



# Office of Manpower Economics

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Lord Chief Justice of England and Wales  
President of the Supreme Court of the United Kingdom  
Lord Chief Justice of Northern Ireland  
Lord President of the Court of Session  
Senior President of Tribunals  
Salaried and fee-paid judges in the UK Courts and Tribunals

26 February 2018

Dear Judges,

## MAJOR REVIEW OF THE JUDICIAL SALARY STRUCTURE

Following my letter of 10 January<sup>1</sup> about the Major Review of the Judicial Salary Structure, I want to provide an update, including information about our timetable. As with my previous letters, I would be grateful if you could share this with your judicial colleagues. This letter will also be published on the Office of Manpower Economics website.

As you know, our Call for Evidence was launched on 17 January<sup>2</sup>. This is an essential part of the evidence we are gathering for the Major Review. We are grateful for responses already received and look forward to receiving responses by 28 February.

As I wrote in my last letter, the research we commissioned to assess the placement of individual posts in the judicial salary structure was delayed, both because of the

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<sup>1</sup> See: <https://www.gov.uk/government/publications/letter-from-the-chair-of-the-ssrb-judicial-sub-committee-to-the-uk-judiciary>.

<sup>2</sup> See: <https://www.gov.uk/government/publications/major-review-of-the-judicial-salary-structure-call-for-evidence>

need to update the list of posts included in the Review and the complexity of obtaining the underlying information needed to produce job summaries to support it. The job summaries have now been produced and validated for all the posts covered by the Review; I am grateful for all the help and hard work of the judicial offices and members of the judiciary who have made this possible.

The Judgement Panel is now at work, and will deliberate both about the placement of posts in the judicial salary structure and about posts that exercise leadership responsibilities which are not currently appropriately recognised in the salary structure. Following individual assessments of posts by panel members, the panel will meet in plenary session in early March to discuss areas of consensus and disagreement, with discussion focused on understanding the reasons for the latter.

A report of the Judgement Panel's discussions, including areas where members did not agree, will then go to the SSRB. The SSRB will then take these discussions into account in designing a consultation about the placement of posts in the salary structure, which we plan to launch in April.

The SSRB has also issued bespoke data requests to a range of key stakeholders including Judicial Offices and the UK judicial appointments bodies and will be holding a number of formal oral evidence sessions in the spring.

As I wrote in January, the delays to the Judgement panel work have, unfortunately, delayed the timetable for the final report of the Review. As the Chair of the SSRB has made clear in recent correspondence and in a meeting with the Lord Chancellor, the SSRB remains fully committed to delivering a thorough and evidence-based report as soon as possible. Our revised timetable is that we aim to deliver this report to government in September 2018. This report will include recommendations relating to the 2018 annual review. Achievement of this schedule is contingent on the achievement of a number of interim milestones and timely receipt of the evidence we have requested.

I appreciate that this is later than we would all have wished, but we are determined to provide robust evidence to underpin all our recommendations. I hope that I can continue to rely on the support the SSRB has had from members of the judiciary in getting evidence to us to inform our recommendations; we are looking forward to considering the responses to the Call for Evidence.

My next letter to you, which I expect to be at around Easter time, will confirm and alert you to the consultation on job placement.

Yours sincerely

A handwritten signature in black ink that reads "Sharon Witherspoon". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Sharon Witherspoon  
Chair of the SSRB Judicial Sub-Committee

Cc: Dr. Martin Read, CBE (Chair of the SSRB)