



Review Body on Senior Salaries

First Floor
10 Victoria Street
London
SW1H 0NB

SSRB@businessandtrade.gov.uk
www.gov.uk/SSRB

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

31 July 2025

Dear Judges,

Major Review of the Judicial Salary Structure

In May 2025, the Lord Chancellor commissioned the Senior Salaries Review Body (SSRB) [to carry out a Major Review of the judicial salary structure](#) and published the [Terms of Reference](#). A Major Review is an opportunity to examine more fundamental issues affecting the judicial pay structure ([of the judicial offices in scope](#)).

With this launch of the Major Review, [I wrote to the judiciary in May](#) to introduce the purpose and key themes of this Review and initial thoughts about what we expect the review to involve. I also committed to writing to you with updates at key milestones.

First meeting of the Advisory and Evidence Group (AEG)

In line with our Terms of Reference, we have now established an Advisory and Evidence Group (AEG), which will help ensure that we have access to data and evidence and judicial expertise throughout the Review. The AEG has judges and officials representing each of the three UK jurisdictions, as well as the Ministry of Justice and the Judicial Appointments Commission. The official membership list was identified by the Lord Chancellor in the Terms of Reference. Some members chose to nominate delegates to attend in their place, and or be supported by their officials. The formation of the AEG has established an independent and collaborative space for the Major Review to receive support.

We had our first meeting in July, where I chaired a discussion on the indicative timeline showing our eighteen-month delivery plan, the engagement we want to prioritise, the evidence gathering approach and the emerging research themes. This was a collaborative and productive meeting where stakeholders got to know each other and where they shared views to inform the Major Review's priorities.



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We recognise that many of our key stakeholders will be away over the summer period, and that substantive consultation and preparation will be needed before the AEG meets again. Our next AEG meeting is therefore set for mid-October, and we look forward to further discussions, with a particular focus on evidence gathering and research commissioning.

Upcoming engagement with the judiciary

With the Major Review commencing in May 2025 and our aim to submit our advice by November 2026, as requested by the Lord Chancellor, we have around eighteen months to deliver this Review. Within this allotted period, we have developed an indicative timeline, which illustrates the critical phases of engagement, evidence gathering and consultation and report preparation. **I have shared this timeline with AEG members and would like to share it with the judges across the UK, at Annex A.**

This timeline shows our plans for the **Call for Evidence which we intend to launch at the beginning of November 2025 and close at the end of January 2026.** This will be an opportunity for the judiciary and all stakeholders to provide evidence in the Major Review.

Engaging and consulting with the judiciary and key stakeholders is critical to the success of the Major Review, and the timeline references our plans for a series of visits and meetings with judges and other stakeholders across the UK. In the Autumn, as a matter of priority, we will be visiting Cardiff, Belfast, Edinburgh and Glasgow. We will also be visiting courts and talking to judges across England, either in person or remotely. We have already commenced a programme of meetings with key stakeholders which will continue over this summer and throughout the duration of the review.

Stakeholders are also able to contact the SSRB via our secretariat at any time for further information. 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 intend to write again in the Autumn, ahead of the Call for Evidence, where I hope to confirm the launch date and provide more detail on our broader plans to gather evidence.



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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



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Annex A – Indicative timeline for the Major Review.

Indicative Timeline Major Review

The activities below provide a rough outline of what we expect to take place during the different phases of the review and annual round and are indicative only.

