



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

08 October 2026

Dear Judges,

Major Review of the Judicial Salary Structure

Engagement update

Since my last letter in June 2026, the Judicial Sub-Committee (JSC) of the Review Body on Senior Salaries (SSRB) has completed the second and final phase of its engagement programme. This phase was deliberately more targeted than the first and was designed to explore particular issues in greater depth, test our emerging analysis and address areas where further evidence was required.

The JSC held a series of smaller focus groups with members of the judiciary, alongside roundtable discussions with judicial associations from across the UK and a programme of oral evidence sessions. This engagement built directly on the extensive evidence gathered during the first phase of the Review, including written submissions, the Call for Evidence and visits to courts and tribunals across England, Wales, Scotland and Northern Ireland.

The majority of the engagement programme concluded by the end of July, with a postponed oral evidence session with the new Lord Chancellor held in early September, completing formal evidence gathering for the Review.

I would like to thank everyone who contributed to the Review through meetings, visits, written evidence and responses to the Call for Evidence questionnaire. The time given by salaried and fee-paid judicial office holders, judicial leaders, representative bodies and other stakeholders has significantly strengthened the evidence available to the Review.

Analysis of the Evidence

Over the summer, the Secretariat and JSC have been bringing together and analysing the evidence and data gathered throughout the Review. The JSC has also considered the emerging findings from the independent research commissioned to

support the Review. This research has provided additional evidence on the themes of the attractiveness of judicial office, earnings potential, and leadership.

The final meeting of the Review's Advisory and Evidence Group (AEG) took place on 23 September. At that meeting, the SSRB presented an overview of the emerging findings from the remaining strands of evidence, including the externally commissioned research and the thematic analysis of responses to the Call for Evidence questionnaire launched in 2025. Members of the group were able to offer final observations on the evidence. The JSC has valued the AEG's input throughout the progress of the Major Review, bringing helpful perspectives from all parts of the UK judiciary.

Final stages of the Review

The Major Review has now entered its final stages. The JSC is drawing together the full body of evidence, analysis and final research findings. Over the coming months, the JSC and wider SSRB will consider the evidence, develop and test potential options, and decide its final conclusions and recommendations.

Alongside this work, the JSC has a planned programme of targeted engagement with senior stakeholders during the autumn. This will provide an opportunity to test the emerging package, ensuring key stakeholders understand the Review's direction of travel, the rationale for its conclusions, and the basis for its recommendations.

The Review remains on track and the SSRB expects to finalise its advice and complete drafting for submission to the Ministry of Justice in December 2026. Subject to Government consideration, it is expected that the Major Review will be published alongside the SSRB's annual report in Spring 2027.

I recognise the considerable interest across the judiciary in the outcome of the Major Review. I hope this update provides reassurance that the Review is progressing as planned and that the extensive evidence provided by the judiciary is being given careful consideration.

I will write again once the report has been submitted. In the meantime, I would be grateful if you could share this letter with salaried and fee-paid colleagues. 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 be 'M. B.', followed by a long horizontal flourish.

Mark Emerton

Chair of SENIOR SALARIES REVIEW BODY Judicial Sub-Committee