

2016 UK JUDICIAL ATTITUDE SURVEY

Report of findings covering salaried judges in
Northern Ireland

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Executive summary

Northern Ireland judiciary and response rate

- The judiciary in Northern Ireland makes up 4% of all salaried judges in the UK.
- There was a high survey response rate of 76% of all salaried judges in Northern Ireland.

Being a member of the judiciary

- Virtually all judges in Northern Ireland feel they provide an important service to society (98%) and have a strong personal attachment to being a member of the judiciary (89%). There has been little change in these high levels since 2014.
- All judges (100%) also say they are committed to doing their job as well as they possibly can.
- These findings reflect a deep commitment to their job by virtually all salaried judges despite strong levels of disenchantment with aspects of their job expressed elsewhere in the survey.
- Judges feel most valued by court staff (91%), the legal profession (82%) and parties in cases before them (60%).
- Almost half of judges (47%) in Northern Ireland feel valued by the public, but very few feel valued by the UK Government (2%) or media (9%).

Working conditions

- A majority (81%) of judges in Northern Ireland feel they have experienced a deterioration in their working conditions since 2014, but fewer judges feel they have experienced as strong a deterioration over the last two years as they experienced in the period 2009-14.
- Judges' views on several specific working conditions have changed substantially since the last survey in 2014. Judges in Northern Ireland feel four working conditions have deteriorated since 2014, with an increase in the proportion of judges saying the following working conditions are Poor: morale of court staff, amount of administrative support, quality of administrative support and space to meet and interact with other judges.
- One working condition was rated as Poor by a majority (55%) of judges: morale of court staff.
- One working condition was rated as Good or Excellent by a majority of judges: the quality of administrative support (56%).
- Over two-thirds (68%) of judges in Northern Ireland have concerns about their personal safety when they are in court, 75% have concerns for their personal safety outside court and 29% have concerns related to social media.
- There has been a marked deterioration in judges' assessment of the standard of IT equipment used in courts or tribunals, where almost half of all judges (44%) now say it is Poor compared with only 19% in 2014.

Salary and pensions

- An overwhelming majority (80%) of salaried judges in Northern Ireland say they have had a loss of net earnings over the last 2 years; 69% say the change in pensions has affected them personally; and 76% feel that their pay and pension entitlement combined does not adequately reflect the work they have done and will do before retirement.
- The salary and pension issues have clearly had a detrimental effect on judicial morale: 73% said the judicial salary issue is affecting their morale, 87% said the salary issue is affecting the morale of judges they work with, 72% feel the change in pensions has affected their morale and 92% said the change in pensions has affected the morale of judges they work with.

Opportunities, support, training and personal development

- A majority of judges said opportunities were not sufficient in the 3 areas most important to them: 89% of judges said time to discuss work with colleagues was important to them but only 13% said the opportunities for this were Good or Excellent; 72% of judges said support for dealing with stressful work conditions was important to them but 67% said this support was either Non-existent or Poor; 73% of judges said opportunities for career progression were important to them but 73% also said this support was either Non-existent or Poor.
- Only a minority of judges in Northern Ireland were satisfied with the quality, range and time available to undertake judicial training and with opportunities for personal development. These are similar to findings for Northern Ireland judges in the 2014 JAS.
- Over three-quarters (78%) of judges are satisfied with the variety of their work and 72% are satisfied with the challenge of their job; this is similar judges' views expressed in 2014.

Change in the judiciary

- Most judges in Northern Ireland (89%) feel their job has changed since they were first appointed in ways that affect them, and there is little change in this since 2014.
- A majority of judges in Northern Ireland are most concerned by the following changes (in order of concern): staff reductions, judicial morale, increase in litigants in person, fiscal constraints, loss of judicial independence, court closures, personal safety for judges and ability to attract the best people into the judiciary.

Future planning

- A large proportion of the Northern Ireland judiciary say they are considering leaving the judiciary early over the next 5 years: 40% are considering it and 20% are currently undecided.
- There are two main factors Northern Ireland judges say would prompt them to leave the judiciary early: further limits on pay awards (78%) and reductions in pension benefits (80%).
- Close to a majority would also be prompted to leave early by an increase in workload (46%), increase in litigants in person (46%) and stressful conditions at work (48%).
- Most judges said two key factors would help to keep them in the judiciary until they reach full retirement age: higher remuneration (92%) and a settled position on pensions (73%).

Recruitment

- Only 39% of judges in Northern Ireland said they would encourage suitable people to apply to join the judiciary, and a further 41% were not sure if they would do so.
- The main reasons Northern Ireland judges would encourage suitable people to apply to join the judiciary are the challenge of the work (86%), chance to contribute to justice being done (78%), public service (71%) and intellectual satisfaction (63%).
- A majority of judges in Northern Ireland say they would discourage suitable applicants from applying for three reasons: likelihood of further pension reductions (93%), reduction in income (73%) and the feeling of being an employee or civil servant (51%).

Leadership

- Most judges (54%) would be interested in taking on leadership responsibilities, but 19% of these judges feel no leadership opportunities are available in their jurisdiction.
- Judges in Northern Ireland are divided over whether judicial leadership roles are allocated fairly. Almost half (47%) felt leadership roles are allocated fairly, just over a third (35%) felt they are not, and just over a quarter (28%) felt they did not know enough about how leadership roles are allocated to say whether it is fair.

Judicial Attitude Survey (JAS) 2016

Northern Ireland

1.1 The survey

The Judicial Attitude Survey (JAS) 2016 is the second attitude survey that has been conducted with all serving salaried judges in the UK. The first survey of its kind was the Judicial Attitude Survey (JAS) 2014¹. The aim of the JAS is to assess the attitudes of salaried judges in key management areas including the experience of being a judge, morale, working conditions, remuneration, training and personal development, retention and leadership. The target group for the JAS is all serving salaried judges in England and Wales, Scotland, Northern Ireland and the UK non-devolved tribunals, including both full-time salaried and part-time salaried judges.

This report provides the findings for salaried judges in Northern Ireland². Judges in Northern Ireland make up 4% of all salaried judges in the UK³. Given the small numbers of judges in individual judicial posts in Northern Ireland, the report provides combined results for all Northern Ireland judges who took part in the survey in order to ensure anonymity for all judges taking part.

The JAS 2016 was an online survey conducted by the Judicial Institute of University College London (UCL JI) via the web-based survey tool Opinio. The survey was designed, administered and analysed by Professor Cheryl Thomas, Co-Director of the UCL JI. A Working Group comprised of representatives from various judicial associations assisted Professor Thomas in the design of the 2016 questionnaire.

The survey was voluntary and all participants remained completely anonymous. The survey ran from 21 June through 22 September 2016. All salaried judges in Northern Ireland were invited to take part in the survey through personal communications from the Lord Chief Justice of Northern Ireland inviting judges to contribute to the survey.

The survey included 50 questions covering the following general subject areas⁴:

- working conditions
- salary and pensions
- resources and the new digital programme
- training and personal development
- change in the judiciary
- future planning
- being a member of the judiciary
- recruitment
- leadership

¹ 2014 *Judicial Attitude Survey: Northern Ireland*, C. Thomas (2015) UCL Judicial Institute.

² Findings for salaried judges in England and Wales with UK non-devolved tribunals and findings for salaried judges in Scotland have been reported separately.

³ The courts judiciary of England and Wales comprises 64% of all salaried judges in the UK, the UK non-devolved tribunals judiciary comprises 22% of all UK salaried judges in the UK and the Scottish judiciary comprise 10% of all salaried judges in the UK.

⁴ There were also several background questions for the respondents and two questions about the survey.

Almost all the questions from the 2014 JAS were repeated in identical form in the 2016 JAS, but a few questions from the 2014 JAS were phrased differently to increase clarity following a review of the 2014 JAS and several new questions were added to the 2016 JAS covering reforms taking place within the judiciary since 2014.

A copy of the survey is reproduced in the Appendix.

1.2 Response Rates

The overwhelming majority (76%) of all salaried judges in Northern Ireland took part in the 2016 Judicial Attitude Survey (JAS). This was the same response rate in the previous 2014 JAS. This high response rate means the 2016 JAS findings reflect the views of almost all salaried judges in Northern Ireland. The fact that this is now the second time this survey has been run with the salaried judiciary and both surveys have had high response rates means that assessments can be made about the extent to which judicial attitudes in Northern Ireland may have changed or intensified since the last survey. Where relevant these are addressed in this report.

Table 1: Response rates by Northern Ireland salaried judges to the UK JAS 2016 and 2014

Northern Ireland	Total number of judges in post in 2016	2016 JAS number of responses	2016 JAS response rate	2014 JAS response rates
Master of the High Court	7	5	86%	
Lord Justices of Appeal	3	2	67%	0%
High Court Judges	10	7	70%	67%
County Court Judges	17	17	100%	94%
District Judges (MC)	21	17	81%	
District Judges	4	4	100%	
Coroners	3	1	33%	
Tribunals Judges	14	7	50%	64%
Totals	79	60	76%	76%

2. Being a Member of the Judiciary and Commitment to the Job

2.1 Providing an Important Service to Society

Virtually all judges (98%) in all salaried judicial posts in Northern Ireland feel they provide an important service to society. There has been no substantive change in this view since 2014.

Table 2: Providing an important service to society

<i>As a judge I feel I provide an important service to society</i>	2016 JAS	2014 JAS
Agree	98%	100%
Not sure	0%	0%
Disagree	2%	0%

2.2 Personal Attachment to the Judiciary

Virtually all judges (89%) in all judicial posts feel a strong personal attachment to being a member of the judiciary. There has been no substantive change in this view since 2014.

Table 3: Personal attachment to the judiciary

<i>I feel a strong personal attachment to being a member of the judiciary</i>	2016 JAS	2014 JAS
Agree	89%	86%
Not sure	8%	10%
Disagree	3%	4%

2.3 Commitment to the Job

A new question on the 2016 JAS examined judges' commitment to doing their job. This new question was designed to provide some indication of judges' commitment to persevering with their work despite the known level of disenchantment with various aspects of their job expressed in the 2014 JAS.

Every single Northern Ireland judge in the survey (100%) felt they had an important job that they were committed to doing as well as they possibly can. This reflects a deep underlying strength of the judiciary across all posts in Northern Ireland. This finding, along with the other strong views held by judges about their work as a judge (see above), reflects a deep commitment to their job by all salaried judges in Northern Ireland despite widespread levels of disenchantment at working conditions and changes to their job (found in other parts of the survey and reported below).

Table 4: Commitment to the job

<i>I feel I have an important job that I am committed to doing as well as I possibly can</i>	2016 JAS		
Strongly Agree	83.3%	Agree total	100%
Agree	16.7%		
Not sure	0%	Not sure total	0%
Disagree	0%		
Strongly Disagree	0%	Disagree total	0%

2.4 Feeling valued

There has been both a decrease and an increase in the extent to which judges feel valued by different groups, but the general pattern in terms of who judges in Northern Ireland feel most/least valued by has not substantially changed since 2014. The largest fall has been in the extent to which judges in Northern Ireland feel valued by parties in cases before them, which has decreased 11% since 2014. This may be connected to results in other parts of the survey (reported below), which reflect a growing concern about the increase in litigants in person.

Table 5: Extent to which judges feel valued by different groups

<i>As a judge I feel valued by</i>	2016 JAS	2014 JAS	% change since 2014
Court Staff	91%	86%	+5%
Legal Profession	82%	82%	----
Judicial colleagues at my court	73%	64%	+9%
Parties in cases before me	60%	77%	-17%
Public	47%	52%	-5%
Senior Leadership in the judiciary	36%	39%	-3%
Media	9%	12%	-3%
UK Government	2%	5%	-3%

3. Working Conditions

In the 2016 Judicial Attitude Survey, salaried judges in Northern Ireland were asked a series of questions about their conditions of work.

3.1 Current working conditions compared with previous years

In the 2014 JAS judges were asked to rate working conditions in the judiciary then (2014) compared with 5 years ago. Given this, in the 2016 JAS judges were asked to rate working conditions in the judiciary now (2016) compared with 2 years ago (the last time they were asked in 2014).

The results indicate that while a majority (81%) of judges in Northern Ireland feel they are still experiencing a deterioration in their working conditions, fewer judges feel they have experienced as strong a deterioration in their working conditions over the last 2 years (2014-16) as they experienced in the period 2009-2014. In 2014 over half (53%) of judges said their working conditions were significantly worse than in 2009, while in 2016 a third (32%) of judges said their working conditions were significantly worse than in 2014.

Table 6: Change in working conditions in the judiciary

	2016 JAS working conditions now versus 2 years ago	2014 JAS working conditions now versus 5 years ago
Significantly worse	32%	53%
Worse	49%	36%
About the same	19%	9%
Better	0%	2%
Significantly better	0%	0%

Table 7: Working conditions in the judiciary: change since 2014

	2016 JAS working conditions now versus 2 years ago	2014 JAS working conditions now versus 5 years ago	% change from 2014
Worse (total)	81%	89%	-8%
About the same	19%	9%	+10%
Better (total)	0%	2%	-2%

The survey explored several aspects of their working conditions with judges in more detail. This included case workload, non-case work and a range of other specific aspects of their working life.

3.2 Workload

One possible source of concern for judges could be their workload.

- Over half of judges (58%) said that their caseload over the last 12 months has been manageable, but over a third (37%) said it was too high.
- Almost three-quarters of judges (71%) also said their judicial workload outside of their casework is manageable.
- There has been little change in this since 2014.

Table 8: Case workload over the last 12 months

	2016 JAS	2014 JAS	% change from 2014
Too high	37%	37%	---
Manageable	58%	61%	-3%
Too low	5%	2%	+3%

Table 9: Judicial workload not including caseload over the last 12 months

	2016 JAS	2014 JAS	% change from 2014
Too high	21%	21%	----
Manageable	71%	71%	----
Too low	3%	1%	+2%
I do not have any judicial work outside of my caseload	5%	7%	-2%

3.3 Quality of specific working conditions

Only one specific working condition judges were asked to rate was rated Good to Excellent by a majority of judges in Northern Ireland:

- 56% of judges said the quality of administrative support was good (40%) or excellent (16%).

One working condition was rated Poor by a majority of judges in Northern Ireland:

- 55% of judges said the morale of court or tribunal staff was Poor.

Over a third (39%) of judges said that space to meet and interact with other judges was Poor.

Table 10: Quality of specific working conditions for judges

	Poor	Adequate	Good	Excellent
Amount of administrative support	26%	44%	24%	6%
Morale of court or tribunal staff	55%	31%	14%	0%
Maintenance of the building	26%	42%	29%	3%
Physical quality of the building	21%	39%	35%	5%
Space to meet and interact with other judges	39%	30%	21%	10%
Quality of administrative support	13%	31%	40%	16%
Security at your court or tribunal	19%	41%	30%	10%
Physical quality of your personal work space	13%	40%	28%	19%

3.4 Change in working conditions since 2014

- Judges' views on their working conditions have, in some instances, changed substantially since the last survey in 2014.
- Judges' views indicate that four working conditions have deteriorated since 2014, with an increase in the proportion of judges saying the following working conditions are Poor: morale of court staff, amount of administrative support, quality of administrative support, and space to meet and interact with other judges.
- A majority of all judges (55%) now feel that the morale of court or tribunal staff is Poor.

Table 11: Change in specific judicial working conditions since 2014

	Rated "Poor" in 2016 JAS	Rated "Poor" in 2014 JAS	% change from 2014
Amount of administrative support	26%	12%	+14%
Morale of court or tribunal staff	55%	40%	+15%
Maintenance of the building	26%	----	----
Physical quality of the building	21%	17%	+1%
Space to meet and interact with other judges	39%	28%	+11%
Quality of administrative support	13%	5%	+8%
Security at your court or tribunal	19%	21%	-3%
Physical quality of your personal work space	13%	-----	-----

3.5 Security concerns

In addition to the previous question on the quality of security provided at court, a new question was asked in the 2016 JAS about the extent to which judges are concerned about their personal safety arising from being a judge.

- Over two-thirds (68%) of judges in Northern Ireland have concerns about their safety when they are in court.
- Almost three-quarters (71%) of judges in Northern Ireland have concerns about their safety while they are out of court.
- Over a quarter (29%) of judges in Northern Ireland have concerns about how they are dealt with on social media.
- 12% do not have concerns about their personal safety as a result of their judicial role.

Judges in Northern Ireland have higher levels of concern about their personal safety than judges in England and Wales, UK non-devolved tribunals and Scotland.

Table 12: Judicial concerns about personal security

<i>Are you ever concerned about your personal security as a result of your judicial role?</i>	2016 JAS
Yes, sometimes in court	68%
Yes, sometimes outside of court	71%
Yes, sometimes on social media	29%
No	12%

4. IT Resources and Support

In the 2016 JAS Judges were asked a number of questions about the quality of IT resources and the support they receive for them. These questions were also asked in the 2014 JAS, and the results of the 2016 survey provide an indication of whether these working conditions have changed over the last 2 years.

4.1 Quality of IT resources and IT support for judges

Table 13: Quality of IT resources and support

	Poor	Adequate	Good	Excellent
Standard of IT equipment provided to judges to use (laptop, desktop computer)	8%	49%	33%	10%
Standard of IT equipment used in court or tribunals (video link, payback)	44%	39%	15%	2%
Internet access	12%	52%	33%	3%
IT support	13%	49%	28%	10%

The most marked deterioration in the quality of IT resources over the last two years appears to be in the standard of IT equipment used in courts or tribunals, where almost half of all judges (44%) now say it is Poor compared with only 19% in 2014.

Table 14: IT resources and support compared to 2014

	2016 JAS rated Poor	2014 JAS rated Poor	Change since 2014
Standard of IT equipment provided to judges to use (laptop, desktop computer)	8%	7%	+1%
Standard of IT equipment used in court or tribunals (video link, payback)	44%	19%	+25%
Internet access	12%	3%	+9%
IT support	13%	3%	+10%

5. Salary and Pensions

5.1 Judicial salaries

- An overwhelming majority of judges (80%) in Northern Ireland say they have had a net loss of earnings over the last 2 years.
- Almost three-quarters of judges (73%) say the judicial salary issue is affecting their morale.
- An overwhelming majority of judges (87%) said the judicial salary issue is affecting the morale of judges they work with.
- Two-thirds of judges (66%) do not feel they are paid a reasonable salary for the work they do.
- There has been little change in judges' views about their pay since the 2014 JAS.
- These are very similar results to those for judges in England and Wales, UK tribunals and Scotland in 2016.

Table 15: Judicial views on pay (2016 JAS)

	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I have had a loss of net earnings over the last 2 years	7%	0%	13%	22%	58%
The judicial salary issue is affecting my morale	5%	20%	2%	25%	48%
The judicial salary issue is affecting the morale of judges I work with	3%	0%	10%	23%	64%
I am paid a reasonable salary for the work I do	20%	46%	7%	19%	8%

Table 16: Judicial views on salary: 2016 and 2014 compared⁵

	Agree 2016 JAS	Agree 2014 JAS
I have had a loss of net earnings over the last 2 years	80%	75%
I am paid a reasonable salary for the work I do	27%	28%

⁵ These are two questions on salary that appeared in identical form on both the 2014 JAS and 2016 JAS.

5.2 Judicial pensions

- Over two-thirds (69%) of judges in Northern Ireland say the change in pensions has affected them personally.
- Almost three-quarters (72%) feel the change in pensions has affected their morale.
- Almost every judge (92%) said the change in judicial pensions has affected the morale of judges they work with.
- Judges have divided views about whether some changes to pension entitlements have to be made: with 44% agreeing, 44% disagreeing and 12% uncertain.
- The views of judges in Northern Ireland on these aspects of judicial pensions in 2016 are very similar to those of judges in England and Wales, UK tribunals and Scotland in 2016.

Table 17: Judicial views on pensions

	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
The change in pensions has affected me directly	8%	20%	3%	21%	48%
The change in pensions has affected my morale	7%	16%	5%	28%	44%
The change in pensions has affected the morale of judges I work with	3%	0%	5%	25%	67%
I accept that some changes to pension entitlements have to be made	28%	16%	12%	39%	5%

Table 18: Judicial views on pension changes: 2016 and 2014 compared⁶

	Agree 2016 JAS	Agree 2014 JAS
I accept that some changes to pension entitlements have to be made	44%	38%

⁶ This is one question on pensions that appeared in identical form on both the 2014 JAS and 2016 JAS.

5.3 Combined Effects of Pay & Pensions Reform, Out of Hours Work & Employment Options

The 2016 JAS also looked at how the pay and pension issues combined are affecting judges, and explored the extent to which judges would take certain actions to address this if they were able.

- Over three-quarters of all salaried judges (76%) feel that their pay and pension entitlement combined does not adequately reflect the work they have done and will do before retirement.
- Half of all judges (50%) feel that the amount of out of hours work they have to do is affecting them; this has substantially increased from 2014 when it was 22%. However, this question was phrased differently in 2014 and this may have been a factor in the increase⁷.
- Judges are divided over whether they would leave the judiciary if this was a viable option, but the proportion of judges in 2016 that said they would leave if it was a viable option (48%) has substantially increased from 2014 (33%). However, this question was phrased differently in 2014 and this may have been a factor in the increase⁸.
- Just over half of all judges (51%) say they would pursue out of court work to earn additional income if this was an option. This proportion of judges has increased from 39% in 2014.
- These are very similar results to those for judges England and Wales, UK tribunals and Scotland.

Table 19: Judges' views on pay and pension changes, out of hours work, employment options

	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement	3%	11%	10%	23%	53%
The amount of out of hours work required to do the job is affecting me	3%	27%	20%	25%	25%
If I felt that leaving the judiciary was a viable option I would consider doing so	18%	18%	16%	25%	23%
If I could earn additional income through out of court work I would pursue this option	15%	20%	14%	26%	25%

Table 20: Views on pay & pension, out of hours work and employment options: 2016 and 2014

	Agree 2016 JAS	Agree 2014 JAS
My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement	76%	81%
The amount of out of hours work required to do the job is affecting me	50%	36%
If I felt that leaving the judiciary was a viable option I would consider doing so	48%	33%
If I could earn additional income through out of court work I would pursue this option	51%	39%

⁷ In the 2014 JAS this statement was phrased as: *Salary is not the issue. It is the amount of out of hours work required to do the job that affects me.*

⁸ In the 2014 JAS this statement was phrased as: *I would consider leaving the judiciary to go back to some kind of legal practice.*

6. Opportunities, Support, Training and Personal Development

6.1 Opportunities and support in judges' working lives

In the 2014 JAS judges were asked about the availability of certain opportunities in their working life (work flexibility, career progression, etc.). These questions were repeated in the 2016 JAS, but in 2016 judges were first asked how important these opportunities were to them. This provides a more helpful indication of whether those opportunities that are most important to judges in their working life are being provided. In addition new questions were included in the 2016 JAS, which address the need for and availability of support for dealing with stressful conditions at work.

Table 21: Importance to judges of specific opportunities

<i>To what extent do you feel the following are important to you?</i>	Important	Not sure	Not important
Time to discuss work with colleagues	89%	3%	8%
Support for dealing with stressful conditions at work	72%	16%	12%
Opportunities for career progression	73%	8%	18%
Opportunities to work part-time	44%	14%	42%
Opportunities for flexible working hours	44%	15%	41%
Opportunities to sit in other jurisdictions	36%	22%	42%

A majority of judges said **3 opportunities and support measures were most important** to them:

- Time to discuss work with colleagues (89%), support for dealing with stressful conditions at work (72%) and opportunities for career progression (73%).
- These are very similar results to those for judges in England and Wales, UK tribunals and Scotland in 2016.

Table 25: Availability of opportunities or support for judges

<i>Rate the availability of the following opportunities or support</i>	Non-Existent	Poor	Adequate	Good	Excellent
Time to discuss work with colleagues	15%	40%	32%	8%	5%
Support for dealing with stressful conditions	23%	44%	22%	8%	3%
Opportunities for career progression	34%	39%	19%	6%	2%
Opportunities to work part-time	70%	20%	7%	3%	0%
Opportunities for flexible working hours	54%	20%	20%	5%	1%
Opportunities to sit in other jurisdictions	63%	16%	18%	3%	0%

A majority of judges said **opportunities were not sufficient in the 3 areas that were most important** to them:

- Almost all judges (89%) said **time to discuss work with colleagues** was important; while only 13% said the opportunities for this were Good or Excellent, a third (32%) said they were Adequate and a majority (55%) said they were Non-existent or Poor.
- Almost three-quarters (72%) said **support for dealing with stressful work conditions** was important, but most judges (67%) said this support was either Non-existent or Poor
- Almost three-quarters (73%) said **opportunities for career progression** were important, but the same proportion of judges (73%) said this support was either Non-existent or Poor.
- These are very similar results to those for judges in England and Wales, UK tribunals and Scotland.

6.2 Training & Personal Development

Judges were asked to indicate their satisfaction with aspects of their training and personal development:

- Most judges (77%) either feel the range of the judicial training they are offered could be better (57%) or are not satisfied at all with it (20%).
- Most judges (79%) either feel the opportunities they have for personal development could be better (51%) or are not satisfied at all with this (28%).
- Most judges (83%) either feel the time available to undertake training could be better (50%) or are not satisfied at all with this (33%).
- Most judges (64%) either feel the quality of judicial training could be better (46%) or are not satisfied at all with this (18%).
- These findings from the 2016 JAS are similar to the 2014 JAS

Table 22: Satisfaction with training and personal development

<i>To what extent are you satisfied with the following?</i>	Not satisfied at all	Could be better	Satisfied	Completely satisfied
Quality of judicial training	18%	46%	33%	3%
Range of judicial training available	20%	57%	23%	0%
Time to undertake training	33%	50%	13%	3%
Opportunities for personal development	28%	51%	20%	1%

6.3 Aspects of Job Satisfaction

Judges were asked about how satisfied they are with 3 aspects of their job, repeating the same questions asked in 2014:

- Almost three-quarters of judges are satisfied with the challenge of their job (72%) and there has been no substantial change in this from 2014 (76%).
- Over three-quarters of judges (78%) are satisfied with the variety of work, and this is similar to 2014 (81%).
- Almost half of all judges (49%) are satisfied with the sense of achievement in their job, and this is also similar to 2014 (51%), although it is now only a minority of judges who are satisfied.

Table 23: Satisfaction with aspects of the job

<i>To what extent are you satisfied with the following?</i>	Not satisfied at all	Could be better	Satisfied	Completely satisfied
Challenge of the job	8%	20%	61%	11%
Variety of work	5%	17%	62%	16%
Sense of achievement in the job	15%	36%	39%	10%

7. Change in the Judiciary

The 2016 JAS repeated several questions from the 2014 JAS about the changes being experienced by the judges in their working lives.

7.1 Change since appointment

Most judges in Northern Ireland (88%) feel their job has changed since they were first appointed in ways that affect them, and there is little change in judges' views on this since 2014 (85%).

Table 24: Change in job since first appointed

<i>To what extent do you feel your job has changed since you were first appointed?</i>	2016 JAS	2014 JAS	% change since 2014
It has changed completely	10%	14%	-4%
There has been a large amount of change	48%	32%	+16%
There been some change which affects me	30%	39%	-9%
Very small amount and does not affect me	7%	5%	+2%
It has not changed at all	5%	11%	-6%

7.2 Changes that concern judges most

A majority of all judges in Northern Ireland are most concerned by the following changes (in order of concern):

- Increase in staff reductions, judicial morale, litigants in person, fiscal constraints, loss of judicial independence, court closures, personal safety and the ability to attract the best people into the judiciary.
- Almost half of all judges (48%) were also most concerned about stressful working conditions.

Table 25: Changes of greatest concern to judges (2016 and 2014)

<i>What changes to the judiciary concern you most?</i>	2016 JAS (most concerned by the following changes)	2014 JAS (what are the judiciary's main future challenges)
Staff reductions	85%	86%
Judicial morale	83%	88%
Increase in litigants in person	75%	83%
Fiscal constraints	62%	84%
Loss of judicial independence	58%	72%
Court closures	58%	----
Personal safety for judges	58%	55%
Ability to attract the best people into the judiciary	53%	88%
Stressful working conditions	48%	----
Loss of experienced judges	33%	59%
Introduction of digital working in courts	10%	----
Reduction in face-to-face hearings	10%	----

8. Future Planning

The 2016 JAS repeated several questions from the 2014 JAS about judges' plans for staying in the judiciary until they reach compulsory retirement age.

8.1 Plans for early departure from the judiciary

Judges were asked if they might be considering leaving the judiciary in the next 5 years other than by reaching compulsory retirement age:

- Of those judges that will not reach compulsory retirement age in the next 5 years, 40% said they were not considering leaving early, 40% said they were considering leaving early, and 20% are currently undecided.
- There has been no real change since 2014 in those considering leaving the judiciary early in the next 5 years.

Table 26: Plans for early departure from the judiciary

<i>Are you considering leaving the judiciary early in the next 5 years?</i>	2016 JAS	2014 JAS	% change from 2014
Yes	40%	40%	-----
Currently undecided	20%	14%	+6%
No	40%	46%	-6%

8.2 Factors promoting early departures

The following table shows the factors a majority (or close to a majority) of judges said were those that **would make them more likely to leave the judiciary early**.

Table 27: Factors promoting early departures

<i>What factors would make you more likely to leave the judiciary early?</i>	2016 JAS
Reduction in pension benefits	80%
Limits on pay awards	78%
Stressful working conditions	48%
Increase in litigants in person	46%
Increase in workload	46%

These are similar results to those for judges in England and Wales, UK tribunals and Scotland.

8.3 Factors encouraging judicial retention

The 2 factors a majority of judges in Northern Ireland said would make them more likely to **remain in the judiciary** are:

- Higher remuneration (92%)
- Settled position on pension entitlements (73%)

9. Joining the Judiciary

9.1 In retrospect would you have applied?

A new question was asked in the 2016 JAS to try to assess the extent to which judges may now regret joining the judiciary. Judges were asked: *Knowing what you know now about your job as a judge would you still have applied?*

Just over half (51%) of judges said they would still have applied; almost a third (30%) were unsure, and 19% said they would not have applied.

Table 29: Retrospective view of applying to the judiciary

<i>Knowing what you know now, would you still have applied to be a judge?</i>	2016 JAS
Yes	51%
Not sure	30%
No	19%

9.2 Recommending the Judiciary as a Job

In 2014, judges were asked the reasons why they would encourage suitable people to apply to join the judiciary, but they were not asked directly whether they would do so. A new question was asked in the 2016 JAS: *Would you encourage suitable people to apply to join the judiciary?*

Judges in Northern Ireland were divided over whether they would encourage suitable people to apply to the judiciary: almost half (41%) said they were unsure if they would, almost the same proportion (39%) said they would and 20% said they would not encourage suitable people to apply.

Table 30: Willingness to encourage applications

<i>Would you encourage suitable people to apply to join the judiciary?</i>	2016 JAS
Yes	39%
Not sure	41%
No	20%

When asked the **reasons why they would encourage suitable applicants** to apply to join the judiciary, a majority of judges gave 4 reasons (in order of importance):

- Challenge of the work (86%)
- Chance to contribute to justice being done (78%)
- Public Service (71%)
- Intellectual satisfaction (63%)

When asked the **reasons why they would discourage suitable applicants** from applying to join the judiciary, a majority of judges gave 3 reasons (in order of importance):

- Likelihood of further reduction in pension entitlements (93%)
- Reduction in income (73%)
- Feeling of being an employee or civil servant (51%)

Close to a majority of judges gave 4 more reasons they would discourage suitable applicants from applying to join the judiciary:

- Too few opportunities for promotion (49%)
- Constant policy changes (48%)
- Isolation of job (46%)
- Increase in litigants in person (43%)

The reasons are consistent with Northern Ireland judges' responses to the 2014 JAS.

Table 31: Reasons judges would discourage suitable people from applying to the judiciary

	2016 JAS	2014 JAS	% change since 2014
Likelihood of further reduction in pension entitlements	93%	83%	+10%
Reduction in income	73%	72%	+1%
Feeling of being an employee or civil servant	51%	47%	+4%
Too few opportunities for promotion	49%	40%	+9%
Constant policy changes	48%	41%	+7%
Isolation of job	46%	54%	-8%
Increase in litigants in person	43%	N/A	N/A
Lack of administrative support	25%	31%	-7%
Lack of personal control over working time	24%	35%	-11%
Too much out of hours work required to do the job	20%	26%	-6%
Rigid hierarchical work environment	17%	19%	-2%
Poor quality of physical work environment	14%	16%	-2%
Lack of variety of work	14%	16%	-2%

10. Leadership

10.1 Extent of leadership work undertaken

Almost a quarter (23%) of judges said they hold a formal leadership position in the Northern Ireland judiciary, and two-thirds (67%) currently undertake additional responsibilities that are not formal leadership roles.

10.2 Willingness to take on a leadership role

- A majority of judges in Northern Ireland (54%) are interested in taking on more leadership responsibilities, but 19% of these judges feel no leadership opportunities are available in their jurisdiction.
- This is an issue where more distinct differences in view may emerge when judges' responses are examined in more detail by judicial post or other background factors

Table 32: Willingness to take on leadership responsibilities

<i>Are you interested in taking on more leadership responsibilities?</i>	2016 JAS
Yes	35%
Yes but none are available	19%
Not sure	8%
Not at the present time	10%
No because I have enough leadership responsibilities already	14%
No	14%

10.3 Allocation of leadership roles

Judges were asked if they felt judicial leadership roles were allocated fairly:

- Judges are somewhat divided over whether judicial leadership roles were allocated fairly. Almost half (47%) felt they were allocated fairly, just over a third (35%) felt they were not, and just over a quarter (28%) felt they did not know enough about how leadership roles are allocated to say whether it is fair.
- There has not been a major change in this since 2014.

Table 33: Fairness of allocation of leadership roles

<i>Are leadership roles in the judiciary allocated fairly?</i>	2016 JAS	2014 JAS
Yes	47%	40%
No	25%	29%
I do not know enough about how it is done to say	28%	31%

10.4 Training for those in current leadership positions

Judges who currently undertake leadership duties were asked if they would welcome training in several specific areas. A majority of judges would welcome training in all 3 areas:

- Three-quarters (75%) would welcome training on working with government policy makers
- Two-thirds (64%) would welcome training on managing colleagues
- A majority (57%) would welcome training on media communications

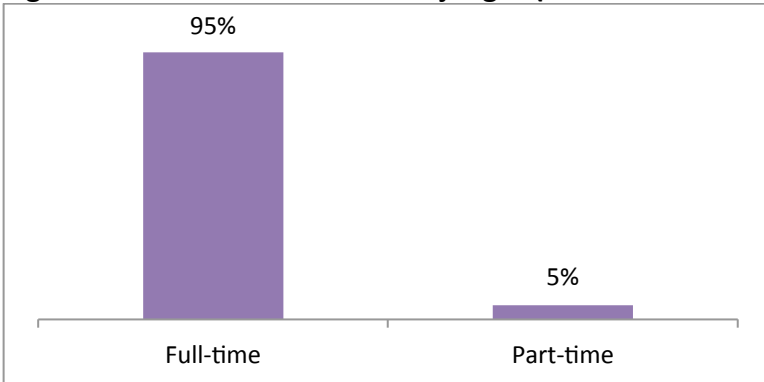
Table 34: Areas where leadership judges would welcome training

	2016 JAS
Managing colleagues	64%
Working with government policy makers	75%
Media communications	57%

11. Survey Respondents

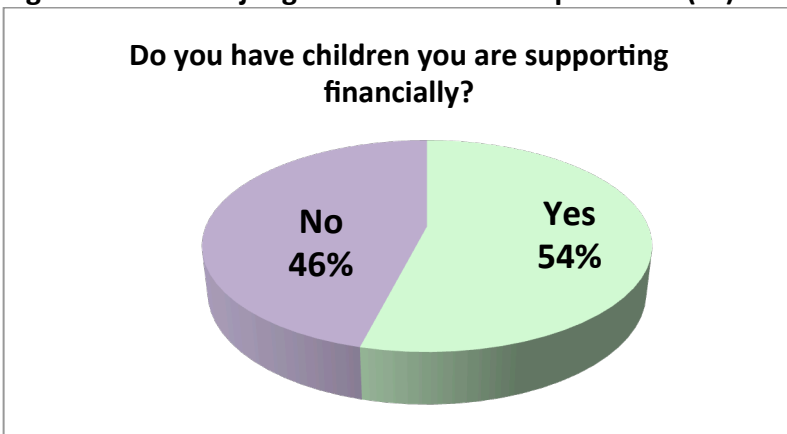
11.1 Work status: Full-time versus Part-time

Figure 1: Work status of salaried judges (Northern Ireland)



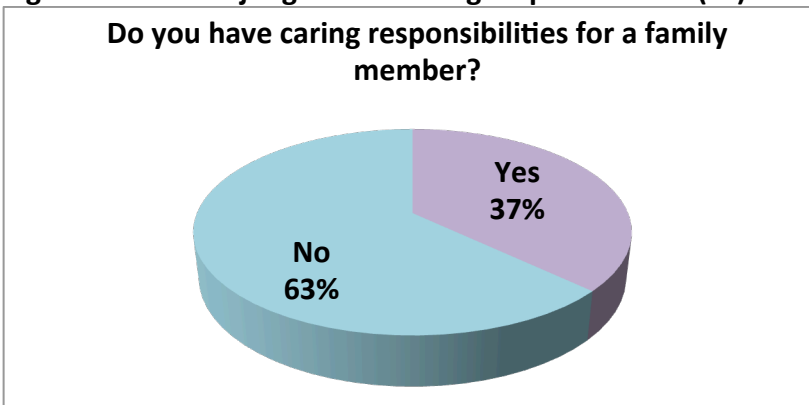
11.2 Financial dependants

Figure 2: Salaried judges with financial dependants (NI)



11.3 Caring responsibilities

Figure 3: Salaried judges with caring responsibilities (NI)



11.4 Date of first appointment to a salaried judicial post

Table 35: Date of first appointment to a salaried judicial post by post (NI)

	First appointment to the salaried judiciary
Before 1 April 1995	1%
1 April 1995 - 1999	17%
2000-2004	31%
2005-2009	19%
2010 - 2014	23%
2015-2016	9%

11.5 Tenure in current post

Table 36: Tenure in current judicial post (NI)

	Time in current judicial post
Less than 1 year	6%
1 – 5 years	32%
6 – 10 years	17%
11 – 15 years	26%
16 – 20 years	16%
21 – 25 years	3%

12. The Survey

- 93% of all the judges who completed the survey said it was about the right length.
- Almost all (98%) said it either took less than 10 minutes to complete (77%) or less than 20 minutes to complete (21%).

2016 Judicial Attitude Survey NORTHERN IRELAND

The Judicial Institute of University College London (UCL) is running this **2016 Judicial Attitude Survey (JAS)** on behalf of the Lord Chief Justice of Northern Ireland, the Lord Chief Justice of England and Wales, the Lord President and the Senior President of Tribunals, with a view to informing and supporting their **submissions to the Senior Salaries Review Body (SSRB)**.

SSRB Response to the 2014 Judicial Attitude Survey

As you may recall, in 2014 the first ever UK Judicial Attitude Survey was conducted to assist with that year's submissions to the SSRB. In its 2015 report the **SSRB highlighted the value of the JAS** to its work:

"We welcome the first UK Judicial Attitude Survey, which provides a comprehensive evidence base from which to draw conclusions about judicial motivation and morale. The Survey also provides a base from which to measure change against in future.

In its most recent report in April 2016, the SSRB reiterated the value of the JAS to its work, saying *"We also regard regular judicial attitude surveys as essential and welcome the LCJ's intention to undertake another one this year."*

2016 Judicial Attitude Survey (JAS)

The 2016 survey includes some of the same questions judges were asked in 2014, which will help to assess any recent changes in judicial attitudes. But the survey also includes **a number of new questions** about changes taking place in the judiciary.

The invitation to participate in this survey is being sent to **all salaried members of the judiciary** in Northern Ireland, England and Wales and Scotland. It is not being sent to any other members of the judiciary.

This survey is designed to enable salaried members of the judiciary to provide feedback on their **views and experience of serving as a judge**.

The survey is **completely voluntary and anonymous**. Your survey responses **cannot be traced back** to you personally.

Use of the Survey

UCL has undertaken in writing not to use any information collected in its research, save with the express consent of the Lord Chief Justices, the Lord President and Senior President of Tribunals. The anonymised, collated data will be held by the Judicial Offices of each jurisdiction.

Publication or disclosure, either in whole or in part, of any survey responses may be included in the formal response to the SSRB or other public bodies. Disclosure of submitted information may also be requested in accordance with, for instance, the Freedom of Information Act 2000 or the Freedom of Information (Scotland) Act 2001. Where such disclosure is sought UCL and/or the Judicial Offices undertake to take such steps as appropriate and as they believe applicable to seek exemptions from such disclosure.

**Thank you for taking the time to do the survey, which should take 5-10 minutes.
Your participation in this survey and your answers to the following questions will be extremely helpful.**

Your Judicial Post

Q1: Please indicate which is the main judicial post you currently hold. (If you have multiple posts please select what you consider your main post and you can provide any further details in the box below)

- | | |
|---|---|
| <input type="radio"/> Tribunal Judge | <input type="radio"/> High Court Judge |
| <input type="radio"/> Coroner | <input type="radio"/> Lord Justice of Appeal |
| <input type="radio"/> District Judge | <input type="radio"/> Master of the High Court |
| <input type="radio"/> District Judge (MC) | <input type="radio"/> Other (please specify in box below) |
| <input type="radio"/> County Court Judge | |

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

- | | | | |
|---|-----------------------------------|-----------------------------------|-----------------------------------|
| <input type="radio"/> Before 1 April 1995 | <input type="radio"/> 2000 - 2004 | <input type="radio"/> 2010 - 2014 | <input type="radio"/> 2015 - 2016 |
| <input type="radio"/> 1 April 1995 - 1999 | <input type="radio"/> 2005 - 2009 | | |

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

- | | | | | |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-------------------------------------|
| <input type="radio"/> Less than 1 year | <input type="radio"/> 6-10 years | <input type="radio"/> 16-20 years | <input type="radio"/> 26-30 years | <input type="radio"/> Over 30 years |
| <input type="radio"/> 1-5 years | <input type="radio"/> 11-15 years | <input type="radio"/> 21-25 years | | |

Q4: Are you:

- | | |
|--|---|
| <input type="radio"/> Full-time salaried judge | <input type="radio"/> Other (please specify in the box below) |
| <input type="radio"/> Part-time salaried judge | |

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

Q6: How would you rate working conditions in the judiciary compared with 2 years ago?

- Significantly worse
- Worse
- About the same
- Better
- Significantly better
- Not applicable to me (I was not in the judiciary 2 years ago)

Q7: 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"/>
Physical quality of the building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintenance of the building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical quality of your personal work space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Space to meet and interact with other judges	<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"/>

Q8: How would you assess your case workload over the last 12 months?

- Too high
- Manageable
- Too low

Q9: 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

Q10: To what extent do you feel the following are important to you?

	Important	Not sure	Not important
Opportunities for flexible working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to work part-time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time to discuss work with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to sit in other jurisdictions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for dealing with stressful conditions at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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 hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to work part-time	<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"/>
Support for dealing with stressful conditions at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q12: Are you ever concerned about your personal security as a result of your judicial role?(Please select as many options as apply to you)

- Yes, sometimes when I am in court
- Yes, sometimes outside of court
- Yes, sometimes on social media
- No

Please feel free to comment about your personal security as a judge

Q13: 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

If you answered YES, please indicate in the box below if the adjustments requested have been made to your satisfaction:

Salary and Pensions

Q14: The following explores your views on salary, pension provisions and your income options. (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"/>
I have had a loss of net earnings over the last 2 years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judicial salary issue is affecting my morale.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The judicial salary issue is affecting the morale of judges I work with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The change in pension entitlements has affected me directly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The change in pensions has affected my morale.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The change in pensions has affected the morale of judges I work with.	<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"/>
The amount of out of hours work required to do the job is affecting me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I felt that leaving the judiciary was a viable option I would consider doing so.	<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"/>

Judicial Resources

Q15: Please provide an assessment of the following resources available to you at the main court or tribunal where you work:

	Poor	Adequate	Good	Excellent
Standard of IT equipment provided for you personally to use (ie, laptop, desktop computer)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standard of IT equipment used in your court or tribunal (eg, video playback and video link equipment, tele-conferencing)	<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"/>

If you answered "Poor" for any of the questions please feel free to provide further details

Training and Personal Development

Q16: In my judicial role I am encouraged to use my talents to the full.

- Strongly Disagree
 Disagree
 Not sure
 Agree
 Strongly Agree

Q17: 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 judicial training available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of judicial training available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Time available to undertake judicial 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"/>

Please feel free to provide any further comments on these specific issues

Change in the Judiciary

Q18: To what extent do you feel that your job as a judge has changed since you were first appointed to a salaried post?

- 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

Q19: The following statements explore your view of changes in your job as a judge.

(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"/>
Despite any reservations I may have about changes in the judiciary I still enjoy my job as a judge.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q20: What changes in the judiciary concern you most?(Please select as many options as apply to you)

- | | |
|---|--|
| <input type="checkbox"/> Court closures | <input type="checkbox"/> Judicial morale |
| <input type="checkbox"/> Increase in litigants in person | <input type="checkbox"/> Reduction in face-to-face hearings |
| <input type="checkbox"/> Staff reductions | <input type="checkbox"/> Ability to attract the best people into the judiciary |
| <input type="checkbox"/> Introduction of digital working in court | <input type="checkbox"/> Loss of judicial independence |
| <input type="checkbox"/> Fiscal constraints | <input type="checkbox"/> Stressful working conditions |
| <input type="checkbox"/> Loss of experienced judges | <input type="checkbox"/> Other (please specify in the box below) |
| <input type="checkbox"/> Personal safety for judges | |

Future Planning

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

- | | |
|---------------------------|--|
| <input type="radio"/> Yes | <input type="radio"/> I am currently undecided about this |
| <input type="radio"/> No | <input type="radio"/> I will reach full retirement age in the next 5 years |

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

- | | |
|---|---|
| <input type="checkbox"/> Increase in workload | <input type="checkbox"/> Increase in litigants in person |
| <input type="checkbox"/> Lack of promotion | <input type="checkbox"/> Stressful working conditions |
| <input type="checkbox"/> Limits on pay awards | <input type="checkbox"/> Requirement to sit in a location too far from home |
| <input type="checkbox"/> Reduction in pension benefits | <input type="checkbox"/> Court closures |
| <input type="checkbox"/> Reduction in administrative support | <input type="checkbox"/> Inability to work more flexible hours |
| <input type="checkbox"/> Further demands for out of hours working | <input type="checkbox"/> Other (please specify in the box below) |
| <input type="checkbox"/> Lack of stimulating work | |

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).

- | | |
|---|--|
| <input type="checkbox"/> Promotion to a higher post | <input type="checkbox"/> Greater leadership responsibilities |
| <input type="checkbox"/> Change of work location | <input type="checkbox"/> Settled position on pension entitlements |
| <input type="checkbox"/> Higher remuneration | <input type="checkbox"/> Support for dealing with stressful working conditions |
| <input type="checkbox"/> Better administrative support | <input type="checkbox"/> Opportunity for sabbatical |
| <input type="checkbox"/> Reduction in workload | <input type="checkbox"/> Opportunity to work part-time |
| <input type="checkbox"/> Increased flexibility in working hours | <input type="checkbox"/> Reduction in litigants in person |
| <input type="checkbox"/> Greater variation in work | <input type="checkbox"/> 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 valued by:(Please select as many options as reflect your view)

- | | |
|---|---|
| <input type="checkbox"/> Public | <input type="checkbox"/> Court staff |
| <input type="checkbox"/> UK Government | <input type="checkbox"/> Media |
| <input type="checkbox"/> Legal profession | <input type="checkbox"/> Judicial colleagues at my court |
| <input type="checkbox"/> Parties in cases that appear before me | <input type="checkbox"/> Senior leadership in the judiciary |

Q25: As a judge I feel I provide an important service to society.

- Strongly Disagree Disagree Not sure Agree
 Strongly Agree

Q26: I feel a strong personal attachment to being a member of the judiciary.

- Strongly Disagree Disagree Not sure Agree
 Strongly Agree

Q27: I feel I have an important job that I am committed to doing as well as I possibly can.

- Strongly Disagree Disagree Not sure Agree
 Strongly Agree

Joining the judiciary

Q28: Knowing what you know now about your job as a judge would you still have applied?

- Yes No Not sure

Q29: Would you encourage suitable people to apply to join the judiciary?

- Yes No Not sure

Q30: The reasons I would encourage suitable people to apply to join the judiciary are:(Please select as many options as reflect your view)

- | | |
|--|---|
| <input type="checkbox"/> Challenge of the work | <input type="checkbox"/> Pension |
| <input type="checkbox"/> Sense of collegiality | <input type="checkbox"/> Administrative support |
| <input type="checkbox"/> Job security | <input type="checkbox"/> Less pressurised environment than practice |
| <input type="checkbox"/> Intellectual satisfaction | <input type="checkbox"/> Prestige of the job |
| <input type="checkbox"/> Salary | <input type="checkbox"/> Chance to contribute to justice being done |
| <input type="checkbox"/> Public service | <input type="checkbox"/> Other (please specify in the box below) |
| <input type="checkbox"/> Respect in the community | |

Please feel free to provide a further comment:

Q31: 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
- Increase in litigants in person
- Digitisation of the court process
- Other (please specify in the box below)

Please feel free to provide a further comment:

Leadership

Q32: Do you hold a leadership position in the judiciary (e.g., Presiding Judge, President or Deputy/Vice President, etc.)?

- Yes No

Q33: Do you undertake any additional responsibilities as a judge that are not formal leadership roles (e.g., Chair of a judicial committee, NIJAC commissioner, Judicial Studies Board duties, etc.)?

- Yes No

Q34: Would you be interested in taking on more leadership responsibilities in your judicial role?

- Yes
- Yes but there are none available in my jurisdiction
- No
- No because I have enough leadership responsibilities already
- Not sure

Not at the present time

Q35: Do you feel that judicial leadership roles are allocated fairly?

Yes

I do not know enough about how it is done to say

No

Q36: If you hold a formal leadership position or have any informal leadership responsibilities would you welcome any executive training in any of the following areas?

Media communications

Managing colleagues

Working with government policy makers

Other issues related to my leadership role (please specify in the box below)

General Information

Q37: 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 if you would like to)

Q38: Do you have children you support financially?

- Yes No

Q39: Do you have caring responsibilities for a family member(s)?

- Yes No

Q40: Are you:

- Male Female

Q41: What is your ethnic group?

- | | |
|--|--|
| <input type="radio"/> White - English | <input type="radio"/> Asian - Indian |
| <input type="radio"/> White - Welsh | <input type="radio"/> Asian - Pakistani |
| <input type="radio"/> White - Scottish | <input type="radio"/> Asian - Bangladeshi |
| <input type="radio"/> White - Irish | <input type="radio"/> Asian - any other Asian background |
| <input type="radio"/> White - Other | <input type="radio"/> Black - Caribbean |
| <input type="radio"/> Mixed - White and Black Caribbean | <input type="radio"/> Black - African |
| <input type="radio"/> Mixed - White and Black African | <input type="radio"/> Black - any other Black background |
| <input type="radio"/> Mixed - White and Asian | <input type="radio"/> Chinese |
| <input type="radio"/> Mixed - any other mixed background | <input type="radio"/> Any other ethnic group |

The Survey

Q42: This survey was:

- Too long About the right length Not long enough

Q43: 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