



Qualifying Test Feedback Report

111 Road User Charging Adjudicators

January 2019

Purpose

The purpose of this report is to provide general feedback on candidate performance in the **Road User Charging Adjudicator (111)** online qualifying test. The report describes how the Judicial Appointments Commission (JAC) developed the test and marking schedule and how the test was structured.

Additionally, it provides information on the overall performance of candidates in the test. For this test candidates who scored 74% or above were invited to the next stage of the selection process.

Competency Framework

The test was divided into 2 parts. Part 1 included a situational judgement test and part 2 included a critical analysis test. The situational judgement test was designed to assess the following competencies:

- Exercising Judgement
- Working and Communicating with Others
- Managing Work Efficiently

The critical analysis test was designed to assess the following competencies:

- Possessing and Building Knowledge
- Assimilating and Clarifying Information

The competencies were developed so that candidates could demonstrate the skills and abilities which were transferable to the role from other contexts. The specific bullet points under each competency heading were designed to reflect skills and abilities that an effective Road User Charging Adjudicator is expected to have. This enabled us to assess candidates in a fair and consistent way.

Development of the test

The test and marking schedules for each element of the test were devised by Road User Charging Adjudicators.

In common with all qualifying tests used by the JAC, both the tests and marking schedules were subject to extensive quality and equality assurance processes, including review by the JAC Advisory Group. The JAC Advisory Group, comprising of members of the judiciary and representatives of the legal profession and chaired by a lay JAC Commissioner, offered advice and guidance during the development of the tests.

The effectiveness of the test was assessed by means of a dry run with a range of volunteers from relevant candidate groups. This provided an opportunity to trial the test material and make any necessary amendments.

Structure of the test

The test was a 2 part multiple-choice test comprising of 35 questions in total, lasting for 90 minutes.

- Part 1 (multiple choice) - Situational Judgement (45 minutes, 20 questions)
- Part 2 (multiple choice) - Critical Analysis (45 minutes, 15 questions)

In **part 1** all of the situations used in the questions were hypothetical and no prior knowledge of rules or procedures was required. No advance reading was required. Candidates were not being assessed on whether or not they knew the right answer based on knowledge or experience. They were assessed on their reading of a situation and their ability to judge the effectiveness of different responses. Candidates had to select 1 answer from 4 possible responses to each question.

In **part 2** the questions were based on the Judgment of LJJs Chadwick, Sedley and Keene in the case of *Walmsley v Transport for London and others* [2005] EWCA Civ 1540. They were designed to test candidates' ability to absorb the information in this Judgment and apply it to the questions. Candidates had to select 1 answer from 4 possible responses to each question.

Marking of the test

Both parts of the test were marked automatically. A total of 70 marks were available in this test. In part 1 40 marks were available. 13 out of the 20 questions had 2 correct answers with one being slightly more appropriate and therefore attracting 2 points and the other attracting 1 point. The remaining 7 questions only had one correct answer worth 2 points. In part 2 (critical analysis) 30 marks were available. Each question had 1 answer and 2 marks were available for a correct answer.

Distribution of scores

A total of 476 candidates took the test. A merit list was developed based on candidates scores.

The highest and lowest marks awarded are shown in the table below:

Part	Highest score	Lowest score	Average score
1. Situational Judgement	37/40 (1 candidate)	14/40 (1 candidate)	26/40 (13 candidates)
2. Critical Analysis	30/30 (48 candidates)	0/30 (2 candidates)	24/30 (64 candidates)

The test provided a good spread of candidates scores:

- in the critical analysis, 48 candidates scored the maximum mark possible
- in the situational judgement test, no candidates scored the maximum mark and only 181 out of the 480 candidates who took the test scored over 70%

For the situational judgement test, candidates scores were as follows:

- the lowest candidate score was equivalent to 35%
- the highest candidate scores were equivalent to 92%
- the average candidate scores were equivalent to 65%

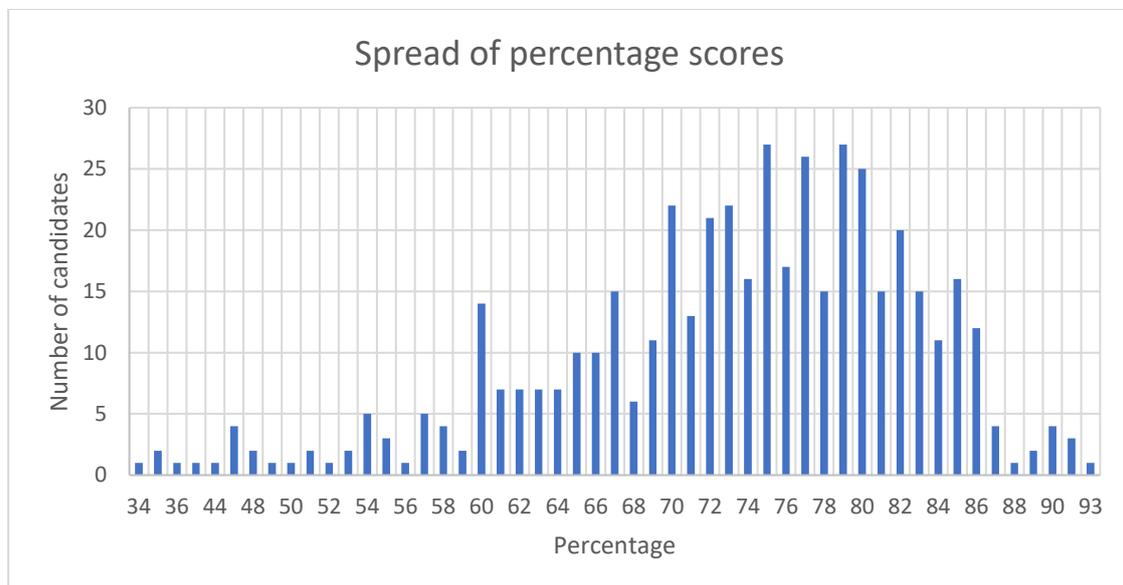
For the critical analysis test, candidates scores were as follows:

- the lowest candidate score was equivalent to 0%
- the highest candidate scores were equivalent to 100%
- the average candidate scores were equivalent to 80%

When both parts of the test were combined, overall candidate scores were as follows:

- the lowest candidate score was equivalent to 34%
- the highest candidate scores were equivalent to 93%
- the average candidate scores were equivalent to 79%

The charts below show the spread of percentage scores.



Approach to shortlisting

When the JAC receives notification from Her Majesty's Courts and Tribunal Service confirming how many there are for a post, we calculate how many candidates we need to take to selection day (usually at a ratio of 2 to 3 candidates interviewed for each vacancy). This allows us to estimate the number of candidates we need to

progress after the shortlisting stages until we reach the selection day ratio. If 2 or more candidates have the same score we will take all those candidates through, this is what we call bunching.

In any online test those candidates who score below 30% do not proceed. In this exercise candidates who scored 74% or above were invited to the next stage of the selection process.

If a candidate exceeds the time allocated for the test their answers are not scored and they do not proceed to the next stage.

Feedback from candidates

After the qualifying test, candidates were invited to complete an anonymous candidate survey.

285 candidates responded to the survey. Based on the results of the candidate survey, when completing the test:

Asked about the 45-minute time limit for the situational judgement test:

- around 12 (4.3%) of candidates thought the time allocated was too short
- around 209 (75.4%) of candidates thought the time allocated was just right
- around 58 (20.9%) of candidates thought the time allocated was too long

Asked about the difficulty of the situational judgement test:

- around 16 (5.7%) of candidates thought the test was not challenging enough
- around 202 (72.9%) of candidates thought the test was challenging
- around 59 (21.3%) of candidates thought the test was very challenging
- around 8 (2.8%) of candidates thought the test was too challenging

Asked about the 45-minute time limit for the critical analysis test:

- around 34 (12.2%) of candidates thought the time allocated was too short
- around 209 (75.4%) of candidates thought the time allocated was just right
- around 37 (13.3%) of candidates thought the time allocated was too long

Asked about the difficulty of the critical analysis test:

- around 18 (6.5%) of candidates thought the test was not challenging enough
- around 198 (71.4%) of candidates thought the test was challenging
- around 54 (19.4%) of candidates thought the test was very challenging
- around 11 (3.9%) of candidates thought the test was too challenging

Other issues

During the qualifying test it became apparent that some candidates were unable to gain access to the link on Google Forms. This was as a result of certain work-based networks blocking Google Forms for security reasons. These candidates were advised to take the test outside their work network and where this was not possible a resit date was made available.

Some candidates were also unable to access the second part of the test because the link did not work. This was quickly resolved by the correct link being emailed to them which resulted in them being able to access the test.

The JAC apologises to the candidates who were affected for the distress and inconvenience these issues caused.