

GMB J25 Judicial Branch - Speaking Up for JOHs



Thursday 16.10.25 5:00 p.m. - Branch Quarterly Meeting

Meeting Notes

1. **Apologies/ Welcome to New Members Attending**
(no apologies)
2. **Minutes of Last Meeting 17.07.25 – Approval**
(approved)
3. **Dates of 2026 Meetings - for Members' Diaries**
Agreed: Thursdays 5pm -
15th January, 16th April, 16th July, 15th October.
4. **Future of the Judiciary - Removal of Judges from Asylum Appeals**

- The MoJ and Home Office are implementing removal of judges from asylum appeals. This potentially affects other tribunals, both in offering a model for Social security etc, and in reducing remaining sittings available in other tribunals where multi-ticketed immigration judges also sit.
- MoJ/ judicial leadership have not shared detailed plans with judges. This is causing considerable anxiety. In the meantime the appeals backlog exceeds 90k, because of previous chronic underfunding. 2023 appeals are currently being heard.
- JAC is still recruiting judges, but unusually for tribunals, specifically for this area - possibly to avoid needing to re-deploy?
- We will draft letter to MoJ seeking clarification of plans, in conjunction with President.

5. Judicial Welfare

5.a.Bar Council Report/ Press coverage of bullying by and of judges.

- Coverage of this appears to have abated, so we will take no further action for time being.

5.b.Vilification of Judges in Media/ MoJ Reaction to Protect Judges

- This is a particular concern for immigration judges, who have been recently targeted by Robert Jenrick and others.
- MoJ has resisted calls to warn judges targeted in the Press and social media. The Council of Immigration Judges and SPT has supported these calls, but MoJ's Judicial Office has pushed back, perhaps because they still hope to resist legal health and safety duty to judges.
- Fee-paid judges only get enhanced police protection after an incident.
- We will write to Lady Justice Yip, Deputy Senior Presiding Judge for England and Wales, who is leading current security review. (Note : this has been done and Lady Justice Yip has responded positively)

- We will also brief Times newspaper. (Note : Article appeared in Times legal section p53 23.10.25)

5.c. Condition of Court buildings

- Coverage of this ongoing in various media, so we will take no further action for time being.

5.d. Commonwealth Magistrates' and Judges' Association (CMJA) adoption of UN judicial welfare resolution

- Adopted following proposal by Kaly Kaul - J25 member.
- Vote of thanks agreed to her.

6. Terms & Conditions

6.a. SEND Tribunal holiday pay

- This has been claimed by several members of SEND JoH association - ASENT. GLS on behalf of MoJ is resisting on basis that judges do not have worker status, which seems odd after O'Brien case.
- One lost and two are awaiting judgements, one being a GMB member.
- MoJ has now changed payslips to refer to holiday pay, which may just confirm current situation.

6.b. MoJ consultation on retrospective deduction of missed judicial pension contributions

- Consultation does not explain background, but may be overhang from O'Brien litigation, which provided pensions for fee-paid judges.
- (Note : further checking on intranet has clarified <https://www.gov.uk/government/consultations/judicial-pensions-amendment-regulations-2026/judicial-pensions-amendment-regulations-2026-consultation> Paragraph 14 says issue arises from pension scheme failure to create proper record when member joined scheme, or when a FPJPS earnings cap was wrongly applied to some judges in JPS22.)

7. Secretary's Report - SO, Recruitment, Recognition

- Stuart Fegan, our Senior Organiser is currently away. He is being covered by Nick Day.
- Part of our recruitment strategy is to ask judicial associations to encourage their members to join GMB, as offering more. Andy has contacted Social Security JA 'CATJ' accordingly, after it suggested he became CATJ Rep. ASENT likely to encourage members to join.
- (Note: Andy has also emailed leading immigration barristers chambers who include fee-paid judges, after Garden Court article in Law Society Gazette about threats to judges. This has already produced recruit who posted GMB website details on judges' WhatsApp group.)
- Secretary to draft membership pitch to ASENT members.
- Recruitment is part of our drive for MoJ recognition after Employment Rights Bill becomes law. Current SoS may be more sympathetic.
- President to write to SoS.

8. President's Report - Hoc PAC on Family Courts

- President has given evidence to House of Commons Public Accounts Committee on performance of family court services for children
- She highlighted lack of training for family court judges. Extensive relevant experience is no longer required for these judges.

9. Matters Arising

- Secretary will help member update email address on GMB records. Contact is membership.SO@gmb.org.uk

Andy Brodie - J25 Branch Secretary
30.10.25