



Ministry
of Justice

Helen Whitehouse
Judicial Policy
Ministry of Justice
102 Petty France
London
SW1H 9AJ

Mark Franks
Senior Salaries Review Body
Office of Manpower Economics
8th Floor
Fleetbank House
2-6 Sailsbury Square
London
EC4Y 8JX

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Dear Mark,

REVIEW BODY ON SENIOR SALARIES: REQUEST FOR WRITTEN EVIDENCE

Thank you for your letter of 12 August inviting the Ministry of Justice (MoJ) to submit evidence to you in relation to the judicial remit group. I enclose our evidence with this letter. In summary, the main points about judicial remuneration covered in our evidence are:

- The government's public sector pay policy sets out that 1% of funding is available for pay awards for 2017/18.
- The MoJ's proposed approach is for a pay award of 1% for all members of the SSRB judicial remit group.
- The evidence continues to show an emerging recruitment and retention pressure for High Court judges, which we remain concerned about. This problem has not emerged anywhere else within the judicial remit group. The MoJ continues to explore options to address any emerging concerns with recruitment and retention. We think, on reflection, that 1% for all judicial office holders remains the best option but we will, of course, consider carefully any alternative approaches that the SSRB may propose.
- The department considers that the major review of the judicial salary structure will provide the opportunity to consider longer term solutions to tackle such pressures, and establish a future approach to pay to make sure that the salary structure sets appropriate differentials between salary groups.
- The MoJ is in a challenging financial position and these challenges will continue throughout the next Parliament. Any increases in judicial pay must be absorbed within existing budgets.

We have aimed to meet all of the Review Body's core evidence requirements. In the few instances where this has not been possible, we will continue to work with others to improve the evidence base for the benefit of us all.

I look forward to the Lord Chancellor's meeting with the Review Body on 1 December to discuss the matters covered in this evidence in more detail.

Yours sincerely

Helen Whitehouse
Deputy Director, Judicial Policy

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