**18/318 - Government Position on PMB – Hanson – Magistrates Court (Retirement Age of Magistrates) Amendment Bill 2018**

**(refers to 18/349 Crimes and Other Justice Amendment Bill 2018 (No 2) – agreement to introduce)**

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| **Summary of Impacts** |
| * Reducing age discrimination, by supporting inclusion of older Canberrans as magistrates, ACT Civil and Administrative Tribunal presidential members and the Director of Public Prosecutions (DPP).
* Supporting justice by increasing the independence of the Associate Judge position.
* Productivity improvements due to less time overall spent inducting Magistrates and justice office holders into their positions and greater retention and use of expertise and experience.
* Enabling the efficient administration of the ACT Courts and Tribunal by strengthening the governance arrangements for the independent statutory office of the Principal Registrar.
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*Key to impacts: Red – negative, Blue – neutral and Green – positive.*

**Social**

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| **Justice and rights** | * Supporting an increased retirement age for magistrates and ACAT presidential members and DPP will support the inclusion of a broader range of Canberrans as in these roles.
* Setting a compulsory retirement age of 65, which is inconsistent with comparable retirement ages in the ACT and interstate, can be seen as discriminatory and out-of-step with trends in the broader workforce.
* Supporting part-time arrangements for magistrates will also support the inclusion of a broader range of Canberrans as magistrates.
* Removing the term limit on the appointment of the Associate Judge will support justice by increasing the independence of that position.
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**Economic**

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| **Productivity** | * The increased compulsory retirement age, and removing the term cap for the Associate Judge position, will help to retain high-performing officials for a longer period of time.
* This will lead to increased productivity, as less time overall will be taken up by recent appointees who are still gaining corporate knowledge and building professional experience in their new roles.
* Providing increased clarity about the governance arrangements for the principal registrar position will enable government to more efficiently resolve any future employment issues in relation to that statutory office.
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**Environmental**

Nil Impact