



Office for Judicial Complaints

Annual Report
2006 - 2007

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1 Introduction

A message from the Head of the Office for Judicial Complaints - Dale Simon



Welcome to the first Annual Report of the Office for Judicial Complaints (OJC). The organisation was established in April last year with key aims to provide efficient and effective customer friendly services.

The Constitutional Reform Act 2005 gives the Lord Chancellor and the Lord Chief Justice joint responsibility for considering and determining complaints about the personal conduct of all Judicial Office Holders in England and Wales and some Judicial Office Holders who sit in Tribunals in Scotland and Northern Ireland. The OJC was set up on the 3 April 2006, to handle these complaints and provide advice and assistance to the Lord Chancellor and Lord Chief Justice in their joint responsibility for the system of judicial complaints and discipline.

We seek to ensure that all judicial disciplinary issues are dealt with consistently, fairly and effectively.

The OJC is an associated office of the Ministry of Justice (MoJ). Its status, governance and operational objectives are set out in a Memorandum of Understanding between the MoJ (formerly the Department for Constitutional Affairs), the Directorate of Judicial Offices for England and Wales and the OJC.

During the first year we have concentrated on developing our processes to meet our customers' needs, in particular by introducing a new computer system. We have also worked on ensuring that we have the right people in the right place, with the right skills, to ensure that we make the very best use of the experience and abilities of our staff.

This has been an exciting year where we have made many innovations, including the development of our website and reporting systems.

We have also visited a range of our stakeholders including Magistrates Advisory Committees, Association of District Judges and Tribunals, letting people know what we do and how to use our services.

1 Introduction

In addition, we have conducted a customer survey reaching out to complainants to try and understand the sort of service that they require from us. We will be evaluating the survey in the coming year and using the information obtained to improve our service.

The coming financial year provides us with many challenges, including the further development of our services, establishment of unit costs and continuing to improve our efficiency and effectiveness.

I look forward to letting you know how we get on next year and hope that you find this report interesting and informative.



Dale Simon
Head of the Office for
Judicial Complaints

Our 2 Responsibilities

About the Office for Judicial Complaints

What does the Office for Judicial Complaints do?

The OJC supports the Lord Chancellor and the Lord Chief Justice in their joint responsibility for judicial conduct and discipline. We seek to ensure that all judicial disciplinary issues are dealt with consistently, fairly and efficiently.

The OJC is an associated office of the Ministry of Justice (MoJ). Its status, governance and operational objectives are set out in a Memorandum of Understanding between the MoJ, the Directorate of Judicial Offices for England and Wales and the OJC.

Prior to the formation of the OJC, complaints about Judicial Office Holders were dealt with by the Judicial Correspondence Unit within the Department for Constitutional Affairs (DCA), which worked to the Lord Chancellor.

During our first year, the DCA was our sponsor Department. The DCA no longer exists and our sponsor Department is now the Ministry of Justice.

How is the OJC organised?

The OJC is an independent body that draws its funds, staff and much of its corporate support from the MoJ.

The office has 18 staff who are divided into three teams, two dealing with complaints about Judicial Office Holders and one dealing with budget management and customer service initiatives, as well as support for Review Bodies (see chapter 8 of this report).

Complaints about the OJC and our handling of your complaint

Should you have a complaint or query about our handling of your complaint, you should address your complaint to this office in the first instance.

If we are unable to resolve your complaint successfully, you may then wish to contact the Judicial Appointments and Conduct Ombudsman who investigates complaints about the handling of matters involving judicial discipline or conduct.

Further information about the authority and powers of the Ombudsman is available from the website below.

www.judicialombudsman.gov.uk

Our Purpose, 3 Aim & Values

Our Purpose

The OJC is required to consider all complaints and disciplinary conduct matters against Judicial Office Holders in the mainstream courts¹ and Coroners, in accordance with the Judicial Discipline (Prescribed Procedures) Regulations 2006 made under the Constitutional Reform Act 2005, referred to as “the Regulations” in the remainder of this report. This includes consideration of the merits of a complaint and recommendations on appropriate action.

Complaints against Tribunal Judicial Office Holders and Magistrates are handled locally in the first instance by Tribunal Presidents and Advisory Committees respectively. The provisions for handling these complaints are set out in separate Rules.

We are jointly responsible to the Lord Chancellor and Lord Chief Justice.

Our Aim

We aim to provide a professional and independent service that is able to support the Lord Chancellor and Lord Chief Justice in the effective and fair handling of complaints against Judicial Office Holders, delivered by well motivated and skilled staff. We will achieve our aim by:

- Providing a timely, consistent, transparent and informative service to all of our customers.

- Increasing the awareness and understanding of the role and responsibilities of the OJC.
- Continually improving our service by ensuring all our staff have the required knowledge and skills.
- Ensuring that all complaints and conduct matters are dealt with in accordance with our procedures, providing a quality support service to Investigating Judges and Review Bodies involved in the consideration of complaints and conduct matters.
- Seeking feedback from our users at appropriate times in order to develop and improve our service.

Our Values

We shall work with honesty, integrity and independence, ensuring that we are impartial and independent in our decision making.

We will work to provide our customers with an excellent service.

We will continue to be a quality employer, committed to developing our staff and creating an organisation that is open, builds trust, encourages diversity and develops individuals to help us meet our objectives.

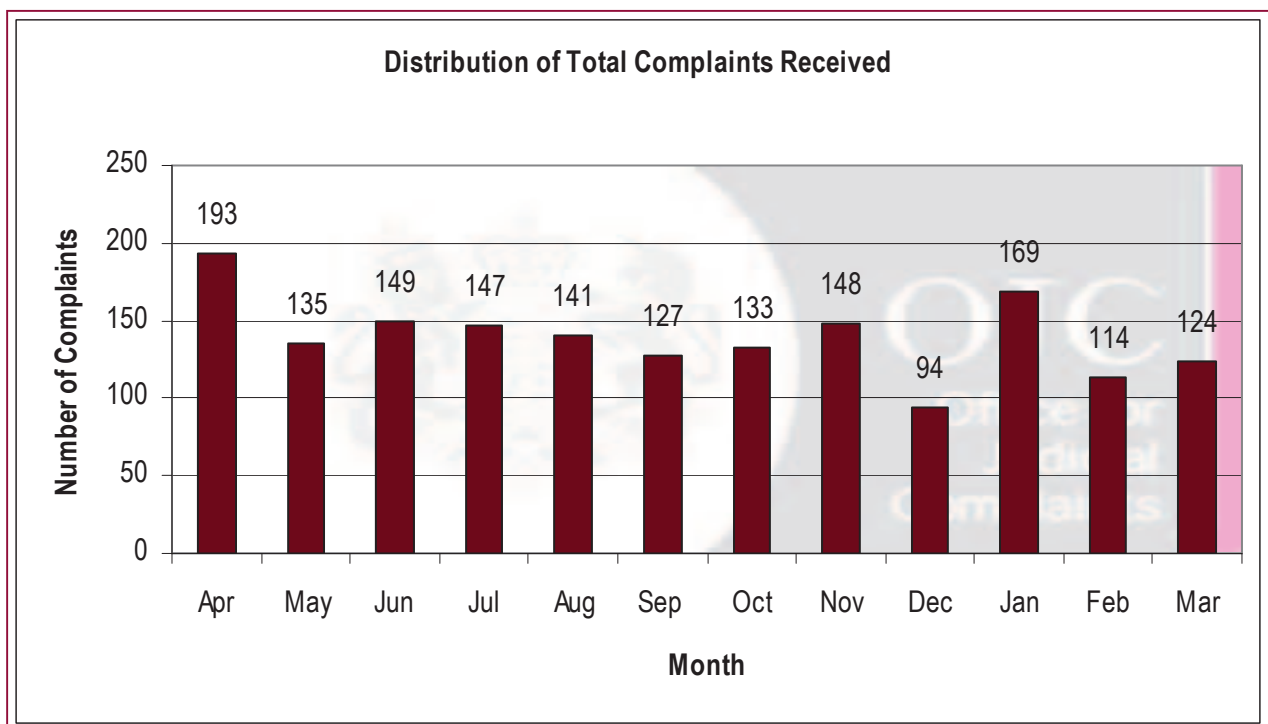
Our 4 Workload

Number Of Complaints Received By The OJC

During the past year the OJC received a total of 1,674 separate complaints. Figure 1 shows the distribution of these complaints throughout the year.

Figure 1:

Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar		Total
193	135	149	147	141	127	133	148	94	169	114	124		1,674



Our 4 Workload

What Type Of Judicial Office Holder Is Being Complained About?

The complaints that we receive relate to the following categories of Judicial Office Holder:

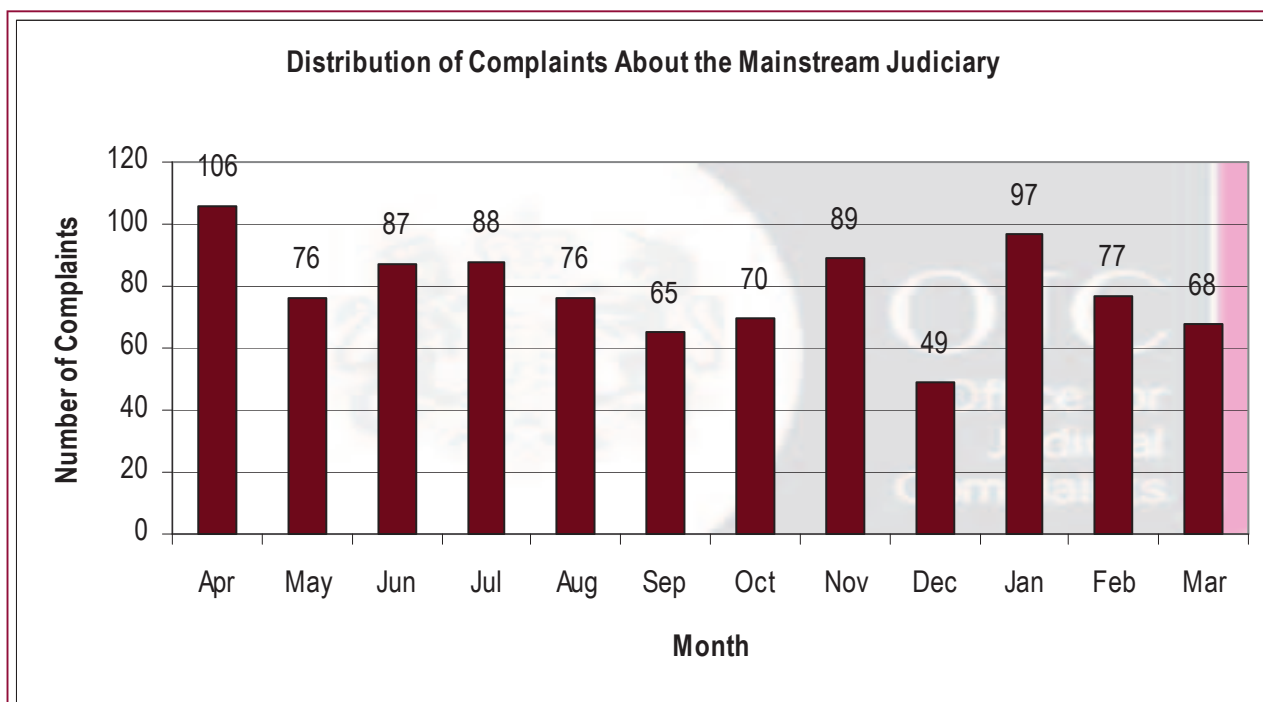
Mainstream Judiciary; Coroners; Tribunal Office Holders and Magistrates.

Complaints against Tribunal Judicial Office Holders and Magistrates are handled locally in the first instance by Tribunal Presidents and Advisory Committees respectively.

Figures 2 – 5 show the number of complaints received throughout the reporting period for each distinct group of Judicial Office Holders.

Figure 2: Complaints Received About Members of the Mainstream Judiciary

Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar		Total
106	76	87	88	76	65	70	89	49	97	77	68		948

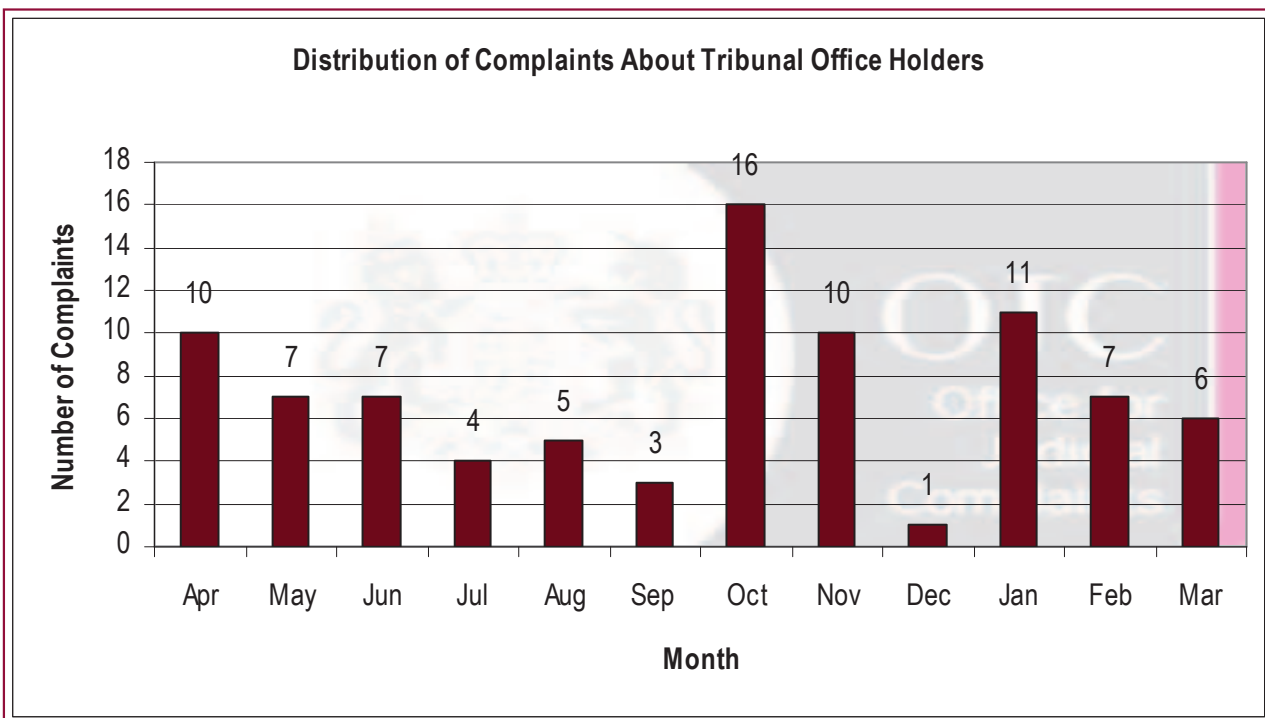


Our 4 Workload

Figure 3: Complaints Received About Tribunal Office Holders

Complaints about Tribunal Office Holders are the responsibility of Tribunal Presidents in the first Instance. Only those that may result in disciplinary action are referred to the OJC.

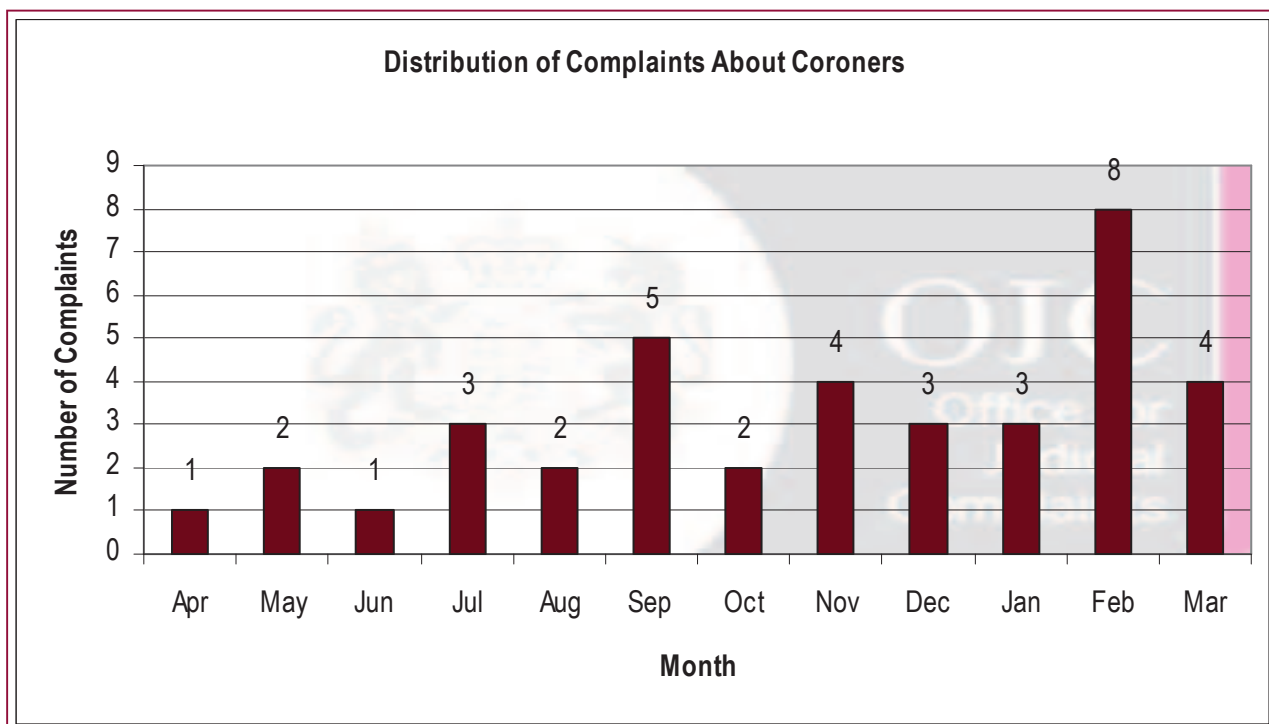
Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar		Total
10	7	7	4	5	3	16	10	1	11	7	6		87



Our 4 Workload

Figure 4: Complaints Received About Coroners

Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar		Total
1	2	1	3	2	5	2	4	3	3	8	4		38 ²

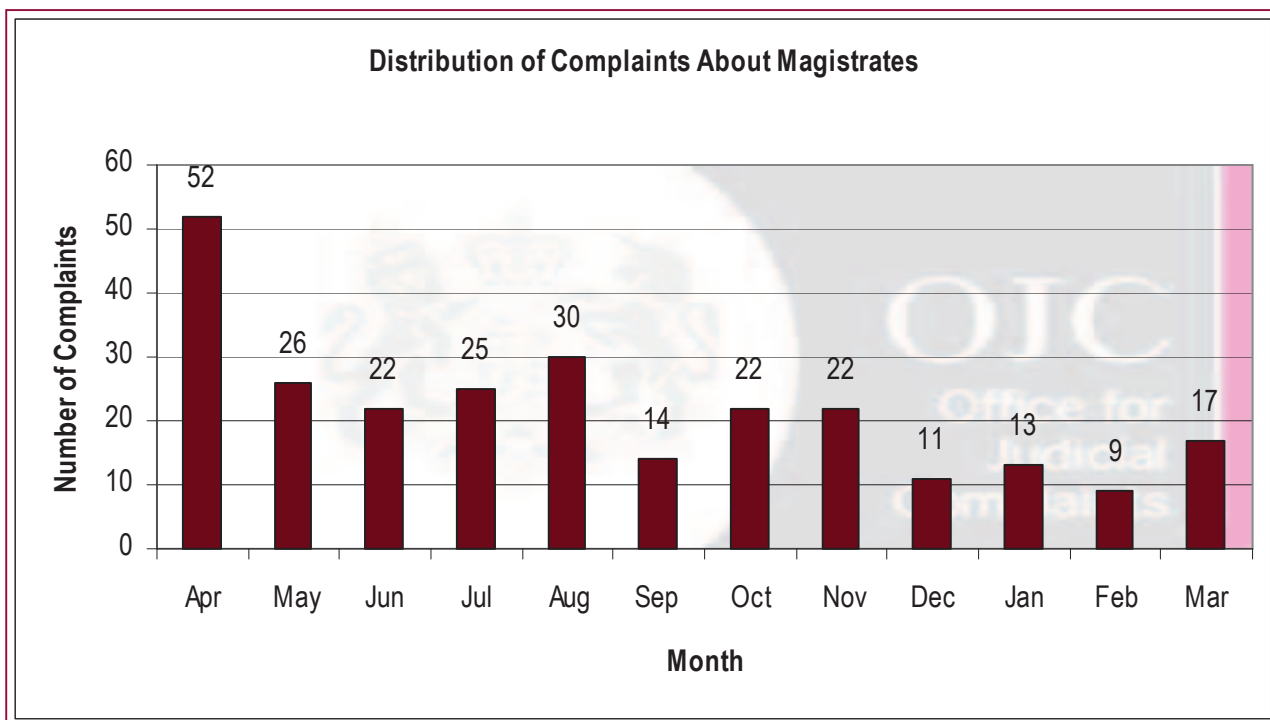


Our 4 Workload

Figure 5: Complaints Received About Magistrates

Complaints about Magistrates are handled locally by the appropriate Lord Chancellor’s Advisory Committee on Justices of the Peace in the first instance. Only those complaints which may result in disciplinary action are referred to the OJC.

Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar		Total
52	26	22	25	30	14	22	22	11	13	9	17		263



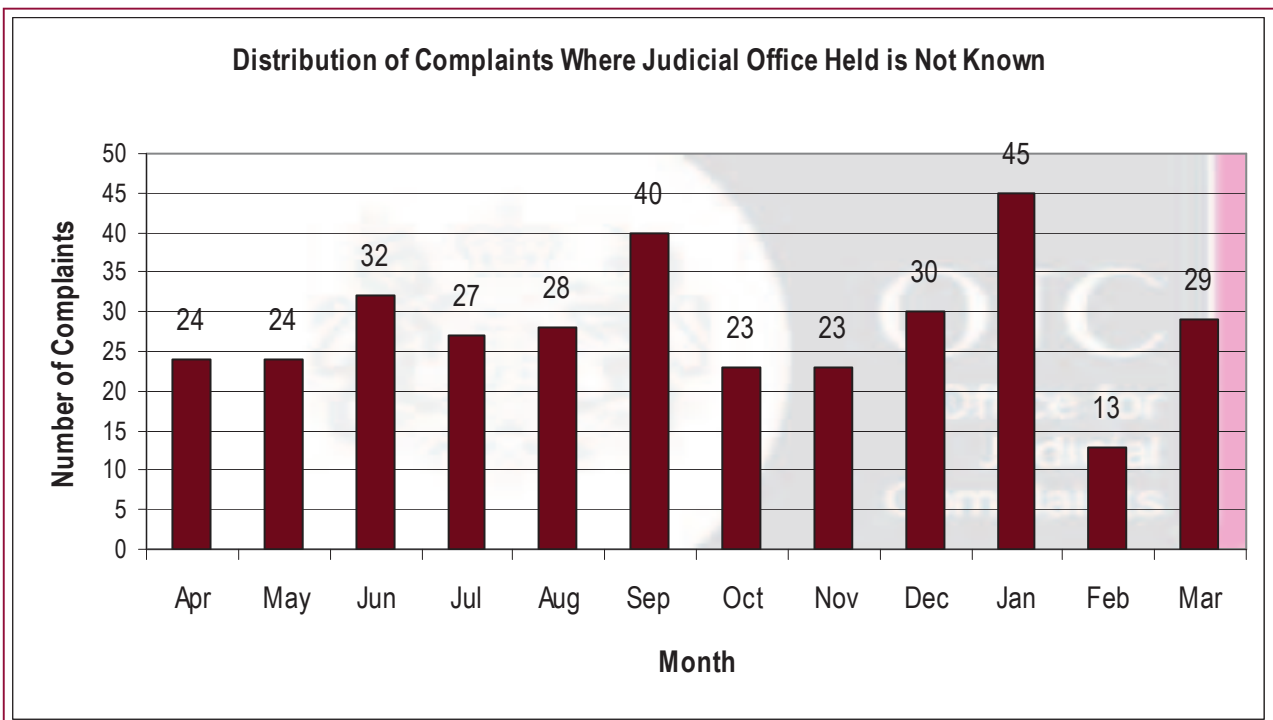
Our 4 Workload

Figure 6: Complaints Received Where The Judicial Office Held By The Subject Of The Complaint Is Not Known

Many of the complaints which we receive do not clearly identify the type of Judicial Office Holder who is the subject of the complaint. In such cases, and where the complaint clearly does not fall within our remit, we do not take steps to identify the Judicial Office Holder concerned.

Complaints such as these are recorded as 'Not Known'. The number and distribution of these complaints are shown below.

Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar		Total
24	24	32	27	28	40	23	23	30	45	13	29		338



Our 4 Workload

Figure 7: Type Of Complaints Received By The OJC (excluding those about judicial decisions)

Complaints / Matters Raised With The OJC	Number of Complaints
All Motoring Related Offences ³	49
Bullying	19
Request for Compensation	25
Complaint Against a Coroner	33
Complaint Against a Court/Court Staff	22
Complaint About a Tribunal ⁴	26
Request for Information from JACO ⁵	75
Conflict of Interest	25
Criminal Proceedings or Convictions ⁶	23
Delayed Judgments	6
Discrimination ⁷	41
General Rudeness	99
Inappropriate Behaviour	97
Inappropriate Comments	66
Miscellaneous ⁸	25
Misuse of Judicial Status	38
Not Fulfilling Judicial Duty	22
Not Specified	37
Poor Judgement	11
Professional Misconduct ⁹	51
Request for Internal Review	6
Request for Information	21
Total	817

Our 4 Workload

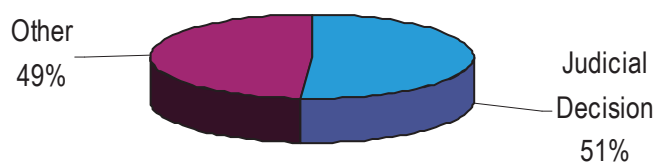
Type And Nature Of Complaints Received By The OJC

A large number of people contact the OJC raising concerns over decisions made by a Judicial Office Holder. Whilst the OJC cannot consider such issues, we try to assist customers by referring them to people or organisations that may be able to help them appeal a decision.

We have endeavoured to increase the public awareness of our role by providing information on our website on what we can and cannot consider, by making available leaflets that provide specific information relevant to courts and tribunals and by becoming involved in local training events and other similar activities. We will be issuing a leaflet shortly that will cover Coroners, one of the new areas of responsibility that we took on in April 2006.

Figure 8 below shows the percentage of the complaints we receive which relate to judicial decisions.

Figure 8: % of Complaints Received Relating to Judicial Decisions



Information on 5 Disciplinary Action

Disciplinary Action

Figure 9 shows the total number of cases where the Lord Chancellor and Lord Chief Justice have taken disciplinary action since 6 April 2006. The totals are broken down into broad types of Judicial Office Holder, covering full time, permanent, part time and fee-paid office holders in each type.

Figure 9: Disciplinary Action Taken By The Lord Chancellor And Lord Chief Justice (6 April 2006 - 31 March 2007)

	Mainstream Judiciary	Coroners	Tribunals	Magistrates	Total
Formal Warning / Advice	0	0	1	2	3
Reprimand ¹⁰	2	0	0	11	13
Removed from Office	0	0	1	15	16

Information on 5 Disciplinary Action

Figure 10 below sets out the broad categories of actions which led to the Lord Chancellor and Lord Chief Justice taking disciplinary action against Judicial Office Holders during the reporting period.

Figure 10: Reasons For Taking Disciplinary Action

Criminal Proceedings or Convictions	2 removals
Failure to Fulfil Judicial Duty	2 removals, 1 warning
Failure to Report Potential Disciplinary Matter	3 removals, 2 reprimands
Inappropriate Behaviour	4 removals, 4 reprimands
Inappropriate Comments	2 removals, 2 reprimands, 2 warnings
Misuse of Judicial Status	1 removal, 1 reprimand
Motoring Related Offences	1 removal, 4 reprimands
Professional Misconduct	1 removal

Figure 11 shows the number of Judicial Office Holders who have been subject to disciplinary action since 6 April 2006 as a percentage of the total number of Judicial Office Holders for each group

Figure 11: % Of Judicial Office Holders Subject To Disciplinary Action

Judicial Office Held	Number of Complaints Received	Number of Judicial Office Holders Subject to Disciplinary Action	Number of Judicial Office Holders Subject to Disciplinary Action as % of Total Judicial Office Group
Mainstream	948	2	0.05%
Coroner	38	0	0%
Tribunal	87	2	0.03%
Magistrates	263	28	0.09%

Performance 6 Indicators

Our inaugural Business Plan identified four key aims for the OJC:

- To increase the awareness and understanding of the role and responsibilities of the OJC by 31 March 2007.
- To provide a timely, consistent, transparent and informative service to all of our users.
- To ensure that all complaints and conduct matters are dealt with in accordance with the procedures and timetables laid down in the Regulations.
- To review our internal processes and resources throughout 2006-07, to ensure the most efficient and effective service delivery.

Against these aims we established a series of Key Performance Indicators to measure our performance and impact. The following pages detail how we have performed against these indicators over the course of our first year of operation.

Aim 1: To increase the awareness and understanding of the role and responsibilities of the OJC by 31 March 2007.

KPI	Target	OJC Performance
1.1	Publication and distribution of leaflets by 1 June 2006.	This was achieved on time, with leaflets being made available in courts and, upon request, in tribunals.
1.2	The Head of the OJC to undertake at least 10 visits to stakeholder groups to promote understanding and awareness of the functions of the OJC.	Target exceeded. Dale Simon undertook a range of visits to our stakeholders. Amongst others, these included Magistrates, Tribunal Presidents and Judges.
1.3	Establish a customer user group by the end of December 2006.	Target met. We have set up a group of 'critical friends' to review literature and new publications.

Performance 6 Indicators

Aim 2: To provide a timely, consistent, transparent and informative service to all of our users.

KPI	Target	OJC Performance
2.1	<p>Meet the following targets:</p> <ul style="list-style-type: none"> Acknowledge letters and emails within 2 working days of receipt Decide whether a complaint falls within the remit of the OJC, and inform the complainant of how their complaint will be dealt with, or why we cannot deal with it, within 15 working days of receipt. Keep all parties involved in a complaint informed of progress on a monthly basis, or as appropriate in the individual circumstances of a long standing complaint. 	<ul style="list-style-type: none"> 92% of all letters and emails received by the OJC were acknowledged within 2 working days of receipt. We are pleased with our overall performance against this target and will aim to improve still further next year. The OJC met this target in 77% of cases throughout the reporting period. This target was exceeded by 3 days or less in a further 9% of cases. Regretfully it has proved impossible for our computer system accurately to produce the relevant data to report upon this indicator. We are in the process of updating our system to enable us to monitor this from August 2007. We will report upon this target fully in our next annual report.
2.2	<p>Ensure that all staff have the skills needed to deal with complaints effectively.</p>	<p>All staff have been trained on our computer system and staff requiring specialist skills have been given the necessary training. All staff received tailored training on how to deal with customers on the telephone and in writing.</p>

Performance 6 Indicators

Aim 3: To ensure that all complaints and conduct matters are dealt with in accordance with the procedures and timetables laid down in the Regulations.

KPI	Target	OJC Performance
3.1	Introduce a new computerised complaint handling system which is fully operational by August 2006.	Target met. The system was introduced and operational on time.
3.2	Implement the findings of our 2006 training needs analysis by 31 March 2007.	Target met. Training was provided in a number of specialist areas, these included finance, Crystal Reporting (data analysis software), Reddot (website management software) and risk management as well as general management and equality training.

Performance 6 Indicators

Aim 4: To review our internal processes and resources throughout 2006-07, to ensure the most efficient and effective service delivery.

KPI	Target	OJC Performance
4.1	Ensure the competence of all staff members in operating the new computer system by 30 April 2006 and to provide a programme of ongoing training.	Target met. Training was provided to all staff both as a group and individually.
4.2	Review the OJC's internal processes by the end of December 2006.	Target met. The Review has resulted in the production of detailed process maps which have been used to inform the development and refinement of our computer system.
4.3	Implement changes arising from the review of internal processes by end March 2007.	Target met. These included revision of the categorisation of complaints received to make them more reflective of our business as well as tighter processes to ensure greater standardisation in the way we handle complaints.

Financial 7 Performance

Unaudited Expenditure Statement

The OJC is not required to produce its own audited accounts, but our expenditure is an integral part of the MoJ's Resource Accounts, which are subject to audit.

Set out below is our budget analysis for the year ended 31 March 2007.

Allocated Resource	
Paybill	£847,500.00
Other Administration Costs	£231,465.00
Review Body Costs	£117,500.00
Total	£1,196,465

Actual Spend	
Paybill	£858,076.55
Other Administration Costs	£60,849.96
Review Body Costs	£36,919
Total	£955,845.51

Commentary

In the first year of the OJC we were allocated a total sum of £1,196,465 of which £961,845.51 was spent. The underspend was due to the fact that there were considerably fewer Review Bodies than had been anticipated (for details see Chapter 8 - Review Bodies).

Other than paybill and Review Bodies, one of the largest areas of expenditure has been the development of our computer system. It has been an important requirement for the OJC to provide detailed internal statistical reports to demonstrate the progress being made in our cases. Our computer system has required enhancement to enable us to do this and to support OJC staff in managing their caseloads.

After our original computer system had been operating for 6 months we reviewed how well it was working and decided that changes were required to make the system more user friendly and to make the production of performance reports easier.

The alterations to the system will 'go live' in July 2007.

Review 8 Bodies

An introduction To Review Bodies

Review Bodies were established under the Regulations to provide Judicial Office Holders with recourse to an impartial review of any decision to take disciplinary action, as well as providing the Lord Chancellor and Lord Chief with a way of obtaining further support in the decisions they make.

The Lord Chancellor and the Lord Chief Justice shall convene a Review Body to review a case where -

- (a) they decide to refer the findings of a judicial investigation to a review body;
- (b) the Ombudsman recommends that an investigation or determination should be reviewed by a review body, and the Lord Chancellor and the Lord Chief Justice accept the recommendation;
- (c) the Ombudsman sets aside a determination made in a case and directs that the case is to be referred to a review body;

In addition, the subject of the disciplinary proceedings may request the Lord Chancellor and the Lord Chief Justice to refer the case to a review body where they notify him that they propose -

- (a) to take disciplinary action against him, or
- (b) to record the case in a form which may be referred to in later disciplinary proceedings.

A Review Body Consists Of:

- (a) a Judicial Office Holder of a higher judicial rank than the subject of the disciplinary proceedings;
- (b) a Judicial Office Holder of the same judicial rank as the subject of the disciplinary proceedings; and
- (c) two lay members, neither of whom has been a Judicial Office Holder, or a practising lawyer.

A pool of 20 lay members has been established by open competition. So far 12 have sat on Review Bodies.

Review Bodies This Year

Nine Review Bodies sat during the year. Of these, eight were at the request of the Judicial Office Holder and one was established by the Lord Chancellor and Lord Chief Justice to carry out further investigations.

Six of the Review Bodies had been completed and three remained ongoing at the end of the financial year.

One Review Body recommended a different penalty to that proposed. The Lord Chancellor and Lord Chief Justice accepted the recommendations of the Review Body in every case.

Judicial Appointments & 9 Conduct Ombudsman

Sir John Brigstocke KCB was appointed as the Judicial Appointments and Conduct Ombudsman with effect from 3 April 2006. His post was created under Section 62 of the Constitutional Reform Act 2005 to cover, in part, consideration of the way in which the OJC carries out its functions under the Judicial Discipline (Prescribed Procedures) Regulations 2006 and supporting Rules, to ensure that there is no evidence of maladministration within the OJC.

In this first year, the Ombudsman has completed fourteen full reports into complaints against the OJC in terms of its handling of allegations of misconduct against Judicial Office Holders. Ten of those complaints were not upheld, three were partially upheld and one was fully upheld.

Issues Raised

In the one case that was upheld the Ombudsman found that the OJC had not obtained evidence from third parties who had attended court at the time that a named Judicial Office Holder was alleged to have made inappropriate personal comments about a defendant. The OJC accepted that it should have sought that evidence and agreed to re-open its consideration of the case. Having done so, the original decision to dismiss stood.

In the three cases that were partially upheld the Ombudsman found that the OJC had not listened to the court tapes of proceedings in circumstances where it would have been helpful to have done so; that the OJC's letter of dismissal to a complainant did not fully cover all aspects of the complaint; and, in another example, the OJC raised the question of the time limit for lodging a complaint where it was not appropriate to have done so.

The Ombudsman has also made recommendations in some of the complaints that he has not upheld. These have covered the need for OJC staff to inform complainants that they have an opportunity to explain why a complaint should be considered out of time; that complainants must be given the opportunity to present more detail about their complaint if their first letter fails to provide sufficient information to allow the OJC to proceed with its enquiries; and that OJC staff should ensure that there is a clear audit trail on its correspondence files for the decisions that it takes.

The OJC has welcomed the involvement of the Ombudsman in reviewing its performance and has responded constructively in all cases in which issues have been raised. In particular, where the Ombudsman has concluded that some further consideration of a complaint should take place, the OJC has agreed to re-open its enquiries.

Judicial Appointments & 9 Conduct Ombudsman

The Head of the OJC has run tailored training for OJC caseworkers, based on some of the emerging findings from the Ombudsman. This training has focused on the development of a consistent method for analysing complaints and the importance of clear, comprehensive explanations for complainants about the outcomes of their allegations.

People & 10 Learning

During the year we have lost three experienced people, two on promotion and one who left the civil service, but have been fortunate in being able to replace two of them with very capable new people.

One post remains unfilled but we anticipate filling the vacancy in the very near future.

The level of attendance during the year has been very good with an average of only 5.3 days per person being lost to sick absence. The target for the former Department for Constitutional Affairs as a whole was 7.5 days per person.

Training

A significant amount of staff training and development has taken place during the year to meet the demands of the transition from the Judicial Correspondence Unit to the Office for Judicial Complaints.

In-house training sessions were undertaken by members of the Senior Management Team for all staff in the following areas - the Judicial Discipline Regulations and Rules 2006, caseworking procedures, dealing with tribunal complaint cases and the OJC database.

Two planning events were also held during the year which provided opportunities to discuss feedback from the Judicial Appointments and Conduct Ombudsman and to deliver some additional training on complaints handling good practice.

One to one desk training and mentoring has taken place to enable greater flexibility amongst caseworkers to deal with complaints from different judicial jurisdictions.

An external trainer conducted a one day tailored event for all staff in techniques for dealing with difficult telephone callers.

Relevant staff have been trained in the use of software (Crystal Reporting) so that they can obtain ad hoc statistical information from our database. Training has also taken place on budget management and risk analysis.

Equality & 11 Diversity

We serve a diverse society. That is a society made up of men and women; of people of different races, cultures and religions; of people with and without disabilities; of young people and older people; of straight and gay people; of people with and without caring responsibilities; and of people with many other differences. We recognise, respect and value that diversity and will strive in all we do to serve the interests of people from all sections of society. We will also strive to become an organisation that reflects more fully the diversity of the society we serve and truly values the contributions which employees from all sections of society make to our work by:

- Giving particular emphasis to the development of our policies, take account of the interests of all sections of society;
- Ensuring that wherever possible the services we provide meet the needs and expectations of all our service-users;
- Extending family friendly working practices;
- Developing all our employees to their maximum potential and make the best use of their different talents

- Providing real equality of opportunity in the recruitment, development and promotion of all our employees irrespective of; race, nationality, colour, ethnic or national origins, religion, sex, marital status, disability, AIDS/HIV positive status, sexual orientation, age, gender reassignment, work pattern, membership or non-membership of a Trade Union and/or Corporate Staff Network or any reason which is irrelevant to the employee's ability to do the job;

As an organisation this means that we actively participate in the MoJ's Diversity Programme. We are actively involved in Equality and Diversity issues.

We have a small group of staff who advise the Senior Management team on issues concerning Equality and Diversity as well as our own diversity officer who ensures that our staff and management are kept up to date with developments in Diversity issues.

The OJC has engaged with local schools and organisations. In particular, Dale Simon, the Head of the Office, has met with school children to speak to them about her career and to explain about the role of the Judiciary within society. We have also arranged one successful work placement during the year and have arranged for our second student to start with us early in the new financial year.

Critical 12 Friends

One of our objectives this year was to form a User Group to help our business to produce better information and services.

An initial set of stakeholders has been identified. These have been drawn from members of the Judiciary as well as a representative to advise on the way our leaflets and other documentation should be presented for people with a visual impairment.

During the coming year we will look to develop the group further by inviting representatives of a number of groups to whom we provide services to join the group.

We will be asking the group to assist us in the design of our next customer survey and also to review the content of our website.

13 Footnotes

Page 7

- 1 References to the mainstream judiciary includes all Deputy District Judges, District Judges, Recorders, Circuit Judges and the most senior members of the judiciary.

Page 11

- 2 There have been 38 complaints received during the year about Coroners, however 33 are indicated in Figure 7, page 14. This apparent discrepancy is because 5 additional complaints concerning coroners were categorised upon receipt according to the nature of the allegations made, rather than according to the judicial office held.

We have altered the descriptions for 'Type of Complaint' to provide better, more concise information and this will be reflected in next year's report.

Page 14

- 3 Category includes drink driving offences, speeding convictions and fixed penalty notices.
- 4 Category includes complaints about both the handling of a complaint by a tribunal and also complaints about investigations carried out by Tribunal Presidents.

- 5 JACO - Judicial Appointments and Conduct Ombudsman

- 6 Includes cases where a Judicial Office Holder is either convicted of a criminal offence or is subject to a criminal investigation.

- 7 Category includes all cases relating to allegations of racism, sexism or religious discrimination.

- 8 Includes cases which are not easily categorised or are few in number: bankruptcy; financial accountability; media comments; making false statements; failure to report a potential disciplinary matter.

- 9 Category includes complaints about a Judicial Office Holder which are being investigated by an external Professional body such as the Bar Council, General Medical Council or the Law Society.

Page 16

- 10 This category includes two cases which the Lord Chancellor and Lord Chief Justice considered to be at the most serious end of the reprimand scale.