



Ministry
of Justice

Andy Slaughter MP

Chair of the Justice Select Committee
House of Commons
London
SW1A 0AA

The Right Honourable
Shabana Mahmood MP
Lord Chancellor & Secretary
of State for Justice

MoJ ref: SUB124214

22 May 2025

Dear Andy,

GOVERNMENT RESPONSE TO THE SSRB ANNUAL REPORT 2025/26

The Ministry of Justice submitted its written evidence to the Senior Salaries Review Body (SSRB) for consideration of the 2025/26 judicial pay award in December and the oral evidence session with the SSRB was held in March. The SSRB has now finalised its report, and a statement is due to be given in Parliament as part of a wider announcement on a range of public sector pay awards.

Pay award

The SSRB has recommended a pay award of 4.75%, to be applied to all members of the judiciary within their remit for 2025/26. This recommendation was made due to concerns over the ongoing recruitment and retention issues affecting parts of the judiciary.

As I set out to Parliament, I value the SSRB's expertise and independent advice in recommending a judicial pay award which reflects the important role that the judiciary play across the justice system. When making my decision, I have carefully considered the SSRB's advice alongside the financial implications for my department.

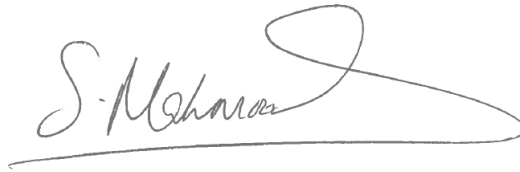
I have decided to reject the SSRB's recommendation, and instead implement a 4% judicial pay award. I have not taken this decision lightly. As I set out in my evidence, an award of 2.8% was affordable to my department. I have reprioritised funding to increase that figure to 4%. This award will be applied equally to all judicial office holders for whom I have responsibility and will be backdated to April 2025.

I share the SSRB's concern over the persistent recruitment and retention issues affecting parts of the judiciary. That is why I commissioned the Major Review of the Judicial Salary Structure. The terms of reference published on 13 May includes looking in depth at the specific recruitment and retention issues affecting the judiciary. The Major Review is the right place to address these areas through targeted reform.

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I hope this increase goes some way to demonstrate the value that I and the Government place on our independent judiciary and their unwavering commitment to the delivery of justice and the rule of law.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'S. Mahmood', with a long, sweeping horizontal line extending to the right.

RT HON SHABANA MAHMOOD MP

LORD CHANCELLOR AND SECRETARY OF STATE FOR JUSTICE

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