

2020 UK JUDICIAL ATTITUDE SURVEY

Report of findings covering salaried judges in
Northern Ireland

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Executive summary

Northern Ireland judiciary, the Judicial Attitude Survey and response rate

- The UK Judicial Attitude Survey (JAS) 2020 is a longitudinal survey conducted with all serving salaried judges in Northern Ireland, England & Wales and Scotland. It assesses judges' views and experiences of their working lives over time. This is the third running of the JAS, preceded by earlier surveys in 2016 and 2014.
- This report covers the 2020 JAS results for salaried judges in Northern Ireland. They make up 4% of all salaried judges in the UK, and 93% of NI judges took part in the 2020 JAS.
- With a high participation rate over 6 years, this report provides a reliable assessment of how if at all NI judges' attitudes to their working lives may have changed over this time period.

Being a member of the judiciary

- Virtually all judges in Northern Ireland feel they provide an important service to society (97%) and have a strong personal attachment to being a member of the judiciary (92%). These high levels have been consistent across all three surveys from 2014-2020.
- Virtually all NI judges (98.7%) 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 in NI despite any levels of disenchantment with their job expressed elsewhere in the survey.
- Almost three quarters (71%) of NI judges feel that members of the judiciary are respected less by society today than they were 5 years ago. There has been little change in this since 2014.
- Judges feel most valued by judicial colleagues at their courts (89%), the legal profession (88%), court staff (88%) and parties that appear in cases before them (80%).
- Only a small minority of judges feel valued by the media (19%) or the government (11%).

Working conditions

- A majority of judges (56%) said that working conditions were worse than they were two years ago, but this is a substantial decrease from 2016 (when 81% said conditions were worse).
- All working conditions were rated Adequate, Good or Excellent by a majority of judges. But only two working conditions were rated Good to Excellent by more than half of judges: quality of administrative support (58%) and physical quality of their personal working space (53%).
- Very large proportions of judges in Northern Ireland have concerns for their personal safety both in court and outside of court, and these concerns have increased since 2016.
- A majority of judges would like more guidance on how to deal with internet and social media coverage of their work as a judge (54%) and how to ensure their safety out of court (51%).

Digital capabilities and IT resources

- From 2014 to 2016, judges' views of the quality of all IT resources and support deteriorated, but in 2020 there were improvements in two areas: the standard of IT equipment provided to judges personally to use improved in 2020, with 64% of judges rating it Excellent or Good; and IT support when working in court was rated either Excellent, Good or Adequate by 84%.
- In two areas, judges' views of the quality of resources has continued to decline: IT equipment used in court (eg, video-link, playback, teleconferencing) that is rated Excellent/Good has continued to decline sharply from 2014 (44%) to 2020 (8%); internet access that is rated as Excellent/Good has also continued to decline sharply from 2014 (69%) to 2020 (18%).
- By summer 2020 a majority of judges (59%) were on e-Judiciary, and most judges rated e-Judiciary as either Excellent/Good (33%) or Adequate (47%). Only a minority of judges (44%) had Wi-Fi in their courtrooms or in other parts of their court building (47%), and 48% rated the quality of Wi-Fi in their courtroom as Poor/Non-existent.

Judicial working during the Covid-19 emergency

- In the early period of the Covid-19 emergency (late March to late June 2020), 50% of judges in Northern Ireland said they were going in to work at their court occasionally.
- 50% of judges said the IT equipment they had to work remotely during the emergency was either Excellent or Good; but only 29% said the IT support they had when working remotely was Excellent or Good.

Salary and pensions

- More than half of all Northern Ireland judges (58%) were earning more than their judicial salary at the time of their appointment, with over a third (36%) earning substantially more.
- Since 2016, there has been a sharp fall (-22%) in judges that have had a loss of net earnings over the last 2 years, and a moderate increase (+8%) in judges who say they are paid a reasonable salary for the work they do.
- Since 2016 there has been a fall (-11%) in judges who say that the judicial salary issue is affecting their own morale, and a fall (-9%) in judges who say that the judicial salary issue is affecting the morale of judges they work with.
- While most salaried judges (71%) feel that their pay and pension entitlement combined does not adequately reflect the work they have done and will do before retirement, this proportion has continued to fall since 2014.
- Over a third (37%) of judges would pursue out of court work to earn additional income if this was an option, down from 2016 (51%); less than half of judges (42%) would consider leaving the judiciary if this was a viable option, down slightly from 2016 (48%).
- More than half of judges (52%) feel that the amount of out of hours work they are required to do in their job is affecting them, and this has steadily increased since 2014 (36%).
- Almost all Northern Ireland judges (87%) follow closely developments about judicial pensions, and 85% would like to know more about developments in judicial pensions.

Opportunities, support, training and personal development

- Judges felt that opportunities were not sufficient in the 3 areas of working life most important to them: 87% of judges said time to discuss work with colleagues was important but only 19% said the opportunities for this were Excellent or Good; 76% of judges said support for dealing with stressful work conditions was important but 52% said this support was either Non-existent or Poor; 71% of judges said opportunities for career progression were important but 63% said this support was either Non-existent or Poor.
- Almost all judges were satisfied with the challenge of the job (81%) and the variety of their work (78%), and these satisfaction levels remain high from 2014. Most judges were satisfied with the sense of achievement in their job (66%), but only a minority of judges were satisfied with their opportunities for career progression (29%) and cross deployment (28%).
- Almost all Northern Ireland judges (82%) said that training opportunities were important to them, but only 67% said the availability of these training opportunities was Adequate, Good or Excellent. A majority of judges (60%) are satisfied with the quality of the judicial training they receive; and this has improved substantially from 2016 (36%). Only 45% are satisfied with the range of training available to them, but this is an improvement from 2016 (23%). Most judges are not satisfied with the time available to undertake training (34%), but this is an improvement from 2016 (16%). Few judges (29%) are satisfied with the time they have to prepare for judicial training courses.
- Almost all judges said they would welcome new “hands on” training on how to use IT in court (89%) and on how to conduct remote hearings (85%). A majority also said they would welcome more training on wellbeing for judges (63%) and eLIS training (51%).

Change in the judiciary

- Compared with 2016, in 2020 there was a fall (-11%) in the proportion of judges who feel there has been a large amount of change in the judiciary since they were appointed.
- Judges in Northern Ireland are most concerned by a new issue since 2016: the loss of respect for the judiciary by government (82%). Other issues large proportions of judges are extremely concerned about include: personal safety for judges (69%), increase in litigants in person (63%), fiscal constraints (62%), low judicial morale (62%) loss of judicial independence (61%), staff reductions (60%) and attacks on the judiciary by the media (56%).

Future planning

- Most Northern Ireland judges (64%) do not feel that judges should be required to retire at 70.
- Of those salaried judges that will not reach compulsory retirement age in the next 5 years, over half (53%) said they were considering retiring early and 12% are currently undecided.
- The reduction in pension benefits is the most important factor that salaried judges in Northern Ireland said would make them more likely to leave the judiciary early (91%). Limits on pay awards, increase in workload and lack of respect for the judiciary by government are the next most important factors.
- In 2020 and 2016, a majority of judges said the same 2 factors would make them more likely to remain in the judiciary until they have to retire: higher remuneration (85%) and restoration of previous pension entitlements (62%). But judges also identified two new factors: better security for judges (62%) and greater respect for the work that judges do (53%).

Recruitment

- Knowing what they know now, 53% of judges said they would still have applied to be a judge.
- 50% of judges said they would encourage suitable people to apply to the judiciary, which is a substantial increase from 2016 (+11%).
- The main reasons judges would encourage suitable people to apply to join the Northern Ireland judiciary are the chance to contribute to justice being done (82%), public service (81%), challenge of the work (79%) and intellectual satisfaction (60%).
- The main reason most Northern Ireland judges say they would discourage suitable applicants from applying to be a salaried judge is their experience of changes to pension entitlements (83%); other leading reasons include: isolation of the job (66%) and reduction in income (61%).

Leadership

- Almost three quarters of Northern Ireland judges (72%) are interested in taking on a leadership role, but for 18% there are no leadership roles available in their jurisdiction and 18% would only be interested if they felt leadership roles were properly rewarded.
- Almost half of judges (47%) say they do not know enough about how leadership roles are allocated to say whether the process is fair, and this has increased since 2014 (31%) and 2016 (28%).
- Two thirds of judges (65%) feel they receive good support from their immediate leadership judge; 60% feel that case allocation is done fairly by their local leadership judge; 44% would like to be able to discuss their career development with their immediate leadership judge; and 47% would like to be able to discuss their career development with someone other than their immediate leadership judge.

1. Judicial Attitude Survey (JAS) 2020: Northern Ireland

1.1 The survey

The Judicial Attitude Survey (JAS) 2020 is a longitudinal survey conducted with all serving salaried judges in the UK. This is the third running of the JAS, preceded by earlier Judicial Attitude Surveys in 2016¹ and 2014². The aim of the JAS is to assess the attitudes of judges in key employment and 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 has been all serving salaried judges in England and Wales, Scotland, Northern Ireland and the UK reserved tribunals, including both full-time salaried and part-time salaried judges.

This report provides the findings for salaried judges in Northern Ireland.³ Judges in Northern Ireland make up 4% of all salaried judges in the UK⁴. The report includes combined results for all salaried judges in Northern Ireland who took part in the survey. Due to the small number of judges in each judicial post in Northern Ireland, findings have not been reported separately for each judicial post in order to ensure participants' anonymity.

Like its predecessors, the JAS 2020 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 2020 questionnaire.

The survey was voluntary and all participants remained completely anonymous. The survey ran from 27 May through 22 June 2020. All salaried judges in Northern Ireland were invited to take part in the survey through the judicial intranet and through personal communications from the Lord Chief Justice of Northern Ireland inviting judges to contribute to the survey.

The survey included 45 questions covering the following general subject areas⁵:

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

¹ 2016 Judicial Attitude Survey: Northern Ireland, C. Thomas (2016) UCL Judicial Institute

² 2014 Judicial Attitude Survey: Northern Ireland, C. Thomas (2014) UCL Judicial Institute

³ Findings for salaried judges in England and Wales with UK reserved tribunals and findings for salaried judges in Scotland have been reported separately.

⁴ The courts judiciary of England and Wales comprises 64% of all salaried judges in the UK, the UK reserved tribunal judiciary comprises 22% of all UK salaried judges and Scottish judges comprise 10% of all salaried judges in the UK.

⁵ A copy of the full survey is provided in Section 12.

Most of the questions from the 2014 JAS and 2016 JAS were repeated in the 2020 JAS, which has enabled an assessment to be made of how if at all judicial attitudes may have changed over this time period. A few questions from the 2016 JAS were phrased differently to increase clarity following a review of the 2016 JAS, and several new questions were added to the 2020 JAS covering reforms taking place within the judiciary since 2016. In addition, given that the 2020 JAS ran during the early months of the Covid-19 emergency, several questions were included to enable judges to provide information about their experiences of working during the Covid-19 emergency.

In addition, there were a number of demographic questions⁶ covering:

- age
- disability
- ethnicity
- education
- gender
- professional background
- tenure in current post
- tenure in salaried judiciary

1.2 Response Rates

Almost every salaried judge in Northern Ireland (93%) took part in the 2020 Judicial Attitude Survey (JAS). This was an even higher response rate from the two previous Judicial Attitude Surveys (see Table 1.1 below), and the extremely high response rate means the 2020 JAS findings reflect the views of virtually all salaried judges in Northern Ireland.

Table 1.1: Response rates by Northern Ireland salaried judges to the UK JAS 2016 and 2014

Northern Ireland	Total no. of judges in post 2016	2020 JAS number of responses	2020 JAS response rate	2016 JAS response rate	2014 JAS response rates
Lord Justices of Appeal	3	3	100%	67%	0%
Master of the High Court	7	6	86%	86%	
High Court Judges	8	8	100%	70%	67%
County Court Judges	18	17	94%	100%	94%
District Judges (MC)	19	19	100%	81%	
District Judges	3	3	100%	100%	
Coroners	3	3	100%	33%	
Tribunals Judges	13	10	77%	50%	64%
	74	69	93%	76%	76%

The fact that this is now the third time this survey has been run with the salaried judiciary in Northern Ireland and all three surveys have had high response rates means that assessments can also be made about the extent to which judicial attitudes in Northern Ireland may have changed or intensified since 2014 and 2016. Where relevant these are addressed in this report.

⁶ There were also two questions about the survey.

1.3 Running the JAS during Covid-19

The UK Judicial Attitude Survey was scheduled to run in spring 2020. When the Covid-19 emergency occurred, it was decided that the survey should still be run. Despite the challenges judges faced with working during the emergency, it was felt that it was as important as ever to understand how judges feel about their judicial role, their working lives and their plans for the future. The questions in the survey were not altered; instead a number of specific questions about working in the Covid-19 emergency were included and judges were encouraged to say whether their answers to specific questions had been affected by Covid-19 and would have been different before the pandemic. Part 4.3 of this report includes a specific section on judicial experiences working during the early part of the Covid-19 emergency.

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

2.1 Providing an important service to society

Virtually all salaried judges (97%) in all judicial posts in Northern Ireland feel they provide an important service to society, with 82% strongly agreeing with the statement. This high level of agreement has remained constant since 2014 (Table 2.1).

Table 2.1: Providing an important service to society

<i>As a judge I feel I provide an important service to society</i>	2020 JAS	2016 JAS	2014 JAS
Agree	97%	98%	100%
Not sure	0%	0%	0%
Disagree	3%	2%	0%

2.2 Personal attachment to the judiciary

Virtually all salaried judges (92%) in Northern Ireland feel a strong personal attachment to being a member of the judiciary. The level of agreement with this view has increased steadily since 2014 (Table 2.2).

Table 2.2: Personal attachment to the judiciary

<i>I feel a strong personal attachment to being a member of the judiciary</i>	2020 JAS	2016 JAS	2014 JAS
Agree	92%	89%	86%
Not sure	0%	8%	10%
Disagree	8%	3%	4%

2.3 Societal respect

In the 2014 JAS, judges were asked to what extent they felt judges were respected by society at large compared with 10 years ago. This question was not repeated in the 2016 JAS given the short time period between that and the 2014 survey. In the 2020, judges were again asked to what extent judges were respected by society at large, but this time compared with 5 years ago to reflect the timescale since this question was asked. As Table 2.3 shows, almost three quarters (71%) of Northern Ireland judges feel that members of the judiciary are respected less by society at large than they were 5 years ago. These results in 2020 are very similar to the results in 2014.

Table 2.3: Societal respect

<i>Members of the judiciary are respected by society at large</i>	2020 JAS	2014 JAS ⁷
Less than they were 5 years ago	71%	79%
About the same as they were 5 years ago	28%	18%
More than they were 5 years ago	1%	3%

⁷ In the 2014 JAS judges were asked whether they thought members of the judiciary were respected by society at large more, less or about the same as they were “10 years ago”.

2.4 Feeling valued

In 2014 and 2016, the JAS asked judges to indicate which groups they felt valued by. The previous results showed consistently that the overwhelming majority of judges felt valued by judicial colleagues at their court, court staff, the legal profession and the parties in cases that appear before them, while almost no judges felt valued by either the media or the Government.

In the 2020 JAS, this question was reworded to provide a more detailed picture by asking *the extent to which* judges feel valued by different groups. As Figure 2.1 shows, a majority or close to a majority of judges feel valued by all groups except the media and government. The largest proportion of judges feel valued by judicial colleagues at their courts (89%), the legal profession (88%), court staff (88%) and parties that appear in cases before them (80%).

Figure 2.1: extent to which judges feel valued by different groups

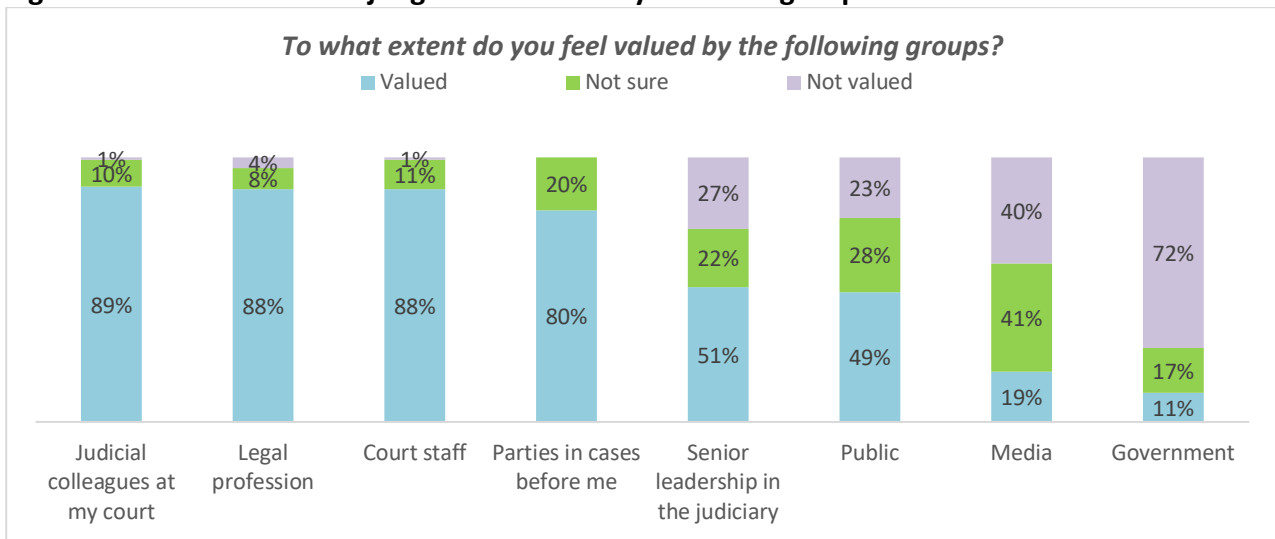
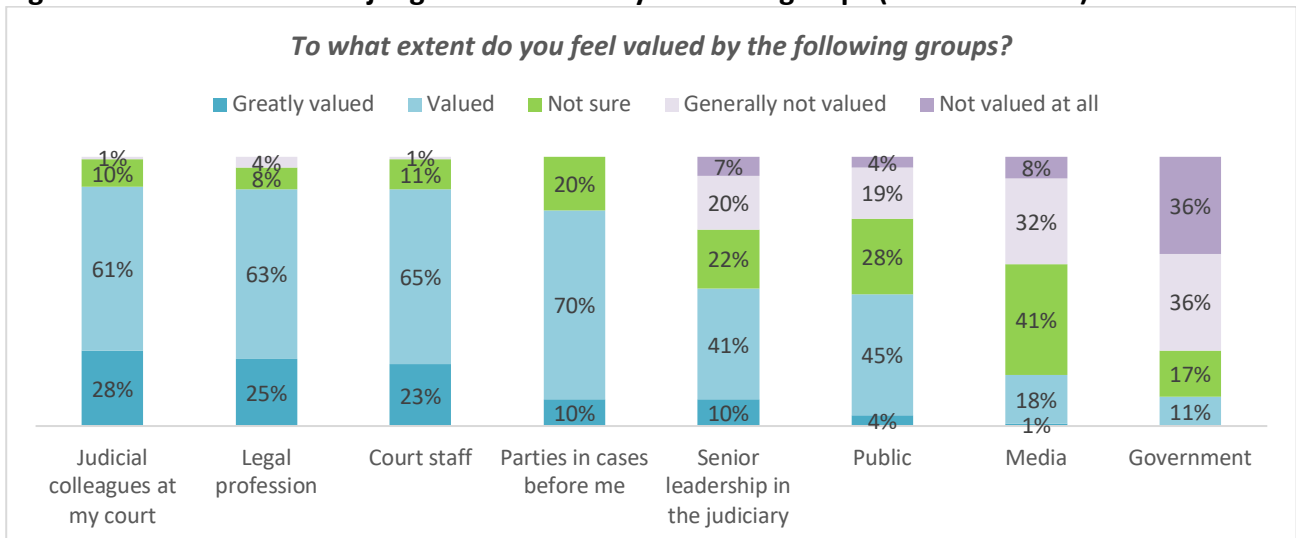


Figure 2.2 breaks this down further by the extent to which judges feel valued by different groups. Judges clearly feel most valued by judicial colleagues they work with at their court (28% felt greatly valued), legal profession (25% felt greatly valued) and court staff (23% felt greatly valued). Virtually no judges at all felt greatly valued by the media (1%) or the government (0%), and over two thirds of all judges (36%) felt that they were not valued at all by the government.

Figure 2.2: Extent to which judges feel valued by different groups (detailed levels)



2.5 Commitment to the job

In 2016, a new question was included in the JAS that examined judges' commitment to doing their job. This 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 (as documented in the 2014 JAS). This question was repeated in 2020. Table 2.4 shows again that in 2020 almost every judge in the survey (98.7%) felt they had an important job to do and expressed a commitment to doing this job as well as they possibly can. This reflects a deep underlying strength of the judiciary in Northern Ireland across all posts. 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 virtually all salaried judges in Northern Ireland despite any disenchantment found in other parts of the survey.

Table 2.4: 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>	2020 JAS			2016 JAS		
Strongly Agree	80.6%	Agree total	98.7%	83.3%	Agree total	100%
Agree	18.1%			16.7%		
Not sure	0%	Not sure	0%	0%	Not sure	0%
Disagree	0%			0%		
Strongly Disagree	1.3%	Disagree total	1.3%	0%	Disagree total	0%

3. Working Conditions

In the 2020, 2016 and 2014 JAS, salaried judges were asked a series of questions about their working conditions. The findings from 2020 are reported below, with an indication of how if at all judges' views about their working conditions have changed since 2016 and 2014.

3.1 Current working conditions compared with previous years

In the 2014 JAS judges in Northern Ireland were asked to rate working conditions in the judiciary then compared with 5 years ago, and in 2016 judges were asked to rate working conditions in the judiciary compared with 2 years ago. In 2020 judges were also asked to rate working conditions compared with 2 years ago.

In 2020, a majority of judges (56%) said that working conditions were worse than they were two years ago, but this is a substantial decrease from 2016 when 81% said that working conditions were worse than they were in 2014. Just under half of judges (43%) feel that working conditions are about the same as they were 2 years ago and 1% feel working conditions have actually improved over the last 2 years.

Table 3.1: Working conditions in the judiciary: change from 2016

	2020 JAS working conditions now vs 2 years ago	2016 JAS working conditions now vs 2 years ago	% change from 2016
Worse (total)	56%	81%	-25%
About the same	43%	19%	+24%
Better (total)	1%	0%	+1%

When examined in more detail (Table 3.2), there has been a substantial decrease in the proportion of judges in that feel working conditions are significantly worse (now just 10% in 2020 compared with 32% in 2016 and 53% in 2014).

Table 3.2: Working conditions in the judiciary: 2014-2020

	2020 JAS working conditions now versus 2 years ago	2016 JAS working conditions now versus 2 years ago	2014 JAS working conditions now versus 5 years ago
Significantly worse	10%	32%	53%
Worse	46%	49%	36%
About the same	43%	19%	9%
Better	1%	0%	2%
Significantly better	0%	0%	0%

3.2 Workload

The 2020 JAS survey explored several aspects of working conditions with judges in more detail, including judges' case and non-case workloads. In 2020, two thirds of judges (67%) said their caseload over the last 12 months has been manageable, and the proportion of judges saying their case workload is too high has fallen since 2016 and 2014 (Table 3.3).

Table 3.3: Case workload over the last 12 months 2014-2020

<i>Case workload over the last 12 months</i>	2020 JAS	2016 JAS	% change from 2016	2014 JAS	% change from 2014
Too high	33%	37%	- 4%	37%	- 4%
Manageable	67%	58%	+9%	61%	+6%
Too low	0%	5%	- 5%	2%	-2%

A majority of judges (59%) also said their *non-case workload* over the last 12 months has been manageable, although this has fallen substantially since 2016 and 2014 when it was 71%. There has been a corresponding increase (+12%) in judges saying they do not have any judicial work outside of their caseload (Table 3.4).

Table 3.4: Judicial workload not including caseload over the last 12 months 2014-2020

<i>Non-case workload over the last 12 months</i>	2020 JAS	2016 JAS	% change from 2016	2014 JAS	% change from 2014
Too high	20%	21%	-1%	21%	-1%
Manageable	59%	71%	-12%	71%	-12%
Too low	4%	3%	+1%	1%	+3%
I do not have any judicial work outside of my caseload	17%	5%	+12%	7%	+10%

3.3 Quality of Specific Working Conditions

Judges were also asked to assess a range of specific working conditions. All working conditions were rated Adequate, Good or Excellent by a majority of judges in Northern Ireland. But only two working conditions were rated Good or Excellent by more than half of judges:

- 53% said the physical quality of their personal working space was either good or excellent.
- 58% said the quality of administrative support was good or excellent.

Almost half of all judges (47%) said the morale of court staff was Poor.

Table 3.5: Quality of specific working conditions of judges

<i>Please provide an assessment of the following working conditions at your main court</i>	Excellent	Good	Adequate	Poor
Quality of administrative support	13%	45%	32%	10%
Physical quality of your personal work space	12%	41%	32%	15%
Physical quality of the building	4%	36%	37%	23%
Space to meet and interact with other judges	11%	29%	29%	31%
Security at your court	5%	30%	42%	23%
Amount of administrative support	8%	29%	39%	24%
Maintenance of the building	1%	27%	48%	24%
Morale of court staff	0%	20%	33%	47%

3.4 Change in specific working conditions since 2016

Judges' views were mixed as to whether specific working conditions have improved since 2016 (Table 3.7).

- There are four working conditions where there has been a fall in the proportion of judges rating the working condition as "Poor": morale of court staff, space to meet and interact with other judges, maintenance of the building and the amount of administrative support.
- There are four other working conditions where there has been an increase in the proportion of judges rating the working condition as "Poor": physical quality of the building, of judges' personal work space, security and the quality of administrative support.

Table 3.6: Change in specific judicial working conditions since 2016

Specific working conditions	Rated "Poor" in 2020 JAS	Rated "Poor" in 2016 JAS	% change from 2016
Morale of court staff	47%	55%	-8%
Space to meet and interact with other judges	31%	39%	-8%
Maintenance of the building	24%	26%	-2%
Amount of administrative support	24%	26%	-2%
Security at your court	23%	19%	+4%
Physical quality of the building	23%	13%	+10%
Physical quality of your personal work space	15%	13%	+2%
Quality of administrative support	10%	13%	+3%

3.5 Security concerns

In 2016 judges in Northern Ireland were asked for the first time about the extent to which they were concerned about their personal safety arising from being a judge. This question was repeated again in 2020, and there has been some change since 2016:

- Very large proportions of judges in Northern Ireland have concerns for their personal safety both in court and outside of court, and these concerns have increased since 2016.
- The proportion of judges who have concerns about their safety while in court has increased 4% from 68% in 2016 to 72% in 2020.
- The proportion of judges who have concerns about their safety outside of court has increased 12% from 71% in 2016 to 83% in 2020.
- There has been a small increase in the proportion of judges who have concerns about how they are dealt with on social media, from 29% in 2016 to 31% in 2020.

Table 3.7: Judicial concerns about personal security

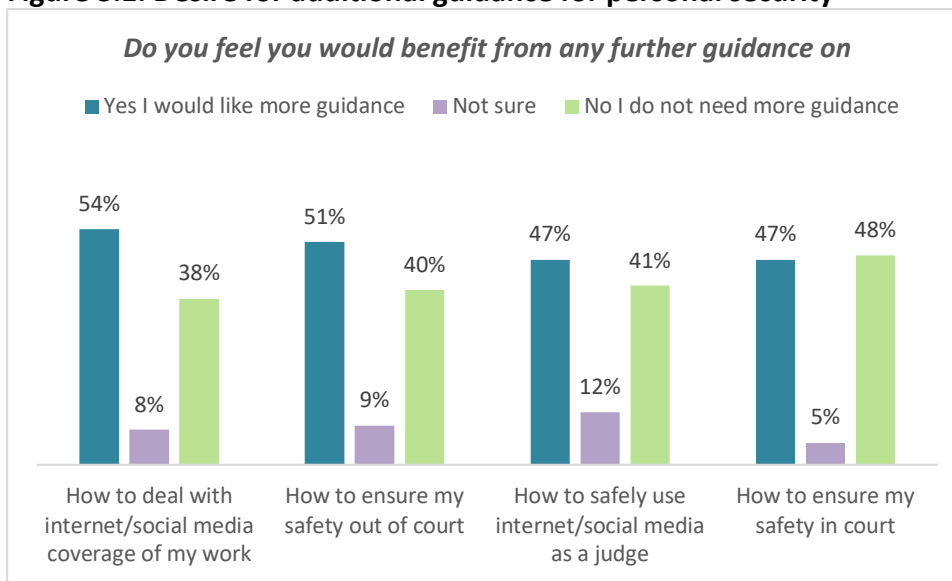
<i>Are you ever concerned about your personal security as a result of your judicial role?</i>	2020 JAS	2016 JAS	% change since 2016
Yes, sometimes in court	72%	68%	+4%
Yes, sometimes outside of court	83%	71%	+12%
Yes, sometimes on social media	31%	29%	+2%
No	11%	12%	-1%

3.6 Guidance and advice on personal security

In 2020, judges were asked for the first time whether they felt they would benefit from any further guidance on how to ensure their personal security and how to deal with social media (Figure 3.1).

- A majority of all judges in Northern Ireland said they would like more guidance on how to deal with internet and social media coverage of their work as a judge (54%) and how to ensure their safety out of court (51%).
- Almost half of all judges in Northern Ireland said they would like more guidance on how to safely use the internet/social media as a judge (47%) and how to ensure their safety in court (47%).

Figure 3.1: Desire for additional guidance for personal security



4. Digital Capacity, IT Resources, Support and Remote Working

In both the 2014 and 2016 JAS, a number of questions explored the availability and quality of IT resources used by judges and the support available to them when using IT. In 2020, these same questions were repeated in the Northern Ireland JAS, along with a number of new questions on Wi-Fi capabilities in courts and the digital communications system for the judiciary (e-Judiciary). The 2020 results provide an indication of the progress of digital working in the Northern Ireland courts. In addition, in 2020 a number of new questions were also included in the JAS to take into account the need for many judges to work remotely during the Covid-19 emergency (Section 4.3).

4.1 Quality of IT resources and IT support for judges

Almost two thirds (64%) of Northern Ireland judges rated the standard of IT equipment provided to them personally to use (laptop, desktop computer) when working at court as Excellent or Good, but over half (56%) said that the standard of IT equipment used in their court (eg, video-link, playback, teleconferencing) was either Poor or Non-existent (Figure 4.1). IT support when working in court was rated either Excellent/Good or Adequate by most judges (84%), but internet access in the court building was either rated Adequate (44%) or Poor/non-existent (38%) by most judges.

Figure 4.1: Quality of IT resources and support

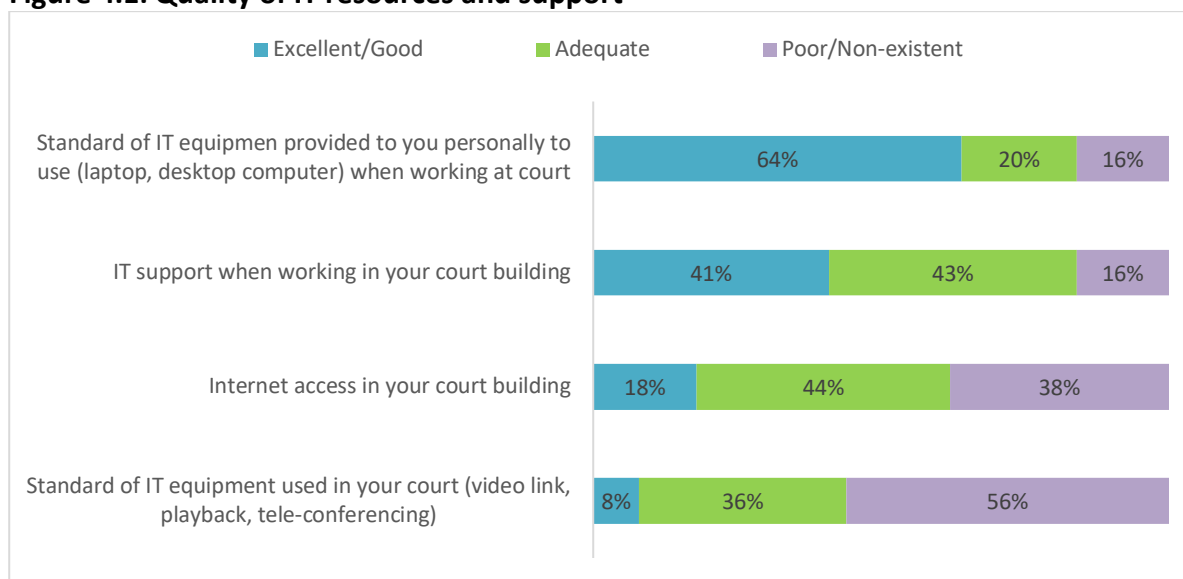


Table 4.1 provides a further breakdown of the results for each of these IT resources and support.

Table 4.1: Quality of IT resources and support in courts

<i>Please provide an assessment of the following resources available at your main court</i>	Excellent	Good	Adequate	Poor	Non-existent
Standard of IT equipment provided to you personally to use when working at court	21%	43%	20%	16%	0%
IT support when working in your court building	9%	32%	43%	13%	3%
Internet access in your court building	3%	15%	44%	27%	11%
Standard of IT equipment used in your court (video link, playback, tele-conferencing)	0%	8%	36%	48%	8%

Change since 2014-16 (Figure 4.2)

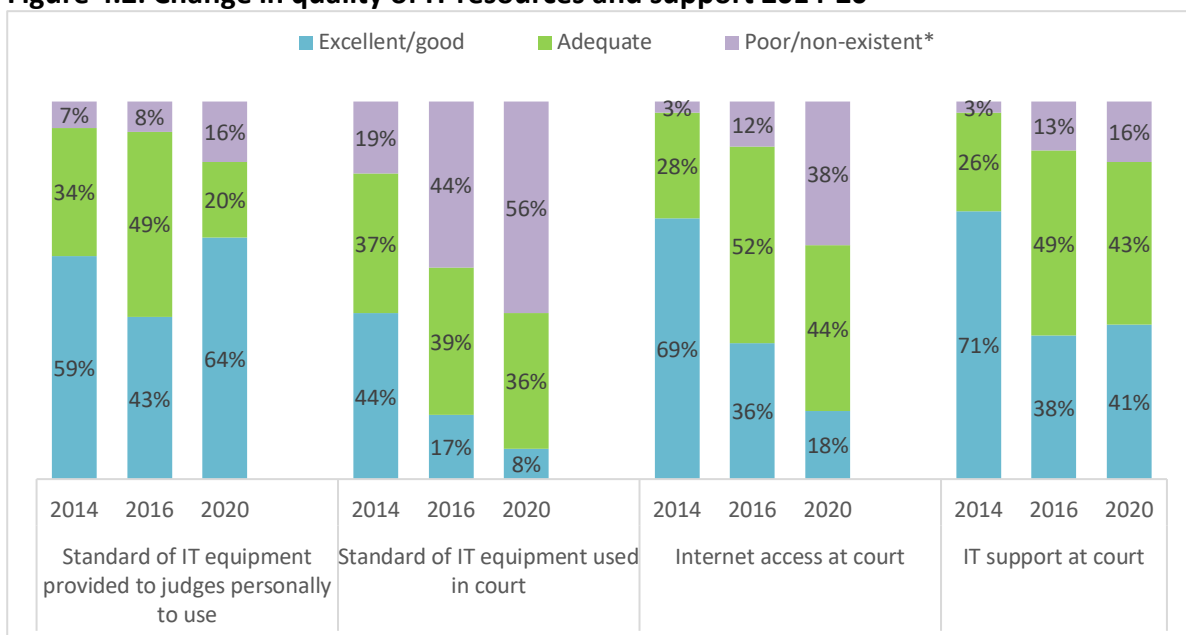
From 2014 to 2016, judges' view of the quality of all IT resources and support deteriorated, but in 2020 there were improvements in two areas:

- The standard of IT equipment provided to judges personally to use improved in 2020, with two thirds of judges (64%) now saying the equipment is Excellent/Good.
- IT support that is rated as Excellent/Good in 2020 (41%) has increased from 2016 (38%), but it is still far below 2014 levels (71%).

In two other areas, the judges' view of the quality of resources has continued to decline:

- The standard of IT equipment used in courts that is rated by judges as Excellent/Good has continued to decline sharply from 2014 (44%) to 2020 (8%).
- Internet access that is rated by judges as Excellent/Good has also continued to decline sharply from 2014 (69%) to 2020 (18%).

Figure 4.2: Change in quality of IT resources and support 2014-20



* In the 2014 and 2016 Judicial Attitude Survey, the option was "Poor". In the 2020 JAS "Non-existent" was an additional option provided.

4.2 Digital capacity in courts and tribunals

4.2.1 e-Judiciary

Since the last JAS in 2016, the judiciary in Northern Ireland has begun to introduce e-Judiciary, the web-based platform where judges can access the Judicial Intranet, email, calendar, documents and communications links. By summer 2020 a majority of judges (59%) were on e-Judiciary (Figure 4.3), and most judges rated e-Judiciary as either Excellent/Good (33%) or Adequate (47%) (Figure 4.4).

Figure 4.3: Use of e-Judiciary in Northern Ireland

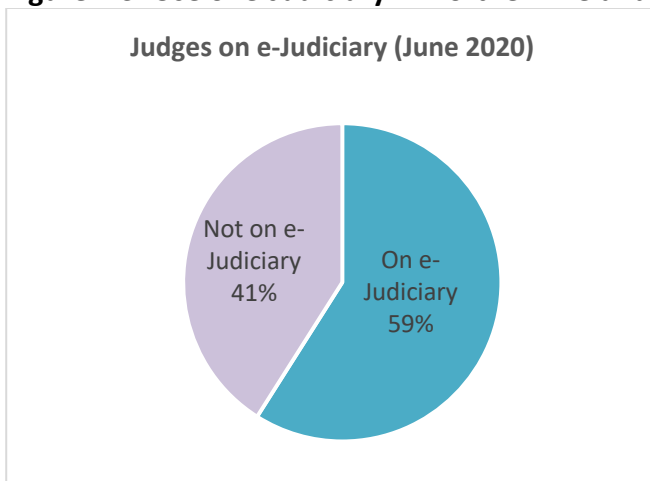
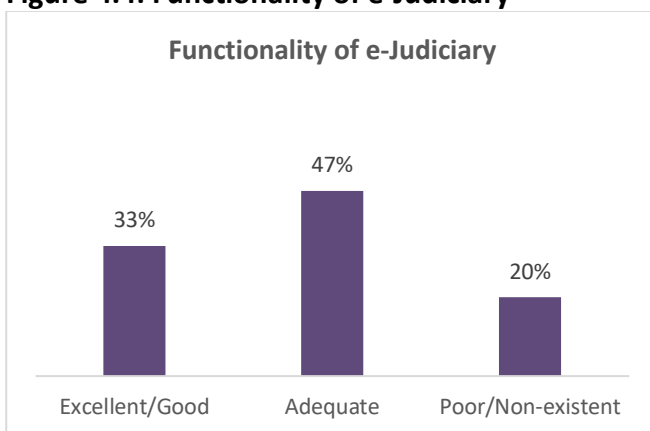


Figure 4.4: Functionality of e-Judiciary



4.2.2 Wi-Fi

- In 2020 less than half of all judges (44%) had Wi-Fi in their courtrooms/hearing rooms; and in 2020 less than half of judges (47%) said there was Wi-Fi in all other parts of their court or tribunal building (Figure 4.5)
- Just under half of judges rated the quality of Wi-Fi in their courtroom or hearing room as Poor/Non-existent (48%) or Adequate (41%) (Figure 4.6).

Figure 4.5: Wi-Fi in court/tribunal buildings 2020

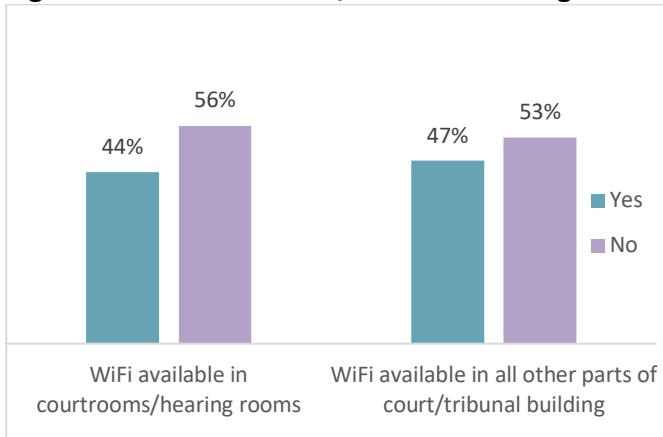
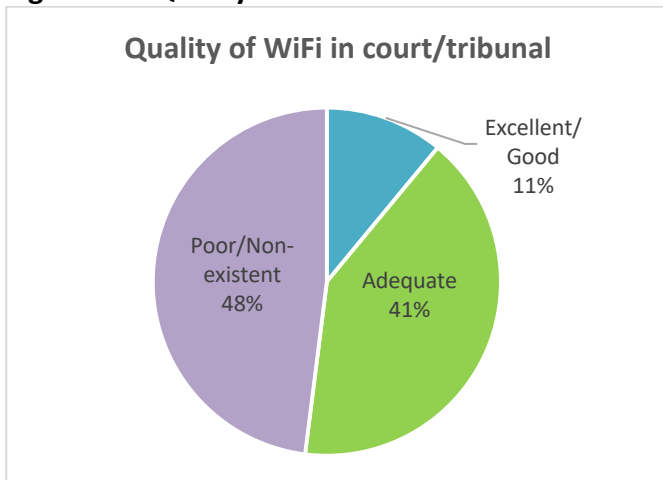


Figure 4.6: Quality of Wi-Fi in court or tribunal

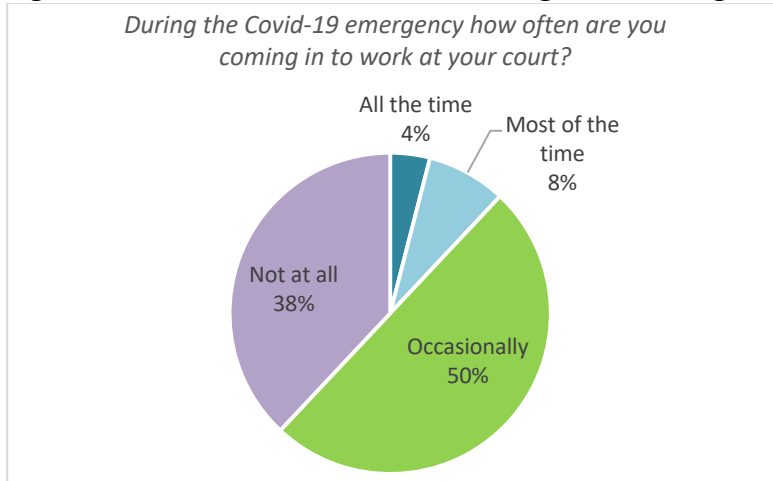


4.3 Judicial working during the Covid-19 emergency

4.3.1 Extent of remote working during the emergency

In the early period of the Covid-19 emergency from the end of March to late June 2020, half of judges in Northern Ireland (50%) said they were going in to work at their court occasionally. Very few were going in all (4%) or most (8%) of the time, and 38% were not going in at all (Figure 4.7).

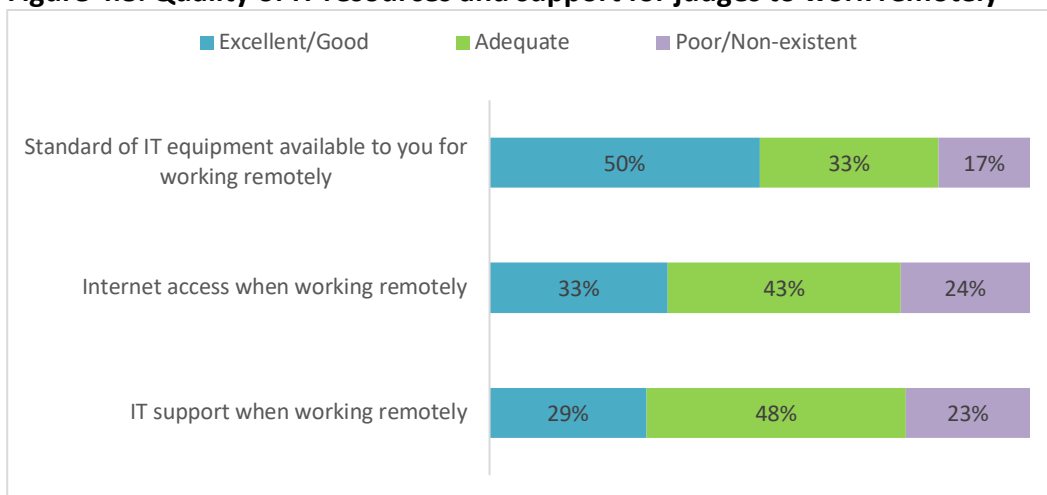
Figure 4.7: Extent of work at court during Covid emergency



4.3.2 Resources and support for remote working

In 2020 judges were also asked about the equipment and support available to them for remote working during the Covid-19 emergency (Figure 4.8). Half of judges (50%) said the IT equipment they had to work remotely was Excellent/Good, and most judges (76%) said the internet access they had when working remotely was either Excellent/Good (33%) or Adequate (43%). But less than a third (29%) said the IT support when working remotely was Excellent/Good and almost a quarter (23%) said it was either Poor or Non-existent.

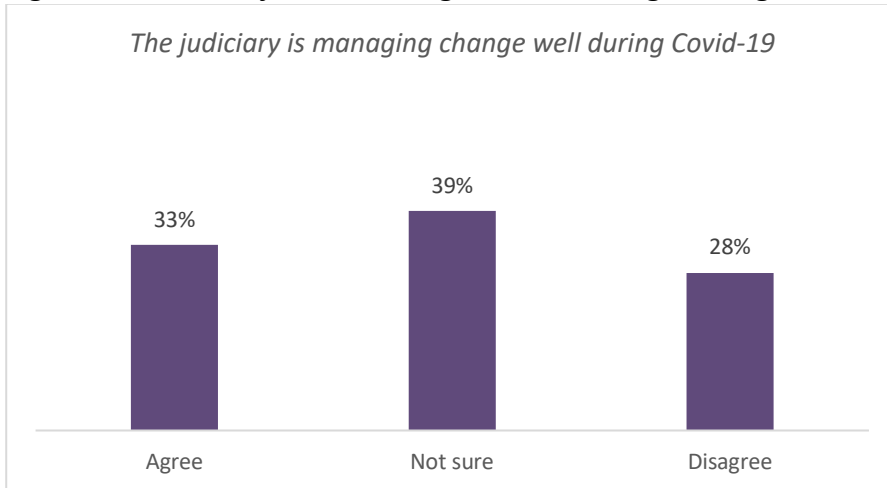
Figure 4.8: Quality of IT resources and support for judges to work remotely



4.3.3 Managing change during Covid-19

In the early months of the Covid-19 emergency, there were mixed views about whether the judiciary was managing change well during the emergency: a third (33%) felt the judiciary was managing change well, just over a third (39%) said they were not sure and just over a quarter (28%) did not feel the judiciary was managing change well during the early stages of the Covid-19 emergency (Figure 4.9).

Figure 4.9: View of judicial management of change during Covid

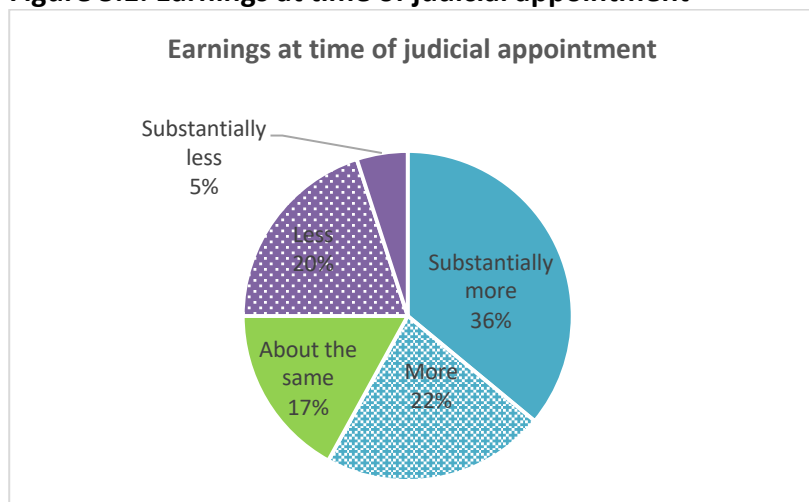


5. Salary and Pensions

5.1 Judicial earnings compared with pre-appointment earnings

In the 2020 JAS, judges were asked for the first time about their level of earnings prior to their appointment to the salaried judiciary (Figure 5.1). Prior to their appointment, a majority of judges (58%) were earning more than their judicial salary on appointment, with over a third (36%) earning substantially more than their judicial salary at the time of appointment. A quarter (25%) were earning less than their judicial salary at the time of appointment and 17% were earning about the same amount.

Figure 5.1: Earnings at time of judicial appointment



5.2 Financial dependants

Almost all salaried judges in Northern Ireland (84%) have children they support financially.

5.3 Judicial Pay

In 2020 a majority of judges (58%) said they had experienced a loss of net earnings over the previous 2 years. Only a third of judges (35%) said they are paid a reasonable salary for the work they do. Over three quarters of judges (78%) said that the judicial salary issue is affecting the morale of judges with whom they work, and almost two thirds (62%) said that the judicial salary issue was affecting their own morale. (Table 5.1)

Table 5.1: Judicial views on pay (2020 JAS)

<i>Please indicate how much you agree or disagree with the following</i>	Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
I have had a loss of net earnings over the last 2 years	31%	27%	18%	20%	4%
The judicial salary issue is affecting my morale	32%	30%	17%	17%	4%
The judicial salary issue is affecting the morale of judges I work with	42%	36%	14%	5%	3%
I am paid a reasonable salary for the work I do	7%	28%	12%	35%	18%

But judicial views on these issues have changed since 2016 and 2014, in some cases substantially (Table 5.2).

- The proportion of judges saying that they have had a loss of net earnings over the last 2 years has decreased substantially from 2016 (-22%).

- The proportion of judges who say they are paid a reasonable salary for the work they do has increased since 2016 (+8%), but this is still just a third of all salaried judges (35%).
- The proportion of judges who say that the judicial salary issue is affecting their own morale has fallen (-11%) since 2016, but almost two thirds of all salaried judges still say the salary issue is affecting their morale (62%).
- The proportion of judges who say that the judicial salary issue is affecting the morale of judges they work with has also fallen (-9%) since 2016, but three-quarters of all judges still say that the salary issue is affecting the morale of their fellow judges (78%).

Table 5.2: Judicial views on salary: 2020, 2016 and 2014 compared⁸

<i>Please indicate how much you agree or disagree with the following</i>	Agree 2020 JAS	Agree 2016 JAS	Agree 2014 JAS
I have had a loss of net earnings over the last 2 years	58%	80%	75%
I am paid a reasonable salary for the work I do	35%	27%	28%
The judicial salary issue is affecting my morale	62%	73%	
The judicial salary issue is affecting the morale of judges I work with	78%	87%	

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

In 2012 and 2015, the UK government-instituted changes to judicial pensions came in to effect. In addition, salaried judges have limited options for increasing their income. The 2016 JAS looked for the first time 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. These same issues were covered in the 2020 JAS (Table 5.3).

- Most judges (71%) feel that their pay and pension entitlement does not adequately reflect the work they have done and will do before retirement.
- Half of judges (52%) also say that that they are being affected by the amount of out of hours work required to do the job.

Table 5.3: Judges' views on pay and pension changes, out of hours work, employment options

<i>Please indicate how much you agree or disagree with the following</i>	Strongly Agree	Agree	Not sure	Disagree	Strongly disagree
My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement	43%	28%	13%	12%	4%
The amount of out of hours work required to do the job is affecting me	24%	28%	13%	33%	2%
If I felt that leaving the judiciary was a viable option I would consider doing so	17%	25%	21%	25%	12%
If I could earn additional income through out of court work I would pursue this option	21%	16%	17%	33%	13%

Changes 2014-2020 (Table 5.4)

- While most salaried judges in Northern Ireland (71%) feel that their pay and pension entitlement combined does not adequately reflect the work they have done and will do before retirement, this proportion has continued to fall since 2014.

⁸ These are the questions on salary that appeared in identical form on the 2020, 2016 and 2014 Judicial Attitude Surveys.

- Just over a third (37%) of judges would pursue out of court work to earn additional income if this was an option, but this has fallen substantially since 2016 (51%).
- Less than half of judges (42%) would consider leaving the judiciary if this was a viable option, and this is a decrease from 2016 when 51% said they would leave if it was a viable option.
- Over half of judges (52%) feel that the amount of out of hours work they are required to do in their job is affecting them, and this has steadily increased since 2014 (33%).

Table 5.4: Views on pay & pension, out of hours work and employment options 2014 - 20

<i>Please indicate how much you agree or disagree with the following</i>	Agree 2020 JAS	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	71%	76%	81%
The amount of out of hours work required to do the job is affecting me	52%	50%	36% ⁹
If I felt that leaving the judiciary was a viable option I would consider doing so	42%	48%	33% ¹⁰
If I could earn additional income through out of court work I would pursue this option	37%	51%	39%

5.5 Judicial pension information

In 2020, the Judicial Attitude Survey included two new questions about developments in the judicial pensions (Table 5.5).

- Almost all Northern Ireland judges (87%) follow closely developments about judicial pensions.
- Almost all Northern Ireland judges (85%) would like to know more about developments in judicial pensions.

Table 5.5: Judicial interest in pension developments

<i>Please indicate how much you agree or disagree with the following</i>	Strongly Agree	Agree	Not sure	Disagree	Strongly disagree
I follow closely the developments about judicial pensions	58%	29%	4%	7%	2%
	Agree	87%		Disagree	9%
I would like to know more about developments in judicial pensions	51%	34%	7%	4%	4%
	Agree	85%		Disagree	8%

⁹ 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.*

¹⁰ 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 2014 and 2016 judges were asked about the availability of certain opportunities in their working life (work flexibility, career progression, etc.), and in 2016 judges were also asked to say how important these opportunities were to them. This approach was repeated in 2020, as it provides an indication of whether those specific aspects that are most important to judges in their working life are being provided.

Importance of opportunities and support

A substantial majority of judges said *3 opportunities and support measures were most important* to them (Table 6.1):

- Time to discuss work with colleagues (87%), support for dealing with stressful conditions at work (76%) and opportunities for career progression (71%) were most important to judges.
- There was little change from 2016 in the proportion of judges that said specific opportunities were important to them.

Table 6.1: 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	87%	9%	4%
Support for dealing with stressful conditions at work	76%	8%	16%
Opportunities for career progression	71%	7%	22%
Opportunities for flexible working hours	51%	9%	40%
Opportunities to work part-time	40%	9%	51%
Opportunities to sit in other jurisdictions	33%	32%	35%

Availability of opportunities and support

In the *3 areas that were most important to judges, the availability of these opportunities did not meet judicial demand* (Table 6.2):

- Even though almost all judges (87%) said time to discuss work with colleagues was important, only 19% said the opportunities for this were Good or Excellent.
- Even though three-quarters (76%) said support for dealing with stressful work conditions was important, over half (52%) said this support was either Non-existent or Poor.
- Even though almost three quarters of judges (71%) said opportunities for career progression were important, almost two thirds (63%) said this support was either Non-existent or Poor.

Table 6.2: Availability of opportunities or support for judges

<i>Rate the availability of the following opportunities or support</i>	Excellent	Good	Adequate	Poor	Non-Existent
Time to discuss work with colleagues	1%	18%	44%	29%	8%
Support for dealing with stressful conditions at work	0%	7%	41%	29%	23%
Opportunities for career progression	0%	9%	26%	37%	28%
Opportunities to work part-time	4%	8%	12%	17%	59%
Opportunities for flexible working hours	6%	11%	28%	13%	42%
Opportunities to sit in other jurisdictions	1%	7%	13%	17%	62%

6.1.1 Importance and availability of opportunities and support by post

The following shows the extent to which the availability of opportunities and support matches the importance judges in Northern Ireland place on them.

Figure 6.1: Importance and availability of opportunities for judges

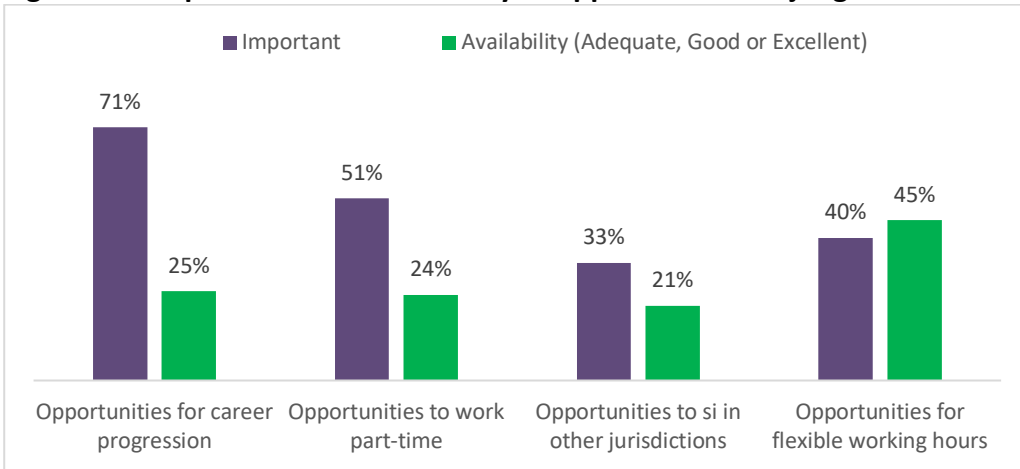
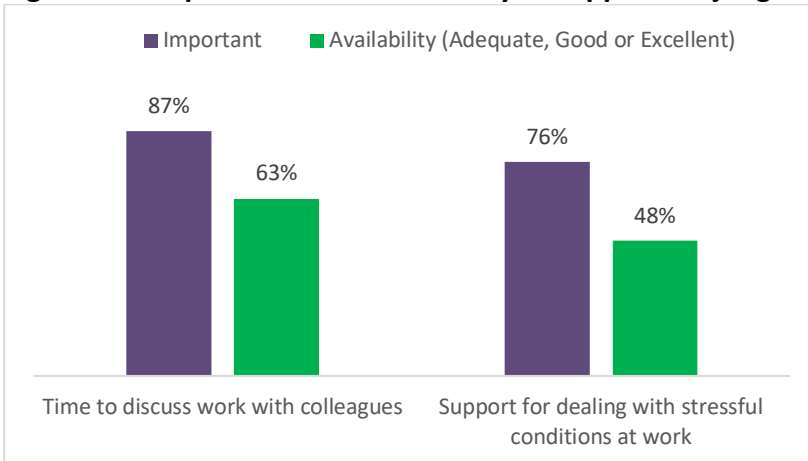


Figure 6.2: Importance and availability of support for judges



6.2 Job satisfaction

Judges were asked about how satisfied they are with 5 aspects of their job: the sense of achievement in the job, the challenge of the job, the variety of work, opportunities for career progression and cross deployment opportunities (Figure 6.3 and Table 6.3).

- Most judges were satisfied with the challenge of the job (81% either satisfied or completely satisfied).
- Over three-quarters of judges are satisfied with the variety of their work (78%).
- Two-thirds of judges are satisfied with the sense of achievement in their job (66%).
- Only a minority of judges were satisfied with their opportunities for career progression (29%) and cross deployment (28%)

Figure 6.3: Satisfaction with aspects of personal development and career progression

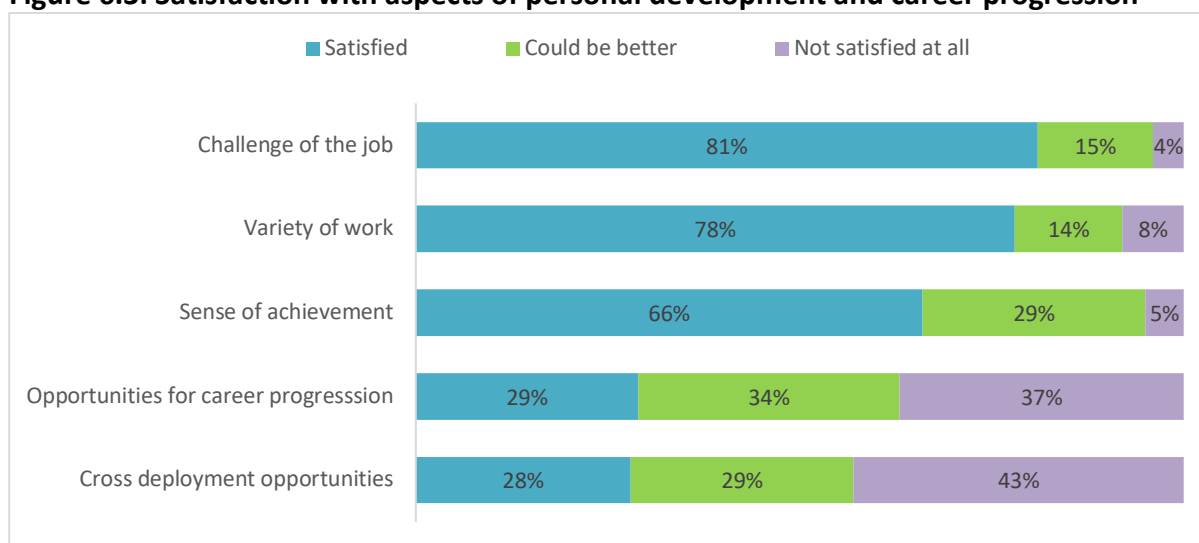


Table 6.3: Satisfaction with aspects of judicial work

<i>To what extent are you satisfied with the following?</i>	Completely satisfied	Satisfied	Could be better	Not satisfied at all
Sense of achievement in the job	12%	54%	29%	5%
Challenge of the job	15%	66%	15%	4%
Variety of work	14%	64%	14%	8%
Opportunities for career progression	1%	28%	34%	37%
Cross deployment opportunities	1%	27%	29%	43%

Identical questions were asked in 2016 and 2014 on three aspects of job satisfaction: sense of achievement in the job, challenge of the job and variety of work.

- The 81% of judges that are satisfied with the challenge of the job in 2020 is an improvement from both 2014 (76%) and 2016 (72%) (Figure 6.4)
- The 66% of judges that are satisfied with the variety of work is an improvement from 2014 (51%) and 2016 (49%) (Figure 6.5).
- The 78% of judges that are satisfied with the variety of work they have is the slightly higher than in 2016 (75%) and slightly lower than 2014 (81%) (Figure 6.6).

Figure 6.4: Challenge of the job 2014-20

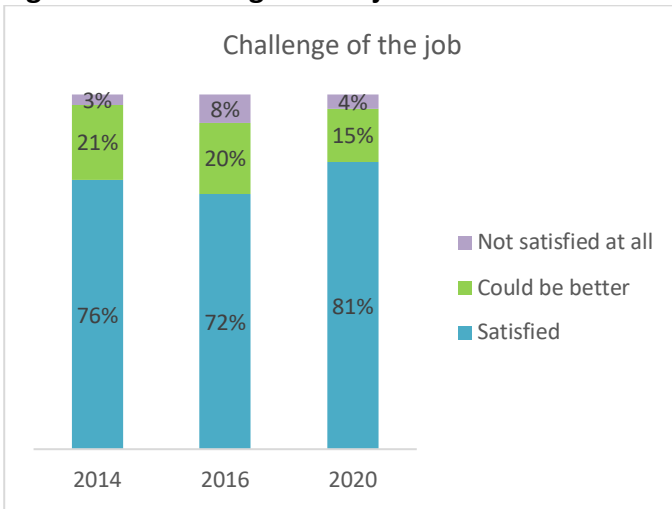


Figure 6.5: Sense of achievement in the job 2014-20

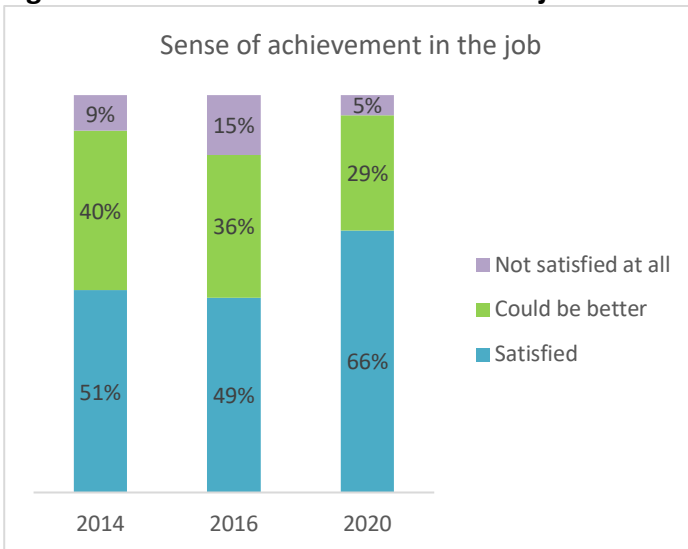
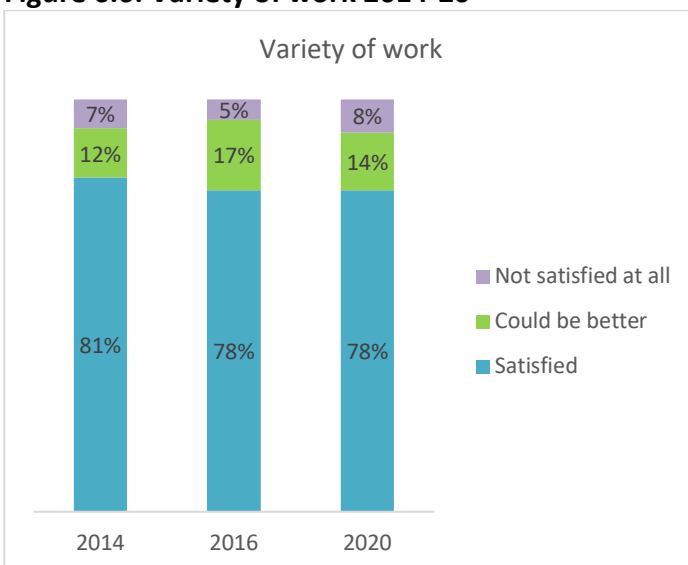


Figure 6.6: Variety of work 2014-20



6.3 Training

In 2020 judges were again asked about both the importance and availability of training, as well as their satisfaction with various aspects of judicial training. Judges were also again asked about the types of training they would be most interested in undertaking in future, and there was an expansion of the options for future training presented to judges in 2020.

6.3.1 Training opportunities: Importance and availability

Almost all Northern Ireland judges (82%) said that training opportunities were important to them (Table 6.4), but not as many (67%) said that the availability of training opportunities was either Adequate (45%), Good (22%) or Excellent (0%) (Table 6.5).

Table 6.4: Importance of training opportunities

	Important	Not sure	Could be better
Importance of training opportunities	82%	13%	5%

Table 6.5: Availability of training opportunities

	Excellent	Good	Adequate	Poor	Non-existent
Availability of training opportunities	0%	22%	45%	28%	5%

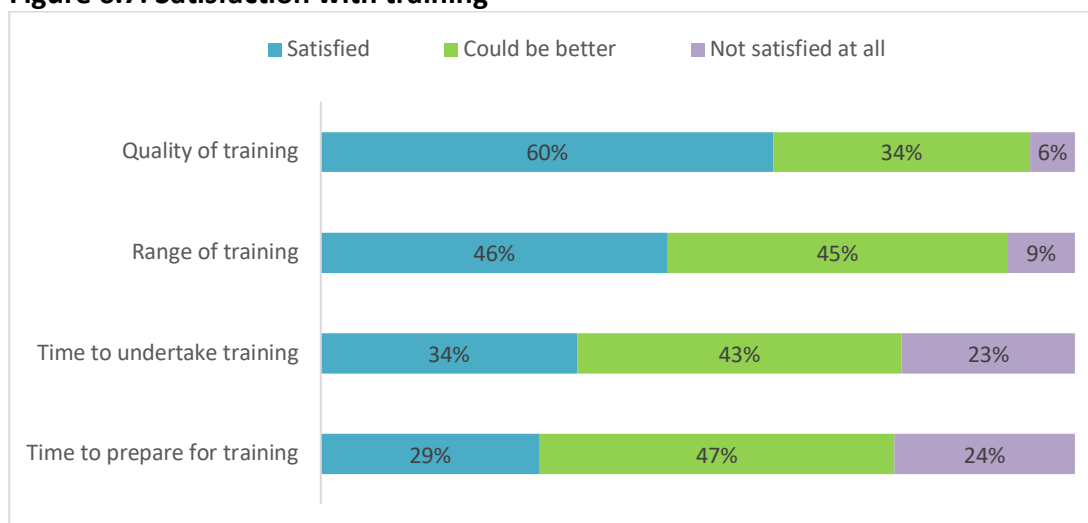
6.3.2 Satisfaction with judicial training

Judges were also asked to indicate their satisfaction with aspects of their training (Table 6.6 and Figure 6.7).

Table 6.6: Satisfaction with training

<i>To what extent are you satisfied with the following?</i>	Completely satisfied	Satisfied	Could be better	Not satisfied at all
Range of judicial training available	5%	41%	45%	9%
Quality of judicial training	7%	53%	34%	6%
Time available to undertake training	1%	33%	43%	23%
Time to prepare for training courses	2%	27%	47%	24%

Figure 6.7: Satisfaction with training



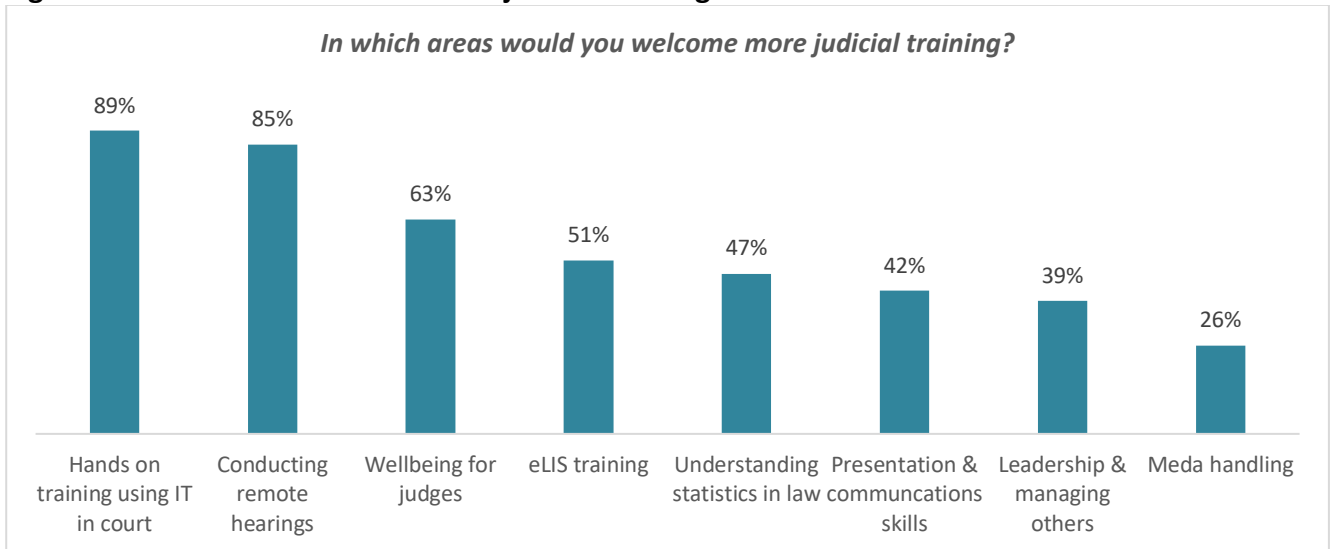
- Judges are most satisfied with the quality of the judicial training they receive (60%), and this has improved substantially since 2016 (36%)
- Just under half of judges are satisfied by the range of training available to them (46%), but this is also an improvement since 2016 (23%).
- Most judges are not satisfied with the time available to undertake judicial training (34%), but this is an improvement since 2016 (16%).
- Most judges are not satisfied with the time available to prepare for training (29%). This was a new question in 2020.

6.3.3 New judicial training areas

The 2020 JAS asked judges to indicate those areas where they would welcome new training opportunities (Figure 6.8).

- Two areas emerged as of most interest to all judges. Almost all judges said they would welcome new “hands on” training on how to use IT in court (89%) and on how to conduct remote hearings (85%).
- A majority of judges also said they would welcome more training on wellbeing for judges (63%) and eLIS (51%).
- Almost half of all judges would welcome training on understanding statistics in the legal context (47%), presentation and communications skills (42%) and leadership and managing others (39%).

Figure 6.8: Areas of interest for more judicial training



7. Change in the Judiciary

The 2020 JAS included a number of questions about change in the judiciary that have been asked previously in 2014 and 2016. This has enabled a picture to emerge about the changes experienced by the judges in their working lives over the last 6 years.

7.1 Change since appointment

In 2020 judges are fairly divided over the extent to which their job as a judge has changed since they were first appointed (Table 7.1). Since 2016 there has been fall (-11%) in judges who feel there has been a large amount of change in the judiciary since they were appointed.

Table 7.1: Change in job since first appointed

<i>To what extent do you feel your job has changed since you were first appointed?</i>	2020 JAS	2016 JAS	% change since 2016	2014 JAS	% change since 2014
It has changed completely	10%	10%	0%	14%	-4%
There has been a large amount of change	37%	48%	-11%	32%	+5%
There been some change which affects me	34%	30%	+4%	39%	-5%
It has only changed a small amount & does not affect me	5%	7%	-2%	5%	0%
It has not changed at all	14%	5%	+9%	10%	+4%

7.2 General views on change in the judiciary

Judges were asked to respond to a series of statements about change in the judiciary (Table 7.2):

- Almost all judges (86%) said that the judiciary needs to have control over policy changes that affect judges.
- Most judges (76%) said that despite any reservations they may have about changes to the judiciary they still enjoyed their job as a judge.
- A majority (57%) felt that too much change has been imposed on the judiciary in recent years.
- Judges were more divided over other aspects of change, but more judges agreed than disagreed that more change is still needed in the judiciary, that the judiciary was handling change well before Covid-19, and that the amount of change in recent years has brought judges to breaking point.

Table 7.2: Judges general views on change in the judiciary

<i>To what extent do you agree or disagree with the following statements?</i>	Disagree	Not Sure	Agree
The judiciary was managing change well before Covid-19	23%	38%	39%
Too much change has been imposed on the judiciary in recent years	20%	23%	57%
More change is still needed in the judiciary	21%	37%	42%
The amount of change in recent years has brought judges to breaking point	20%	41%	39%
The judiciary needs to have control over policy changes that affect judges	0%	14%	86%
Despite any reservations I may have about changes in the judiciary I still enjoy my job as a judge	10%	14%	76%

7.3 Changes that concern judges most

In 2016, judges were asked to indicate which changes in the judiciary concerned them most from a list provided. In 2020, a more nuanced approach to this question was taken, which asked judges to indicate how concerned they were by each of these changes. Table 7.3 shows the level of concern judges in Northern Ireland have for each of these changes in 2020 and how this compares with 2016:

- Judges are most concerned by a new change: the loss of respect for the judiciary by government (82% extremely concerned).
- Personal safety for judges has increased as a concern for judges in Northern Ireland since 2016 (with 84% now concerned and 69% extremely concerned).
- The other issues that concern a majority of judges in Northern Ireland most are: increase in litigants in person (63%), fiscal constraints (62%), low judicial morale (62%), staff reductions (60%), loss of judicial independence (61%), attacks on the judicial by the media (56%), loss of experienced judges (55%) and the inability to attract the best people into the judiciary (52%).

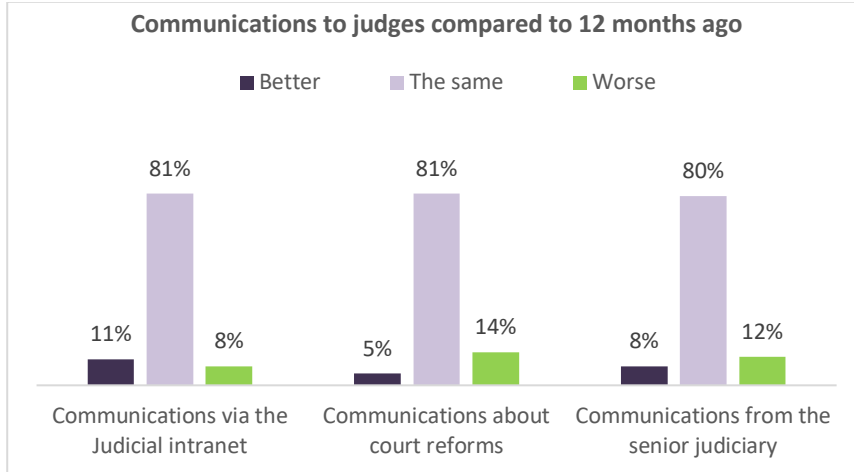
Table 7.3: Changes of greatest concern to judges (2020 and 2016)

<i>To what extent are you concerned by specific changes in the judiciary?</i>	2020 JAS <i>“extremely concerned”</i>	2020 JAS <i>“somewhat & extremely concerned”</i>	2016 JAS <i>“changes that concern you most”</i>
Loss of respect for judiciary by government	82%	96%	---
Personal safety for judges	69%	84%	58%
Increase in litigants in person	63%	88%	75%
Fiscal constraints	62%	97%	62%
Low judicial morale	62%	85%	83%
Staff reductions	60%	97%	85%
Loss of judicial independence	61%	85%	58%
Attacks on judiciary by the media	56%	90%	---
Loss of experienced judges	55%	83%	33%
Inability to attract the best people into judiciary	52%	86%	53%
Stressful working conditions	47%	85%	48%
Reduction in face-to-face hearings	43%	70%	10%
Court closures	37%	69%	58%

7.4 Judicial communications

In 2020, the JAS included for the first time several questions about communications judges receive. Judges were asked to rate communications they receive via the Judicial Intranet, about developments in the courts and justice system and from the senior judiciary compared to 12 months ago. As Figure 7.1 shows, most judges felt that communications were mostly the same compared to 12 months ago.

Figure 7.1: Communications compared with 12 months ago



8. Future Planning

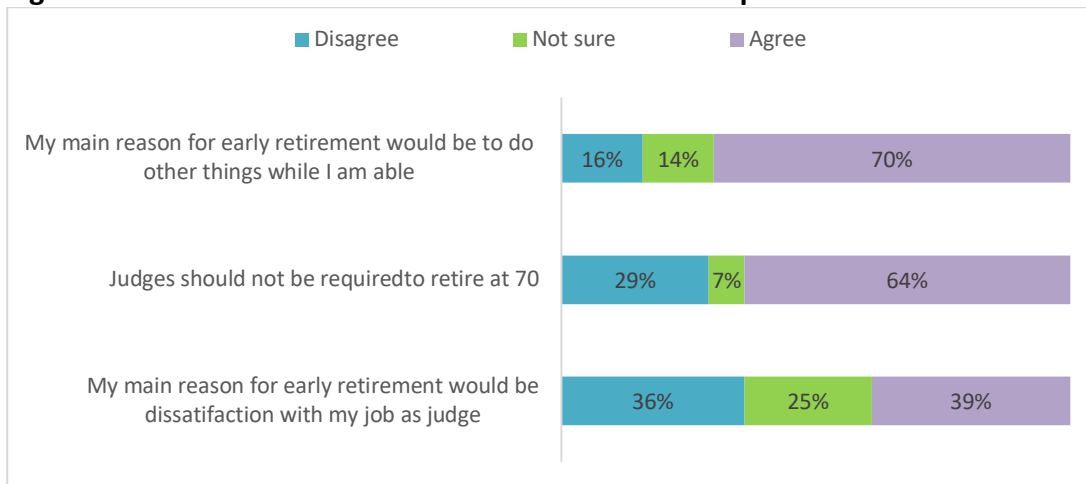
The 2020 JAS repeated a number of questions from the 2016 and 2014 JAS about judges' plans for staying in the judiciary until they reached retirement age, enabling an assessment of the extent to which judges' intentions and motivations for leaving the judiciary early may have changed in the last 4 years. The 2020 JAS also included a number of new questions which explored judicial attitudes to retirement more generally.

8.1 Judicial views on retirement

In 2020, judges were asked a number of new questions designed to more fully understand judicial attitudes to retirement. As Figure 8.1 shows:

- More than two-thirds of judges (70%) said that the main reason they would take early retirement would be to do other things while they are able to do so.
- Most judges (64%) do not feel that judges should be required to retire at 70.
- Judges were divided over whether the main reason for taking early retirement would be as a result of dissatisfaction with their job as a judge.

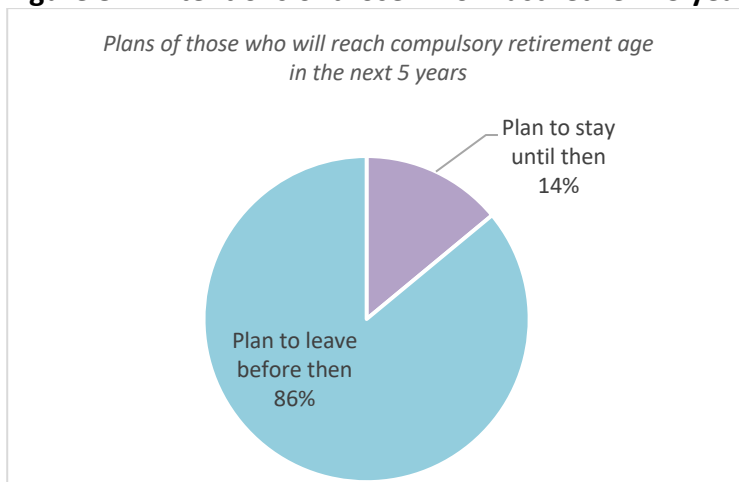
Figure 8.1: Judicial views on retirement reasons and requirements



8.2 Impact of compulsory retirement

Amongst those judges taking part in the survey, 20% will reach compulsory retirement age in the next 5 years, and most of these judges intend to leave the judiciary before that time (Figure 8.2).

Figure 8.2: Intentions of those who must retire in 5 years



8.3 Plans for early departure from the judiciary

In 2014, 2016 and 2020, the JAS has asked judges (who are not reaching compulsory retirement in the next 5 years) if they were considering leaving the judiciary early in the next 5 years (Table 8.1):

- Of those current salaried judges in Northern Ireland that will not reach compulsory retirement age in the next 5 years, over half (53%) said they were considering retiring early and 12% are currently undecided.
- There has been an increase since 2016 in the proportion of judges who are considering leaving the judiciary early in the next 5 years (+13%).

Table 8.1: Plans for early departure from the judiciary

Are you considering leaving the judiciary early in the next 5 years?	2020 JAS	2016 JAS	% change from 2016	2014 JAS	% change from 2014
Yes	53%	40%	+13%	40%	+13%
Currently undecided	12%	20%	-8%	14%	-2%
No	35%	40%	-5%	46%	-11%

8.4 Factors promoting early departures

Table 8.2 shows the factors a majority of judges said would make them *more likely to leave the judiciary early*. There are some changes from 2016.

- The reduction in pension benefits is the most important factor that would make salaried judges in Northern Ireland more likely to leave the judiciary early (91%). This reflects an increase of 11% since 2016.
- Limits on pay awards is the second most relevant factor promoting early departure from the salaried judiciary in Northern Ireland (79%).
- In 2020, a new factor was added to the list of options for judges, “lack of respect for the judiciary by government”; this was the fourth most significant factor that would make salaried judges in Northern Ireland more likely to leave the judiciary early (63%).
- Increase in workload, reduction in administrative support, stressful working conditions, further demands for out of hours work and increase in litigants in person have all increased in importance for judges since 2016 as factors that would make judges more likely to leave the judiciary early.

Table 8.2: Factors promoting early departures

What factors would make you more likely to leave the judiciary early?	2020 JAS	2016 JAS	Change since 2016
Reduction in pension benefits	91%	80%	+11%
Limits on pay awards	79%	78%	+1%
Increase in workload	66%	46%	+20%
Lack of respect for the judiciary by government	63%	---	---
Reduction in administrative support	62%	37%	+25%
Stressful working conditions	58%	48%	+10%
Further demands for out of hours work	58%	36%	+16%
Increase in litigants in person	52%	46%	+6%

8.5 Factors encouraging judicial retention

In 2020 and 2016, the highest proportions of judges said the same 2 factors would make them *more likely to remain in the judiciary*: higher remuneration and restoration of previous pension entitlements (Table 8.3). Two new factors emerged in 2020 as important to judges' decisions to remain in the judiciary until compulsory retirement age: better security for judges and greater respect for the work judges do. Better administrative support also increased in importance from 2016 as a factor to make judges more likely to remain in the judiciary.

Table 8.3: Factors encouraging judicial retention

<i>What factors would make you more likely to remain in judiciary until compulsory retirement?</i>	2020 JAS	2016 JAS	Change since 2016
Higher remuneration	85%	92%	-7%
Restoration of previous pensions entitlements	62%	73%*	-11%
Better security for judges	62%	---	---
Greater respect for the work judges do	53%	---	---
Better administrative support	55%	39%	+16%
Appointment to a higher post	51%	59%	-8%
Support for dealing with stressful conditions at work	42%	41%	+1%

9. Joining the Judiciary

A series of identical questions were asked in the 2020 and 2016 JAS exploring judges' attitudes to their own and others' decisions to apply for a salaried judicial post. This has enabled an assessment of whether judicial attitudes to joining the judiciary in Northern Ireland have changed in any substantial way over the last 4 years.

9.1 In retrospect would you have applied for a salaried post?

In 2020 and 2016 judges were asked: *Knowing what you know now about your job as a judge would you still have applied for a salaried post?* In 2020, just over half of judges in Northern Ireland (53%) said they would still have applied, and this was an increase from 2016 (+2%) (Table 9.1).

Table 9.1: Retrospective view of applying to the judiciary

<i>Knowing what you know now, would you still have applied to be a judge?</i>	2020 JAS	2016 JAS	% change from 2016
Yes	53%	51%	+2%
Not sure	29%	30%	-1%
No	18%	19%	-1%

9.2 Recommending the Judiciary as a Job

In 2020 and 2016, judges were asked: *Would you encourage suitable people to apply to join the judiciary?* In 2020, half of all Northern Ireland judges (50%) said they would encourage suitable people to apply to the judiciary, which was a substantial increase (+11%) from 2016 (Table 9.2).

Table 9.2: Willingness to encourage applications

<i>Would you encourage suitable people to apply to join the salaried judiciary?</i>	2020 JAS	2016 JAS	% change from 2016
Yes	50%	39%	+11%
Not sure	25%	41%	-16%
No	25%	20%	+5%

When asked the *reasons why they would encourage suitable applicants* to apply to join the judiciary, a majority of judges in 2020 gave 4 reasons (Table 9.3), which were the same reasons a majority of judges gave in 2016. Most judges said the chance to contribute to justice being done (82%), public service (81%) and the challenge of the work (79%) and intellectual satisfaction (60%) were the main reasons they would encourage suitable people to apply to join the salaried judiciary in Northern Ireland. Just under half (46%) also said and job security (46%).

Table 9.3: Reasons judges would encourage people to apply to salaried judiciary

<i>The reasons I would encourage suitable people to apply to join the salaried judiciary are</i>	2020 JAS	2016 JAS
Chance to contribute to justice being done	82%	78%
Public service	81%	71%
Challenge of the work	79%	86%
Intellectual satisfaction	60%	63%
Job security	46%	41%

When asked the *reasons why they would discourage suitable applicants* to apply to join the judiciary (Table 9.4), the single largest proportion of judges gave one reason: the experience they have had of changes to their pension entitlements (83%).

- A majority of judges also said the isolation of the job (66%), reduction in come (61%), the judicial appointments process (56%) and the lack of opportunities for promotion (52%).
- These generally reflect similar reasons judges identified in 2016.

Table 9.4: Reasons judges would discourage people from applying to the salaried judiciary

<i>The reasons why I would discourage suitable people to apply to join the salaried judiciary are</i>	2020 JAS	2016 JAS
Experience of changes to pension entitlements	83%	93%
Isolation of job	66%	46%
Reduction in income	61%	73%
Judicial appointments process	56%	---
Too few opportunities for promotion	52%	49%
Increase in litigants in person	47%	43%
Feeling of being an employee or civil servant	45%	51%
Lack of personal control over working time	37%	24%
Constant policy changes	30%	48%
Lack of administrative support	28%	25%
Poor quality of physical work environment	28%	14%
Amount of out of hours work required to do the job	23%	20%
Lack of variety of work	20%	14%
Rigid hierarchical work environment	13%	17%

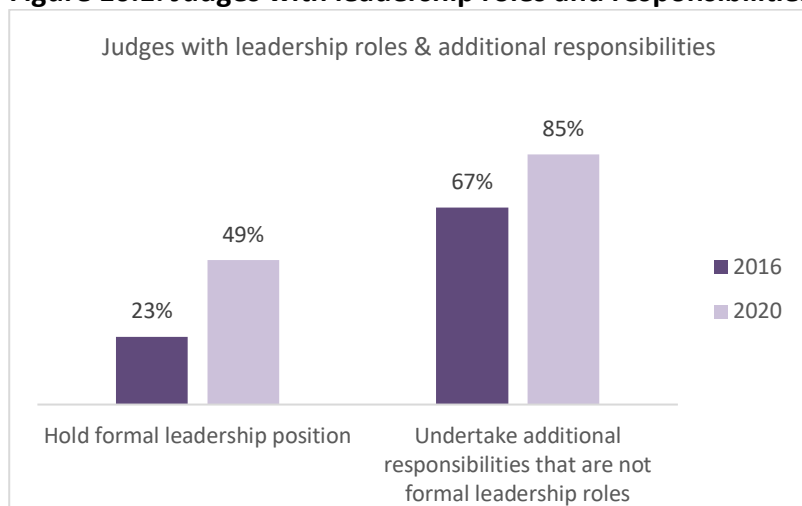
10. Leadership

The 2020 JAS repeated a number of questions about judicial leadership roles from the 2016 and 2014 JAS.

10.1 Extent of leadership work undertaken

Almost half of all salaried judges (49%) hold formal leadership positions in the Northern Ireland judiciary, and this has increased substantially since 2016 (23%) (Figure 10.1). Almost all judges in Northern Ireland (85%) say they currently undertake additional responsibilities that are not formal leadership roles, and this too has increased since 2016 (67%).

Figure 10.1: Judges with leadership roles and responsibilities



10.2 Willingness to take on a leadership role

- Almost three quarters of Northern Ireland judges (72%) are interested in taking on a leadership role, but for 18% of these judges there are no leadership roles available in their jurisdiction and 18% would only be interested if they felt leadership roles were properly rewarded (Table 10.1).
- Less than a third of judges (30%) are not interested in taking on more leadership responsibilities, but for 19% of these judges it is because they already have enough leadership responsibilities and 11% are not interested at the present time but could be interested in future.

Table 10.1: Willingness to take on leadership responsibilities

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

10.3 Allocation of leadership roles

In every JAS since 2014 judges have been asked if they felt judicial leadership roles were allocated fairly (Table 10.2). The largest proportion of judges (47%) still say they do not know enough about how leadership roles are allocated to say whether the process is fair, and this has continued to increase since 2014.

Table 10.2: Fairness of allocation of leadership roles

<i>Are leadership roles in the judiciary allocated fairly?</i>	2020 JAS	2016 JAS	2014 JAS
Yes	40%	47%	40%
No	13%	25%	29%
I do not know enough about how it is done to say	47%	28%	31%

10.4 Immediate leadership judges

In 2020, for the first time the JAS explored judges’ experiences of and views about their immediate leadership judge (Figure 10.2). “Immediate leadership judge” refers to the judge whose role includes direct responsibility for individual judges, in particular with regard to pastoral support and advice.

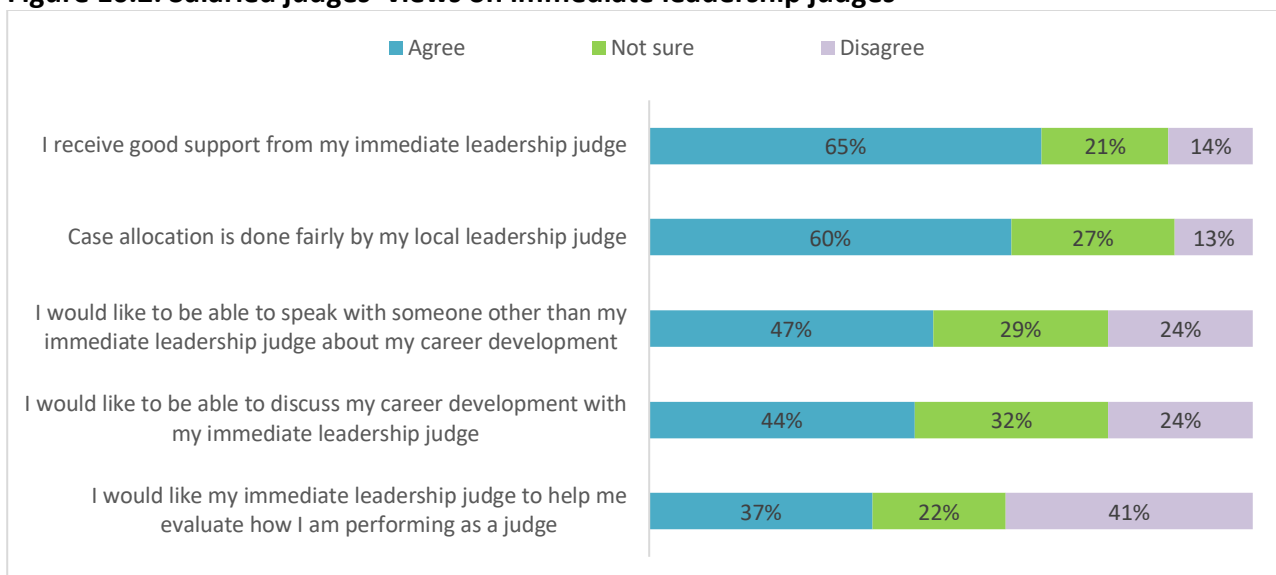
In relation to support and fairness from immediate leadership judges:

- Two thirds of judges (65%) feel they receive good support from their immediate leadership judge.
- Over half of judges (60%) feel that case allocation is done fairly by their local leadership judge.

In relation to judges’ desire for additional support from leadership judges:

- Just under half of judges (47%) said they would like to speak with someone other than their immediate leadership judge about their career development; while 44% would like to be able to discuss their career development with their immediate leadership judge.
- Judges were divided over whether they would like their immediate leadership judge to help them evaluate how they are performing as a judge, with 37% saying they would but 41% saying would not.

Figure 10.2: Salaried judges’ views on immediate leadership judges



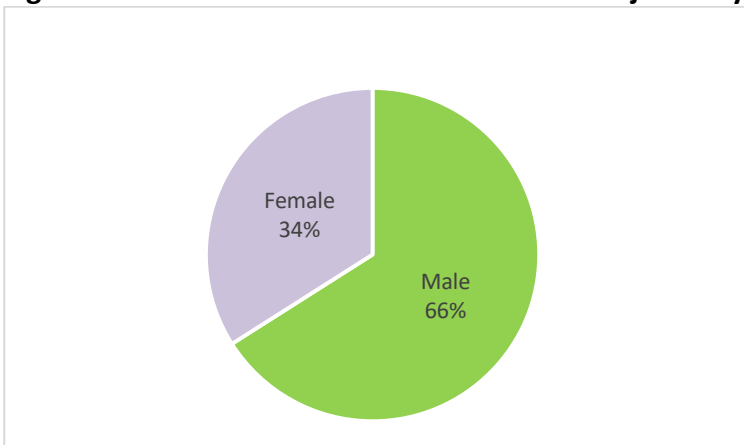
11. Survey Respondents

This section provides a demographic analysis of the survey respondents in Northern Ireland. Given the high response rate to the JAS amongst the salaried members of the Northern Ireland judiciary, this section enables a more detailed look at the background of the salaried judiciary than is usually afforded by other published judicial statistics.

11.1 Gender

- Female judges (34%) are under-represented in the salaried judiciary in relation to their representation in the population of Northern Ireland (51%).
- The 2020 JAS enabled judges to identify their gender as Other for the first time; no salaried judges identified as Other.

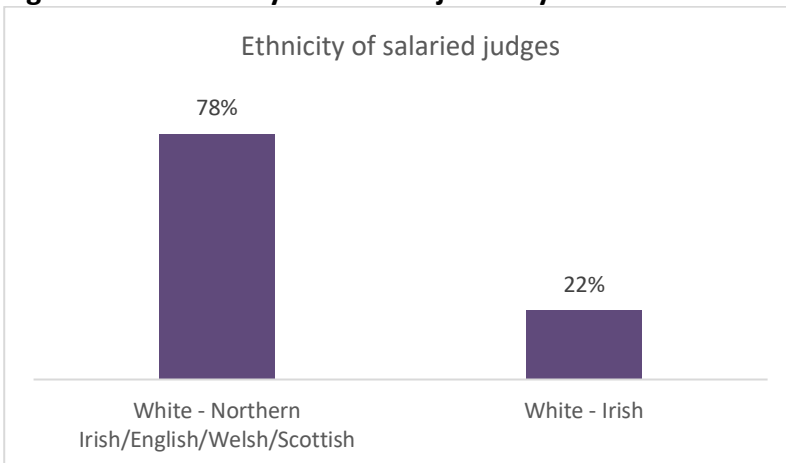
Figure 11.1: Gender distribution in the salaried judiciary



11.2 Ethnicity

In the 2011 census, 98% of the Northern Ireland population self-identified as White and 2% self-identified as non-White ethnicities¹¹. In the 2020 JAS, none of the salaried judges that took part in the Judicial Attitude Survey identified themselves as non-White. Amongst the judicial respondents 78% identified as White (Northern Irish/English/Welsh/Scottish) and 22% as White (Irish).

Figure 11.2: Ethnicity of salaried judiciary in Northern Ireland



¹¹ 1.06% Asian or Asian British; 0.2% Black or Black British; 0.33% Mixed ethnic group; 0.13% Other ethnic group.

11.3 Disability

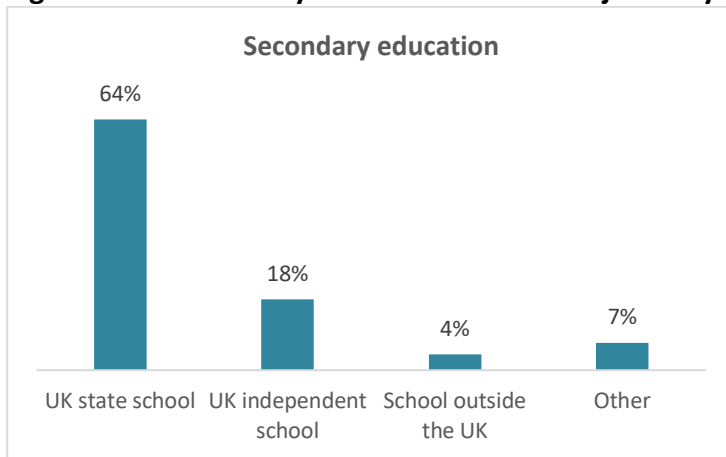
Of judges who took part in the survey, 5.7% said they had a declared disability. Of these judges, none of them said they had requested that reasonable adjustments be made at their court to enable them to do their job to the best of their ability.

11.4 Education

11.4.1 Secondary education

A majority of salaried judges in Northern Ireland (64%) attended a UK state school for their secondary education, with 18% attending independent secondary schools (Figure 11.3).

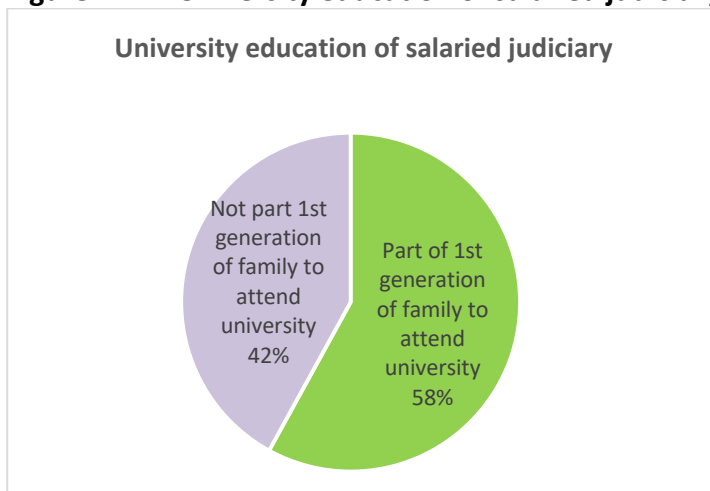
Figure 11.3: Secondary education of salaried judiciary



11.4.2 University education

A majority of current salaried judges in Northern Ireland (58%) were part of the first generation in their family to attend university (Figure 11.4).

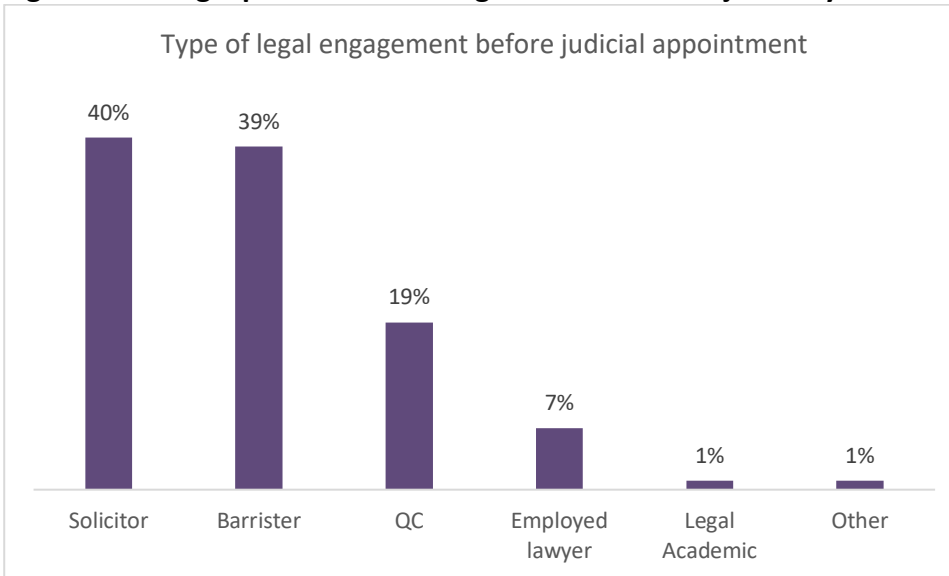
Figure 11.4: University education of salaried judiciary



11.5 Legal experience

There is a relatively even distribution of solicitors (40%) and barristers (39%) in the Northern Ireland salaried judiciary (Figure 11.5).

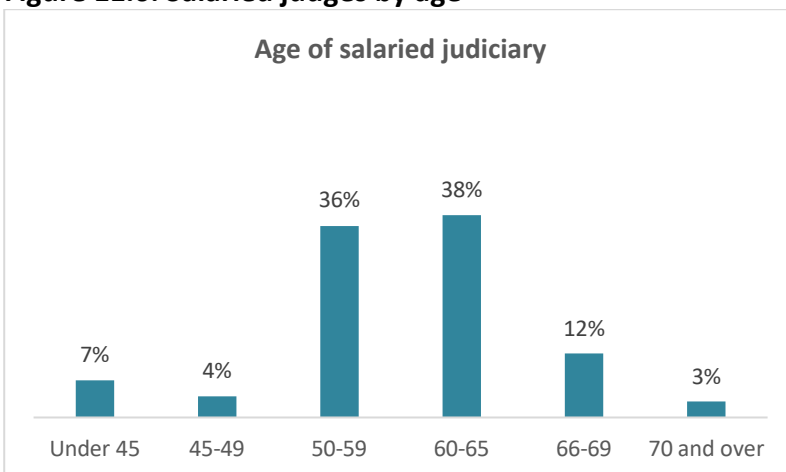
Figure 11.5: Legal professional background of salaried judiciary



11.6 Age group

For a judicial system where judges are appointed to salaried posts only after a substantial time in legal practice, it is not surprising that there are only small proportions of salaried judges under 50 (Figure 11.6). Three quarters (74%) of all salaried judges in Northern Ireland are 50-59 years of age (36%) or 60-65 (38%).

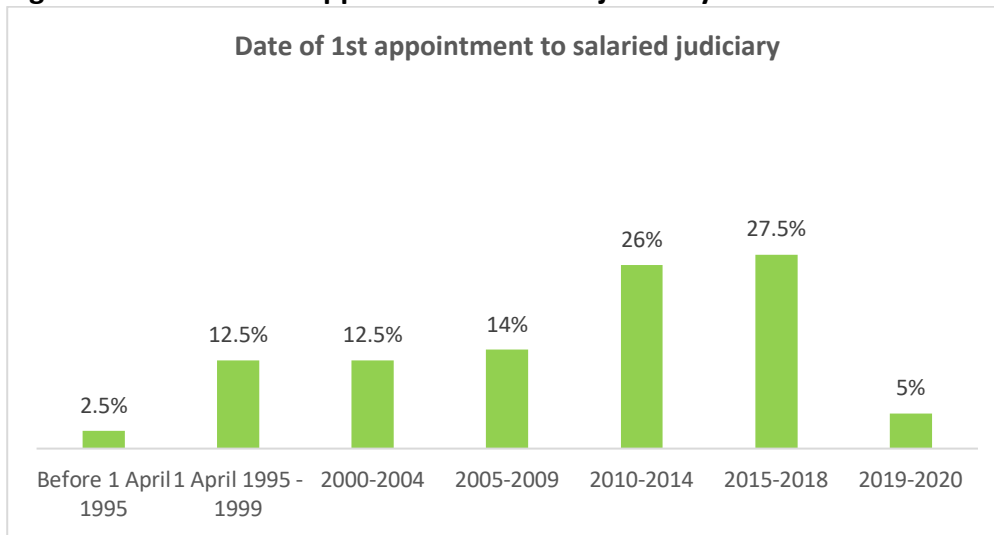
Figure 11.6: Salaried judges by age



11.7 Date of first appointment to salaried post

A majority (58.5%) of current salaried judges in Northern Ireland were appointed since 2010 (Figure 11.7).

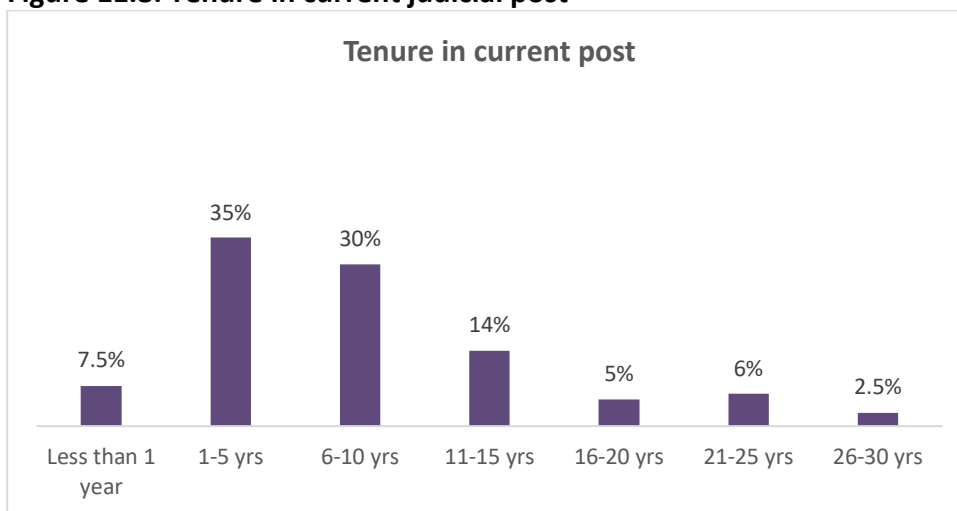
Figure 11.7: Date first appointed to salaried judiciary



11.8 Tenure in current post

Just under half (42.5%) of all salaried judges in Northern Ireland have been in their current post for only 5 years or less (Figure 11.8).

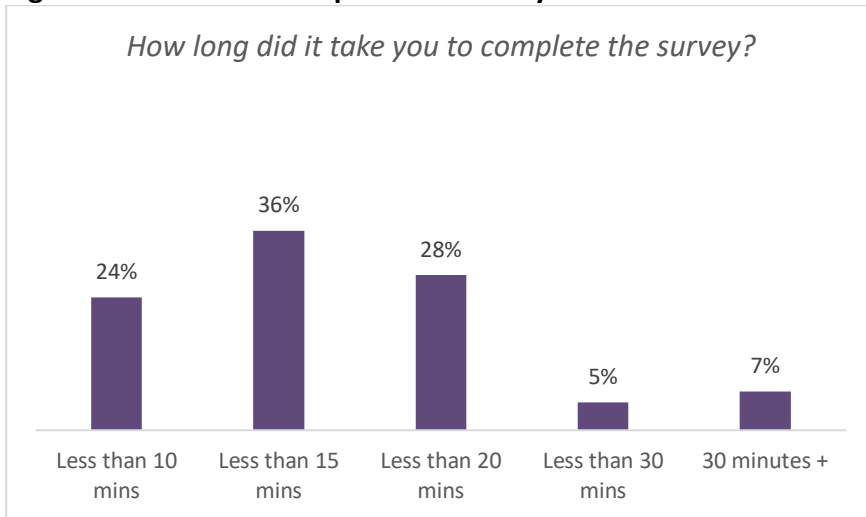
Figure 11.8: Tenure in current judicial post



12. The Survey

Almost all judges who completed the 2020 JAS said the survey was about the right length (82%). The majority of the judges who completed the survey did so in less than 15 minutes (60%) (Figure 12.1).

Figure 12.1: Time to complete the survey



Judicial Attitude Survey 2020

2020 Judicial Attitude Survey

The Judicial Institute of University College London (UCL) runs the **UK 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 of Scotland and the Senior President of Tribunals. This **survey is by judges for judges**. It has been developed through a Working Group with representatives from all levels of the courts and tribunals judiciary.

Why it is important for you to take part in this survey

This is the third running of the JAS. It was run first in 2014, then in 2016 and now this year. It has had a 99% response rate in the past, which means this is the survey that produces the **most reliable evidence about the state of the judiciary**. There have been **changes in the judiciary since 2016**. It is important to understand the impact of these changes on all judges, and by completing this survey you will be ensuring that judges' views are taken into account in important decisions about the future of the judiciary.

Changes to the JAS since 2016

This current survey includes many of the same questions judges were asked in 2014 and 2016, which will help to assess any changes in judicial attitudes over the last few years. But this survey also includes **a number of new questions**, including questions about **judicial welfare**.

The Survey and COVID-19

The UK Judicial Attitude Survey was scheduled to run this spring, and despite the challenges we all face as a result of Covid-19, it was felt that it was important to carry on with the survey. Our work as judges has carried on through the emergency, and it remains as important as ever to understand how judges feel about their judicial role, their working lives and their plans for the future. Most of the survey questions include "free text" boxes where you can leave additional comments, and you may wish to use these boxes to say whether your answers to

specific questions have been affected by Covid-19 and would have been different before the pandemic.

Confidentiality

The survey is **completely voluntary and anonymous**. Your survey responses **cannot be traced back** to you personally. In order to ensure full anonymity in the survey, it is not possible for you to start the survey, save some responses and return to complete the survey later. This would require the survey system to be able to identify you by your email or IP address. So you need to complete the survey in one go.

Thank you for taking the time to do the survey, which should take 5-10 minutes.

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, 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.

Your participation in this survey and your answers to the following questions will be extremely helpful.

Start

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Judicial Attitude Survey 2020

Your Judicial Post

1. Please indicate which is the main judicial post you currently hold.

(If you have multiple posts please select what you consider is your main post and you can provide any further details in the box below)

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

2. Are you:

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

3. When were you first appointed to the SALARIED judiciary?

- Before 1 April 1995
- 1 April 1995 - 1999
- 2000 - 2004
- 2005 - 2009
- 2010 - 2014
- 2015 - 2018
- 2019 - 2020

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

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

5. Do you currently hold any other judicial post in addition to the main judicial post you have indicated in Question 1 above?

- No
- Yes (please feel free to provide details in the box below - but it is not required)

Judicial Attitude Survey 2020

Working Conditions

6. How would you rate working conditions in the judiciary compared with 2 years ago?

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

7. Please provide an assessment of the following working conditions at the main court or tribunal where you work (and NOT in relation to remote working from home)

	Excellent	Good	Adequate	Poor
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"/>

8. How would you assess your case workload over the last 12 months?

- Too high
- Manageable
- Too low

9. 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

10. 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"/>
Training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Please assess the availability of each of the following in your current judicial post:

	Excellent	Good	Adequate	Poor	Non-existent
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"/>
Training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments on these issues

12. During the current Covid-19 emergency how often are you coming into work at your court or tribunal building?

- All the time
- Most of the time
- Occasionally
- Not at all

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Judicial Attitude Survey 2020

Judicial Welfare

13. 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

14. Do you feel you would benefit from more guidance or assistance on any of the follow?

	Yes I would like more guidance on this	Not sure	No I don't need more guidance on this
How to ensure my safety in court	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to ensure my safety out of court	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to deal with internet and social media coverage about my work as a judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to safely use the internet and social media as a judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to comment on these or any other judicial welfare issue

15. Compared to 12 months ago, how would you rate the following

	Much better	Better	Same	Worse	Much worse
Communications to judges via the Judicial Intranet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communications to judges about Court Reforms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communications to judges from the senior judiciary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

16. 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:

Back

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Judicial Attitude Survey 2020

Salary and Pensions

17. Please indicate how much you agree or disagree with the following statements

	Strongly agree	Agree	Not sure	Disagree	Strongly disagree
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"/>
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"/>
I follow closely the developments about judicial pensions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to know more about developments in judicial pensions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

18. **Prior to my appointment to the salaried judiciary, I was earning:**

- Substantially less than my judicial salary on appointment
- Less than my judicial salary on appointment
- About the same as my judicial salary on appointment
- More than my judicial salary on appointment
- Substantially more than my judicial salary on appointment

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Judicial Attitude Survey 2020

Judicial Resources

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

	Excellent	Good	Adequate	Poor	Non-existent
Standard of IT equipment provided for you personally to use (ie, laptop, desktop computer) when working at court	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standard of IT equipment available for you to work remotely	<input type="radio"/>	<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"/>	<input type="radio"/>
Internet access in you court or tribunal building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internet access when working remotely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IT support when working in your court or tribunal building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IT support when working remotely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further details

20. This question asks about your access to different digital resources:

	Yes	No
--	-----	----

Are you on e-Judiciary?	<input type="radio"/>	<input type="radio"/>
Does your court or tribunal have Wi-Fi available in courtrooms/hearing rooms?	<input type="radio"/>	<input type="radio"/>
Does your court or tribunal have Wi-Fi in all other parts of the court building?	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further details

21. Please rate the following:

(If any statement below does not apply to you please skip that particular statement)

	Excellent	Good	Adequate	Poor	Non-existent
Functionality of e-Judiciary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of Wi-Fi in your court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further details

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Judicial Attitude Survey 2020

Training and Personal Development

22. To what extent are you satisfied with the following aspects of your judicial role:

	Completely satisfied	Satisfied	Could be better	Not satisfied at all
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"/>
Opportunities for career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cross deployment opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

23. To what extent are you satisfied with the following aspects of judicial training:

	Completely satisfied	Satisfied	Could be better	Not satisfied at all
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"/>
Time to prepare for training courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

24. In which, if any, of the following areas would you welcome new judicial training opportunities?

(Please select as many options as apply to you)

- Hands on training using IT in court
- Leadership and managing others
- Media handling
- Wellbeing for judges
- Presentation and communication skills
- Understanding statistics in the legal context
- eLIS training
- Conducting remote hearings
- Other (please specify in the box below)

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Judicial Attitude Survey 2020

Change in the Judiciary

25. To what extent do you feel that your job as a judge has changed since you were first appointed to a salaried post? *(This question should be answered without taking into account any recent changes that may have occurred in your job as a result of Covid-19)*

- 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

26. The following 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 was managing change well before Covid-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judiciary is managing change well during Covid-19.	<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"/>
More change is still 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"/>

27. How concerned are you by each of these changes in the judiciary?

	Not concerned at all	Only slightly concerned	Not sure	Somewhat concerned	Extremely concerned
Court closures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase in litigants in person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff reductions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Court reforms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fiscal constraints	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loss of experienced judges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loss of respect for the judiciary by government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal safety for judges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low judicial morale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attacks on the judiciary in the media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduction in face-to-face hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inability to attract the best people into the judiciary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loss of judicial independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stressful working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

conditions					
Extra work caused by reforms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comment:

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Judicial Attitude Survey 2020

Future Planning

28. Might you consider leaving the judiciary in the next 5 years?

- Yes
- No
- I am currently undecided about this
- I will reach compulsory retirement age in the next 5 years but plan to leave before that date
- I will reach compulsory retirement age in the next 5 years and plan to stay until that date

29. On 1 April 2020, what was your age in YEARS and MONTHS?

On 1 April 2020, my age was years and months.

30. The following explore your views on judicial retirement:

	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
Judges should not be required to retire at 70.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The main reason I would leave the judiciary before the compulsory retirement age is to do other things while I am able.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The main reason I would leave the judiciary before compulsory retirement age is dissatisfaction with my job as a judge.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

31. Which of the following factors would make you more likely to leave the judiciary before reaching compulsory retirement age?

(Please select as many options as apply to you).

- Increase in workload
- Lack of promotion
- Limits on pay awards
- Reduction in pension benefits
- Lack of respect for the judiciary by government
- Reduction in administrative support
- Further demands for out of hours working
- Introduction of online courts
- Lack of stimulating work
- Increase in litigants in person
- Lack of effective leadership of the judiciary
- Stressful working conditions
- Inability to move to salaried part-time working
- Court reforms
- Requirement to sit in a location too far from home
- Attacks on the judiciary by the media
- Court closures
- Personal health issues

- Inability to work more flexible hours
- Uncertainty over the future of my part of the judiciary
- Personal security concerns
- Other (please specify in the box below)

Please feel free to provide a further comment:

32. Which of the following factors would make you more likely to remain in the judiciary until compulsory retirement age?

(Please select as many options as apply to you).

- Appointment to a higher post
- Change of work location
- Higher remuneration
- Better administrative support
- Reduction in workload
- Increased flexibility in working hours
- Greater variation in work
- Better leadership of the judiciary
- Having more leadership responsibilities
- Restoration of previous pension entitlements
- Greater certainty over the future of my part of the judiciary
- Support for dealing with stressful working conditions
- Opportunity for sabbatical
- Opportunity to work part-time
- Reduction in litigants in person

- Better security for judges
- Court reforms
- Greater respect for the work judges do
- Other (please specify in the box below)

Please feel free to provide a further comment:

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Judicial Attitude Survey 2020

Being a Member of the Judiciary

33. As a judge, to what extent do you feel valued by the following groups?

	Greatly valued	Generally valued	Not sure	Generally not valued	Not valued at all
Public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal Profession	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parties in cases that appear before me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Court staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Judicial colleagues at my court	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior leadership in the judiciary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

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

Strongly Disagree

Disagree

Not sure

Agree

Strongly Agree

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

Strongly

Strongly

Disagree Disagree Not sure Agree Agree

36. 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

37. Members of the judiciary are respected by society at large

- Less than they were 5 years ago
- About the same as they were 5 years ago
- More than they were 5 years ago

Please feel free to provide any further comments

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Judicial Attitude Survey 2020

Joining the judiciary

38. Knowing what you know now about your job as a judge would you still have applied for a salaried post?

- Yes
- No
- Not sure

39. Would you encourage suitable people to apply to join the salaried judiciary?

- Yes
- No
- Not sure

Please feel free to provide any further comments

40. The reasons I would encourage suitable people to apply to join the salaried judiciary are:

(Please select as many options as reflect your view)

- Challenge of the work
- Sense of collegiality
- Job security
- Intellectual satisfaction
- Salary

- Public service
- Respect in the community
- Pension
- Administrative support
- Less pressurised environment than practice
- Prestige of the job
- Chance to contribute to justice being done
- Court reforms
- Other (please specify in the box below)

Please feel free to provide a further comment:

41. The reasons I would discourage suitable people from applying to join the salaried judiciary are:

(Please select as many options as reflect your view)

- Isolation of the job
- Constant policy changes
- Lack of variety in the work
- Lack of respect for judges
- Experience of changes to pension entitlements
- Lack of personal control over working time
- Reduction in income
- Lack of administrative support
- Poor quality of physical work environment
- Feeling of being an employee or civil servant

- Judicial appointments process
- Too much out of hours work required to do the job
- Lack of support from the senior judiciary
- Rigid hierarchical work environment
- Too few opportunities for promotion
- Increase in litigants in person
- Court reforms
- Other (please specify in the box below)

Please feel free to provide a further comment:

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Judicial Attitude Survey 2020

Leadership

42. Please indicate if you currently:

(Please tick as many answers as apply to you)

- hold a formal leadership position in the judiciary (e.g., Presiding Judge, President or Deputy/Vice President, etc.)?
- 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.)?

43. Would you be interested in taking on more leadership responsibilities in your judicial role?

- Yes
- Yes but there are none available in my jurisdiction
- I would be interested if leadership roles were properly rewarded
- No a leadership role is not for me
- No I have (or have had) enough leadership responsibilities already
- Not at the present time but possibly in future
- Not sure

44. Do you feel that judicial leadership roles are allocated fairly?

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

If you answered No please feel free to provide reasons why

45. The following explore your views of your immediate leadership judge(s):

	Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
I would like my immediate leadership judge to help me evaluate how I am performing as a judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to be able to discuss my career development with my immediate leadership judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to be able to speak with someone other than my immediate leadership judge about my career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Case allocation is done fairly by my local leadership judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive good support from my immediate leadership judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

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Judicial Attitude Survey 2020

Covid-19 and this Survey

46. The 2020 UK Judicial Attitude Survey is being run during the Covid-19 emergency, and you are welcome to provide any further comments in the box below about how, if at all, your answers to this survey may have been affected by Covid-19.

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Judicial Attitude Survey 2020

General Information

47. Before being appointed to the judiciary what type of legal engagement 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)

48. Are you:

- Male
- Female
- Other

49. What is your age group?

- Under 35
- 35-39
- 40-44

- 45-49
- 50-54
- 55-59
- 60-62
- 63-65
- 66-67
- 68-69
- 70 or over

50. **Do you have any of the following?**

- Children you support financially
- Caring responsibilities for a family member(s)?

51. **This question asks about your education experience**

(Please tick as many boxes as apply to you)

- Secondary education - I attended a UK state school
- Secondary education - I attended a UK independent/fee-paying school
- Secondary education - I attended a school outside the UK
- Secondary education - other
- University - I was part of the first generation of my family to attend university
- University - I was not part of the first generation of my family to attend university
- Other (please specify in the box below)

52. What is your ethnic group?

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

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Judicial Attitude Survey 2020

The Survey

53. This survey was:

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

54. How long did it take you to complete this survey?

- No more than 5 minutes
- Less than 10 minutes
- Less than 15 minutes
- Less than 20 minutes
- Less than 30 minutes
- 30 minutes or longer

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Finish

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Judicial Attitude Survey 2020

Thank you for taking part in the 2020 Judicial Attitude Survey. Your answers have now been received.

Your participation has been extremely valuable and very much appreciated.

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