



Survey of Assessors in the 2022 KC Competition

1. This paper analyses the survey of assessors which we carried out in Autumn 2022.

Background

2. KCA has regular contact with the professional bodies through the Directors, and through the professional bodies' appointees on the Selection Panel; and we have contact with the judiciary through the senior judicial member of the Selection Panel, and through occasional meetings with senior judiciary. However, KCA now also carries out annual surveys of both applicants and assessors in order to ensure that we get more comprehensive feedback. This paper reports on the 2022 survey of assessors.

The Survey

3. We now use Survey Monkey to survey all the assessors for whom we had an email address. We therefore sent forms to around 1843 assessors. We received 585 responses (32%); 179 from judicial assessors, 353 from practitioner assessors, 36 from assessors who provided both a judicial and a practitioner assessment, and 17 from client assessors. The response rate is high for a survey of this sort, although slightly down on the 627 responses received last year.
4. The results of the survey are set out in the Annexes.

Commentary

5. It is pleasing that 98% of assessors found it clear what information the Selection Panel was seeking; it was also pleasing that 97% of assessors found the options for their overall rating clear.
6. As before, the largest group of assessors (45%) report taking one to two hours to complete each assessment, but 29% took two to four hours, and 11% say they took longer than that. However, 87% of those responding regard the burden as tolerable, rather than excessive.
7. The answers to the questions about outcome are difficult to interpret, because 41% of respondents opted for the "don't know" option or did not answer. The figure of 20% of assessors who thought appointments were **not** broadly right is the much the same as in the previous two years, and the figure for those thinking appointments **were** broadly right rose slightly to 39%. Excluding those saying "don't know", the proportion thinking appointments are broadly right has remained 66%.
8. Of those dissatisfied with outcomes, 30% identify the appointment of unsuitable applicants as the main problem, whereas 25% think too many excellent applicants are not appointed – 49% of those who are critical think the Selection Panel errs in both directions. In previous years, far more assessors thought unsuitable applicants were appointed than thought excellent ones were denied.

This change may be a result of the much lower proportion of applicants recommended for appointment last year.

KCA
November 2022

Q1 Survey of Assessors 2022

Please confirm the category (or categories) in which you provided assessment(s) in the 2022 competition?

Answer Choices	Responses	
Judicial alone	30.60%	179
Practitioner alone	60.34%	353
Both judicial and practitioner	6.15%	36
Client	2.91%	17
	Answered	585
	Skipped	2

Q2 Survey of Assessors 2022

Was it clear what information the Selection Panel was seeking from the assessment?

Answer Choices	Responses	
Yes	97.95%	572
No	2.05%	12
Don't know/prefer not to say	0.00%	0
	Answered	584
	Skipped	3

Q3 Survey of Assessors 2022

Did you find the options for your overall rating (Clearly ready for appointment, Ready, Possibly ready, Not yet ready, Not satisfactory, Insufficient information) clear?

Answer Choices	Responses	
Yes	96.58%	564
No	3.42%	20
Don't know/prefer not to say	0.00%	0
	Answered	584
	Skipped	3

Q4 Survey of Assessors 2022

How long would you estimate it took on average to complete each assessment you provided?

Answer Choices	Responses	
Less than an hour	13.97%	82
1 - 2 hours	44.80%	263
2 - 4 hours	29.47%	173
More than 4 hours	11.75%	69
	Answered	587
	Skipped	0

Q5 Survey of Assessors 2022

Do you regard the burden placed on assessors like yourself by the current arrangements for appointing KCs to be tolerable, or do you think it is excessive?

Answer Choices	Responses	
Tolerable	87.39%	513
Excessive	12.61%	74
Don't know/prefer not to say	0.00%	0
	Answered	587
	Skipped	0

Q6 Survey of Assessors 2022

In your opinion, over recent years have the appointments through the KCA competition been broadly right?

Answer Choices	Responses	
Yes	38.65%	218
No	20.21%	114
Don't know/prefer not to say	41.13%	232
	Answered	564
	Skipped	23

Q7 Survey of Assessors 2022

If not, please indicate which is the problem:

Answer Choices	Responses	
Too many excellent applicants are not appointed	25.32%	39
Too many unsatisfactory applicants are appointed	29.87%	46

Don't know/prefer not to say	0.00%	0
Both of the above	48.70%	75
	Answered	154
	Skipped	433

Q8 Survey of Assessors 2022

Did you receive any communications from applicants seeking to influence the substance of your assessment (as opposed to simply sending you copies of documents)?

Answer Choices	Responses	
Yes	2.66%	15
No	97.34%	548
	Answered	563
	Skipped	24