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Robin Webb  
Senior Salaries Review Body  
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21 December 2022

Dear Robin,

### **Review Body on Senior Salaries: Request for written evidence for 2023 annual review**

I write in response to your letter dated 24 November 2022, on behalf of the Senior Salaries Review Body (SSRB) asking the Judicial Appointments Commission to submit written evidence for the 2022-23 review.

The enclosed evidence now covers the reporting period from 2011-12 to 2021-22, consistent with our previous evidence submissions.

The evidence includes data on shortfalls and candidate grading. On the latter, 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 and caution should be exercised when comparing gradings awarded across a period of years.

As you will see below, the JAC was asked to fill a record number of vacancies in the 2021-22 period, leading to the JAC processing record numbers of applications and making a record number of recommendations. However, it must be noted when comparing across other years that, for example, while the numbers for 2020-21 appear much smaller in comparison, this is in part due to the timing of when selection exercises report. Several large selection exercises, in particular Deputy District Judge and Fee-paid Judge of the First-tier Tribunal and Employment Tribunals (England and Wales), did not fall into the reporting window for 2020-21. Additionally, many of the exercises that reported in the 2020-21 window were for roles which historically attract few applications per vacancy, hence the much lower applicants per selection figure seen in that year.

With this caveat, the current trends are as follows:

- The number of vacancies the JAC has been requested to fill has continued to increase across all types of role, with a total of 1,397 in 2021-22, more than 20% higher than the previous high of 1,143 in 2019-20.

- The JAC made a record number of recommendations for judicial appointment in 2021-22 (1,244). The JAC also received a record number of applications in 2021-22 (9,052), 11% more than the previous high in 2019-20 (8,148).
- 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.
- Overall, the JAC has continued to meet the high vacancy requests for fee-paid judges in both the courts and the tribunals and with continued high numbers of applicants. There was a shortfall of 14 vacancies for Deputy District Judge, although this must be viewed in the context of the high vacancy request of 150. The JAC was also only able to recommend 9 candidates against a VR of 30 as Fee-paid Judges of the First-tier Tribunal, Health, Education and Social Care Chamber, Restricted Patients Panel. This post requires specialist knowledge and experience.
- The JAC was unable to meet vacancy requests for a number of non-legal tribunals roles, including Fee-paid Valuer Chairs and Members of the First-tier Tribunal (Residential Property) and Fee-paid Member of the First-tier Tribunal assigned to the General Regulatory Chamber (Environment).
- Overall, the number of candidates assessed as outstanding or strong at selection days remained high in 2021-22 (736). The percentage (59%) of such candidates as a proportion of those recommended for appointment was lower than in the previous two years. This, however, must be considered in the context of the higher number of selections the JAC has been asked to deliver in recent years.

I can confirm that we will be publishing this submission on our website.

Yours sincerely,

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

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