
Annual Report of the Independent Remuneration Board **2024-25**

July 2025

The Independent Remuneration Board of the Senedd

The Independent Remuneration Board of the Senedd makes decisions on the pay and direct support for Members of the Senedd to attract a wide range of capable and diverse candidates and to enable those elected to do their jobs effectively, and ensuring value for money for the people of Wales.

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Contents

Chair's foreword	6
Our Year 2024-25.....	8
1. The work of the Board	10
What is the Board?	10
What is the Determination?	10
How is the Determination administered?	10
The Board's Principles	11
The Board's Programme of work	11
2. A responsive Determination.....	12
Constituency Office and Engagement	12
Overnight accommodation	13
Members' salaries	13
Staff salaries	14
Senedd Group Support	14
Members' pension scheme	14
Exceptional Expenses	15
Security	15
3. A simpler Determination	16
4. A sustainable Determination.....	17
Financial sustainability	17
Environmental sustainability	17
Promoting and supporting diversity	17
5. Promoting trust and engagement	19
Evidence and Research	19
Engaging with Members and their staff	19

Engagement with the work of Senedd Committees.....	20
Engagement with stakeholders and the media.....	20
Dialogue with the Senedd Commission.....	20
Oversight of the Board’s administrative resources and budget.....	21
UK remuneration networks.....	21
Independent End of Term Review	21
6. Forward look.....	23
Annex A - Board cost breakdown for 2024-25	24

Chair's foreword

I am pleased to present this report on the Board's work during 2024-25.

With the new Senedd just around the corner, the Board has concentrated on delivering the outcomes of the thematic reviews and finalising proposals for the Determination for the Seventh Senedd designed to ensure Members and their staff have what is needed to deliver their duties. Specifically, the Board's goal this year has been to decide the way forward in sufficient time to ensure those thinking of standing for election have the information needed to take this decision, and for the Senedd Commission to budget and plan according to the provisions that will be available to Members.

This report sets out the Board's activities, engagement, progress on thematic reviews and key decisions during 2024-25 and is organised according to the four strategic objectives the Board committed to delivering during this term.

The Board consulted on its Part One proposals for the Determination for the Seventh Senedd, including proposed changes to overnight accommodation, constituency office and engagement costs and support for political groups. The Board's decisions on these proposals were published in a [report](#) in March. The Board also finalised its draft proposals for its Part Two consultation including Members' remuneration and additional support and support staff budgets and pay and grading, which was scheduled to commence in the first quarter of 2025-26.

A significant amount of comparative international research and benchmarking with other legislatures was carried out to inform these proposals, alongside engagement with Members, staff and external stakeholders. The publication of this evidence increases transparency of the Board's work and demonstrates the Board's commitment to evidence-based decision-making and engagement.

I am grateful to all those Members and their staff who have taken the time to meet the Board or participate in the consultation on the Board's work during the past year, in particular those who have helped shape the work of the staffing review. I am very conscious of how busy Members and their staff are, so it is encouraging that so many people are willing to share their experiences and expertise to help inform the Board's work.

I would like to thank my fellow Board members for contributing their hard work and expertise to ensure our objectives were met and progress on the thematic reviews gained pace during what has been a challenging year.

I would particularly like to acknowledge the contribution and pay tribute to the late Mike Redhouse who sadly passed away in January 2025. Mike was an expert in employment and HR matters and with his knowledge and passion he drove forward the review of the staffing pay and grading framework. His commitment to ensuring the pay and conditions for staff are fit for the coming Senedd and beyond have provided a solid foundation for the move to a larger, reformed Senedd and his contribution and friendship will be missed.

As a Board we were also sorry to have lost the expertise and experience of Lord Hanson of Flint (formerly Sir David Hanson), who resigned in July 2024 when he took up a Ministerial post in the UK Government. His work on preparing for new ways of working has resulted in beneficial changes to be implemented ahead of the next Senedd term.

Dame Jane Roberts' tenure at the Board is coming to an end in 2025. We are very grateful for her knowledge and enthusiasm in progressing the review of the political party support allowance and recommending proposals to ensure a more equitable and simpler administration of this funding.



Dr Elizabeth Haywood

Chair, Independent Remuneration Board of the Senedd

Our Year 2024-25

BOARD ACTIVITY



7 Members' Representative Group meetings

9 Board meetings

7 Staff Representative Group meetings

3 Chairs of UK Remuneration Bodies network meetings



8 meetings with staff and trade union representatives, and Members to develop staff pay and grading framework.

Meetings with **36** Members during the year through Representative Groups, Drop-Ins or engagement on Members' pay or the staffing review.



11 Meetings with external stakeholders, including Welsh Youth Parliament representatives and other external stakeholders to discuss Members' pay.



Published **8** research papers, analysing Member expenditure or comparing UK or international approaches to Members' pay and support.



Continued dialogue with the Llywydd, Commissioner for Budget and Governance and Chief Executive and planning of programme of joint work between Board and the Commission in run up to Seventh Senedd.

SIGNIFICANT DECISIONS

- Exceptional Determination to remove the cap on Members' salaries
- 6% salary increase for Members and support staff for 2025-26;
- Consulted on policy proposals for the Seventh Senedd - overnight accommodation entitlement, constituency office and engagement and support for Senedd groups.

- Developed and consulted on initial proposals for the introduction of a new Job Families framework for the Seventh Senedd.
- Introduction of simplified and consistent redundancy payments for staff and winding up payments for Members who stand down or who are not elected at the next election.
- Simplified requirements for Members to claim business costs and procure goods and services.

Independent Remuneration Board

OUR PURPOSE

The **Independent Remuneration Board of the Senedd** makes independent decisions on the pay and direct support for Members of the Senedd to attract a wide range of capable and diverse candidates and to enable those elected as Members to do their job effectively, ensuring value for money for the Welsh public purse.

OUR GUIDING PRINCIPLES

We make decisions on the system of financial support and remuneration for Members.



Our decisions should be appropriate within the context of Welsh earnings and the wider financial circumstances of Wales.



Our decisions should support the strategic purpose of the Senedd and facilitate the work of its Members.



Our decisions should be robust, clear, transparent, sustainable, inclusive, and represent value for money for the taxpayer.

OUR GOALS FOR THE TERM

To enable Members of the Sixth Senedd to do their parliamentary job effectively, in their locality and in the Senedd. To prepare a package of pay and support for the Seventh Senedd.

All within a changing constitutional, social, and global context.

OUR STRATEGIC OBJECTIVES

A RESPONSIVE DETERMINATION: deliver a Determination which responds to Members' changing business needs, citizens' expectations and the evolving constitutional context.

A SIMPLER DETERMINATION: simplify the Determination to provide flexibility for Members to determine their own priorities with proportionate safeguards, in co-operation with the Senedd Commission.

A SUSTAINABLE DETERMINATION: deliver a sustainable model of support, which takes account of diversity needs, the climate change emergency and long-term finances in Wales.

PROMOTING TRUST AND ENGAGEMENT: engage effectively with Members and a wider range of stakeholders to enable effective reviews and promote public trust.

WHAT SUCCESS WILL LOOK LIKE:

- Members trust and respect the decisions we make and view them as fair, evidence-based, and clear.
- Members have confidence that our decisions enable them to do their work as elected representatives effectively.
- The public has confidence that the system to provide financial support to Members delivers value for money, is transparent, and operates independently.

1. The work of the Board

What is the Board?

3. The Independent Remuneration Board is an independent, statutory body responsible for ensuring Members of the Senedd ('Members') have the appropriate remuneration and resources available to them to undertake their role, **having regard both to the functions they carry out and the importance of ensuring accountability and value for money in how those resources are used.** This includes setting the salaries of Members and the amounts they can claim for staffing and office costs.

4. The Senedd Commission provides the Board with secretariat support to enable it to operate effectively. The budget for administrative support for the Board (see [Annex A](#)) and the budget to meet all costs arising from the Determination is allocated by the Senedd Commission annually.

What is the Determination?

5. The Board sets Members' salaries and the amounts they can claim for business and staffing costs in a document called the [Determination](#).

6. The Board engages with Members, their Support Staff and the Senedd Commission throughout the year to understand any developments or changing needs in order to reflect these in an annual review of the Determination. As part of the annual review, the Board also considers the economic outlook and any inflationary uplifts to Members' budgets and staff salaries.

How is the Determination administered?

7. The Senedd Commission is responsible for administering the Determination, processing Members' claims and providing guidance and support for Members and their staff on matters related to the implementation of the Determination.

8. The Senedd's Code of Conduct requires Members to follow the [Rules on the Use of Senedd Resources](#) when claiming their costs. Details of all claims paid to Members are available on the [Senedd Commission's website](#).

9. More detail on the operation of the statutory roles and the interdependency between the Commission and the Board can be found in the Board's [Charter](#).

The Board's Principles

10. The Board's work is underpinned by a set of clearly-defined principles:

- financial support and remuneration for Members should support the strategic purpose of the Senedd and facilitate the work of its Members;
- decisions must be appropriate within the context of Welsh earnings and the wider financial circumstances of Wales; and
- the system of financial support for Members must be robust, clear, transparent, sustainable, inclusive, and represent value for money for the taxpayer.

11. This annual report is published in accordance with the legislation which established the Remuneration Board, the National Assembly for Wales (Remuneration) Measure 2010¹. It says:

'The Board must, as soon as possible after the end of each financial year, lay before the Senedd an annual report on its activities, including its use of resources, during that financial year.'

The Board's Programme of work

12. The Board agreed a programme of work to deliver improvements to the Determination in this Senedd and a Determination to meet the needs of the Seventh Senedd.

13. The strategic work programme for 2021-26 includes the following objectives:

- A Responsive Determination
- A Simpler Determination
- A Sustainable Determination
- Promoting Trust and Engagement

14. The Board organised this work according to the following five 'thematic' reviews which take into account Senedd reform:

- a simpler Determination;
- a review of staffing support for Members;
- changing ways of working;
- support for political parties allowance; and
- a review of Members' pay and personal support.

¹ **National Assembly for Wales (Remuneration) Measure 2010 (legislation.gov.uk)**

2. A responsive Determination

“The Board will seek to deliver a Determination which responds to Members’ changing business needs, citizens’ expectations, and the evolving constitutional context.”

15. During this year the Board carried out engagement and consultation with Members, their staff and the Senedd Commission to ensure that the Determination continued to meet the needs of Members in support of their duties in the Senedd and their constituencies. This involved regular meetings with a Senedd Members’ Representative Group and Staff Representative Group, which included representatives from Unite and PCS unions. Several Board proposals have been informed by representations made by Members, staff and the Senedd Commission.

16. The Board’s focus for this year has been on preparing a revised Determination for the Seventh Senedd, reflecting changes in the composition and size of the next Senedd as a result of the Senedd Cymru (Members and Elections) Act 2024. Alongside this, it has undertaken its usual Annual Review of the Determination for 2025-2026, the final year of the Sixth Senedd. As such, its decisions have also covered transitional measures for those Members standing down at the end of this Senedd or who stand for election, but are not returned.

Constituency Office and Engagement

17. The Board continued to consider the implications of how the ways of working of Members and their staff have evolved during recent years and are likely to change again in the Seventh Senedd. This work, led by Sir David Hanson, included a review of how elected Members work in other legislatures with multi-Member constituencies (to be introduced in Wales for the Seventh Senedd) as well as a review of Members’ expenditure on office and constituency liaison costs during the Sixth Senedd.

18. Following the review, the Board also consulted on proposals for new constituency office and engagement support for the Seventh Senedd, including simplifying the approach to setting up offices and extending the amount that can be vired between budgets to provide Members with greater discretion and flexibility, following calls from Members for greater flexibility for the use of resources.

Overnight accommodation

19. The Board carried out research into the cost of residential accommodation for Members as part of the annual review process. In response, the amount Members can claim for an overnight stay in London was increased to align with the IPSA rate and the amounts for rented accommodation in Cardiff was increased by the ONS Index of Private Housing Rental Prices, which was 9.8%.

20. The Board consulted on proposals for the Seventh Senedd to ensure that the approach to providing support for overnight accommodation remains suitable for Members' needs. The Board is minded to base eligibility for residential accommodation allowance on the constituency boundaries at the next Senedd election.

Members' salaries

21. Although the Board had set the annual indexation for Members' salaries at the start of the term, the Board reflected on changes in the economic circumstances and, critically, the continued period of pay increases in the wider Welsh economy, as indicated by the Annual Survey of Household Earnings (ASHE) Wales published in November 2024.

22. The Board concluded that retaining the 3% cap on Members' pay would be counter to the Board's core principle of setting decisions in the 'context of Welsh earnings and the wider financial circumstances of Wales'. It would also not fulfil the Board's statutory objective of providing Members with a level of remuneration '...which fairly reflects the complexity and importance of their work as Members'. An exceptional Determination was agreed and published in March 2025, which removed the cap on Members' salaries, and Members' salaries increased by 6% for 2025-26.

23. The Board gathered comparative data and evidence and sought views of Members, representatives of the Youth Parliament, the Senedd Commission and external stakeholders on Members' salaries in order to inform proposals for the Seventh Senedd. The review of Members' remuneration has been led by the Board Chair and the Board will set out proposals for Members' remuneration for the Seventh Senedd in early 2025-26..

24. The Board also introduced winding up payments for Members to close their offices and wind up their staffing and other contractual commitments should they cease to be a Member at the next election.

Staff salaries

25. The Board agreed to increase Members' support staff salaries by 6%, the ASHE Wales figure for 2025-26.

26. As part of the annual review, the Board also agreed to simplify staff redundancy entitlements. All staff will now be entitled to a 100% uplift on the statutory redundancy payment, rather than some receiving 100% and others 50% depending on circumstances.

27. During 2024-25, the Board continued its review of staffing support for Members in the Seventh Senedd led by Board member Mike Redhouse. The Board commissioned the external consultancy Beamans to develop a new framework and pay levels for the Seventh Senedd. Initial proposals for the introduction of a new Job Families framework were consulted on in the early Summer of 2024.

28. Several Members and support staff were engaged in the development of a draft new job families framework. Beamans also benchmarked Members' support staff salaries against those for similar roles across the jobs market, the outcomes of which will shape the Board's proposals for support staff pay and grading for the Seventh Senedd. The Board's proposals for a new pay and grading framework will be issued for consultation in early 2025-26

Senedd Group Support

29. The Board finalised its draft proposals for consultation on the financial support of political groups in the Seventh Senedd. This work was led by Board member Jane Roberts and followed engagement with Members and consideration of the evidence of the funding mechanisms for non-governmental political groups in other legislatures.

30. The Board proposed changing the name of the political party support allowance to Support for Senedd Groups; removing the fixed quantum of funding for groups; providing funding only to groups of Members as defined in Standing Orders and distributing funding via a simpler, more transparent 'tiered per Member rate'. The Board will publish its decision on these proposed changes in the Summer of 2025.

Members' pension scheme

31. The Board was pleased to appoint the interim Chair, Gregor Law, as the Chair of the Pension Board of the Members of the Senedd Pension Scheme, via Dalriada Trustees.

32. Following consultation with affected Members, the Board decided on a McCloud remedy for the Members of the Senedd Pension Scheme (known as 'the Remedy') and the Scheme rules have been amended to reflect this.

33. The Board also agreed that Members of the Pension Scheme affected by the McCloud remedy judgement would be able to claim up to £250 towards independent financial advice in order to guide their decision making.

34. The Board reviewed and approved the Memorandum of Understanding between the Commission, the Board and the Pension Board which has been updated to reflect the appointment of the Third-Party Administrator, Broadstone and the requirements of the Pension Regulator's General Code of Practice.

Exceptional Expenses

35. The Determination sets out to provide Members with a sufficient budget to ensure that all permissible business or staffing costs can be met. On occasion, unforeseen circumstances often outside a Member's control can require additional funding or more flexibility; the Determination and the Board is responsive to such 'exceptional circumstances'. When these arise, the Board is asked to consider the case for providing exceptional financial support.

36. During 2024-25 the Board received two applications for exceptional expenses. The two applications for additional costs were not approved; however, in respect of one application the Board did agree to allow a greater level of funding to be vired between funds than is usually allowed by the Determination.

Security

37. Security measures for Members' homes and offices deemed necessary by the Senedd Commission's Security Team are funded from the Determination.

38. The Senedd Commission is responsible for making assessments of Members' homes and offices, which continue to be updated to ensure security measures are appropriate. The Senedd Commission's Security team continues to respond to Members' safety needs and concerns, for instance, by ensuring all support staff have a personal emergency alarm and know how to use it, to guarantee their safety no matter where they are working from.

39. The Board engages annually with the Commission to ensure it is kept up to date with the work done to improve security measures for Members. The Board is satisfied that the provisions in the Determination enable these important measures to be met.

3. A simpler Determination

“The Board will seek to simplify the Determination, including increasing flexibility for Members to determine their own priorities with proportionate safeguards, in cooperation with the Senedd Commission.”

40. The Board continued its work to simplify the processes and procedures for Members and their staff which are in the Determination. This review is led by Board member Hugh Widdis.

41. During the annual review, the Board simplified the staff redundancy provisions and removed the requirement on Members to obtain three quotes when procuring equipment or services via (pre-procured) Senedd Commission contracts.

42. The Board has published a range of proposals for the Seventh Senedd, to ensure it is simpler and easier for Members and their staff to claim costs and carry out their duties:

- The Board is minded to have only two geographical areas of eligibility for **overnight accommodation** in the Seventh Senedd, rather than the current three. The two areas are intended to be simpler to administer, as they will be based on constituency boundaries, rather than travel time to work.
- The Board is minded to remove the principles relating to office provisions in the Seventh Senedd. This will simplify the process of **setting up an office** for Members. The safeguards for taxpayers, that Members must adhere to, of reasonableness, sustainability, reputation and value for money will remain applicable to all transactions.
- To increase transparency and clarity, the Board is minded to change the name of the Political Party Support Allowance to **Support for Senedd Groups** and clarify the purpose of the support in the next Senedd, following consultation on the use of the fund.

4. A sustainable Determination

“The Board will seek to deliver a sustainable model of support, which takes account of the diversity needs of Members, the climate change emergency and the long-term finances in Wales

43. The Board has a range of statutory functions, including ensuring probity, accountability, value for money and transparency with respect to the expenditure of public funds.

Financial sustainability

44. In considering ‘value for money’ in the context of all its decisions, the Board is informed by data and comparative evidence, including Members’ claims (which are published [online](#)), salary benchmarking data, and economic data and forecasting analysis.

45. The Board considers the cost implications of all its decisions and is committed to making its decisions in the context of the wider Welsh economy and considers the longer-term implication of proposals in light of a future expanded Senedd.

Environmental sustainability

46. The Board seeks to give flexibility and discretion to Members; the Determination however requires Members seek to ensure that any expenditure incurred provides value for money to the taxpayer, represents the most sustainable and reasonable option available.

47. Furthermore, the Determination states that Members and their support staff should aim to travel in the most sustainable way that is possible and appropriate and also encourages ‘car sharing’.

48. The Board has undertaken research comparing UK Parliamentary and remuneration bodies approaches to encouraging sustainability, to inform its Determination for the Seventh Senedd.

Promoting and supporting diversity

49. The Board is committed to promoting and supporting diversity and equality, reducing barriers so that the Senedd can reflect society, where anyone, no matter their background or circumstances, can become a Member of the Senedd. The Board is keen to ensure that all Members in the Seventh Senedd have the support they need to carry out their duties.

50. The Board has sought the views of Members and has reviewed the provisions in the Determination, undertaking comparative research into additional support provided to parliamentarians across the UK.

51. The Board has developed proposals to ensure that the terminology is appropriate and that the support available for the Seventh Senedd is sufficient, reflective of the social model of disability, and responsive enough to meet Members' needs, their dependants and those of their constituents. The Board will consult on proposals during the first quarter of 2025-26.

5. Promoting trust and engagement

“The Board will seek to engage with a wide range of stakeholders to enable effective reviews and promote public trust.”

Evidence and Research

52. The Board’s work is informed and underpinned by data analysis, engagement and evidence to better understand how the support provided through the Determination is used and spent and how other legislatures support members.

53. The Board has undertaken wide range of research to inform its annual review and policy proposals for the Seventh Senedd. This evidence includes:

- International Comparison: desk-based analysis of financial support provided to parliamentarians in other legislatures across the UK and globally.
- Member and Support Staff Engagement: engagement with Members, group and support staff and trade unions through Member Drop-In sessions, interviews and meetings, constituency office visits, correspondence, and consultation responses to recent annual reviews.
- Analysis of economic and pay data and expenditure: analysis of economic and pay data and indicators reported by bodies such as the ONS and UK Government and analysis of Members’ and Groups’ expenditure.

54. Much of this work has been published in full, and 8 reports, together with executive summaries, have been published on the Board website alongside relevant consultation documents.

55. The Board’s website was also reviewed during 2024-25 to make it more user-friendly and accessible to Members, support staff, wider stakeholders and the public.

Engaging with Members and their staff

56. In order to promote understanding of their work and seek feedback on the support provided via the Determination, the Board has engaged widely with Members informally and formally during 2024-25.

57. There was extensive engagement on the reviews of support for group funding, the review of Members' pay, and the staff pay and grading framework.

58. The Board met with the Members' Representative Group and the Staff Representative Group (including representatives from Unite and PCS unions) seven times.

59. There were seven informal 'drop ins' where Board members were available to discuss matters of concern or interest to Members.

60. During the course of 2024-25, the Board has met informally or formally with 36 Members, many several times, to discuss matters of mutual interest and concern.

Engagement with the work of Senedd Committees

61. The Board has written to:

- the Reform Bill Committee on the Senedd Cymru (Electoral Candidates Lists) Bill;
- the Business Committee on Committee Chair Job Sharing proposals and the review of the Public Bill and Members' Bill processes; and
- provided information on the Board's work and forward work programme to the Future Senedd Committee.

Engagement with stakeholders and the media

62. The Board sought to engage with and seek the views of stakeholders outside the Senedd Commission to feed into the Members' remuneration review, and met with representatives of the Youth Parliament.

63. The Board also proactively engaged with journalists in advance of consultations on Part One policy proposals and the annual review, which resulted in coverage across main broadcast, online and print news outlets of the Board's proposals on Members' pay.

Dialogue with the Senedd Commission

64. The Chair met with the Llywydd and Commissioner for Budget and Governance three times during 2024-25 to discuss matters of mutual interest and consider joint work on areas of shared interest.

65. The Chair met the Chief Executive and Clerk to the Senedd several times throughout the year to discuss the work of the Board and how it relates to related to the Commission's

responsibilities for implementing the Board's decisions. The meetings also included discussions on preparations for the Seventh Senedd and budgeting.

66. In addition, Board members met with the Chief Executive and the Deputy Chief Executive to discuss the review of support for political parties and the work to simplify the wording in the Determination and how it is implemented.

Oversight of the Board's administrative resources and budget

67. The National Assembly for Wales (Remuneration) Measure 2010 sets out that the Senedd Commission must provide the Board with such administrative support as the Board reasonably requires to enable it to discharge its functions.

68. The Board sets out its administrative budgetary requirements to the Chief Executive and Accounting Officer in correspondence. The Board's administrative budget, as part of the Senedd Commission's draft budget, is subject to scrutiny by the Senedd Finance Committee. The Determination budget is also included in the draft Senedd Commission budget.

UK remuneration networks

69. The Chair attended three meetings of the Chairs of the remuneration bodies of the four UK legislatures during 2024-25.

70. The network is an opportunity to discuss different approaches to meeting the challenges of facilitating the work of Members. Issues discussed included Members' pay, resettlement pay for Members, approaches to evaluating board effectiveness, public engagement and staff pay and grading.

71. The Board's secretariat has continued to keep in regular contact with colleagues in the different UK remuneration bodies in order to share good practice and develop knowledge and understanding.

72. The Board submitted written evidence to the Northern Ireland Assembly's Ad Hoc Committee on the Assembly Members (Remuneration Board) Bill and several of the Board's observations have informed amendments to the Bill.

Independent End of Term Review

73. The Board agreed to commission an end of term review to assess the Board's progress against its strategic objectives and to identify any lessons for the new Board in terms of its ways of working.

The end of term review will build on the work of the mid-term effectiveness review, and will be independently delivered, will seek the views of stakeholders and will be published in the autumn. The Board has published its final progress report setting out how it has responded to the mid-term effectiveness review.

6. Forward look

74. The Board has sought to ensure that the determination for the Seventh Senedd will be fit-for-purpose under the new arrangements. However, it has necessarily been developed alongside the Senedd's own consideration of its future approach to business, which may evolve further after the election. The Board expects to monitor closely early experience of applying the new determination in practice and any further adjustments to business arrangements so as to identify any aspects of the determination where an early review may be needed.

75. The Board will undergo a transition during 2025-26, with the appointment of three new Board members and the commencement of the fourth term of the Board. As noted above, the Board has commissioned an 'End of term review' to inform the Board's approach to business and strategic priorities for its new term.

76. The Board's commitment to open and transparent engagement on this work and its decision-making processes will continue.

77. If you would like to feed into the work of the Board, please email:

remuneration@senedd.wales.

Annex A - Board cost breakdown for 2024-25

Section 11 of the [National Assembly for Wales \(Remuneration\) Measure 2010](#) sets out that the Annual Report detailing the Board’s activity must include how the Board has used its resources during the financial year. The table below shows the direct costs incurred by the Remuneration Board in 2024-25 financial year. During this time there were nine formal Board meetings in addition to individual Board member meetings with secretariat, the Senedd Commission, other stakeholders and drop-ins with Members and support staff. Some of these meetings were held in person in Tŷ Hywel, and others were hybrid or virtual.

The following tables details the fees and expenses of Board members.

Table 1 – Board members’ fees

	Dame Jane Roberts	Michael Redhouse	Dr Elizabeth Haywood	Hugh Widdis²	Sir David Hanson³
Total	£4,438.47	£4,135.40	£15,865.58	£0.00	£1,186.62

The daily rate for the Chair of the Board is £400, half day rate of £200 and hourly rate is £53.33.

The daily rate for Board members the daily rate is £310; the half day rate is £155 and the hourly rate is £41.33.

² Hugh Widdis does not claim a daily rate for his work on the Board.

³ Sir David Hanson resigned as a Board member in July 2024.

Table 2 – Board members travel and subsistence⁴

	Dame Jane Roberts	Michael Redhouse⁵	Dr Elizabeth Haywood	Hugh Widdis	Sir David Hanson
Car Mileage	£0.00	£0.00	£553.50	£0.00	£0.00
Taxi / Car Hire	£0.00	£0.00	£0.00	£53.76	£7.40
Air Travel	£0.00	£0.00	£0.00	£79.66	£0.00
Train & Tube	£407.92	£0.00	£0.00	£0.00	£62.74
Tolls	£0.00	£0.00	£0.00	£0.00	£0.00
Other Expenses	£0.00	£0.00	£0.00	£18.20	£0.00
Accommodation	£341.96	£0.00	£243.97	£151.98	£80.99
Subsistence (catering)	£78.70	£0.00	£68.70	£0.00	£20.00
Total	£828.58	£0.00	£866.17	£303.60	£171.13

Table 3 - Additional costs

Table 3 shows other costs incurred by the Board such as those related to holding in-person meetings, and seeking external advice relating to the Rules of the Member' Pension Scheme. This table also includes costs incurred to support the thematic review on staffing support.

Information Commission annual charge	£40
Research and expert advice	£56,094
Catering	£410

⁴ Table 2 shows the amounts of travel and subsistence claims made by Board members during the financial year 2024-25. This is the net costs showing NI costs and prior year adjustments.

⁵ Mike Redhouse attended all Board meetings virtually during 2024-25.

Table 4 - Total costs

Board members' fees total (Table 1)	£25,626.07
Board members' travel and subsistence total (Table 2)	£2,169.48
Additional costs (Table 3)	£56,544
Staffing costs⁶	£449,903
Total costs for 2024-25	£534,242.55

⁶ Staffing costs for the clerking team that supports the Board included here as agreed with the Senedd Commission for 2024-25.



