



# **Qualifying Test Feedback Report**

**0800: Recorder**

**February 2016**

## **Purpose**

The purpose of this report is to provide general feedback on the Qualifying Test, held on 7 May 2015, used to shortlist candidates in the Recorder selection exercise.

A total of 1,288 eligible applications were received for this selection exercise (867 applicants for Crime and 421 applicants for Family; including 57 candidates who applied for both jurisdictions).

The first part of this report describes how the Judicial Appointments Commission (JAC) developed and structured the test. The second provides information on the overall performance of candidates in the test.

A copy of the Second Stage Feedback Report for the 2015 Recorder exercise is also available on the JAC website.

## **Competencies**

The competencies for the post of Recorder used for this selection exercise are published on the JAC website [here](#).

There are two sets of competencies: one for family and one for crime.

## **Structure of the test**

The Qualifying Test was divided into three elements (all multiple choice):

### Part 1: Technical element

The technical questions sought a response from candidates in relation to procedural or legal matters. Separate questions were designed for Family (30 questions) and Crime jurisdictions (33 questions).

Candidates were given access to all of the relevant rules and regulations that they would need to be able to answer the technical questions.

The marks available for each question ranged from one to three with a maximum score available of 57 for Crime and 58 for Family.

### Part 2: Behavioural element (Situational Judgement)

This part was designed to assess how the candidate would handle situations that they could encounter in the role of a Recorder. Separate questions were designed for Crime and Family jurisdictions (30 questions each).

The marks available for each question ranged from one to two marks with a maximum score available of 60 for each jurisdiction.

### Part 3: Analysis element

Part three of the test did not test any technical knowledge, however it was designed to test candidate's analytical abilities. This section was the same for both jurisdictions (26 questions).

Each correct answer was worth two marks and the maximum score available was 52 marks.

Candidates were allocated 90 minutes to complete the entire test. This increased to 150 minutes for candidates who applied for both jurisdictions. All candidates were advised to allocate 30 minutes per element.

To proceed to the second stage of the shortlisting, candidates needed to score a minimum of 40% in each element of the Qualifying Test, rather than just attaining a high score by performing at an outstanding level in one element.

### **Development of the test**

The Qualifying Test was devised by a number of experienced judicial members from each jurisdiction.

As with all shortlisting tools used by the JAC, the test was subject to an extensive quality and equality assurance process. The effectiveness of the test was assessed by means of a dry run, following which some amendments were made taking account of feedback from the volunteers. The JAC Advisory Group, a committee comprised of representatives from the judiciary and the legal professions, also offered advice and guidance during its development.

### **Reference material**

The Qualifying Test reference materials are published on the JAC website [here](#).

### **Overall performance**

The behavioural element recorded the lowest failure rate (3.5% for Crime and 4% for Family), followed by the technical element (6% for Crime and 5.7% for Family) and analysis element (14.9% for Crime and 14.5% for Family).

1,055 applicants were eligible to progress after achieving the minimum pass mark of 40% in each element of the test (702 for Crime and 353 for Family).

	Crime Applicants				Family Applicants			
	Scored 40% or above (pass)		Scored less than 40% (fail)		Scored 40% or above (pass)		Scored less than 40% (fail)	
Technical	815	94.0%	52	6.0%	397	94.3%	24	5.7%
Behavioural	837	96.5%	30	3.5%	404	96.0%	17	4.0%
Analysis	738	85.1%	129	14.9%	360	85.5%	61	14.5%
<i>Overall</i>	702	81%	165	19%	353	83.8%	68	16.2%

Table 1: Summary of the results for each element of the Qualifying Test

### **Distribution of marks**

#### Crime

In the technical element of the test, the highest score achieved was 93% and the lowest recorded mark was 7%; the average score was 63.4%.

The highest mark achieved in the behavioural element of the test was 85%, and the lowest recorded mark was 23.3%; the average score was 61.6%.

The highest mark achieved in the critical analysis element was 96.2%; the lowest recorded was 3.8%; the average score was 62.7%.

#### Family

In the technical element of the test, the highest score achieved was 94.8% and the lowest recorded mark was 8.6%; the average score was 73.5%.

The highest mark achieved in the behavioural element of the test was 81.7%, and the lowest recorded mark was 33.3%; the average score was 61%.

The highest mark achieved in the critical analysis element was 96.2%; the lowest recorded was 3.8%; the average score was 63.4%.

A full distribution of scores is provided in the charts below.

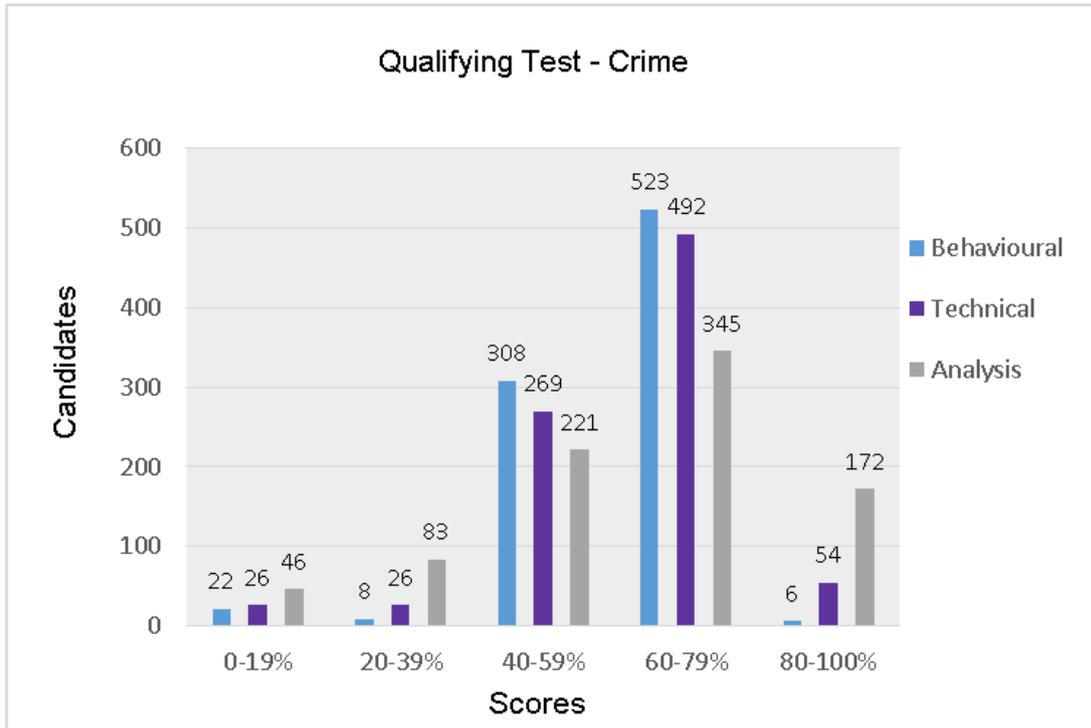


Chart 1 – Distribution of scores for Crime applicants (excluding nil scores)

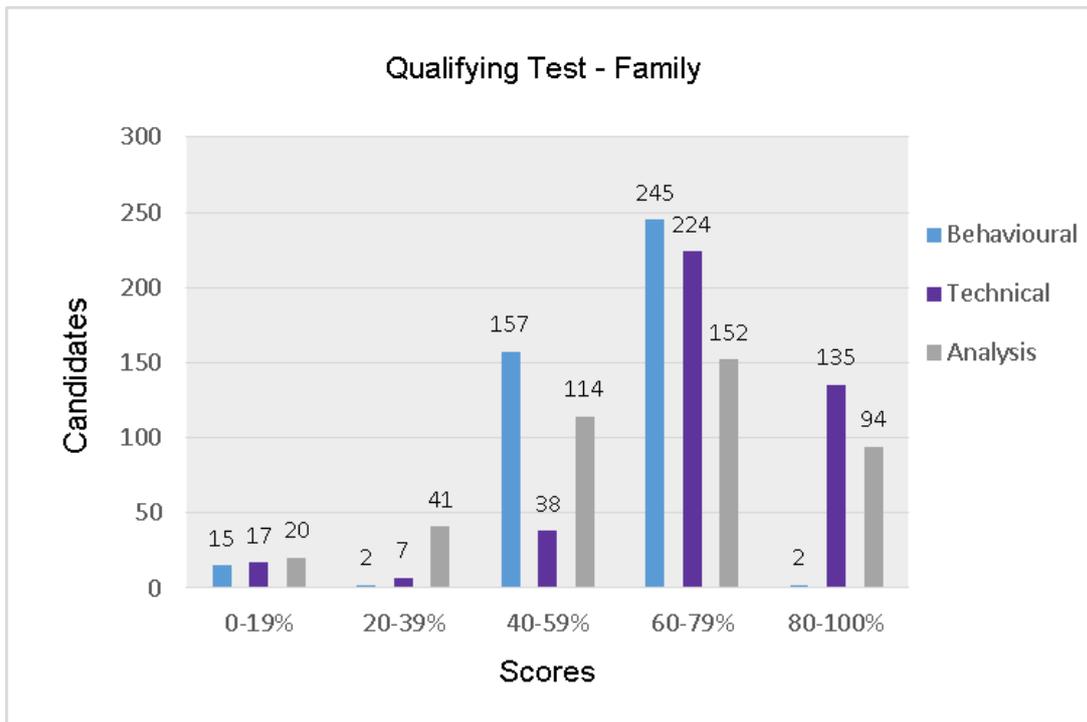


Chart 2 – Distribution of scores for Family applicants (excluding nil scores)

### Progression to Second Stage

The most meritorious 503 applicants were invited to attend the Second Stage of shortlisting. This represented a ratio of 5:1 to the number of vacancies available.