

Exceptional Determination statement

Staffing Support for Members (including Political Party Leaders)

Statement of the Independent Remuneration Board of the Senedd under section 14(4) of the National Assembly for Wales (Remuneration) Measure 2010

Decision of the Independent Remuneration Board of the Senedd

On 21 January 2026, the Independent Remuneration Board of the Senedd (“the Board”) made a decision in relation to the reimbursement of costs incurred by Members in employing staff under section 20(2) of the Government of Wales Act 2006.

The Board’s decision is to extend the deadline by which Members (i.e. current Members who may return in the Seventh Senedd) must implement the new support staff pay and grading framework that will apply in the Seventh Senedd. For these Members, the deadline is extended from 7 May 2026 to 30 June 2026.

The Board’s reasons for making an Exceptional Determination

Under normal circumstances, where the Board has made a determination which contains provision that relates to the reimbursement of costs incurred by Members in employing staff, the Board cannot modify that provision in relation to any period before the end of the financial year in relation to which the provision first takes effect (see section 14(2) of the National Assembly for Wales (Remuneration) Measure 2010 (“the 2010 Measure”)).

However, in accordance with section 14(3) of the 2010 Measure, the Board is of the opinion that there are exceptional circumstances which make it just and reasonable for the restrictions imposed by section 14(2) not to apply.

The Board is of the opinion that an exceptional determination is required because:

- On 10 July 2025, the Board decided to introduce a new pay and grading framework for staff employed by Members in the Seventh Senedd, with an implementation deadline of the end of the Sixth Senedd.
- The framework will require Members to make important decisions relating to the employment of their staff, including decisions about identifying job roles, pay grades and job descriptions.
- Subsequent representations from Members indicated that the deadline would be challenging and would impact on successful completion of the work. Following consultation in December 2025-January 2026 regarding the impact of the deadline on current Members who may return in the Seventh Senedd, the Board agreed to extend the implementation deadline for these Members to 30 June 2026, in order to ensure a smooth transition to the new framework.
- Extending the implementation deadline for returning Members will facilitate the essential objective of a smooth transition to the new framework and ensure positive outcomes for both Members and their support staff.

The Board is of the opinion that these considerations give rise to exceptional circumstances which make it just and reasonable to make this determination.