



Ministry  
of Justice

Pippa Lambert  
Chair  
Senior Salaries Review Body

**By Email:** [ssrb@beis.gov.uk](mailto:ssrb@beis.gov.uk)

The Right Honourable  
**Alex Chalk KC MP**  
Lord Chancellor & Secretary  
of State for Justice

**MoJ ref:** 108395

30 August 2023

Dear Pippa,

### **NON-LEGAL MEMBERS FEES REVIEW**

Further to my letter of 9 June, I would like to thank you and the other members of the SSRB again for the hard work and time in undertaking this review. I have now considered your recommendations and wish to update you with my response.

There is a need for greater consistency to the fee structure for Non-Legal Members (NLMs). Therefore, I agree with the underlying principles of your recommendations of a standard sitting fee, as well as the use of enhanced fee rates for roles with demonstrable recruitment difficulties and labour market evidence that support a higher fee. I also agree with the principles behind the following recommendations:

- the daily fee for NLMs of tribunals should not exceed the equivalent daily fee of the tribunal judge;
- the same standard fee level for all NLMs in non-devolved tribunals in England, Wales and Scotland, and devolved tribunals in Northern Ireland;
- future fees should not be differentiated by the number of sitting days undertaken during a year; and
- a NLM acting as a tribunal chair should be paid the same sitting fee as the tribunal judge.

I do not plan to make changes to the NLM sitting structure at this time due to the ongoing work on additional fees. As you will be aware, I have consulted with the judiciary on a proposed reform of additional fees for fee-paid judges and NLMs. I will consider opportunities to move to a more consistent fee structure, and the wider SSRB recommendations, once the additional fees review has concluded. The implementation of these changes will also be dependent on securing the necessary funding at a future Spending Review.

The robust and independent advice given by the SSRB to the Government is highly valued, and I attach considerable importance to your expertise and the recommendations you provide to us.

The SSRB's report on this review will be published and communicated to the judiciary. I will also write to the Lord Chief Justice and the Senior President of Tribunals to inform them of my decision.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Alex Chalk'.

**RT HON ALEX CHALK KC MP**

**LORD CHANCELLOR AND SECRETARY OF STATE FOR JUSTICE**

**CC:**

Sharon Witherspoon, Lead of the Non-Legal Members Review