

Background

The JAC is responsible for selecting candidates for judicial office on merit, through fair and open competition. It is an executive non-departmental public body sponsored by the Ministry of Justice. An outline of selection processes is provided on its website.

The JAC

The JAC was established by the Constitutional Reform Act 2005 (CRA). It has responsibility for selecting candidates for judicial office in courts and tribunals in England and Wales, and for some tribunals with a UK-wide jurisdiction.

The Commission has 3 main statutory duties under the CRA:

- To select candidates solely on merit
- To select only people of good character
- To have regard to the need to encourage diversity in the range of persons available for selection for appointment.

The JAC runs a selection exercise in response to a vacancy request from the Lord Chancellor setting out the number of posts, the jurisdiction and/or the circuit or region. Each year the JAC agrees with the MoJ, HM Courts & Tribunals Service and Judicial Office which selection exercises are to be programmed for the following financial year.

Published tables on JAC official statistics can be found here: <https://www.judicialappointments.gov.uk/jac-official-statistics>

Table C1(a): Applications for JAC exercises and selections made in England and Wales from 2011-12 to 2018-19 by year

Time series from 2011-12 to 2018-19	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Applications	5,490	4,637	5,591	2,323	2,439	2,190	5,125	4,917
Recommendations (immediate appointments)	-	-	-	-	308	282	729	1,013
Selections (to a future list)	-	-	-	-	22	2	16	14
Total (immediate appointments and to a future list)	746	597	806	305	330	284	745	1,027
Ratio of applicants to recommendations and selections	7:1	8:1	7:1	8:1	7:1	8:1	7:1	5:1

Prior to 2015-16 selections for immediate appointment and for a list for possible future appointment (under s94 CRA) were not separated for reporting purposes.

The number of vacancies the JAC was asked to fill in 2017-18 was significantly higher than the 3 subsequent years and higher again in 2018-19. In 2018-19 the number of selections increased by a third when compared to 2017-18 and more than trebled when compared to 2016-17. Although, in the last 2 years, the ratio of applications per vacancy decreased slightly compared to previous years, the total number received was considerably higher, with more than double the number compared to 2016-17.

Table C1(b): Salaried and Fee Paid Courts Selection Exercises in 2018/19

This data has been compiled using the published tables as well as the links noted next to each row

Salaried Exercise Number	Exercise Title	Number of Vacancies	Number of Applicants	Recommendations: immediate vacancies (shortfall)	Selections: possible future vacancies (shortfall)	Weblink for the exercise
<i>Salaried Exercises</i>						
79	High Court Judge	25	51	10 (15)	0	https://www.judicialappointments.gov.uk/079-high-court-2017-2018-information-page
88	Circuit Judge	94	200	60	12 (22)	https://www.judicialappointments.gov.uk/088-circuit-judge-information-page
92	Registrar (Criminal Appeals Division)	1	4	1	0	https://www.judicialappointments.gov.uk/092-registrar-criminal-appeals-master-crown-office-and-queen-s-coroner-attorney
95	Insolvency and Companies Court Judges	3	17	3	0	https://www.judicialappointments.gov.uk/095-insolvency-and-companies-court-judges
96	Circuit Judge at the Central Criminal Court	4	16	3 (1)	0	https://www.judicialappointments.gov.uk/096-circuit-judge-

						central-criminal-court-information-page
105	Senior Circuit Judge, Resident Judge	2	7	1 (1)	0	https://www.judicialappointments.gov.uk/105-senior-circuit-judge-resident-judge-information-page
118	SCJ to sit in the Employment Appeal Tribunal	2 ¹	5	1	1	https://www.judicialappointments.gov.uk/118-senior-circuit-judge-employment-appeal-tribunal-information-page
119	Senior Circuit Judge, Designated Civil Judge	1	9	0 (1)	0	https://www.judicialappointments.gov.uk/119-senior-circuit-judge-designated-civil-judge
120	Specialist Civil Circuit Judge (Chancery)	1	13	1	0	https://www.judicialappointments.gov.uk/120-specialist-civil-circuit-judge-chancery-information-page
121	Assistant Judge Advocates General	2	42	1	1	https://www.judicialappointments.gov.uk/121-assistant-judge-advocates-general

¹ This exercise launched with 1 immediate vacancy. A revised vacancy request was submitted during the course of the exercise to include 1 possible future vacancy.

<i>Fee Paid Exercises</i>						
85	Deputy High Court Judge	20 ²	190	32	0	https://www.judicialappointments.gov.uk/085-deputy-high-court-judge-s94fixed-term-information-page
90	Deputy District Judge	303 ²	1704	320	0	https://www.judicialappointments.gov.uk/090-deputy-district-judge-information-page

The above table shows a breakdown of vacancies, applicants and selections to court appointments in the period of 2018-19. There was a shortfall against the vacancy request in 5 selection exercises, all for salaried posts. They are: High Court Judge (exercise no 79), Circuit Judge (88), Circuit Judge at the Central Criminal Court (96), Senior Circuit Judge – Resident Judge (105) and Senior Circuit Judge – Designated Civil Judge (119).

² Due to business need, the vacancy request was increased at the end of the process with the number of candidates assessed as suitable for appointment exceeding the initial requirement.

Table C1(c): Salaried and fee paid tribunal selection exercises in 2018/19

This data has been compiled using the published tables as well as the links noted next to each row.

Salaried Exercise Number	Exercise Title	Number of Vacancies	Number of Applicants	Recommendations: immediate vacancies (shortfall)	Selections: possible future vacancies (shortfall)	Weblink for the exercise
<i>Salaried Exercises</i>						
91	Deputy Chamber President, First-tier Tribunal (Mental Health)	1	9	1	0	https://www.judicialappointments.gov.uk/091-deputy-chamber-president-firsttier-tribunal-hesc-mental-health-information-page
93	Regional Employment Judge	1	8	1	0	https://www.judicialappointments.gov.uk/093-regional-employment-judge-information-page
94	Regional Judge of the First-tier Tribunal, Property Chamber, Residential Property	1	6	1	0	https://www.judicialappointments.gov.uk/094-regional-judge-firsttier-tribunal-property-chamber-residential-property-information-page
94b	Deputy Regional Judge of the First-tier Tribunal, Property Chamber, Residential Property	1	13	0 (1)	0	https://www.judicialappointments.gov.uk/094b-deputy-regional-judge-firsttier-tribunal-property-

						chamber-information-page
98	Salaried Judge of the Upper Tribunal, Immigration and Asylum Chamber	9	37	9	0	https://www.judicialappointments.gov.uk/098-salaried-judge-upper-tribunal-immigration-and-asylum-chamber
122	Salaried Judge of the Employment Tribunal	54 ²	420	59	0	https://www.judicialappointments.gov.uk/122-salaried-employment-judge-employment-tribunals-england-and-wales-information-page
123	Salaried Judge of the Upper Tribunal, Lands Chamber	1	10	1	0	https://www.judicialappointments.gov.uk/123-salaried-judge-upper-tribunal-lands-chamber-information-page
<i>Fee Paid Exercises</i>						
55 (non-legal post)	Fee-paid Medical Members of the First-tier Tribunal Health Education and Social Care Chamber, Mental Health (England) and Mental Health Review Tribunal (Wales)	90 ²	166	100	0	https://www.judicialappointments.gov.uk/055-feepaid-medical-member-firsttier-tribunal-health-education-and-social-care-chamber-mental-health

82 (non-legal post)	Fee-Paid Disability Qualified Tribunal Member of the First-tier Tribunal Social Entitlement Chamber	115 ²	362	121	0	https://www.judicialappointments.gov.uk/082-feepaid-disability-qualified-tribunal-member-firsttier-tribunal-social-entitlement-chamber
83 (non-legal post)	Fee-paid Drainage Member of the Agricultural Lands Tribunal, Wales	5	4	2 (1)	0 (2)	https://www.judicialappointments.gov.uk/083-drainage-member-agricultural-land-tribunal-wales-information-page
84	Fee-paid Judge of the First-tier Tribunal	285	1623	285	0	https://www.judicialappointments.gov.uk/084-feepaid-judge-firsttier-tribunal-information-page

The above table shows a breakdown of vacancies, applicants and selections to tribunal appointments in the period of 2018-19. The JAC was able to meet the vacancy request for all but 2 tribunal selection exercises: Deputy Regional Judge of the First-tier Tribunal, Property Chamber, Residential Property and Fee-paid Drainage Member of the Agricultural Lands Tribunal, Wales.

Table C1(d): Salaried and Fee Paid Courts Selection Exercises in 2017/18

This data has been compiled using the published tables as well as the links noted next to each row.

Salaried Exercise Number	Exercise Title	Number of Vacancies	Number of Applicants	Recommendations: immediate vacancies (shortfall)	Selections: possible future vacancies (shortfall)	Weblink for the exercise
<i>Salaried Exercises</i>						
41	High Court Judge	25	129	17 (8)	0	https://www.judicialappointments.gov.uk/041a-high-court-judge-2017-track-1-information-page
50	District Judge (Magistrate's Court)	17	127	12	5	https://www.judicialappointments.gov.uk/050-district-judge-magistrates-court-information-page
52	Circuit Judge	116.5	401	98 (2.5)	6 (10)	https://www.judicialappointments.gov.uk/052-circuit-judge-2017-information-page
53	Costs Judge	1	6	1	0	https://www.judicialappointments.gov.uk/053-costs-judge-senior-courts-taxing-masters

59	Chief Bankruptcy Registrar	1	2	1	0	https://www.judicialappointments.gov.uk/059-chief-bankruptcy-registrar-information-page
67	Specialist Civil Circuit Judge	3	26	3	0	https://www.judicialappointments.gov.uk/067-specialist-civil-circuit-judge-information-page
60	Chancery Master	2	12	1	1	https://www.judicialappointments.gov.uk/060-chancery-master-information-page
62	District Judge (Civil)	100.5	271	69.5	26 (5)	https://www.judicialappointments.gov.uk/062-information-page
76	Senior Circuit Judge, Designated Civil Judge	2	7	2		https://www.judicialappointments.gov.uk/076-senior-circuit-judge-designated-civil-judge
89	Specialist Civil Circuit Judge, Business and Property Court	1	9	2 ³	0	https://www.judicialappointments.gov.uk/089-specialist-civil-circuit-judge-business-and-

³ This exercise launched with 1 immediate vacancy. A revised vacancy request was submitted during the course of the exercise to include an additional immediate vacancy.

						property-courts-manchester
86	Senior Circuit Judge, Resident Judge	2	5	2	0	https://www.judicialappointments.gov.uk/086-senior-circuit-judge-resident-judge-information-page
<i>Fee Paid Exercises</i>						
44	Deputy High Court Judge	21	297	21	0	https://www.judicialappointments.gov.uk/044-deputy-high-court-judges94fixed-term-information-web-page
42	Recorder	150	2425	150	0	https://www.judicialappointments.gov.uk/042-recorder-2017-information-page

The above table shows a breakdown of vacancies, applicants and selections to court appointments in the period of 2017-18. The JAC was able to meet the vacancy request for all but 2 selection exercises, both for salaried posts. They were: High Court Judge (exercise no 41) and Circuit Judge (52).

Table C1(e): Salaried and fee paid tribunal selection exercises in 2017/18

This data has been compiled using the published tables as well as the links noted next to each row.

Salaried Exercise Number	Exercise Title	Number of Vacancies	Number of Applicants	Recommendations: immediate vacancies (shortfall)	Selections: possible future vacancies (shortfall)	Weblink for the exercise
<i>Salaried Exercises</i>						
54	President of the First Tier Tribunal, Tax Chamber	1	3	1	0	https://www.judicialappointments.gov.uk/054-chamber-president-tax-chamber-information-page
61	Resident Judge, First Tier Tribunal Immigration Appeals Chamber	3	21	3	0	https://www.judicialappointments.gov.uk/061-information-page-0
51	Salaried Judge of the First Tier Tribunal	65	956	45	19 (1)	https://www.judicialappointments.gov.uk/051-salaried-judge-firsttier-tribunal-information-page
64	Salaried Upper Tribunal Judge Administrative Appeals Chamber	5	38	5	0	https://www.judicialappointments.gov.uk/064-salaried-judge-upper-tribunal-administrative-appeals-chamber

81	Chamber President of the First-tier Tribunal, General Regulatory Chamber	1	7	1	0	https://www.judicialappointments.gov.uk/081-chamber-president-firsttier-tribunal-general-regulatory-chamber-grc
78	Salaried Judge Upper Tribunal Tax	2	13	2	0	https://www.judicialappointments.gov.uk/078-salaried-judge-upper-tribunal-tax-and-chancery-chamber-information-page
80	Regional First Tier Tribunal Judge Social Entitlement Chamber	1	7	0 (1)	0	https://www.judicialappointments.gov.uk/080-regional-judge-firsttier-tribunal-social-entitlement-chamber-social-security-and-child-support
70	Deputy Regional Judge, First Tier Tribunal Property	3	22	3	0	https://www.judicialappointments.gov.uk/070-deputy-regional-judge-firsttier-tribunal-residential-property-property-chamber-information-page

<i>Fee Paid Exercises</i>						
63	Fee Paid Upper Tribunal Judge Administrative Appeals Chamber	9	152	9	0	https://www.judicialappointments.gov.uk/063-deputy-judge-upper-tribunal-administrative-appeals-chamber
58	Fee Paid Legal Special Education Needs Tribunal Wales (s98)	4	72	2	2	https://www.judicialappointments.gov.uk/058-feepaid-legal-member-special-educational-needs-tribunal-wales
57 ⁴	Fee Paid Judge First Tier Tribunal Health, Education and Social Care	30	50	15 (15)	0	https://www.judicialappointments.gov.uk/057-feepaid-judges-restricted-patients-panel-information-page
57 ⁴	Fee Paid Judge Mental Health Review Tribunal Wales	5	6	6 ²	0	https://www.judicialappointments.gov.uk/057-feepaid-judges-restricted-patients-panel-information-page
65	Fee Paid Judge Upper Tribunal Tax	2	11	2	0	https://www.judicialappointments.gov.uk/065-feepaid-judge-upper-tribunal-tax

⁴ This was a joint exercise for the restricted persons panel.

						tribunal-tax-and-chancery-chamber-information-page
77	Chairperson of the Agricultural Land Tribunal for Wales	1	4	1	0	https://www.judicialappointments.gov.uk/077-chairperson-agricultural-land-tribunal-wales-information-page

The above table shows a breakdown of vacancies, applicants and selections to tribunal appointments in the period of 2017-18. There was a shortfall against the vacancy request in 3 selection exercises. They were: Salaried Judge of the First tier Tribunal (exercise no 51), Regional First Tier Tribunal Judge Social Entitlement Chamber (80) and Fee Paid Judge First tier Tribunal Health, Education and Social Care (57).

Table C4: Number of candidates assessed as outstanding or strong as a percentage of total selections

This data has been compiled using the published tables as well as exercise data from JAC programme managers

Time series from 2013-14 to 2018-19	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Number of candidates assessed as outstanding or strong	699	280	332	300	637	587
Number of selections (immediate and future list)	806	305	351	292	754	1034
Candidates assessed as outstanding or strong as % of total selections	87%	92%	95%	103%	84%	57%

The JAC assesses candidates as either outstanding, strong, selectable or not selectable. Overall the number of candidates assessed as outstanding or strong showed no obvious general trend between 2013 and 2019. However the percentage of outstanding and strong candidates as a proportion of those recommended for appointment was lower in 2018-19 than in the previous five years, in the context of the highest number of selections during this period. The number of selections the JAC made more than trebled between 2016-17 and 2018-19.

Data Sources

Figures presented for the years 2011-12 to 2013-14 are taken from the JAC's Annual Report for the relevant year whilst figures for 2014-15 onwards are taken from the JAC's Official Statistics.

While the JAC Annual Report presents the number of applications for financial accounting reasons, the Official Statistics bulletin counts the number of applicants within selection exercises for diversity purposes. As a result, the number of applicants and selections within selection exercises may differ slightly.

The official statistics are available to view on the JAC website. Aligning the evidence to the statistics provides greater clarity and consistency when cross referencing the two sets of information. Prior to 2014/15 our publication methodology for the official statistics was different; we, therefore, used the annual report figures to ensure the data was still consistent with information in the public domain.

Prior to 2016-17, data relating to candidates who were ineligible or who opted not to share their diversity data was removed from the Official Statistics. From 2016-17 onwards data relating to all candidates is included.

Figures presented refer to individual applicants on a headcount basis, as opposed to the number of posts they apply for within an exercise. For example, individuals may apply simultaneously to both the Fee-paid Medical Members of the First-tier Tribunal (Mental Health) and the Mental Health Review Tribunal (Wales), which are 2 separate posts, where they are run in a single selection exercise. Candidates may apply for both posts but would only participate in the exercise once.

Table C5: Vacancies, Selections and Assessment of Candidates in England and Wales from 2012-13 to 2018-19

This data has been compiled using the published tables as well as exercise data from JAC programme managers

High Court Judge	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Vacancies	14	10	11	-	14	25	25
Number of candidates assessed as outstanding or strong	24	16	15	-	10	19	10
Number of selections (immediate and future list)	14	10	10	-	8	17	10
Candidates assessed as outstanding or strong as % of total selections	171%	160%	150%	-	125%	112%	100%

Circuit Judge	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Vacancies	-	54	32	61	55	116.5	94
Number of candidates assessed as outstanding or strong	-	64	54	48	25	89	53
Number of selections (immediate and future list)	-	54	53	62	44	104	72
Candidates assessed as outstanding or strong as % of total selections	-	119%	102%	77%	57%	86%	74%

Upper Tribunal Judge	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Vacancies	3	8	6	-	-	19	10
Number of candidates assessed as outstanding or strong	6	10	9	-	-	33	9
Number of selections (immediate and future list)	3	8	12	-	-	19	10
Candidates assessed as outstanding or strong as % of total selections	200%	125%	75%	-	-	174%	90%

District Judge	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Vacancies	-	54	-	61	-	100.5	-
Number of candidates assessed as outstanding or strong	-	45	-	65	-	53	-
Number of selections (immediate and future list)	-	54	-	61	-	95	-
Candidates assessed as outstanding or strong as % of total selections	-	83%	-	107%	-	56%	-

The table above shows the breakdown of selections and candidate gradings in certain types of selection exercise. It is important to note that gradings are an internal assessment measure of a candidate's performance in a particular selection exercise and against the specific criteria for that role at that time. They do not indicate performance upon appointment. Caution should be exercised when comparing gradings awarded across a period of years.

Where the percentage of outstanding and strong grades compared to selections is greater than 100%, there were more outstanding and strong candidates than there were candidates selected. In some competitions there were both more outstanding and strong candidates than the total number of selections, and also a shortfall in vacancies filled. This occurs when outstanding or strong candidates cannot be placed in one or more specific legal jurisdiction or geographical location. In High Court exercises during this period, only candidates assessed as outstanding or strong were recommended for appointment.

Additional information: Exercises completed between 1 April – 31 December 2019

In the period between 1 April and 31 December 20 exercises (court and tribunal) were completed.

Salaried and fee paid court selection exercises

This data has been compiled using the published information on the JAC website.

Exercise Number	Exercise Title	Number of Vacancies	Number of Applications	Recommendations: immediate vacancies (shortfall)	Selections: possible future vacancies	Weblink
<i>Salaried Exercises</i>						
106	District Judge	92	190	47 (27)	0 (18)	https://www.judicialappointments.gov.uk/106-district-judge-information-page
107	High Court	25	68	17 (8)	0	https://www.judicialappointments.gov.uk/107-high-court-201819-information-page
108	s9(1) Authorisation	37	86	37	0	https://www.judicialappointments.gov.uk/108-s91-authorisation-act-high-court-judge-information-page
112	s9(4) Deputy High Court Judges	20	139	24 ⁵	0	https://www.judicialappointments.gov.uk/112-deputy-high-court-

⁵ This includes 4 who were appointed as Deputies after application to the [High Court 2018](#) exercise. Further data on this exercise, including diversity data, will be published by the JAC as part of its annual official statistics bulletin.

						judge-s94-information-page
113	Circuit Judge	50	164	29	13 (8)	https://www.judicialappointments.gov.uk/113-circuit-judge-information-page
115	District Judge (Magistrates' Courts)	25	95	17 (8)	0	https://www.judicialappointments.gov.uk/115-district-judge-magistrates-courts-information-page
124	Queens Bench Masters	4	6	2	2	https://www.judicialappointments.gov.uk/124-queens-bench-master-and-admiralty-registrar-information-page
125	Judge in charge of the London Commercial Court	1	3	1	0	https://www.judicialappointments.gov.uk/125-specialist-civil-circuit-judge-judge-charge-london-circuit-commercial-court
128	Senior Circuit Judge Designated Civil Judge	1	3	1	0	https://www.judicialappointments.gov.uk/128-senior-circuit-judge-designated-civil-judge-information-page

172	Senior Circuit Judge, Designated Family Judge	2	5	2	0	https://www.judicialappointments.gov.uk/172-senior-circuit-judge-designated-family-judge-information-page
175	Senior Circuit Judge, Resident Judge	2	6	1 (1)	0	https://www.judicialappointments.gov.uk/175-senior-circuit-judge-resident-judge-information-page
<i>Fee Paid Exercises</i>						
101	Recorder 2018	160	1,233	160	0	https://www.judicialappointments.gov.uk/recorder-2018-information-page
104	Deputy District Judge (Magistrates' Court)	30	874	30	0	https://www.judicialappointments.gov.uk/104-deputy-district-judge-magistrates-courts-information-page

Salaried and fee paid tribunal selection exercises

This data has been compiled using the published tables as well as the links noted next to each row.

Exercise Number	Exercise Title	Number of Vacancies	Number of Applications	Recommendations: immediate vacancies (shortfall)	Selections: possible future vacancies	Weblink
<i>Salaried Exercises</i>						
109	Salaried Judge of the First-tier Tribunal	100	767	112 ²	0	https://www.judicialappointments.gov.uk/109-salaried-judge-firsttier-tribunal-information-page
127	President Welsh Language Tribunal	1	3	1	0	https://www.judicialappointments.gov.uk/127-president-welsh-language-tribunal-information-page
129	Resident Judge of the First-tier Tribunal, Immigration and Asylum Chamber and Regional Judge of the First-tier Tribunal, Social Entitlement Chamber	6	30	5	0 (1)	https://www.judicialappointments.gov.uk/129-resident-judge-firsttier-tribunal-immigration-and-asylum-chamber-and-regional-judge-firsttier
130	Salaried Surveyor Member, Upper	2	19	1	1	https://www.judicialappointments.gov.uk/130-salaried-surveyor-

	Tribunal, Lands Chamber					member-upper-tribunal-lands-chamber-information-page
<i>Fee Paid Exercises</i>						
131	Fee Paid Service Members War Pensions Tribunal	9	95	14 ⁶	0	https://www.judicialappointments.gov.uk/131-feepaid-service-member-firsttier-tribunal-war-pensions-and-armed-forces-compensation-chamber
132	Fee Paid Valuer Chairmen and Fee Paid Valuer Members of the First-tier Tribunal, Residential Property	28	31	16 (12)	0	https://www.judicialappointments.gov.uk/132-feepaid-valuer-chairs-and-feepaid-valuer-members-firsttier-tribunal-property-chamber-residential
173	Fee Paid Legal Member of the Welsh Language Tribunal	1	7	1	0	https://www.judicialappointments.gov.uk/173-feepaid-legal-member-welsh-language-tribunal-information-page

⁶ A revised vacancy request was submitted for an increase during the course of the exercise.