

# 2014 JUDICIAL ATTITUDE SURVEY

Report of findings covering salaried judges in Northern Ireland

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## Executive summary

### Summary of key findings for Northern Ireland

#### Response rate

The salaried courts and devolved tribunals judiciary in Northern Ireland make up 3.7% of all salaried judges in the UK. Three-quarters (76%) of all salaried judges in Northern Ireland responded to the survey.

#### Being a member of the judiciary

- Almost all judges in Northern Ireland (86%) have a strong personal attachment to being a member of the judiciary.
- All judges in Northern Ireland (100%) feel they provide an important service to society, with 86% agreeing strongly with this view. However, over three quarters (79%) of Northern Ireland judges say that members of the judiciary are respected by society at large less than they were 10 years ago.
- Judges in Northern Ireland feel most valued by court staff (86%), the legal profession (82%), parties in cases before them (77%) and judicial colleagues at their court (64%).
- A majority of judges in Northern Ireland (52%) feel valued by the public, but almost no judges feel valued by the government (5%).

#### Working conditions

- Almost all judges who have been in post for at least 5 years (89%) feel that working conditions are worse now than they were 5 years ago.
- Over a third of judges (37%) said their case workload over the last 12 months was too high.
- A number of judicial resources are rated as good to excellent by a majority of judges in Northern Ireland, including IT support (71%), internet access (69%), standard of personal IT equipment (59%) and the physical environment at court (55%). But a majority rated library and books and the standard of IT equipment as either poor or adequate.
- The quality of administrative support was rated by over two thirds of judges (68%) as either good or excellent. But the morale of court staff was rated lowest, with 40% rating it as poor.
- Most judges in Northern Ireland felt they have no or poor opportunities for flexible working (83%), to sit in other jurisdictions (80%) or for career progression (68%).

#### Training and personal development

- Those areas where a majority of judges are satisfied include the variety of work (81%) and challenge of the job (76%).
- The main areas where a majority of judges are not satisfied are: the time available to undertake training (81% not satisfied), opportunities for personal development (75% not satisfied) and range of training available (68% not satisfied).

#### Change in the judiciary

- Almost all judges (85%) feel their job as a judge has changed in ways that affect them since they were appointed, and almost half (46%) feel there has been a large amount of change or that judging has changed completely since they were appointed.
- Almost all judges (84%) feel that the judiciary needs control over changes affecting judges, and 68% believe too much change has been imposed on the judiciary in recent years.

- While two thirds of judges (65%) accept that some change is needed in the judiciary, 52% feel that the amount of change in recent years has brought judges to breaking point.
- Over three quarters of judges (78%) see government policy initiatives as the primary driver behind changes that are imposed on the judiciary, followed by public misunderstanding of the judiciary (74%), media representation (69%) and official criticism of judges (64%).

### Salary and pensions

- It is clear that the two key remuneration issues for almost all judges is that their pay and pension together do not adequately reflect the work they do (81%) and they have suffered a loss of net earnings over the last 5 years (75%).
- In addition, over two thirds of all judges (69%) do not feel they are paid a reasonable salary for the work they do, and a majority (53%) said the amount of out of hours work required to do their job was affecting them.
- A majority (57%) of judges in Northern Ireland said the changes in pension entitlement had affected them. And over two thirds (67%) of judges feel that the fairest approach to changes in pension entitlements would be reductions only for new judges.

### The Future

- A majority of judges in Northern Ireland said they would consider leaving the judiciary early in the next 5 years (40%) or were currently undecided about this (14%).
- Judges identified two main factors that would prompt them to leave the judiciary early: further limits on pay awards (72%) and reductions in pension benefits (72%).
- An overwhelming majority (82%) of judges said one key factor would help to keep judges in the judiciary until they reach retirement age: higher remuneration.
- Judges identified the following as the main future challenges for the judiciary: judicial morale (88%), attracting the best people to the judiciary (88%), reduction in support staff (86%), fiscal constraints (84%), litigants in person (83%), loss of judicial independence (72%).

### Judicial recruitment

- The main reasons judges in Northern Ireland would encourage suitable applicants to apply to join the judiciary are chance to contribute to justice being done (88%), intellectual satisfaction (79%), challenge of the work (77%) and public service (63%).
- A majority of judges in Northern Ireland say they would discourage suitable applicants from applying to be a judge for three reasons: likelihood of further pension reductions (83%), reduction in income (72%) and the isolation of the job (54%).

### Leadership

- Just over half (57%) of judges in Northern Ireland would be interested in taking on leadership responsibilities.
- Judges are divided over whether such leadership roles are allocated fairly. The largest proportion (40%) believe it is fair, but a majority either do not think it is fair (29%) or do not know enough about how the allocation is done to say whether it is fair or not (31%).
- Among judges with leadership responsibilities for 3 years or more, almost two thirds (62%) say their workload is greater than it was 3 years ago. Despite the increased workload, almost two-thirds (64%) said they definitely would have applied for their leadership role even if they had been aware of the nature and amount of work it involved.
- Leadership judges identified three main changes that would improve their job satisfaction: compensatory leave for leadership activities (84%), an allowance while in post (78%) and protected time for leadership work (76%).

# 1. Judicial Attitude Survey (JAS) 2014

## 1.1 The survey

The Judicial Attitude Survey (JAS) 2014 is the first survey that has been conducted with all serving salaried judges in the United Kingdom. The aim of the JAS is to assess the attitudes of salaried judges in key management areas including remuneration, morale, working conditions, training and personal development, retention and leadership.

The target group for the JAS was all serving salaried judges in Northern Ireland, England and Wales, Scotland and the UK non-devolved tribunals, including both full-time salaried and part-time salaried judges. The total number of salaried judges in the courts judiciary and devolved tribunals in Northern Ireland at the time the survey was run was 79.

The JAS was an online survey conducted by the Judicial Institute of University College London (UCL JI) via the web-based survey tool Opinio. Hard copies of the survey were also available to judges, although no requests for hard copies were received. The survey consisted of 40 questions covering the following general subject areas:

- time and role in the judiciary
- working conditions and resources
- salary and pension
- training and personal development
- change in the judiciary
- future planning
- being a member of the judiciary
- leadership

There were two additional questions about the survey itself. (A copy of the survey is reproduced in the Appendix).

The survey ran from 22 September to 8 October 2014. All salaried judges in Northern Ireland were invited to take part in the survey through the judicial intranet and through personal communications from the Lord Chief Justice of Northern Ireland inviting judges to contribute to the survey. Reminders were sent out in the week of 27 September and on 6 and 7 October 2014.

## 1.2 Response Rate

There was a high response rate of 76% of all salaried judges in the Northern Ireland courts and devolved tribunals. There was a consistently high response rate across all judicial posts, with the exception of Lords Justices of Appeal. The high response rate adds substantial weight to the reliability and significance of the findings, ensuring that the survey reflects the views of over three quarters of all salaried judges in Northern Ireland.

**Table 1: Response rate to 2014 UK JAS (Northern Ireland)**

<b>Salaried Judicial Posts Northern Ireland</b>	<b>Total judges in post</b>	<b>Survey responses</b>	<b>%</b>
Lords Justices of Appeal	4	0	0%
High Court Judges	9	6	67%
County Court Judges	17	16	94%
District Judges	25	22	88%
Masters and Coroners	10	7	70%
Devolved Tribunal Judges	14	9	64%
<b>Totals</b>	<b>79</b>	<b>60</b>	<b>76%</b>

## 2. Survey results for the judiciary in Northern Ireland

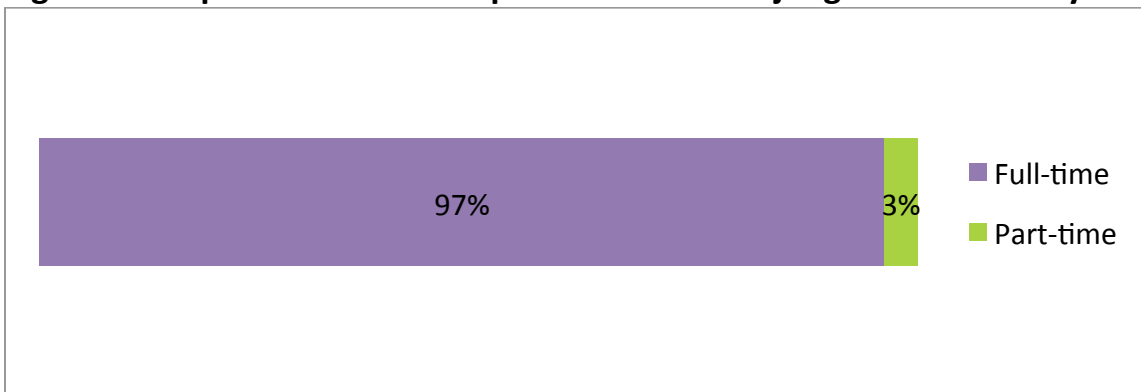
This section of the report presents the results of the Judicial Attitude Survey (JAS) for Northern Ireland. It presents the combined results for all salaried judges in Northern Ireland who took part in the survey, and also highlights those areas where there are clear differences between judges in different posts. The courts judiciary in Northern Ireland comprises 3.7% of all salaried judges in the UK.

## 3. Survey respondents

### 3.1 Work status

Almost all judges (97%) who took part in the survey are full-time salaried judges.

**Figure 1: Proportion of full and part time salaried judges in the survey**

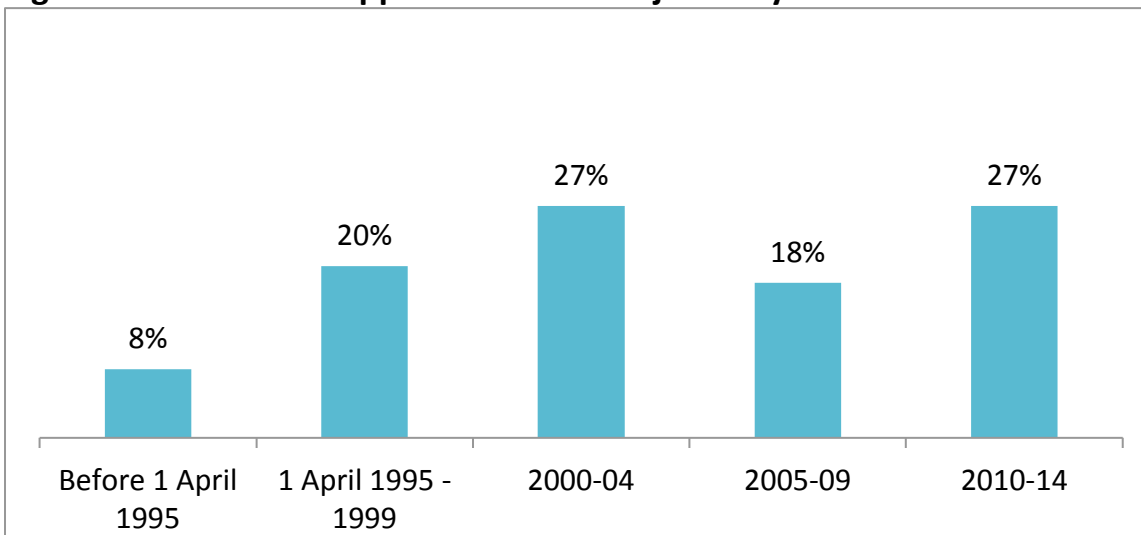


### 3.2 Date of first appointment

Most judges in Northern Ireland (72%) came into the judiciary since 2000.

- Almost half (45%) of all salaried judges in Northern Ireland were first appointed in the last decade.
- Only 8% of judges fall within the pre-1 April 1995 retirement age bracket.

**Figure 2: Date of first appointment to the judiciary**

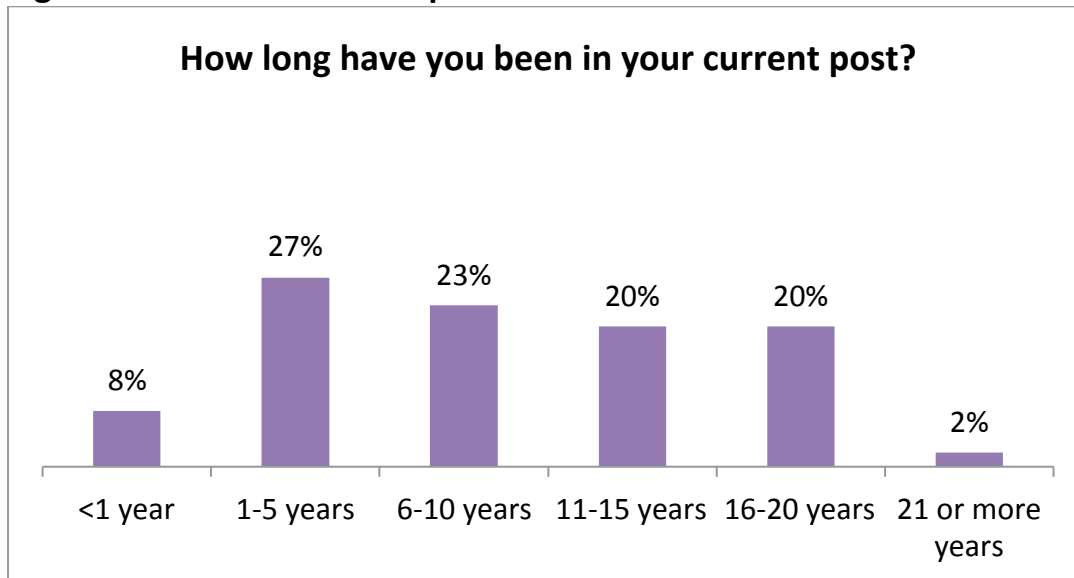




### 3.3 Tenure in current judicial post

Over a third of all judges (35%) have been in their current post for no more than 5 years.

**Figure 3: Tenure in current post**



### 3.4 Average age by post

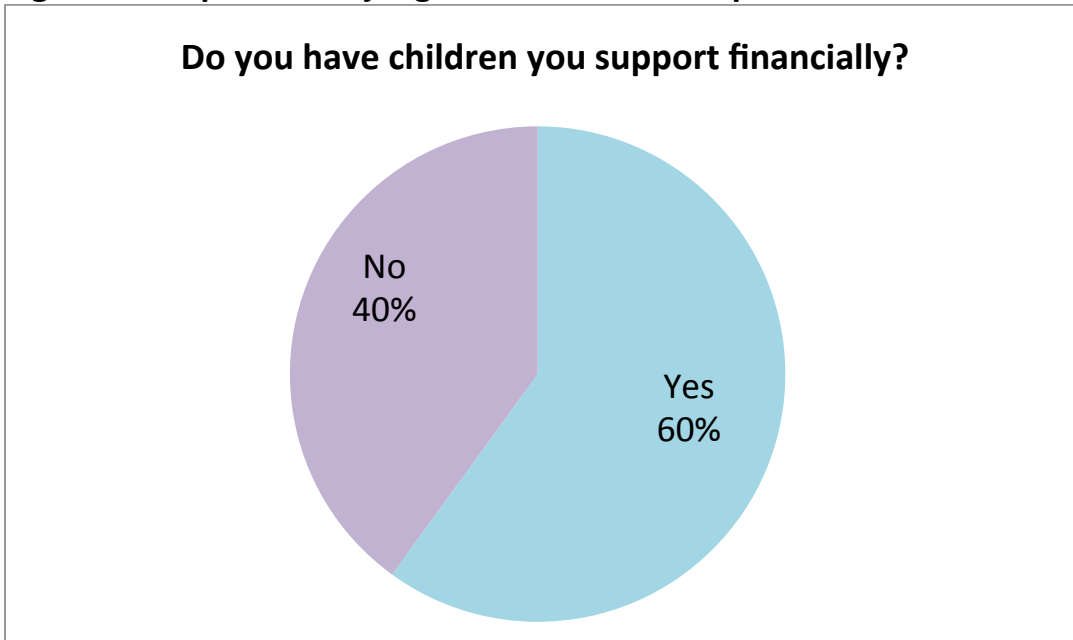
**Table 2: Age profile of judges by post**

Post	Average age of survey respondents
High Court Judges	61
County Court Judges	57
District Judges	57
Masters and Coroners	55
Devolved Tribunal Judges	57

### 3.5 Financial dependants

Almost two thirds (60%) of the judges who took part in the survey have children they are supporting financially.

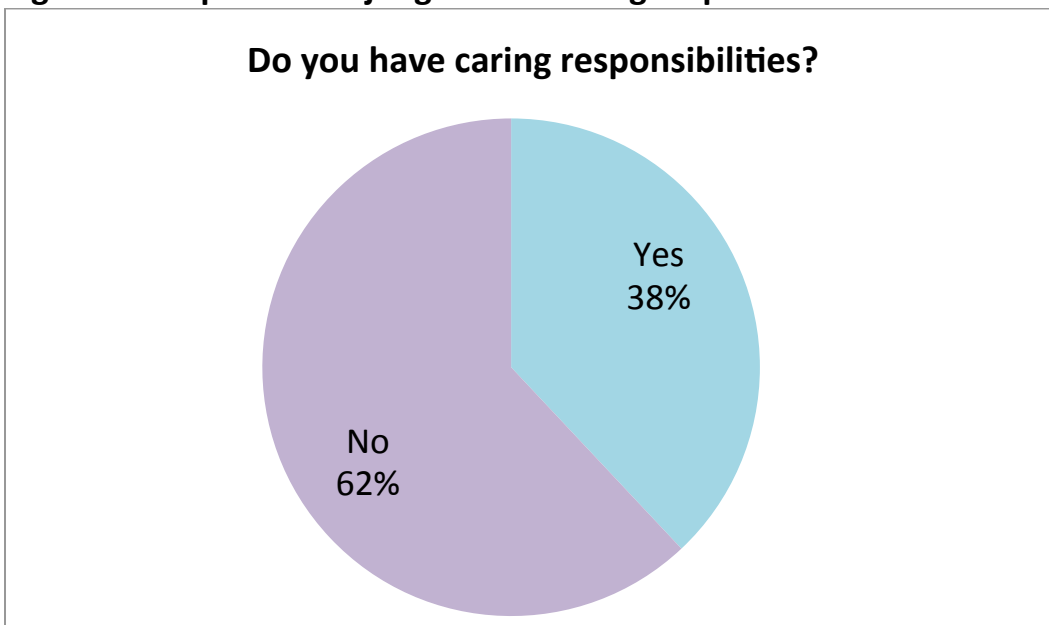
**Figure 4: Proportion of judges with financial dependants**



### 3.6 Caring responsibilities

Over a third (38%) of all judges who took part in the survey have caring responsibilities for a family member(s).

**Figure 5: Proportion of judges with caring responsibilities**

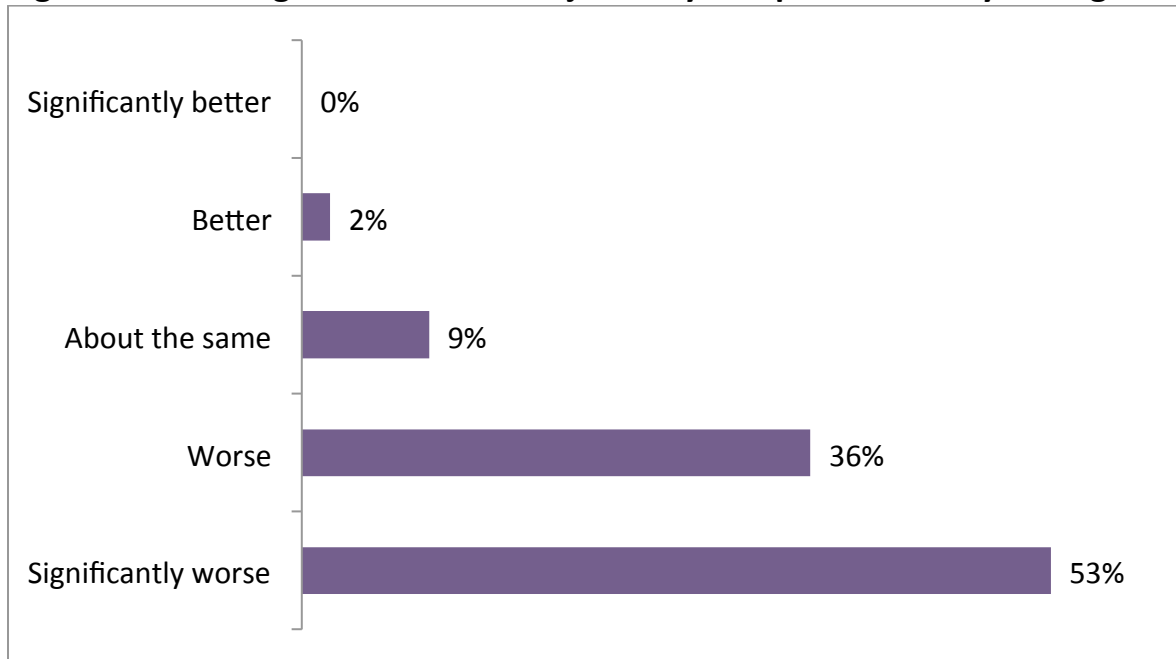


## 4 Working conditions

### 4.1 Comparison with 5 years ago

An overwhelming majority of judges who have been in post for at least 5 years (89%) feel that working conditions are worse now than they were 5 years ago, with more than half of all judges (53%) saying they are significantly worse.

**Figure 6: Working conditions in the judiciary compared with 5 years ago**



## 4.2 Resources at court

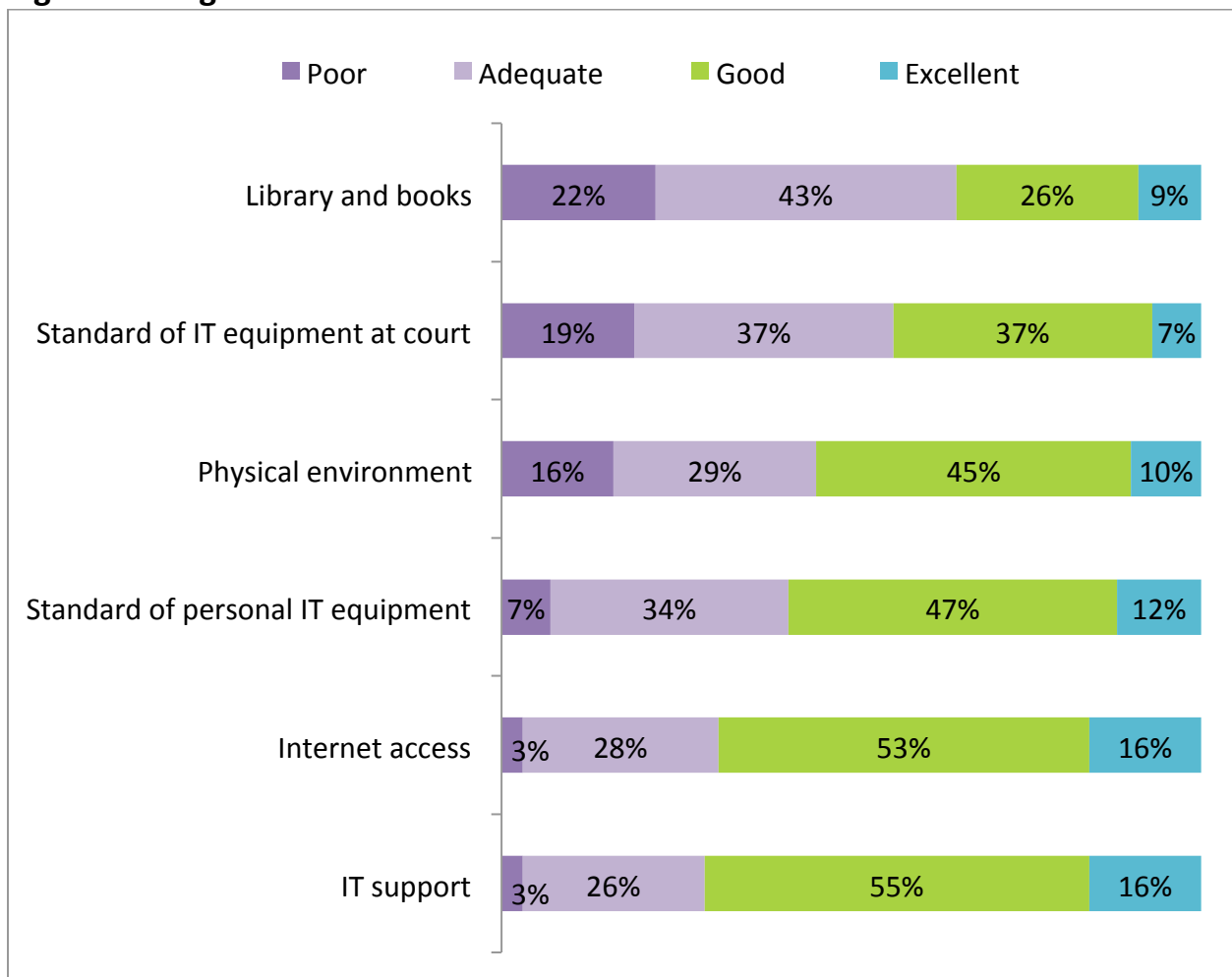
A majority of judges rate a number of resources at court in Northern Ireland as good to excellent:

- 71% said IT support was either good (55%) or excellent (16%).
- 69% said internet access was either good (53%) or excellent (16%).
- 59% said the standard of personal IT equipment provided to them was either good (47%) or excellent (12%).
- 55% said the physical environment at court was either good (45%) or excellent (10%).

Those resources at court that a majority of judges rate as either poor or adequate include:

- Library and books are rated lowest, with two-thirds of judges saying they are poor (22%) or adequate (43%).
- The standard of IT equipment available in court is also rated low, with a majority rating it as either poor (19%) or adequate (37%).

**Figure 7: Judges' assessment of resources available at their main court**

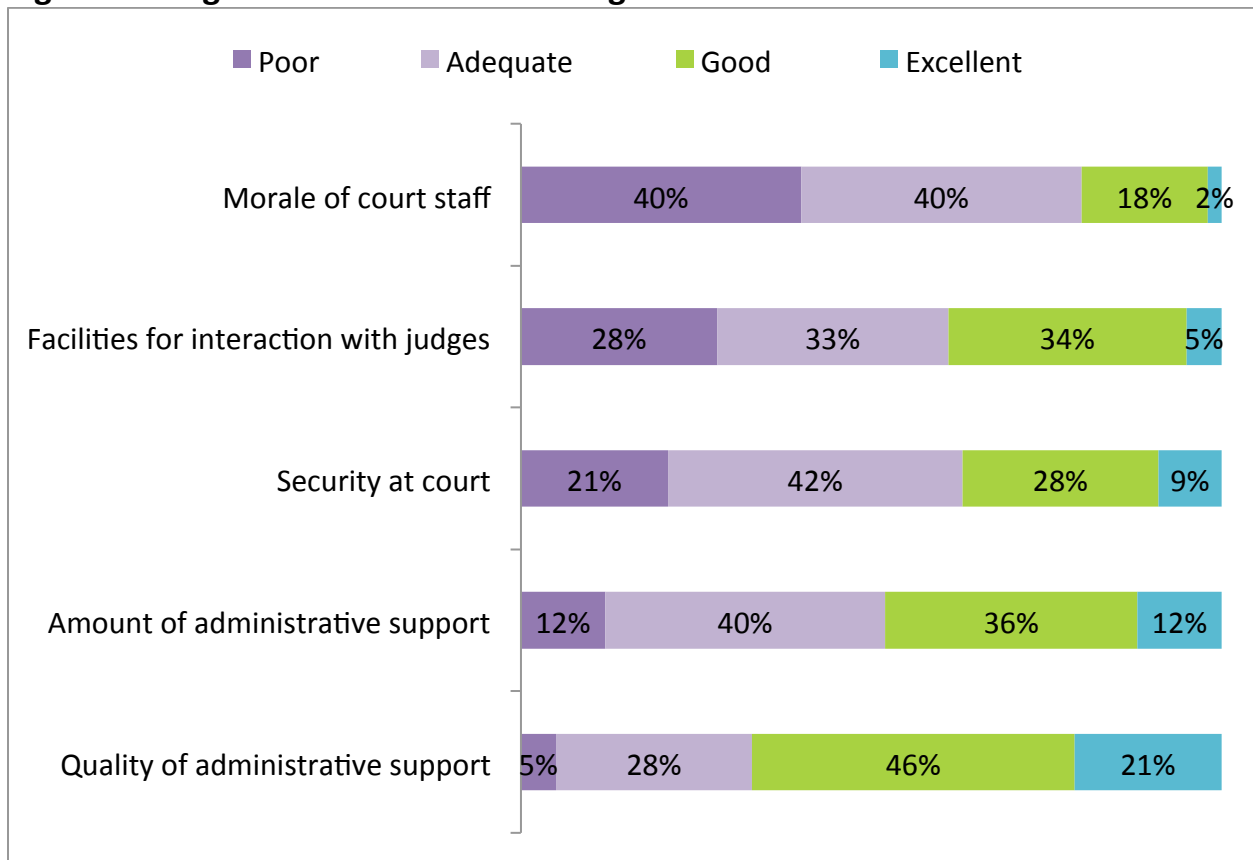


### 4.3 Working conditions at court

Judges were asked to rate five specific working conditions at their main court or tribunal.

- Only the quality of administrative support was rated by a majority of judges as either good (46%) or excellent (21%).
- The morale of court staff was rated lowest, with 80% saying it was either poor (40%) or adequate (40%).

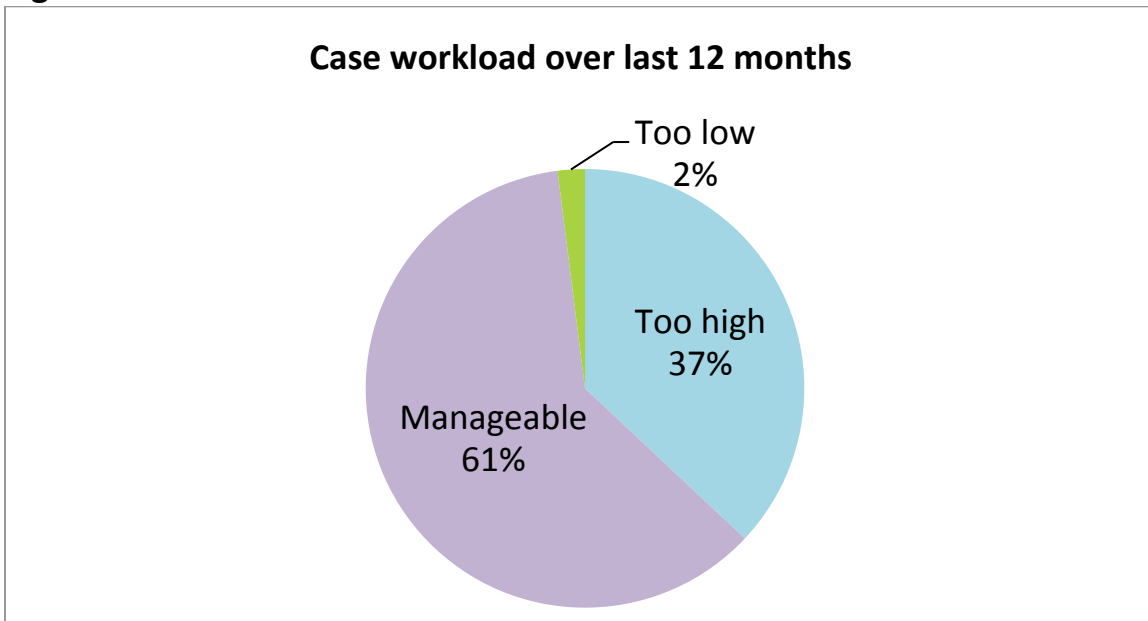
**Figure 8: Judges' assessment of working conditions at their main court**



#### 4.4 Judicial workload

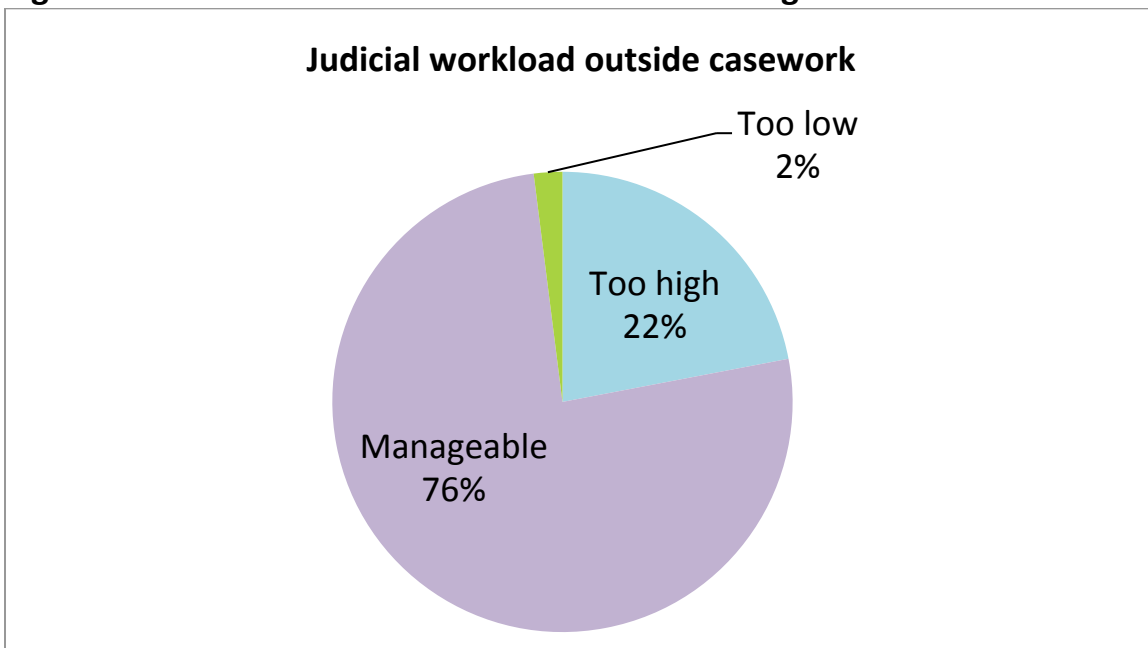
Just over half of all judges (61%) feel their case workload over the last 12 months was manageable, but 37% felt it was too high.

**Figure 9: Case workload over last 12 months**



Of the 93% of judges who said they had a judicial workload outside of their casework, three-quarters (76%) said this workload was manageable.

**Figure 10: Workload over last 12 months excluding casework**



## 4.5 Opportunities

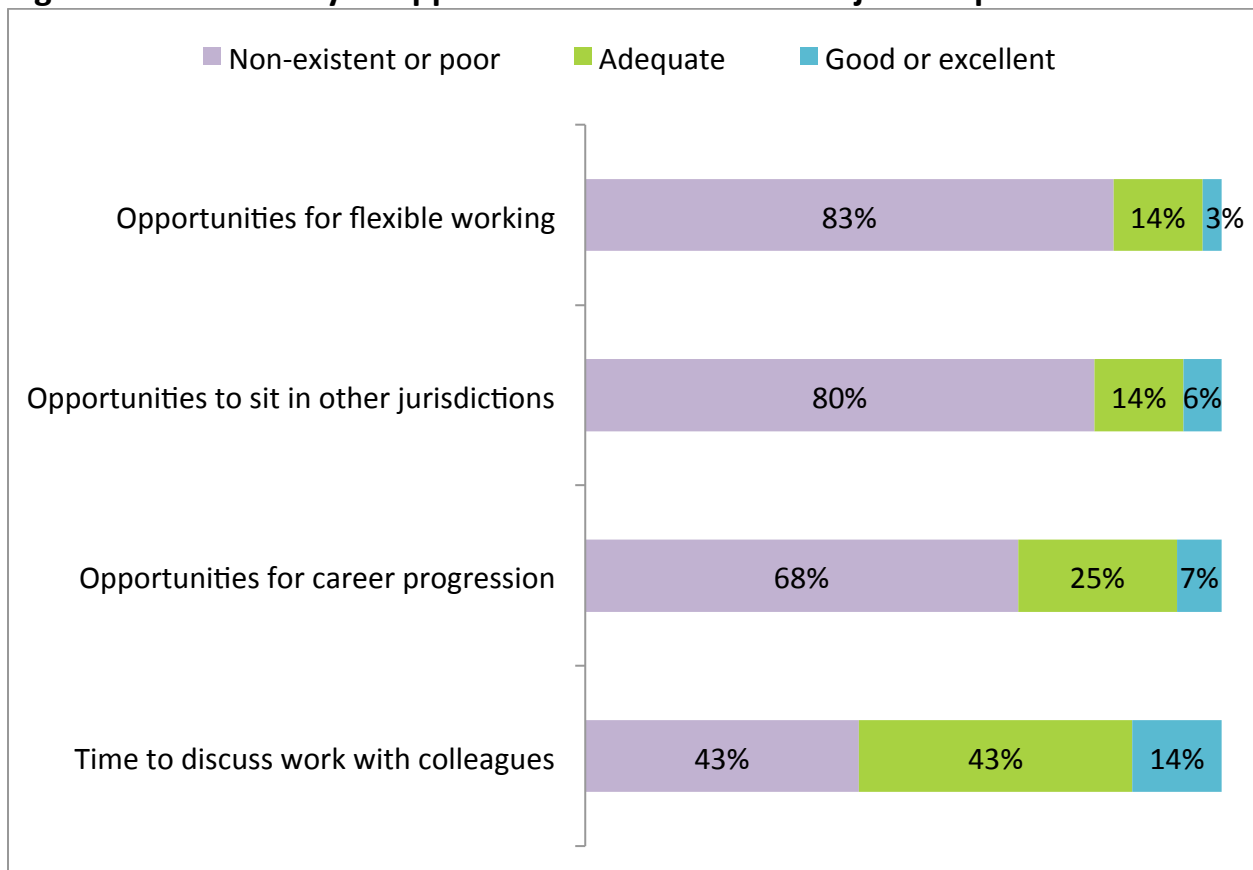
All judges were asked to assess the availability of four opportunities in their current judicial post. The overwhelming majority of judges reported that in their current post the following opportunities were either non-existent or poor:

- opportunities for flexible working (83%)
- opportunities to sit in other jurisdictions (80%)

Over two thirds (68%) said their opportunities for career progression were either non-existent or poor.

Judges were divided over the time they had to discuss work with colleagues, with 43% saying it was either non-existent to poor, 43% saying it was adequate and 14% saying it was either good or excellent.

**Figure 11: Availability of opportunities in their current judicial post**



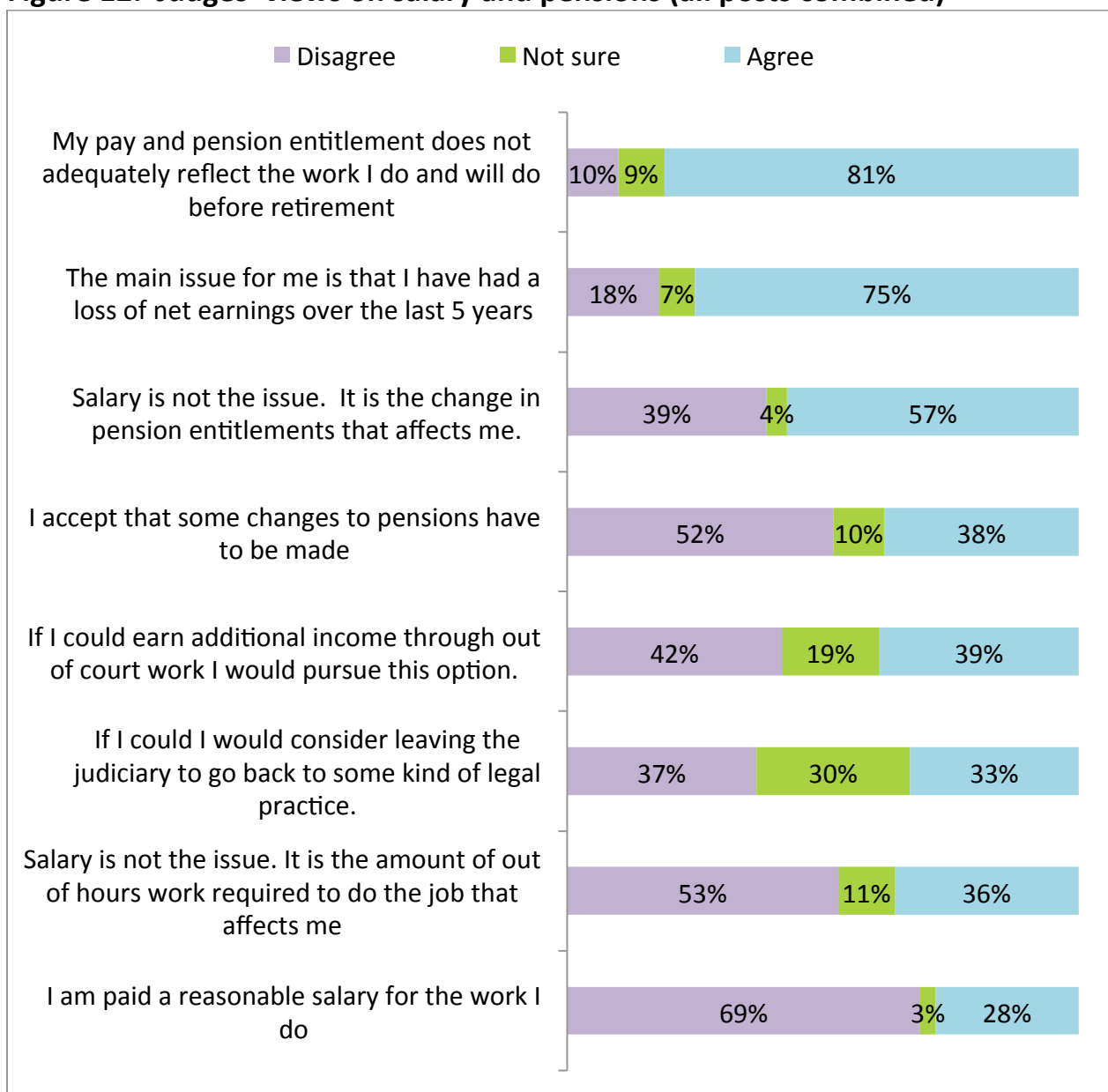
## 5 Salary and pensions

Almost all judges identified two key issues affecting them in relation to salary and pension:

- that their pay and pension together do not adequately reflect their work (81%)
- the loss of net earnings they have suffered over the last 5 years (75%)

Beyond these two key issues, over two-thirds of judges (69%) do not believe they are paid a reasonable salary for the work they do, a majority of judges (57%) said the changes to pension entitlements have affected them, and a majority (52%) do not accept that some changes to pensions have to be made.

**Figure 12: Judges' views on salary and pensions (all posts combined)**





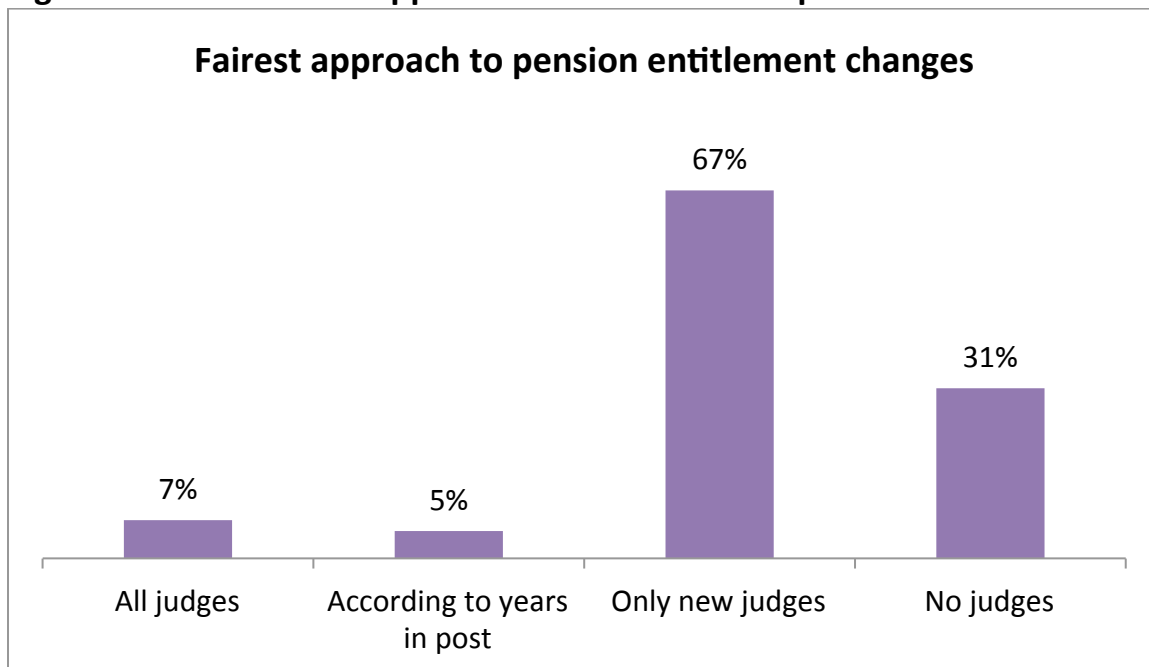
## 5.1 Approaches to changes in pension entitlements

Judges were asked the following: “Given the current economic situation, which of the following approaches to judicial pension entitlements would you accept as fair?”

- Reductions for all judges regardless of when they joined the judiciary
- Reductions based on the number of years service
- Reduction only for new judges entering the judiciary
- No reductions at all for any judges

Over two-thirds (67%) of judges in Northern Ireland feel that the fairest approach would be reductions only for new judges entering the judiciary.

**Figure 13: Views of fair approaches to reduction in pension entitlements**



NOTE: Totals exceed 100% because judges could choose multiple options

## 6 Training and personal development

### 6.1 Satisfaction with opportunities

Judges were asked to indicate their level of satisfaction in a number of aspects of their judicial work and opportunities available to them in their current post.

The areas where a majority of judges are clearly satisfied include:

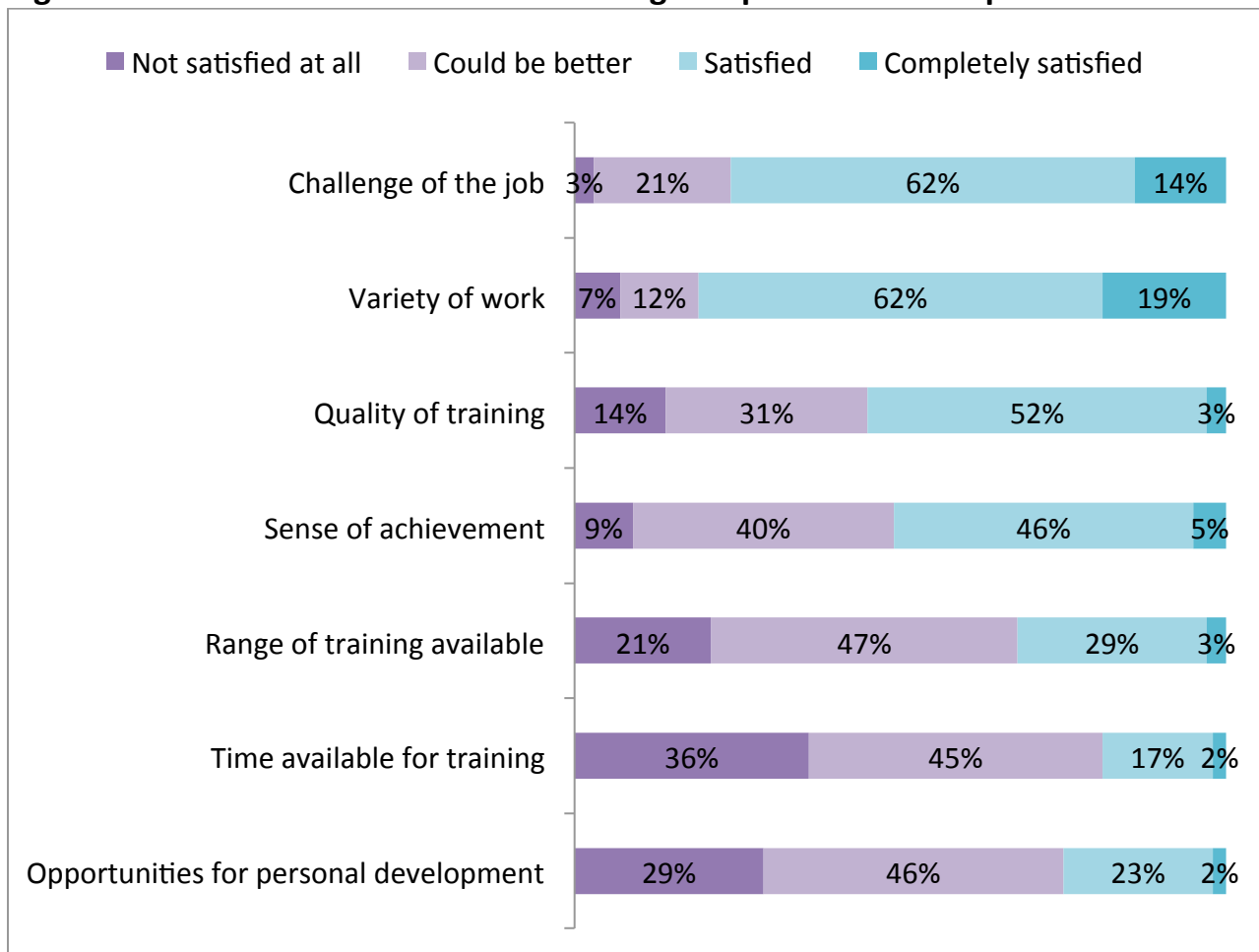
- Variety of work (81%)
- Challenge of the job (76%)

The areas where a majority of judges are not satisfied include:

- Time available to undertake training (81% not satisfied)
- Opportunities for personal development (75% not satisfied)
- Range of training available (68%)

There were also areas where views were divided, including the quality of training available (61% satisfied, but 45% not satisfied), and the sense of achievement in the job (51% satisfied, but 49% not satisfied).

**Figure 14: Judicial satisfaction with training and personal development**

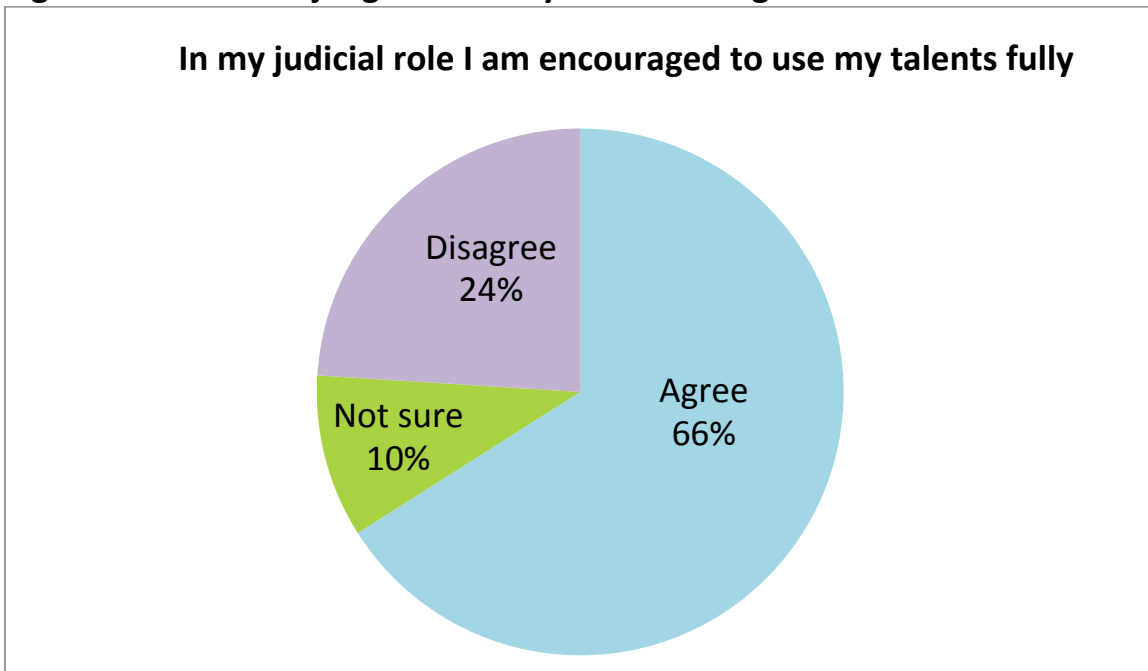


## 6.2 Use of talents

Judges were also asked to respond to the statement: *In my judicial role I am encouraged to use my talents to the full.*

Two thirds (66%) of all judges felt they were encouraged to use their talents to the full in their judicial role, but almost a quarter (24%) felt they were not.

**Figure 15: Whether judges feel they are encouraged to use their talents fully**



## 7 Change in the judiciary

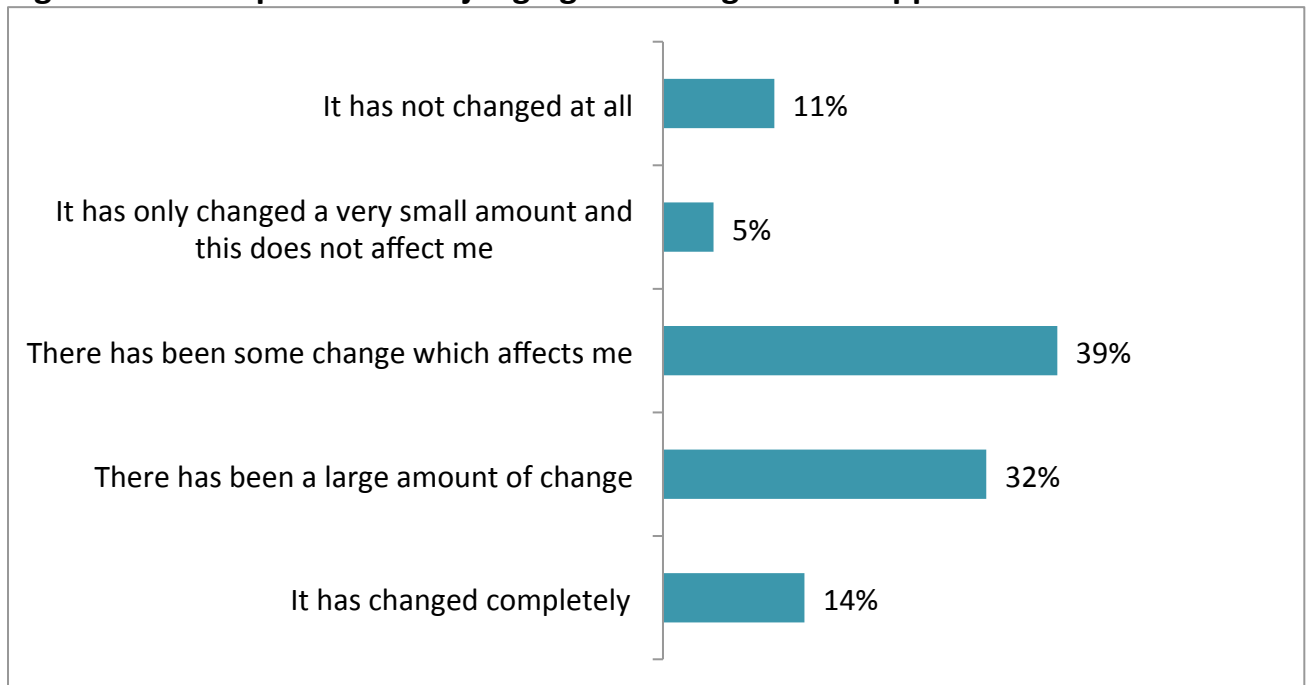
A number of questions explored judges' views about change in the judiciary.

### 7.1 Change since appointment

To begin with judges were asked: *To what extent do you feel that your job as a judge has changed since you were appointed?*

Almost all judges in Northern Ireland (85%) feel their job as a judge has changed in ways that affect them since they were appointed, and almost half (46%) feel there has been a large amount of change or that judging has changed completely since they were appointed.

**Figure 16: Perception of how judging has changed since appointment**



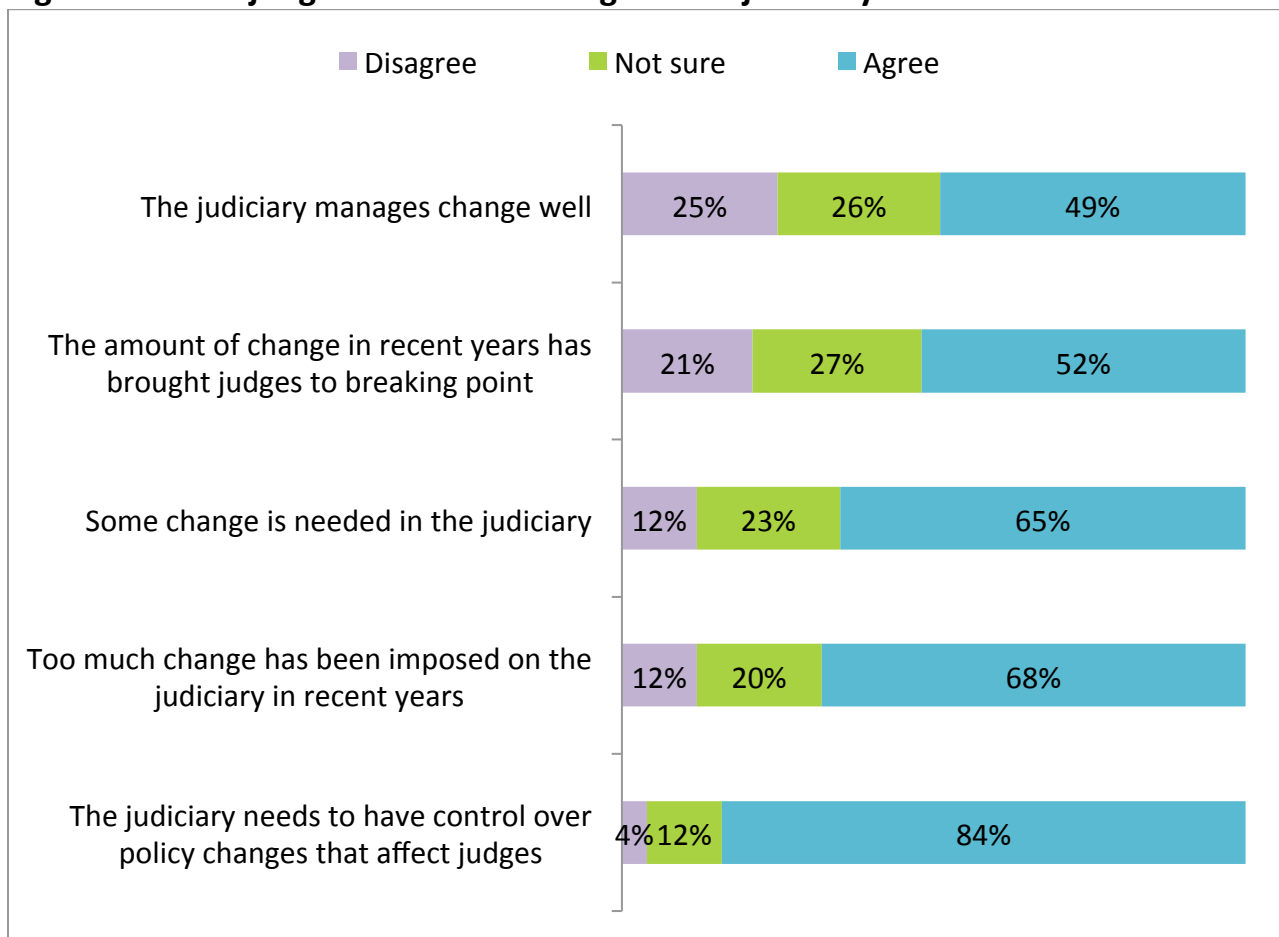
## 7.2 General views of change in the judiciary

Judges were also asked to respond to a number of statements about change in the judiciary. Clear attitudes emerged on three aspects of change:

- Almost all judges (84%) feel that the judiciary needs control over changes affecting judges.
- Over two-thirds (68%) believe too much change has been imposed on the judiciary in recent years.
- While two thirds of judges (65%) accept that some change is needed in the judiciary, just over a majority (52%) feel that the amount of change in recent years has brought judges to breaking point.

There is no consensus on whether the judiciary manages change well.

**Figure 17: How judges feel about change in the judiciary**

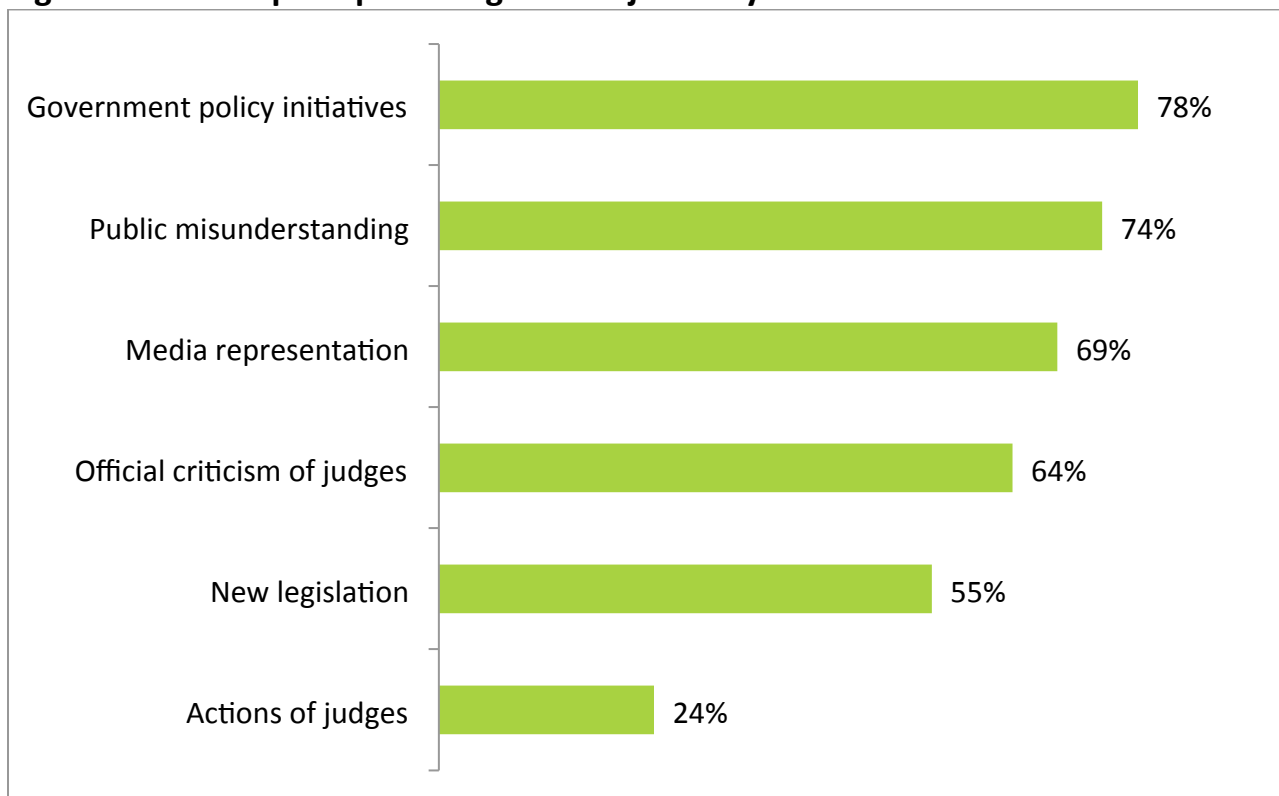


### 7.3 Drivers for change in the judiciary

Judges were asked: *What factors do you feel prompt changes that are imposed on the judiciary?*

Over three quarters of judges (78%) see government policy initiatives as the top driver of change in the judiciary, followed closely by public misunderstanding of the judiciary (74%). Approximately two-thirds (69%) see media representation and official criticism of judges (64%) as driving change. Just over half (55%) see new legislation as prompts for change.

**Figure 18: What prompts change in the judiciary?**



## 8 Future planning

In this section of the survey, judges were asked about factors they feel will present the judiciary with the biggest challenges in the near future, whether they had any intentions of leaving the judiciary early, and what factors would either encourage them to remain in the judiciary or make them more likely to leave early.

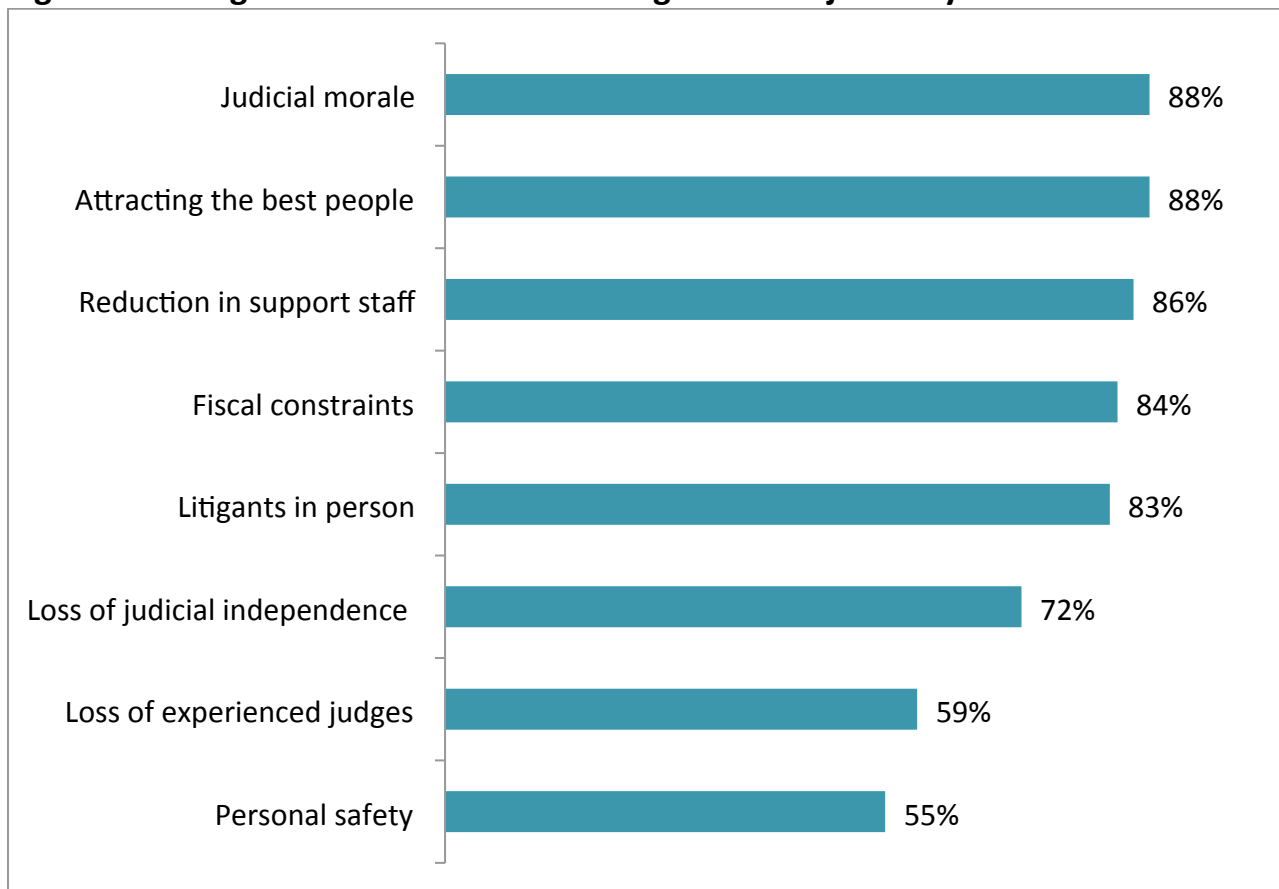
### 8.1 Future challenges

An overwhelming majority (over 80%) of judges identified the following as the main future challenges for the judiciary:

- Judicial morale (88%), attracting the best people to the judiciary (88%), reduction in support staff (86%), fiscal constraints (84%) and litigants in person (83%).

Almost three quarters of judges also identified the loss of judicial independence (72%) as a future challenge, and more than half saw the loss of experienced judges (59%) and personal safety (55%) as future challenges.

**Figure 19: Judges' views of future challenges for the judiciary**

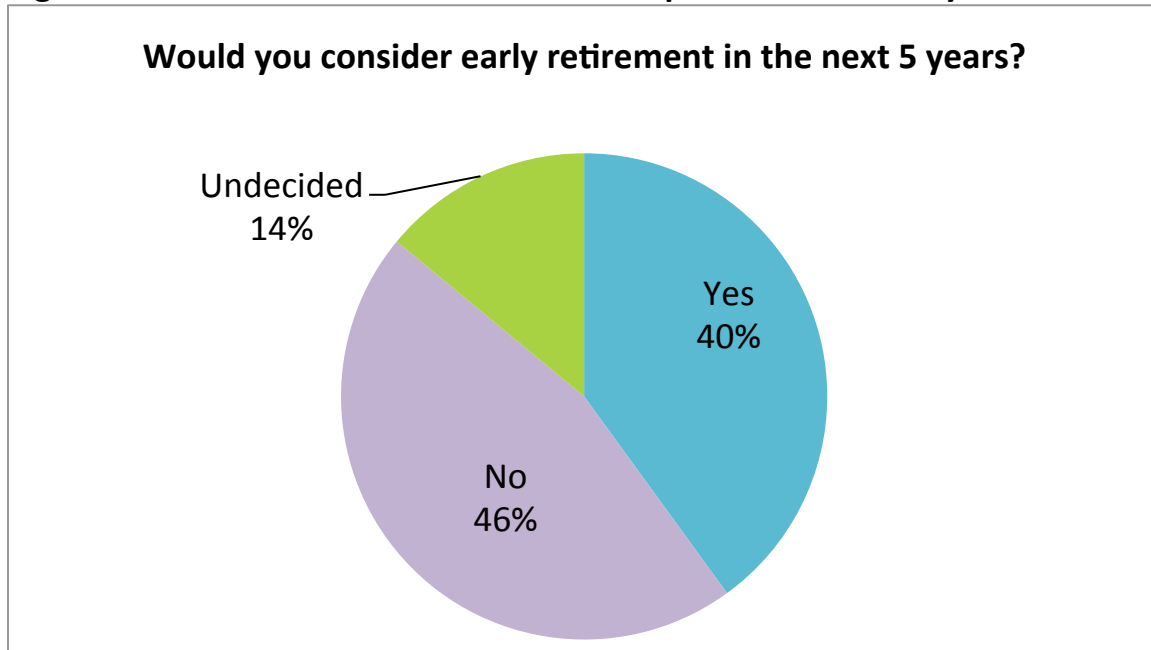


## 8.2 Early departure from the judiciary

Judges were asked: *Might you consider leaving the judiciary in the next 5 years other than by reaching full retirement age?*

Of those judges that will not reach full retirement age within the next 5 years, a majority said they would consider leaving the judiciary early in the next 5 year (40%) or were currently undecided (14%).

**Figure 20: Judicial intentions to remain in post in the next 5 years**



**Table 3: Retirement intentions by age**

<i>Judicial retirement intentions</i>	<i>Number</i>	<i>Age range</i>	<i>Mean age</i>
Considering leaving early	21	44-66	58
Currently undecided	7	43-63	54.9
Not considering leaving early	24	44-66	55.1
Will reach retirement in next 5 years	6		



### 8.3 Drivers for early departure

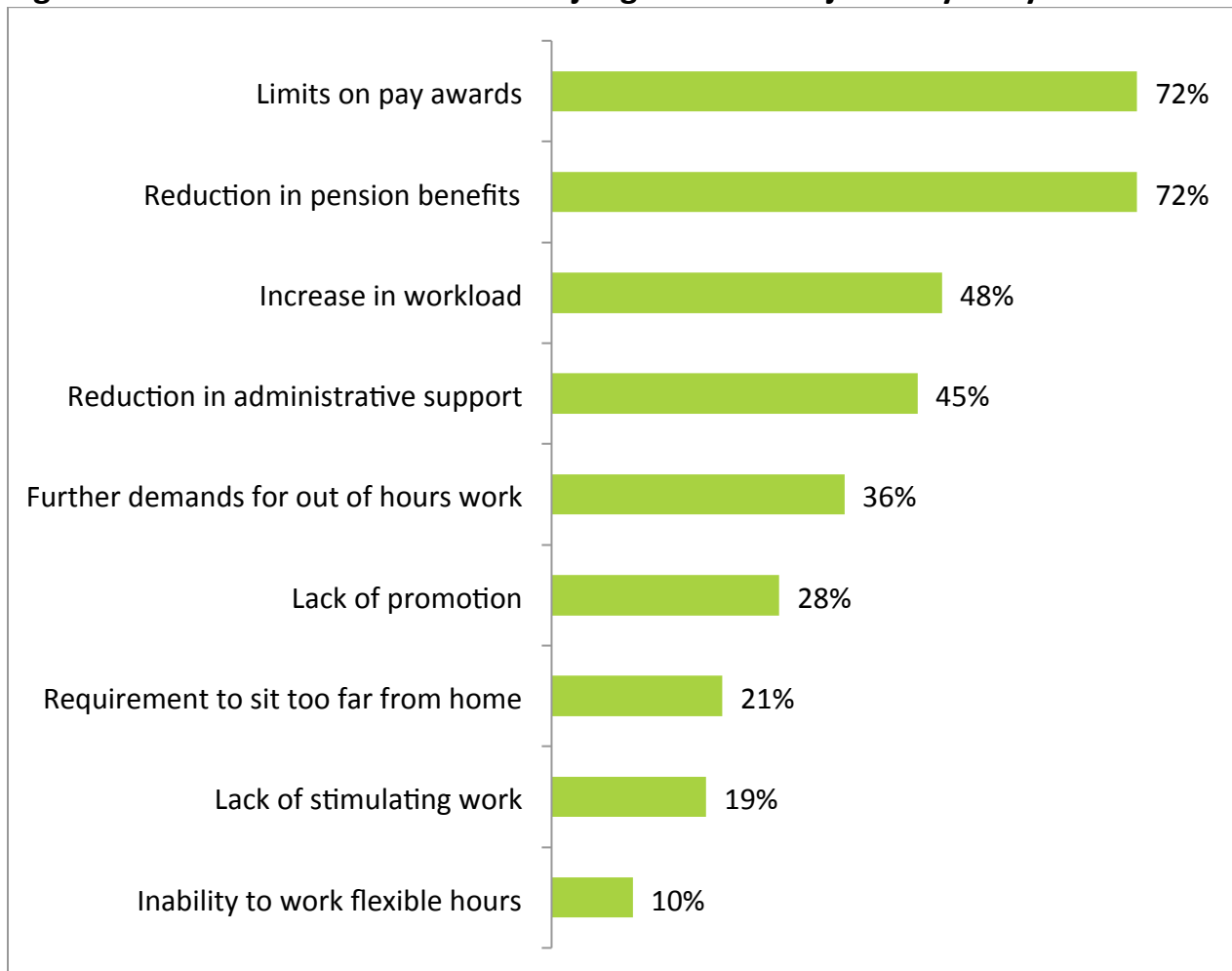
Judges were asked to identify those factors that were most likely to prompt them to leave the judiciary before reaching full retirement age.

Judges identified two main factors that will prompt judges in Northern Ireland to leave the judiciary early:

- limits on pay awards
- reductions in pension benefits

Other factors such as increase in workload (48%) and reduction in administrative support (45%) were identified as other relevant factors by close to a majority of judges.

**Figure 21: What factors would make judges leave the judiciary early?**

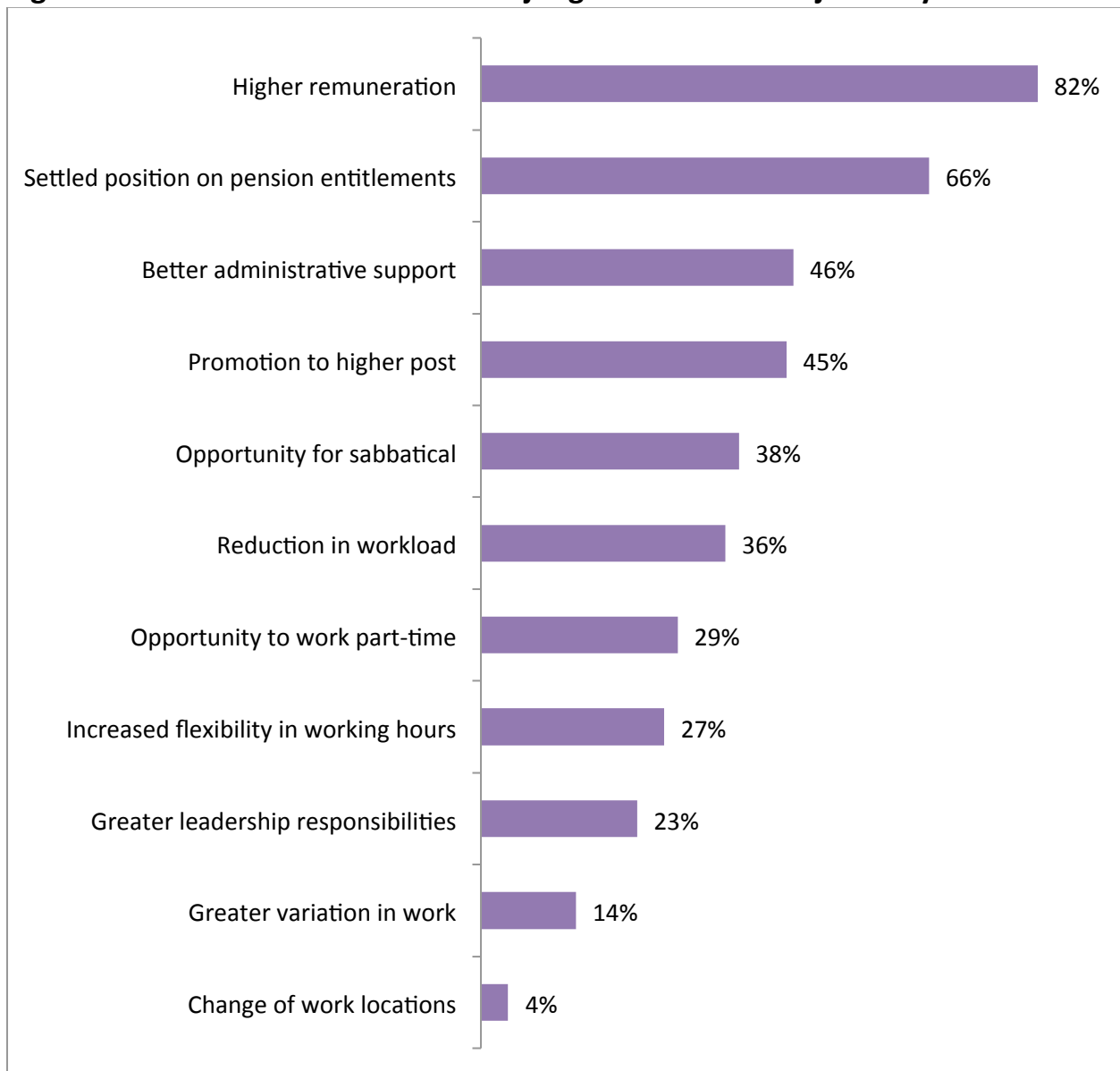


## 8.4 Drivers for retention of judges

Judges were also asked which factors would make them more likely to remain in the judiciary until full retirement age.

Judges clearly identified one factor that make judges in Northern Ireland more likely to stay in the judiciary until they reach full retirement age: higher remuneration (82%). Two thirds said they would also be influenced to stay in the judiciary by a settled position on pension entitlements.

**Figure 22: What factors would make judges remain in the judiciary**



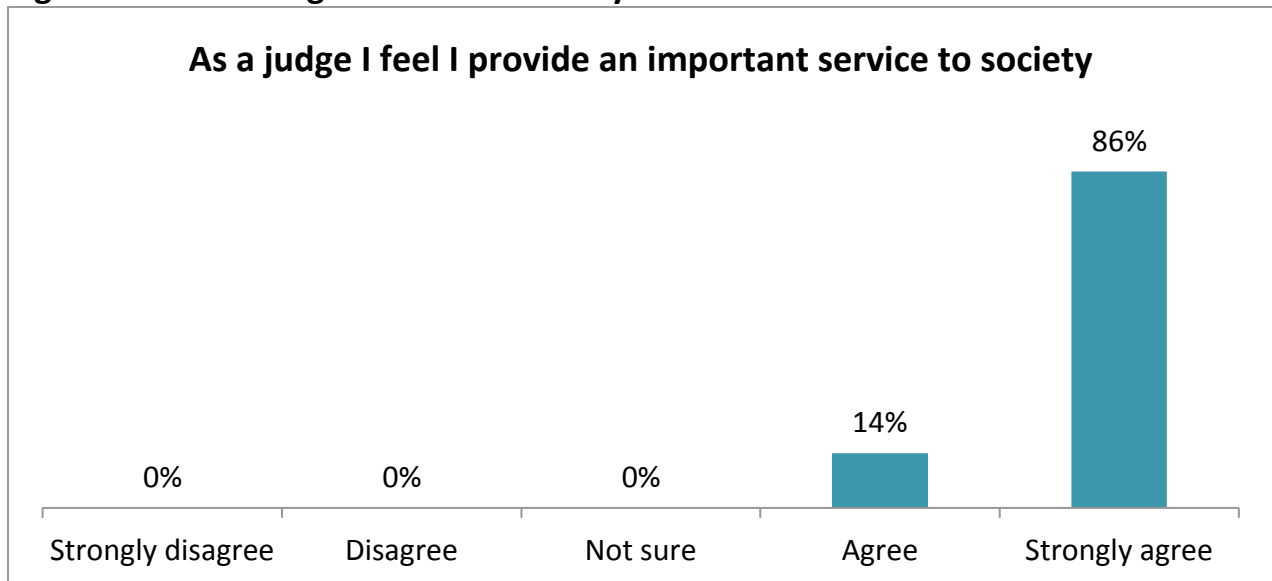
## 9 Being a member of the judiciary

In this section of the survey judges were asked a series of questions that relate to how they feel about being a judge, including their attachment to the judiciary, their perception of their role and value in society and the extent to which they would either encourage or discourage applications to the judiciary.

### 9.1 Providing a service to society and attachment to judiciary

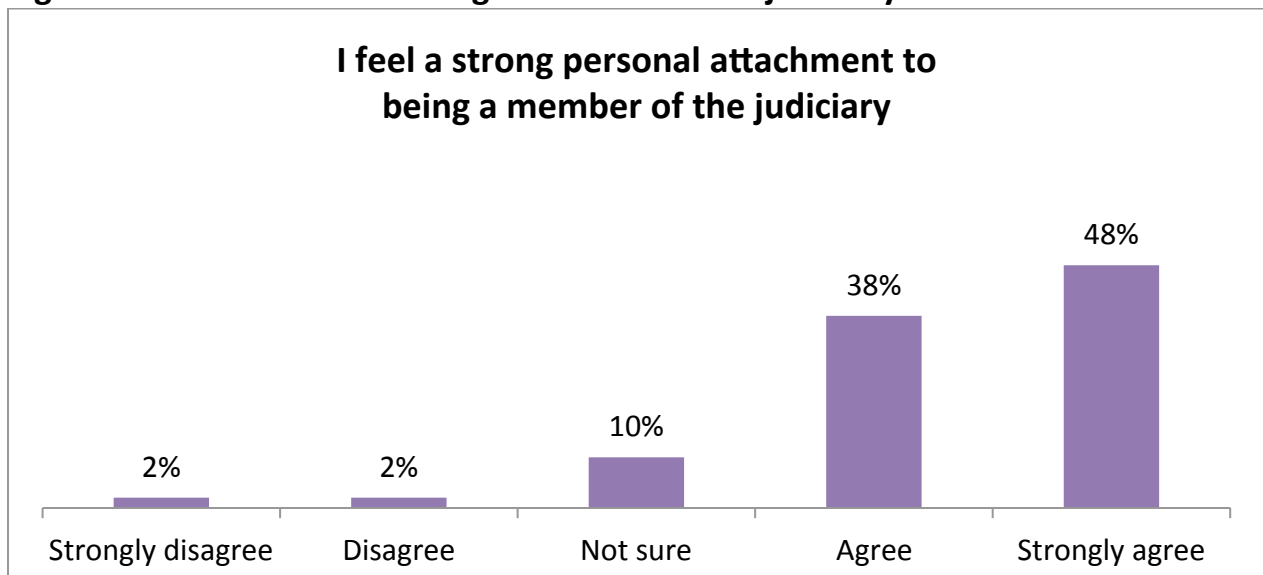
All judges in Northern Ireland (100%) feel they provide an important service to society, with 86% agreeing strongly with this view.

**Figure 23: Providing a service to society**



Almost all judges in Northern Ireland (86%) also feel a strong personal attachment to being a member of the judiciary.

**Figure 24: Attachment to being a member of the judiciary**



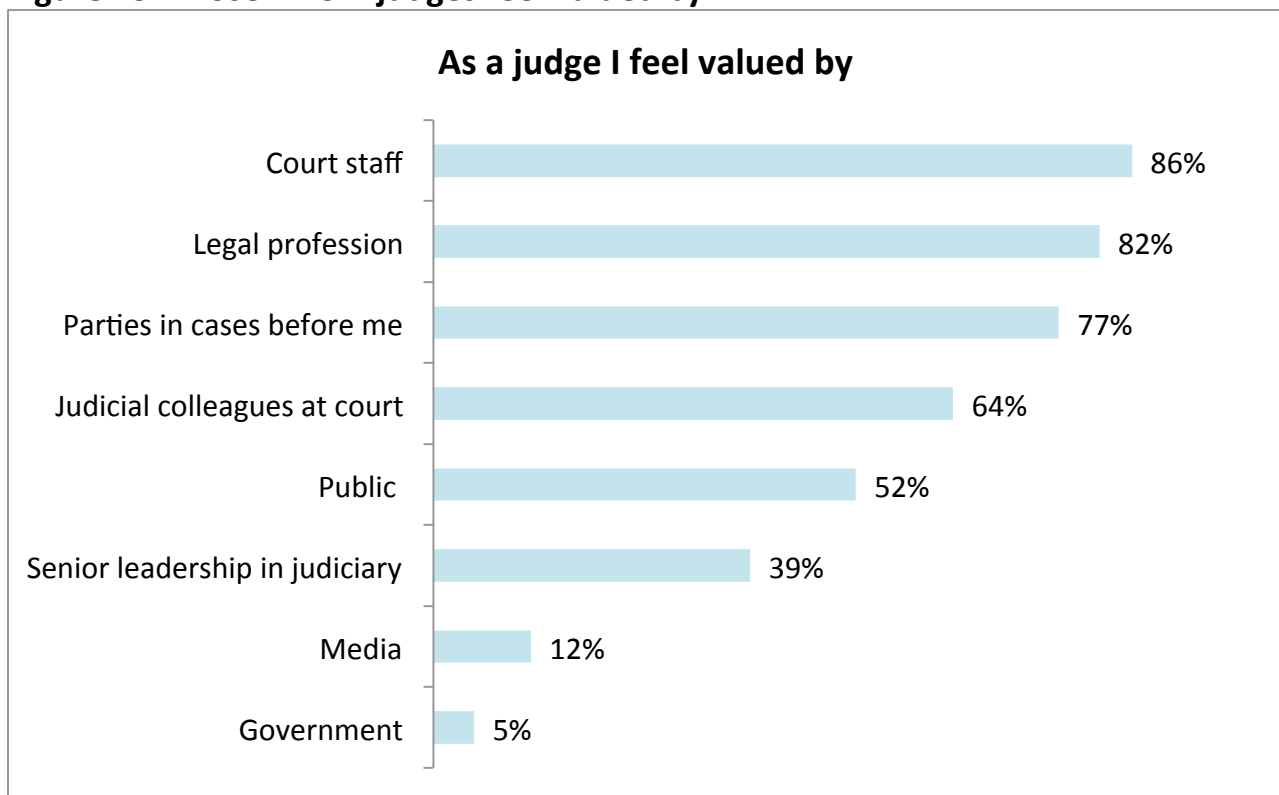
## 9.2 Being valued

Judges were asked to identify which of eight different groups they feel valued by.

Judges in Northern Ireland feel most valued by court staff (86%), the legal profession (82%) and parties in cases that appear before them (77%), followed by judicial colleagues at their court (64%).

Fewer judges say they feel valued by the public (52%) and the senior leadership in the judiciary (39%). Very few judges feel valued by the media (12%), and almost no judges feel valued by the government (5%).

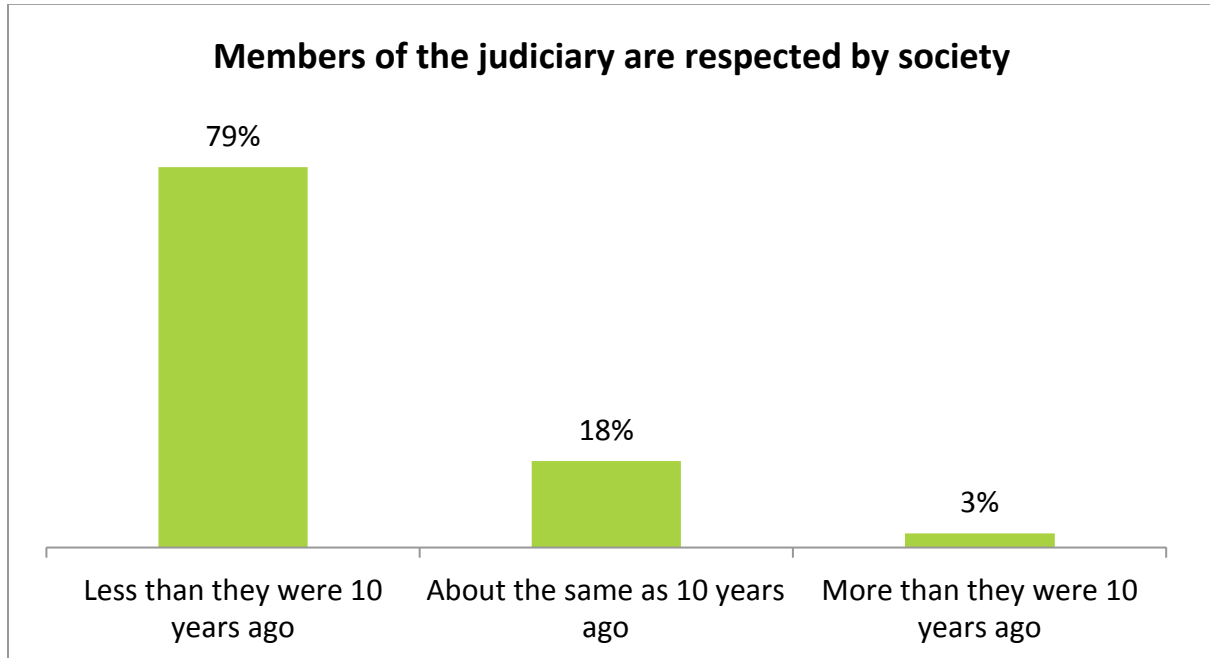
**Figure 25: Those whom judges feel valued by**



### 9.3 Societal respect

Over three quarters (79%) of all judges in Northern Ireland feel that members of the judiciary are respected by society at large less than they were 10 years ago.

**Figure 26: Societal respect for judges compared with 10 years ago**

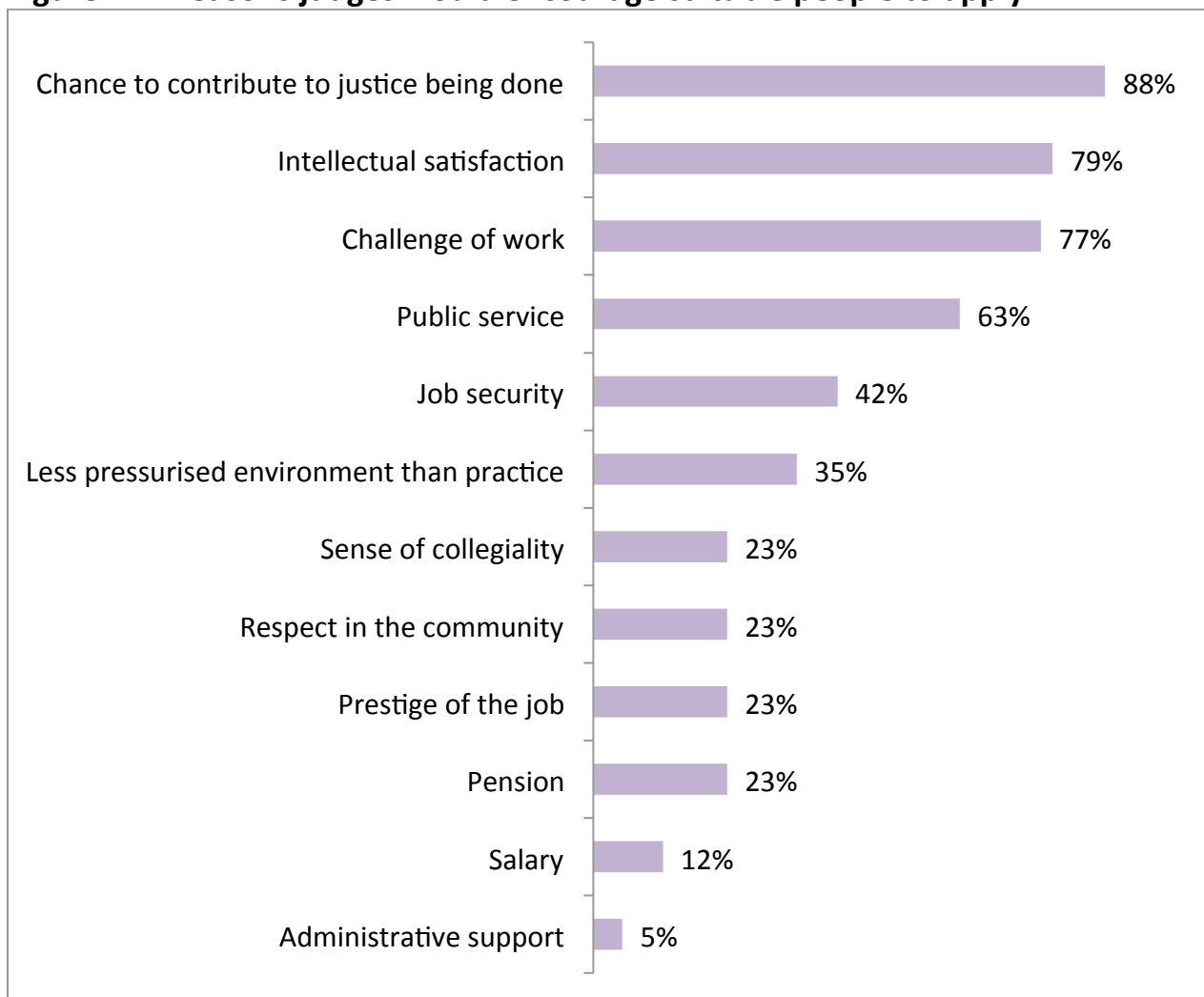


## 9.4 Encouraging suitable applicants to apply

The main reasons judges in Northern Ireland would encourage suitable applicants to apply to join the judiciary are:

- Chance to contribute to justice being done (88%)
- Intellectual satisfaction (79%)
- Challenge of the work (77%)
- Public service (63%)

**Figure 27: Reasons judges would encourage suitable people to apply**

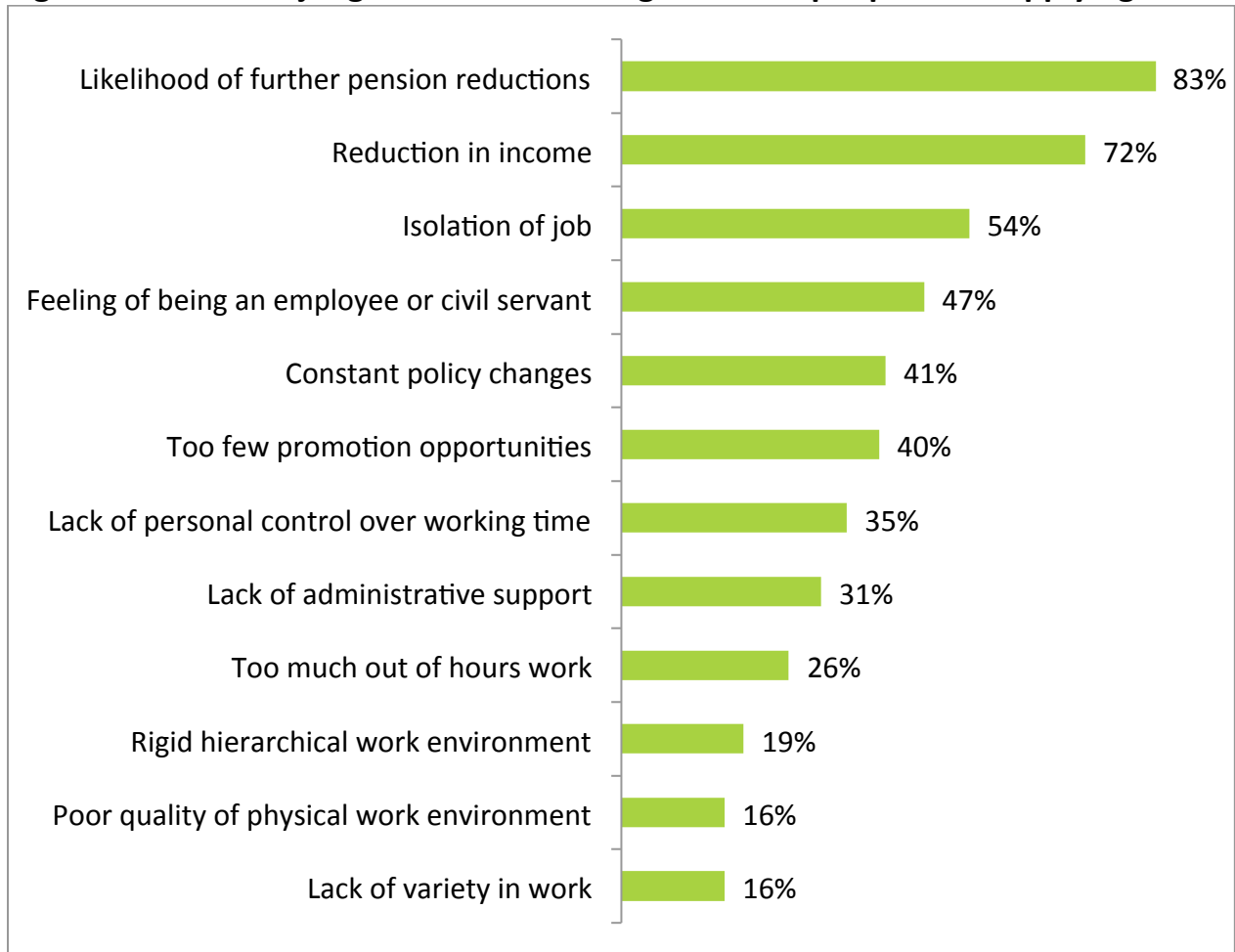


## 9.5 Discouraging suitable applicants from applying

A majority of judges in Northern Ireland say they would discourage suitable applicants from applying to be a judge for three reasons:

- Likelihood of further pension reductions (83%)
- Reduction in income (72%)
- Isolation of the job (54%)

**Figure 28: Reasons judges would discourage suitable people from applying**

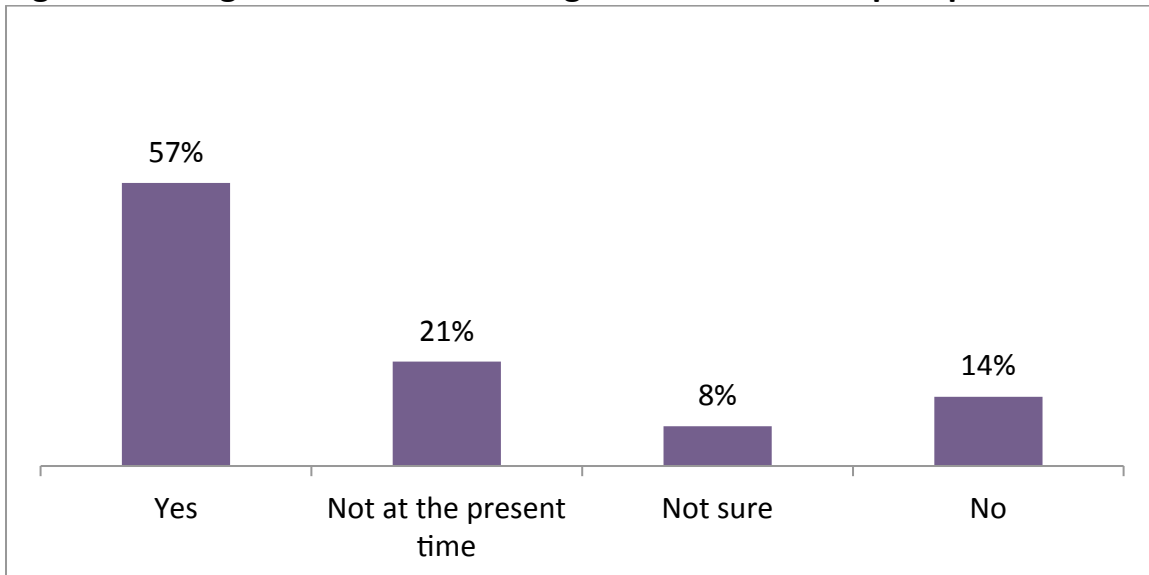


## 10 Leadership

### 10.1 Interest in leadership roles

Over half of the Northern Ireland judges surveyed (57%) said they would be interested in taking on more leadership responsibilities, with a further 21% saying not at the present time.

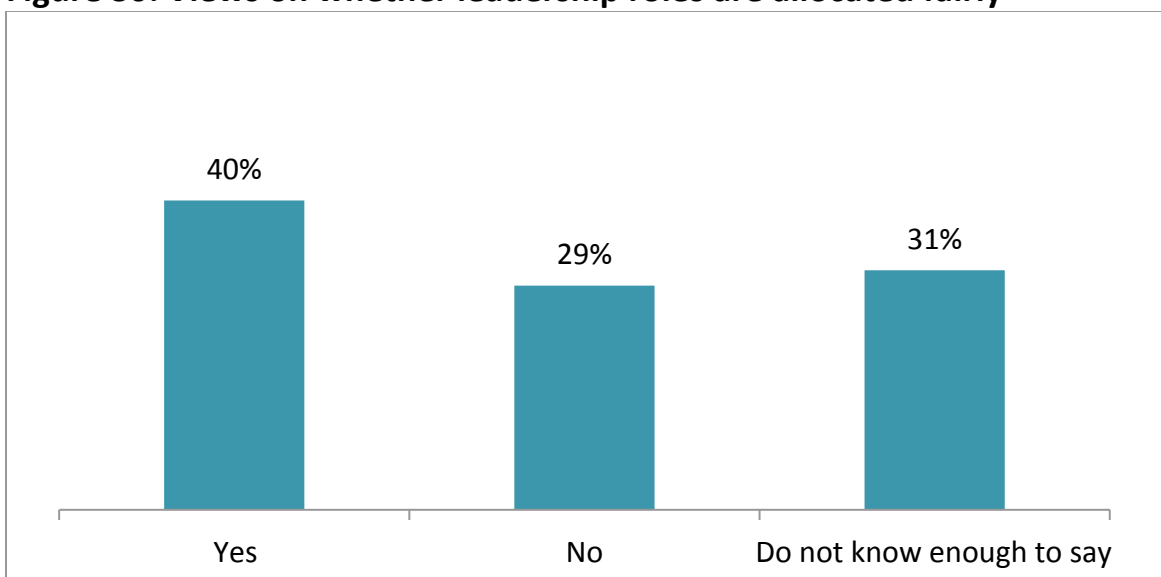
**Figure 29: Judges interested in taking on more leadership responsibilities**



### 10.2 Fairness in allocation of leadership roles

Judges in Northern Ireland are almost evenly split over the issue of whether the allocation of leadership roles is fair. The largest proportion (40%) believe it is fair, but a majority either do not think it is fair (29%) or do not know enough about how the allocation is done to say whether it is fair or not (31%).

**Figure 30: Views on whether leadership roles are allocated fairly**

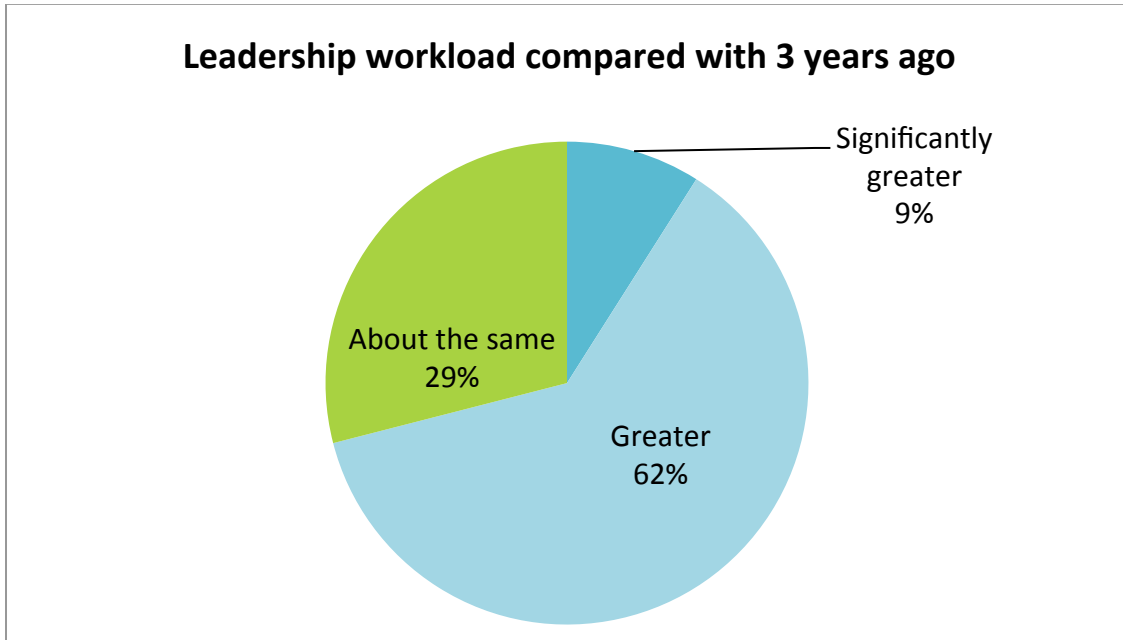




### 10.3 Leadership workload

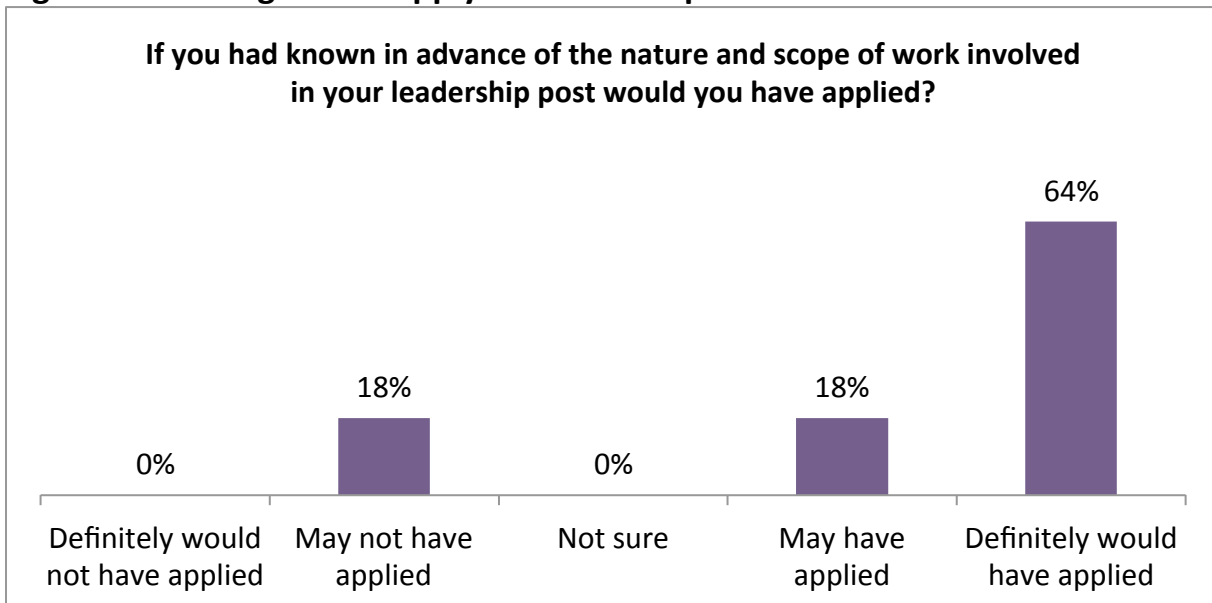
Amongst those judges that have had leadership responsibilities for 3 years or more, almost two thirds (62%) say their workload is greater or significantly greater than it was 3 years ago.

**Figure 31: Leadership workload compared with 3 years ago**



Even with the increased workload, almost two thirds of leadership judges in Northern Ireland (64%) said they definitely would have applied, with a further 18% saying they may have applied.

**Figure 32: Willingness to apply for leadership role if aware of workload**



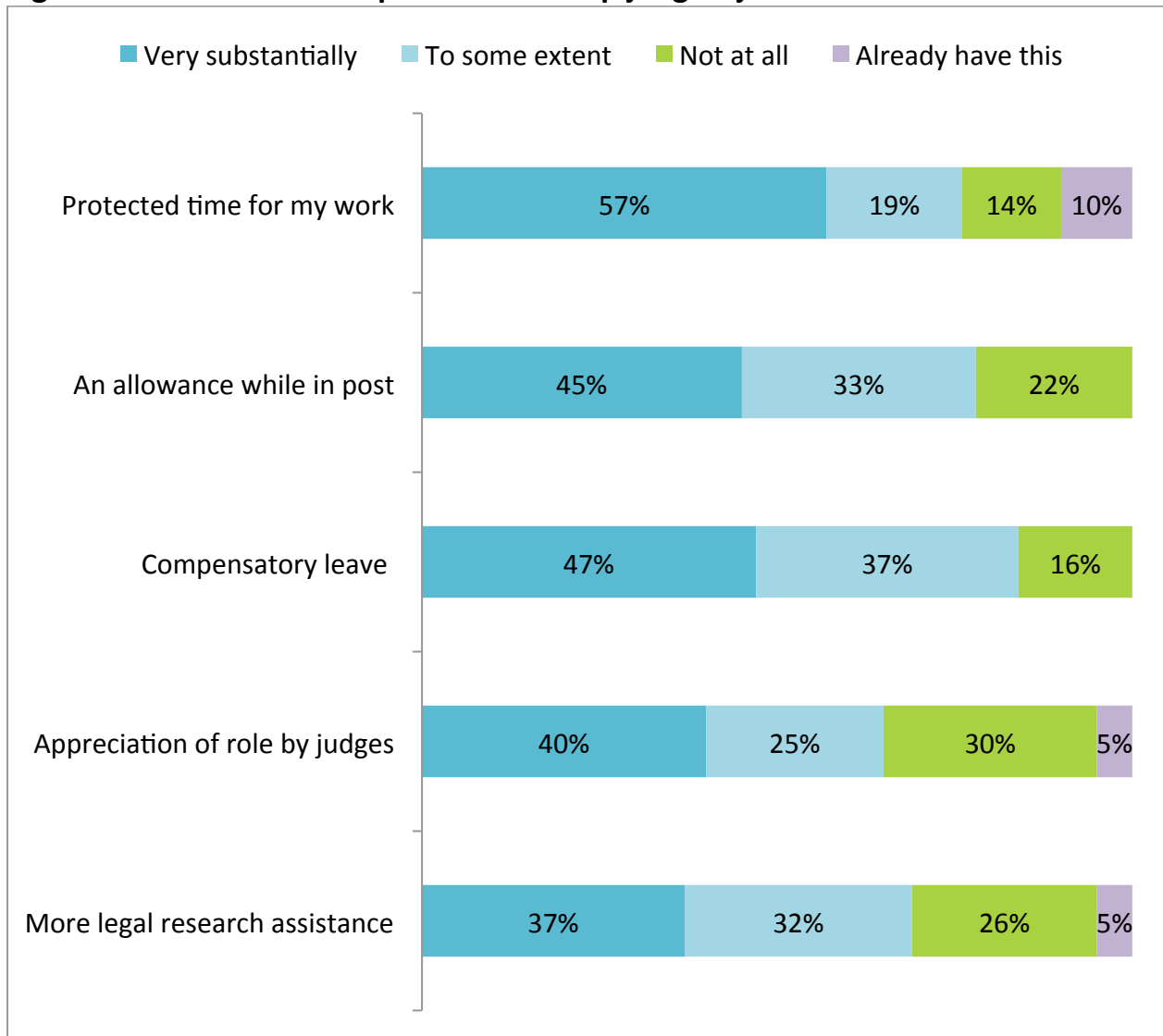
## 10.4 Leadership job satisfaction

All judges currently in leadership roles were asked to what extent five things would improve their satisfaction as a leadership judge.

An overwhelming majority of leadership judges in Northern Ireland identified three main changes that would improve their job satisfaction either very substantially or to some extent:

- Compensatory leave (84%)
- Allowance in post (78%)
- Protected time (76%)

**Figure 33: What would improve leadership judges' job satisfaction?**



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# Your Judicial Post

**Q1: Please indicate which judicial post you currently hold.**

- Tribunal Judge
- District Judge
- District Judge (MC)
- County Court Judge
- High Court Judge
- Lord Justice of Appeal
- Master of the High Court
- Other (please specify in box below)

**Q2: When were you first appointed to the judiciary?**

- Before 1 April 1995
- 1 April 1995 - 1999
- 2000 - 2004
- 2005 - 2009
- 2010 - 2014

**Q3: How long have you been in your current judicial post (ie, the post you indicated in Question 1)?**

- Less than 1 year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26-30 years
- Over 30 years

**Q4: Are you:**

- Full-time salaried judge
- Part-time salaried judge
- Other (please specify in the box below)

**Q5:** On **1 April 2012**, what was your age in **YEARS** and **MONTHS**?

On 1 April 2012, my age was years and months.

## Working Conditions and Resources

**Q6: How would you rate working conditions in the judiciary compared with 5 years ago?**

- Significantly worse
- Worse
- About the same
- Better
- Significantly better
- Not applicable to me (I was not in the judiciary 5 years ago)

**Q7: Please provide an assessment of the following resources available to you at the main court or tribunal where you work:**

	Poor	Adequate	Good	Excellent
Physical environment (quality of building and maintenance)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standard of personal IT equipment provided to you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standard of IT equipment available in your court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library and books	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internet access	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IT support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q8: Please provide an assessment of the following working conditions at the main court or tribunal where you work:**

	Poor	Adequate	Good	Excellent
Amount of administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Morale of court or tribunal staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Security at your court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilities for discussion and interaction with other judges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q9: How would you assess your case workload over the last 12 months?**

- Too high
- Manageable
- Too low

**Q10: How would you assess your judicial workload that does not include your casework over the last 12 months?**

- Too high
- Manageable
- Too low
- I do not have any judicial work outside of my casework

**Q11: Please assess the availability of each of the following in your current judicial post:**

	Non-existent	Poor	Adequate	Good	Excellent
Opportunities for flexible working (including part-time working)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time to discuss work with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to sit in other jurisdictions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q12: If you have a declared disability, have you requested that reasonable adjustments be made at your court or tribunal to enable you to do your job to the best of your ability?**

- Yes
- No
- Not applicable to me

Please feel free to provide any further comments:

## Salary and Pension

**Q13: The following explores your views on salary and pension provisions. (If possible please provide a response to each statement)**

	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I am paid a reasonable salary for the work I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The main issue for me is that I have had a loss of net earnings over the last 5 years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary is not the issue. It is the amount of out of hours work required to do the job that affects me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary is not the issue. It is the change in pension entitlements that affects me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I accept that some changes to pension provisions have to be made.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If the "no return to practice" rule did not exist, I would consider leaving the judiciary to go back to some kind of legal practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I could earn additional income through out of court work I would pursue this option.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**Q14: Given the current economic situation, which of the following approaches to judicial pension entitlements would you accept as fair? (You are free to select more than one option)**

- Reductions for all judges regardless of when they joined the judiciary
- Reductions based on the number of years service
- Reductions only for new judges entering the judiciary
- No reductions at all for any judges

## Training and Personal Development

**Q15: In my judicial role I am encouraged to use my talents to the full.**

- Strongly Disagree     
  Not sure     
  Agree     
  Strongly Agree  
 Disagree

**Q16: To what extent are you satisfied with the following:**

	Not satisfied at all	Could be better	Satisfied	Completely satisfied
Opportunities for personal development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Range of training available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of training available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time available to undertake training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sense of achievement in the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Challenge of the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Variety of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Change in the Judiciary

**Q17: To what extent do you feel that your job as a judge has changed since you were appointed?**

- It has not changed at all
- It has only changed a very small amount and this does not affect me
- There has been some change which affects me
- There has been a large amount of change
- It has changed completely

**Q18: The following statements explore your view of change in the judiciary. (If possible please provide a response to each statement)**

	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
The judiciary manages change well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too much change has been imposed on the judiciary in recent years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some change is needed in the judiciary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of change in recent years has brought judges to breaking point.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judiciary needs to have control over policy changes that affect judges.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q19: What factors do you feel prompt changes that are imposed on the judiciary?(Please select as many options as reflect your view)**

- Public misunderstanding of the judiciary
- Official criticism of judges
- Media representation of judges
- Actions of judges
- New legislation
- Government policy initiatives
- Other (please specify in the box below)

Please feel free to provide a further comment:

**Q20: Looking to the future, which of the following factors do you feel will present challenges to the judiciary?(Please select as many options as reflect your view).**

- Reduction in support staff
- Attracting the best people into the judiciary
- Fiscal constraints
- Judicial morale
- Loss of judicial independence
- Litigants in person
- Loss of experienced judges
- Personal safety for judges
- Other (please specify in the box below)

Please feel free to provide a further comment:

## Future Planning

**Q21: Might you consider leaving the judiciary in the next 5 years other than by reaching full retirement age?**

- Yes
- No
- I am currently undecided about this
- I will reach full retirement age in the next 5 years

**Q22: Which of the following factors would make you more likely to leave in the judiciary before full retirement age.(Please select as many options as apply to you).**

- Increase in workload
- Lack of promotion
- Limits on pay awards
- Reduction in pension benefits
- Reduction in administrative support
- Further demands for out of hours working
- Lack of stimulating work
- Requirement to sit in a location too far from home
- Inability to work more flexible hours
- Other (please specify in the box below)

Please feel free to provide a further comment:

**Q23: Which of the following factors would make you more likely to remain in the judiciary until full retirement age.(Please select as many options as apply to you).**

- Promotion to a higher post
- Change of work location
- Higher remuneration
- Better administrative support
- Reduction in workload
- Increased flexibility in working hours
- Greater variation in work
- Greater leadership responsibilities
- Settled position on pension entitlements
- Opportunity for sabbatical
- Opportunity to work part-time

Other (please specify in the box below)

Please feel free to provide a further comment:

## Being a member of the judiciary

**Q24: As a judge I feel I provide an important service to society.**

- Strongly Disagree       Not sure       Agree       Strongly Agree  
 Disagree

**Q25: As a judge I feel valued by:(Please select as many options as reflect your view)**

- Public  
 Government  
 Legal profession  
 Parties in cases that appear before me  
 Court staff  
 Media  
 Judicial colleagues at my court  
 Senior leadership in the judiciary

**Q26: Members of the judiciary are respected by society at large:**

- Less than they were 10 years ago  
 About the same as they were 10 years ago  
 More than they were 10 years ago

**Q27: I feel a strong personal attachment to being a member of the judiciary.**

- Strongly Disagree       Not sure       Agree       Strongly Agree  
 Disagree

**Q28: The reasons I would encourage suitable people to apply to join the judiciary are:(Please select as many options as reflect your view)**

- Challenge of the work  
 Sense of collegiality  
 Job security  
 Intellectual satisfaction  
 Salary  
 Public service  
 Respect in the community  
 Pension  
 Administrative support  
 Less pressurised environment than practice  
 Prestige of the job

- Chance to contribute to justice being done
- Other (please specify in the box below)

Please feel free to provide a further comment:

**Q29: The reasons I would discourage suitable people from applying to join the judiciary are:(Please select as many options as reflect your view)**

- Isolation of the job
- Constant policy changes
- Lack of variety in the work
- Likelihood of further reduction in pension entitlements
- Lack of personal control over working time
- Rigid hierarchical work environment
- Reduction in income
- Lack of administrative support
- Poor quality of physical work environment
- Feeling of being an employee or civil servant
- Too much out of hours work required to do the job
- Too few opportunities for promotion
- Other (please specify in the box below)

Please feel free to provide a further comment:



# Leadership

**Q30: I would be interested in taking on more leadership responsibilities in my judicial role.**

- Yes
- No
- Not sure
- Not at the present time

**Q31: Do you feel that judicial leadership roles are allocated fairly?**

- Yes
- No
- I do not know enough about how it is done to say

**Q32: Do you hold a leadership position in the judiciary or undertake additional responsibilities (e.g., Presiding Judge, President or Deputy/Vice President, Chair of a judicial committee, NIJAC commissioner, Judicial Studies Board duties, etc.)?**

**If you answer NO to this question, please skip to Question 36.**

- Yes
- No (If you answered NO, please skip to Question 36 below)

**Q33: How would you assess your judicial leadership workload compared with 3 years ago?**

- Significantly greater
- Greater
- About the same
- Reduced
- Significantly reduced
- I took on a leadership role less than 3 years ago

**Q34: Had you been aware of the nature and amount of work you are required to do as a leadership judge when you were appointed, would you have still applied for the position?**

- Definitely would not have applied
- May not have applied
- Not sure
- May have applied
- Definitely would have applied

**Q35: To what extent would the following improve your satisfaction as a leadership judge?**

	Very substantially	To some extent	Not at all	I already have this
Protected time for my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An allowance while in post	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some compensatory leave for leadership activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appreciation of leadership roles by judges generally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More legal research assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## General Information

**Q36: Before being appointed to the judiciary what type of legal employment were you in?**

**(Please tick as many answers as apply to you)**

- Barrister
- Employed lawyer
- Legal academic
- Legal executive
- QC
- Solicitor
- Other (please specify in the box below)

**Q37: Do you have children you support financially?**

- Yes
- No

**Q38: Do you have caring responsibilities for a family member(s)?**

- Yes
- No

**Q39: Are you:**

- Male
- Female

**Q40: What is your ethnic group?**

- White - English
- White - Welsh
- White - Scottish
- White - Irish
- White - Northern 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
- Black - any other Black background
- Chinese
- Any other ethnic group

## The Survey

**Q41: This survey was:**

- Too long
- About the right length
- Not long enough

**Q42: How long did it take you to complete this survey?**

- Less than 5 minutes
- Less than 10 minutes
- Less than 20 minutes
- Less than 30 minutes
- 30 minutes or longer