



Ministry
of Justice

The Right Honourable
David Lammy MP
Deputy Prime Minister
Lord Chancellor & Secretary of
State for Justice

LEA PATERSON CBE

Senior Salaries Review Body
By email

MoJ Ref: ADR135930

15 July 2026

Dear Lea,

JUDICIAL PAY REVIEW 2027-2028

Thank you for your work over the last year, both for your recommendation on the 2026-2027 judicial pay award and for the ongoing work by the SSRB on the Major Review of the Judicial Salary Structure.

I value the expert and independent advice of the SSRB highly, and my decision to reject the 2026-2027 pay award recommendation was not taken lightly. Last year's pay award of 3.5 percent required difficult decisions on departmental spending and prioritisation of budgets, given it was above the figure set out as affordable within our evidence. I believe the issues you have highlighted with judicial recruitment are best addressed through the Major Review, which will be able to consider more comprehensive evidence needed to fully assess the role of pay, and non-pay factors, in supporting our world-class judiciary.

I write to you now to formally commence the 2027-2028 pay round for all salaried judicial office holders. The details of this commission are outlined below.

Context for 2027-2028

Wider issues relating to recruitment shortfalls, attractiveness of judicial office and leadership and organisation are being considered by the Major Review, and I would therefore welcome the annual review providing solely your recommendation for the 2027-2028 pay increase for the judiciary. It is important that your pay award recommendation takes into consideration the findings of the Major Review, as well as your engagement with MoJ ministers and officials over those findings as they emerge.

It is important that I am able to properly consider the implications of the Major Review when making my decision on the 2027-2028 pay award, and so I would like you to consider whether the judicial pay element can be presented separately from the main annual report if the Major Review report is not submitted by the end of this year. I ask for the annual report to be submitted by the end of February 2027.

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As part of this, we will provide our Departmental evidence as usual in the Autumn, setting out the funds available to the Ministry of Justice for 2027 to 2028, as well as the recruitment and retention context alongside earnings data and our strategy for strengthening our world-class judiciary.

My officials will continue to work with the Office for the Pay Review Bodies on the Major and Annual Reviews.

I look forward to seeing your report on the Major Review later this year, and your advice for the 2027-2028 judicial pay award.

Yours sincerely,

RT HON DAVID LAMMY MP

A handwritten signature in black ink, appearing to read 'David', followed by a long horizontal flourish.

**DEPUTY PRIME MINISTER
LORD CHANCELLOR AND SECRETARY OF STATE FOR JUSTICE**

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