



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

03 March 2026

Dear Judges,

Major Review of the Judicial Salary Structure

Over the past several months, the Judicial Sub-Committee (JSC) of the Review Body for Senior Salaries (SSRB) has been gathering evidence for the Major Review: including meeting with judges across the UK, conducting a Call for Evidence, and requesting written submissions from key stakeholders and judicial associations.

We have now reached an important point in the programme: Evidence Gathering Phase One is coming to a close, and we are preparing to move into an internal analytical stage, during which we will review the preliminary findings emerging from this period. I am writing to update you on our progress and outline the next steps of the Major Review over the coming months.

Completion of Evidence Gathering Phase One

Evidence Gathering Phase One, which ran from September 2025 to February 2026, involved a substantial programme of engagement with the judiciary across the UK. This included visits to courts and tribunal buildings, together with online meetings, where the JSC was able to hear directly about the lived experience from judges, across different roles and salary groups, including those in leadership positions and those facing acute recruitment and retention pressures. Visits and meetings also included engagement with fee-paid judges and legal professions to hear their perspectives. We are extremely grateful to all who gave their time to speak with us and deepened our understanding of the key issues, and to the administrative teams who supported the organisation of these visits.

The [Call for Evidence, which we launched on 14 November 2025 and closed on 30 January 2026](#), received a very high level of engagement. Early descriptive analysis is underway, while more in-depth qualitative work will continue over the coming months. We greatly appreciate the time taken by all who contributed and are encouraged by the strong response from individual judges.

We also requested written evidence from stakeholders on 12 December 2025, with a deadline of 27 February. These submissions, along with accompanying data provided by stakeholders, will enable us to capture all of the information judicial associations would like us to be aware of, as well as specific datasets that we have requested. In parallel, we have also begun commissioning a small number of research projects designed to strengthen the broader evidence base for the Review. Thank you again for the openness shown by those who contributed to this phase of evidence gathering.

Next Steps: Analysis of Preliminary Findings

The JSC will now begin analysing the material collected throughout Phase One, outlined above. Over the coming weeks, we will review the findings from the Call for Evidence, written submissions, engagement visits and the early analytical work, with a view to identifying emerging themes and areas requiring further examination. This will shape the focus of Evidence Gathering Phase Two, including more targeted engagement and evidence gathering where JSC agree additional insight would be valuable.

I expect to write again once our internal review of preliminary findings is complete and we are preparing to commence Phase Two of evidence gathering.

I would be grateful if you could share this letter with salaried and fee-paid colleagues, and a copy will also be published on the Office for the Pay Review Bodies' website.

Yours sincerely,

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

Mark Emerton
Chair of SENIOR SALARIES REVIEW BODY Judicial Sub-Committee