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5<sup>th</sup> February 2020

Ms Branwen Evans  
Deputy Director, Senior Salaried Review Body  
Fleetbank House,  
2-6 Salisbury Square  
EC4Y 8JX

Dear Ms Evans,

### **SSRB Annual Evidence: request for data – Judicial Appointments Commission**

I write in response to your letter dated 18 October 2019 on behalf of the Senior Salaries Review Board (SSRB) asking the Judicial Appointments Commission to submit written evidence for the 2020-21 pay review.

In the enclosed evidence we have covered the reporting year from 1 April 2018 to 31 March 2019. In response to your subsequent requests, we have also included evidence covering 2017-18 in two additional tables, C1(d) and C1(e), which show vacancies, applications and recommendations for that period. Finally, we have provided headline data on exercises that completed between 1 April and 31 December 2019 in order to provide as up-to-date a picture as possible. We continue to provide the unpublished detail on live exercises in confidence.

The evidence includes data on shortfalls and candidate grading. 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. With this caveat, the current trends are as follows:

- The number of vacancies requested has continued to increase across all types of role. The JAC made a record number of recommendations for judicial appointment in 2018-19 (1,013).
- The number of applications remained high overall in 2018-19 (4,917), but there was a lower applicant-to-selection ratio than in previous years. This is in the context of a record number of recommendations for appointment.

- There have been continued instances of shortfalls between numbers of candidates selected as being suitable for appointment and vacancy requests for key salaried court roles including High Court, Circuit and District Judge (with only 51% of District Judge vacancies filled in the 2019-20 exercise). However, in the last High Court exercise 17 recommendations were made (in comparison to 10 in the previous exercise).
- There have also been shortfalls in three exercises for Senior Circuit Judge leadership positions between 2018/19 and 2019/20.
- Overall between April 2017 and December 2019 the JAC has been able to meet the high demand for fee-paid judges with shortfalls in only three exercises, all requiring specialist knowledge or experience: Fee Paid Judge of the First-tier Tribunal, Health, Education and Social Care, Restricted Persons Panel; Fee Paid Drainage Member of the Agricultural Lands Tribunal Wales (a non-legal post); and Fee Paid Valuer Chairmen and Fee Paid Valuer Members of the First-tier Tribunal, Residential Property also non-legal).
- The recent high level of fee-paid recruitment should help to replenish the pipeline of suitable candidates who could apply for salaried posts.
- The pool of suitable candidates for fee-paid roles, however, may not continue to stretch to the high number of vacancies currently being requested within a relatively short period.
- Overall the number of candidates assessed as outstanding or strong remained high in 2018-2019 (587). However, the percentage (57%) of such candidates as a proportion of those recommended for appointment was lower than in the previous five years. This, however, must be considered in the context of the number of selections the JAC has been asked to deliver in recent years which more than trebled between 2016-17 and 2018-19.

I can confirm that all the evidence sources are in the public domain and we will be publishing this submission on our website. We look forward to receiving the formal invitation in due course for Lord Kakkar to attend an oral evidence session.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Richard Jarvis', written in a cursive style.

**Richard Jarvis**  
**Chief Executive**