

GMB J25 Judicial Branch
- Speaking Up for JOHs



15.01.26 5:00 p.m. Branch Quarterly Meeting

Meeting open to all J25 branch members by Zoom

Clive Smith - GMB Senior Organiser will be attending

Agenda

1. Approval of minutes of October 2025 meeting (*previously circulated but further copy attached*)
2. Branch Development Plan (Problems & Opportunities) – *see attached*
3. Election of Auditor (*we need another because of our branch size - now 135 members*)
4. Motion for GMB Annual Congress -
“This Congress condemns the increasing tendency of politicians, the media and others to unfairly criticise decisions the judiciary make on behalf of society. In everyone’s interest, the judiciary must be free to make decisions according to the law and the evidence, free from outside pressure.

Congress notes the Lady Chief Justice’s growing concerns about judicial safety, shared by members of GMB Judicial Branch. The judiciary must not be intimidated by those seeking to advance their political agendas with inflammatory comments, or by people who hear such comments and decide to take matters into their own hands.

Congress reiterates the right of the judiciary, like other GMB members, to be free from threats to them and their families because of the work they do.

Congress resolves to campaign against intimidation of the judiciary. It expects an effective response from the Ministry of Justice and Secretary of State”

5. Salary Structure Review (see note at foot below)
6. Salary Delays after New Fees System Introduced. *As of 9.1.26 it appears that payment of some fees for fee-paid judiciary may be delayed to at least February because of issues with new IT system. This includes fees for Court of Protection sittings and SEND Tribunal preparation. Claims must be logged before 15.1.26 deadline to be included in January payroll. Are other members affected/ has situation resolved by the time of our meeting/ what should J25 do?*
7. Current Situation on Employment Rights Bill/ judicial 'worker' status. *As of 9.1.26 GMB senior officials are awaiting a briefing after the Act was recently passed.*
8. Current/ Future Campaigns -
 - a. Harassment of Judges
 - b. Inappropriate/ unfair discipline - JCIO
 - c. (new) - lack of diversity in judiciary - little progress has been made by MoJ & JAC in achieving better representation of minorities/ maybe we should be actively challenging MoJ/ JAC on this?
9. AOB. *This is for very minor matters or for matters that have occurred after 9.1.26 (the deadline mentioned in the draft Agenda sent out on 16.12.25).*

Andy Brodie

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Branch Secretary 9.1.26

Salary Structure Review

The Salary Structure Review allows for individual and collective responses by 30th January 2026 about matters related to its terms of reference

<https://assets.publishing.service.gov.uk/media/682348cc2a6442d07e7e07c3/judicial-salary-structure-terms-reference.pdf>. J25 might also send you a more structured survey about this, which we're still considering.

Among questions it asks to guide its recommendations on **salary structure** (my emphasis) are:

- What makes being a member of the judiciary today rewarding?

- What makes being a member of the judiciary today challenging?
- Has the role of a judge changed in the last 5 years? If so, how?
- How would you expect the role of a judge to change in the next 10 years?
- Historically, salary increases within the judiciary have been applied uniformly across all groups. Would you support targeted increases in salary for specific grades experiencing challenges in recruitment?
- Please tell us your response to the following statements: *"There are barriers that prevent high quality candidates from all backgrounds joining the judiciary."*; *"There are barriers that prevent high quality candidates from all backgrounds **progressing** through the judicial salary structure."*
- How similar or different are the working days of fee-paid and salaried judges (in the same salary group or equivalent)?
- Are there further issues that you would like to bring to our attention as part of the Major Review? If so, please outline them below

Our aim as J25 about **salary structure** would be to secure proper and fair remuneration. We'll need to decide (any comments before meeting would be useful – it is possible to 'road test' the form by entering comments and then exiting without submitting them). An issue with the electronic response form is that it forces answers to all questions – validation will not allow Respondents to continue if any section is left blank.:

- A. If there any value we can add by providing a response/ would we just be repeating what others will already have said or wider research shows?
- B. Do we provide bland response to 'mark territory' or something more specific?
- C. If yes, what do we say?.