

**APPEAL TRIBUNALS (LEGAL) SCHEME GENERIC FEEDBACK ON  
SHORTLISTING**

**Introduction**

This is the generic and anonymous feedback in relation to the Appeal Tribunals (Legal) scheme shortlisting stage.

**You can view the multiple choice test and answers on the NIJAC website.**

**Background**

NIJAC sought to appoint up to 30 Legal Members for this Tribunal. The statutory eligibility criteria for the role did not require any specific length of service post professional qualification/call.

A total of 239 applications were received.

The Selection Committee decided on a two-phased approach to the short listing stage: a multiple choice test (developed and validated both locally and in England). The first 53 applicants progressed to a paper-sift of their written communication skills. Of that 53, 45 progressed to the Assessment Centre.

**The Test**

The multiple choice test consisted of 20 questions and applicants could attain a total of 100 marks. Each answer attracted a range of scores between 0-5 marks.

Of the 239 applicants, 212 sat the multiple choice test which was facilitated by staff from the Northern Ireland Research and Statistics Agency (NISRA).

The table below highlights applicants' achievements in terms of the scoring bands and the percentage/numbers within each band.

<b>Band</b>	<b>Score</b>	<b>No of Applicants who achieved this score</b>	<b>% of the applicant pool</b>
1	>74	53	25%
2	70-74	48	22.64%
3	66-69	44	20.75%
4	60-65	43	20.28%
5	<60	24	11.32%
<b>Total</b>		212	100%

Scores will be made available on request from applicants and further feedback on the written skills assessment will be provided to those for whom a written skills assessment took place. Those for whom a written skills assessment took place have been informed directly.