

2022 UK Judicial Attitude Survey: Northern Ireland

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Executive Summary

The UK Judicial Attitude Survey

- The UK Judicial Attitude Survey (JAS) is the only known continuous survey of the working lives of judges anywhere in the world. It is conducted by the UCL Judicial Institute on behalf of the Lady Chief Justice of Northern Ireland, Lord Chief Justice of England and Wales, Lord President of Scotland and the Senior President of Tribunals.
- The Senior Salaries Review Body (SSRB) regards the regular running of the JAS as essential, calling it “a comprehensive evidence base from which to draw conclusions about judicial motivation and morale ... and a base from which to measure change against in future”.
- This is the fourth running of the JAS, preceded by earlier surveys in 2020, 2016 and 2014. The earlier surveys covered the salaried judiciary, and in 2022 the JAS was extended to include all fee-paid judges for the first time.

Key trends from 2014-2022 for salaried judges in Northern Ireland

- From 2014 to 2022, salaried judges have consistently said they feel a strong personal attachment to being a member of the judiciary and feel they provide an important service to society. Salaried judges are increasingly satisfied with the challenge of the job, the variety of work they have and the sense of achievement they have in their job.
- Since 2014, there has been a substantial fall in the proportion of salaried judges saying working conditions are “worse” than they were in previous years. The quality of administrative support progressively increased from 2014 to 2022. The quality of other working conditions fell from 2014 to 2016 but were then on an upward trajectory to 2022: this included the physical quality of personal work space, court security, quality of administrative support and space to meet and interact with other judges.
- After a precipitous fall from 2014 to 2020 in the quality of internet access at court, judges’ assessment of it as excellent or good increased from 2020 and 2022.
- Since 2020 salaried judges have reported far fewer concerns about their personal safety in court, out of court and on social media.
- Judges’ satisfaction with the range and quality of and time for training has increased substantially from 2016.
- There was a substantial decrease in 2020 in judges having a loss of net earnings, but this began to increase again in 2022.
- The proportion of salaried judges that said they are paid a reasonable salary for the work they do increased from 2016 to 2022.
- Salaried judges who said their morale or the morale of judges they work with was affected by the judicial salary issue fell consistently from 2014 to 2022.
- The proportion of judges saying they are considering leaving the judiciary early increased from 2014 to 2020, but decreased in 2022.
- From 2020 to 2022, salaried judges consistently reported feeling most valued by judicial colleagues at court, court staff, the legal profession and parties that appear before them; a majority said they felt valued by the public and senior leadership in the judiciary; only a small minority of salaried judges said they felt valued by the media or the UK government.

Results of the 2022 JAS for Northern Ireland (for both the salaried and fee-paid judiciary)

Being a member of the judiciary

- Almost all judges in Northern Ireland said they feel a strong personal attachment to being a member of the judiciary and feel they provide an important service to society, but salaried judges felt this attachment more strongly than fee-paid office holders.
- A larger proportion of salaried (62%) than fee-paid judicial office holders (30%) felt that members of the judiciary in 2022 were respected by society less than they were in 2020.
- Only 5% of salaried judges and 21% of fee-paid office holders felt valued by the government.

Working conditions

- Over half (61%) of salaried judges in Northern Ireland said that working conditions were worse in 2022 than they were in 2020, much more than fee-paid office holders (26%).
- Fee-paid judicial office holders rated the amount and quality of administrative support, the morale of court staff, and the physical quality, maintenance and security of the buildings they work in higher than salaried judges.
- The most important working conditions for fee-paid judicial office holders were a flexible working pattern (88%), training opportunities (83%) and opportunities to sit more than the minimum number of days (79%).
- Almost all salaried judge said that the time to discuss work with colleagues (97%), training (97%) and support for dealing with stressful conditions at work (89%) were important working conditions for them.

Welfare, inclusion and respect

- Almost all judges, whether salaried or fee-paid, feel respected by their judicial colleagues at the court where they work, and a majority of salaried and fee-paid judges feel respected by their immediate leadership judge and senior leadership in the judiciary.
- Salaried judges expressed much greater concerns for their personal safety as a result of their judicial work compared with fee-paid office holders.
- There are low levels of familiarity amongst both the salaried and fee-paid judiciary with the welfare support available to them, with a quarter or less being aware of the range of welfare support available and how to access this welfare support.

Bullying, harassment and discrimination

- In the JAS 2022, judges in Northern Ireland were asked for the first time whether they had experienced bullying, harassment or discrimination in the last 2 years in their role as a judge. The overwhelming majority of both salaried judges (89%) and fee-paid judicial office holders (91%) said they had not experienced bullying, harassment or discrimination in their work as a judge in the last 2 years.
- Amongst those who had experienced bullying, harassment or discrimination in the last 2 years, this was more prevalent amongst salaried judges than fee-paid judicial office holders.
- Almost all judges that said they experienced bullying, harassment or discrimination in the last 2 years did not report it: 75% of salaried judges and 92% of fee-paid judicial office holders said they did not report this.

Salary, pay and pensions

- Salaried judges in Northern Ireland are divided over whether they feel they are paid a reasonable salary for the work they do.
- Two thirds of salaried judges (66%) said in 2022 that they had a loss of net earnings over the last 2 years.
- A majority of salaried judges (54%) earned more than their judicial salary prior to their appointment to the salaried judiciary.
- The largest proportion of fee-paid judicial officeholders in Northern Ireland (47%) feel they are not paid a reasonable rate for a day's work, and a majority (61%) said the amount of time required to do their work outside of sitting hours was not reasonable.
- A majority of fee-paid office holders do not rely heavily on expenses (59%).
- Over a third (37%) of fee-paid judicial office holders do not do any non-judicial work. Of those that do, 43% earn more in their non-judicial work than their judicial daily rate.

Digital working

- Less than half of all fee-paid (47%) and salaried (41%) said that the increase in remote hearings had been beneficial to their work. While 51% of salaried judges said they were finding the switch to working on screens challenging, 49% of fee-paid judicial office holders said they were not finding the switch to working on screen challenging.
- Only a quarter of both salaried (27%) and fee-paid (26%) judicial office holders said that the change from paper to digital working was more efficient for hearings.
- There was no specific impact of remote hearings that a majority of either salaried or fee-paid office holders said was purely positive.
- The largest perceived negative effect of remote hearings was on the quality of advocacy (46%), interactions between parties (43%), the way parties behave during hearings (43%), time to conduct hearings (41%) and the ability of vulnerable parties to participate in hearings (40%).

Job satisfaction and training

- Most judges, whether salaried or fee-paid, are satisfied with the sense of achievement in their job, the variety of work they have and challenge of the job, although fee-paid office holders have higher levels of satisfaction in all three of these areas.
- The opportunities that are most important for salaried judges are to be able to use their legal knowledge and experience across a range of specialisms (79%) and to gain new skills and broaden their legal knowledge and range of work (82%).
- The most important opportunity for fee-paid office holders is to expand their knowledge of a specialist area of work (73%).
- Fee-paid judicial office holders have a slightly higher level of satisfaction than salaried judges with the range and quality of training courses available.

Change

- The changes in the judiciary that both salaried and fee-paid judges are most concerned about are: the loss of respect for the judiciary by government (85% salaried and 52% fee-paid); attacks on the judiciary in the media (82% salaried and 51% fee-paid); and reduction in face-to-face hearings (82% salaried and 50% fee-paid)

Joining and leaving the judiciary

Fee-paid judiciary

- Almost half of fee-paid judicial office holders in Northern Ireland either are not interested in applying for a salaried post (29%) or are too close to retirement to do so (20%). A quarter are either already considering applying for a salaried post (16%) or plan to do so in the future (9%).
- A majority of fee-paid judicial office holders said the reasons they would consider applying to become salaried judge are job security, pension, challenge of the work and the chance to contribute to justice being done. The main reasons fee-paid judges would not consider applying for a salaried post are the judicial appointments process, the lack of personal control over their working time, isolation of the job and uncertainty over where they would be required to sit.
- The overwhelming majority of fee-paid judicial office holders (89%) said they would encourage suitable people to apply to join the fee-paid judiciary.

Salaried judiciary

- Over a third (37%) of salaried judges in Northern Ireland said they were considering leaving the judiciary early in the next 5 years.
- The factors most likely to prompt salaried judges to leave the judiciary early were a reduction in pension benefits (66%), further demands for out of hours working (63%), limits on pay awards (59%), increases in workload (59%) and stressful working conditions (50%).
- There was one main factor that would make salaried judges more likely to stay in the judiciary until their compulsory retirement age: higher remuneration (91%).

Leadership

- The proportion of judges in Northern Ireland that think leadership roles are allocated fairly has increased from 2014 to 2022 (from 40% to 52%).
- A majority of salaried judges in Northern Ireland said they receive good support from and are treated fairly by their immediate leadership judge, feel their leadership judge takes their opinions into account when making decision that affect them, allocates cases fairly and takes responsibility for promoting diversity and inclusion at their court or tribunal.

Part 1: The UK Judicial Attitude Survey

1.1 The survey

The UK Judicial Attitude Survey (JAS) is a longitudinal survey conducted with all serving judges in the UK. It is the only known continuous survey of the working lives of judges anywhere in the world.

The aim of the JAS is to assess the attitudes and experiences of serving judges in key areas including the experience of being a judge, morale, working conditions, welfare, remuneration, training and personal development, retention and leadership. The Senior Salaries Review Body (SSRB) regards the regular running of the JAS as essential, calling it “a comprehensive evidence base from which to draw conclusions about judicial motivation and morale ... and a base from which to measure change against in future”¹

This is the fourth running of the JAS, preceded by earlier Judicial Attitude Surveys in 2020², 2016³ and 2014⁴. In previous surveys the target group for the JAS was all serving *salaried* judges in Northern Ireland, England and Wales, Scotland, and the UK non-devolved tribunals. In 2022 the JAS was expanded in all the jurisdictions to include all *fee-paid* judicial office holders in both the courts and tribunals judiciary.

This report provides the findings for salaried judges and fee-paid judicial office holders in the Northern Ireland courts judiciary and devolved tribunals judiciary⁵. Judges in Northern Ireland make up 6% of all judges in the UK⁶. The report presents results by distinguishing between the views of salaried and fee-paid judges.

Like its predecessors, the JAS 2022 was run as an online survey conducted by the Judicial Institute of University College London (UCL JI) via the web-based survey tool Opinio. The survey was led by Professor Cheryl Thomas KC, Co-Director of the UCL JI. A Working Group comprised of representatives from various judicial associations assisted Professor Thomas in the design of the 2022 questionnaire. Vanessa Cheung and Trisevgeni Papakonstantinou of the UCL Department of Experimental Psychology provided expert data analysis for the report.

The survey was voluntary and all participants remained completely anonymous. The survey ran in Northern Ireland from 14 June through the end of September 2022. All salaried and fee-paid judicial office holders in Northern Ireland were invited to take part in the survey through personal communications from the Lady Chief Justice inviting judges to contribute to the survey.

¹ 37th Annual Report on Senior Salaries, Senior Salaries Review Body (2015)

² 2020 UK Judicial Attitude Survey: Northern Ireland, Cheryl Thomas (2021)

³ 2016 UK Judicial Attitude Survey: Northern Ireland, Cheryl Thomas (2016)

⁴ 2014 Judicial Attitude Survey: Northern Ireland, C. Thomas (2015)

⁵ Findings for the salaried and fee-paid judiciary in England & Wales and UK non-devolved tribunals and the salaried and fee-paid judiciary in Scotland have been reported separately.

⁶ England & Wales courts judiciary and UK (non-devolved) tribunals judiciary comprise 86% of all judicial office holders in the UK; Scottish judges comprise 8% of all judicial office holders in the UK.

1.2 The contents of the UK Judicial Attitude Survey (Northern Ireland)

The survey included 46 questions on the salaried judiciary version of the survey and 44 questions in the fee-paid judiciary version of the survey, which covered the following general subject areas:

- working conditions
- judicial welfare
- bullying, harassment and discrimination
- salary and pensions
- digital working
- job satisfaction, opportunities and training
- change and communication within the judiciary
- future planning
- being a member of the judiciary
- joining the judiciary
- leadership

Many of the questions from the 2014, 2016 and 2020 JAS were repeated in the 2022 JAS, which has enabled an assessment to be made of how if at all judicial attitudes may have changed over this time period. This longitudinal analysis applies only to the salaried judiciary in Northern Ireland as the 2014, 2016 and 2020 surveys were only run with the salaried judiciary. A few questions from the 2020 JAS were phrased differently to increase clarity following a review of the 2020 JAS, and several new questions were added to the 2022 JAS covering changes taking place within the judiciary since 2020, including the increase in remote hearings which has continued following the pandemic.

In addition, the survey covered a number of demographic questions covering:

- age
- disability
- ethnicity
- education
- gender
- caring responsibilities
- financial dependents
- professional background
- tenure in current post
- tenure in the judiciary

1.3 Response Rates

In the previous JAS in 2020 there was close to universal participation (93%) by salaried judges in Northern Ireland, but in 2022 this fell to 46%, with the response rate varying considerably by judicial post (Table 1.1). It was anticipated that it would be more difficult to achieve the previous high level of response amongst fee-paid judicial office holders in the 2022 JAS, given the part-time nature of these judicial offices. The response rate to the fee-paid JAS in

Northern Ireland varied considerably by post and had an overall response rate of 25% (Table 1.1), which is consistent with the average response rate for internal workplace surveys.

Table 1.1: JAS Salaried Judges - response rates 2022 and 2020

Northern Ireland judiciary	Total in post	Responses	2022 response rate	2020 response rate
Salaried judges	81	37	46%	93%
Fee-paid judicial office holders	563	140	25%	

1.4 How the results are presented

Part 2 of the report presents some key longitudinal trends from 2014 – 2022 in Northern Ireland for salaried judges only. This part of the report is able to track trends in salaried judges’ attitudes because all of the previous JASs (in 2014, 2016 and 2020) were conducted only with salaried judges. Part 2 highlights any changes in salaried judges’ view over the last 8 years on job satisfaction, working conditions and resources, training, salary and pension, future plans and feeling valued by different groups in society. Part 3 presents the results of the 2022 JAS for Northern Ireland. Here the results for salaried judges and fee-paid judicial office holders are compared.

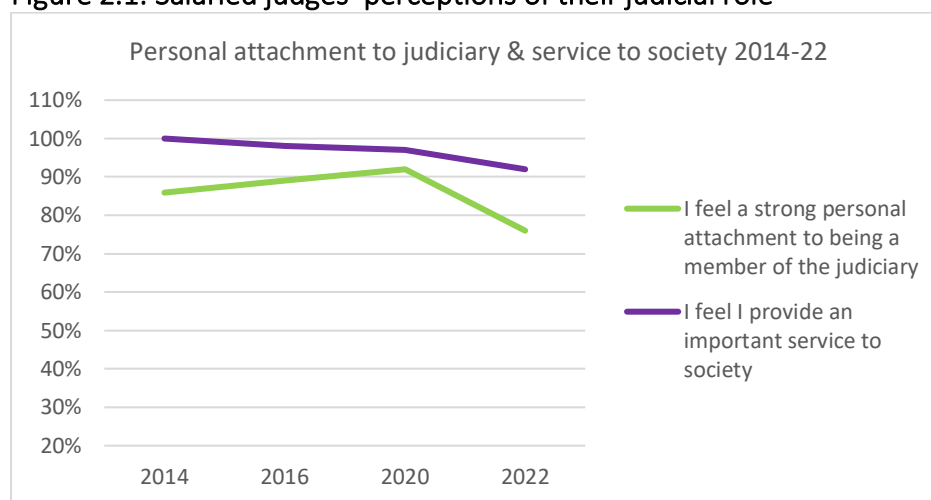
Part 2: JAS trends 2014-2022 for the Northern Ireland salaried judiciary

This section presents some key longitudinal trends from 2014 – 2022 for salaried judges in Northern Ireland. It tracks changes in salaried judges' view over the last 8 years in relation to how judges perceive their role, job satisfaction, working conditions and resources, training, salary and pension, future plans and feeling valued by different groups in society.

2.1 Perceptions of the judicial role

From 2014 to 2022, almost all salaried judges in Northern Ireland have consistently said they feel they provide an important service to society. The overwhelming majority have also consistently said they feel a strong personal attachment to being a member of the judiciary, although this decreased in 2022.

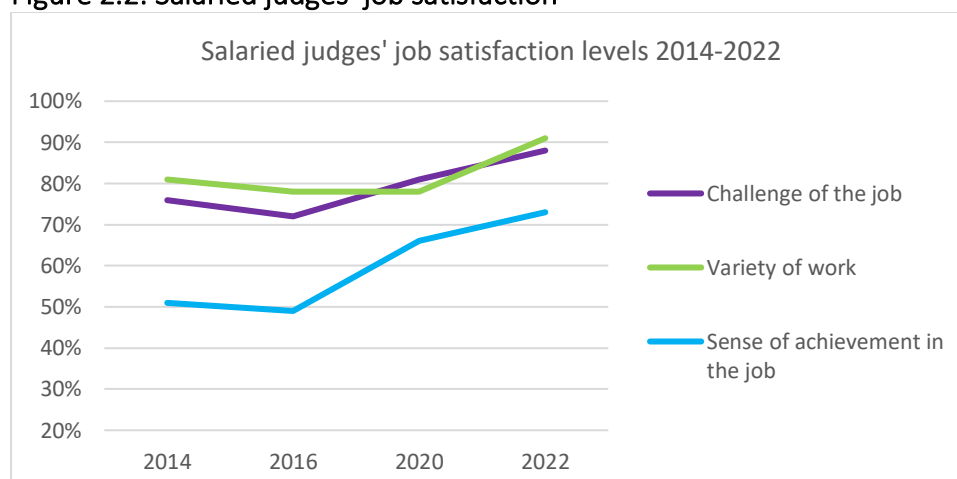
Figure 2.1: Salaried judges' perceptions of their judicial role



2.2 Job satisfaction trends

From 2014 to 2022 (and especially from 2016) an increasing majority of salaried judges have felt satisfied with the sense of achievement in their job as a judge, the challenge of the job and the variety of work.

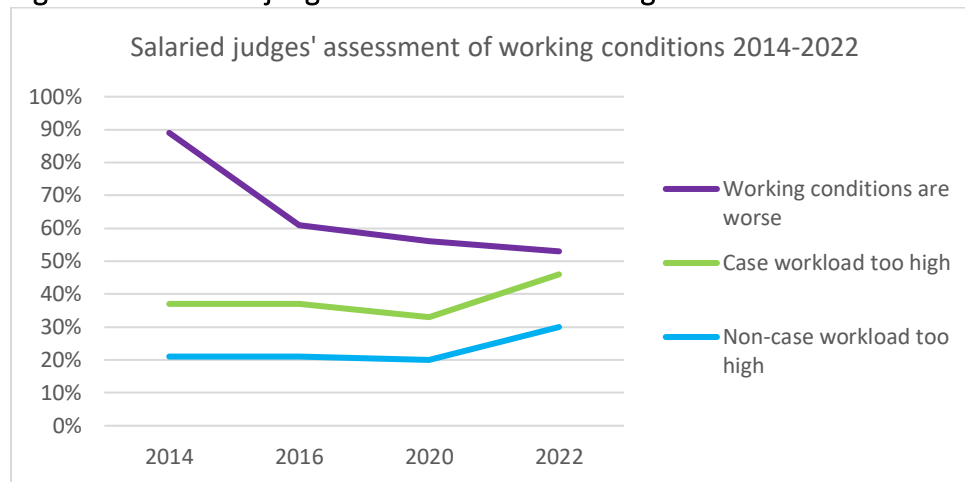
Figure 2.2: Salaried judges' job satisfaction



2.3 Working conditions trends

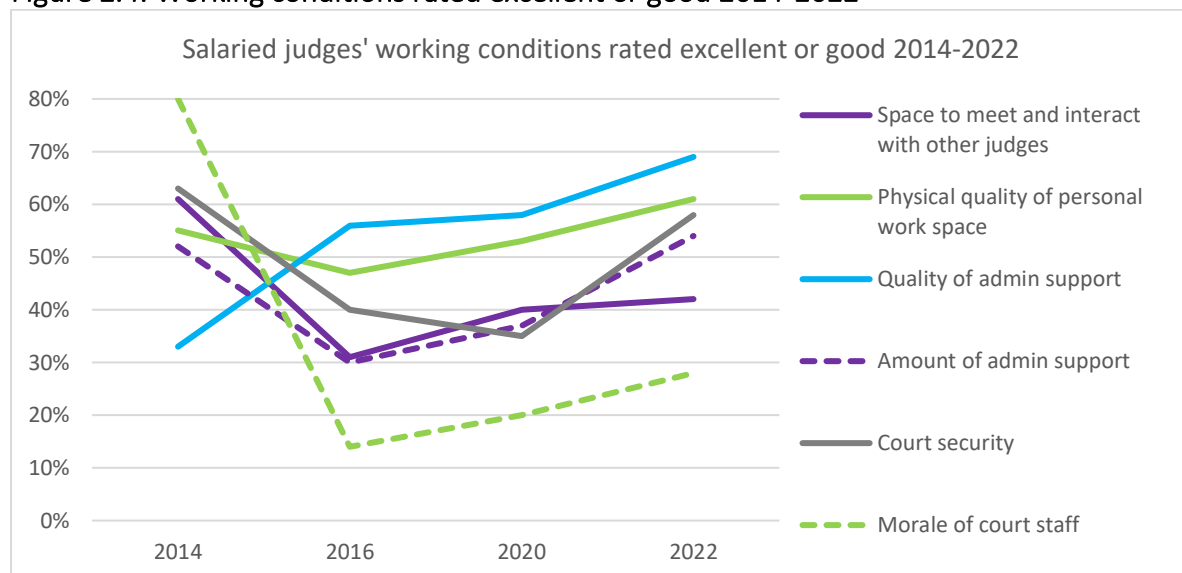
Since 2014, there has been a substantial fall in salaried judges in Northern Ireland who feel that working conditions are “worse”. But there has been an increase since 2020 in the proportion of judges saying their case workload and their non-case workload is too high.

Figure 2.3: Salaried judges’ assessment of working conditions



The one working condition that progressively increased from 2014 to 2022 was the quality of administrative support. All other working conditions rated excellent or good fell from 2014 to 2016 but were then on an upward trajectory from 2016 to 2022.

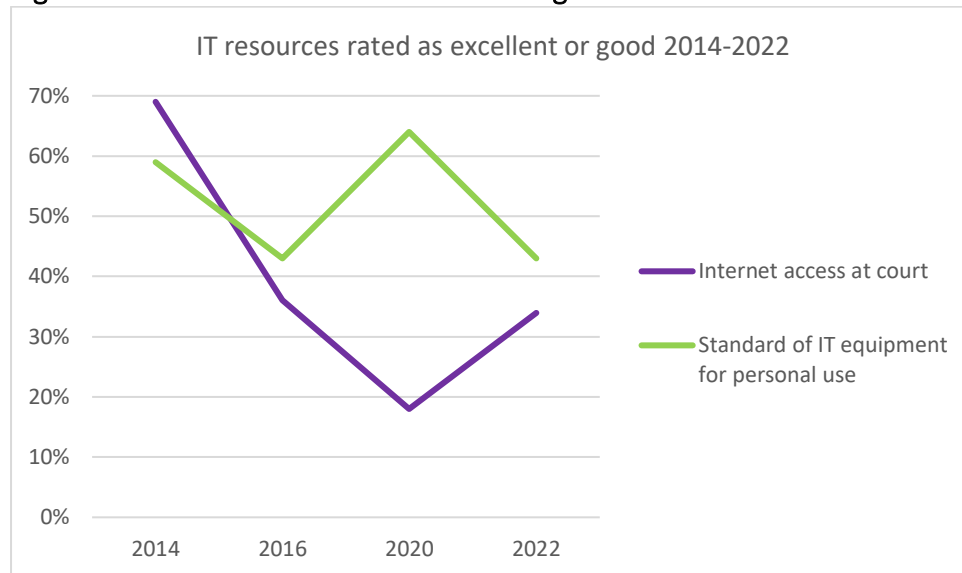
Figure 2.4: Working conditions rated excellent or good 2014-2022



2.4 IT resources trends

After a precipitous fall from 2014 to 2020 in the quality of internet access at court, judges' assessment of this as excellent or good increased from 2020 and 2022. The standard of IT equipment provided to salaried judges in Northern Ireland for their personal use has fluctuated from 2014 to 2022.

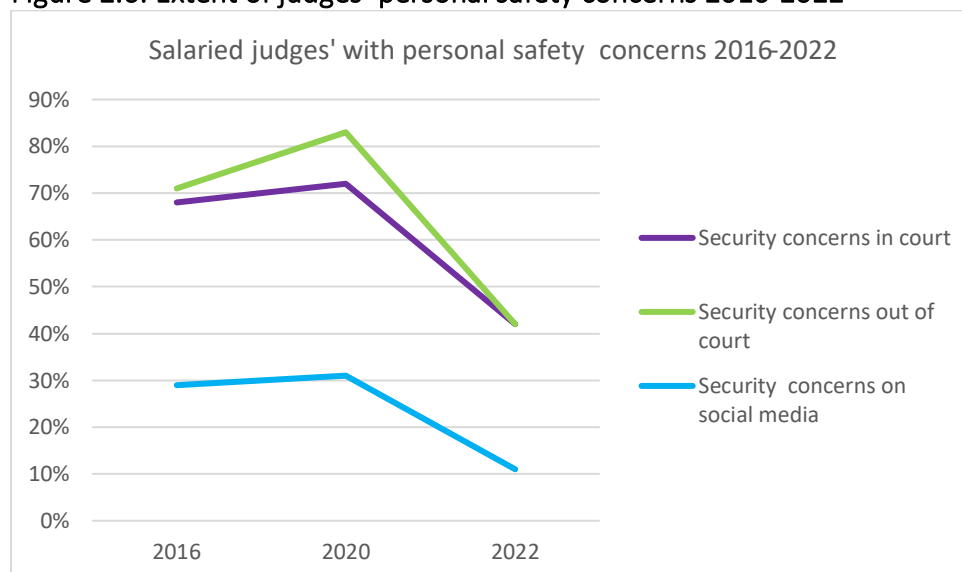
Figure 2.5: IT resources rated excellent or good 2014-2022



2.5 Trends in personal safety concerns

From 2016 when salaried judges were first asked about their concerns for their personal safety to 2020, there was an increase in judges' concerns for their personal safety in court, out of court and on social media. But all three of these concerns declined sharply in 2022.

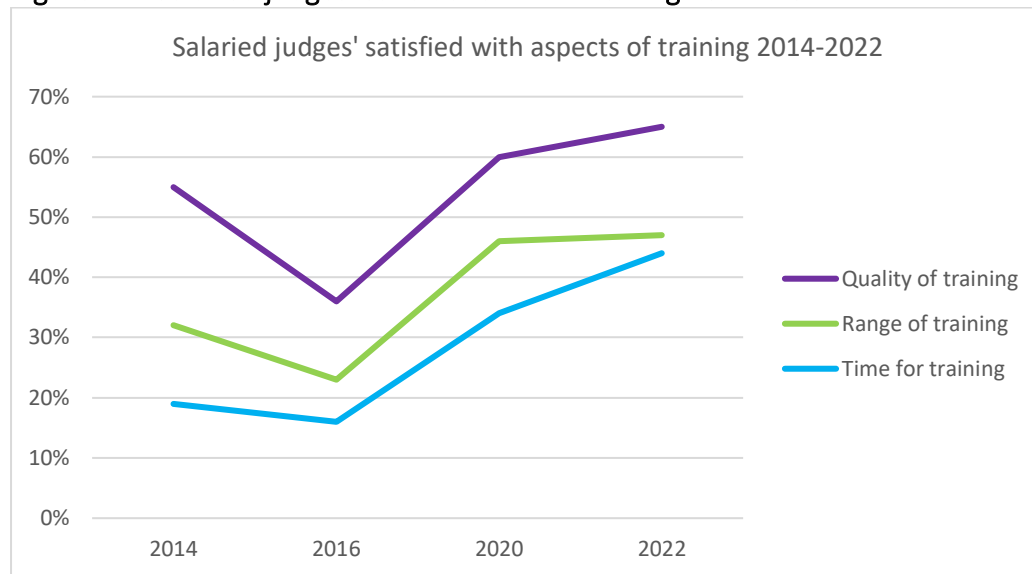
Figure 2.6: Extent of judges' personal safety concerns 2016-2022



2.6 Training trends

From 2014 to 2016, salaried judges' satisfaction with the quality and range of training and time for training fell, but judges' satisfaction with all three aspects of training has continued to increase substantially from 2016 to 2022.

Figure 2.7: Salaried judges' satisfaction with training 2014--2022

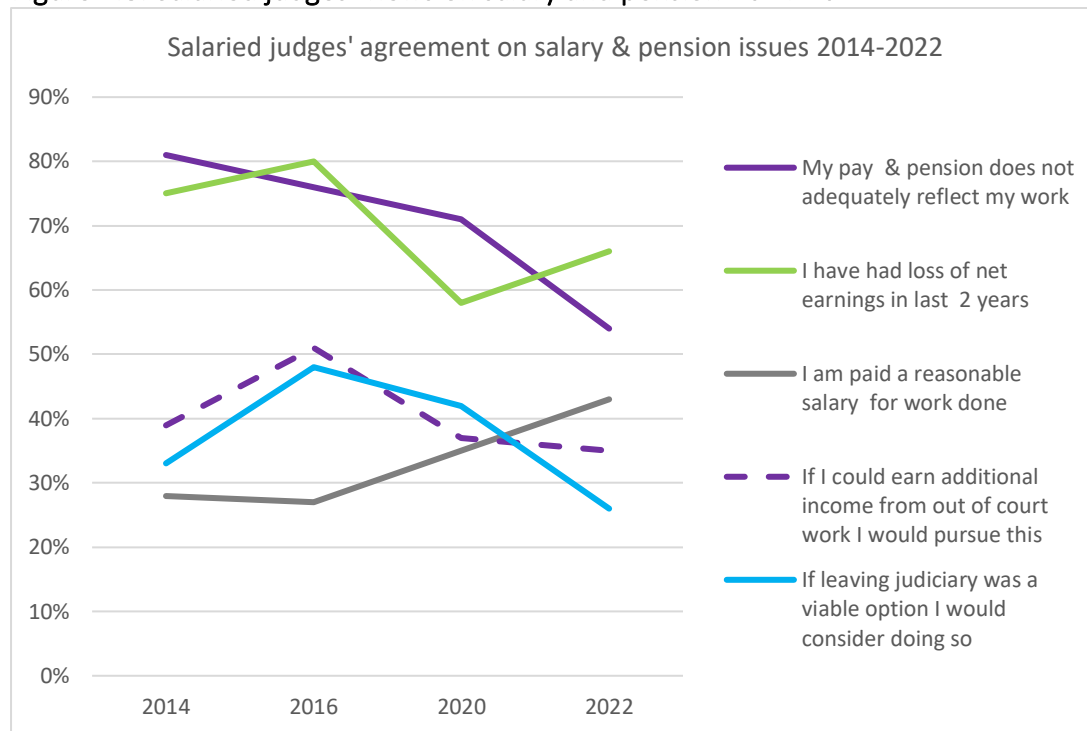


2.7 Salary and pension trends

In relation to Northern Ireland judges' views about their salary and pension from 2014-2022:

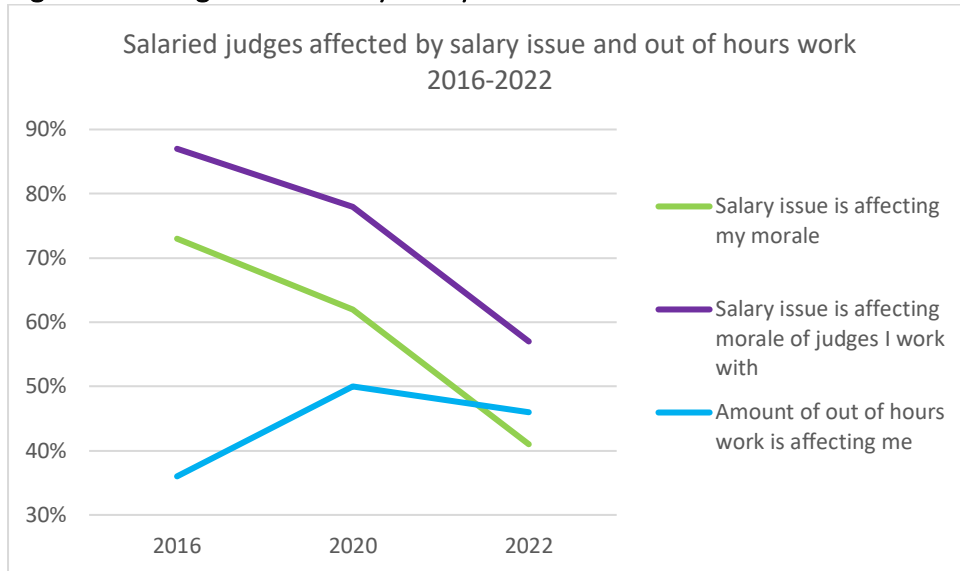
- The proportion of salaried judges that said they are paid a reasonable salary for the work they do increased from 2016.
- There was a substantial decrease in 2020 in judges having a loss of net earnings, but this began to increase again in 2022.
- There was a continued fall in judges saying their pay and pension entitlement does not adequately reflect the work they have done and will do before retirement
- There was an initial increase from 2014 to 2016 in the proportion of salaried judges that said they would leave the judiciary if it was a viable option and the proportion of salaried judges that said they would pursue out of court paid work if that was possible. But there has been a fall in judges agreeing with both of these views from 2016 to 2022.

Figure 2.8: Salaried judges' views on salary and pension 2014-2022



Since 2016 (when it was first asked), there has been a continued decrease in judges saying the salary issue was affecting their morale and the morale of judges with whom they work. There was also an overall increase from 2016 to 2022 in salaried judges who said they were affected by the amount of out of hours work required to do the job.

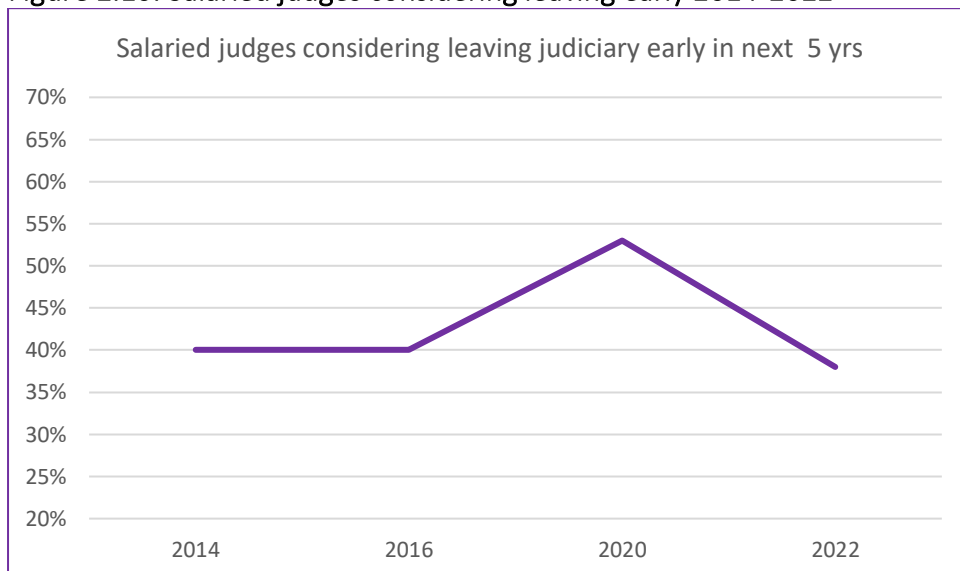
Figure 2.9: Judges affected by salary issue and out of hours work 2016-2022



2.8 Trends in intentions to leave the salaried judiciary early

The proportion of judges saying they are considering leaving the judiciary early increased from 2014/16 to 2020, but decreased in 2022.

Figure 2.10: Salaried judges considering leaving early 2014-2022

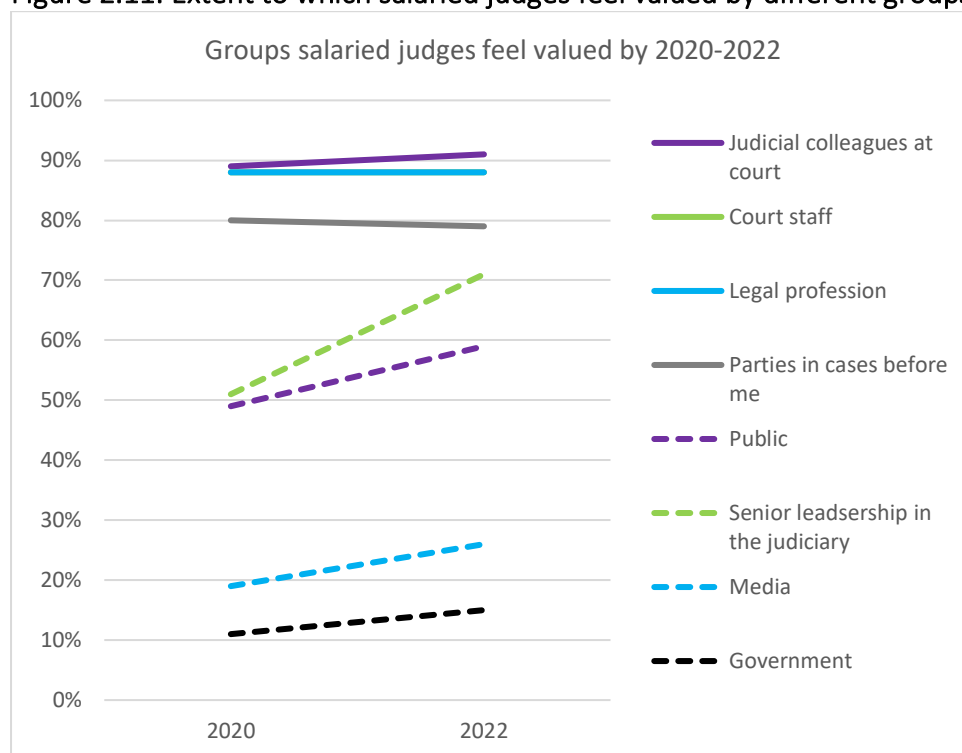


2.9 Trends in feeling valued

Since 2020, all salaried judges have been asked *the extent to which* they felt valued by a number of different groups (in 2014 and 2016 judges were only asked if they felt valued by these groups, so direct comparisons with 2014 and 2016 are not possible). There has been little change from 2020-2022 in the groups salaried judges feel most and least valued by.

- Judicial colleagues, court staff, the legal profession and parties in cases that appear before them are the groups judges consistently feel most valued by, and there has been no real change in this since 2020.
- A majority of salaried judges also feel valued by the public and the senior judicial leadership and this has increased from 2020 to 2022.
- The media and the government are the groups most salaried judges do not feel valued by, although there has been a slight increase for both groups since 2020.

Figure 2.11: Extent to which salaried judges feel valued by different groups



Part 3: 2022 JAS results for Northern Ireland (salaried & fee-paid)

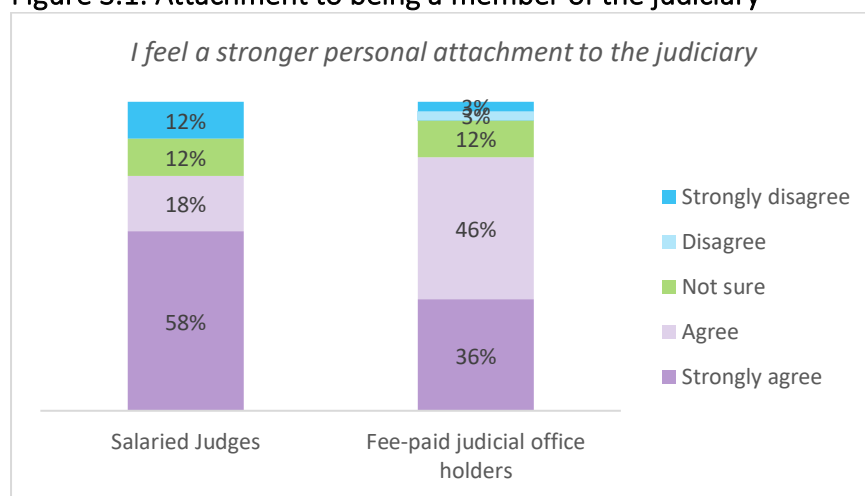
3. Being a member of the judiciary

This section covers judges' personal attachment to being a member of the judiciary, their belief in their contribution to society, their perception of societal respect for the judiciary and the extent to which judges feel valued by different groups in society.

3.1 Identity and belonging

There was very little overall difference between the salaried and fee-paid judiciaries' views on being a member of the judiciary. Almost all judges (76% of salaried and 82% of fee-paid) feel a strong personal attachment to being a member of the judiciary. But salaried judges felt this attachment more strongly (58%) than fee-paid judicial office holders (36%).

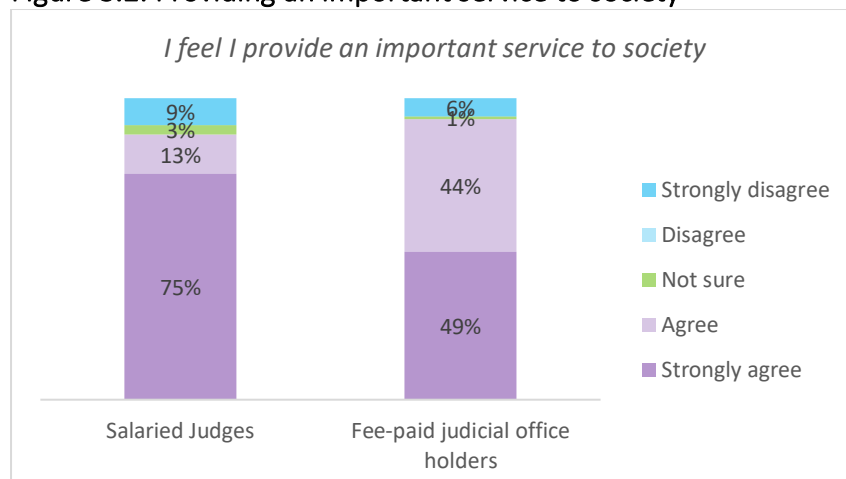
Figure 3.1: Attachment to being a member of the judiciary



3.2 Contribution to society

There was very little difference between the salaried and fee-paid judiciaries' views on the extent to which they provide an important service to society: 88% of the salaried and 93% of the fee-paid judiciary feel they provide an important service to society. But again salaried judges felt this more strongly (75%) than fee-paid judicial office holders (49%).

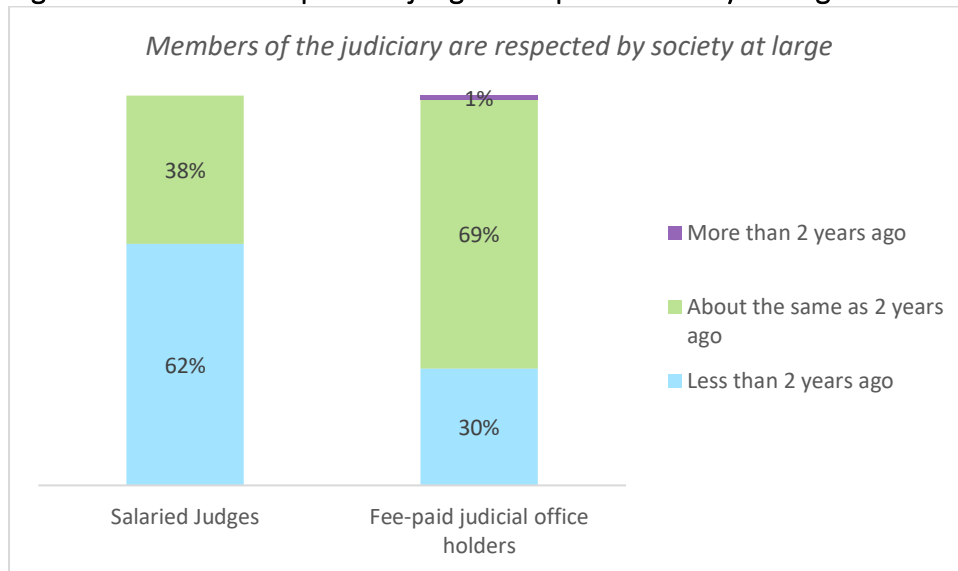
Figure 3.2: Providing an important service to society



3.3 Societal respect for judges

A larger proportion of salaried judges (62%) than fee-paid judicial office holders (30%) felt that members of the judiciary in 2022 were respected by society less than they were in 2020

Figure 3.3: Societal respect for judges compared with 2 years ago



3.4 Feeling valued

In 2022, both the salaried and fee-paid judiciary were asked *the extent to which they felt valued* by a number of different groups. The results for salaried and fee-paid judiciaries were largely identical. Most of both the salaried and fee paid judiciary felt valued by judicial colleagues, court staff, the legal profession, parties in cases before them, the public and senior leadership in the judiciary. Very few felt valued by the media or the government.

Figure 3.4: Extent to which salaried judges feel valued by different groups

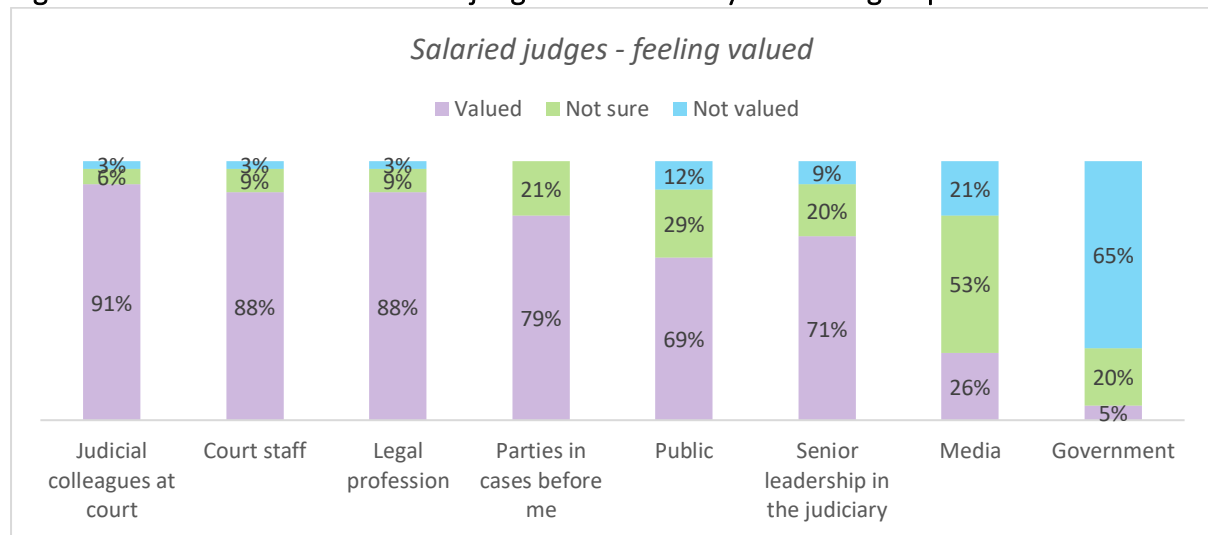
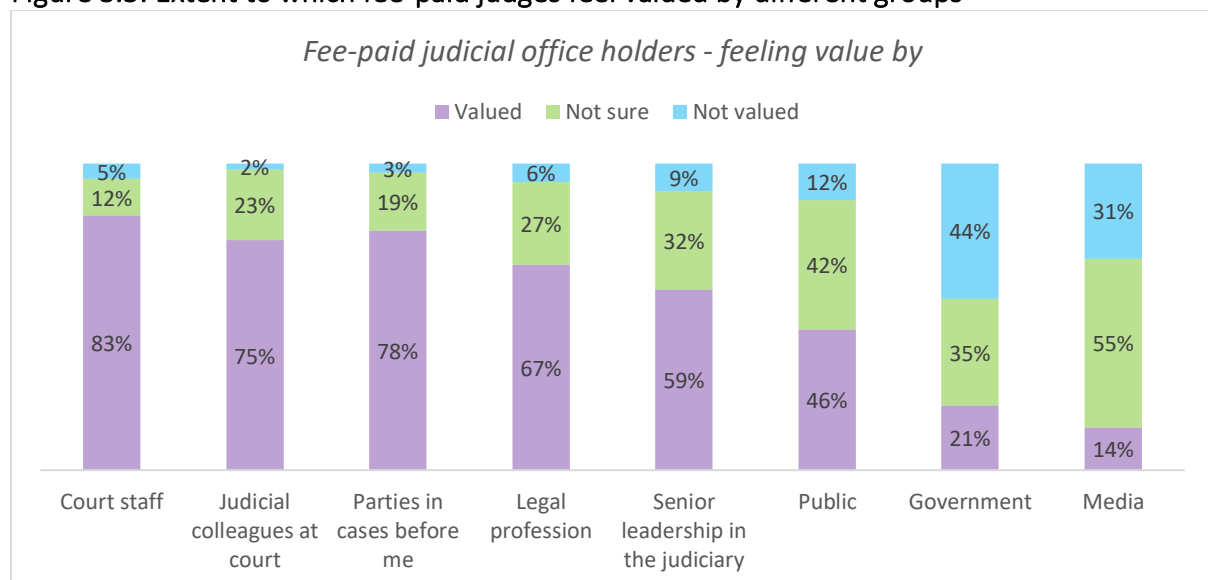


Figure 3.5: Extent to which fee-paid judges feel valued by different groups



4. Working conditions

This section covers judicial assessment of working conditions in 2022 in general in Northern Ireland as well as a range of specific working conditions such as case and non-case workload, administrative support, court staff morale, physical working conditions, security and personal safety, the inclusive nature of the work environment and the importance of different working conditions for the salaried and fee-paid judiciary.

4.1 Working conditions compared with 2 years ago

Over half (61%) of salaried judges in Northern Ireland said that working conditions were worse in 2022 than they were in 2020, while only a quarter (26%) of fee-paid judicial office holders felt working conditions were worse in 2022. A minority (18%) of salaried judges said working conditions were significantly worse in 2022, but this was much higher than fee-paid office holders (8%).

Figure 4.1: Working conditions compared with 2 years ago

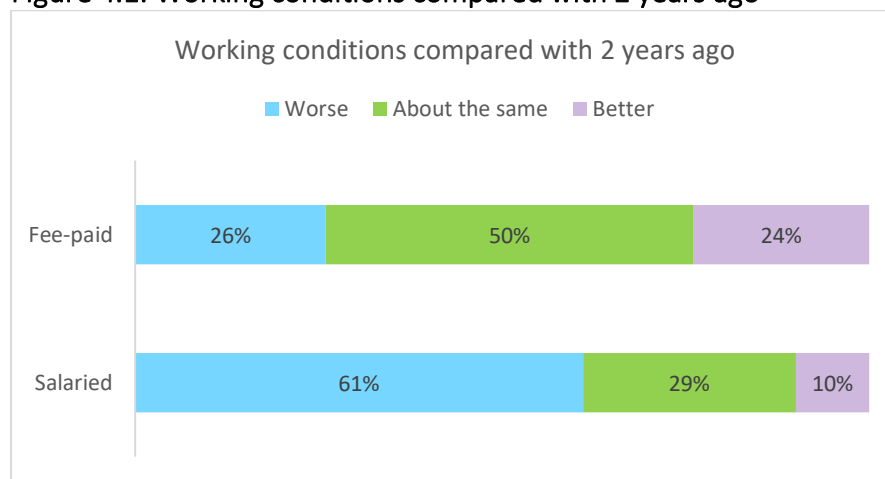
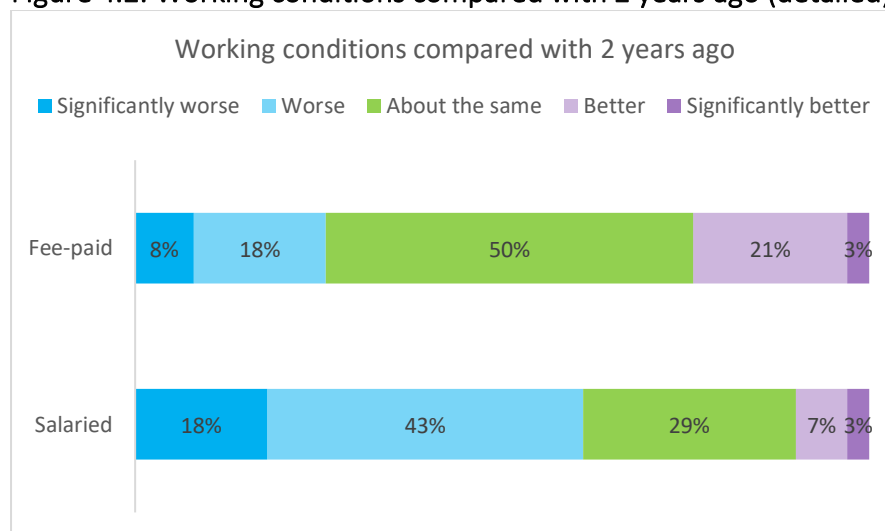


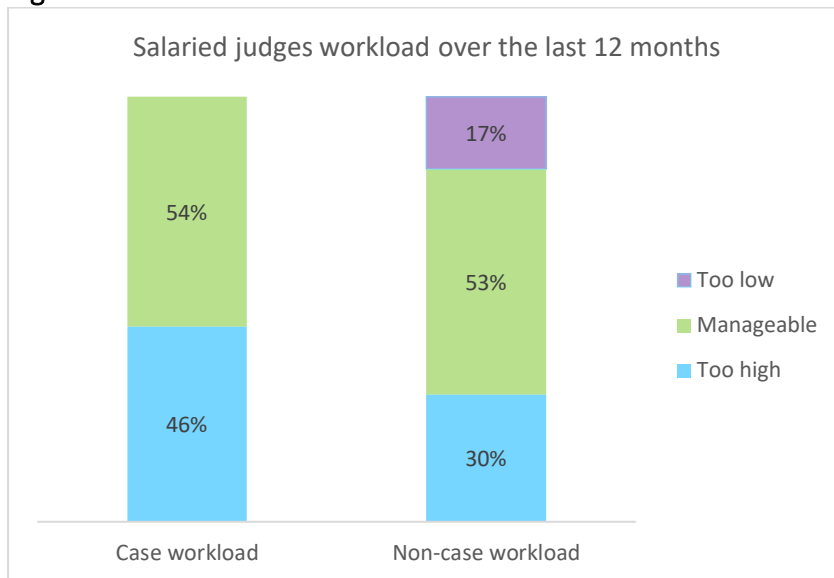
Figure 4.2: Working conditions compared with 2 years ago (detailed)



4.2 Salaried judges' workload

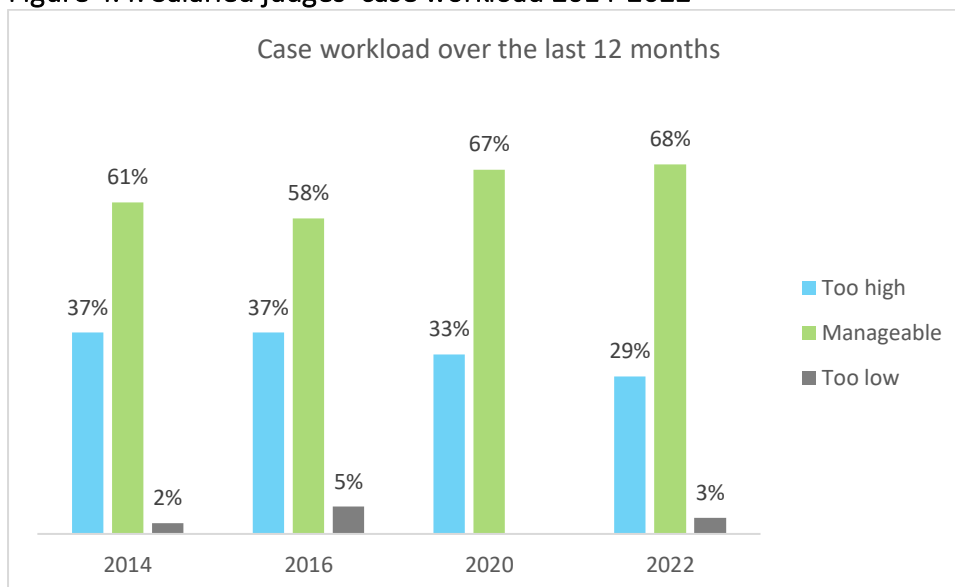
While just over half of salaried judges in Northern Ireland assessed their case workload and non-case workload as manageable, almost half said their case workload was too high (46%).

Figure 4.3: Case & non-case workload over last 12 months



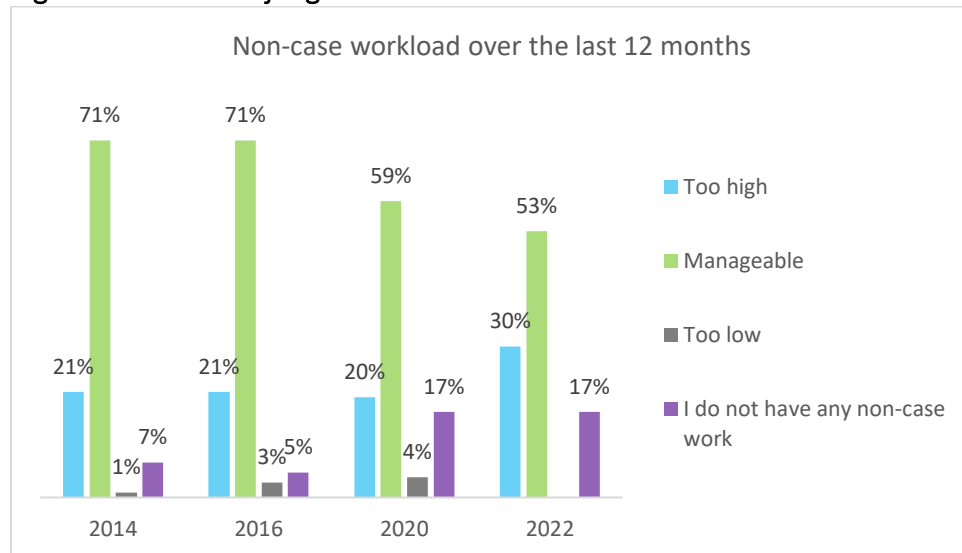
For salaried judges, the proportion saying their case workload was too high has fallen steadily from 2014-2022 (37% to 29%).

Figure 4.4: Salaried judges' case workload 2014-2022



In 2022, there was an increase in salaried judges saying their non-case workload was too high (from 20% in 2020 to 30% in 2022). From 2014 to 2022, there was also an increase in judges who do not have any non-case workload (from 7% in 2014 to 17% in 2022).

Figure 4.5: Salaried judges’ assessment of their non-case workload 2014-2022

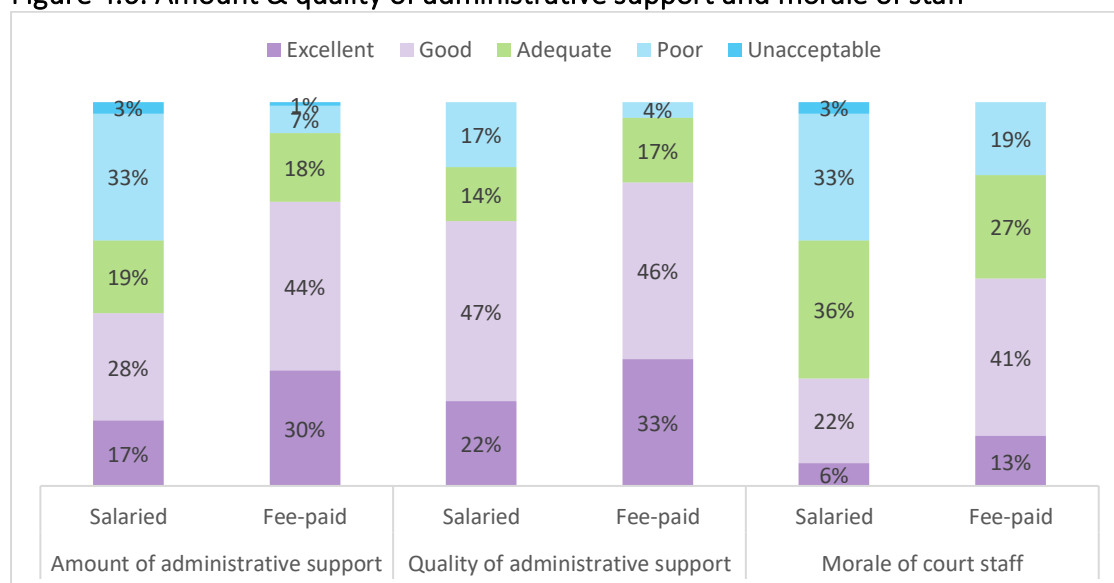


4.3 Assessment of specific working conditions

Amount and quality of administrative support and morale of staff

- Fee-paid judicial office holders in Northern Ireland rated the amount and quality of administrative support and the morale of court staff higher than salaried judges.

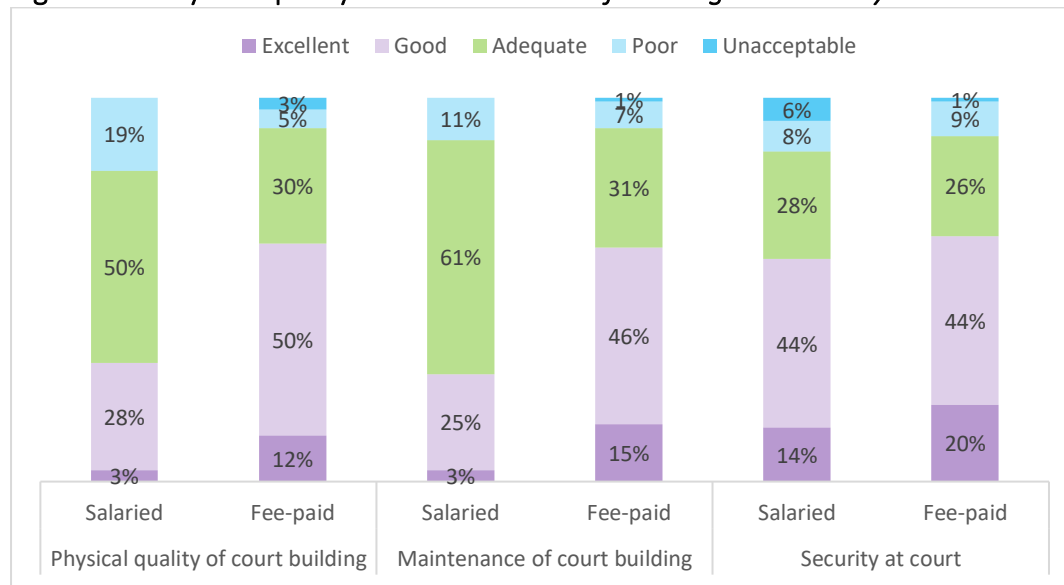
Figure 4.6: Amount & quality of administrative support and morale of staff



Physical quality of court/tribunal building, maintenance of court/tribunal building, security at court

- Fee-paid judicial office holders had much higher ratings than salaried judges for the physical quality and maintenance of the court building; salaried and fee-paid office holders had very similar rating for the security at their court or tribunal, with a majority rating it excellent or good.

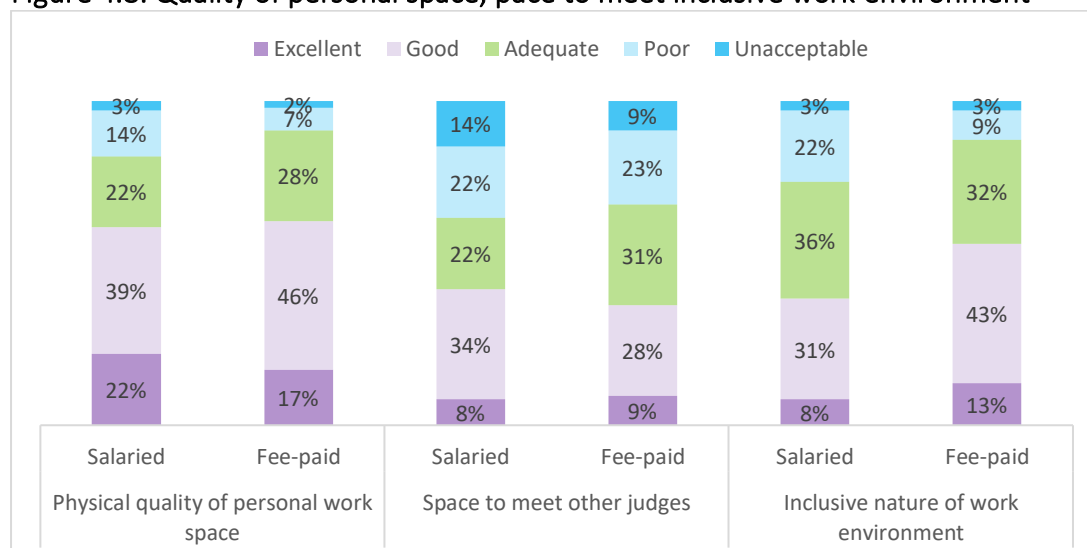
Figure 4.7: Physical quality and maintenance of building and security at court



Physical quality of personal work space, space to meet other judges/judicial office holders, Inclusive nature of work environment

- The salaried and fee-paid judiciary had very similar ratings for the physical quality of their personal work space and the space they have to meet other judges/judicial office holders.
- Fee-paid office holders rated the inclusive nature of the work environment higher than salaried judges.

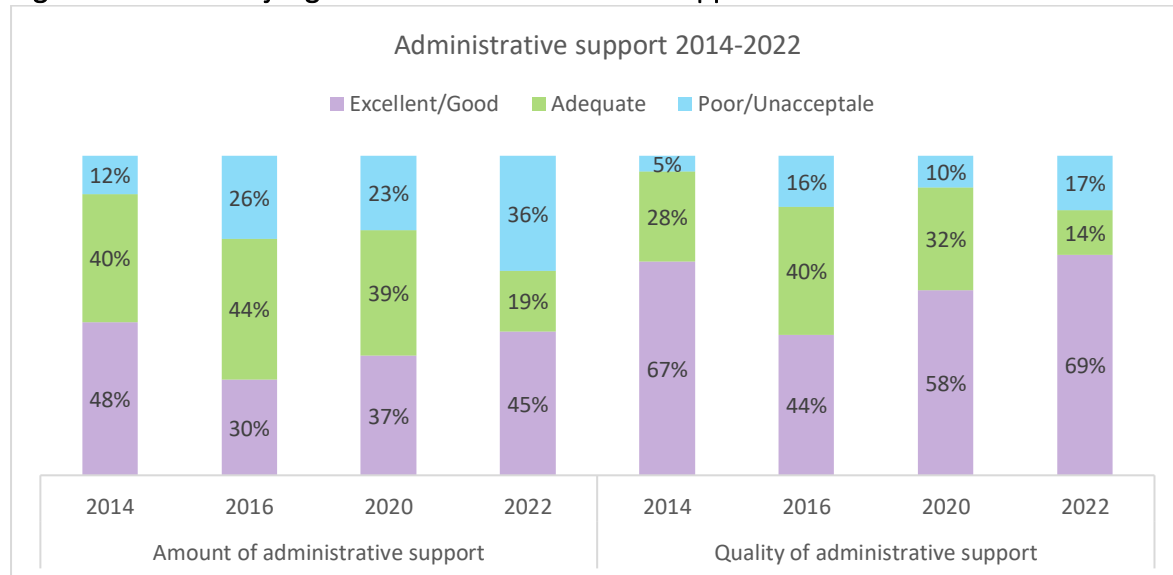
Figure 4.8: Quality of personal space, pace to meet Inclusive work environment



4.3.1 Salaried judges changing views of working conditions 2014-2022

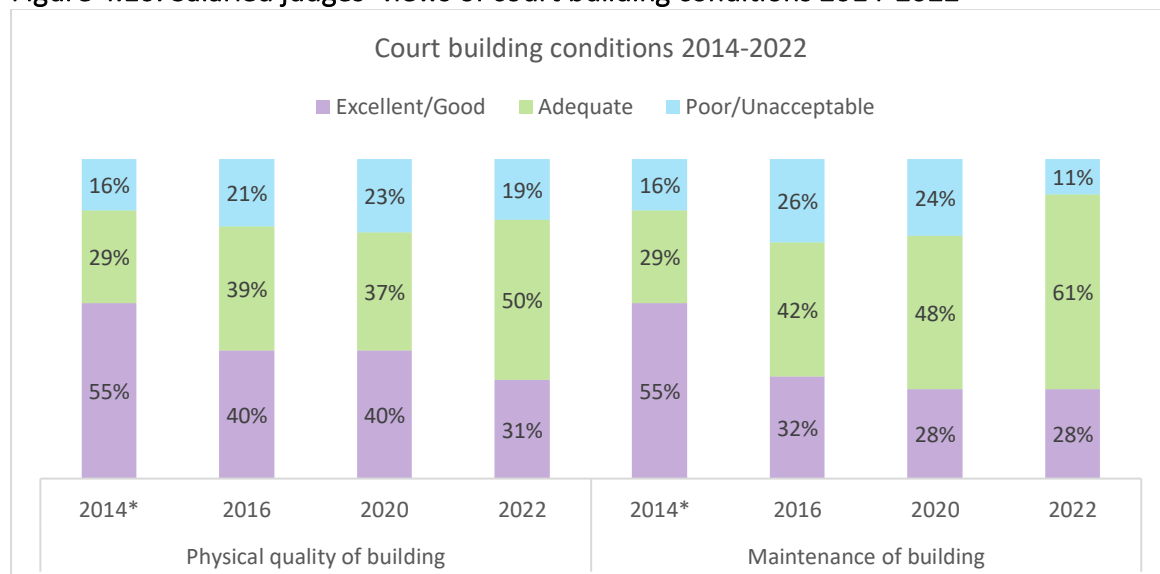
Northern Ireland salaried judges' rating of the amount of administrative support progressively declined from 2014 to 2022, while the quality of administrative fell from 2014-2020 but then progressively improved in 2020 and 2022.

Figure 4.9: Salaried judges' views of administrative support 2014-2022



There was fall from 2014-2022 in salaried judges' positive assessment of the physical quality of their court/tribunal buildings and the maintenance of their buildings, with a corresponding increase in their ratings of both of these working conditions as adequate.

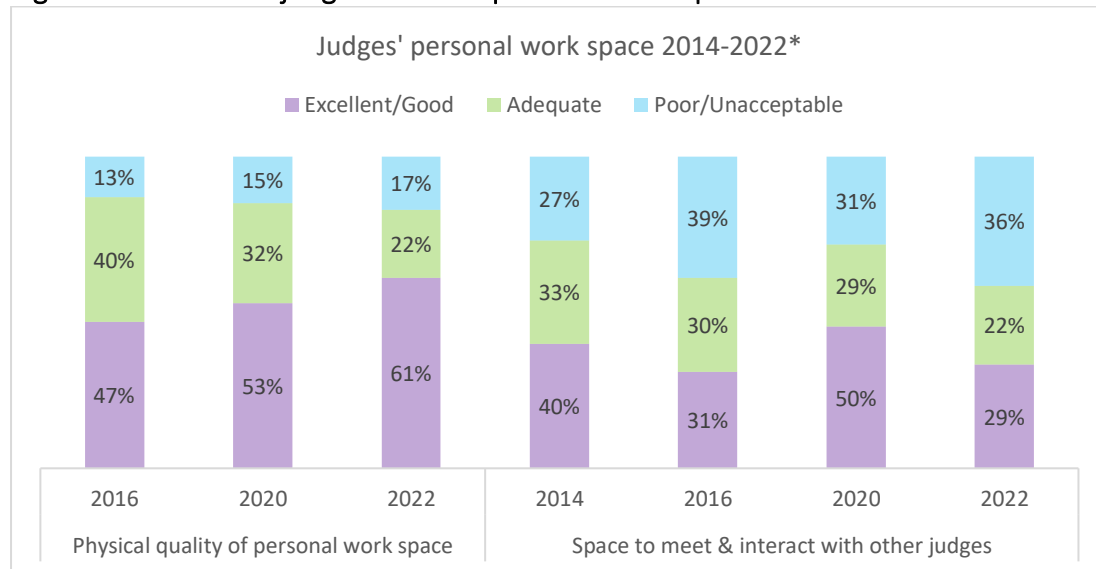
Figure 4.10: Salaried judges' views of court building conditions 2014-2022



Note: In the 2014 JAS, there was a single question asking judges to assess their "physical environment" defined as the physical quality and maintenance of their main court or tribunal building.

Salaried judges' assessment of their personal work space improved from 2016 to 2022; their assessment of the space they have to meet and interact with other judges fluctuated from 2014 to 2022, with an increasing proportion saying it is poor or unacceptable.

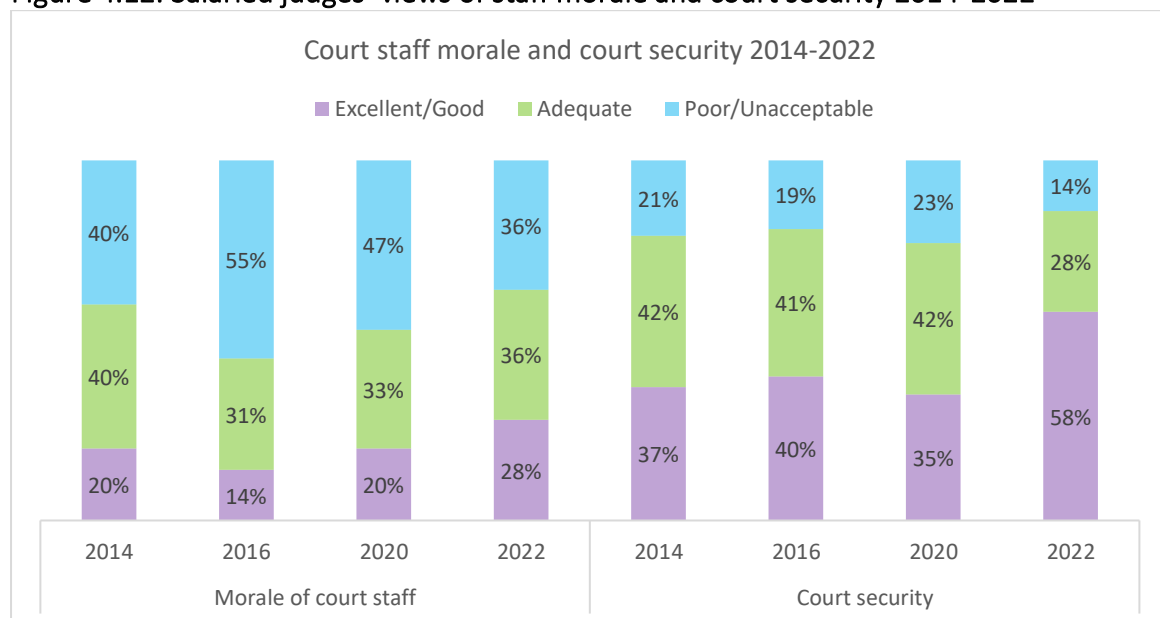
Figure 4.11: Salaried judges' views of personal work space 2014-2022



NOTE: In the 2014 JAS, judges were not asked to rate the physical quality of their personal work space.

Salaried judges' view of court staff morale improved from 2014-2022, as did salaried judges' assessment of court security.

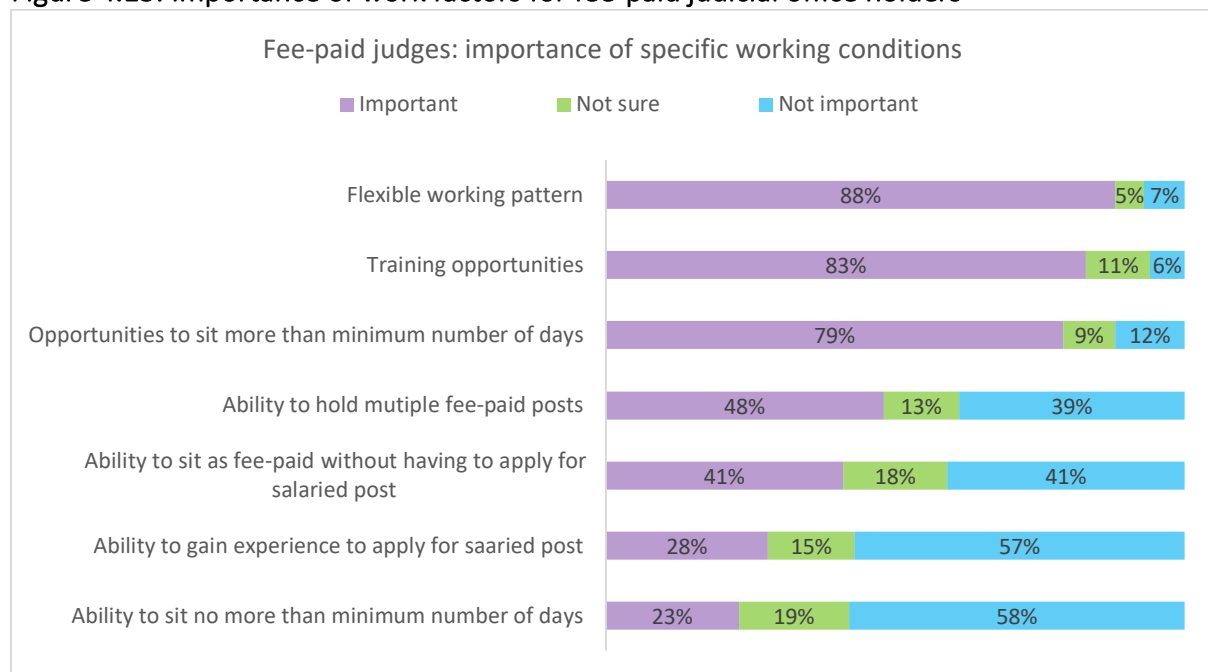
Figure 4.12: Salaried judges' views of staff morale and court security 2014-2022



4.4 Importance of different working conditions (fee-paid office holders)

The most important working conditions for fee-paid judicial office holders in Northern Ireland are a flexible working pattern (88%), training opportunities (83%) and opportunities to sit more than the minimum number of days (79%). Almost half of all fee-paid office holders said that the ability to hold multiple fee-paid posts and the ability to sit as a fee-paid judge without having to apply for a salaried post was also important to them.

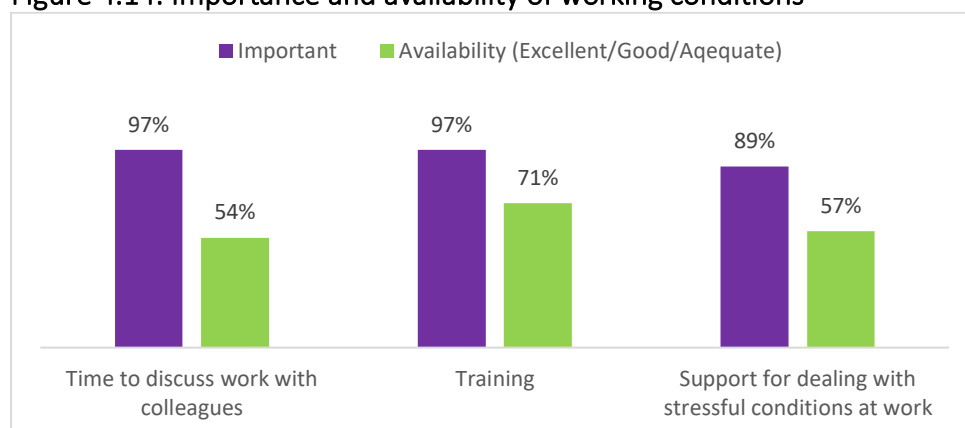
Figure 4.13: Importance of work factors for fee-paid judicial office holders



4.5 Importance and availability of working conditions (salaried judges)

For almost all salaried judges in Northern Ireland, the time to discuss work with colleagues, training opportunities and support for dealing with stressful conditions at work were important. For each of these working conditions, the proportion of salaried judges that rated the availability of these working conditions as either excellent, good or adequate did not meet the proportion of judges that said these conditions were important.

Figure 4.14: Importance and availability of working conditions



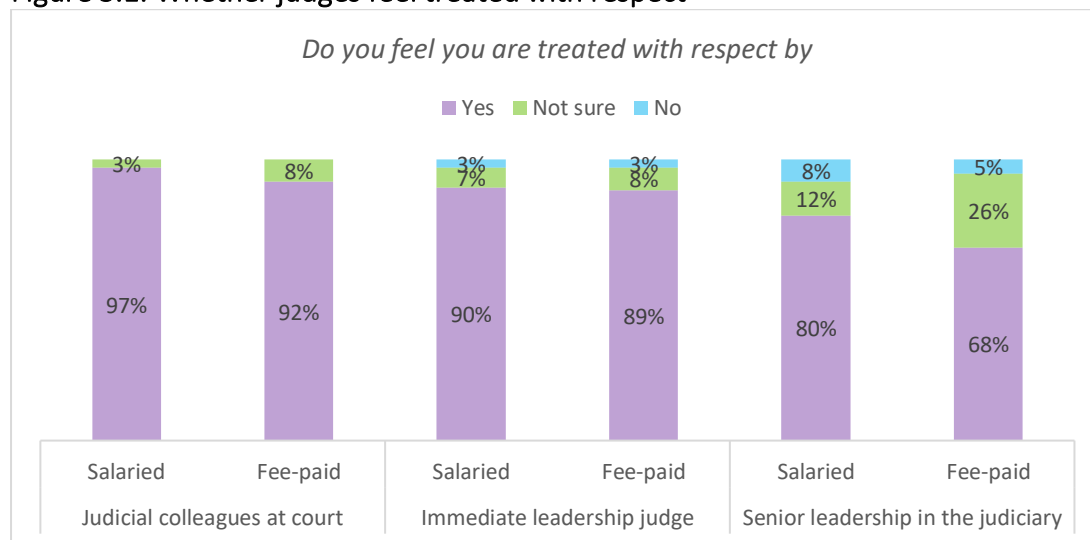
5. Welfare, inclusion and respect

As well as covering judges' assessment of their personal security, this section covers some new areas explored with judges in Northern Ireland in the 2022 JAS. These include the extent to which all members of the judiciary feel treated with respect by others in the judiciary and their awareness of the welfare support available to them. For fee-paid judicial office holders it explores how welcome they are made to feel at their court or tribunal and the extent to which they receive important information about their court or tribunal before they sit.

5.1 Respect

Almost every judge, whether salaried or fee-paid, feels respected by their judicial colleagues at the court where they work and by their immediate leadership judge, and a majority of both salaried and fee-paid office holders feel respected by senior leadership in the judiciary.

Figure 5.1: Whether judges feel treated with respect

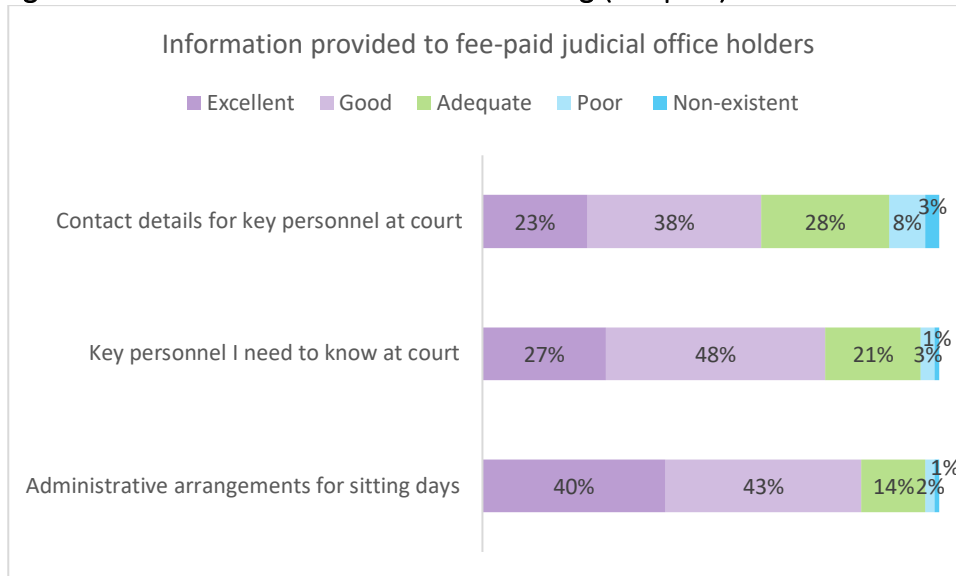


5.2 Inclusion and information provided (fee-paid)

Amongst fee-paid judicial office holders who may not sit regularly or may sit at different courts or tribunals, receiving relevant information before sitting can be important. Most said this information was either excellent, good or adequate (Figure 5.2):

- 97% said the information on administrative arrangements for sitting days was excellent, good or adequate;
- 96% said the information provided on key personal at court/tribunal was excellent, good or adequate;
- 89% said the contact details for key personnel at court/tribunal were excellent, good or adequate.

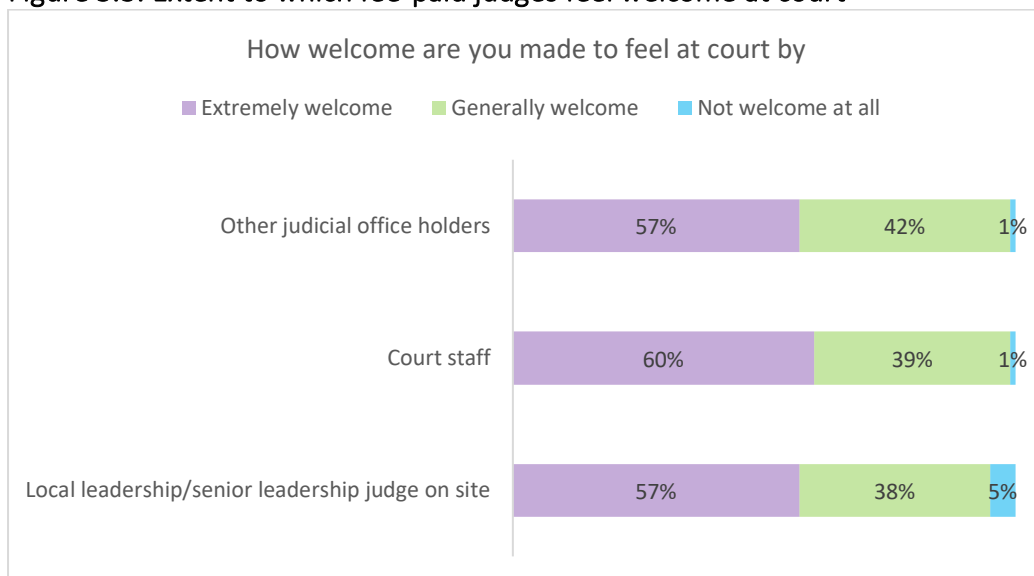
Figure 5.2: Information received before sitting (fee-paid)



5.3 Feeling welcome (fee-paid)

Virtually all fee-paid judicial office holders said they are made to feel extremely or generally welcome by other judicial office holders at court/tribunal (99%); by court staff (99%) and by local leadership or senior leadership judges on site (95%).

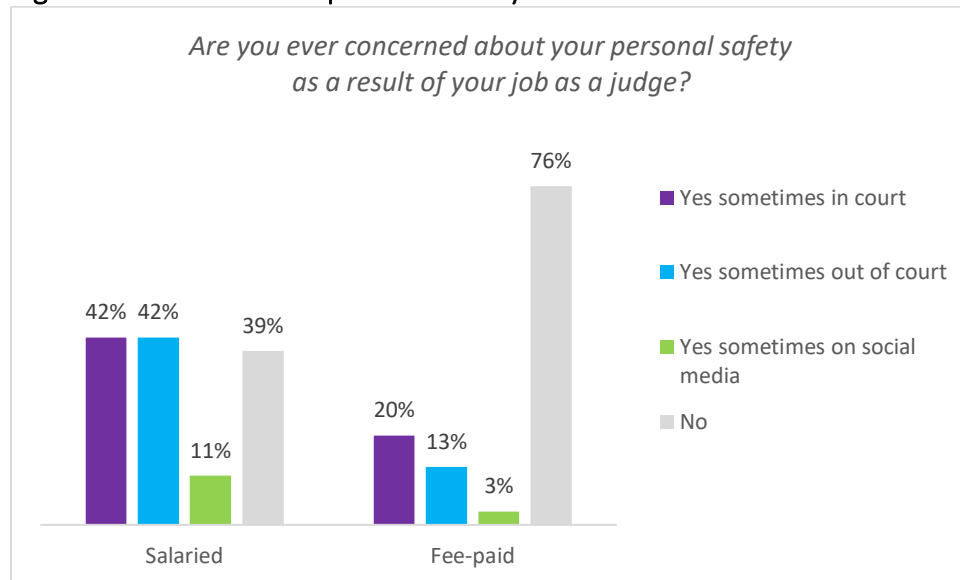
Figure 5.3: Extent to which fee-paid judges feel welcome at court



5.4 Personal safety

Salaried judges in Northern Ireland expressed much greater concerns for their personal safety as a result of their judicial work compared with fee-paid office holders in Northern Ireland. This may perhaps be a consequence of the greater amount of time salaried judges spend sitting as a judge.

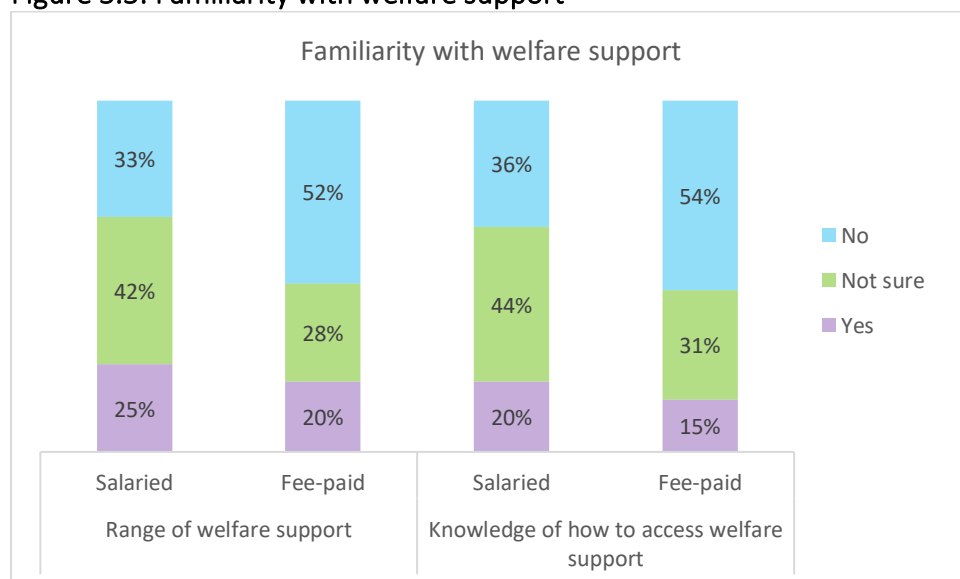
Figure 5.4: Concerns for personal safety



5.5 Welfare support

There are low levels of familiarity amongst both the salaried and fee-paid judiciary in Northern Ireland with the welfare support available to them; no more than a quarter are aware of the range of welfare support available to them and how to access this welfare support.

Figure 5.5: Familiarity with welfare support



6. Bullying, harassment and discrimination

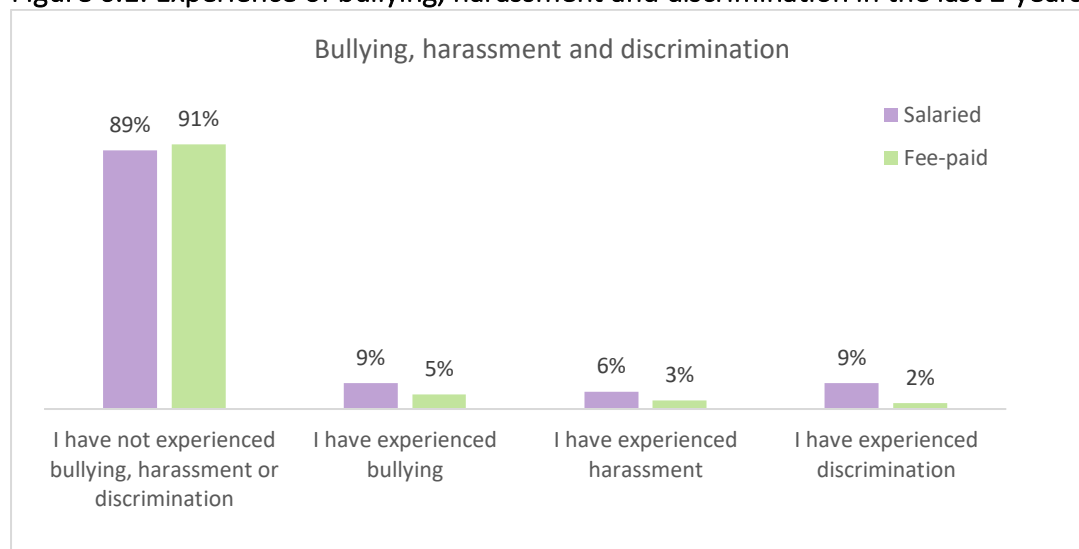
In the JAS 2022, judges were asked for the first time whether they had experienced bullying, harassment or discrimination in the last 2 years in their role as a judge. This means there is no earlier JAS data to compare these results with to indicate whether these judicial experiences are higher or lower now than in previous years.

6.1 Experience of bullying, harassment and discrimination in the last 2 years

The overwhelming majority of both salaried judges (89%) and fee-paid judicial office holders (91%) in Northern Ireland said they had not experienced bullying, harassment or discrimination in their work as a judge in the last 2 years. Amongst those who had experienced bullying, harassment or discrimination in the last 2 years, this was more prevalent amongst salaried judges than fee-paid judicial office holders (Figure 6.1):

- 9% of salaried judges (3 in number) and 5% of fee-paid office holders (7) said they had experienced bullying;
- 6% of salaried judges (2) and 3% of fee-paid officeholders (4) said they had experienced harassment;
- 9% of salaried judges (3) and 2% of fee-paid office holders (2) said they had experienced discrimination.

Figure 6.1: Experience of bullying, harassment and discrimination in the last 2 years



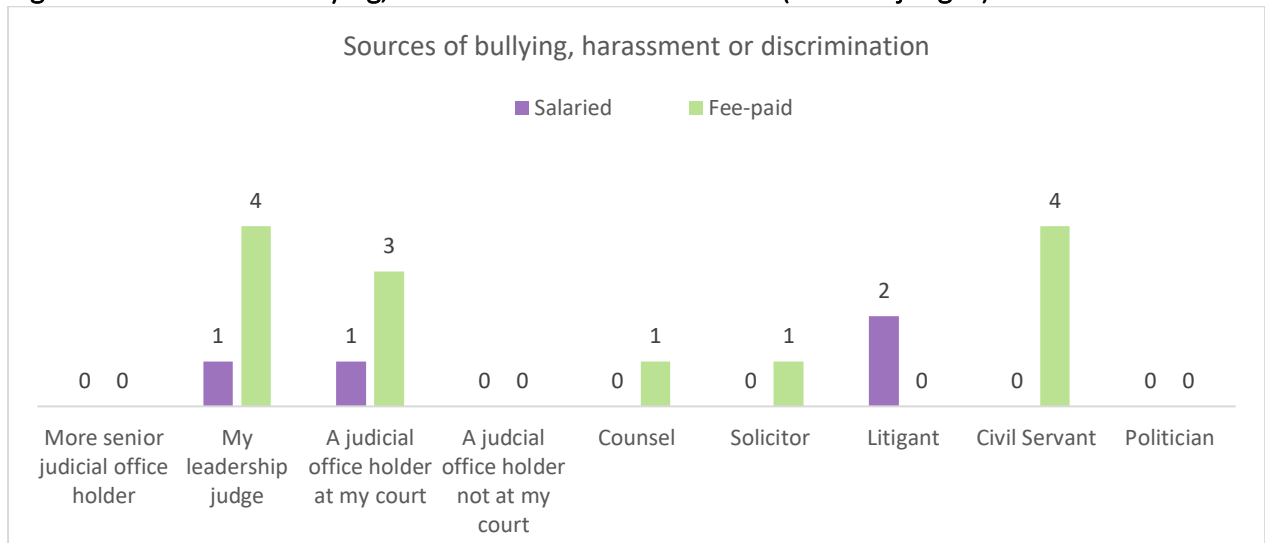
6.2 Sources of bullying, harassment or discrimination

The 2022 JAS asked those who reported experiencing bullying, harassment or discrimination in the last 2 years: *If you did experience any bullying, harassment or discrimination in the last 2 years, from whom did you experience it?*

- For the minority of salaried judges and fee-paid office holders who said they had experienced bullying, harassment or discrimination in the last 2 years, Figure 6.2 indicates

from whom the judges said they experienced this and the how many judges experienced this.

Figure 6.2: Source of bullying, harassment or discrimination (salaried judges)

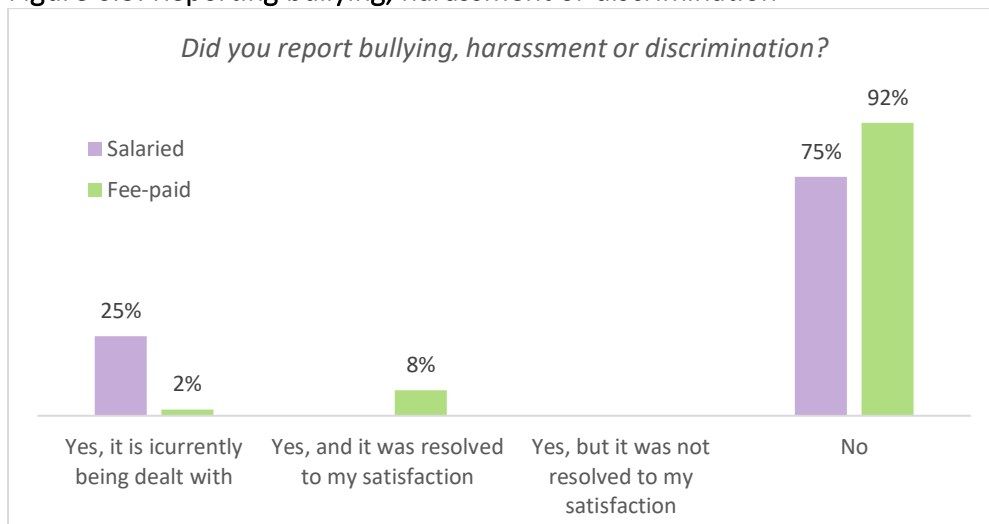


6.3 Reporting bullying, harassment or discrimination

The 2022 JAS also asked those who reported experiencing bullying, harassment or discrimination in the last 2 years: *If you did experience any bullying, harassment or discrimination in the last 2 years, did you report it?* This means the results in Figure 6.3 are derived from the minority of judges who indicated that they had experienced bullying, harassment or discrimination in the last 2 years.

- Most salaried judges (75%) and fee-paid judicial office holders (92%) that said they had experienced bullying, harassment or discrimination in the last 2 years did not report this.
- Of those who did report bullying, harassment or discrimination, they were either currently having their reports dealt with or were satisfied with the way the complaint was resolved. None said their reports were not resolved to their satisfaction.

Figure 6.3: Reporting bullying, harassment or discrimination



7. Salary, pay and pensions

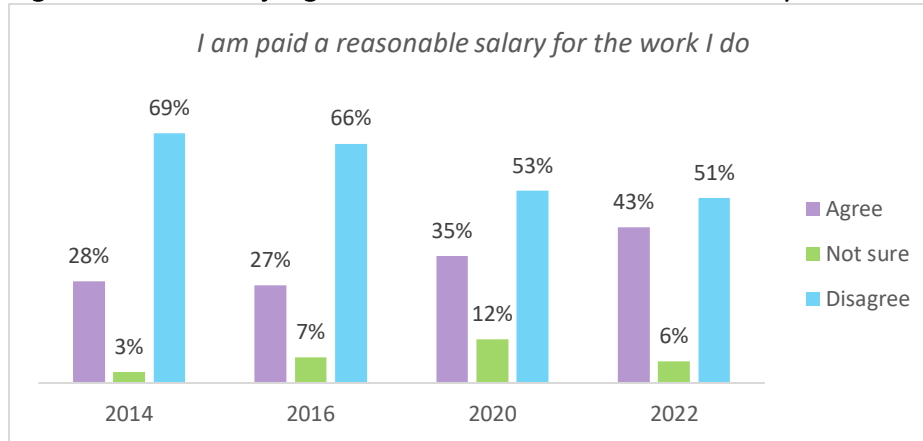
This section deals with remuneration and pensions for salaried judges and fee-paid office holders separately. Salaried judges in Northern Ireland have been surveyed about their salary and pension since 2014, and this has enabled results of the 2022 JAS to be compared with previous JAS findings on salary and pensions. In contrast, the 2022 JAS presents the first findings on fee-paid judicial office holders' views about their pay and pension.

7.1 Salary and pensions (salaried judges)

I am paid a reasonable salary for the work I do 2014-2022

- There was increasing agreement with this statement from 2014 to 2022, from 28% in 2014 to 43% in 2022. However, 51% still feel they are not paid a reasonable salary for the work they do.

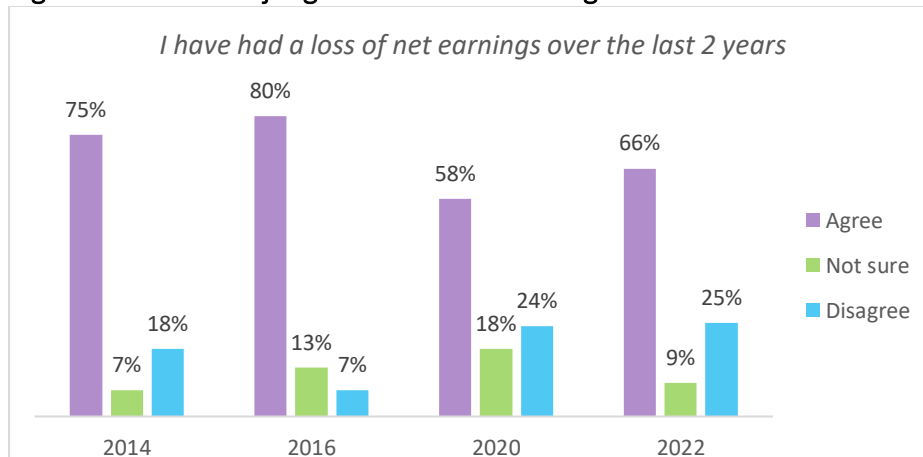
Figure 7.1: Salaried judges' views on reasonableness of salary 2014-2022



I have had a loss of net earnings over the last 2 years (2014-2022)

- The substantial decrease in 2020 in judges having a loss of net earnings (from 80% to 58%) was somewhat reversed in 2022 when the proportion of judges having a loss of net earnings increased from 58% in 2020 to 66% in 2022.

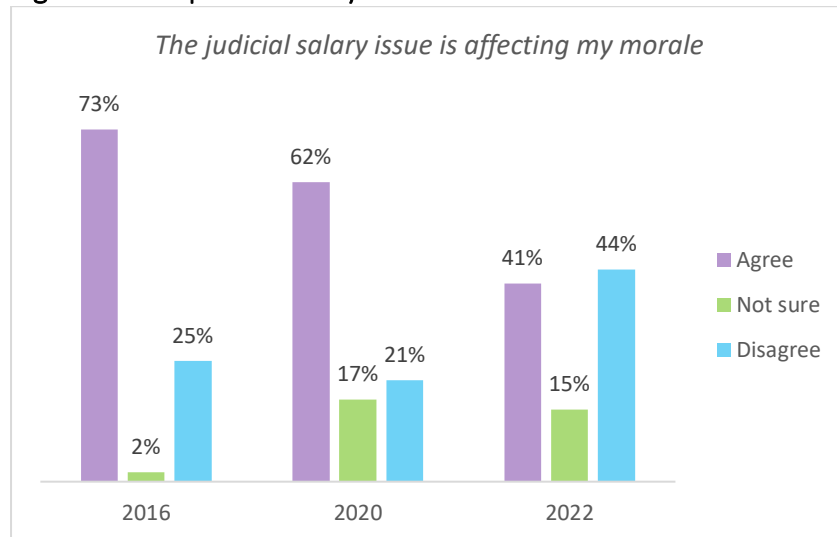
Figure 7.2: Salaried judges' loss of net earnings 2014-2022



The judicial salary issue is affecting my morale (2016-2022)

- Morale on the judicial salary issue steadily improved from 2016 (when it was first asked). In 2016 73% said the judicial salary issue was affecting their morale; this fell to 41% in 2022.

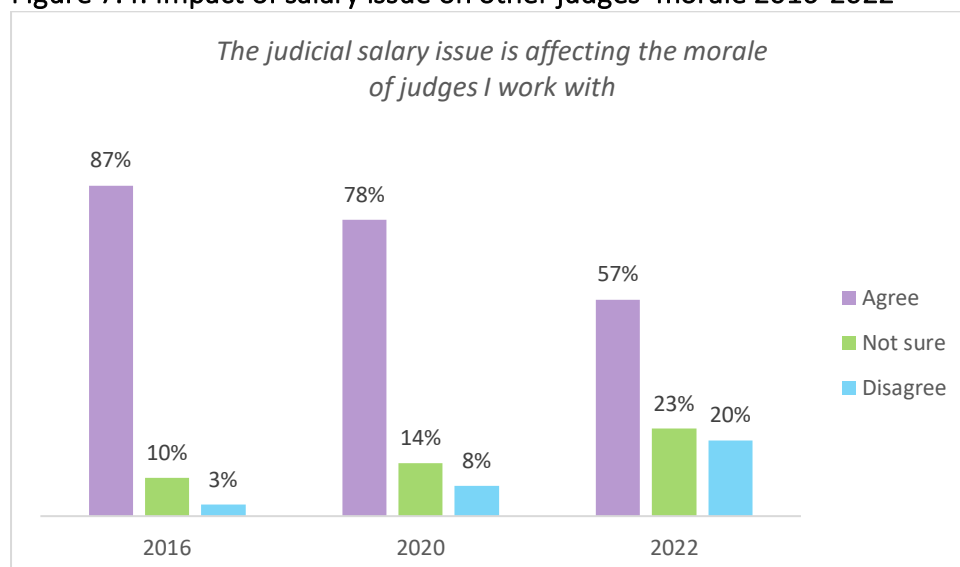
Figure 7.3: Impact of salary issue on morale 2016-2022



The judicial salary issue is affecting the morale of judges I work with (2016-2022)

- Since 2016 (when it was first asked), there has been a continued decrease in judges saying the salary issue was affecting the morale of judges they work with; from 87% in 2014 to 57% in 2022.

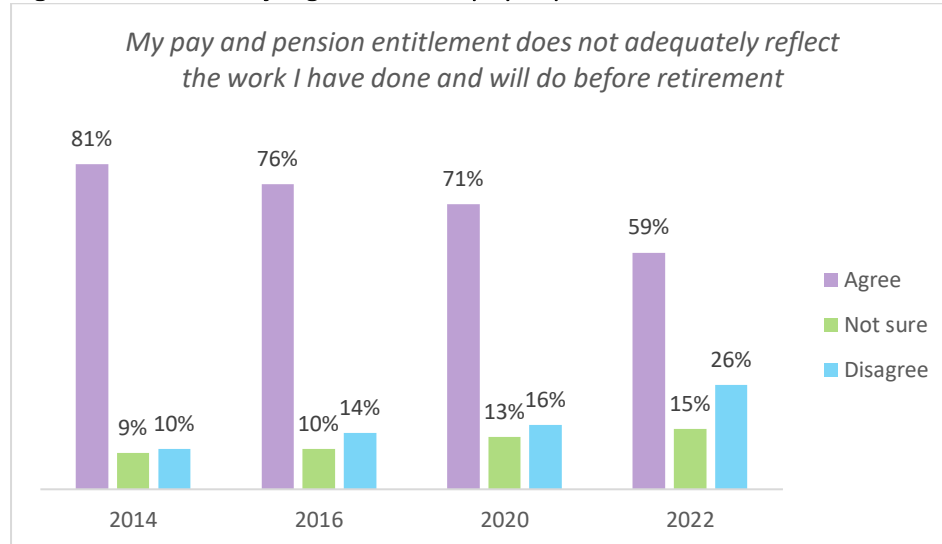
Figure 7.4: Impact of salary issue on other judges' morale 2016-2022



My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement (2014-2022)

- The proportion of judges in Northern Ireland agreeing with this statement has fallen steadily since 2014, with 81% of salaried judges in 2014 agreeing that their pay and pension entitlement did not adequately reflect their work and 59% agreeing in 2022.

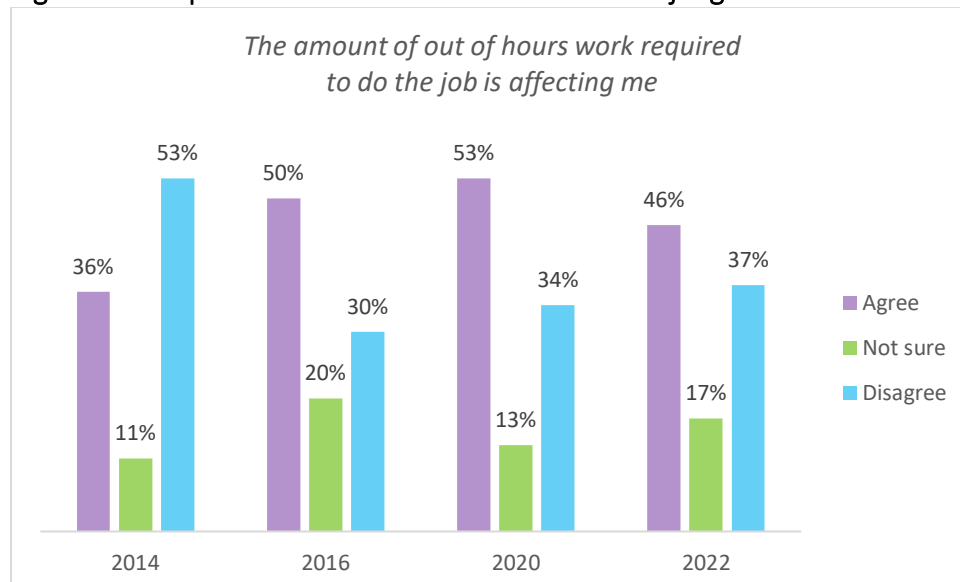
Figure 7.5: Salaried judges’ view on pay & pension entitlement 2014-2022



The amount of out of hours work required to do the job is affecting me (2014-2022)

- In 2014 only a minority of salaried judges said that out of hours work was affecting them (36%). This rose to a majority (53%) in 2020 but decreased to 46% in 2022.

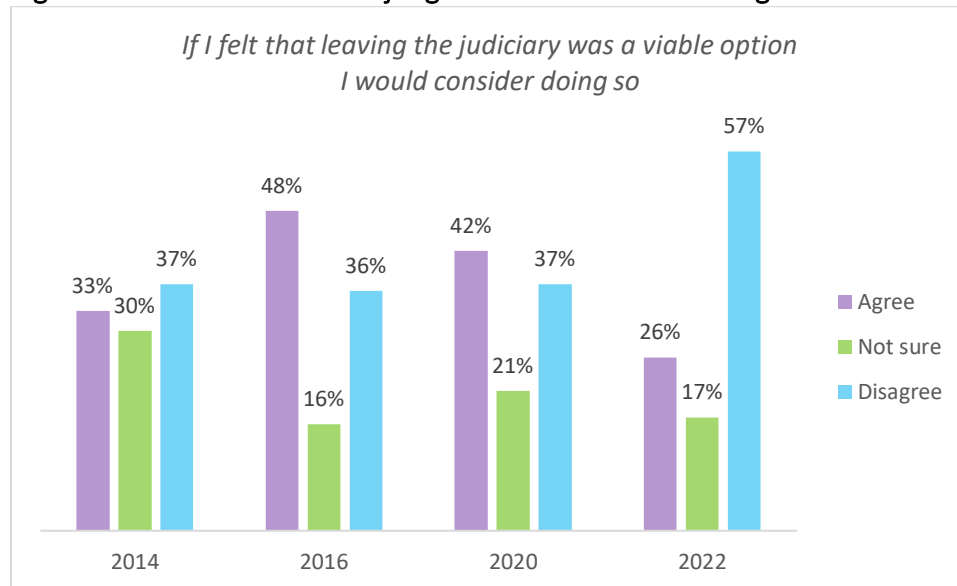
Figure 7.6: Impact of out of hours work on salaried judges 2014-2022



If I felt that leaving the judiciary was a viable option I would consider doing so (2014-2022)

- There was a substantial increase from 2014 to 2016 in salaried judges in Northern Ireland saying they would consider leaving the judiciary if it was a viable option (from 33%-48%); this subsequently fell from 42% in 2020 to 26% in 2022.

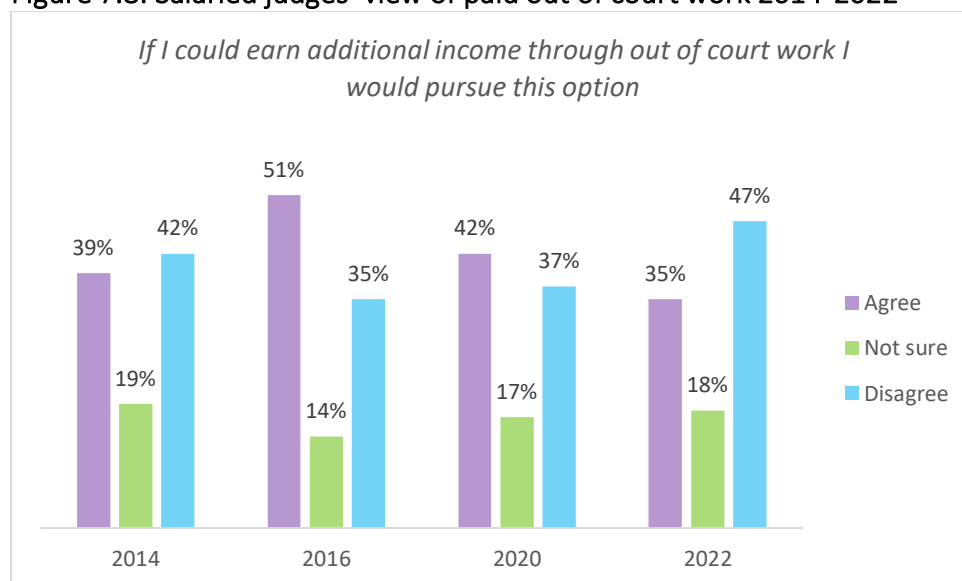
Figure 7.7: Whether salaried judges would consider leaving 2014-2022



If I could earn additional income through out of court work I would pursue this option (2014-2022)

- There has been a continued split in views amongst salaried judges on this issue since 2014, with salaried judges now only slightly more likely to say they would not pursue paid out of court work if this was an option (47%) compared with those that would pursue paid out of court work (35%).

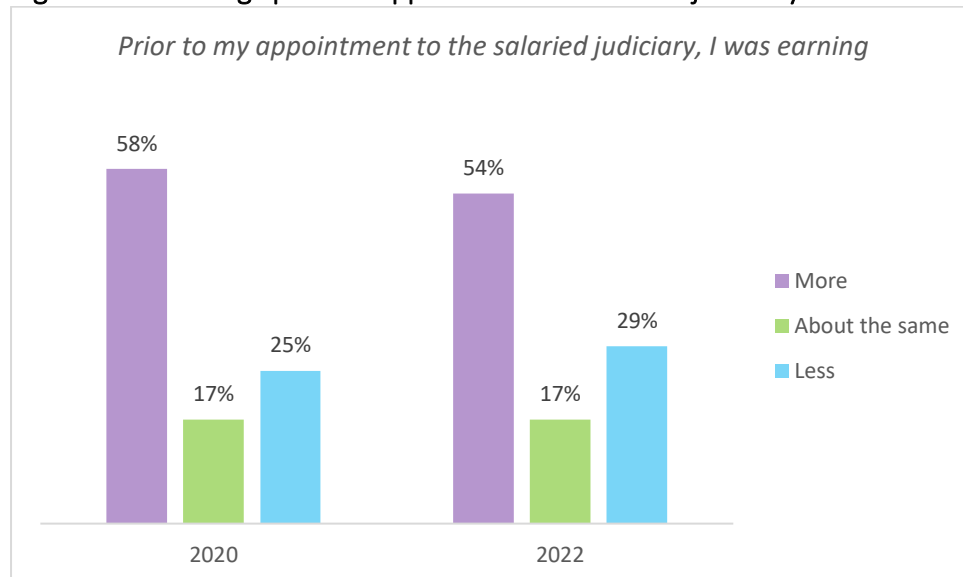
Figure 7.8: Salaried judges' view of paid out of court work 2014-2022



7.2 Salaried judges' earnings prior to appointment

In 2020, salaried judges in Northern Ireland were asked for the first time about their earnings just prior to their appointment to the salaried judiciary. In both 2020 and 2022, a majority of salaried judges had earned more than their judicial salary prior to their appointment to the salaried judiciary.

Figure 7.9: Earnings prior to appointment to salaried judiciary: 2020 -2022

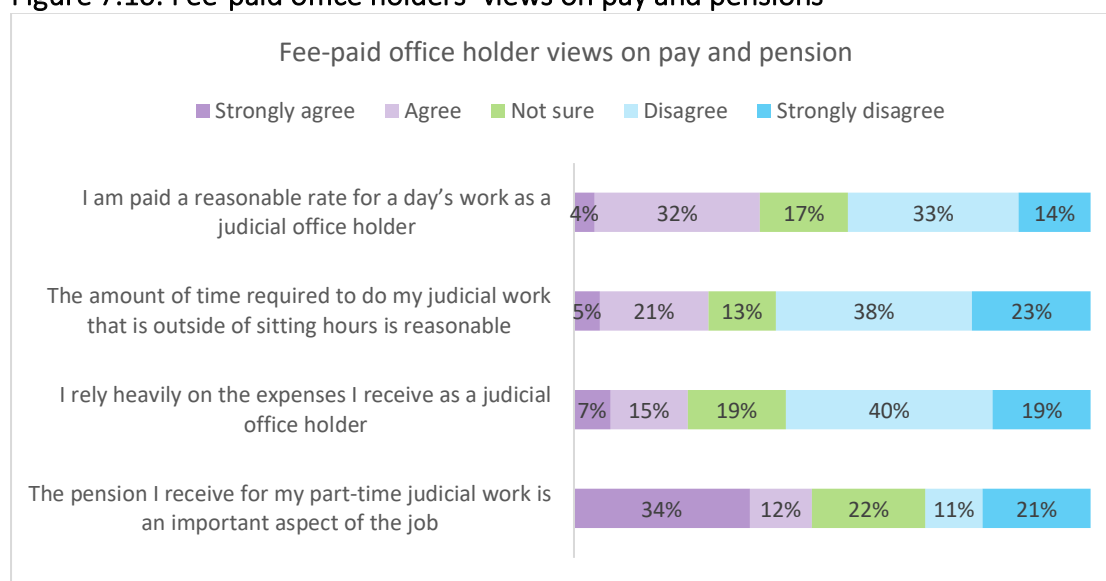


7.3 Pay and pensions (fee-paid judicial office holders)

The 2022 JAS was able to assess Northern Ireland fee-paid judicial office holders' views about their pay and pensions for the first time.

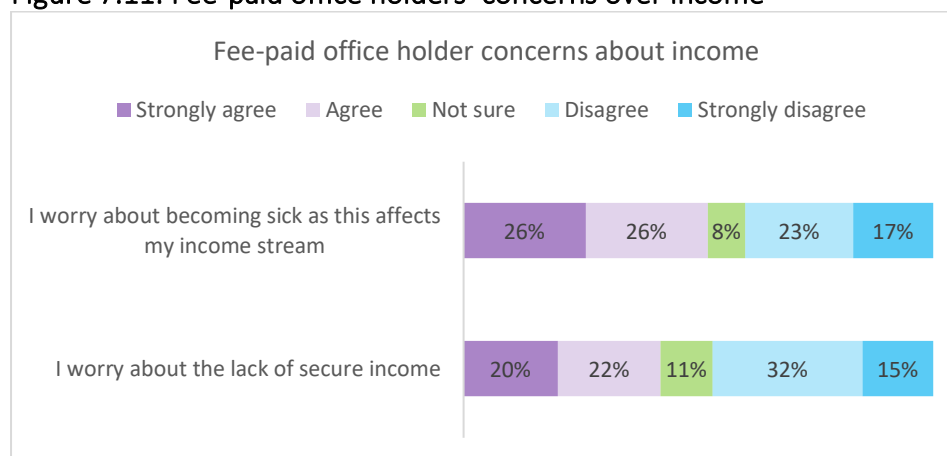
- The largest proportion of fee-paid judicial officeholders in Northern Ireland feel they are not paid a reasonable rate for a day's work (47%).
- A majority of fee-paid office holders said that the amount of time required to do their work outside of sitting hours is not reasonable (61%).
- A majority do not rely heavily on expenses (59%).
- Fee-paid office holders are divided in their views about whether the pension they receive for their part-time judicial work is an important aspect of the job for them (56% say it is and 32% say it is not).

Figure 7.10: Fee-paid office holders' views on pay and pensions



Fee-paid judicial office holders are divided in their concerns about the lack of a secure income (52% worry about this, 40% do not) and about the impact on their income if they become sick (42% worry about this, 47% do not).

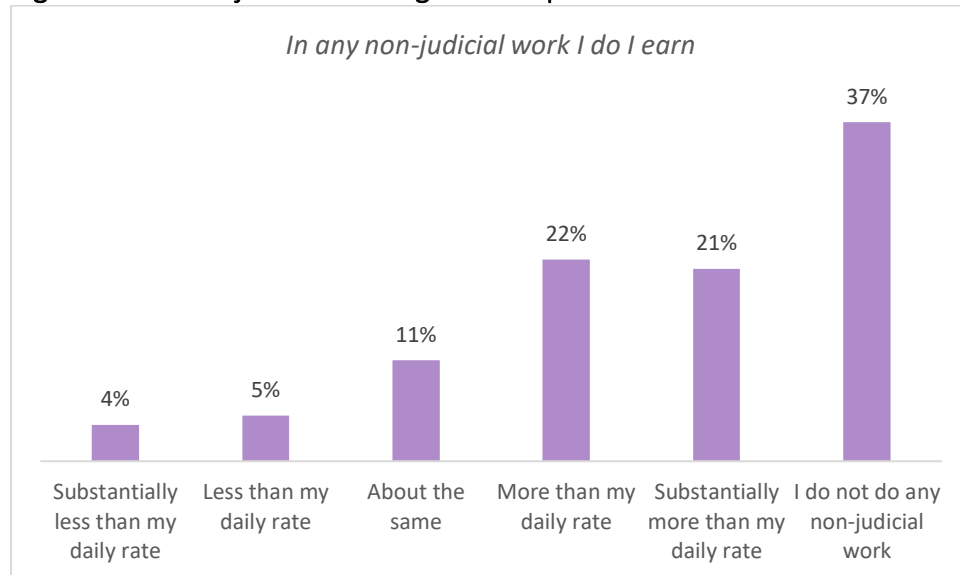
Figure 7.11: Fee-paid office holders' concerns over income



7.4 Fee-paid earnings in any non-judicial work done

Over a minority (37%) of fee-paid judicial office holders do not do any non-judicial work. Of those that do non-judicial work, 43% earn more in their non-judicial work than their judicial daily rate, while only 9% earn less than their judicial daily rate.

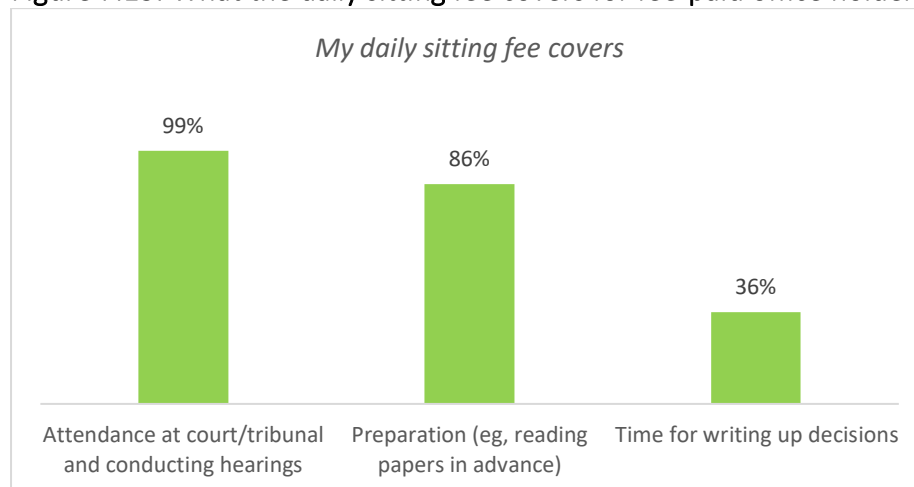
Figure 7.12: Non-judicial earnings for fee-paid office holders



7.5 Daily sitting fee

Almost every fee-paid judicial office holder (99%) in Northern Ireland said their daily sitting fee covered attendance at court and conducting hearings. Almost all said the daily sitting fee covered case preparation (86%), but only a third (36%) said it covered time for writing up decisions.

Figure 7.13: What the daily sitting fee covers for fee-paid office holders



8. Digital working

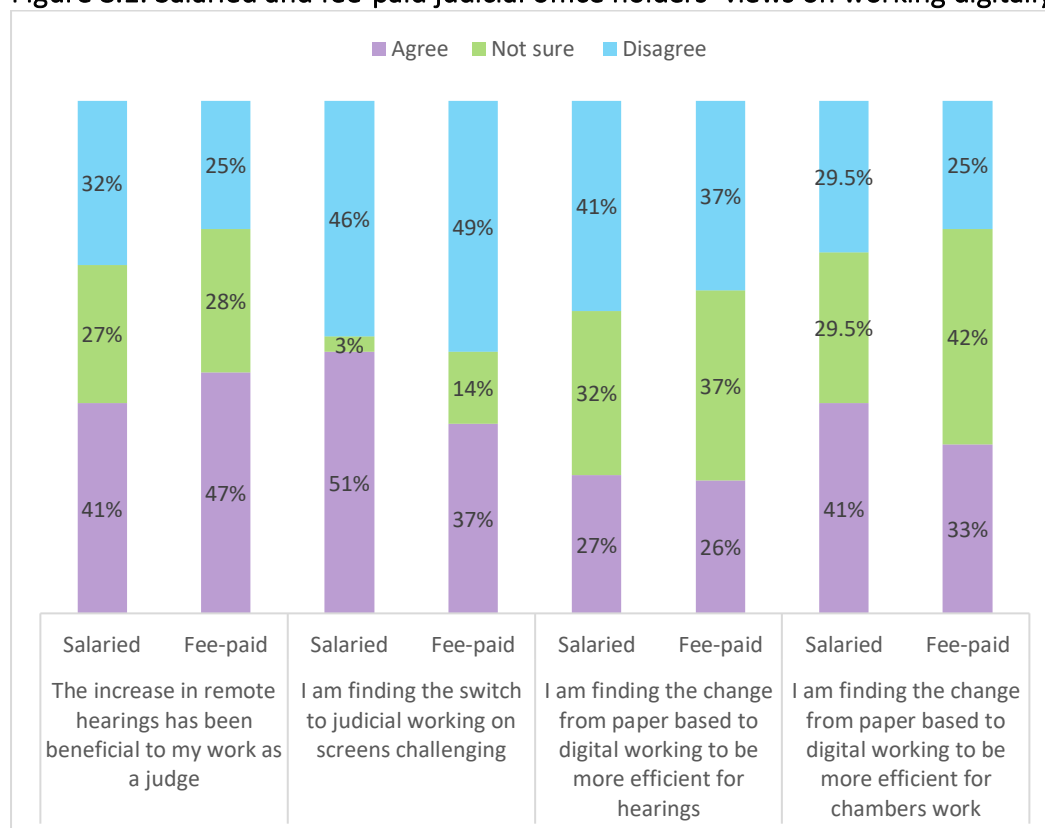
This section covers the Northern Ireland judiciary’s views on working digitally, IT resources, technical support for working digitally and the impact of remote hearings on cases, parties and themselves.

8.1 Views on working digitally

Salaried judges and fee-paid judicial office holders in Northern Ireland had divided views about the change to working digitally that has occurred since 2020.

- Less than half of all fee-paid (47%) and salaried (41%) said that the increase in remote hearings had been beneficial to their work.
- Just over half of salaried judges (51%) said they were finding the switch to working on screens challenging, but almost half of fee-paid judicial office holders (49%) said they were not finding the switch to working onscreen challenging.
- Only a quarter of both salaried judges (27%) and fee-paid (26%) judicial office holders said that the change from paper to digital working was more efficient for hearings.
- Slightly higher proportions of judges said they were finding the change from paper to digital work more efficient for chambers work (41% salaried, 33% fee-paid), but this was still a minority view.

Figure 8.1: Salaried and fee-paid judicial office holders’ views on working digitally



8.2 Assessment of IT resources

The salaried and fee-paid judiciary in Northern Ireland were asked to assess a range of IT resources.

Standard of IT equipment for personal use

- Two-thirds of fee-paid judicial office holders (68%) said this was either poor or non-existent while most salaried judges (86%) said it was either excellent, good or adequate.

Internet access at court

- A majority of salaried and fee-paid judges said this was either excellent, good or adequate.

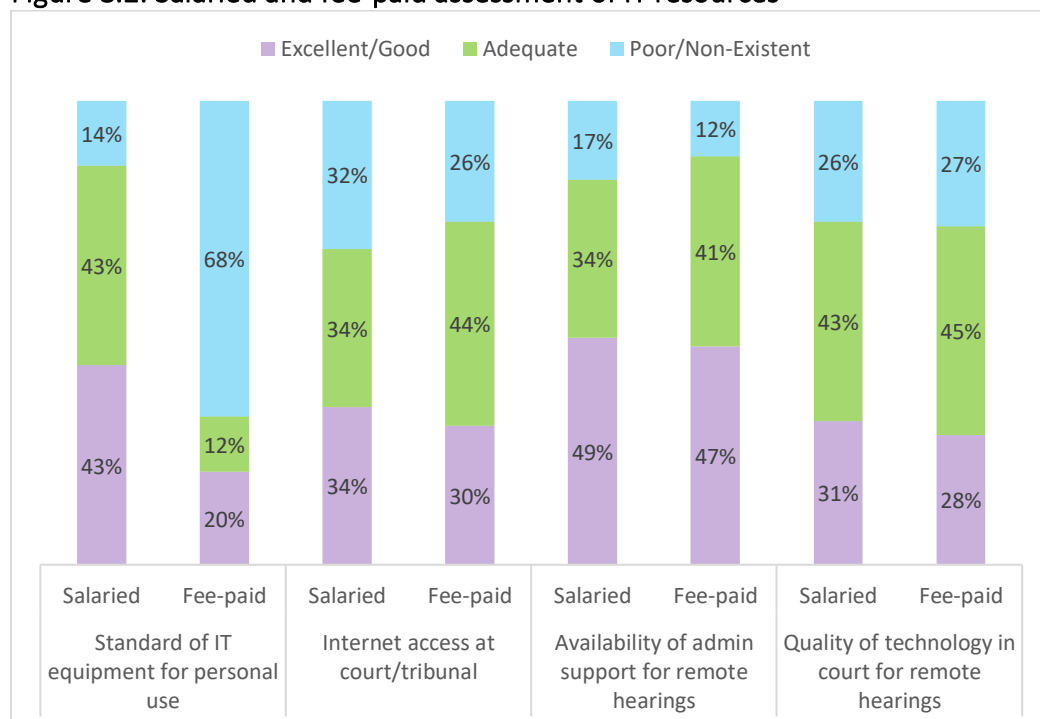
Availability of administrative support for remote hearings

- Just under half of salaried judges (49%) and fee-paid office holders (47%) said this was excellent or good.

Quality of technology in court for remote hearings

- The largest proportion of both salaried judges and fee-paid office holders said this was adequate.

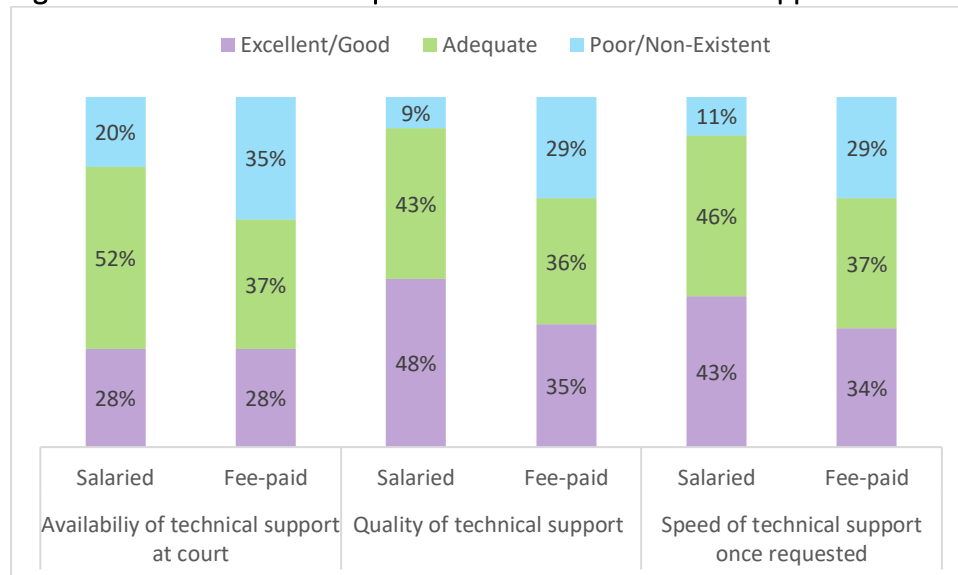
Figure 8.2: Salaried and fee-paid assessment of IT resources



8.3 Technical support

Only a minority of both salaried and fee-paid judges in Northern Ireland said the availability, quality and speed of technical support was poor or non-existent. In all instances the largest proportion of both salaried and fee-paid judges said these aspects of technical support were adequate.

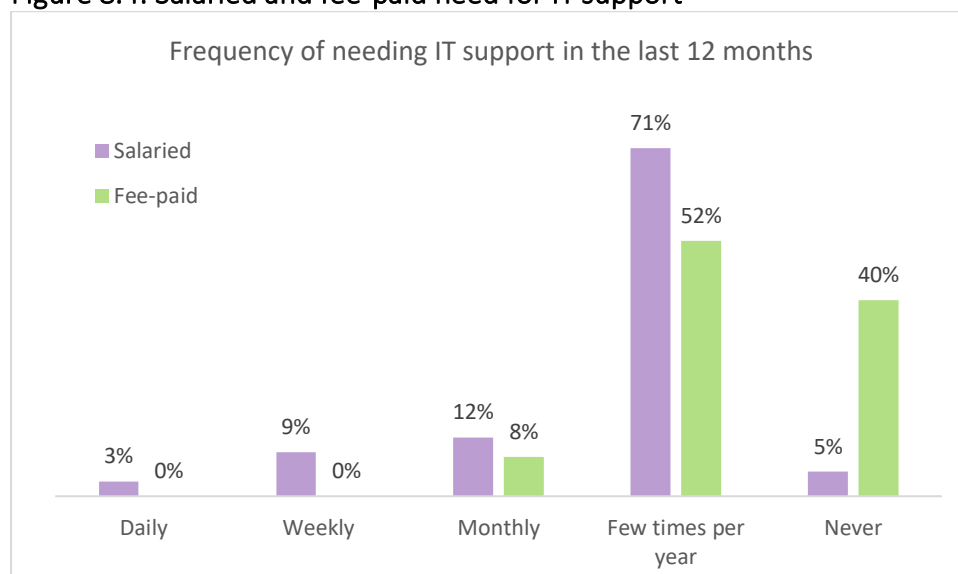
Figure 8.3: Salaried and fee-paid assessment of technical support



8.3.1 Frequency of needing technical support

Most judges in Northern Ireland, whether salaried or fee-paid, needed IT support a few times a year. It may be expected that higher proportion of salaried judges, who sit more frequently than fee-paid office holders, would have more frequent needs for IT support (12% monthly, 9% weekly).

Figure 8.4: Salaried and fee-paid need for IT support

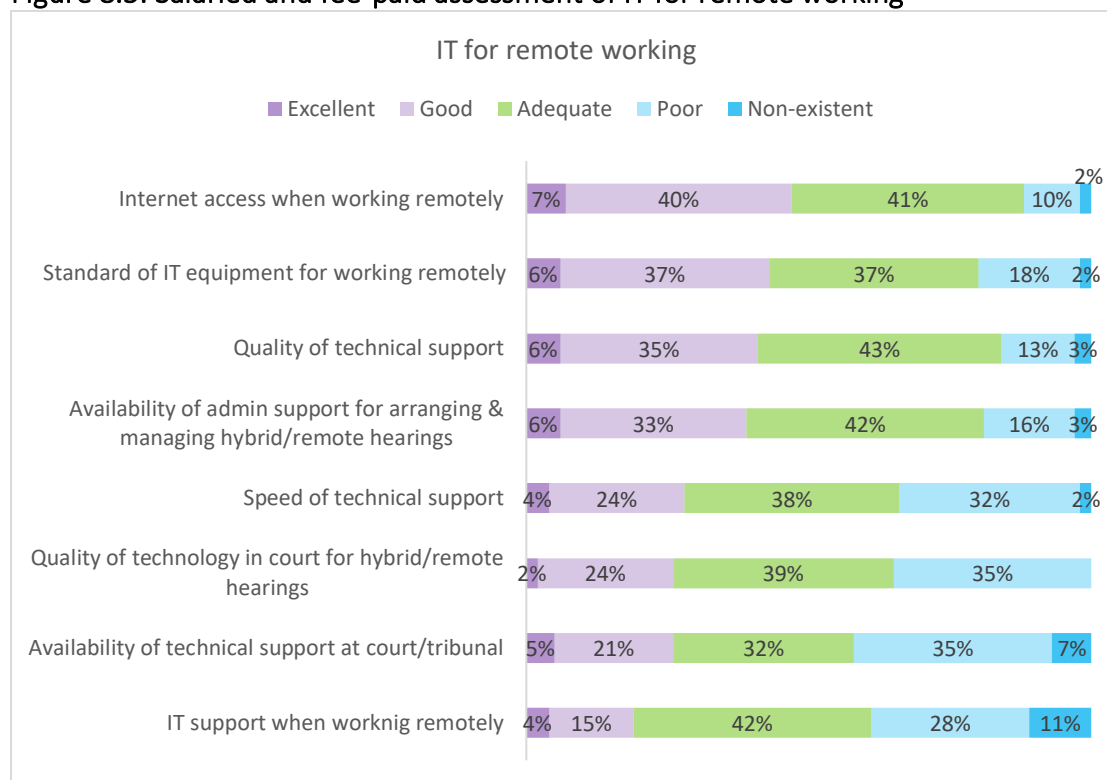


8.4 IT for working remotely

The IT resources for working remotely that were rated most highly were internet access, the standard of IT equipment, the quality of technical support and the availability of administrative support for arranging and managing hybrid/remote working. Over three-quarters of the judiciary rated these as excellent/good/adequate in 2022.

The IT resources for working remotely that had the largest rating as poor/non-existent were the availability of technical support at court, IT support when working remotely, the quality of technology at court for hybrid/remote hearings and the speed of technical support.

Figure 8.5: Salaried and fee-paid assessment of IT for remote working



8.5 Impact of remote hearings

There was no specific impact of remote hearings that a majority of either salaried or fee-paid judicial office holders in Northern Ireland said was directly positive.

- For salaried judges, the largest perceived negative effect of remote hearings was on the quality of advocacy (46%), interactions between parties (43%), way parties behave during hearings (43%), time to conduct hearings (41%) and the ability of vulnerable parties to participate in hearings (40%).
- For fee-paid judicial office holders, the largest perceived negative impact of remote hearings was interactions between parties (43%), ability of unrepresented parties to participate in hearings (41%), time to conduct hearings (40%) and ability of others to observe hearings (40%).

Figure 8.6: Impact of remote hearings on parties' behaviour and participation

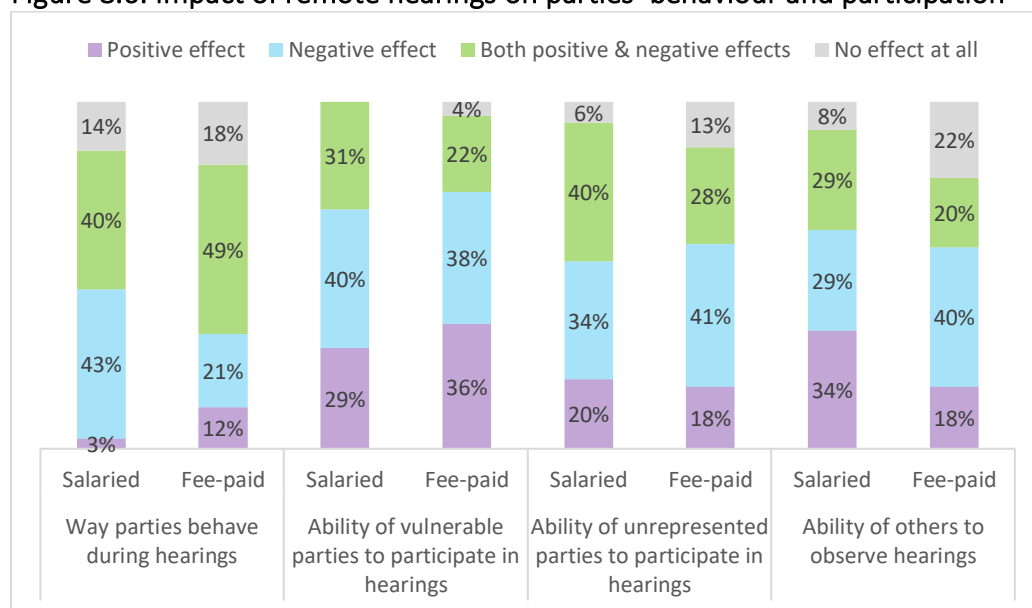


Figure 8.7: Impact of remote hearings on completion of hearings

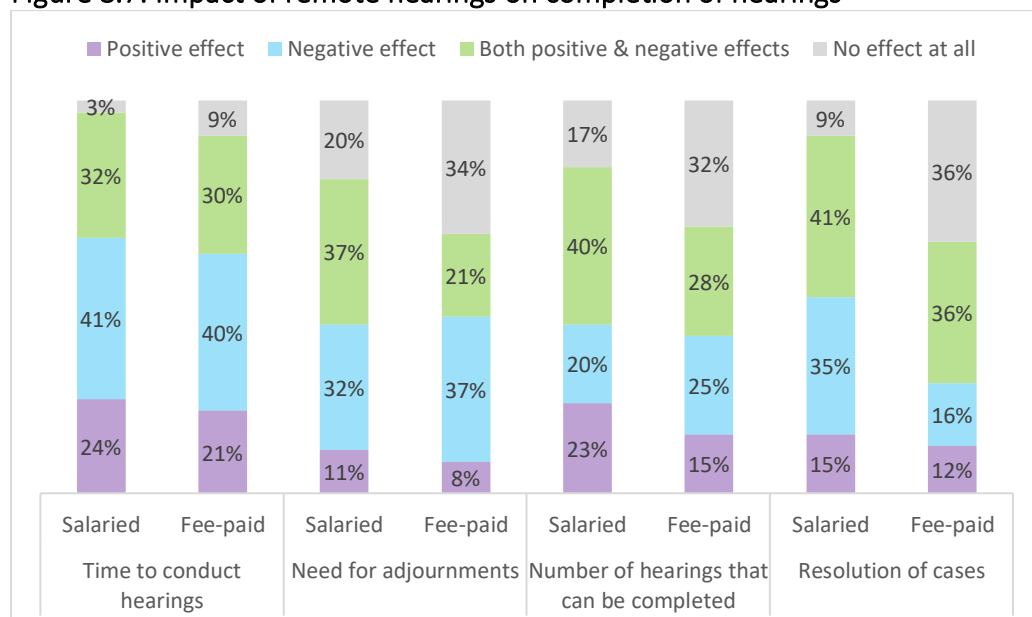
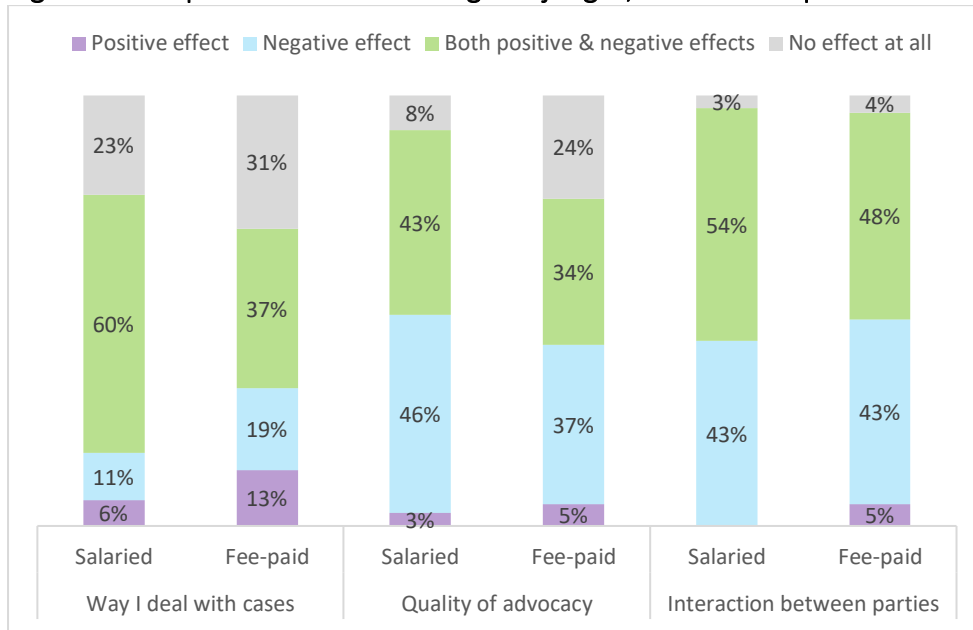


Figure 8.8: Impact of remote hearings on judges, counsel and parties' actions



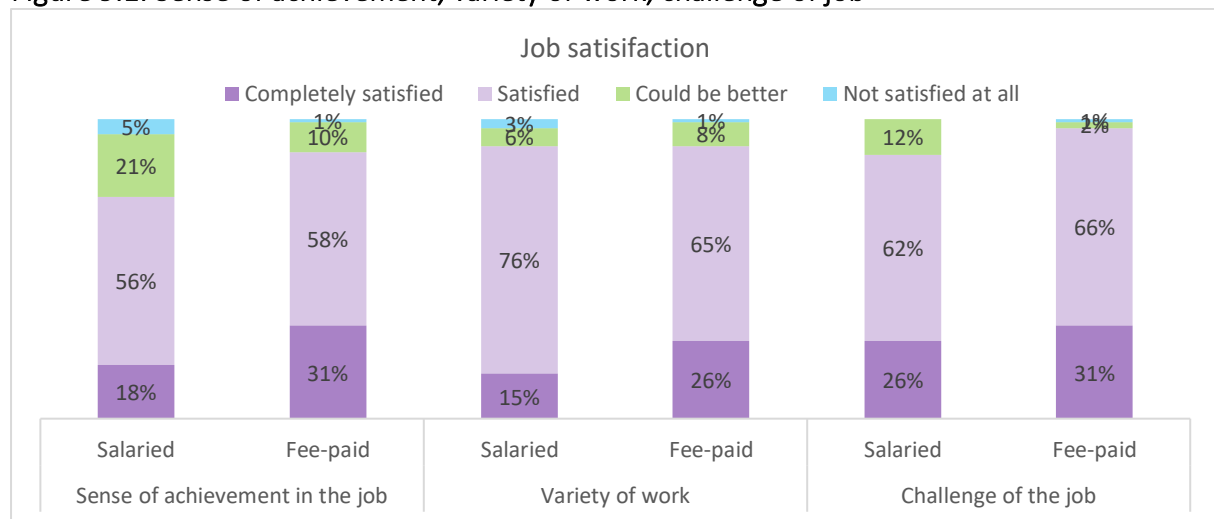
9. Job satisfaction, opportunities & training

This section compares Northern Ireland salaried judges' and fee-paid judicial office holders' views on how satisfied they are with aspects of their job and their assessment of the training they receive. It also examines which opportunities are most important to the salaried and fee-paid judiciary and how available those opportunities are to each.

9.1 Satisfaction with aspects of the judicial role

Most judges, whether salaried or fee-paid, are satisfied with their sense of achievement in their job, the variety of work and the challenge of the job.

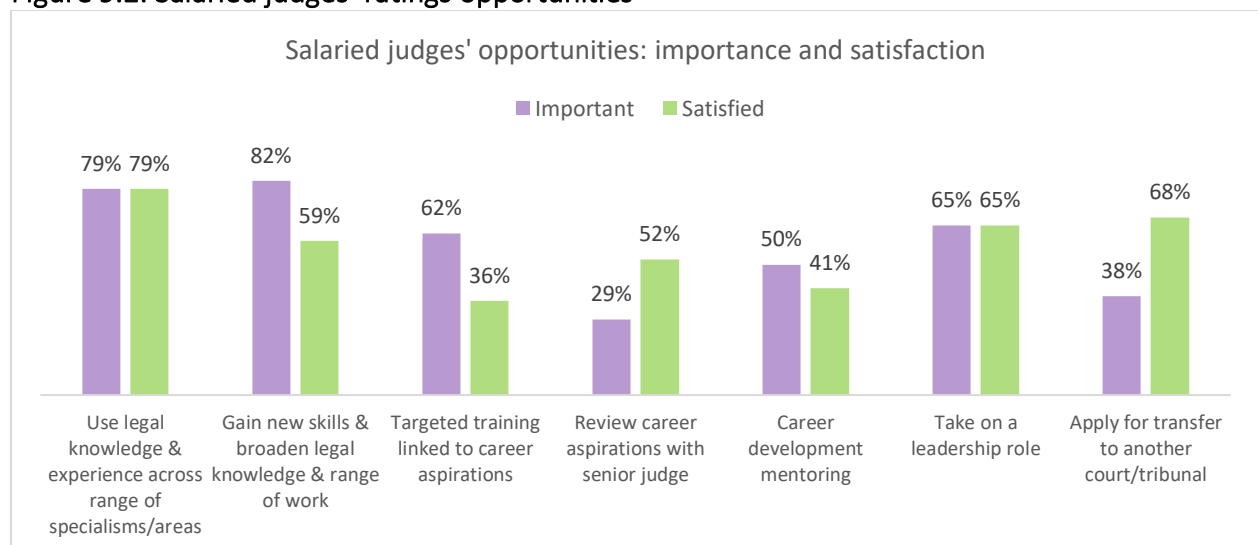
Figure 9.1: Sense of achievement, variety of work, challenge of job



9.2 Opportunities for salaried judges

The most important opportunities for salaried judges are to be able to gain new skills and broaden their legal knowledge and range of work (82%) and to use their legal knowledge and experience across a range of specialisms (79%).

Figure 9.2: Salaried judges' ratings opportunities



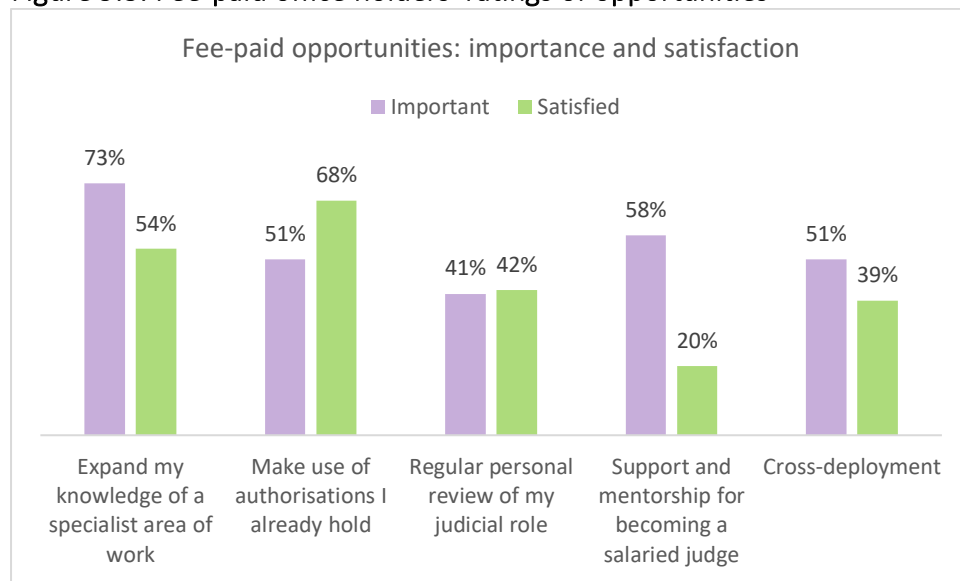
The two areas a majority of salaried judges said were important but where the availability of opportunities did not match the level of importance are:

- gaining new skills and broadening their legal knowledge and range of work: 82% said it was important but only 59% were satisfied with the availability of this opportunity;
- targeted training linked to career development: 62% said it was important but only 36% said they were satisfied with the availability of this opportunity.

9.3 Opportunities for fee-paid judicial office holders

The opportunity identified as important by the largest proportion of fee-paid office holders in Northern Ireland was the ability to expand their knowledge of a specialist area of work: 73% said it was important, but only 54% were satisfied with availability of this opportunity. Over half (58%) also said that support and mentorship for becoming a salaried judge was important to them, but only 20% said they were satisfied with the availability of this opportunity.

Figure 9.3: Fee-paid office holders’ ratings of opportunities

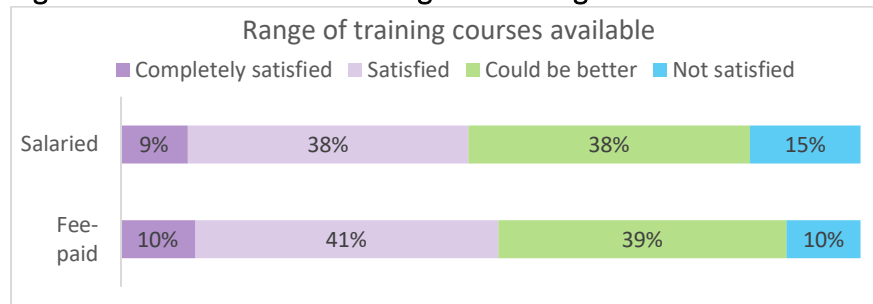


9.4 Training

9.4.1 Range of training courses available

Fee-paid judicial office holders in Northern Ireland have a slightly higher level of satisfaction with the range of training courses available (51%) than salaried judges (47%), but nearly half of all judges said that the range of training courses could be better.

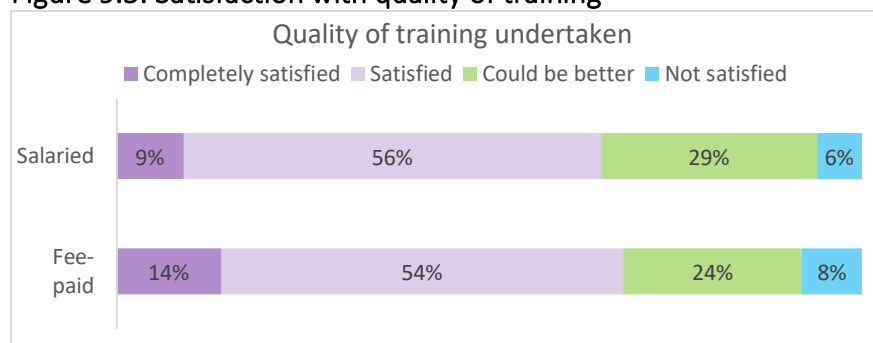
Figure 9.4: Satisfaction with range of training



9.4.2 Quality of training undertaken

While a majority of both salaried and fee-paid judges are satisfied with the quality of training, a third or more of all judges said the quality of training could be better or they were not satisfied with the quality.

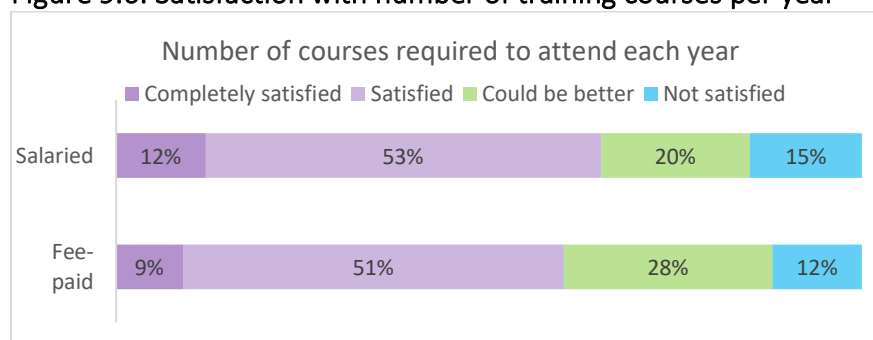
Figure 9.5: Satisfaction with quality of training



9.4.3 Number of training courses judges are required to attend each year

A majority of salaried judges (65%) and fee-paid office holders (60%) and are satisfied with the number of training courses they are required to attend each year.

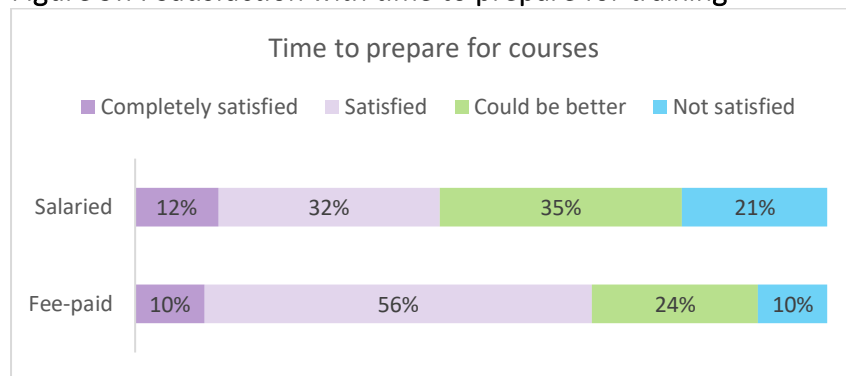
Figure 9.6: Satisfaction with number of training courses per year



9.4.4 Time to prepare for training courses

While a majority of fee-paid judicial office holders (66%) are satisfied with the time they have to prepare for training courses, only a minority of salaried judges are satisfied with this (44%).

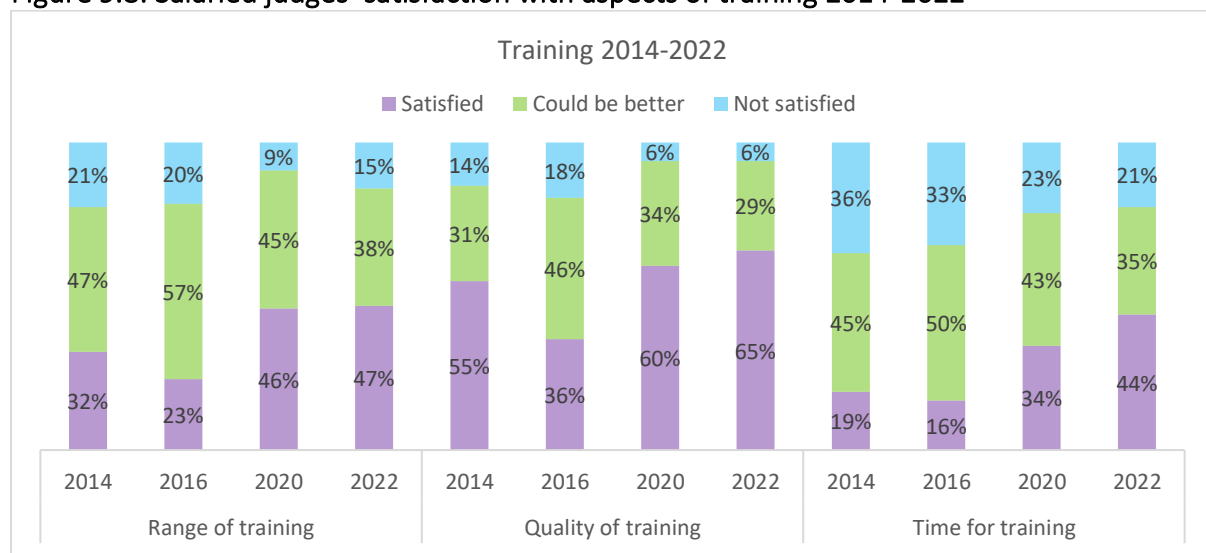
Figure 9.7: Satisfaction with time to prepare for training



Range, quality and time for training 2014-2022 (Northern Ireland salaried judges)

- Salaried judges’ satisfaction with the range of training available to them has increased from 2014 to 2022 (from 32% to 47%), although a majority are still not satisfied.
- Salaried judges’ satisfaction with the quality of training has increased from 2014 to 2022 (from 55% to 65%), although more than a third (35%) are either not satisfied or feel the quality of the training could be better
- Judges’ satisfaction with the time for training is still low but it has increased from 2014 to 2022 (from 19% to 44%). However, this increase could be accounted for a change made to this question from “time for training” in 2014/2016 to “time to prepare for training” in 2020/2022.

Figure 9.8: Salaried judges’ satisfaction with aspects of training 2014-2022



10. Change and communications

This section covers both the Northern Ireland salaried and fee-paid judiciary's views about change in the judiciary, as well as the information and communications they receive about this change and other aspects of their working lives.

10.1 Judicial views about change

The changes in the judiciary that both salaried and fee-paid judges in Northern Ireland are most concerned about are:

- the loss of respect for the judiciary by government (85% for salaried judges and 52% for fee-paid);
- attacks on the judiciary in the media (82% salaried and 51% fee-paid);
- reduction in face-to-face hearings (82% salaried and 50% fee-paid).

Staff reductions, increase in litigants in person, fiscal constraints and court closures were also amongst the changes salaried judges were most concerned about (and were not included in the fee-paid part of the survey).

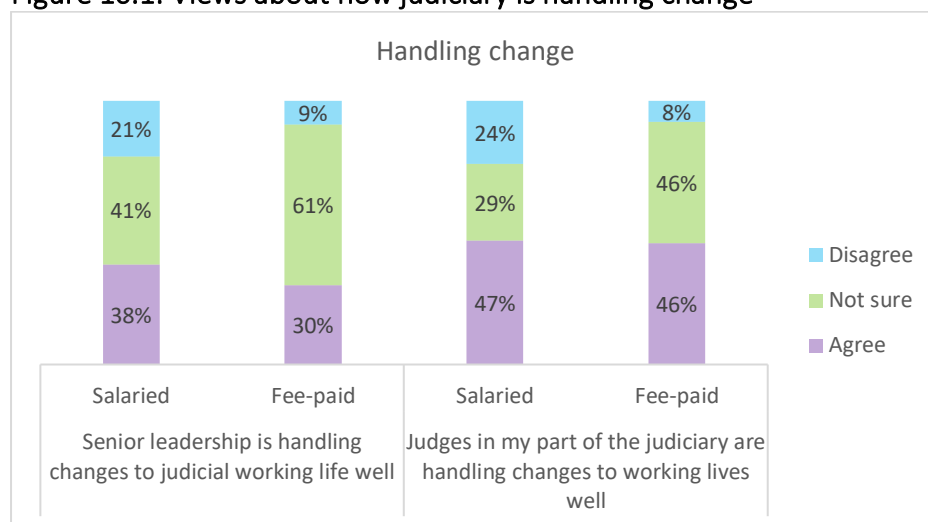
Table 10.1: Levels of concern about specific changes in the judiciary

<i>How concerned are you about each of these changes in the judiciary?</i>	Extremely & somewhat concerned	
	Salaried	Fee-paid
Staff reductions	100%	
Increase in litigants in person	88%	32%
Loss of respect for judiciary by government	85%	52%
Fiscal constraints	85%	
Attacks on the judiciary in the media	82%	51%
Reduction in face-to-face hearings	82%	50%
Court closures	79%	
Loss of experienced judges	71%	
Stressful working conditions	68%	
Inability to attract the best people into the judiciary	68%	
Low judicial morale	65%	42%
Personal safety for judges	65%	36%
Loss of judicial independence	62%	39%
NICTS Modernisation Programme	35%	

10.2 Handling change

The largest proportion of both fee-paid (61%) and salaried judges (41%) are not sure whether the senior leadership in the judiciary is handling changes to judicial working life well. Salaried judges and fee-paid office holders in Northern Ireland are divided in their views about whether judges in their part of the judiciary are handling changes to working life well.

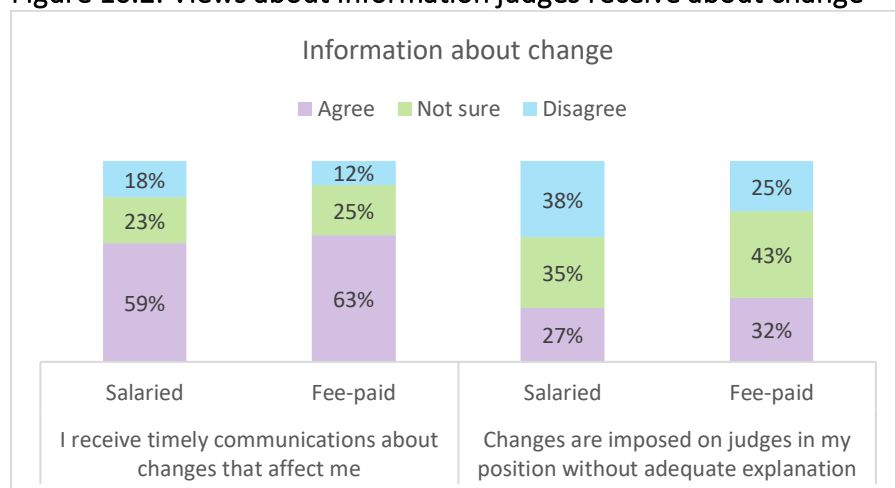
Figure 10.1: Views about how judiciary is handling change



10.3 Information received about change

A majority of both fee-paid and salaried judges in Northern Ireland said that they receive timely communications about changes that affect them, although slightly more fee-paid judges agreed (63%) than salaried judges (59%). Both fee-paid and salaried judges were divided in their views about whether changes are imposed on judges in their position without adequate explanation. Salaried judges were most likely to disagree that changes are imposed on them without adequate explanation (38%) or say they were not sure (35%), while fee-paid office holders were more likely to say they were not sure whether changes are imposed on them without adequate explanation (43%).

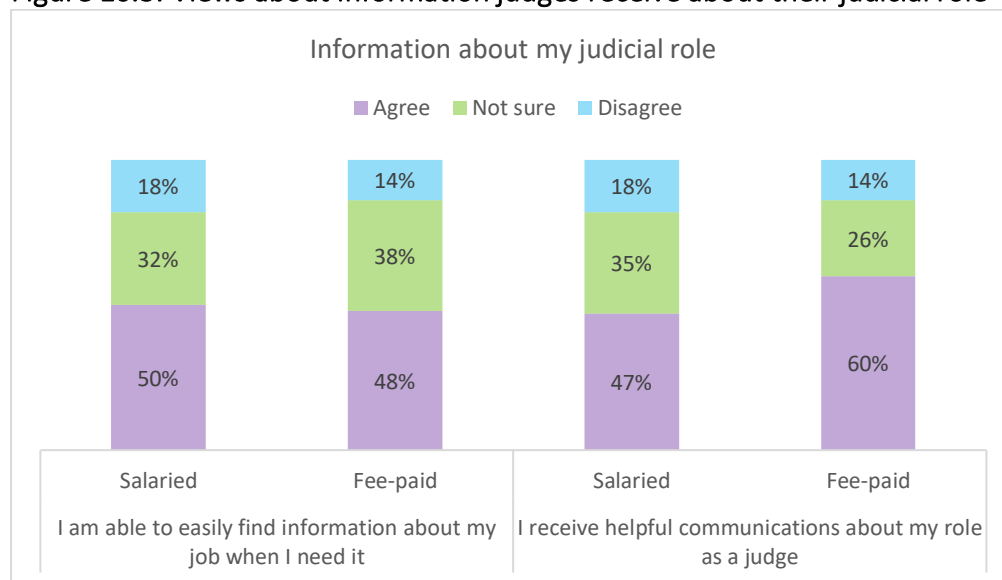
Figure 10.2: Views about information judges receive about change



10.4 Information received about my judicial role

About half of both fee-paid and salaried judges said that they are able to easily find information about their job when they need it. A majority (60%) of fee-paid office holders said they receive helpful communications about their role as a judge, but only 47% of salaried judges agreed with this.

Figure 10.3: Views about information judges receive about their judicial role



11. Joining and leaving the judiciary

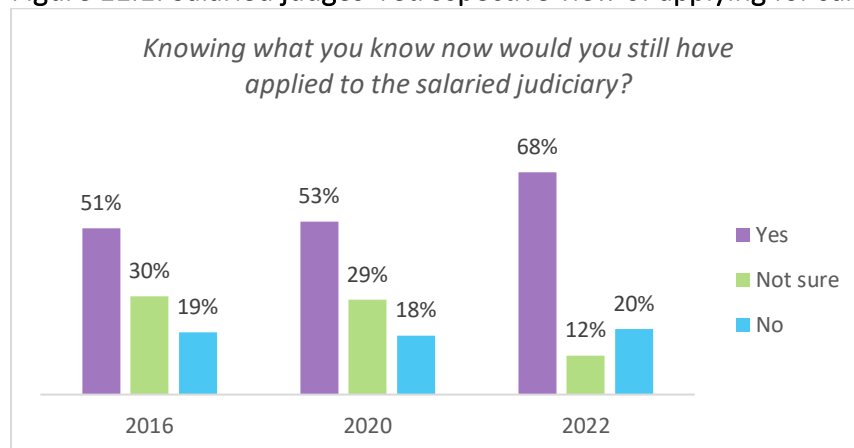
This section looks first at salaried and fee-paid judges' views in Northern Ireland about joining the salaried judiciary. It then explores fee-paid judicial office holders' views about recommending that others join the fee-paid judiciary. In the final section it examines salaried judges' intentions and motivations to leave the salaried judiciary early before their compulsory retirement age.

11.1 Joining the salaried judiciary

11.1.1 Retrospective views on joining the salaried Judiciary

All salaried judges were asked: *Knowing what you know now about your job as a judge would you still have applied to join the salaried judiciary?* There has been an increase since 2016 in the proportion of salaried judges in Northern Ireland who would still have applied, rising from 51% in 2016 to 53% in 2020 and 68% in 2022.

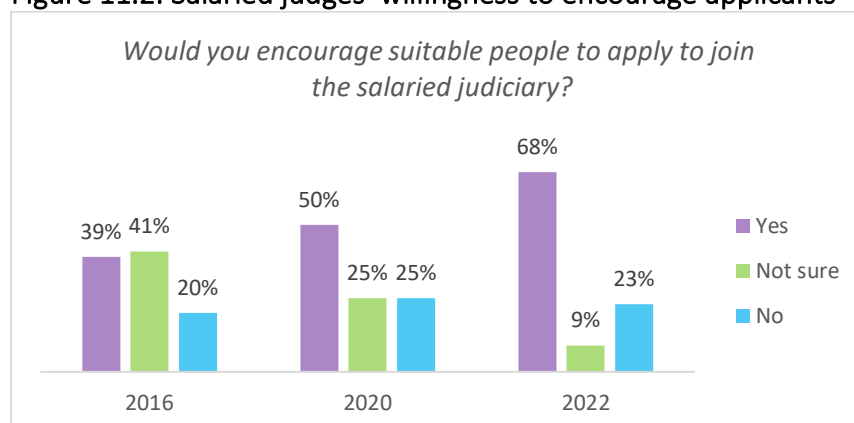
Figure 11.1: Salaried judges' retrospective view of applying for salaried post



11.1.2 Whether judges would encourage people to apply to join the salaried judiciary

There has been a substantial increase from 2016 on the proportion of salaried judges that said they would encourage suitable people to apply to join the salaried judiciary, from a minority of only 39% in 2016, to half in 2020 and now over two-thirds in 2022 (68%).

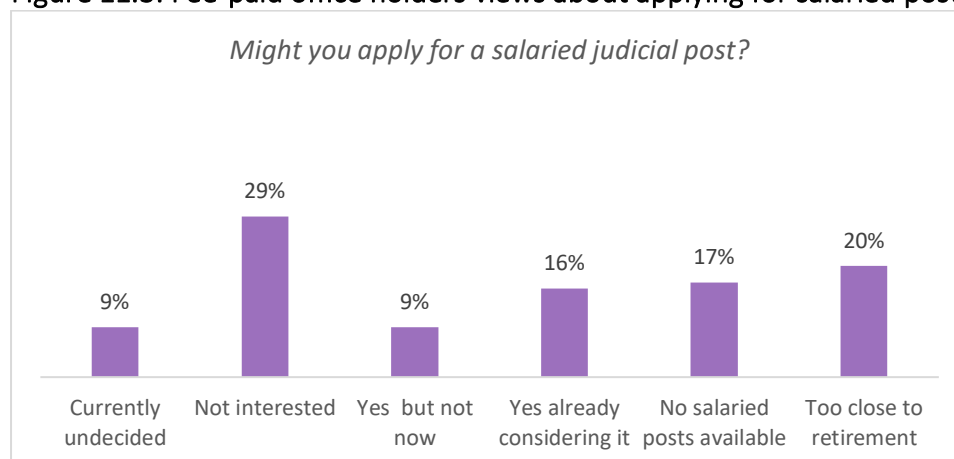
Figure 11.2: Salaried judges' willingness to encourage applicants



11.2 Fee-paid judicial office holders' intentions to apply to the salaried judiciary

Almost half of fee-paid judicial office holders either are not interested in applying for a salaried post (29%) or are too close to retirement to do so (20%). A quarter are either already considering applying for a salaried post (16%) or plan to do so in the future (9%).

Figure 11.3: Fee-paid office holders views about applying for salaried post



A majority of fee-paid judicial office holders in Northern Ireland said the reasons they would consider applying to become salaried judge are job security, pension, challenge of the work and the chance to contribute to justice being done (Table 11.1).

Table 11.1: Reasons fee-paid judiciary would apply for a salaried post

<i>The reasons I would consider applying to join the salaried judiciary are</i>	<i>%</i>
Job security	63%
Pension	62%
Challenge of the work	56%
Chance to contribute to justice being done	53%
Salary	49%
Intellectual satisfaction	48%
Public service	47%
Sense of collegiality	26%
Respect in the community	19%
Administrative support	19%
Prestige of the job	14%
Less pressurised environment than practice	7%

The main reasons fee-paid office holders in Northern Ireland would not consider applying for a salaried post are the judicial appointments process (42%) and the lack of personal control over their working time (38%). Isolation of the job (28%) and uncertainty over where they would be required to sit (24%) were also identified as factors by a quarter or more of fee-paid judicial office holders (Table 11.2).

Table 11.2: Reasons fee-paid judiciary would not apply for a salaried post

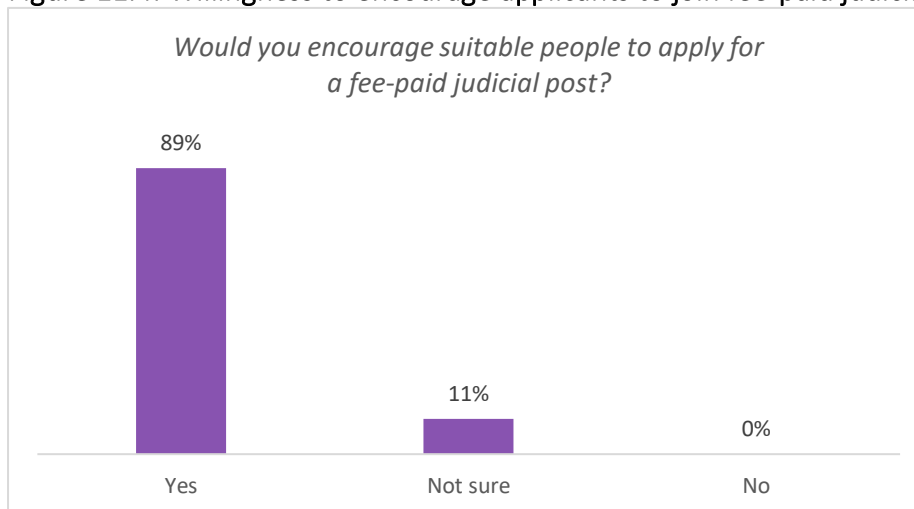
<i>The reasons I would not consider applying to join the salaried judiciary are</i>	<i>%</i>
Judicial appointments process	42%
Lack of personal control over working time	38%
Isolation of the job	28%
Uncertainty over where I'd be required to sit	24%
Feeling of being an employee or civil servant	22%
Being required to do work outside my expertise	22%
Too much out of hours work required to do the job	22%
Reduction in income	16%
Lack of respect for judges	12%
Rigid hierarchical work environment	11%
Experience of changes to pension entitlements	10%
Increase in litigants in person	10%
Poor quality of physical work environment	9%
Lack of variety in the work	9%
Lack of administrative support	7%
Too few opportunities for promotion	6%
Loss of travel expenses	1%

11.3 Joining the fee-paid judiciary

Whether the fee-paid judiciary would encourage people to join the fee-paid judiciary

The overwhelming majority of fee-paid judicial office holders (89%) said they would encourage suitable people to apply to join the fee-paid judiciary. None said they would not encourage others to apply.

Figure 11.4: Willingness to encourage applicants to join fee-paid judiciary



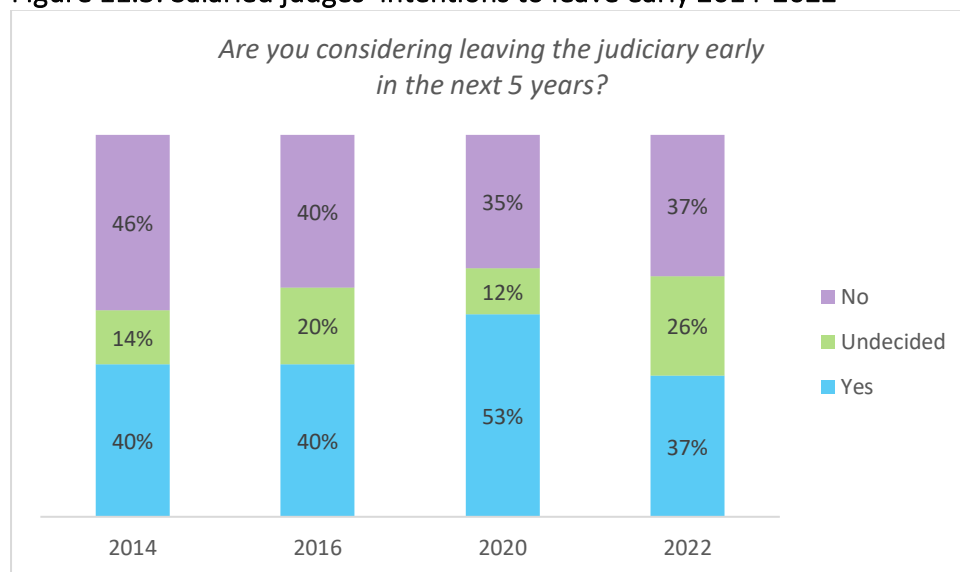
11.4 Leaving the salaried judiciary early

All salaried judges in Northern Ireland were asked whether they were considering leaving early before compulsory retirement in the next 5 years.

Trends from 2014 to 2022

The proportion of judges in Northern Ireland saying they are considering leaving the salaried judiciary early increased from 2014 to 2020 (40% to 53%), but this trend has reversed with only 37% of salaried judges saying in 2022 that they intend to leave early in the next 5 years.

Figure 11.5: Salaried judges' intentions to leave early 2014-2022



11.5 Factors prompting early departure for the salaried judiciary

The factors most likely to prompt salaried judges in Northern Ireland to leave the judiciary early were a reduction in pension benefits (66%), further demands for out of hours working (63%), limits on pay awards (59%), increases in workload (59%) and stressful working conditions (50%).

Table 11.3: Factors increasing likelihood of salaried judges leaving judiciary early

<i>Which of the following factors would make you more likely to leave the judiciary early before your compulsory retirement age?</i>	<i>%</i>
Reduction in pension benefits	66%
Further demands for out of hours working	63%
Limits on pay awards	59%
Increase in workload	59%
Stressful working conditions	50%
Reduction in administrative support	44%
Increase in litigants in person	44%
Lack of respect for the judiciary by government	34%
Personal health issues	34%
Requirement to sit in a location too far from home	31%
Lack of promotion	31%
Inability to work more flexible hours	25%
Lack of stimulating work	19%
Lack of effective leadership of the judiciary	19%
Attacks on the judiciary by the media	16%
Introduction on online courts	12%
Personal security concerns	8%
Remote hearings	6%
Court closures	6%
Inability to move to salaried part-time working	3%
Uncertainty over the future of my part of the judiciary	3%

11.6 Main factors encouraging judges to remain in the salaried judiciary

There was one main factor that would make salaried judges in Northern Ireland more likely to stay in the judiciary until their compulsory retirement age, which was higher remuneration (91%). Just over half (53%) of all salaried judges in Northern Ireland also said better administrative support would make them more likely to stay in the judiciary until their compulsory retirement age, and a half or close to a half said increased flexibility in working hours (50%), appointment to higher post (47%) and reduction in workload (44%).

Table 11.4: Factors encouraging salaried judges to remain in judiciary

<i>Which of the following factors would make you more likely to stay in the judiciary until your compulsory retirement age?</i>	<i>%</i>
Higher remuneration	91%
Better administrative support	53%
Increased flexibility in working hours	50%
Appointment to a higher post	47%
Reduction in workload	44%
Greater respect for the work judges do	38%
Reduction in litigants in person	34%
Support for dealing with stressful working conditions	34%
Opportunity to work part-time	31%
Better security for judges	25%
Opportunity for sabbatical	22%
Having more leadership responsibilities	22%
Better leadership of the judiciary	16%
Greater variation in work	12%
Change of work location	12%
Greater certainty over the future of my part of the judiciary	12%
Increase in remote working	12%

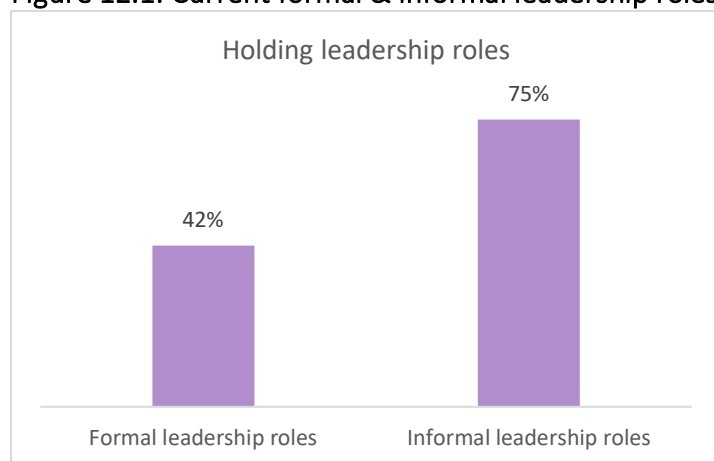
12. Leadership

This section on leadership applies only to the salaried judiciary in Northern Ireland. It first examines the distribution and allocation of leadership roles amongst salaried judges. It then explores salaried judges' views about the role and performance of leadership judges.

12.1 Holding leadership roles and responsibilities

While most salaried judges said they held some informal leadership roles (75%), just under half (42%) held formal leadership roles.

Figure 12.1: Current formal & informal leadership roles



12.2 Willingness to take on a leadership role

There was little change from 2020 in the extent to which salaried judges in Northern Ireland are interested and willing to take on leadership roles.

- More than half of salaried judges (51%) are interested in taking on a leadership role, but for 13% of these judges there are no leadership roles available in their jurisdiction and 13% would only be interested if they felt leadership roles were properly rewarded.
- A quarter (22%) are not interested in taking on more leadership responsibilities, while just under a quarter (23%) of judges might be interested in a leadership role in the future.

Table 12.1: Willingness to take on leadership responsibilities

<i>Are you interested in taking on more leadership responsibilities?</i>	2020 JAS	2022 JAS
Yes	36%	38%
Yes, but none are currently available in my jurisdiction	18%	13%
Yes, I would be interested if roles were properly rewarded	18%	13%
No, a leadership role is not for me	0%	6%
No, I have (or have had) enough leadership responsibilities already	19%	16%
Not at the present time but possibly in future	11%	13%
Not sure	7%	10%

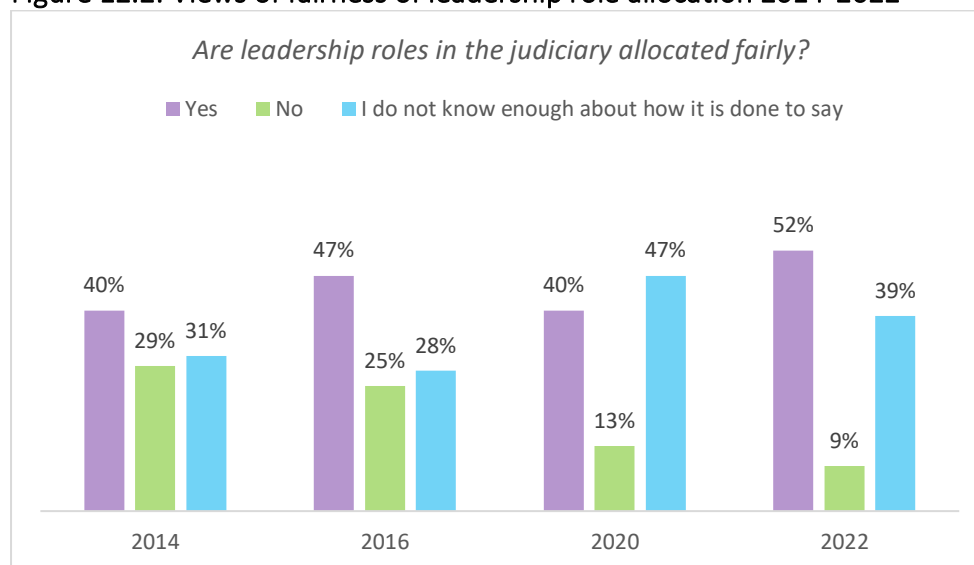
12.3 Allocation of leadership roles

12.3.1: Fairness of leadership role allocation

In each JAS since 2014, salaried judges in Northern Ireland have been asked: *Do you feel that leadership roles are allocated fairly?*

- The proportion of salaried judges saying that leadership roles are allocated fairly has increased since 2014, from 40% to 52%.
- The proportion of salaried judges who feel they do not know enough about how leadership roles are allocated to say whether or not it is done fairly has increased from 2014 (31%) to 2022 (39%).

Figure 12.2: Views of fairness of leadership role allocation 2014-2022



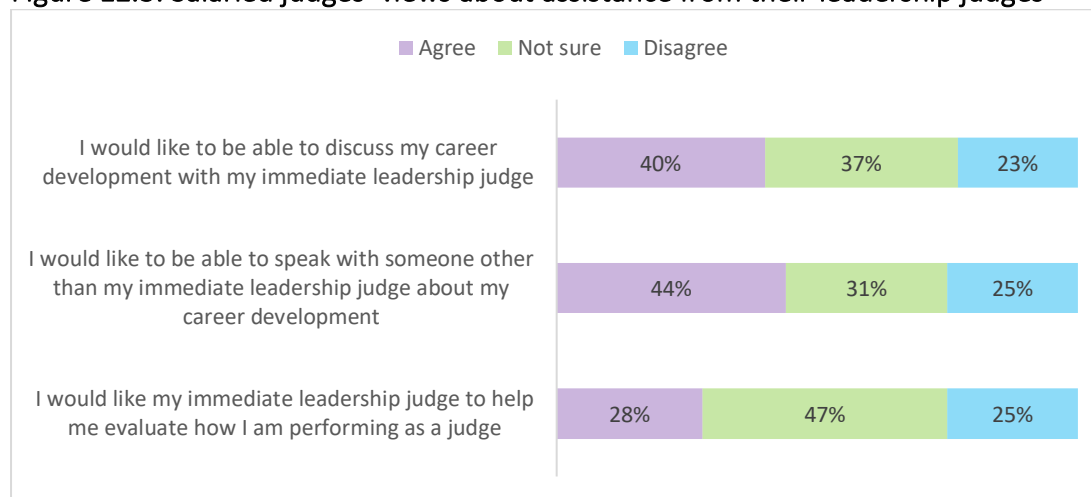
12.4 Leadership judges

12.4.1 Personal development and leadership/presiding judges

Salaried judges in Northern Ireland are divided in their views about whether they would like to discuss their career development with their immediate leadership/presiding judge:

- 40% said they would like to discuss their career development with their immediate/presiding leadership judge yes but a similar proportion (37%) said they are not sure and 23% said no.
- Almost half (44%) would like to discuss their career development with someone other than their immediate leadership/presiding judge.
- Almost half (47%) are not sure whether they would also like their immediate leadership/presiding judge to help them evaluate how they are performing as a judge.

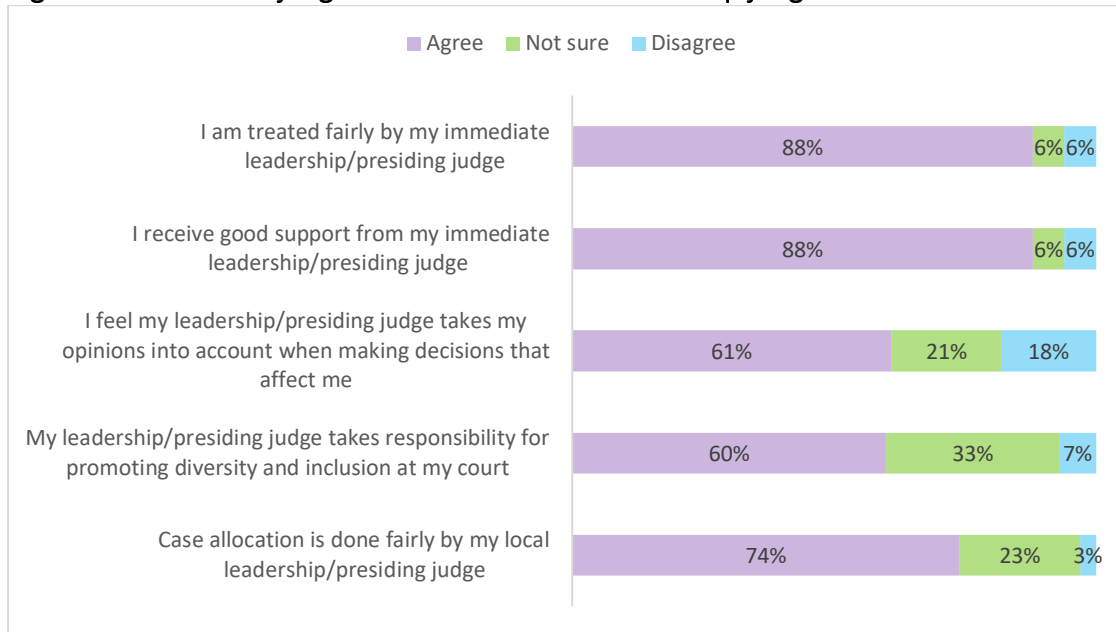
Figure 12.3: Salaried judges' views about assistance from their leadership judges



12.4.2 Treatment by and performance of immediate leadership judges

- Most salaried judges in Northern Ireland feel they are treated fairly by their immediate leadership/presiding judge (88%) and feel they receive good support from their immediate leadership/presiding judge (88%).
- Three-quarters feel that case allocation is done fairly by their local leadership/presiding judge (51%).
- A majority (61%) feel their leadership/presiding judge takes their opinion into account when making decisions that affect them.
- 60% of salaried judges feel their leadership/presiding judge takes responsibility for promoting diversity and inclusion at their court.

Figure 12.4: Salaried judges' views about their leadership judges



13. Survey respondents and demographic trends

This section provides information on the demographic characteristics of the salaried and fee-paid judicial office holders that took part in the 2022 Judicial Attitude Survey.

13.1 Gender⁷

When both the salaried and fee-paid members of the judiciary that took part in the 2022 JAS are combined, males comprise 48.7% of the judiciary and females 41.3% (Figure 13.1). Within the salaried judiciary, 50% of the survey participants were male and 50% were female, while the fee-paid judiciary had a larger proportion of female judicial office holders taking part (51.7% than male (48.3%) (Table 13.1).

Figure 13.1: Gender of judiciary (all combined)

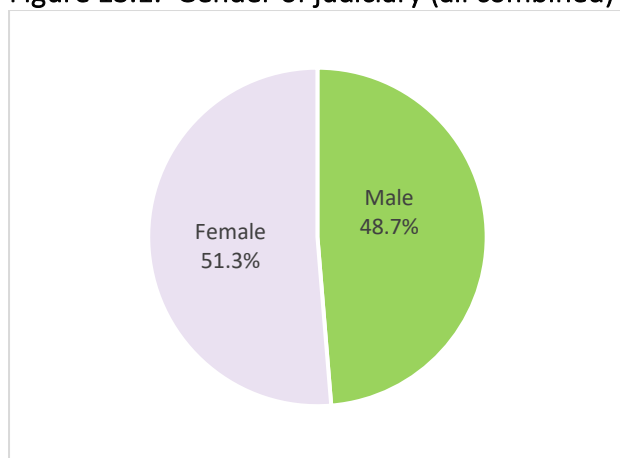


Table 13.1: Gender in salaried & fee-paid judiciary

	Salaried Judges	Fee-paid Judicial Office Holders
Male	50%	48.3%
Female	50%	51.7%
Other	0%	0%

⁷ All those who participated in the JAS were asked to indicate whether they identified as female, male or any other group. Participants were not required to answer this or any other question in the survey.

13.2 Ethnicity

Figure 13.2: Ethnicity of the judiciary (all combined)

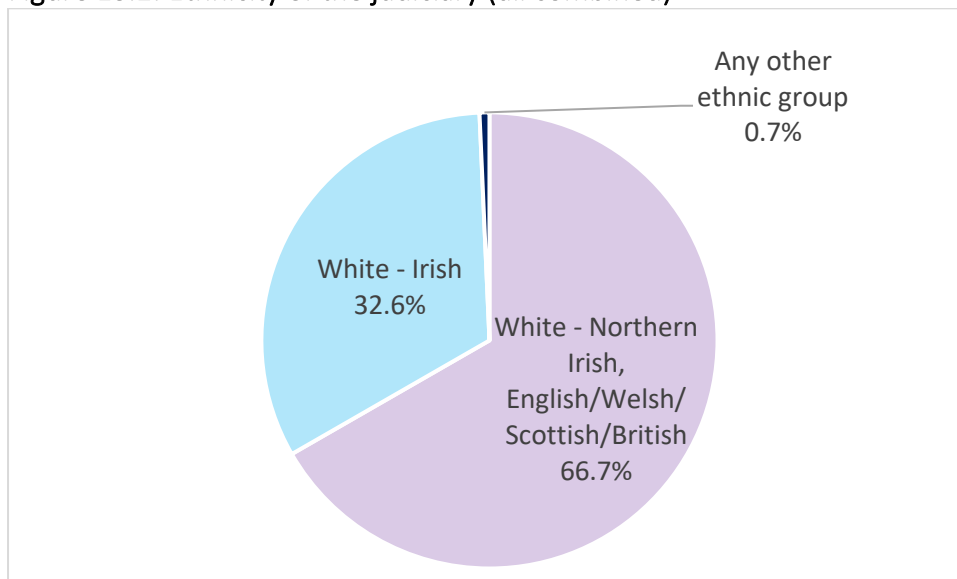
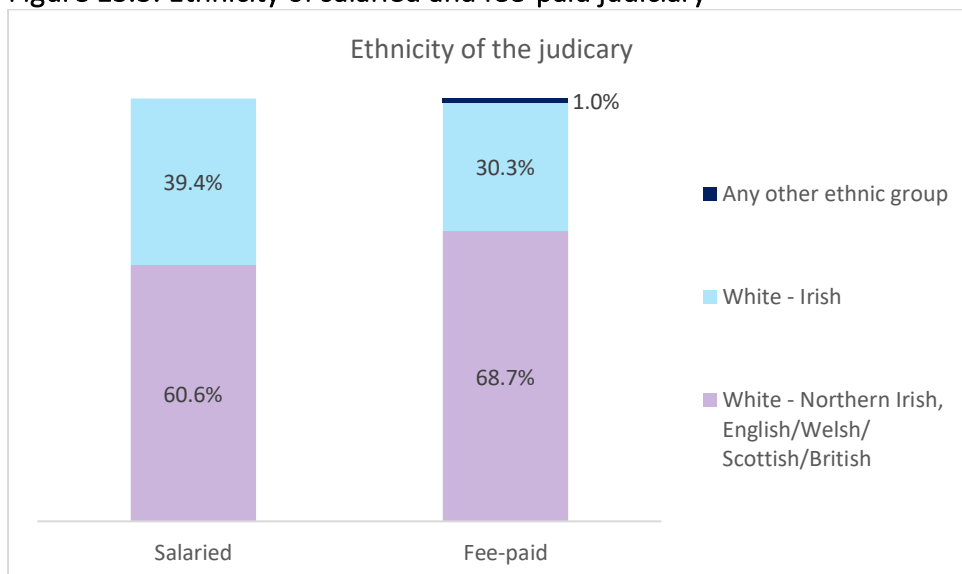
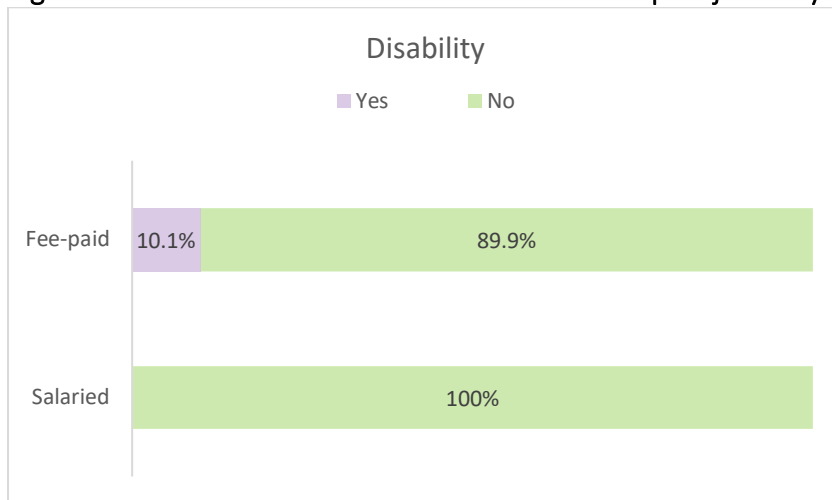


Figure 13.3: Ethnicity of salaried and fee-paid judiciary



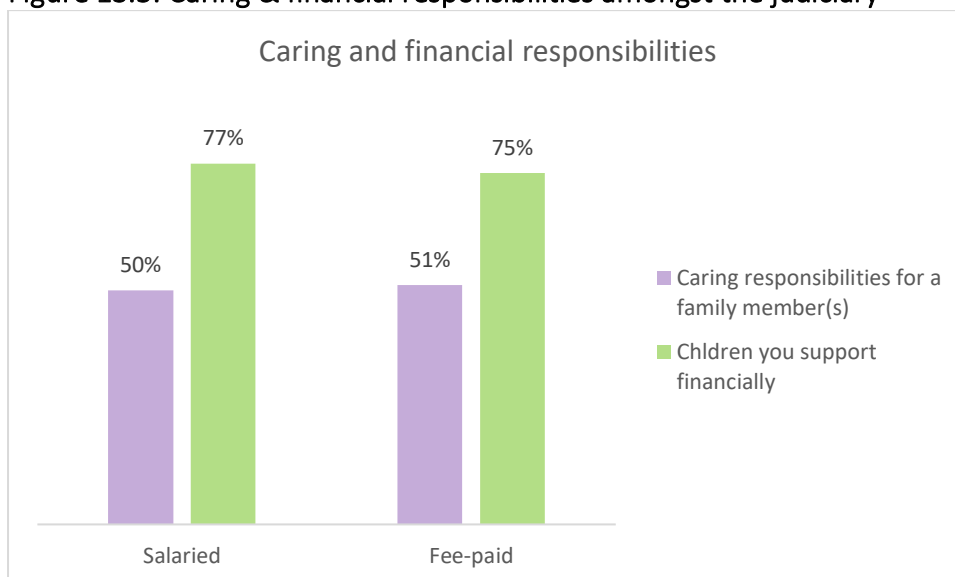
13.3 Disability

Figure 13.4: Declared disabilities in salaried & fee-paid judiciary



13.4 Caring and financial responsibilities

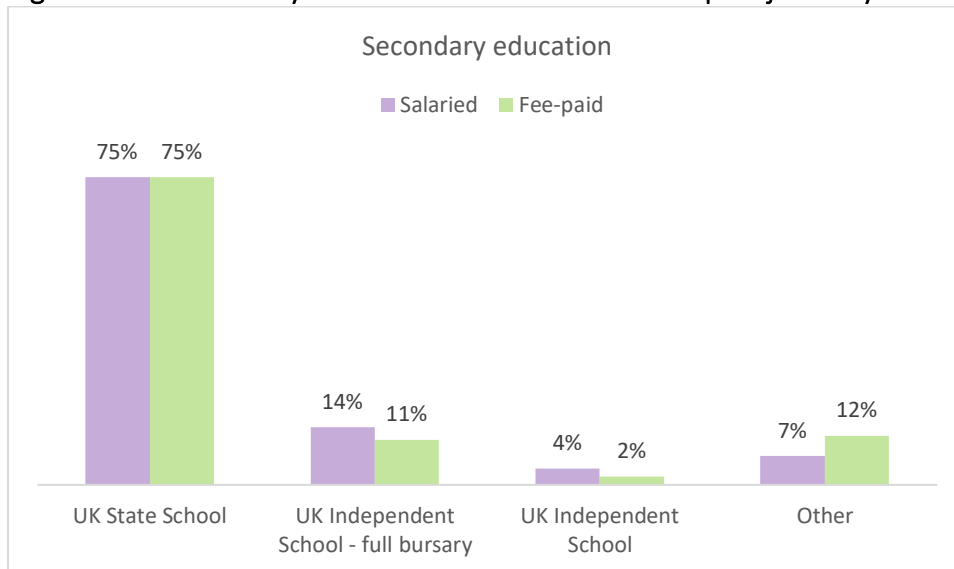
Figure 13.5: Caring & financial responsibilities amongst the judiciary



13.5 Education

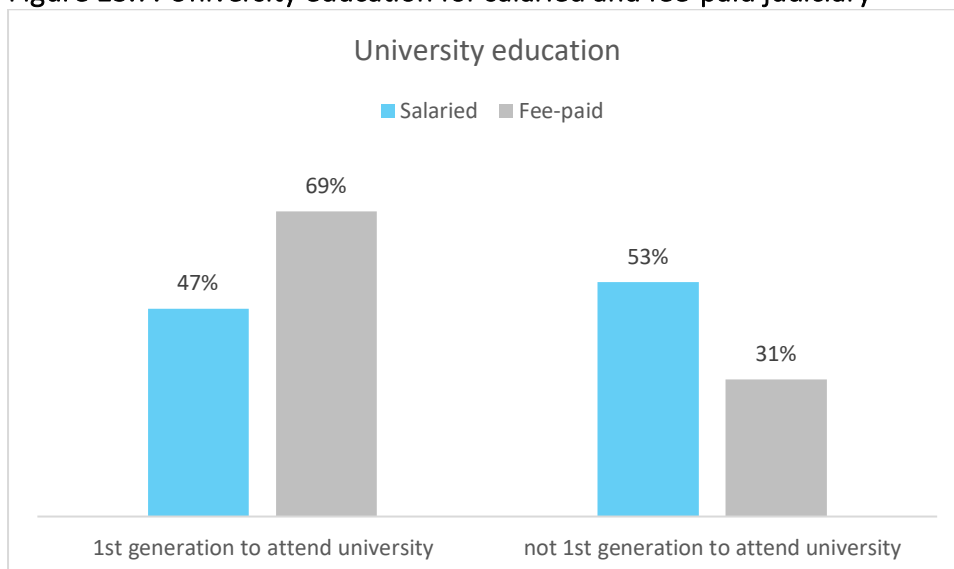
13.5.1 Secondary education

Figure 13.6: Secondary education for salaried and fee-paid judiciary



13.5.2 University education

Figure 13.7: University education for salaried and fee-paid judiciary



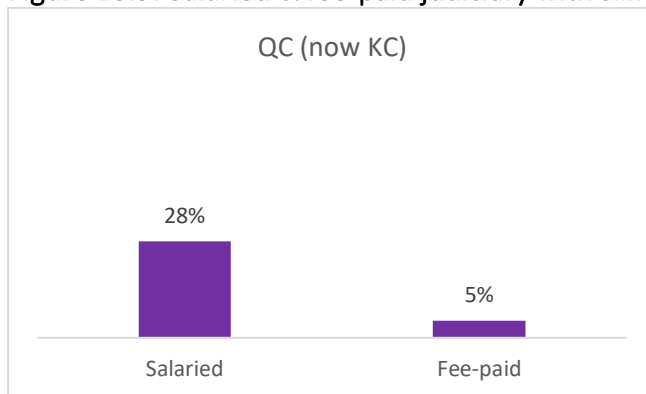
13.6 Professional background

Figure 13.8: Professional background of salaried and fee-paid judiciary



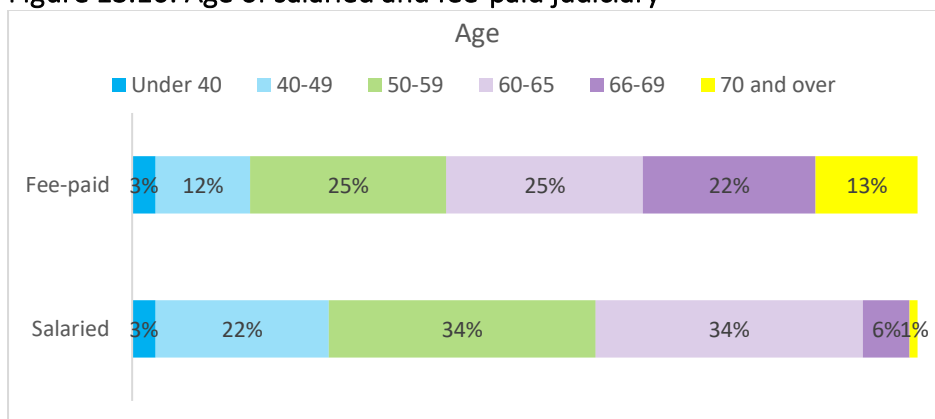
13.7 King's Counsel

Figure 13.9: Salaried & fee-paid judiciary with silk



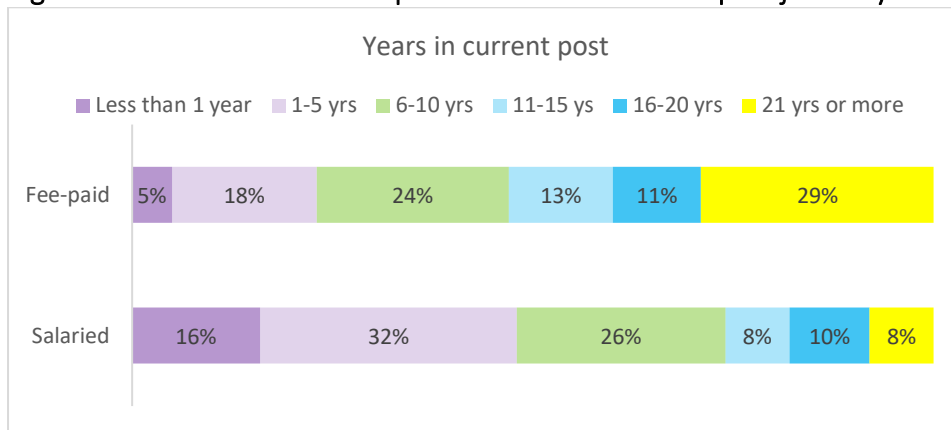
13.8 Age

Figure 13.10: Age of salaried and fee-paid judiciary



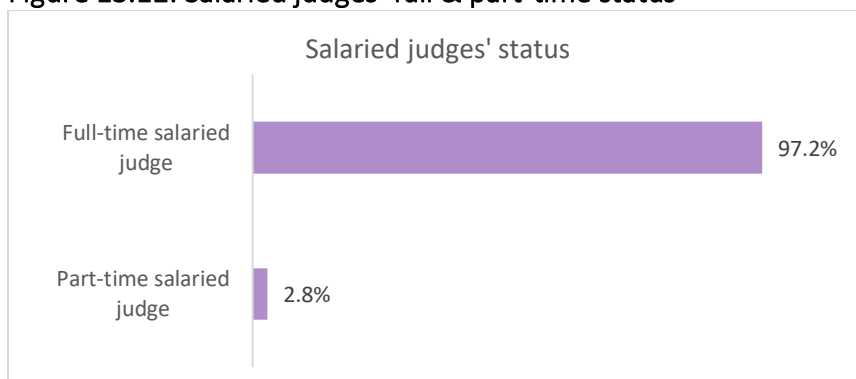
13.9 Tenure in current post

Figure 13.11: Years in current post for salaried and fee-paid judiciary



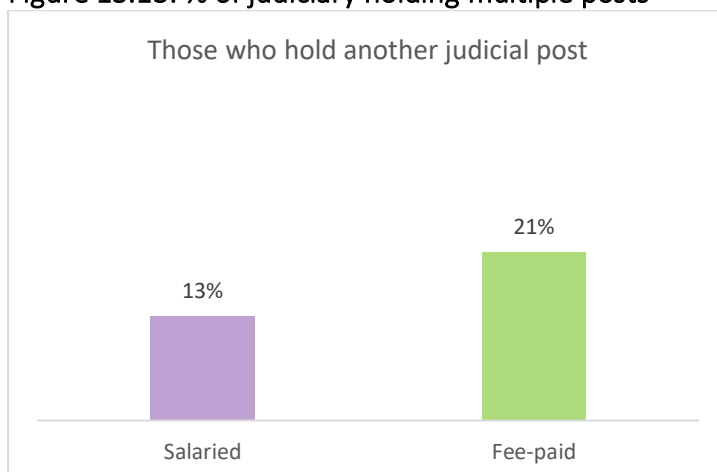
13.10 Salaried judges' full and part-time status

Figure 13.12: Salaried judges' full & part-time status



13.11 Holding other judicial posts

Figure 13.13: % of judiciary holding multiple posts

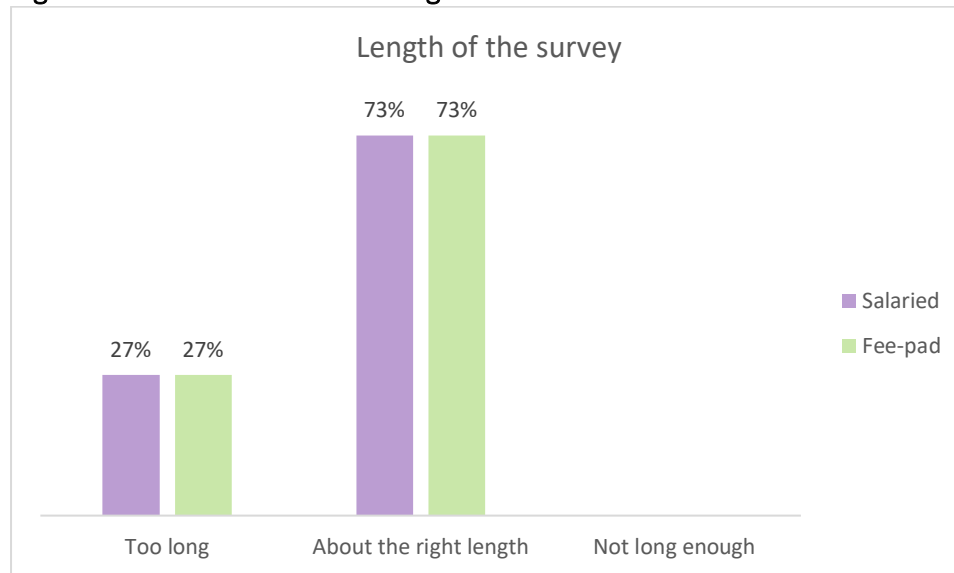


14. Judges' views about the JAS

14.1 Length of the survey

Most judges, whether salaried or fee-paid, felt the 2022 JAS was about the right length.

Figure 14.1: Views about the length of the JAS



14.2 Time to complete the survey

The largest proportions of both salaried judges and fee-paid judicial office holders took between 10 and 15 minutes to complete the survey.

Figure 14.2: Time to complete the JAS

