

Judges and Magistrates

AI research and drafting tools speed case preparation and transcription, but adjudication, credibility findings and sentencing remain human.

EXPOSURE	WINDOW	ADOPTION TODAY	READING
35 Moderate exposure	4–9 yrs until change lands	Low-Medium	Augmented more than replaced. Exposure is the share of today's work AI can plausibly take on within the window.

§ 01WHAT IS HAPPENING

What is happening to judges and magistrates

Impact

Legal research platforms now return AI-generated summaries of authorities, chambers staff use drafting assistants for bench memoranda and routine orders, and court recording systems produce automated transcripts. Judges are also dealing with AI from the other side: filings containing fabricated citations, AI-generated evidence and questions about how parties used these tools. The day-to-day change is faster preparation and more material to verify, while the hearing, the weighing of evidence and the decision are unchanged in kind.

Risk

Research and drafting are augmented; the judicial act of deciding, with accountability, stays firmly with the bench.

The score sits in the moderate band: the occupation's measured task applicability is low, observed usage of generative AI in legal work is meaningful, and official measures place the role in the high exposure tier because so much judicial work involves reading and writing. Tasks that are being augmented include research, summarising the record, drafting routine orders and procedural rulings, and transcription. Assessing witnesses, interpreting law in novel situations, exercising discretion in sentencing and bearing public accountability for the outcome stay human, and in most jurisdictions are required to by law and professional rules. Over the 4-9 year window, expect smaller clerking burdens, more guidance on permissible AI use and a growing need for judges to understand how AI evidence and AI-assisted filings should be treated.

Sector readiness

Cautious, Rules-Led Adoption in the Courts

Court systems have moved carefully, issuing guidance on AI use by judges and litigants before deploying tools, with research platforms and transcription the main features in actual use. Adoption is low to medium overall; some jurisdictions have piloted AI for case summaries and translation while others have restricted use pending clearer rules on confidentiality and accountability.

§ 02 POSITION

Where you stand

- i Position yourself as a judge who understands AI well enough to rule confidently on its use in evidence, filings and procedure.
- ii Lead on chambers practice for verifying AI-assisted research and drafting, so efficiency gains do not come at the cost of accuracy.
- iii Contribute to judicial guidance and training on AI, which is shaping the next decade of court practice.

§ 03 ACTIONS

6 POINTS

What this means for you

Concrete changes to how the work gets done, in the order you are likely to meet them.

- 01 **Verify every citation.** AI research tools produce plausible but fabricated authorities. Make checking the source a non-negotiable step in chambers, for your own work and for what parties file.
- 02 **Use drafting help for the routine.** Procedural orders and standard directions can be drafted by assistants and checked quickly. Reserve your writing time for reasons that matter.
- 03 **Learn how AI evidence is made.** Deepfakes, generated documents and algorithmic outputs are arriving in court. Understanding how they are produced lets you weigh them properly.
- 04 **Set rules for your courtroom.** Clear expectations on disclosure of AI use by parties prevent problems later and are increasingly expected of the bench.
- 05 **Protect the record.** Automated transcription is good but imperfect. Know its error patterns, especially with names, accents and legal terms.
- 06 **Keep judgement visible.** Written reasons that show how you weighed evidence and law are what distinguish adjudication from output. That transparency is the foundation of public trust.

What is pushing this change

- 01

AI-assisted legal research. Research platforms summarise authorities and answer legal questions, speeding preparation for chambers staff and judges.
- 02

Drafting assistants for orders and memoranda. Routine orders, bench memoranda and summaries of the record can be drafted by AI and reviewed by clerks.
- 03

Automated court transcription. Speech recognition produces draft transcripts quickly, reducing reliance on manual transcription.
- 04

AI in filings and evidence. Parties use AI to prepare submissions and may introduce AI-generated material, creating new verification and evidential work.
- 05

Constitutional and professional constraints. Rules requiring human judicial decision-making limit automation of the core function regardless of tool capability.
- 06

High official exposure tier, low applicability. Reading-and-writing-heavy tasks place the role in a high exposure tier, but the measured applicability of AI to judicial tasks is low, producing a moderate score.

Impact by sector

The headline figure is an average. Where you work changes the picture.

Trial courts	Hearings, credibility findings and sentencing dominate, keeping exposure low; AI appears mainly in research and transcription.
Appellate courts	Heavier research and drafting workloads make clerk support more AI-assisted, though opinion-writing remains judicial.
Administrative and tri-bunal adjudication	High-volume, document-based decisions are the most exposed, with AI summaries and draft decisions under active trial in some systems.
Magistrates and lower courts	Volume case management benefits from AI scheduling and summaries, while in-person adjudication stays human.

Skills to build

The skills that keep the human part of this work valuable as the routine part is automated.

- 01

Technological literacy in evidence. Understand how AI-generated content and algorithmic outputs are produced so you can assess authenticity and reliability.
- 02

Verification discipline. Build chambers routines that check AI-assisted research and drafting against primary sources.
- 03

Procedural rule-making on AI use. Develop clear practice directions on disclosure and permissible use of AI by parties.
- 04

Judicial writing. Transparent, well-reasoned judgments are the enduring product of the role and the foundation of legitimacy.
- 05

Case management with digital tools. Use court management systems and AI scheduling to run lists efficiently.
- 06

Ethical judgement under new conditions. Confidentiality, impartiality and accountability take on new forms when AI tools are involved.

Tools in use

KINDS OF TOOL WORTH KNOWING

- 01

Court case management systems. Platforms such as Tyler Technologies' justice suite are adding AI for scheduling and document handling.
- 02

Algorithmic risk assessment tools. Pre-trial and sentencing risk tools remain controversial and require judges to understand their limits.

NAMED TOOLS ALREADY IN USE

Westlaw Precision	VISIT
Legal research platform with AI-assisted research and summaries used by courts and chambers staff.	
Lexis+ AI	VISIT
Research and drafting assistant with linked citations, used for case preparation.	
CoCounsel	VISIT
AI legal assistant for document review, summarisation and drafting used by legal professionals including court staff.	
For The Record	VISIT
Court recording and transcription system with automated speech-to-text used in many courtrooms.	

In practice

Ways people in this role are already using AI, and what they get from it.

Chambers research summaries EXAMPLE 1	HOW	A judicial clerk uses a research platform's AI summary to map the authorities on a motion, then reads and verifies each cited case before preparing the bench memorandum.
	GAIN	Preparation time falls while verification keeps the analysis reliable.
Automated hearing transcripts EXAMPLE 2	HOW	A court uses speech recognition to produce same-day draft transcripts that are reviewed for accuracy before being certified.
	GAIN	Faster access to the record for parties and the bench.
Ruling on AI-assisted filings EXAMPLE 3	HOW	A judge issues a standing order requiring disclosure of AI use in submissions and sanctions a party for fabricated citations.
	GAIN	Integrity of the record is protected and expectations are set clearly.

How this role compares

Three neighbouring roles chosen to show the direction of travel.

Paralegals and Legal Assistants MORE EXPOSED	AI IMPACT	Document review, research and drafting support are being automated directly by the same tools judges use cautiously.
	WORK MOVES TO	Supervising AI output and managing complex matters.
Compliance Officers DIFFERENT SKILLS, GROWING	AI IMPACT	AI monitors and reports, but regulatory complexity keeps demand for human judgement growing.
	WORK MOVES TO	Interpreting rules and advising organisations on risk.
Police Officers COMPLEMENTARY, LESS EXPOSED	AI IMPACT	Field work and public interaction keep exposure low, with AI mainly in reporting and analysis.
	WORK MOVES TO	Investigation, response and community presence.

Closing judgement

If you sit on the bench, the research and drafting support around you is getting faster and your clerks will lean on it, but nothing in the evidence suggests the decision is leaving your hands. The practical demands are different: verifying what AI produces, ruling on how parties may use it, and understanding AI-generated evidence well enough to weigh it. Treat the tools as capable but unreliable junior staff, and keep the reasoning, and the responsibility, your own.

Evidence and revisions

What the exposure figure rests on, what changed when it was last revised, and the published work cited for this role.

SCORE

35

WINDOW

4-9 years (unchanged)

The 5 October 2026 review held the score.

Exposure Index v2. Inputs: task applicability 15/100 (Microsoft AI applicability score 0.08 for Judges, magistrate judges, and magistrates); observed usage 41/100 (Anthropic observed exposure 0.31); official exposure tier 70/100 (BLS: high); labour-market trajectory not yet mapped for this occupation, so its weight was spread across the other inputs; published adoption rating 25/100 (low-medium adoption). Weighted base 34.9. Final score 35. New report: the window of 4-9 years is set from the score band.

HOW THE FIGURE IS BUILT (EXPOSURE INDEX V2)

Task applicability — Microsoft Research, AI applicability score	15 × 39%	5.9
Observed usage — Anthropic Economic Index, observed exposure	42 × 22%	9.2
Official exposure tier — US BLS AI-exposure category	70 × 22%	15.6
Labour-market trajectory — US BLS projected employment change 2025–35	not measured	—
Published adoption rating — This report’s adoption level	25 × 17%	4.2
Weighted base		34.9
Exposure score		35

MEASURES BEHIND THE SCORE

US Bureau of Labor Statistics · *Employment Projections 2025–35 and AI Exposure Categories* (27 August 2026)

AI-exposure tier: High. Projected employment change not yet mapped for this occupation. Matched to Judges, magistrate judges, and magistrates.

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Microsoft Research · *Working with AI: Measuring the Applicability of Generative AI to Occupations* (10 July 2025)

AI applicability score 0.08 for SOC 23-1023; scaled to 15/100 as the task-applicability input.

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Anthropic · *Anthropic Economic Index report: Cadences* (26 June 2026)

Observed exposure 0.31 for SOC 23-1023; scaled to 42/100 as the observed-usage input.

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UK Department for Science, Innovation and Technology · *Assessment of AI capabilities and the impact on the UK labour market* (28 January 2026)

UK context: around 70% of UK workers are in occupations with tasks AI could perform or enhance, above the US average; a one-standard-deviation rise in exposure was associated with a 3.9% fall in UK job postings.

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<https://www.careerguard.ai/sources>

§ 12 APPENDIX

Method and sources

Each report was written from a large body of published research. The exposure score itself is computed, not written: it is the CareerGuard Exposure Index, a weighted average of occupation-level measures from the US Bureau of Labor Statistics (AI-exposure classification and 2025–35 projections), Microsoft Research (AI applicability scores) and Anthropic (observed exposure), together with the adoption rating published on the report. The organisations and publications below are the standing literature behind the narrative sections. Every source, with dates, licences and archived copies where we are permitted to hold them, is catalogued in the research library.

Exposure Index v2 (October 2026). Each input is scaled to 0–100 and weighted: task applicability 35% (Microsoft AI applicability score ÷ 0.5), observed usage 20% (Anthropic observed exposure ÷ 0.75), official exposure tier 20% (BLS very high = 100, high = 70, moderate = 40, low = 10), labour-market trajectory 10% ($50 - 2.5 \times \text{projected \% employment change}$), published adoption rating 15% (very high = 85, high = 70, medium-high = 55, medium = 40, low-medium = 25, low = 10). Inputs not measured for an occupation are dropped and the remaining weights renormalised. An editorial adjustment of at most ± 12 points is allowed only for automation channels the measures cannot see (robotics, self-service, machine vision, medical imaging, RPA/OCR, generative video) and is always logged with its reason. Scores are whole numbers, not rounded to five. The change window shifts one notch (a year at each end) per ten points of movement.

World Economic Forum

The Future of Jobs Report series — Employer survey of expected job growth and decline, skill shifts and technology adoption (2020, 2023 and 2025 editions); *Artificial Intelligence and the Future of Entry-Level Work* (2026).

AI governance and transformation reports — Frameworks on ethical AI, talent strategy and industry transformation.

McKinsey Global Institute

AI, Automation and the Future of Work series — Research quantifying automation potential by task, sector and demographic, from "Jobs Lost, Jobs Gained" to "Agents, robots, and us" (2025).

Industry-specific reports — Financial services, healthcare, manufacturing and others.

PwC

Global AI Jobs Barometer — Annual analysis of job postings and productivity by AI exposure (2024–2026 editions).

Upskilling Hopes and Fears survey — Employee perceptions and readiness.

Microsoft Research and Anthropic

Working with AI (2025); *Anthropic Economic Index* (2025–2026) — Occupation-level usage data from Copilot and Claude conversations, the two observed-usage measures behind the 2026 revision.

Stanford Digital Economy Lab and Stanford HAI

Canaries in the Coal Mine? (2025–2026); *AI Index Report* (annual) — Payroll evidence on early-career employment in exposed occupations; annual measurement of AI capability, investment and adoption.

Deloitte

Human Capital Trends series — Workforce, talent and HR technology trends.

Tech Trends series — Emerging technologies and their business implications.

Accenture

Technology Vision series — Forward-looking analysis of emerging technology, with emphasis on AI.

Fjord Trends — Design, innovation and human experience in a digital world.

Boston Consulting Group

AI/ML insights and industry solutions — "The AI Revolution in the Workplace" and related research.

EY

AI and workforce reports — Adoption, talent strategy and ethics.

IBM Institute for Business Value

AI and automation studies — Business models, workforce evolution and leadership.

OECD

AI Policy Observatory — International data and policy on AI, labour markets and skills.

Employment Outlook — Labour-market trends including technological impact (2023–2026 editions).

International Labour Organization

Generative AI and Jobs: A Refined Global Index of Occupational Exposure (2025) — Task-level exposure gradients for every ISCO occupation; successor to the 2023 global index.

International Monetary Fund

Staff Discussion Notes on AI and work (2024, 2026) — Complementarity framing: where AI augments and where it substitutes.

UK Department for Science, Innovation and Technology

Assessment of AI capabilities and the impact on the UK labour market (2026) — UK occupational exposure and job-posting evidence.

Brookings Institution

AI and automation research — Economic and social implications, displacement and skills.

Yale Budget Lab and Goldman Sachs Research

Tracking the Impact of AI on the Labor Market; AI and the US labour market (2026) — Aggregate labour-market monitoring; macro displacement estimates.

Oxford University (Oxford Martin School)

The Future of Employment — Frey & Osborne and subsequent research on susceptibility to automation.

MIT Technology Review

AI & Work — Reporting on AI research and its implications for industries and jobs.

Gartner

Hype Cycle for Artificial Intelligence — Maturity and adoption of AI technologies.

Future of Work reports — Workplace models and talent strategy.

U.S. Bureau of Labor Statistics

Employment Projections 2025–35; AI Exposure Categories; Occupational Outlook Handbook — Ten-year employment projections and, from the 2025 cycle, an AI-exposure tier for every detailed occupation.

Indeed Hiring Lab

AI at Work Report (2025) and posting-market updates — Skill-level transformation estimates and job-posting trends by occupation.

II CORE AI AND MACHINE-LEARNING RESEARCH

OpenAI

Research papers, blog and API documentation — Large language models, generative AI, safety and societal impact.

Google DeepMind

Research papers and blog — Reinforcement learning, AI for science, AGI and ethics.

Meta AI

Research papers and blog — Large language models, computer vision, AI for social good.

Hugging Face

Transformers library and model hub — Open-source state-of-the-art NLP models.

TensorFlow and PyTorch

Documentation and community forums — Core frameworks illustrating practical capability.

arXiv

cs.AI, cs.LG, cs.CV, cs.CL — Pre-print research.

NeurIPS and ICML

Conference proceedings — Top-tier academic research.

ACM and IEEE

Journals and proceedings — ACM Computing Surveys; IEEE Transactions on AI.

Kaggle

Datasets and competition solutions — Applied machine learning on real-world problems.

The Alan Turing Institute

Research and reports — Responsible and applied AI.

III ETHICAL AND RESPONSIBLE AI DEPLOYMENT

NIST

AI Risk Management Framework — Voluntary framework for managing AI risk.

European Commission

AI Act — Risk-tiered legal framework for AI.

Ethics Guidelines for Trustworthy AI — Principles for responsible development.

Partnership on AI

Research and best practice — Responsible AI development.

AI Now Institute

Annual reports — Social implications: power, inequality, rights.

ACM FAccT

Proceedings — Fairness, accountability and transparency.

Data & Society

Publications — Social implications of data-centric technology.

WIPO

Conversation on IP and AI — Intellectual-property implications of AI.

IEEE Global Initiative on Ethics of AI/IS

Ethically Aligned Design — Recommendations for ethical AI design.

Center for AI and Digital Policy

Policy briefs — Accountable AI policy.
