

**Timeline for Deputy District Judge and
Fee-paid Judge of the First-tier Tribunal and Fee-paid Judge of the Employment Tribunal exercises**

	Deputy District Judge	Fee-paid Judge of the First-tier Tribunal and Fee-paid Judge of the Employment Tribunal
June 2020	Combined Qualifying Test	
July	Scenario Test	
August		
September		Scenario Test
October	Completion of full application	
November	Independent Assessments	Completion of full application
	Eligibility checks	Independent Assessments
December		Eligibility checks

January 2021	Selection days		
February		Character Checks	Selection days
March	Statutory consultation		
April		Character Checks	
May	Selection decisions		Selection decisions
	Appropriate Authority consideration		Appropriate Authority consideration
June	Outcomes		
July			Outcomes

Combined Qualifying Test: Once complete, the test needs marking and moderating.

Outcomes from the Combined Qualifying Test: We will contact you to let you know if you have been shortlisted several weeks before the scenario test in each exercise. For the Deputy District Judge exercise, this will be no later than w/c 22 June 2020. For the Tribunals exercise, this will be no later than August 2020.

Scenario Test: We will invite shortlisted candidates to sit a scenario test. We will provide pre-reading one week in advance. Once complete, the test needs marking and moderating.

Completion of full application: Candidates who are shortlisted after a scenario test will be invited to a selection day and asked to complete a full application. This includes a self-assessment on five competencies. You will also be asked to provide details of your independent assessors. Candidates will have two weeks to complete their self-assessments.

Independent Assessments: Independent assessments will be requested ahead of selection days. Independent assessors will have two weeks to return these to us. You should seek the agreement of any intended assessor before nominating them.

Eligibility checks: The team will review the eligibility of each candidate with the final decision being made by the JAC Selection and Character Committee. This can take four to six weeks. Once complete we will provide candidates with details of their allocated selection day. You will be asked for your availability during the selection day period and given at least two weeks' notice.

Selection days: Selection days will take place over several weeks in each exercise. Panel members assess each candidate and their performance at selection days and agree which candidates best meet the required competencies. The Chair then completes a report about each candidate, which is quality assured. This stage can take up to ten weeks.

Character Checks: Candidates give consent for the appropriate character checks to take place. Responses can take up to eight weeks to be received from professional bodies and are reviewed and recorded.

Statutory consultation: The team will then seek comments from the statutory consultee/s for each exercise. This takes two-to-four weeks.

Selection decisions: The Selection and Character Committee considers the reports written by panels, the evidence provided in independent assessments and any comments from statutory consultees. It decides who to recommend for appointment to the Appropriate Authority.

Consideration by the Appropriate Authority: The Appropriate Authority will consider the recommendations made by the Selection and Character Committee. A response is usually received within two weeks.

Outcomes: The date by which we hope to be able to provide all candidates with their outcome for the selection exercise.