



Review Body on Senior Salaries

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Lady Chief Justice for England and Wales
Lord President of the Court of Session
Lady Chief Justice for Northern Ireland
Salaried and fee-paid judges in UK Courts and Tribunals

15 May 2025

Dear Judges,

Major Review of the Judicial Salary Structure

The Senior Salaries Review Body (SSRB) has been [commissioned by the Lord Chancellor to carry out a Major Review of the judicial salary structure](#). The SSRB Chair, Lea Paterson CBE, has written to the Lord Chancellor confirming that the review body has accepted the commission.

Now that the [Terms of Reference for this Major Review](#) have been published the review can begin. We aim to submit our advice by November 2026, as requested by the government. We are confident that this timeline is achievable.

A Major Review provides an opportunity to examine more fundamental issues affecting the judicial pay structure ([of the judicial offices in scope](#)), but we cannot complete the review without support and input from the judiciary and others. I have set out some initial thoughts about what we expect the review to involve and how we hope to build strong relationships with the judiciary to support our work.

The Lord Chancellor has asked the SSRB to review and make recommendations on the following key issues:

- **Recruitment shortfalls**
- **Attractiveness of judicial offices**
- **Organisation and leadership**

The review will examine the issues set out in the Terms of Reference in their own right, taking account of any known future developments, including interrelated reviews, such



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as the Independent Review of the Criminal Courts and the Independent Sentencing Review, which are due to report within the duration of this Major Review.

Governance

The whole of the SSRB will be involved in the Major Review, and the SSRB will be responsible for making decisions about the final recommendations it wishes to put forward. In line with previous reviews, the SSRB has also formed a Judicial Sub-Committee, of which I am the Chair, to ensure that we assemble the evidence needed to consider the issues rigorously.

The Advisory and Evidence Group

As with the last Major Review, a group will be formed to support our work, which I will chair. This will be called the Advisory and Evidence Group (AEG). The AEG will include judges representing the three UK jurisdictions, the Ministry of Justice, the Judicial Appointments Commission, and representatives from the Scottish Government, the Welsh Government and the Northern Ireland Executive. The Ministry of Justice is coordinating the process for identifying members of the group.

The SSRB considers that it is important that the AEG remain active throughout the review, keeping us closely in touch with judicial expertise, views and sentiment. The AEG will also help ensure that the SSRB has timely access to the data and information we need; help assess emerging gaps in evidence and how they might be filled; and advise on where further commissioning of research can add genuine value to the work of the Major Review.

Wider consultation with the judiciary

Engagement with the judiciary is crucial to the success of the Major Review and the SSRB will take a number of steps to ensure there is active consultation.

In the course of the review, SSRB members will be undertaking visits to, and meetings with, judges across the United Kingdom and in different salary groups. We look forward to commencing this programme of visits and meetings shortly.

While individuals or representatives of the judiciary may contact the SSRB via our secretariat at any time, I should add that we will also of course carry out a more formal consultation exercise to seek evidence from all parties that wish to provide it to the Major Review. We will also take oral evidence from various parties. I will write again providing further information on this exercise, including timings, in due course.



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The SSRB is very pleased to be undertaking this important task, and I look forward to engaging widely throughout the course of the review. I would be grateful if you could share this letter with your salaried and fee-paid judicial colleagues. It will also be published on the Office for the Pay Review Bodies website. I am copying this letter to the Chair of the SSRB.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mark Emerton', with a long horizontal flourish extending to the right.

Mark Emerton

Chair of SENIOR SALARIES REVIEW BODY Judicial Sub-Committee