%	86 150
Group 7					
	District judges	97,555	123,457	27%	44 111
	Other Group 7	103,000	105,993	3%	27 106
	All Group 7	100,095	116,428	16%	71 217
Judicial Salaries					
Role	Judicial salaries 2009 £	Judicial salaries 2017 £	% increase since 2009 %		
Group 4	172,753	181,566	5%		
Circuit judges	128,296	134,841	5%		
District judges	102,921	108,171	5%		

Salary increases for District Judges have not kept pace with increases in pre-appointment earnings. The salary for District judges rose by 5 per cent between 2009 and 2017 but pre-appointment earnings rose by 27 per cent. For others the disparity is not evident and Group 6.1 Judges as a whole have not seen any rise in pre-appointment earnings.

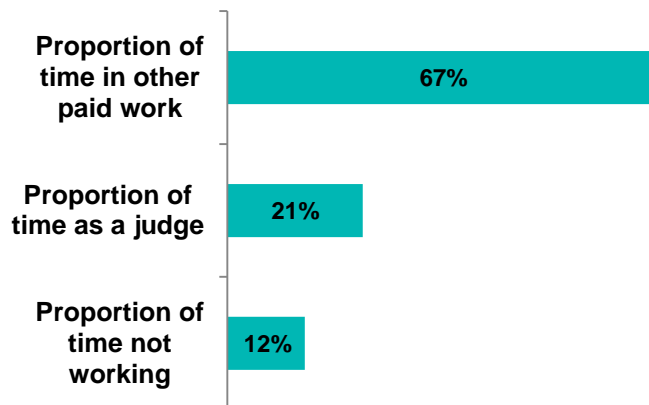
3.2 Fee-paid judges

A number of questions were asked of fee-paid judges to establish earnings outside of their judicial role, to see if they are better off financially in their other work than when working as a judge. Earnings when not working as a judge were asked for over the last three years (2015 to 2017). Earnings from 2015-2016 were uprated to 2017 levels so that a single average earnings figure was arrived at by dividing the sum of the three years by three (or in some cases two years by two). Non-working time was excluded from the calculation.

Earnings when not a judge	Mean £	Lower quartile £	Median £	Upper quartile £	Sample size No.
All fee-paid judges	142,349	52,157	86,830	150,260	136
Group 7 fee-paid judges	126,363	47,194	83,317	132,966	75

We also asked how fee-paid judges divided their time in those three years between working as a judge, working in other paid work and not working (due to illness/holidays or other time off). As chart 3.2.1 demonstrates a fifth of fee-paid judges' time is spent as a judge on average with the majority of their time in other paid work.

Chart 3.2.1 Average proportion of time spent in different activities



Base: all fee paid judges (145)

Removing the proportion of time not working and factoring up earnings across the year when not working as a judge we then divided the resultant income figure by 222 (working days in the year) to arrive at an average day rate for fee-paid judges.

Table 3.2.2 Average fee-paid day rate when not working as a judge

Base: all fee-paid judges providing income estimates

Earnings when not a judge	Mean £	Lower quartile £	Median £	Upper quartile £	Sample size No.
All fee-paid judges	1,421*	307	519	994	136
Group 7	1,136*	300	449	944	75

* these mean figures seem high but two fee-paid judges earned nearly a million pounds in one year.

In comparison some typical fee-paid judges' daily rates are shown in table 3.2.3 as supplied by the MoJ.

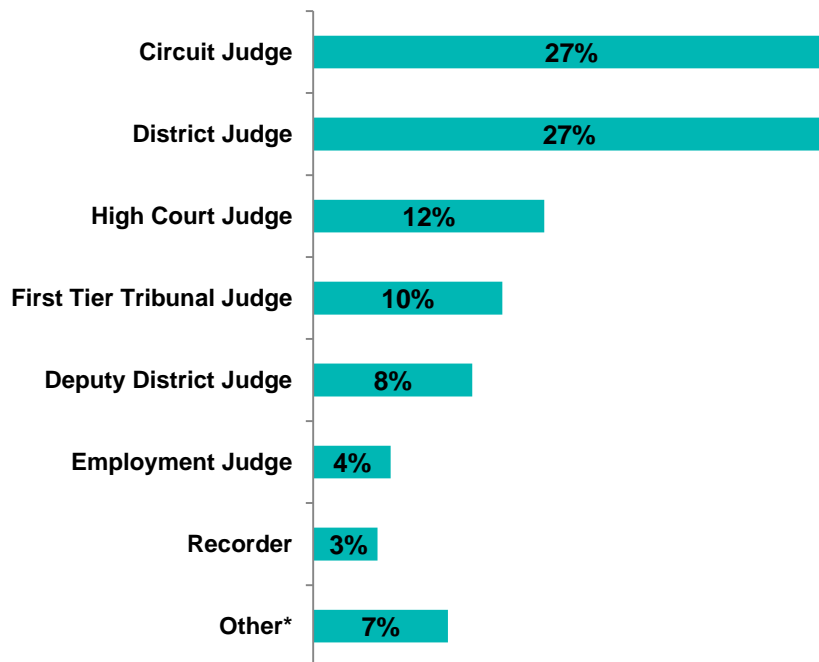
Table 3.2.3 Fee-paid day rate when working as a judge

Earnings when not a judge	Day Rate £
Deputy High Court Judge	864.40
Recorder	642.10
Deputy District Judge	503.12

3.3 Current appointment

A number of questions were asked to establish judges' current primary appointment. The charts below indicate the make-up of the sample of judges who answered the survey by country. The number of responses from judges in Northern Ireland is too few to report on.

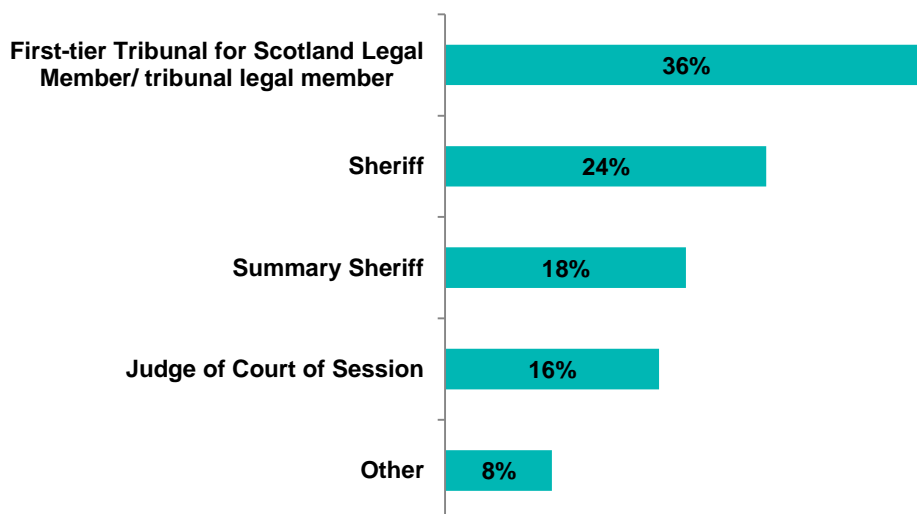
3.3.1 England and Wales judges' primary appointments



*=Other includes very small proportions of Master/Registrar/Costs Judges, Tribunal Members and Upper Tribunal Judges
Base: all England and Wales judges (448)

3.3.2 Scottish judges' primary appointments

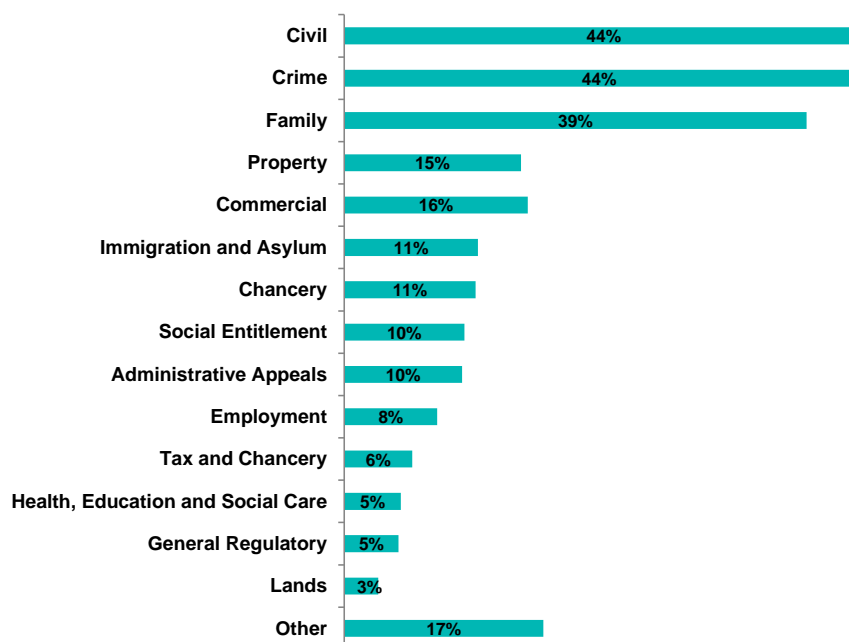
Caution should be taken when looking at the findings in Scotland as only 50 judges answered the survey.



Base: all Scottish judges (50)

3.3.3 Type of work

All judges were asked to indicate the type of work they undertake. Judges were asked to select all the roles that apply to them, hence overall the chart adds to more than 100 per cent.



*=Other includes very small proportions of judges whose roles include War Pensions and Armed Forces Compensation, Social Security and Other tribunals.

Base: all judges (517)

Table 3.3.3 indicates that Group 4 and District judges are the most likely to deal with civil cases, Circuit judges and Group 4 with criminal cases and District judges with family cases.

Table 3.3.3 Type of work top categories by Group (Column percentages)

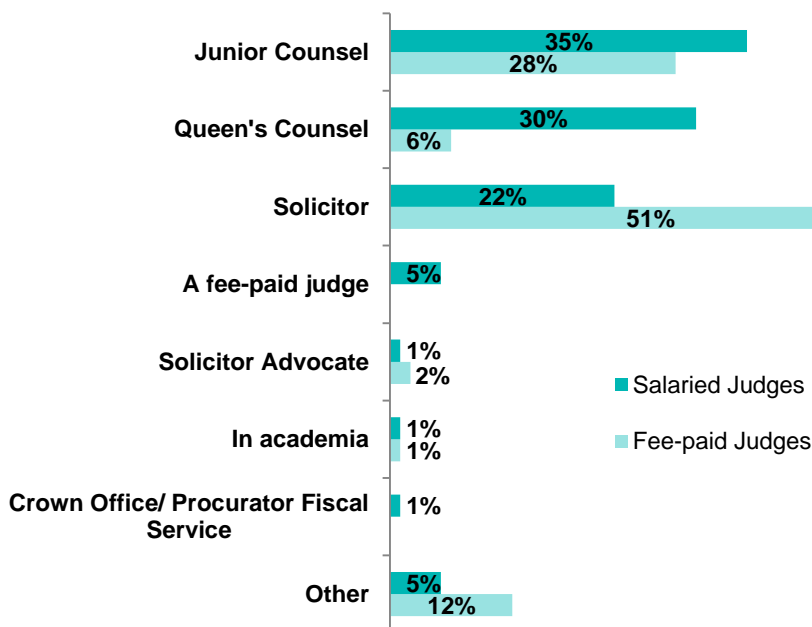
	Total (517) %	Group 4 (68) %	Group 6.1 (154) %	Circuit Judges (108) %	Other 6.1* (46) %	Group 7 (223) %	District Judges (113) %	Other Group 7 (110) %
Civil	44	75	19	10	39	57	72	43
Crime	44	68	73	81	54	20	26	15
Family	39	18	29	22	43	57	87	27
Commercial	16	41	6	-	22	16	18	15
Property	15	13	8	-	28	19	21	16
Immigration & Asylum	11	53	3	1	7	5	-	11

* treat results with caution due to a low base size

3.4 Role prior to judicial appointment

3.4.1 Role prior to appointment as a judge

Most judges' previous roles were as barristers (Queen's Counsel or Junior Counsel) or solicitors, the latter particularly true of fee-paid judges as the chart below clearly indicates.



Base: all salaried judges (371) and fee paid (145)

When looking at this by salary group we can see those who are currently in Group 4 are much more likely to have come from Queen's Counsel than anywhere else whereas Group 7 have no former Queen's Counsel.

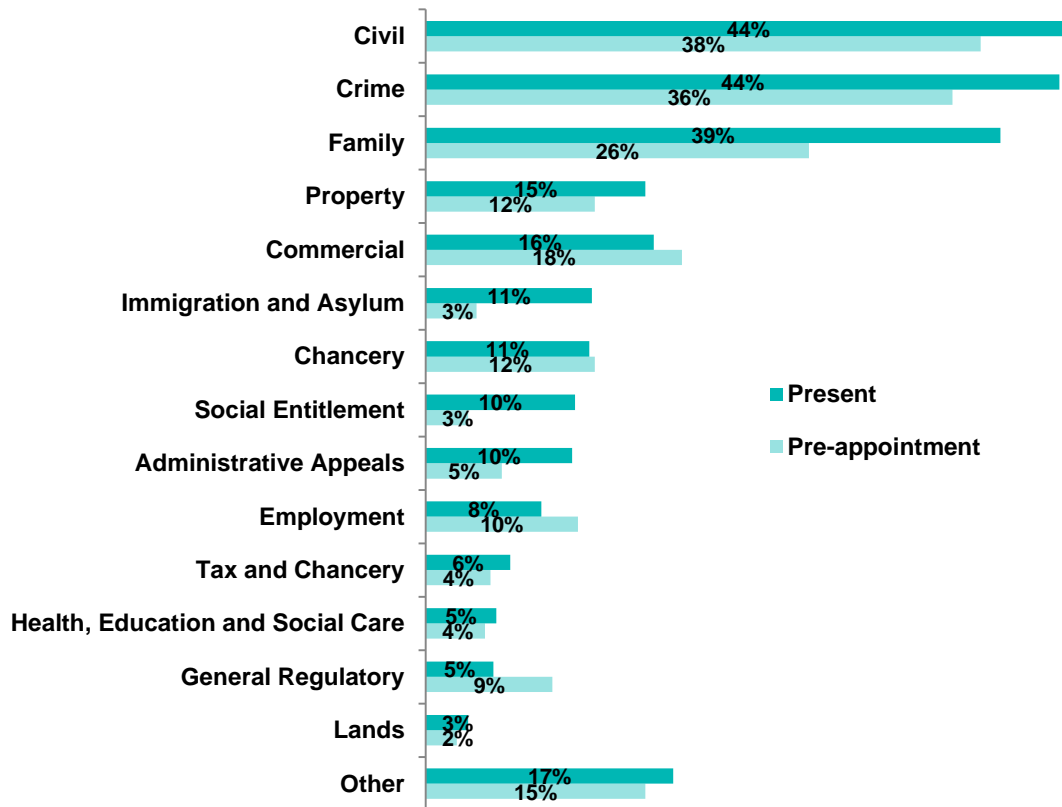
Table 3.4.1 Role prior to appointment by Group (Column percentages)

	Total	Group 4	Group 6.1	Circuit Judges	Other 6.1*	Group 7	District Judges	Other Group 7
Base:	(517)	(68)	(154)	(108)	(46)	(223)	(113)	(110)
	%	%	%	%	%	%	%	%
Queen's Counsel	23	91	25	31	11	-	-	-
Junior Counsel	33	3	58	66	39	30	35	25
Solicitor	30	3	11	2	33	52	46	59
Fee-paid Judge	4	1	3	1	9	4	4	4

* treat results with caution due to a low base size

3.4.2 Practice area prior to appointment as a judge

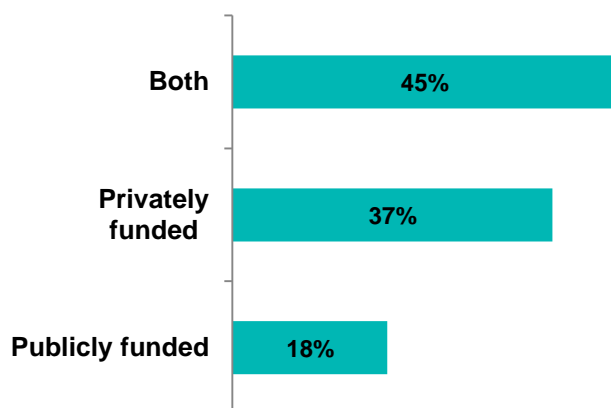
Looking at practice areas prior to appointment compared to where judges currently work reveals a slight increase in the proportion of judges in nearly all areas once appointed, with the exception of Commercial, Chancery, Employment and General Regulatory.



Base: all judges (517)

3.4.3 Whether practice/chambers was privately or publicly funded

While the greatest proportion (45%) had previously worked in practice or chambers that were funded from a mixture of private and public work, it is noticeable when looking at response by salary group that a far lower proportion of Group 4 judges (4% compared to 18% overall) had worked in chambers or practice that were entirely publicly funded.



Base: all judges who answered (510)

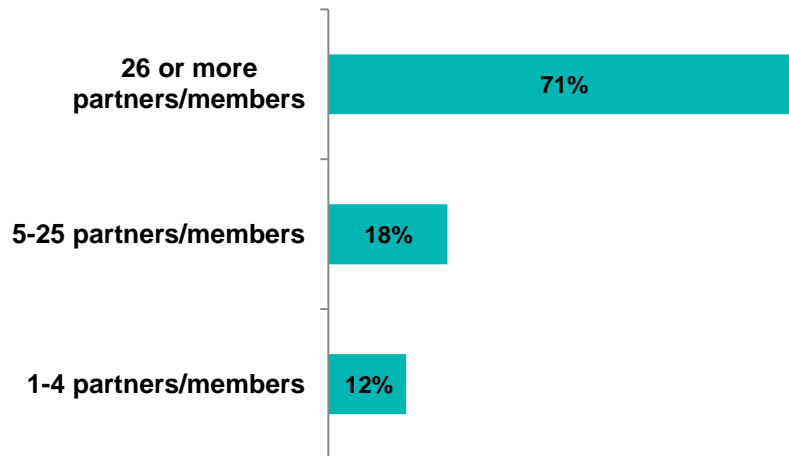
Table 3.4.1 Whether practice/chambers was privately or publicly funded by Group (Column percentages)

	Total (510) %	Group 4 (68) %	Group 6.1 (153) %	Circuit Judges (107) %	Other 6.1* (46) %	Group 7 (223) %	District Judges (113) %	Other Group 7 (110) %
Both	45	41	63	72	41	37	50	24
Privately funded	37	54	18	11	35	46	35	58
Publicly funded	18	4	19	17	24	17	16	18

* treat results with caution due to a low base size

3.4.4 Size of practice/chambers

A majority of judges had previously worked in large practices or chambers (26 or more partners/members), which is particularly the case for Group 4 and Circuit Judges.



Base: all judges who answered (499)

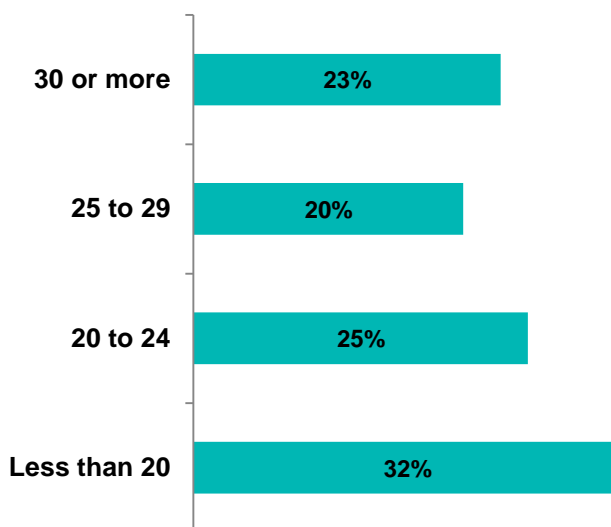
Table 3.4.4 Size of practice/chambers by Group (Column percentages)

	Total (499) %	Group 4 (67) %	Group 6.1 (154) %	Circuit Judges (108) %	Other 6.1* (46) %	Group 7 (218) %	District Judges (112) %	Other Group 7 (106) %
26 or more	71	94	86	92	72	57	56	58
5-25	18	4	8	7	11	26	24	28
1-4	12	1	6	1	17	17	20	14

* treat results with caution due to a low base size

3.4.5 Years of post-qualification experience

While the largest proportion of judges has less than 20 years of post-qualification experience (32%), judges in Group 4 and Group 6.1 are much more likely to have more years' experience than Group 7 judges.



Base: all judges who answered (515)

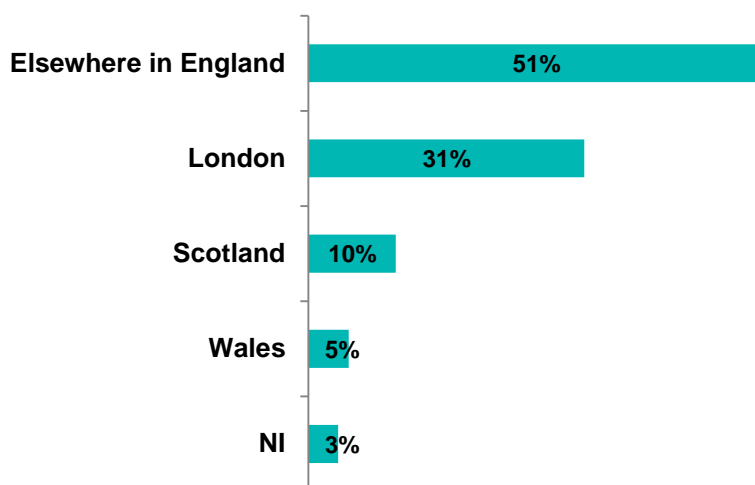
Table 3.4.4 Years of post-qualification by Group (Column percentages)

Base:	Total (515) %	Group 4 (68) %	Group 6.1 (154) %	Circuit Judges (108) %	Other 6.1* (46) %	Group 7 (222) %	District Judges (112) %	Other Group 7 (110) %
30 or more	22	37	31	35	20	13	17	8
25-29	20	38	27	29	24	11	11	12
20-24	25	21	29	29	30	23	29	17
Less than 20	32	4	13	7	26	53	43	63

* treat results with caution due to a low base size

3.4.6 Where law was practised

While a majority of judges previously practised elsewhere in England the analysis by salary group indicates that Group 4 Judges primarily practised in London (74%) before taking up a judicial appointment.



Base: all judges who answered (510)

Table 3.4.6 Where law was practised, by Group (Column percentages)

Base:	Total (510) %	Group 4 (68) %	Group 6.1 (154) %	Circuit Judges (108) %	Other 6.1* (46) %	Group 7 (223) %	District Judges (113) %	Other Group 7 (110) %
Elsewhere in England	51	16	56	69	26	66	72	60
London	31	74	29	23	41	22	17	28
Scotland	10	7	7	-	24	4	-	8
Wales	5	-	7	8	4	5	8	3
Northern Ireland	3	3	1	-	4	2	4	-

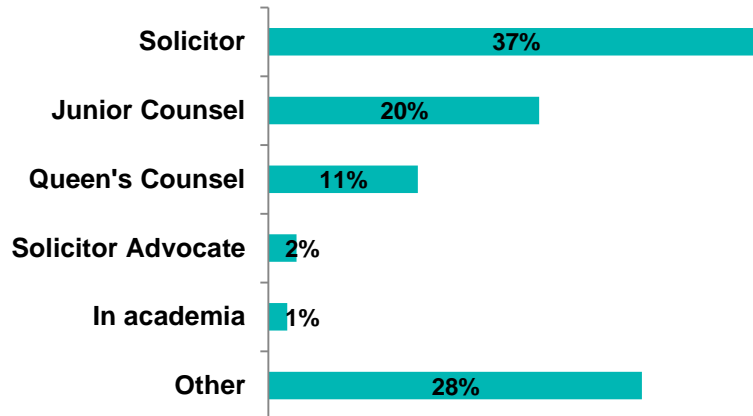
* treat results with caution due to a low base size

3.5 Current role when not a judge

Fee-paid judges were asked what they currently did when not working as a judge. The following sections explore this in some detail.

3.5.1 Other role apart from being a judge

The largest proportion of fee-paid judges (37%) worked as solicitors when not undertaking work as a judge, a fifth (20%) in Junior Counsel and just over one in ten (11%) in Queen's Council. The 28% of 'Other' includes such things as Parole Board member, legal advisor, in academia, with a high proportion of 'nothing else' or 'retired from other work'.



Base: all fee paid judges who answered (143)

3.5.2 Type of employment

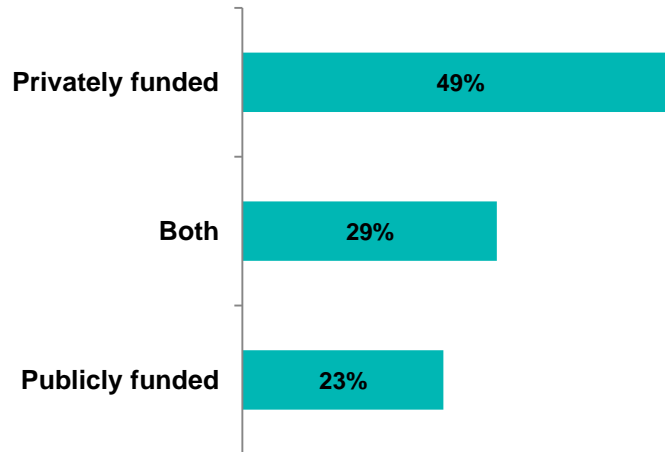
More than half of fee-paid judges (56%) are self-employed when not working as a judge with over a third (37%) employees.



Base: all fee paid judges who answered (133)

3.5.3 Whether practice/chambers is privately or publicly funded

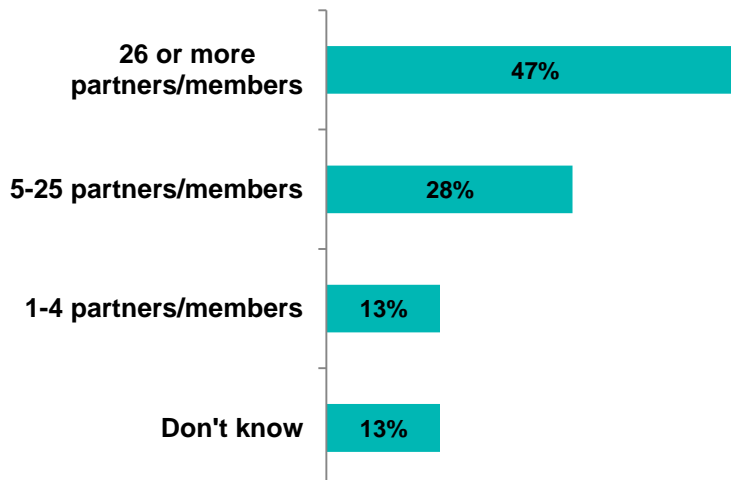
Nearly half (49%) of the practice or chambers that fee-paid judges work in when not working as a judge are privately funded, a quarter (23%) publicly funded and the rest both private and public.



Base: all fee paid judges who answered (133)

3.5.4 Size of practice/chambers when not working as a judge

Fee-paid judges who work as employees when not working as a judge were asked about the size of their practice or chambers. Nearly half (47%) said it had 26 or more partners or members, over a quarter (28%) 5-25 partners or members.



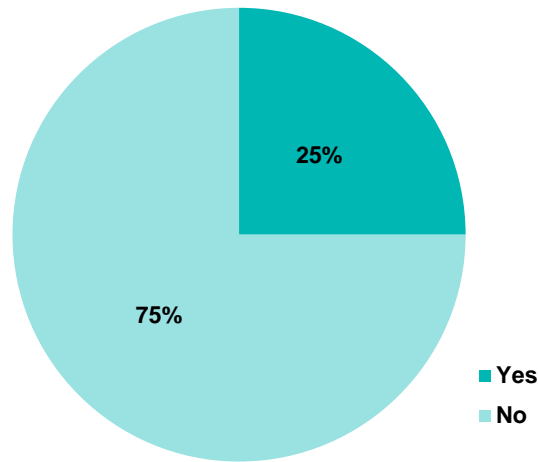
Base: all fee paid judges who are employees, who answered (47)

3.6 Accommodation

All salaried judges were asked whether moving or accommodation costs were incurred as a consequence of taking up their appointment.

3.6.1 Whether moving or accommodation costs were incurred

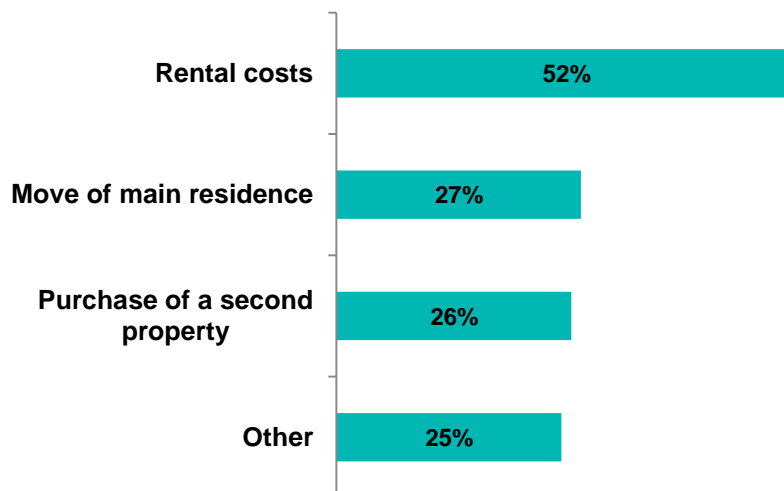
A quarter of salaried judges (25%) said that they incurred moving or accommodation costs.



Base: all salaried judges (371)

3.6.2 Type of moving or accommodation costs incurred

Multiple responses were permitted to this question hence it adds to more than 100 per cent. More than half of those who had moving or accommodation costs said that they were rental costs (52%).

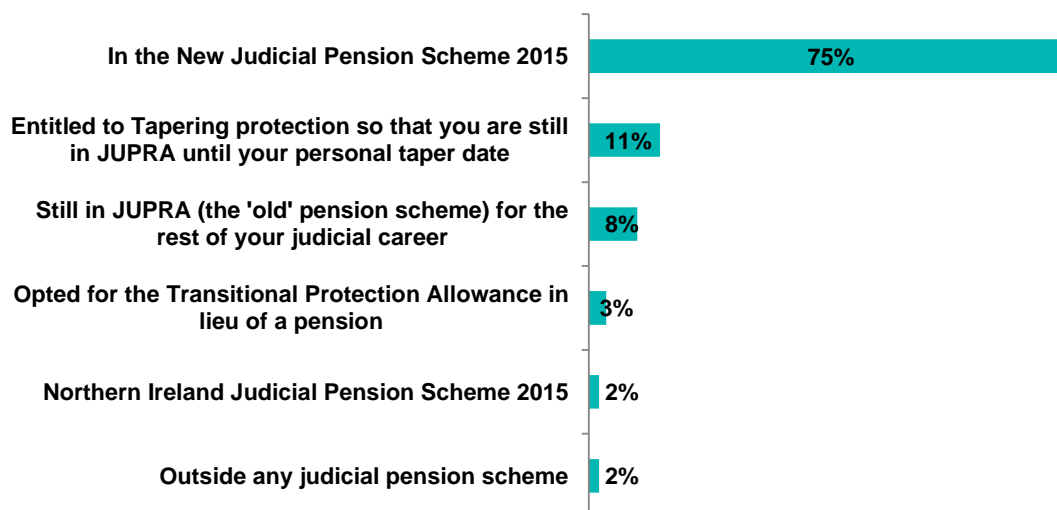


Base: all salaried judges who incurred moving or accommodation costs on appointment (91)

3.7 Pension provision

3.7.1 Type of pension newly appointed judges are in

Most are clearly in the New Judicial Pension Scheme 2015 with sizable minorities entitled to tapering protection (11%) or still in JUPRA (8%).



Base: all salaried judges who answered (370)

Group 4 judges are much more likely than others to have opted for the Transitional Protection Allowance in lieu of a pension.

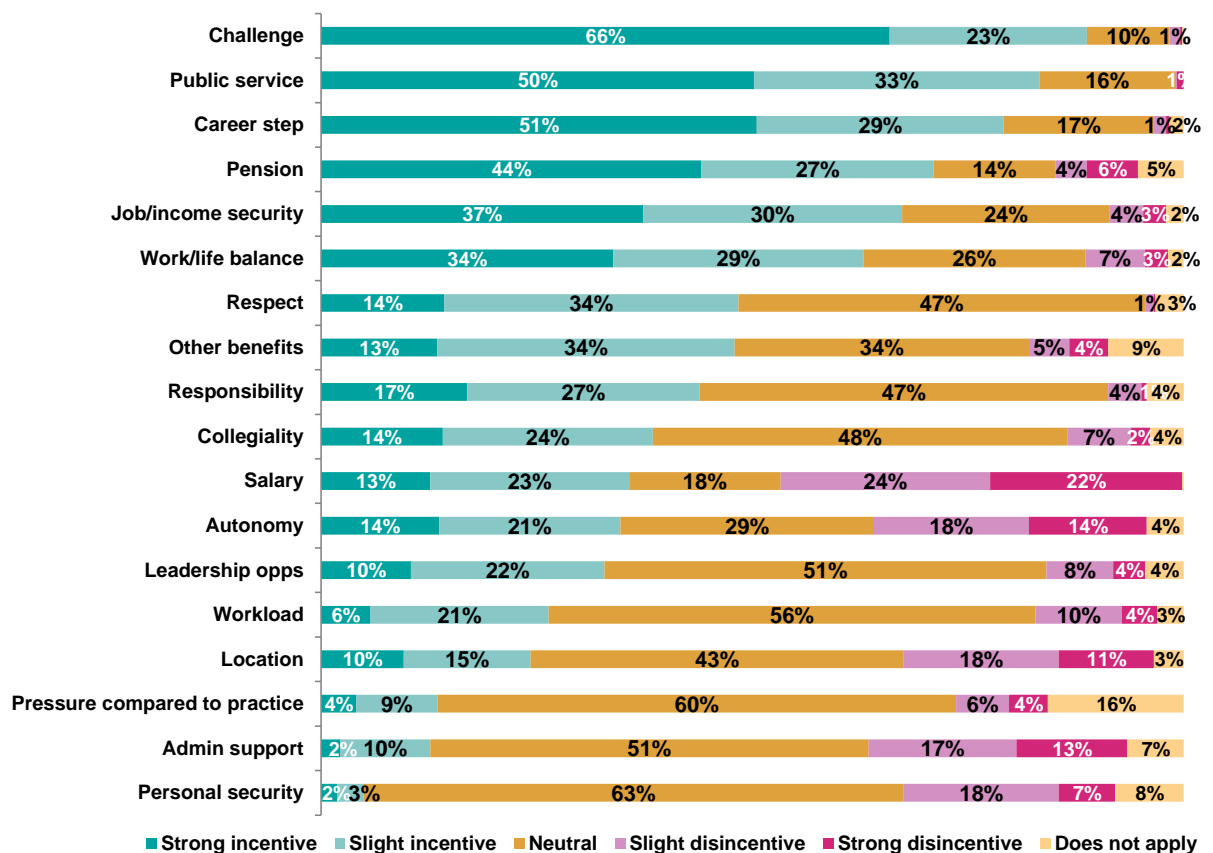
Table 3.7.1 Pension provision by Group (Column percentages)

	Total (370) %	Group 4 (61) %	Group 6.1 (133) %	Circuit Judges (107) %	Group 7 (142) %	District Judges (112) %
New Judicial Scheme 2015	75	57	80	82	81	81
Tapering protection	11	16	9	9	9	8
Still in JUPRA	8	7	10	8	6	7
Opted for TPA in lieu of pension	3	13	-	-	1	1
NI Judicial Pension Scheme	2	2	2	-	2	3
Outside any judicial pension scheme	2	5	-	-	1	-

3.8 Motivations

3.8.1 Extent to which considerations were an incentive to become a judge

This exploration of issues that motivated judges to take up their appointment indicates that the challenge of the job, the knowledge that they would be providing a public service, that it was a natural career step or that it promised a good pension were the top four. Nearly half (46%) said salary was a disincentive (as we have seen in section one most judges take a cut in pay when taking up appointment). Other disincentives were the level of autonomy compared to practice (32%), administrative support (30%) and location (29%).



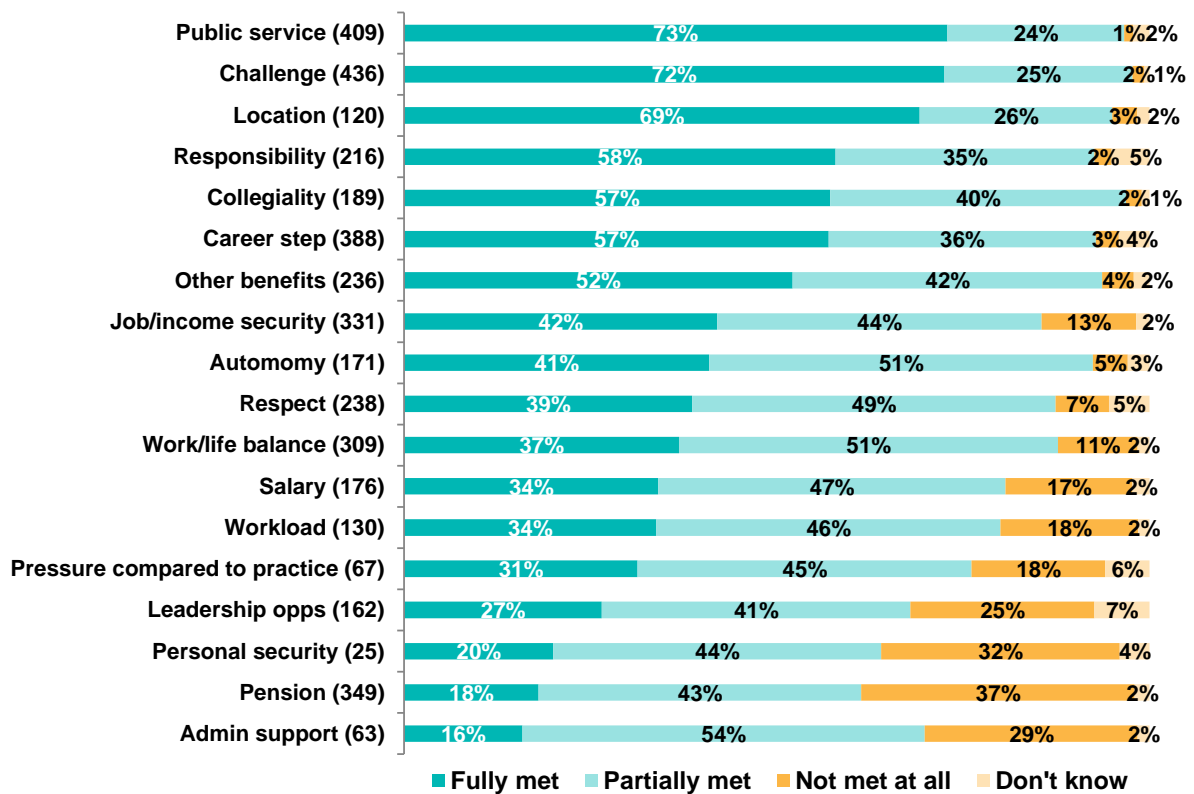
Base: all judges who answered (490)

The most senior newly appointed judges (Group 4) were more likely than most to mention the challenge of the role (92% strong incentive), public service (71% strong incentive) and collegiality (26%). District judges were more likely than others to mention security of job as a strong incentive (53%) and Circuit Judges were more likely than others to mention the pension (66%) and a good work/life balance (53%).

3.8.2 Extent to which expectations were met

This question was only asked of those who said each element had been an incentive, hence the different base sizes at each factor. Fully met expectations were best for public service and the challenge of the job (which were the top two incentives for becoming a judge). The low proportion of judges who were incentivised by location were mostly happy that their expectations had been met as were those who were incentivised by the level of responsibility, collegiality and making a natural career progression.

At the other end of the scale, more than a third (37%) who had been incentivised by the pension said their expectations had not been met. A third of the small number of judges who were incentivised by personal security and admin support did not find their expectations met (32% and 29% respectively) and a quarter who were incentivised with leadership opportunities did not have their expectations met (25%).

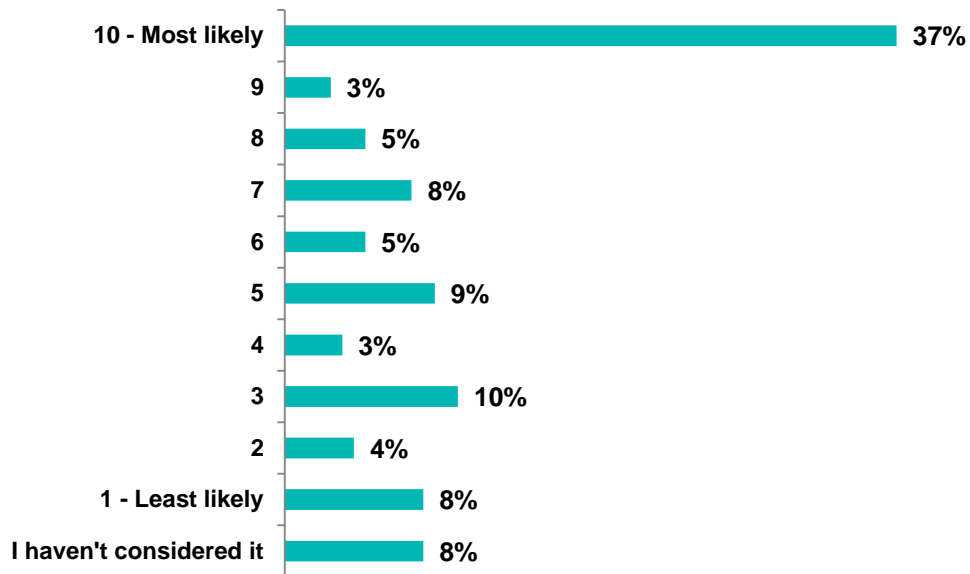


Base: all judges who said each element incentivised them to become a judge – bases on the chart

3.9 The future

3.9.1 Likelihood of applying for a salaried role in the next 5 years

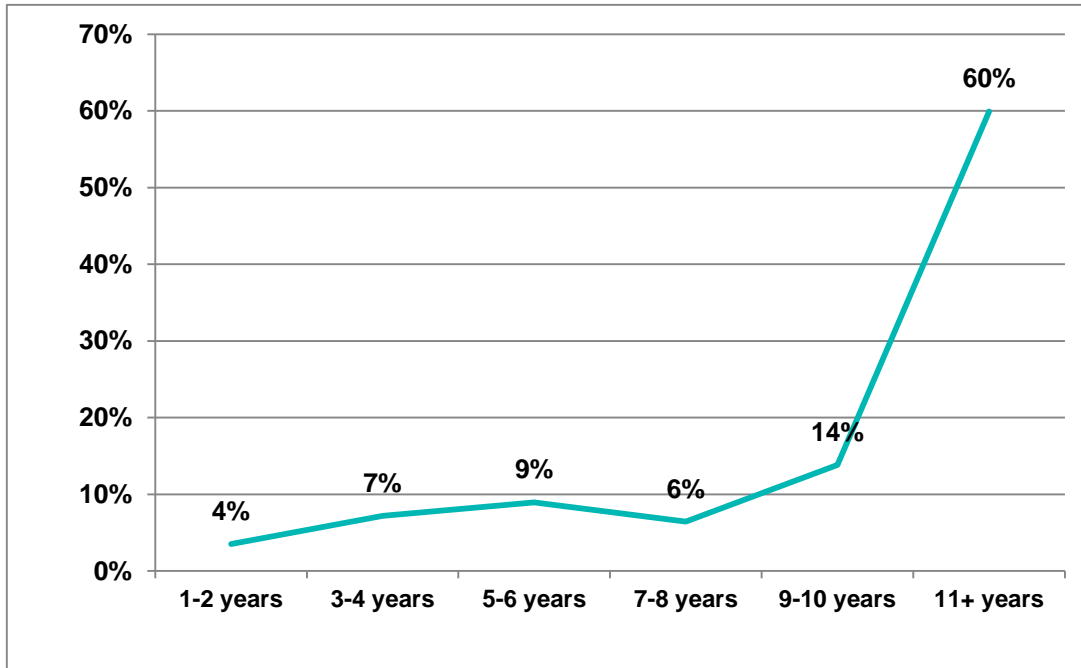
Fee-paid judges were asked to suggest how likely they would be to apply for a salaried role in the next five years using a scale where 1 is least likely and 10 is most likely. The greatest proportion of fee-paid judges (37%) said that they were most likely to apply for a salaried role in the next five years (coding a 10), however the rest were not as positive with 39% answering codes 1 to 6.



Base: all fee paid judges (145)

3.9.2 Number of years judges intend to stay in the judiciary

A majority of judges (60%) said they intent to stay in the judiciary for 11+ years which falls amongst Group 4 judges (to 49%).



Base: all judges who answered (514)

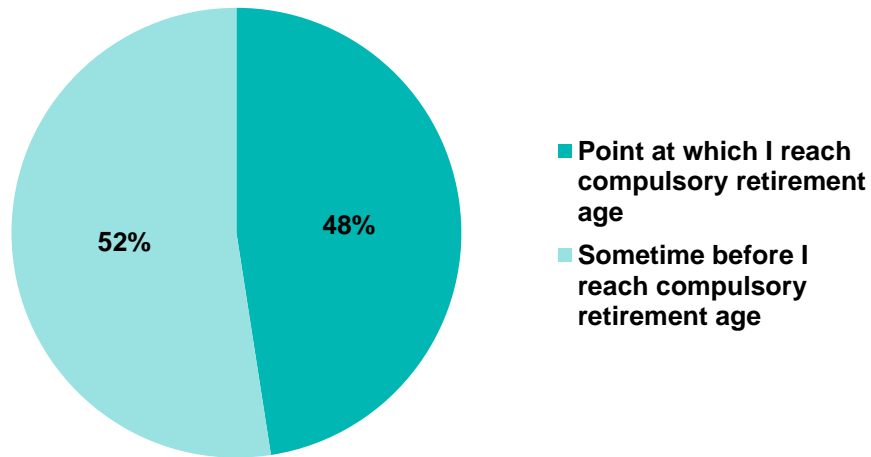
Table 3.9.2 Number of years judges intend to stay in the judiciary by Group (Column percentages)

	Total (514)	Group 4 (68)	Group 6.1 (153)	Circuit Judges (108)	Other 6.1* (45)	Group 7 (223)	District Judges (113)	Other Group 7 (110)
Base:	%	%	%	%	%	%	%	%
1 – 2 years	4	1	3	4	2	4	3	5
3 – 4 years	7	12	8	10	4	4	4	3
5 – 6 years	9	12	9	9	9	7	7	6
7 – 8 years	6	10	8	7	9	4	6	2
9 – 10 years	14	16	17	20	9	12	16	8
11+ years	60	49	54	48	67	70	64	75

* treat results with caution due to a low base size

3.9.3 Whether the number of years judges intend to stay in the judiciary is the point at which retirement would be reached

Nearly half of judges (48%) who answered the question about how long they are likely to stay in the judiciary, said that this was the point at which they would reach compulsory retirement age, but slightly more (52%) said it would be some time before retirement.



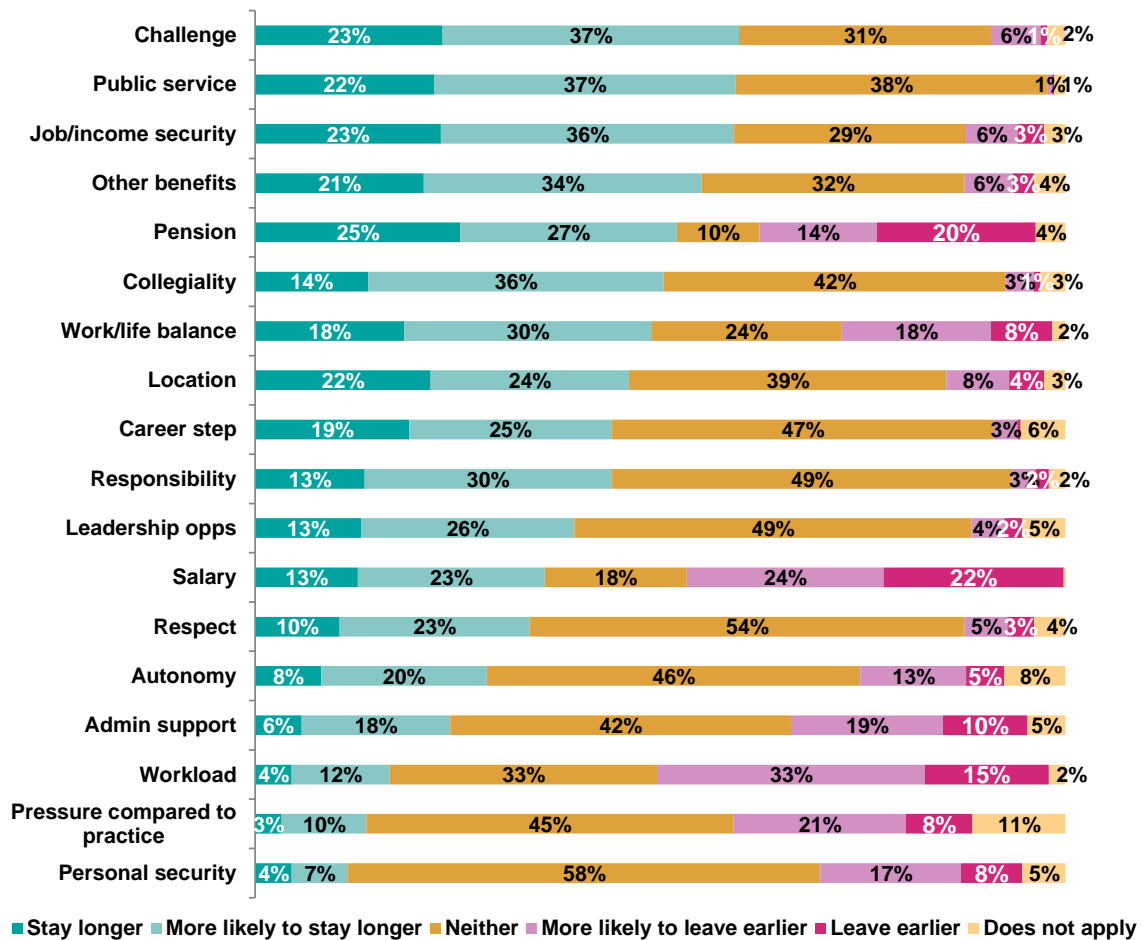
Base: all judges who answered (509)

Table 3.9.3 Whether the number of years judges intend to stay in the judiciary is the point at which retirement would be reached, by Group (Column percentages)

	Total (509) %	Group 4 (66) %	Group 6.1 (152) %	Circuit Judges (107) %	Other 6.1* (45) %	Group 7 (221) %	District Judges (112) %	Other Group 7 (109) %
Point at which retirement will be reached	48	52	39	29	62	50	39	61
Sometime before I reach compulsory retirement	52	48	61	71	38	50	61	39

* treat results with caution due to a low base size

3.9.4 Factors that might influence length of time as a judge



Base: all judges who stated how long they will remain in the judiciary, who answered (489/490)

The most senior newly appointed judges (Group 4) were more likely than other judges to mention the challenge of the work (44%), sense of collegiality (32%) and opportunities for leadership (21%) as reasons to stay in longer. They were also the most likely to say that the pension (44%) and salary (39%) were reasons to leave earlier.

Although the base is small (28), judges still in JUPRA, the old pension scheme, are much less likely to say the pension was a reason for leaving early (7% compared to 49% of those on TAPER and 45% of those in the new scheme).

3.10 The Final Question

A last question in the survey asked judges if there was anything we'd asked about that they would like to make further comment on, or anything the questionnaire had not covered that they would like to comment on. Just under a half of those taking part in the survey responded to this question (46%) largely representative by salary group of all judges in the survey. Below is a word cloud of a sample of these responses.



Many issues were addressed but pay and pension erosion leading to low morale came up many times.

Base: all salaried judges who answered (239)

4 Conclusion

The survey of recently-appointed judges demonstrates large differences between the highest and lowest earners in the discrepancies between their earnings pre appointment and in appointment. It is particularly noticeable that judges taking up Group 4 posts have seen a large reduction from their pre-appointment earnings. This has not changed since 2009 when the last survey was conducted.

That said only judges in Group 7, who are not District Judges, had median pre-appointment salaries on a par with what they earned on appointment. As well as Group 4, Circuit Judges and to a lesser extent District Judges saw a not insignificant decline in earnings when joining the judiciary.

When examining motivations for joining the judiciary, those in Group 4 were much more likely than others to view the salary as a disincentive to take up appointment. Group 4 judges were more likely than others to mention the challenge of the role and the knowledge that they were providing a public service as motivating factors. Circuit judges were more likely to consider the pension rather than the salary as a motivating factor and District judges to mention job security as more motivating than salary.

Appendices

Appendix A – weighting

As stated in the first section of the report the results of the survey are not weighted since we could not obtain true figures for the number of newly appointed judges in the period we were interested in and that were the subject of this survey.

An experiment was carried out to see what would happen if we weighted the data to judges overall. This is not a recommended course of action as it would be similar to comparing the UK to the rest of Europe but interestingly the results of the earnings tables were not significantly different as the following table indicates.

Judges by post		Mean	Mean wgt	Lower quartile	Lower quartile wgt	Median	Median wgt	Upper quartile	Upper quartile wgt	Sample size	Sample size wgt
		£	£	£	£	£	£	£	£	No.	No.
Group 4											
	All group 4	643,952	643,143	365,997	352,667	554,822	617,751	762,823	705,485	68	15
Group 6.1											
	Circuit judges	214,236	214,236	152,126	152,126	182,425	182,425	250,319	250,319	105	36
	Other Group 6.1	214,195	178,703	109,593	109,593	147,728	147,728	179,401	194,277	45	74
	All Group 6.1	214,224	190,443	139,102	118,226	172,834	164,793	244,963	210,760	150	110
Group 7											
	District judges	144,913	146,490	89,702	89,809	123,457	125,104	171,397	181,343	111	33
	Other Group 7	167,436	170,180	62,656	60,078	105,993	102,728	188,335	188,154	106	120
	All Group 7	155,915	165,021	79,167	65,094	116,428	107,136	182,294	186,657	217	153
Salaried		260,070	224,653	114,819	111,896	168,965	163,142	261,434	241,027	363	363
Fee paid		187,766	144,080	62,514	55,064	106,008	90,049	202,844	144,644	137	137
Court judges		258,836	200,334	114,819	105,977	172,661	159,825	263,336	223,797	377	377
Tribunal judges		189,925	144,813	60,555	51,217	106,572	91,984	174,044	138,545	110	110

Despite this some extreme weights needed to be applied and the resultant effective sample size was 100 (down from 517).

Appendix B – initial email invitation sent out by Judicial Offices

Major Review of Judicial Salaries: Survey of Recently Appointed Judicial Office Holders

As you may know, the Senior Salaries Review Body (SSRB) has been commissioned by the Lord Chancellor to undertake a Major Review of the Judicial Salary Structure, including pay. As Chair of the Judicial Sub-Committee, I am leading this work on behalf of the SSRB. We have the full support of the senior judiciary in England and Wales, Scotland and Northern Ireland, and of the relevant Judicial Offices.

The success of the Major Review will depend on robust evidence; one important element is evidence about motivations for joining the judiciary and pre-employment roles and salaries of recently-appointed judicial office holders. Further information about the Review and the context for this work can be found in my letters to the judiciary at: <https://www.gov.uk/government/publications/letter-from-the-chair-of-the-ssrb-judicial-sub-committee-to-the-uk-judiciary>

I am therefore writing to ask you to take part in this survey of judicial office holders appointed in the last five years in the United Kingdom. If you first sat prior to April 2012 please disregard this email as you are not eligible to take part. I cannot stress enough how much we need your help to marshal the evidence we need. I know how busy you are, and the survey is designed to be short, and easy to complete.

The SSRB has commissioned NatCen to undertake this research, and they provide further information about this in the link below, including measures to keep the survey confidential and anonymous.

To take part now, click this link:

DEADLINE – 5th November

Thank you in anticipation of your help and participation.

Yours sincerely,

Sharon Witherspoon,
Chair of the SSRB Judicial Sub-Committee

Appendix C – 2nd reminder email sent out by Judicial Offices

Major Review of Judicial Salaries: Survey of Recently Appointed Judges

We wrote to you recently to ask you to take part in the survey of judges appointed in the last five years in the United Kingdom, which NatCen is conducting on behalf of the Senior Salaries Review Body (SSRB). **There is still time to take part.** The survey will close at midnight on **Sunday 5th November**. We would really appreciate it if you could take the time to complete the survey, if you have not already done so. The survey will take around 15-20 minutes to complete. **Please take part in this survey if you were appointed a fee-paid judge or appointed a salaried judge on or after 1st April 2012.** If you first sat prior to April 2012 please disregard this email as you are not eligible to take part.

Further information about this survey is included in the link below, including measures to keep the survey confidential and anonymous.

To take part now, click on this link: <https://survey.natcen.ac.uk/MajorReview>

We need all responses back no later than **Sunday 5th November**.

This survey will provide evidence to the SSRB, which has been commissioned by the Lord Chancellor to undertake a Major Review of the Judicial Salary Structure, including pay. The success of the Major Review will depend on robust evidence; one important element is evidence about motivations for joining the judiciary and pre-employment roles and salaries of recently-appointed judges. Further information about the Review and the context for this work can be found in letters sent by Chair of the SSRB Judicial Sub-Committee to the judiciary at:

<https://www.gov.uk/government/publications/letter-from-the-chair-of-the-ssrb-judicial-sub-committee-to-the-uk-judiciary>

We really appreciate the time you give to participate in this survey.

Many thanks

Tim Buchanan

Research Director

NatCen Social Research

Appendix D – Questionnaire

SURVEY OF NEWLY APPOINTED JUDGES

Final questionnaire 10th October 2017

Review of Judicial Salaries: Survey of Recently Appointed Judges

Thank you for taking the opportunity to respond to this survey.

You can start the survey now by clicking on the ‘next’ button. Just take a note of your PIN (PIN) so that should you wish to break from the survey you can return to it where you left off.

As stated in the covering email, SSRB is conducting a Major review of the judicial salary structure to examine the suitability and soundness of the judicial pay system. SSRB is scheduled to report its findings to the Lord Chancellor in June 2018.

The Office of Manpower Economics (OME), which provides secretariat support to all public sector Pay Review Bodies has commissioned the National Centre for Social Research (NatCen) to run a survey to provide evidence as part of the Major Review. NatCen is an independent, not-for-profit, research organisation.

Information on the pre-appointment earnings of judges is essential for the Major Review of judicial pay and is not available from other sources. We would therefore be extremely grateful if you could take the time to complete this short questionnaire **no later than Sunday 5th November.**

All information we collect will be treated in complete confidence, in accordance with the Data Protection Act 1998 and NatCen adheres to the MRS Code of Conduct. Results will not be reported in any way that could identify you.

If you have any questions about the study, please call NatCen on 0800 652 4568 or email judgessurvey@natcen.ac.uk. For more information about the Major Review please see Sharon Witherspoon’s letter to judges from June 2017, available here: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/620157/SSRB_JSC_Chair_to_Judiciary_-_June_2017.pdf If you still have questions about the Major Review you can contact Anne Miller at OME (anne.miller@beis.gov.uk or tel. 020 7211 8175)

Click NEXT to start the survey now.

NEXT (note this is the option for them to proceed to the questionnaire at this stage and leave out the FAQs)

FAQs

Why is a survey of judges being conducted?

An important element of SSRB's Major Review is to consider the earnings of judges prior to their appointment. Information on pre-appointment earnings is not available from other sources so it is necessary to carry out a survey to collect this evidence. This information will be used to inform the recommendations that the SSRB makes on judicial pay in 2018.

Why have I been contacted?

All judicial office holders appointed since April 2012 are being invited to take part in the survey. It is important for the validity of the findings that as many eligible judges as possible take part.

I am a fee-paid judge. Can I still take part?

Yes this is a survey of all newly appointed judges, including full-time and part-time salaried and fee-paid.

What if I was appointed to be a judge prior to 2012?

If that is the case I'm afraid you will not be eligible to take part and I apologise for taking up any of your time.

How will the information I provide be kept confidential?

Your name will not be linked to any of the information you provide. NatCen has strict procedures in place for handling confidential data securely and all information will be treated in accordance with the Data Protection Act. Data from the survey will not be reported in any way that could identify you. We also have no way of knowing who has responded, so I'm afraid you will receive reminders even though you have completed the survey!

What earnings information am I being asked to provide?

We are asking you to provide earnings information for the last three complete financial years before your appointment to a judicial post. Please write the financial year dates applicable to you in the space provided in the questionnaire

If you were in private practice prior to your appointment, you are asked to provide gross receipts excluding VAT. Gross receipts are requested as total income after deducting practice expenses (if applicable) but before deducting personal taxes, national insurance, pensions or interest on capital (either cash receipts or accruals basis is acceptable).

If you were in employment (for example in Government or in business) prior to your appointment, please enter details of your gross earnings before the deduction of personal taxes, national insurance or pensions.

YOUR CURRENT APPOINTMENT

{ASK ALL}

JuWk (VARLAB: where judges work)

In which jurisdiction do you work? If you work in more than one jurisdiction, please select what you consider to be your main post, that is. the jurisdiction in which you spend the most time

England & Wales

Scotland

Northern Ireland

Reserved Tribunals Judge UK (SAME ROUTING AS ENGLAND & WALES)

NO DK

YOUR CURRENT APPOINTMENT

{ASK ALL}

TyJu (VARLAB: type of judge)

Are you currently a:

Full-time salaried judge

Part-time salaried judge

Fee-paid judge?

NO DK

YOUR CURRENT APPOINTMENT

{ASK ALL}

FirstApp (VARLAB: whether the first appointment)

Is this your first {TyJu=1,2: "salaried"; TyJu = 3: "fee-paid"} judicial appointment?

Yes

No

YOUR FIRST JUDICIAL APPOINTMENT

{ASK ALL}

FirstSit (VARLAB: when first sat as a judge)

When did you first sit as a {TyJu=1,2: "salaried"; TyJu = 3: "fee-paid"} judge?

Before 1 April 2012

1 April 2012 – 31 Mar 2013

1 April 2013 – 31 Mar 2014

1 April 2014 – 31 Mar 2015

1 April 2015 – 31 Mar 2016

1 April 2016 – 31 Mar 2017

1 April 2017 - present

NO DK

{ASK IF FirstSit = 1}

Many thanks for your interest in the survey of Recently Appointed Judges. Unfortunately you are not eligible to take part as you were first appointed as a judge too long ago.

YOUR CURRENT APPOINTMENT

{ASK IF JuWk = 1}

PrApEW (VARLAB: primary current appointment)

Please indicate which of the following is the **primary** judicial appointment you currently hold. (If you have multiple posts please select what you consider to be your **main** post, that is. the post in which you spend the most time, and you can provide any further details at the end of the question).

- Head of Division or Lord or Lady Justice of Appeal
- High Court Judge
- Judge Advocate General (including Vice and Assistant JAG)
- Circuit Judge
- Employment Appeals Judge
- Upper Tribunal Judge (salaried and fee-paid roles)
- First Tier Tribunal Judge (salaried and fee-paid roles)
- Employment Judge
- Master/Registrar/Costs Judge
- District Judge (Civil or Magistrates)
- Deputy District Judge (Civil or Magistrates')
- Recorder
- Tribunal Member
- Other (please specify)

STRING {80}

PrApEWDet

Any other comment

STRING {80}

No comment

YOUR CURRENT APPOINTMENT

{ASK IF JuWk = 2}

PrApS (VARLAB: primary current appointment)

Please indicate which of the following is the **primary** judicial appointment you currently hold. (If you have multiple posts please select what you consider to be your **main** post, that is the post in which you spend the most time, and you can provide any further details at the end of the question). PLEASE ALLOW 'Other' and One other code

Court Judiciary

- Judge of Court of Session
- Sheriff Principal
- Sheriff
- Summary Sheriff
- First-tier Tribunal for Scotland Legal Member/ tribunal legal member
- Upper Tribunal for Scotland Legal Member
- Chamber President First-tier Tribunal for Scotland
- Lands Tribunal for Scotland Surveyor
- Lands Tribunal for Scotland legal member
- Other (please specify)

STRING {80}

PrApSDet

Any other comment

STRING {80}

No comment

YOUR CURRENT APPOINTMENT

{ASK IF (JuWk = 3) AND (TyJu = 1,2)}

PrApNIS (VARLAB: primary current appointment NI Salaried)

Please indicate which of the following is the **primary** judicial appointment you currently hold. (If you have multiple posts please select what you consider to be your **main** post, that is the post in which you spend the most time, and you can provide any further details at the end of the question). PLEASE ALLOW 'Other' and One other code

- High Court judge
- Recorder
- County court judge
- District Judge (Civil or Magistrates')
- Chief Social Security and Child Support Commissioner
- Social Security and Child Support Commissioner
- Coroner
- President of the Appeal Tribunals
- Chair of the Appeal Tribunals
- Other (please specify)

STRING {80}

PrApNISDet

Any other comment

STRING {80}

No comment

YOUR CURRENT APPOINTMENT

{ASK IF (JuWk = 3) AND (TyJu = 3)}

PrApNIF (VARLAB: primary current appointment NI Fee-paid)

Please indicate which of the following is the **primary** judicial appointment you currently hold. (If you have multiple posts please select what you consider to be your **main** post, i.e. the post in which you spend the most time, and you can provide any further details at the end of the question). PLEASE ALLOW 'Other' and One other code

- Deputy High Court judge
- Deputy county court judge
- Deputy district judge
- Deputy Social Security and Child Support Commissioner
- Deputy coroner
- Tribunal member (Industrial or Fair Employment)
- Tribunal member (all except Industrial or Fair Employment)
- Other (please specify)

STRING {80}

PrApNIFDet

Any other comment

STRING {80}

No comment

YOUR CURRENT APPOINTMENT

{ASK IF TyJu = 1,2}

SaGp (VARLAB: salary group)

Please indicate your salary group.

- 1
- 1.1
- 2
- 3
- 4
- 5
- 6.1
- 6.2
- 7

YOUR CURRENT APPOINTMENT

{ASK ALL}

TyWk (VARLAB: type of work)

Please indicate the type of work you undertake as a judge.

Select all that apply,

Chancery	TyWkChan
Civil	TyWkCiv
Commercial	TyWkCom
Crime	TyWkCr
Family	TyWkFam
Social Security {ASK IF JuWk = 3}	TyWkSoc
Administrative Appeals {ASK IF JuWk = 1,2}	TyWkApp
Tax and Chancery {ASK IF JuWk = 1,2}	TyWkTax
Immigration and Asylum {ASK IF JuWk = 1,2}	TyWkImm
Lands {ASK IF JuWk = 1,2}	TyWkLan
War Pensions and Armed Forces Compensation {ASK IF JuWk = 1,2}	TyWkWar
Social Entitlement {ASK IF JuWk = 1,2}	TyWkSoc
Health, Education and Social Care {ASK IF JuWk = 1,2}	TyWkHea
General Regulatory {ASK IF JuWk = 1,2}	TyWkGen
Property {ASK IF JuWk = 1,2}	TyWkPro
Employment	TyWkEmp
Other Tribunal (please describe) {ASK IF JuWk = 3}	TyWkOTr

STRING {80}

Other (please describe) TyWkOth

STRING {80}

EARLIER JUDICIAL APPOINTMENT

{ASK IF TyJu = 1,2}

PrFP (VARLAB: previously fee-paid)

Were you ever a fee-paid judge?

- Yes
- No
- NO DK

ROLE PRIOR TO JUDICIAL APPOINTMENT

{ASK ALL}

PrJb (VARLAB: previous role)

Before your first appointment as a {TyJu=1,2: "salaried"; TyJu = 3: "fee-paid"} judge, were you:

- Queen’s Counsel
- Senior Counsel {ASK IF JuWk = 2}
- Junior Counsel
- Solicitor
- In academia
- Solicitor Advocate {ASK IF JuWk = 2,3}
- Crown Office/ Procurator Fiscal Service {ASK IF JuWk = 2}
- A fee-paid judge {ASK IF TyJu =1,2}
- Other (please specify)

STRING {80}

ROLE PRIOR TO JUDICIAL APPOINTMENT{ASK ALL}

PrPr(VARLAB: previous practice area)

Before you became a judge which practice area were you in?
Select all that apply,

- | | |
|--|----------|
| Chancery | PrPrChan |
| Civil | PrPrCiv |
| Commercial | PrPrCom |
| Crime | PrPrCr |
| Family | PrPrFam |
| Social Security {ASK IF JuWk = 3} | PrPrSoc |
| Administrative Appeals {ASK IF JuWk = 1,2} | PrPrApp |
| Tax and Chancery {ASK IF JuWk = 1,2} | PrPrTax |
| Immigration and Asylum {ASK IF JuWk = 1,2} | PrPrImm |
| Lands {ASK IF JuWk = 1,2} | PrPrLan |
| War Pensions and Armed Forces Compensation {ASK IF JuWk = 1,2} | PrPrWar |
| Social Entitlement {ASK IF JuWk = 1,2} | PrPrSoc |
| Health, Education and Social Care {ASK IF JuWk = 1,2} | PrPrHea |
| General Regulatory {ASK IF JuWk = 1,2} | PrPrGen |
| Property {ASK IF JuWk = 1,2} | PrPrPro |
| Employment | PrPrEmp |
| Other Tribunal (please describe) {ASK IF JuWk = 3} | PrPrOTr |
| Other (please describe) | PrPrOth |

STRING {80}

ROLE PRIOR TO JUDICIAL APPOINTMENT{ASK ALL}

PrPu (VARLAB: private or public)

9. Was your practice/chambers privately funded or publicly funded?

- Privately funded
- Publicly funded
- Both
- DK

ROLE PRIOR TO JUDICIAL APPOINTMENT{ASK ALL}

NoPa (VARLAB: number of partners)

10. How many partners/members did your practice/chambers employ?

- 1-4 partners/members
- 5-25 partners/members
- 26 or more partners/members
- DK

ROLE PRIOR TO JUDICIAL APPOINTMENT

{ASK ALL}

YrEx (VARLAB: years of experience)

Before you were appointed as a {TyJu=1,2: "salaried"; TyJu = 3: "fee-paid"} judge, how many years' post-qualification experience or years of call to the Bar did you have? *Please write in number*

ROLE PRIOR TO JUDICIAL APPOINTMENT

{ASK ALL}

PrLo (VARLAB: previous location)

Before you became a {TyJu=1,2: "salaried"; TyJu = 3: "fee-paid"} judge where did you practise law?

London
Elsewhere in England
Wales
Scotland
NI
Outside the UK

CURRENT ROLE WHEN NOT A JUDGE

{ASK IF TyJu=3}

OtRo (VARLAB: other role)

What other role apart from being a judge are you paid for?

Queen's Counsel
Senior Counsel {ASK IF JuWk = 2}
Junior Counsel
Solicitor
In academia
Solicitor Advocate {ASK IF JuWk = 2,3}
Crown Office/ Procurator Fiscal Service {ASK IF JuWk = 2}
Other (please specify)

STRING {80}

CURRENT ROLE WHEN NOT A JUDGE

{ASK IF (TyJu=3) and (OtRo = 1-8)}

TyRo (VARLAB: type of role)

In this role, when you are not working as a fee paid judge, are you...

An employee,
Self-employed or
A sole practitioner

CURRENT ROLE WHEN NOT A JUDGE

{ASK IF (TyJu=3) and (OtRo = 1-8)}

PrPu2 (VARLAB: Fee paid private or public)

Is your practice area/chamber, when not working as a fee paid judge, privately funded or publicly funded?

Privately funded
Publicly funded
Both

CURRENT ROLE WHEN NOT A JUDGE

{ASK IF (TyJu=3) and (OtRo = 1-8) and (Tyro = 1)}

NoPa2 (VARLAB: Fee paid number of partners)

When not working as a fee paid judge, how many partners/members does your other place of work employ?

- 1-4 partners/members
- 5-25 partners/members
- 26 or more partners/members
- Don't know

PRE-APPOINTMENT EARNINGS

{ASK ALL}

ThYr (VARLAB: three years reported on)

In the next question we are seeking details of earnings for the three most recent complete tax years before appointment as a {TyJu=1,2: "salaried"; TyJu = 3: "fee-paid"} judge.

Please enter in the table below the three years you will be reporting your earnings from. Please put the year before appointment as year one and work backwards

Please enter relevant financial year end dates	Year ended 05/04/201 _	Year ended 05/04/201 _	Year ended 05/04/201 _
	1. 0..9	2. 0..9	3. 0..9

PRE-APPOINTMENT EARNINGS

{ASK ALL}

GrRe (VARLAB: gross receipts)

Please state your gross receipts (excluding VAT) from each of the categories of work below. **Gross receipts** are requested as total income **after deducting expenses** but before deducting personal taxes, national insurance, pensions or interest on capital (either cash receipts or accruals basis is acceptable).

Please try to answer as accurately as possible. Estimated figures are preferable to none but please state in the next question where estimates have been given.

	Y1	Y2	Y3
Practice / Bar practice/ Employment (£) (include arbitration/mediation)	0..999999	0..999999	0..999999
Fee paid judicial* (£)	0..999999	0..999999	0..999999
Other professional activities** (£)	0..999999	0..999999	0..999999

*This is any fee-paid work before taking up your current salaried appointment.

Examples of **other professional activities are lecturing, broadcasting or writing articles / books on legal matters or other activities. If such income has been included with practice income please say so at the following question.

{ASK ALL}

CoGR (VARLAB: comments on gross receipts)

Please add any comments you may have relating to the information provided, in particular any factors that may have influenced the figures or state where you have made estimates.

STRING {500}

No comment

PRE-APPOINTMENT EARNINGS

{ASK ALL}

PrTime (VARLAB: proportion of time)

For each of these years, approximately what percentage of your time was spent in each of the following activities (column totals should add to 100%). Do not enter % signs in your answers.

	Y1 %	Y2 %	Y3 %
Practice / Bar practice / Employment	0..100	0..100	0..100
Fee paid judicial work	0..100	0..100	0..100
Other professional activities	0..100	0..100	0..100
Not working (illness/vacation/other time off)	0..100	0..100	0..100

PRE-APPOINTMENT EARNINGS

{ASK ALL}

ExFa (VARLAB: extrapolation factors)

Where appropriate, we intend to use your non-judicial pre-appointment earnings in combination with percentages of time spent working on relevant activities over the same period to estimate full-time equivalent earnings. Please let us know of any additional factors which might be relevant when doing this and whether the resulting figure would seriously be an under- or over-estimate of your full-time equivalent pre-appointment earnings.

STRING {500}

No comment

RECENT EARNINGS WHEN NOT WORKING AS A JUDGE

{ASK IF TyJu = 2,3}

GrReFP (VARLAB: gross receipts fee paid)

We would also like to know your income when not working as a judge over the last three years. We appreciate there may be some overlap with the information you have provided on pre-appointment earnings.

Please state your gross receipts (excluding VAT) from each of the categories of work below.

Gross receipts are requested as total income **after deducting expenses** but before deducting personal taxes, national insurance, pensions or interest on capital (either cash receipts or accruals basis is acceptable).

Please try to answer as accurately as possible. Estimated figures are preferable to none but please state in the next question where estimates have been given.

Earnings when not working as a judge for the last 3 years, that is tax years ending 5/4/17, 5/4/16, 5/4/15

	2017	2016	2015
Practice / Bar practice/ Employment (£) (include arbitration/mediation)	0..999999	0..999999	0..999999
Other professional activities* (£)	0..999999	0..999999	0..999999

*Examples of **other professional activities** are lecturing, broadcasting or writing articles / books on legal matters or other activities. If such income has been included with practice income please say so at the following question.

RECENT EARNINGS WHEN NOT WORKING AS A JUDGE

{ASK IF TyJu = 2,3}

CoGR2 (VARLAB: comments on gross receipts)

Please add any comments you may have relating to the information provided, in particular any factors that may have influenced the figures or state where you have made estimates.

STRING {500}

No comment

RECENT EARNINGS WHEN NOT WORKING AS A JUDGE – HOURS WORKED

{ASK IF TyJu=2,3}

HoSp (VARLAB: hours split between judge and other)

How were hours split between work as a judge and other paid work in the last three years? Please enter as a percentage (i.e. column totals should add up to 100%). If no other work undertaken please put '0' in the 'Proportion of time in other paid work'. Do not enter % signs in your answers.

	2017(%)	2016 (%)	2015 (%)
Percentage of time as a judge	0..100	0..100	0..100
Percentage of time in other paid work	0..100	0..100	0..100
Not working (illness/vacation/other time off)	0..100	0..100	0..100

ACCOMMODATION

{ASK IF TyJu=1,2}

AcCo (VARLAB: moving or accommodation costs)

Were moving or accommodation costs incurred as a consequence of your appointment?

Yes

No

ACCOMMODATION

{ASK IF AcCo=1}

TyAc (VARLAB: Fee paid number of partners)

For which of the following were the accommodation costs incurred?

Select all that apply

Move of main residence

Purchase of a second property

Rental costs

Other (Please describe)

STRING {80}

PENSION PROVISION

{ASK IF TyJu=1,2}

PeTy (VARLAB: pension type)

Are you, at the date of your response to this survey:

Still in JUPRA (the "old" pension scheme) for the rest of your judicial career

Entitled to Tapering protection so that you are still in JUPRA until your personal taper date

Opted for the Transitional Protection Allowance in lieu of a pension

In the New Judicial Pension Scheme 2015 {IF JuWk=1,2}

Northern Ireland Judicial Pension Scheme 2015 {IF JuWk = 3}

Outside any judicial pension scheme?

MOTIVATIONS

{ASK ALL}

InJu (VARLAB: incentives to become a judge)

When you were deciding to apply for the judicial appointment you are currently in, how much of an incentive or disincentive were each of the following considerations?

	Strong incentive	Slight incentive	Neutral	Slight disincentive	Strong disincentive	Does not apply
Challenge of the work						
Sense of collegiality						
Security of job or income						
Natural career step						
Work-life balance						
Pressurised environment compared to practice						
Workload						
Level of autonomy compared to practice						
Pension						
Administrative support						
Personal safety/security						
Opportunity for leadership						
Salary						
Other non-pay benefits (e.g. holiday entitlement)						
Geographic location						
Greater responsibility						
Public service						
Respect in the community						
Other (please describe)						

STRING {80}

MOTIVATIONS

ExMe (VARLAB: expectations met)

Thinking about each of the things that you said incentivised you to become a judge, to what extent have your expectations been met?

	Fully met	Partially met	Not met at all	Don't know
Challenge of the work {ASK IF INJU = 1,2}				
Sense of collegiality {ASK IF INJU = 1,2}				
Security of job or income {ASK IF INJU = 1,2}				
Natural career step {ASK IF INJU = 1,2}				
Work-life balance {ASK IF INJU = 1,2}				
Pressurised environment compared to practice {ASK IF INJU = 1,2}				
Workload {ASK IF INJU = 1,2}				
Level of autonomy compared to practice {ASK IF INJU = 1,2}				
Pension {ASK IF INJU = 1,2}				
Administrative support {ASK IF INJU = 1,2}				
Personal safety/security {ASK IF INJU = 1,2}				
Opportunity for leadership {ASK IF INJU = 1,2}				
Salary {ASK IF INJU = 1,2}				
Other non-pay benefits (e.g. holiday entitlement) {ASK IF INJU = 1,2}				
Geographic location {ASK IF INJU = 1,2}				
Greater responsibility {ASK IF INJU = 1,2}				
Public service {ASK IF INJU = 1,2}				
Respect in the community {ASK IF INJU = 1,2}				

Answer from InJu Other {ASK IF INJU = 1,2}

THE FUTURE

{ASK IF TyJu=3}

LiSa (VARLAB: Likelihood of applying for a salaried post)

How likely are you to apply for a salaried judicial post in the next five years?

10-1 scale where 10 is most likely and 1 is least likely

I haven't considered it

THE FUTURE

{ASK IF TyJu=3}

InSa (VARLAB: incentives to becoming salaried)

What factors would influence your decision to become a salaried judge?

Positive influences

STRING {250}

Negative influences

STRING {250}

No comment

THE FUTURE

{ASK ALL}

InSt (VARLAB: intent to stay)

At the moment how long do you intend to remain in the judiciary (in your current role or in a more senior position)?

Less than a year

1-2 years

3-4 years

5-6 years

7-8 years

9-10 years

11+ years

DK

THE FUTURE

{ASK IF InSt = 1-7}

JPorB (VARLAB: leave at judicial pension stage or before)

Is the answer you gave at the previous question the point at which you reach compulsory retirement age or do you intend to leave the judiciary before that?

Point at which I reach compulsory retirement age

Sometime before I reach compulsory retirement age.

THE FUTURE

{ASK IF InSt = 1-8}

InFa (VARLAB: influencing factors to stay or leave)

To what extent would the following factors influence your decision to stay longer in, or leave earlier from the judiciary?

	Stay longer	More likely to stay longer	Neither	More likely to leave earlier	Leave earlier	Does not apply
Challenge of the work						
Sense of collegiality						
Security of job or income						
Natural career step						
Work-life balance						
Pressurised environment compared to practice						
Workload						
Level of autonomy compared to practice						
Pension						
Administrative support						
Personal safety/security						
Opportunity for leadership						
Current salary						
Other non-pay benefits (e.g. holiday entitlement)						
Geographic location						
Greater responsibility						
Public service						
Morale						
Respect in the community						
Other (please describe)						

STRING {80}

ABOUT YOU

ReWk (VARLAB: region worked)

In which region do you work?

- Scotland
- Northern Ireland
- Wales
- North
- Midlands
- East of England
- South East
- South West
- London

ABOUT YOU

{ASK ALL}

Gen (VARLAB: Gender)

Are you

- Male
- Female

ABOUT YOU

{ASK ALL}

Eth (VARLAB: Ethnicity)

What is your ethnic group?

- White – English
- White – Welsh
- White – Scottish
- White – Northern Irish
- White – Irish
- White – Other
- Mixed – White and Black Caribbean
- Mixed – White and Black African
- Mixed – White and Asian
- Mixed – any other mixed background
- Asian – Indian
- Asian – Pakistani
- Asian – Bangladeshi
- Asian – any other Asian background
- Black – Caribbean
- Black – African
- Any other Black/African/Caribbean background
- Other – Arab
- Any other ethnic group

ABOUT YOU

{ASK ALL}

Age (VARLAB: Age)

To which of these age groups do you belong?

- Under 31
- 31-35
- 36-40
- 41-45
- 46-50
- 51-55
- 56-60
- 61-65
- 66+
- Refused

FINAL COMMENTS

FiSa (VARLAB: Final Say)

Finally, is there anything we've asked about that you would like to make further comment on, or anything we have not covered that you would like to comment on?

STRING {500}

No comment