



Ministry
of Justice

The Right Honourable
Dominic Raab MP
Deputy Prime Minister
Lord Chancellor & Secretary of
State for Justice

Ms Pippa Lambert
Interim Chair, Senior Salaries Review Body
3rd Floor, Windsor House
50 Victoria Street
London
SW1H 0TL

MoJ ref: 100645

November 2022

Dear Pippa,

JUDICIAL PAY REVIEW 2023/24

I am pleased to write to you to formally commission the SSRB to undertake the 2023/24 review of pay for all salaried judicial office holders. This letter sets out the details of that commission.

Context for 2023/24

I am committed to continuing to recruit the finest legal professionals to take up and remain in judicial office. That is key both to running our courts and tribunals and to maintaining the excellent reputation of our judiciary. Pay awards must strike a careful balance – recognising the vital importance of the judiciary to our justice system, whilst delivering value for the taxpayer, not increasing the country's debt further, and being careful not to drive prices even higher in the future.

We are due to have a Major Review of the Judicial Salary Structure, which usually takes place every 5 years. I understand your concerns about starting a Major Review before a new judicial lead and permanent chair of the SSRB are appointed and so have taken the decision not to commission such a review this year. However, I am mindful that such a review should be undertaken at the earliest opportunity. Since the last Major Review in 2018 where you identified significant challenges at High Court, Circuit and District Bench level, we have delivered on our major pension reforms with the successful introduction of the new judicial pension scheme this year. As a result, recruitment has been much stronger over the last few years, but the demands on the courts mean that we continue to face some shortfalls in the Circuit Bench and the District Bench, and the level of fee paid judges applying for salaried office continues to be an issue. These areas would be a likely focus of a future Major Review.

Detailed remit

I would like the SSRB to make recommendations to the Government on the 2023/24 annual pay award for all judicial office holders for whom I set the rate of remuneration. This should take account of evidence which my Department will provide, including on the affordability of any award as well as evidence on recruitment, retention and diversity of judges. In the current economic context, it is particularly important that you have regards for Government inflation target when forming recommendations.

I can assure you that the robust and independent advice given by the SSRB to the Government is highly valued and that I attach considerable importance to the expert and independent judgement of the SSRB. I ask that you submit your report by the end of May 2023.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Dominic Raab". The signature is fluid and cursive, with the first name "Dominic" and the last name "Raab" clearly distinguishable.

RT HON DOMINIC RAAB MP