



Ministry
of Justice

Lea Paterson CBE, Senior Salaries Review Body
By Email

The Right Honourable
Shabana Mahmood MP
Lord Chancellor & Secretary
of State for Justice

MoJ ref: SUB123834

13 May 2025

Dear Lea,

MAJOR REVIEW OF THE JUDICIAL SALARY STRUCTURE TERMS OF REFERENCE

I am pleased to inform you that I have published the Major Review of the Judicial Salary Structure Terms of Reference, annexed to this letter.

The UK judiciary is world renowned. To maintain this standard, we must continue to recruit and retain high calibre judges with the skills, knowledge and experience required for judicial office. I commissioned the Major Review last December to seek the SSRB's expert advice to ensure that we can sufficiently do so.

The Major Review is an opportunity to examine the fundamentals of the judicial pay structure and, where pay is shown to be a factor, deliver targeted and future-proof recommendations to resolve issues affecting the judiciary and wider justice system. As you know, I share the SSRB's concerns around judicial recruitment and the attractiveness of salaried office. This is why these areas are highlighted in the Terms of Reference.

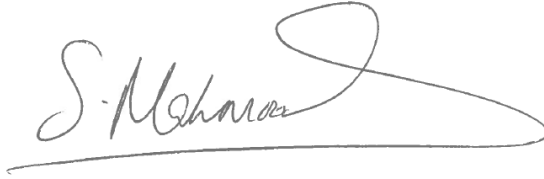
This Government has been clear that productivity across the public sector is a priority as part of our Growth Mission. As such, it is my priority that any reform arising from this Review should support improvements to efficiency and productivity within the justice system. My department will provide evidence to assist with this.

I would like to thank SSRB members, in particularly you and judicial member Mark Emerton, for your assistance in the development of the Terms of Reference. I look forward to working with you further on this crucial piece of work that will inform our long-term approach to judicial pay.

OFFICIAL

I value the expert and independent advice of the SSRB and trust that any recommendation will consider our commitment to strengthening our world-class judiciary whilst also providing value for the taxpayer.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'S. Mahmood', with a long, sweeping horizontal line extending to the right.

RT HON SHABANA MAHMOOD MP

LORD CHANCELLOR AND SECRETARY OF STATE FOR JUSTICE