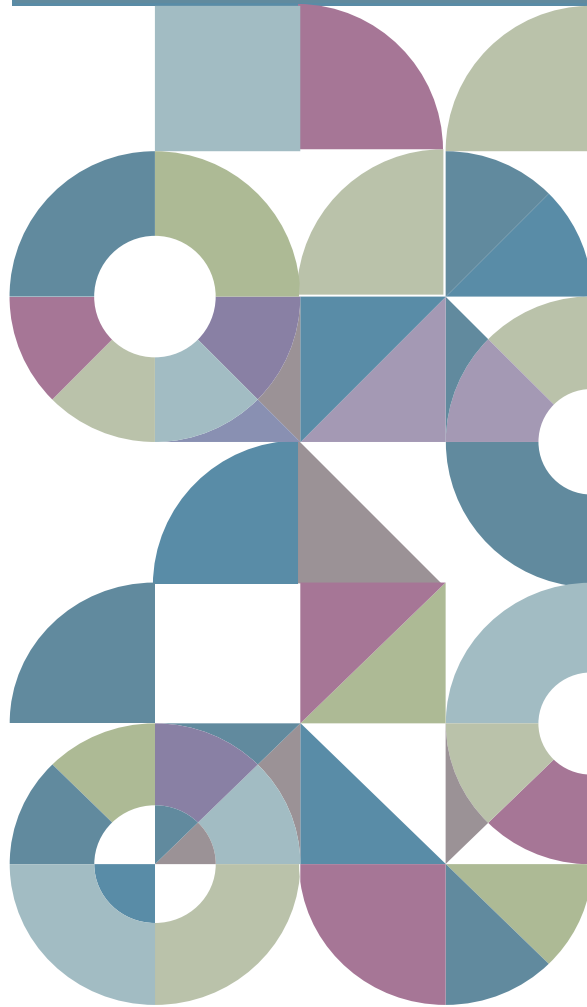




JUDICIAL
APPOINTMENTS
BOARD FOR
SCOTLAND

ANNUAL REPORT

2019 2020





Laid before the Scottish Parliament by the Scottish Ministers
under section 18 of the Judiciary and Courts (Scotland) Act 2008
February 2021

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Any enquiries regarding this publication should be sent to us at:

Judicial Appointments Board for Scotland
Thistle House
91 Haymarket Terrace
Edinburgh
EH12 5HD

E-mail: mailbox@jabs.gov.scot

This publication is only available on our website at www.judicialappointments.scot

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1. OUR AIMS

1. To attract applicants of the highest calibre, recognising the need to encourage diversity in the range of those available for selection.
2. To recommend applicants for appointment to judicial office on merit through processes that are fair, transparent and command respect.

2. FOREWORD

I am pleased to present the Annual Report of the Judicial Appointments Board for Scotland as a statutory body. It is customary for the Board's Annual Report to be presented to the Scottish Ministers who then lay it before the Scottish Parliament.

We have again delivered on our core commitment of making recommendations for appointment to judicial office with 21 recommendations for judicial office made during this reporting period.

For the first time since the establishment of JABS and following discussion with the Judicial Office for Scotland about the requirements for the judiciary over the coming years, the Board embarked upon concurrent recommendation rounds for the office of Sheriff and Summary Sheriff. This was an unprecedented volume of business and without the adaptability of Members and the Business Management Unit it would have not been possible to accommodate it.

In preparation for the recruitments to the Scottish Tribunals, the Board agreed to make use of the statutory provisions within the Judiciary and Courts (Scotland) Act 2008 and recruit an additional five Lay Assistants to assist with the large volume of applications and recruitment rounds this will undoubtedly bring. I am happy to welcome Ms Marieke Dwarshuis, Dr Geoffrey Garner, Professor Paul Gray, Mr Gordon Macmillan and Mr Peter McGrath to the JABS team and the Board looks forward to working with them. I am confident that this approach will allow us to meet our key operational milestones and to support the Scottish judiciary.

The past year has also seen the Board engaging with key partners and stakeholders to ensure that we are reaching as far as possible into the eligible pool of applicants for the judicial roles for which we are asked to recommend appointees. Our work on "What makes a good judge?" has been shared at a number of engagement events and through our communications on our website. We have also carried out further engagement on selection processes to ensure they remain fair, robust, transparent and fit for the future as more recruitment requests come our way.

As always, none of this work would have been possible without the dedication and skill of the lay, legal and judicial Board members and our Business Management Unit staff.

Nicola Gordon



Nicola Gordon
Lay Chairing Member

3. PURPOSE AND MEMBERSHIP

Purpose of the Judicial Appointments Board for Scotland

The Judicial Appointments Board for Scotland was established following the implementation of the Judiciary and Courts (Scotland) Act 2008 (the 2008 Act). The Board became an advisory Non-Departmental Public Body on 1 June 2009. This means that we operate independently of Scottish Ministers, and have our strategic direction set by the Board. Our day-to-day operations are led by our Chief Executive.

Whilst the strategic direction is set by the Board, section 9 of the 2008 Act lays out the statutory functions:

- To recommend to members of the Scottish Government individuals for appointment to judicial offices within the Board's remit, and
- To provide advice to members of the Scottish Government in connection with such appointments.

The 2008 Act also places the following responsibilities on the Board, in relation to Section 9:

- a) selection must be solely on merit;
- b) the Board may select an individual only if it is satisfied that the individual is of good character; and
- c) in carrying out its functions, the Board must have regard to the need to encourage diversity in the range of individuals available for selection to be recommended for appointment to a judicial office.

The judicial offices within the Board's remit, are set out in Section 10 of the 2008 Act, but include:

- Senator of the College of Justice
- Chair of the Scottish Land Court
- Temporary Judge (with a number of statutory exemptions)
- Sheriff Principal
- Sheriff
- Part-time Sheriff
- Summary Sheriff
- Chamber Presidents of the Scottish Tribunals
- Member of the Scottish Tribunals

4. MEMBERSHIP

There are twelve Board members: six judicial and legal members (a Senator of the College of Justice, a Tribunal President, a Sheriff Principal, a Sheriff, a member of the Faculty of Advocates and a Solicitor) and six lay members, one of whom is the Chairing Member. The Board membership during the period covered by this Annual Report was as follows:

Lay Members



**Mrs Nicola
Gordon**



**Ms Neelam
Bakshi**



**Mrs Elizabeth
Burnley, CBE**



**Mrs Deirdre
Fulton**



**Mrs Alison
Mitchell**



**Professor
Stephen
Tierney**

Judicial and Legal Members



**The
Honourable
Lady Wise, QC**



**The
Honourable
Lord
Minginish, QC**



**Sheriff
Principal
Marysia Lewis**



**Sheriff
Michael
O'Grady, QC**



**Ms Eilidh
Wiseman**



**Ms Morag
Ross, QC**

4.1 Lay Assistant Selection Panel Members

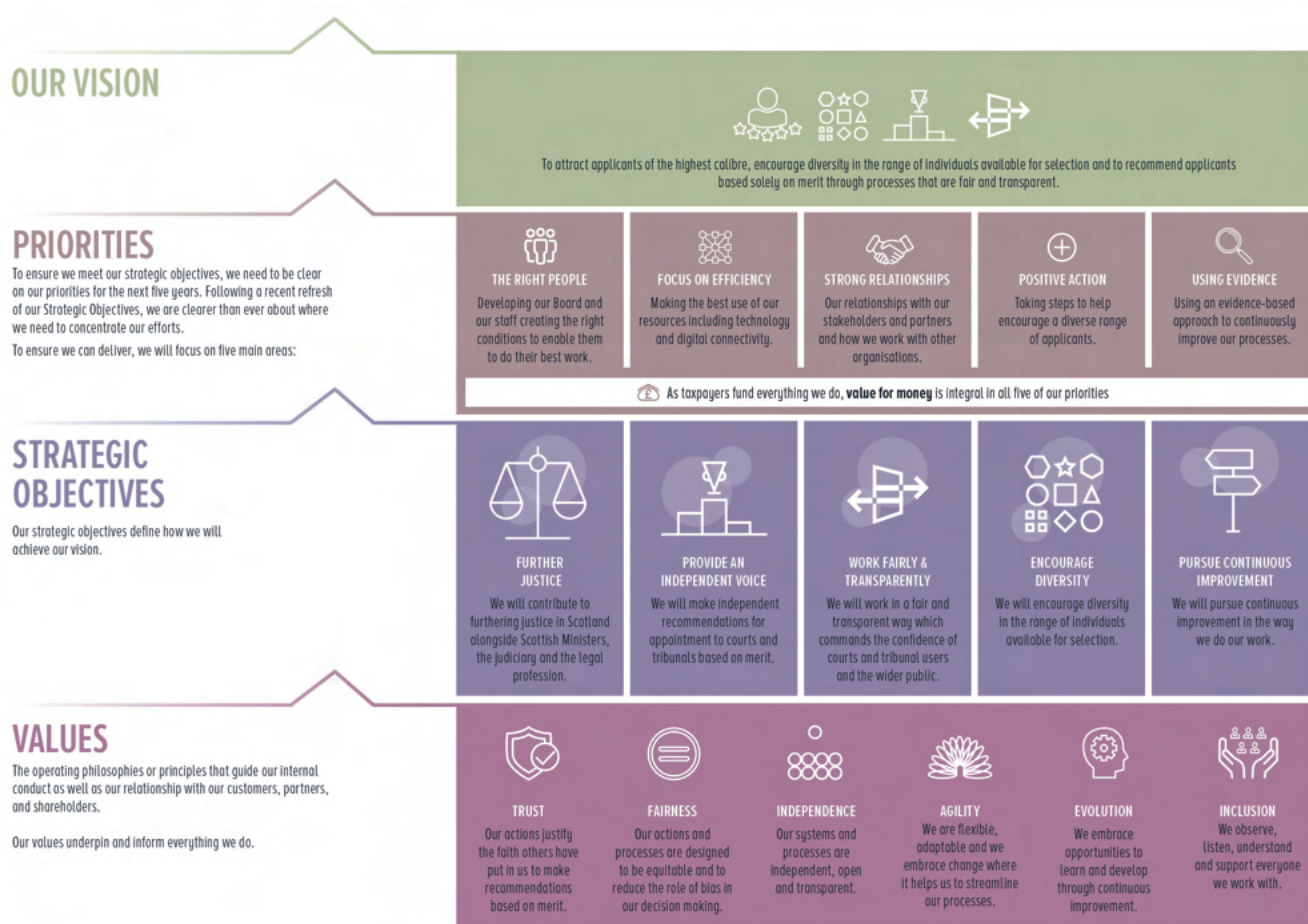
With the introduction of the Tribunals Scotland Act 2014, the Board made use of the statutory provisions within the 2008 Act to appoint Lay Assistants to help the Board to deliver its workload.

The Board Lay Assistants are

Mr John Cummings
Ms Marieke Dwarshuis
Dr Geoffrey Garner
Professor Paul Gray
Mr Gordon Macmillan
Mr Peter McGrath

5. FIVE-YEAR STRATEGIC PLAN

In October 2018 we published our Five Year Strategic Plan. This set out how we will continue to contribute to justice in Scotland and provides objectives of how we aim to deliver our priorities. The Plan details our Vision, Priorities, Objectives and Values.



This is helping us to meet our key operational milestones and to achieve our ambitions. We will continue to make sure our selection processes remain fair, robust and fit for the future.

Since 2018, we have achieved the following objectives.

- Introduced a new website that effectively communicates relevant, useful and up-to-date information.
- Partnered with key stakeholders with a view to creating a five year recruitment schedule based on the ever increasing need to recruit for judicial roles across the spectrum.

- Introduced a new online application system that is applicant focused and user friendly. This system also has the potential to be developed to further streamline the recruitment process for Panel members and the Business Management Unit.
- Developed and implemented a Communication and Engagement strategy that will enhance relationships with our stakeholders and informs the future shape of our operations.

There are a number of objectives that are on-going and we have integrated these into our activities and processes.

- We regularly meet with our key partners in the Judicial Office for Scotland and Scottish Government in order to understand the requirements for the judiciary.
- We also regularly meet with our stakeholders to ensure that we can gain an understanding of our processes from their perspective and how we can best convey key messages to their members.
- Our staff are encouraged to consider their work/life balance and we encourage them to take full advantage of flexible and home working.
- A project management approach has been adopted in the planning, running and reviewing of each recruitment round, this also includes improvements and efficiencies that can be made for future rounds.
- We have introduced feedback questionnaires to our process in order to gather information from those who use our processes to gain an understanding of how, what and where improvements can be made.
- We continue to support the work of the Diversity Steering Group and we have introduced a strategy that will support this work even further with a view to ensuring the pursuit of a diverse, societal representative judiciary.

5.1 Our priorities for 2020-21

We recognise that our agenda is ambitious and there is still a lot of work to do, however, the plans we have in place will assist us going forward as our aim and ambition is to deliver the best outcomes for applicants, our justice colleagues and for the people of Scotland.

We will continue to:

- develop our Board and our staff creating the right conditions to enable them to do their best work.
- make the best use of our resources including technology and digital connectivity.
- develop our relationships with our stakeholders and partners and how we work with other organisations.
- implement our Diversity Strategy by working to help encourage a diverse range of applicants.
- use an evidence-based approach to continuously improve our processes.

We recognise that it is a great privilege to be able to contribute to the democracy of our country, and will continue to do so with energy, commitment, care and transparency.

6. JUDICIAL SKILLS AND QUALITIES

The Board has continued to work closely with key partners in the justice family to develop and implement a clearer description of the skills and qualities required by individuals who wish to hold judicial office. The skills and qualities have been kept under review to ensure that we understand and communicate to applicants what makes a good judge.

These qualities relate to the offices of Senator of the College of Justice, Sheriff Principal, Sheriff and Summary Sheriff.



Our aim remains to provide clarity on the legal knowledge, skills and competence as well as the personal and judicial qualities that make a person a good judge. The Board takes an holistic approach of these six skills and qualities in making recommendations for judicial office.

The skills and qualities for Senator and Shrieval judicial office are published at: <https://www.judicialappointments.scot/resources/what-were-looking>

We are finalising the skills and qualities required for tribunal appointments and hope to publish these on our website in the coming months.

7. RECOMMENDATIONS FOR JUDICIAL APPOINTMENT

During the year 2019-2020, the Board was asked to make recommendations for the following offices:

Judicial Office	Appointment Rounds	Number of Applications	Number recommended for appointment
Senator of the College of Justice	1	23	5
Sheriff Principal	1	8	1
The Office of Sheriff	1	45	8
The Office of Summary Sheriff	1	96	7
Total	4	172	21

Recruitment for the Office of Summary Sheriff and Sheriff began in February 2020 therefore this will be reported on in the next period.

In order to ensure that we meet our statutory requirement of having regard to the need to encourage diversity in the range of individuals available for selection, we ask all applicants to complete a Diversity Monitoring questionnaire. This is voluntary and applicants can complete all, some or none of it.

This questionnaire is separate from the application form and it is not seen by Board Members. The Business Management Unit collates the statistical information and presents reports to the Board to allow the consideration and identification of any changes in the pool of applicants.

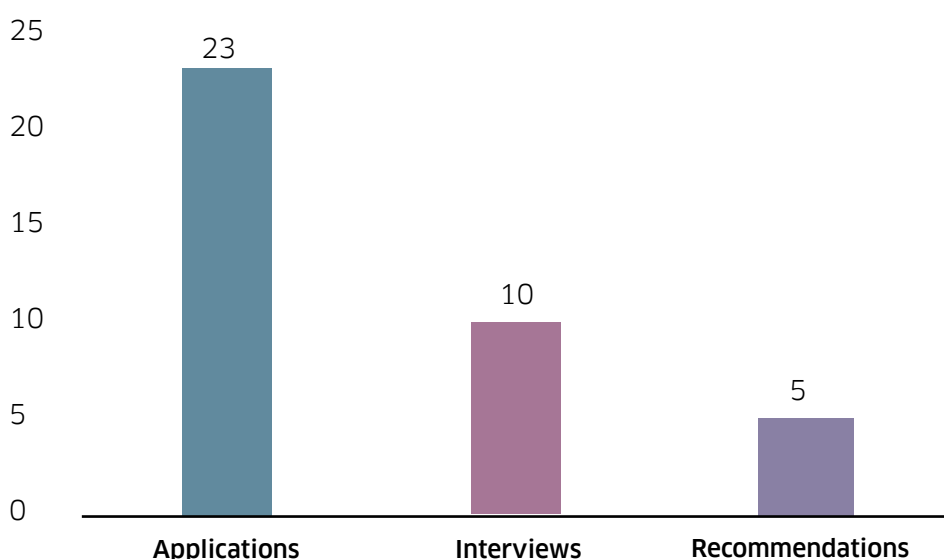
7.1 Recommendation for Senator of the College of Justice

In July 2019, we invited applications from those eligible for appointment to the office of Senator of the College of Justice. The initial advert was for three vacancies. During the running of the exercise this increased to five. We received 23 applications.

All applications were assessed by a Panel consisting of two lay members and two legal members. The Panel Chair was a lay member and the round was moderated by a legal member.

Of the 23 applicants, ten were invited to interview.

The following table provides statistical information on these applications.



The full Board met on 7 October 2020 and made recommendations to the First Minister for appointment to office.

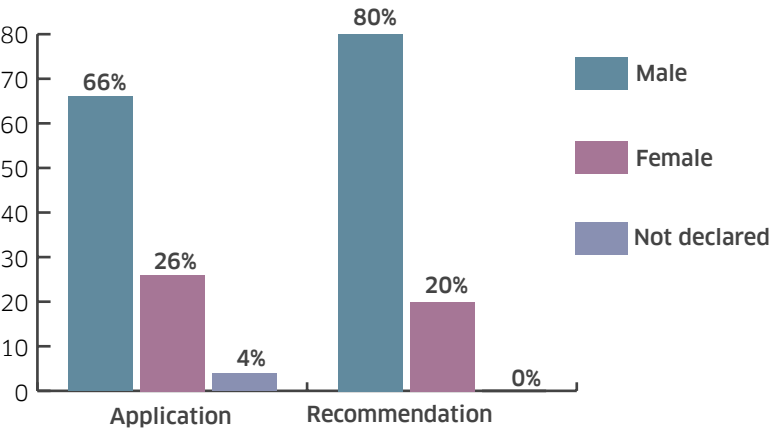
The following appointments were made:

- Mr John (Douglas) Fairley QC, now the Hon. Lord Fairley QC appointed in January 2020;
- Ms Anna Poole QC, now the Hon. Lady Poole QC appointed in January 2020;
- Mr Sean Smith QC, now the Hon. Lord Harrower QC appointed in February 2020;
- Sheriff Robert Weir QC, now the Hon. Lord Weir QC appointed in April 2020; and
- Sheriff Peter Braid, now the Hon. Lord Braid appointed in June 2020.

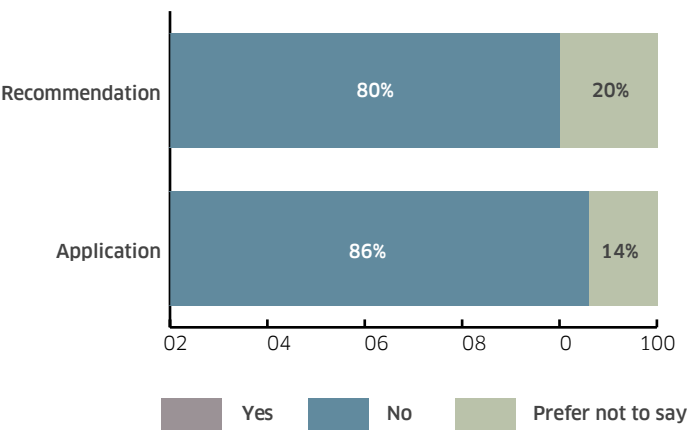
The Office of Senator of College of Justice Diversity Statistics

The following table provides statistical information relating to the diversity of the application pool and those who were recommended for appointment.

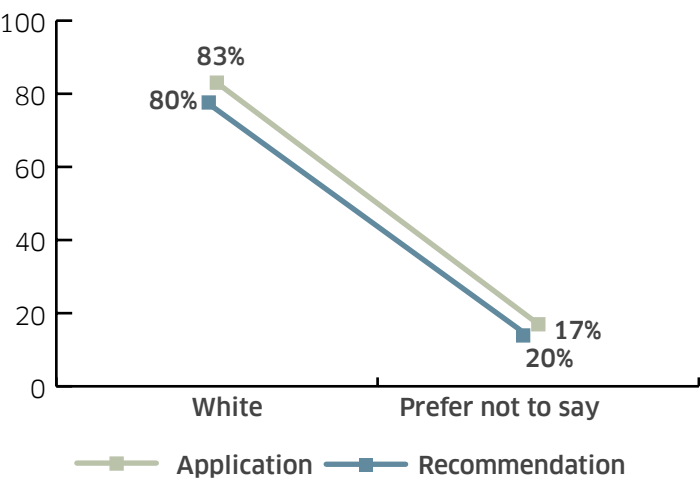
Gender



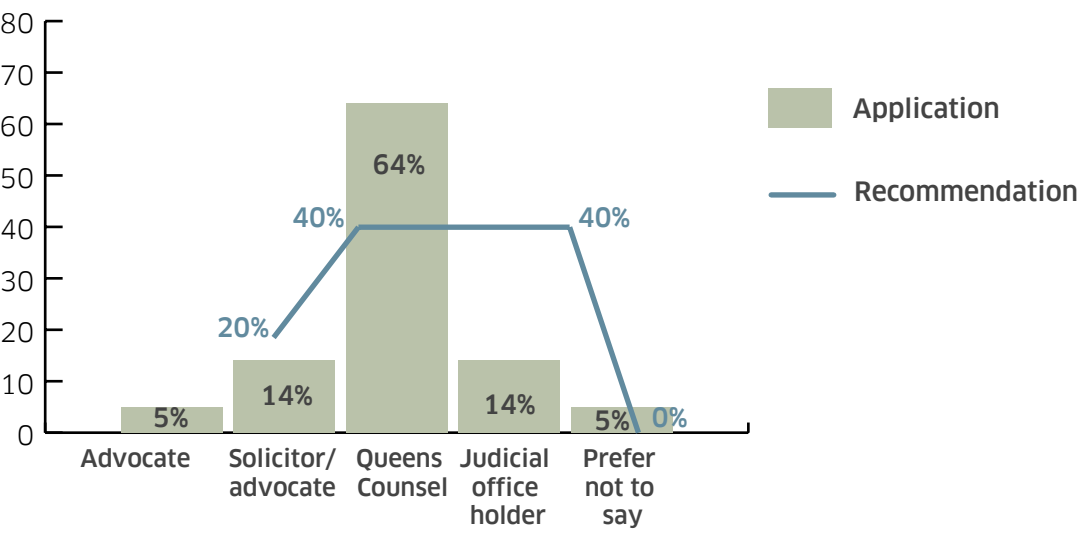
Disability



Ethnicity



Professional status



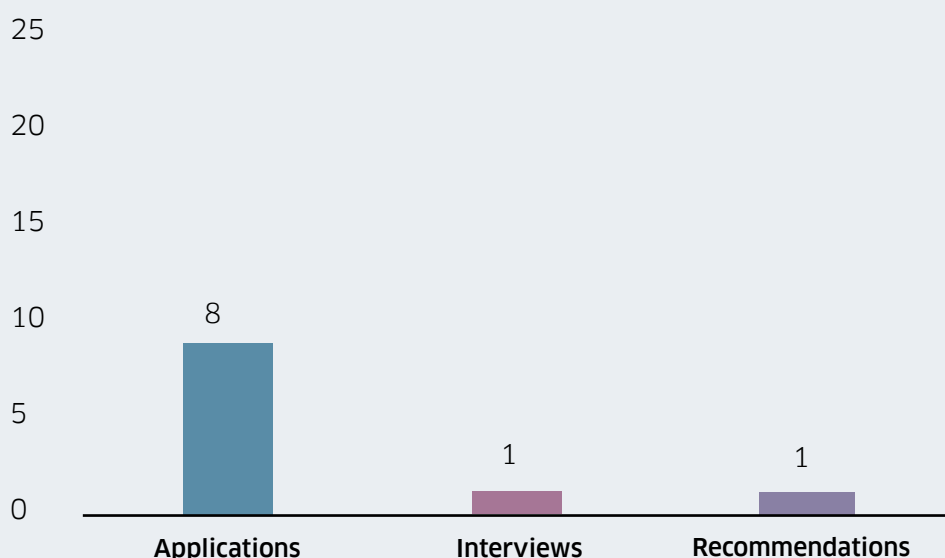
7.2 Recommendation for the Office of Sheriff Principal for the Sheriffdom of South Strathclyde, Dumfries and Galloway

In November 2019, we invited applications from those eligible for appointment to the office of Sheriff Principal for one vacancy to the Office of Sheriff Principal for South Strathclyde, Dumfries and Galloway.

All applications were assessed by a Panel consisting of two lay members and two legal members. The Panel Chair was a lay member and the round was moderated by a legal member.

Of the eight applicants, one was invited to interview.

The following table provides statistical information on these applications.



The full Board met on 17 February 2020 to discuss and agree those who should be recommended to the First Minister for appointment to the office.

The following appointment was made:

Sheriff Aisha Anwar, now Sheriff Principal Anwar, to the Sheriffdom of South Strathclyde, Dumfries and Galloway.

Due to the small number of applicants for this recruitment round, the Board agreed that diversity statistics would not be published on this occasion.

7.3 Recommendation for the Office of Sheriff and Summary Sheriff

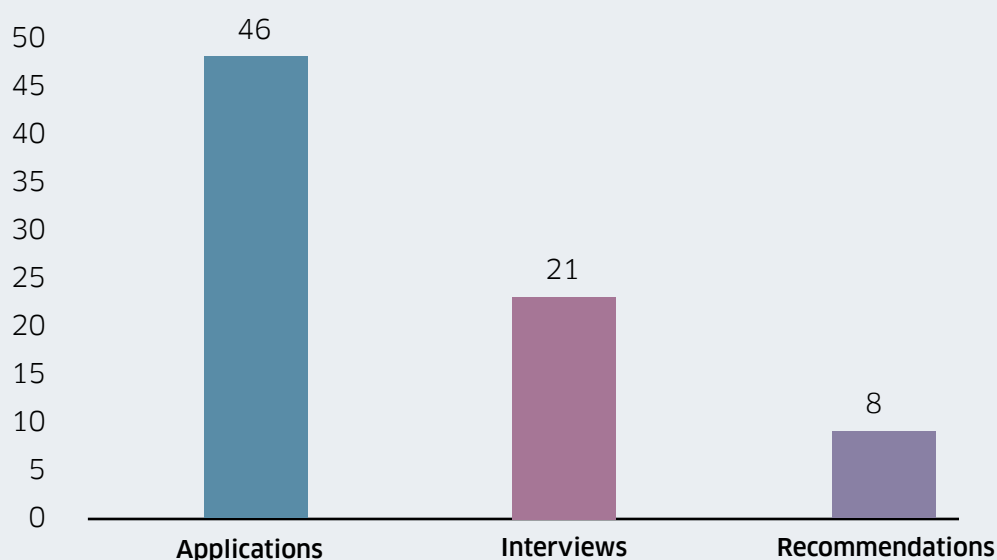
For the first time, the Board ran the exercises for Sheriff and Summary Sheriff in parallel. The advert for 15 vacancies opened on Tuesday 5 March 2019 and we received 142 applications in total.

7.3.1 The Office of Sheriff

We invited applications from those eligible for appointment to the office of Sheriff for eight vacancies. We received 46 applications.

All applications were assessed by a Panel consisting of two lay members and two legal members. The Panel Chair was a lay member and the round was moderated by a legal member.

Of the 46 applications, 21 applicants were invited to interview. The following table provides statistical information on these applications.



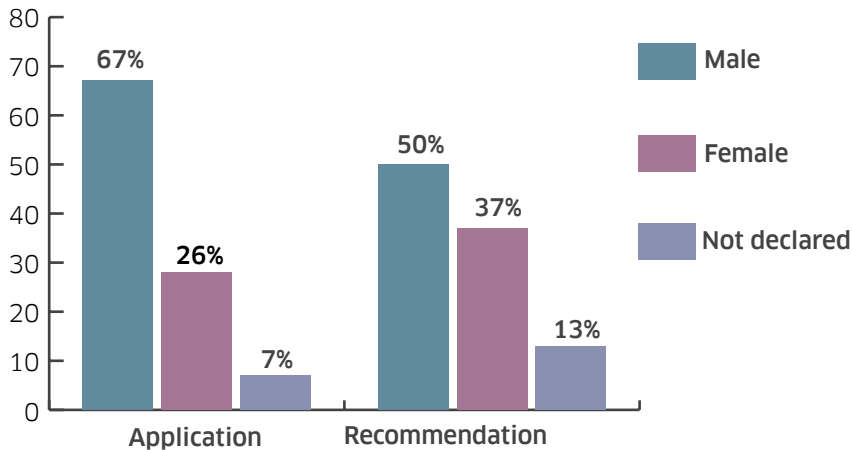
The full Board met on 24 June to discuss and agree those who should be recommended to the First Minister for appointment to the office. The following appointments were made:

- Sheriff Colin Dunipace, to the Sheriffdom of Glasgow and Strathkelvin based at Glasgow;
- Sheriff Joseph Hughes, to the Sheriffdom of North Strathclyde based at Greenock;
- Sheriff Tony Kelly, to the Sheriffdom of Glasgow and Strathkelvin based at Glasgow;
- Sheriff Mhari Mactaggart, to the Sheriffdom of South Strathclyde, Dumfries and Galloway based at Hamilton;
- Sheriff Jillian Martin-Brown, to the Sheriffdom of Tayside, Central and Fife based at Dundee;
- Sheriff Sara Matheson, to the Sheriffdom of Grampian, Highlands and Islands based at Inverness;
- Sheriff Paul Reid, to the Sheriffdom of Glasgow and Strathkelvin based at Glasgow;
- Sheriff Fergus Thomson to the Sheriffdom of South Strathclyde, Dumfries and Galloway based at Airdrie.

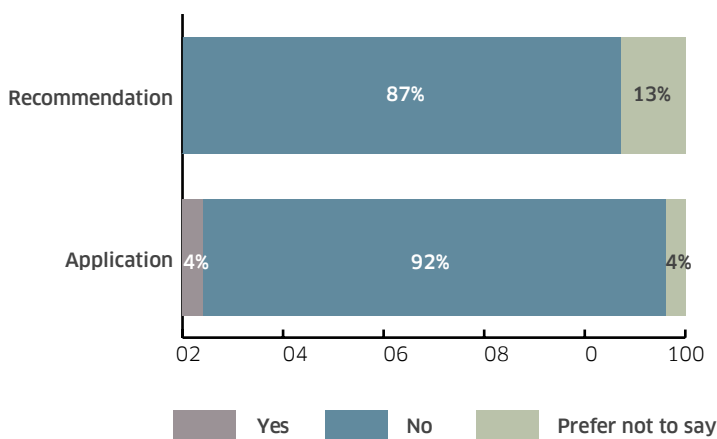
The Office of Sheriff Diversity Statistics

The following table provides statistical information relating to the diversity of the application pool and those who were recommended for appointment.

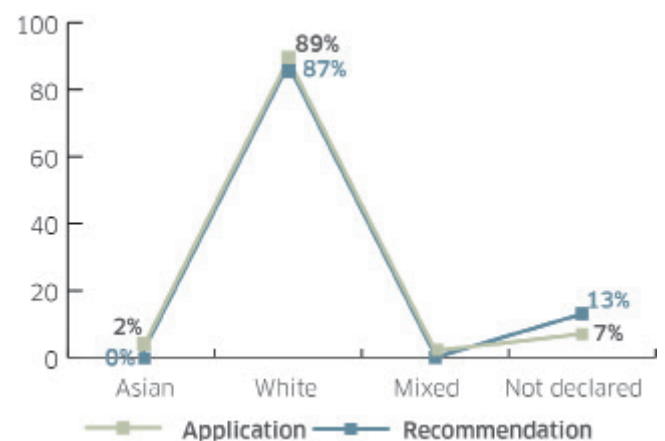
Gender



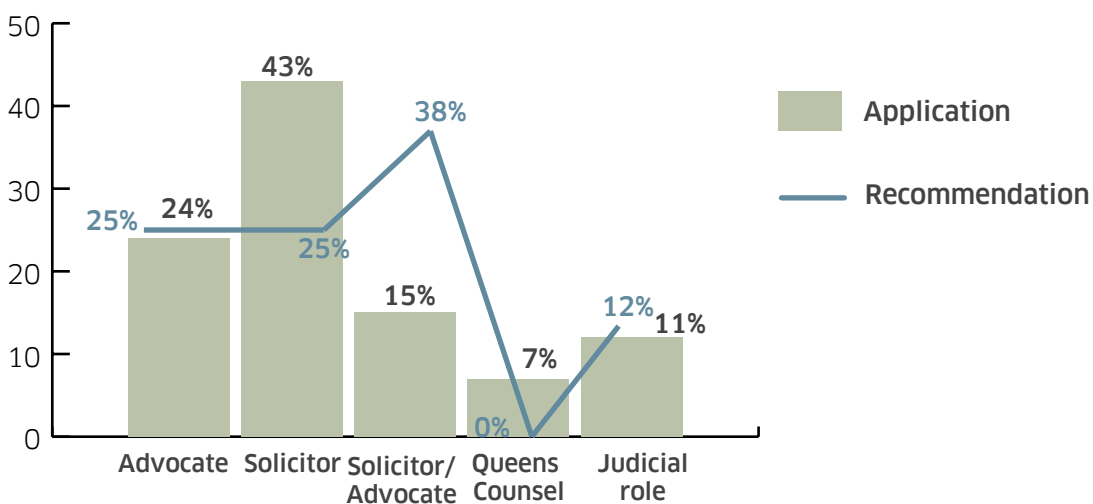
Disability



Ethnicity



Professional status

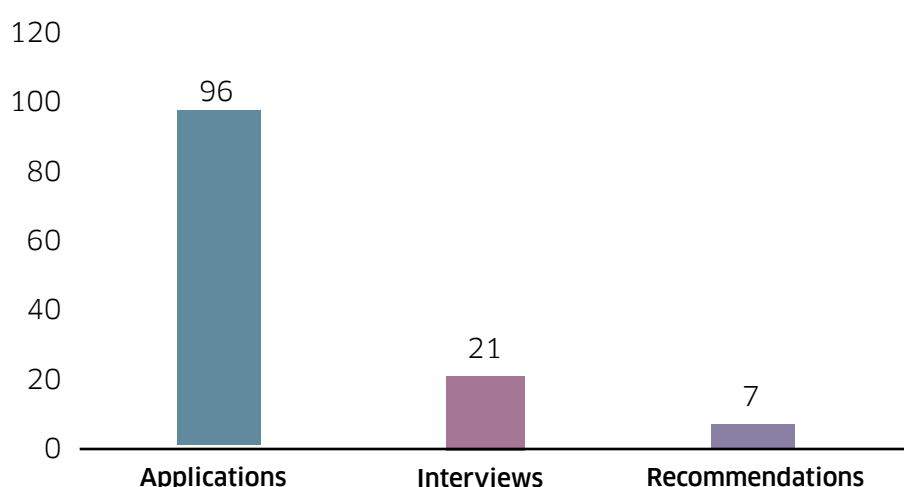


7.3.2 Office of Summary Sheriff

We invited applications from those eligible for appointment to the office of Summary Sheriff for seven vacancies. We received 96 applications.

All applications were assessed by a Panel consisting of two lay members and two legal members. The Panel Chair was a lay member and the round was moderated by a legal member. Due to unforeseen absence, an additional lay member and the Board's lay assistant also participated in shortlisting of these applications.

Of the 96 applications, 21 applicants were invited to interview. The following table provides statistical information on these applications.



The full Board met on 24 June to discuss and agree those who should be recommended to the Scottish Ministers for appointment to the office.

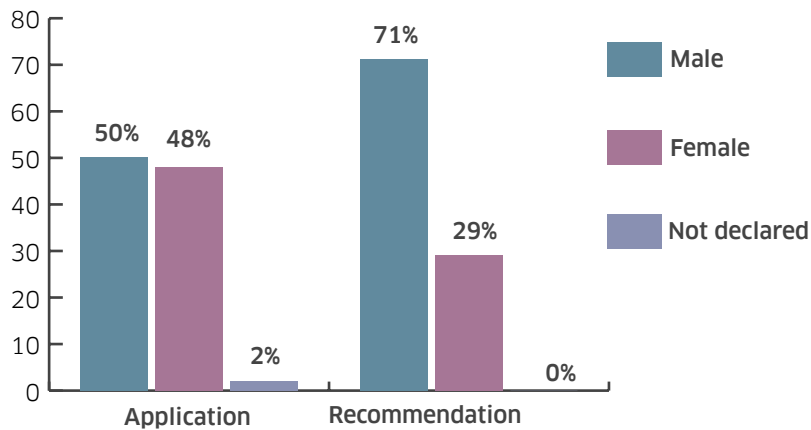
The following appointments were made:

- Summary Sheriff Colm Dempsey, to the Sheriffdom of South Strathclyde, Dumfries and Galloway based at Dumfries;
- Summary Sheriff Roddy Flinn, to the Sheriffdom of Lothian and Borders based at Edinburgh;
- Summary Sheriff Sukhwinder Gill to the Sheriffdom of North Strathclyde based at Paisley;
- Summary Sheriff Michael Higgins to the Sheriffdom of North Strathclyde based at Paisley (salaried part-time working at 70%);
- Summary Sheriff Charles Lugton to the Sheriffdom of Glasgow and Strathkelvin based at Glasgow;
- Summary Sheriff Hugh McGinty to the Sheriffdom of North Strathclyde based at Paisley; and
- Summary Sheriff Patricia Pryce to Sheriffdom of Glasgow and Strathkelvin based at Glasgow

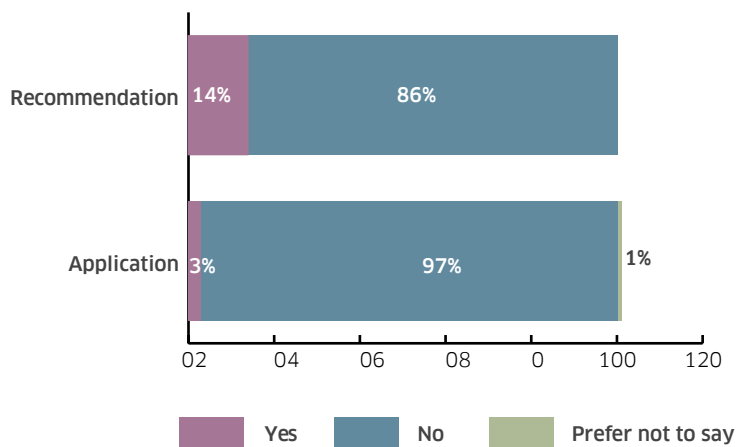
The Office of Summary Sheriff Diversity Statistics

The following table provides statistical information relating to the diversity of the application pool and those who were recommended for appointment.

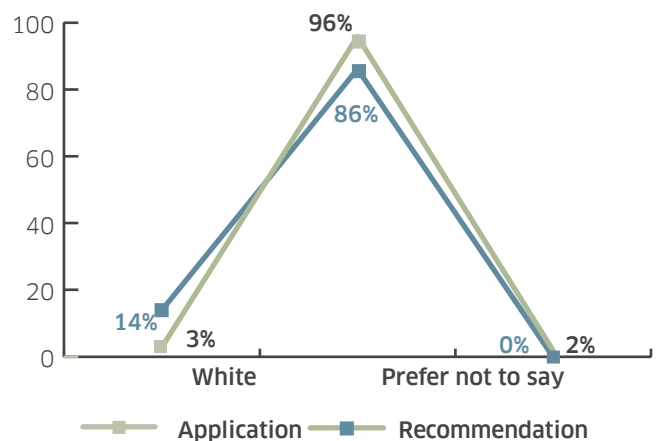
Gender



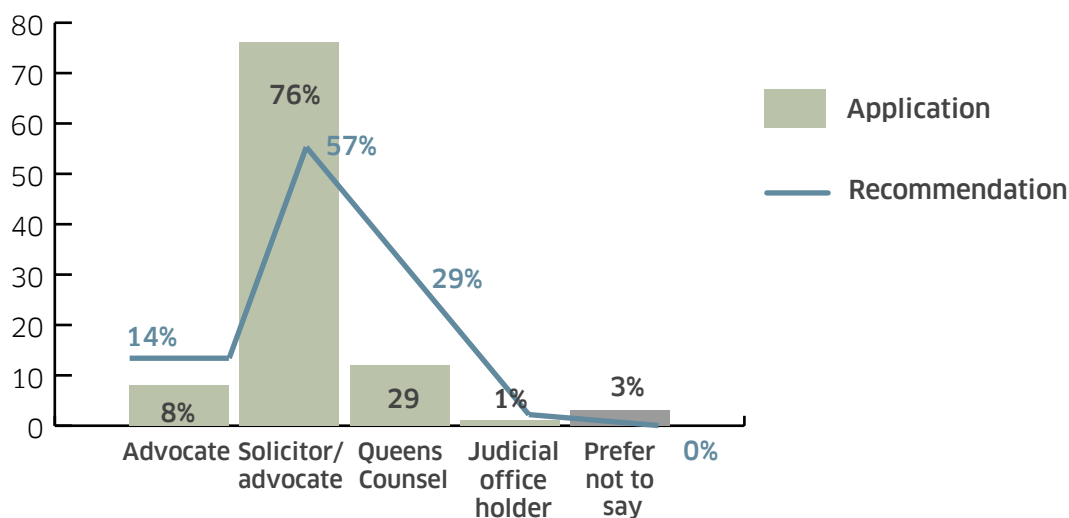
Disability



Ethnicity



Professional status



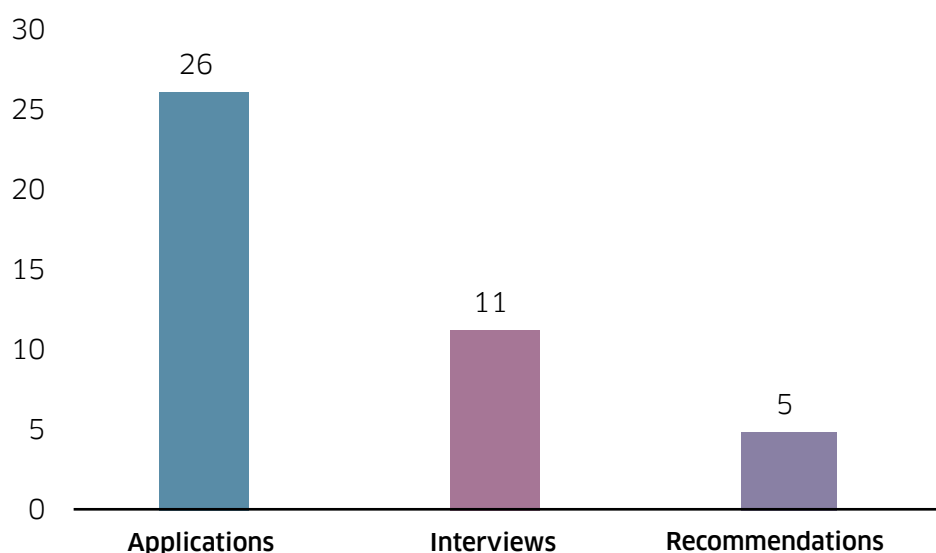
7.4 Recommendations for the role of Lay Assistant

With a growth in the scale of appointment rounds and widening of the Board's range of responsibilities with the introduction of the Tribunals Scotland Act 2014, the Board made use of statutory provision within the 2008 Act to appoint Lay Assistants to play a part in its assessment panels.

In January 2020, we invited applications from those eligible for appointment to the role of Lay Assistant. There were five vacancies advertised and we received 26 applications.

All applications were assessed by a Panel consisting of one lay member, one lay assistant and one legal member. The Panel Chair was a lay member. Of the 26 applicants, 11 were invited to interview.

The following table provides statistical information on these applications.



The full Board met on 16 March 2020 to discuss and agree those who should be appointed to the role of Lay Assistant.

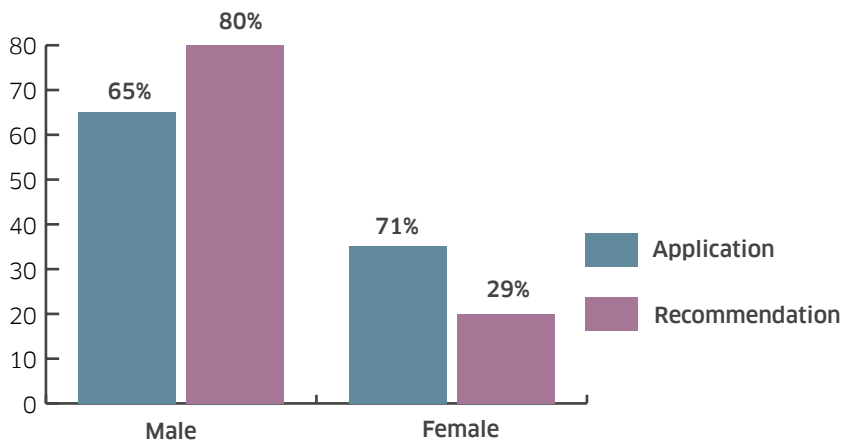
The following appointments were made:

Ms Marieke Dwarshuis
Dr Geoffrey Garner
Professor Paul Gray
Mr Gordon Macmillan
Mr Peter McGrath

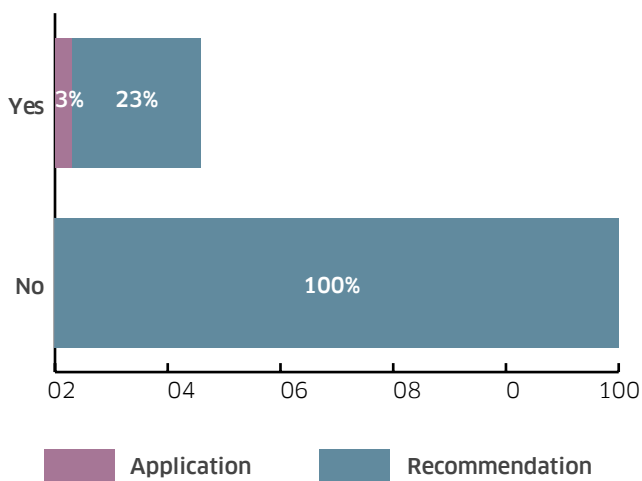
Lay Assistant Diversity statistics

The following table provides statistical information on these applications.

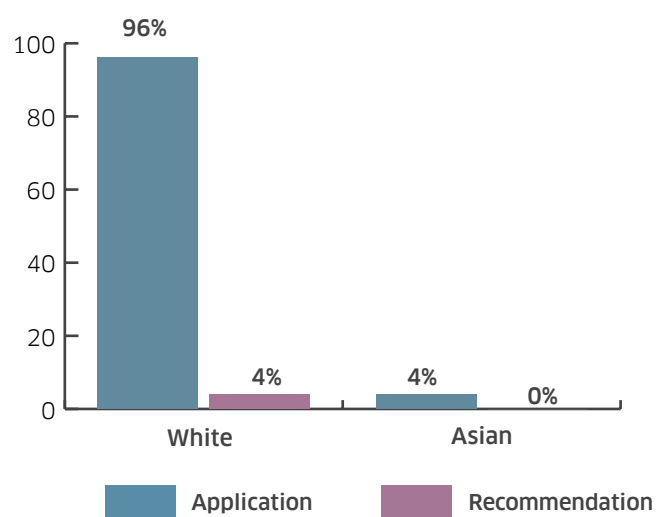
Gender



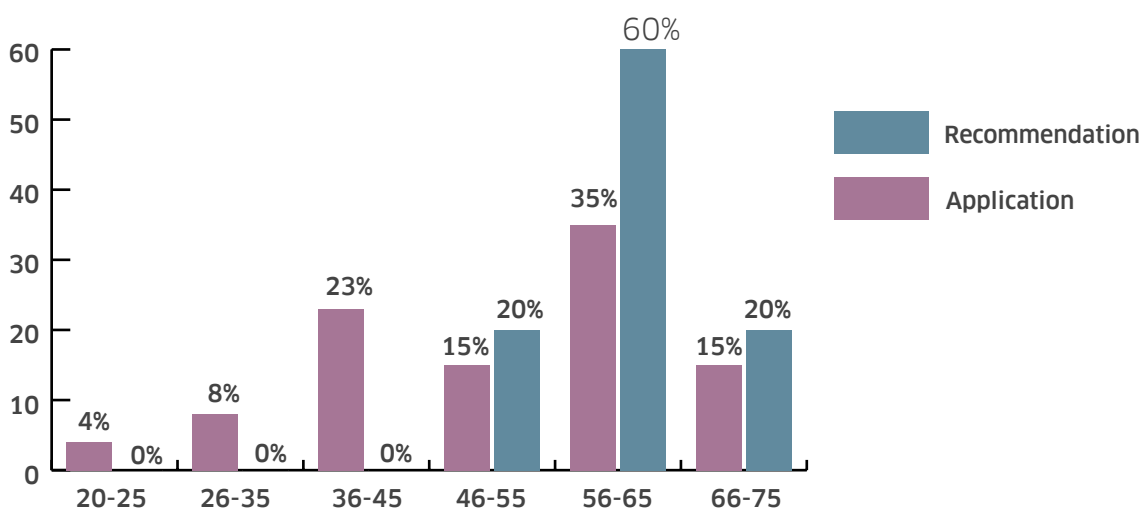
Disability



Ethnicity



Age bracket





8. MEETINGS AND OUTREACH

8.1 Board Meetings

The Board normally meets on the third Monday of each month. The minutes of meetings are published on our website.

8.1.1 Attendance at Board Meetings

Board Member attendance at JABS meetings during the year was as follows:

Details	Board	DSG
Total Meetings in the Year	12	2
Mrs Nicola Gordon, Chairing Member	12/12	2/2*
Mrs Alison Mitchell	12/12	-
Mrs Deirdre Fulton	11/12	-
Professor Stephen Tierney	12/12	-
Ms Neelam Bakshi	11/12	-
The Hon. Lord Minginish, QC	11/12	-
The Hon. Lady Wise, QC	11/12	2/2
Sheriff Michael O'Grady, QC	7/12	-
Mrs Elizabeth Burnley, CBE	11/12	2/2
Sheriff Principal Marysia Lewis	10/12	-
Ms Eilidh Wiseman	11/12	-
Ms Morag Ross, QC	11/12	-

Notes:

1. *Although Mrs Gordon attended two DSG meetings, she is not a member.
2. For details of current Board members, please see the JABS website. Details for retired members are available on request
3. Members also attended meetings on behalf of the Board in addition to those detailed above

8.2 Meetings with Key Partners and Stakeholders

The Board continues to maintain close and effective relationships with our key partners and stakeholders. Over the past year, we have held meetings or discussions with the following individuals and organisations to promote our work and explore matters of common interest:

- The Lord President of the Court of Session
- The Lord Justice Clerk

- Faculty of Advocates
- Law Society of Scotland
- Society of Solicitor Advocates
- Judicial Appointments Commission (for England and Wales)
- Northern Ireland Judicial Appointments Commission
- Scottish Government officials
- The Crown Agent
- The Lord Advocate
- The President of the Scottish Tribunals
- The Scottish Tribunals Forum
- The Judicial Office for Scotland

8.3 Outreach and Events

8.3.1 Senator of the College of Justice

In May 2019, Members of the Board supported the outreach event aimed at those in the legal profession who would be eligible to be considered for the office of Senator of the College of Justice.

The event was very well attended and the areas covered were:

- A speech from the Lord President of the Court of Session.
- The discussion of career choices and how that can be relevant to those seeking appointment
- The explanation of the criteria used in assessment for judicial appointment
- The experience of a current sitting Senator of the College of Justice of their journey to the judiciary
- A Question and Answer session

8.3.2 JABS 10th Anniversary

May 2019 also saw the 10th Anniversary of the establishment of the JABS. An event was held in Parliament House to celebrate this milestone and to provide insight into the direction of JABS for the future. The Minister for Community Safety, Ms Ash Denham, the Lord President of the Court of Session, and the Chairing Member of JABS, Mrs Nicola Gordon addressed the guests.

8.3.3 Women in Law 100

In September 2019, an event was held to mark the centenary of the Sex Disqualification (Removal) Act 1919 and to celebrate the journey of women in law since 1919. The seminar included speakers who have made an impact for women in the profession and several Board members attended this event to acknowledge the journey made by women in the judiciary.

8.3.4 Law Society for Scotland, Sheriff and Summary Sheriff CPD

In January 2020, Members of the Board supported the outreach event hosted by the Law Society of Scotland aimed at members who had an interest in the offices of Sheriff and Summary Sheriff.

The event was held at the offices of the Law Society for Scotland, but was also streamed as a webinar, allowing members who were unable to attend in person, view the event remotely. Thirty-five members participated, with members joining remotely from Aberdeen, Elgin, Forfar, Glasgow, Orkney and Stirling.

Our message to members focused on the importance of improving diversity in the judiciary and explaining the criteria used in the assessment for judicial appointment.

There were also personal experience descriptions of the journey to the judiciary from a Sheriff Principal and a Summary Sheriff.

The Law Society for Scotland members engaged during the Question and Answer session and provide very positive feedback on the event overall.

8.3.5 The Scottish Ethnic Minorities Lawyers Association

In February 2020, the Scottish Ethnic Minorities Lawyers Association (SEMLA) held an event to provide an opportunity for students and lawyers to hear from two speakers about their journey to the judiciary.

The Board was invited to attend in recognition of the Board's responsibilities including our duty to encourage diversity in the range of individuals available for selection to be recommended for appointment to a judicial office. We also used this opportunity to promote the then upcoming shrieval recruitment rounds. Board members held a question and answer session at the end of the event.

8.3.6 The Law Society of Scotland Journal

In February 2020, the Chairing Member Nicola Gordon spoke to the Law Society of Scotland about the positive improvements made to the recruitment process and the Board's aim of attracting a large and diverse range of applicants.

9 DIVERSITY STEERING GROUP

The Diversity Steering Group (DSG) emerged from the recommendations of the Diversity Working Group which was established in 2007 by the previous non-statutory Board. Membership of the Steering Group includes representatives of the Board, the Faculty of Advocates, the Judiciary, the Judicial Office and the Law Society of Scotland. The Scottish Government is present as an observer.

Role and Purpose

The Group is a voluntary collaboration and its function is to support the Board in the fulfilment of its statutory responsibility under section 14 of the Judiciary and Courts (Scotland) Act 2008. This includes:

- identification of ways in which increased diversity of applicants applying for judicial office can be achieved;
- advice on removal of perceived obstacles to diversity;
- consideration of best practice in other jurisdictions; and
- discussion of areas in which there could be a common programme of action.

The member bodies each nominate an individual for membership and the Lord President nominates both a Senator of the College of Justice and a member of the Judicial Office.

- The Chair will rotate amongst the members.
- The Group will operate by agreement amongst its members.
- The Group will report regularly to all of the nominating bodies.
- The Group will explore the scope for consensus, within the context of a shared commitment to select judges solely on merit, on approaches to encouraging diversity in the range of individuals available for selection to be recommended for appointment to judicial office.
- The Group will fulfil its function by providing a framework within which its members may:
 - Consider the findings from Conferences, reports and surveys affecting judicial diversity;
 - Exchange information and data;
 - Share experience and expertise;
 - Identify areas where collaboration between some or all of the member organisations might be useful;
 - Review available data on the composition of the judiciary, of applicants for judicial appointment, and the feeder professions;
 - Provide information to its member organisations; and
 - Promote knowledge and understanding of, and debate about, merit, diversity and other appointment issues.

9.1 DSG Membership

The DSG member bodies each nominate an individual for membership and the Lord President nominates both a Senator of the College of Justice and a member of the Judicial Office. The Membership in 2019-2020 was:

The Hon. Lady Wise, QC, JABS Board Member (Chair)
Mrs May Dunsmuir, Chamber President of the Health and Education Chamber
Mr Tim Barraclough, Judicial Office for Scotland
Mr Brian Napier, QC, Faculty of Advocates
Mr Rob Marrs, Law Society of Scotland
Sheriff Principal Turnbull, Judiciary of Scotland
Mrs Elizabeth Burnley, CBE, JABS Lay Board Member
Mrs Nicola Gordon, JABS Chairing Member (Observer)
Mr Ryan McRobert, Scottish Government (Observer)

9.2 Meetings

The DSG met on 17 June 2019 and 17 February 2020.

The DSG discussed:

- diversity relative to gender and career progression;
- the value of collecting information in respect of socio-economic backgrounds and how this would relate to the modern society in respect on the age bracket of those who apply for judicial office;
- the distinction between visible and invisible disabilities, and how this can impact on the application process for judicial roles.



10. FINANCIAL STATEMENT

The Board is funded by the Scottish Government. The Board's expenditure during the financial year 2019 – 2020, as recorded in the Scottish Executive Accounting System (SEAS) to 31 March 2020, is set out below:

Expenditure	Year to 31 March 2020 (£)
Staff salaries including ERNIC and Superannuation	£243953.06
Member's fees and ERNIC	£109467.49
Travel and Subsistence for Board Members	£9715.76
Travel and Subsistence for Staff	£7374.51
Training	£2053.00
Accommodation including rent, maintenance and utilities	£65946.28
Catering for Board Meetings and Interview Panels	£1332.39
Office running costs	£2095.93
2095.93	
Appointment Advertising Costs	£6600.04
Project work – including the implementation of the online application system	£14178.00
IT Professional Services for website and vacancy system maintenance and development	£26260.17
Professional services	£1128.00
Total	£490,104.63

11. COMPLAINTS

The Board's complaints procedure is set out in full on our website. The information explains to candidates how they can make a complaint, the timescales and how to proceed if they wish to take matters further.

For complaints which appear to fall within the scope of this procedure, the Chairing Member of the Board will establish a Complaints Committee of three Board members who have had no previous direct involvement in the matter complained of to consider and reach a determination on the complaint. The Committee will endeavour to reach a determination within 20 working days of the commencement of the investigation. A complainant has a right to request the Chairing Member to review the decision of the Complaints Committee.

A complainant not satisfied with the result of the review has the right to ask the Scottish Public Services Ombudsman to consider the matter.

During the period of this report, no complaints were received.

12. FREEDOM OF INFORMATION

During the period 1 April 2019 to 31 March 2020 the Board received three requests for information under the Freedom of Information (Scotland) Act 2002.

All responses were provided within the statutory 20 working days.

13. BUSINESS MANAGEMENT UNIT

Our members of staff are civil servants, assigned to the Board by the Scottish Government.

Chief Executive

John Craig (until March 2020)

Head of Business Management Unit

Angela Simpson

Court Appointments Manager and Board Secretary

Aimee Law

Business Support Officer

Olga McPherson

Appointments Administrator

Katy Mitchell (until October 2019)

Sam Eastop (from December 2019)

14. WEBSITE

Our website is the primary source of information about us, judicial vacancies, news items, and recent appointments.

The Board aims for continuous improvement in all that they do, and this includes our website. Feedback is always welcome, and we would be grateful for your thoughts or suggested improvements to the site.

To offer this feedback, please do so through our “Contact Us” form found on the website.

Online application

Since December 2015 all of our appointment rounds have been run on an online application platform.

Applications for appointment will always be made online, however the Board will always make reasonable adjustments where required.

Our address for correspondence is:

Judicial Appointments Board for Scotland

Thistle House

91 Haymarket Terrace

Edinburgh

EH12 5HD



0131 528 5101



mailbox@jabs.gov.scot



<https://www.judicialappointments.scot/>



Judicial Appointments Board for Scotland
Thistle House
91 Haymarket Terrace
Edinburgh
EH12 5HD

0131 528 5101
mailbox@jabs.gov.scot
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