PUBLICATION DATE:
September 2026



Remuneration Board

Determination on Members' Pay, Staffing and Business Costs

2026-27 (Number 2)

BWRDD TALIADAU
REMUNERATION **BOARD**

The Independent Remuneration Board of the Senedd

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 jobs effectively, ensuring value for money for the people of Wales.

The Board was established by the National Assembly for Wales (Remuneration) Measure 2010.

Copies of this Determination can also be obtained in accessible formats including Braille, large print, audio or hard copy from:

Clerk to the Independent Remuneration Board of the Senedd
Welsh Parliament
Cardiff Bay
Cardiff
CF99 1SN

Tel: **0300 200 6565**
Email: **Remuneration@senedd.wales**

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BWRDD TALIADAU
REMUNERATION **BOARD**

Membership



Dr. Elizabeth Haywood



Lord Nicholas Bourne



Gareth Llewellyn



Jennifer Long



Hugh Widdis

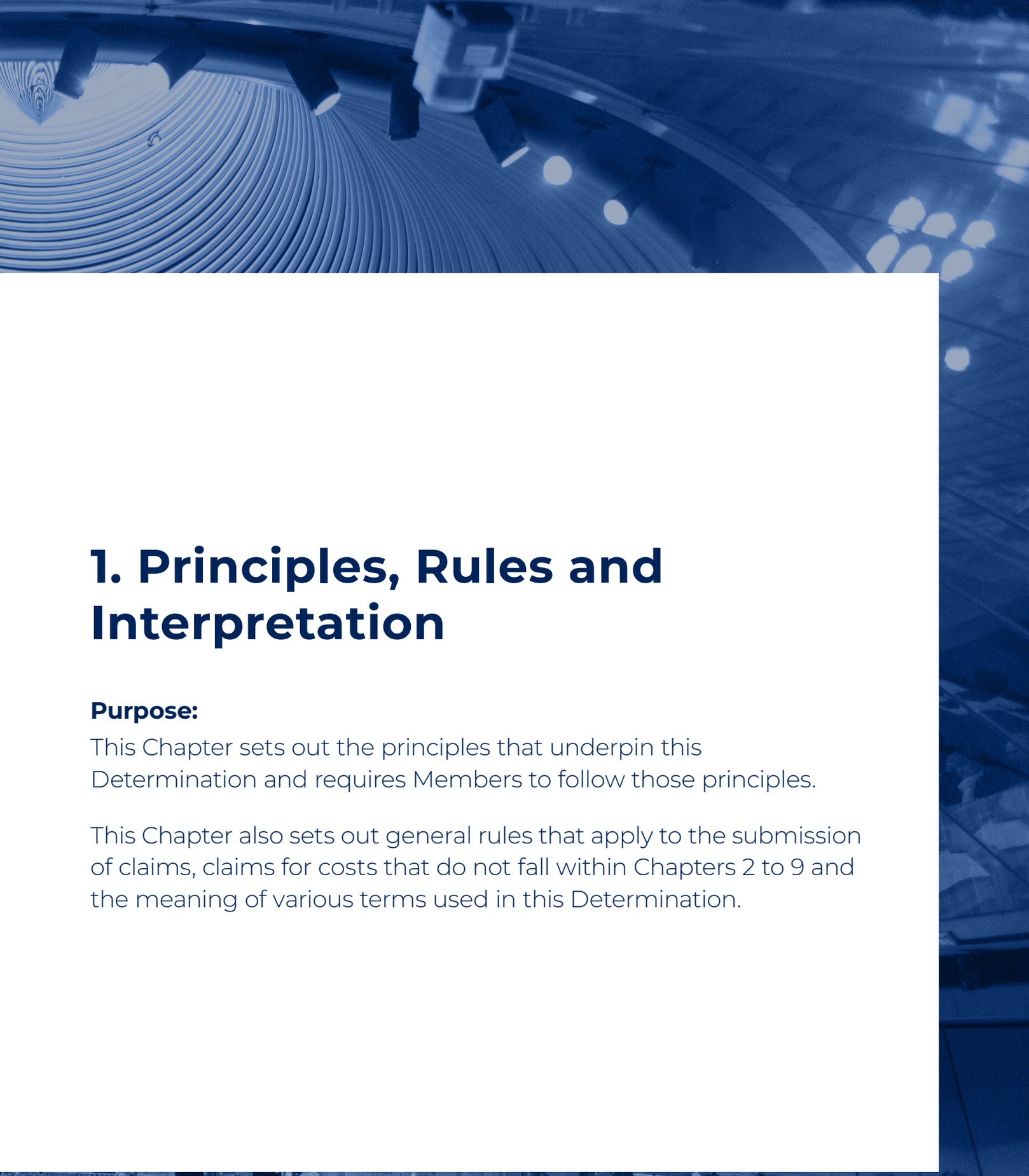
Contents

1. Principles, Rules and Interpretation 7
2. Remuneration of Members and Additional Office Holders .. 17
3. Additional Support 21
4. Overnight Accommodation 27
5. Travel 33
6. Constituency Work 39
7. Support Staff 47
8. Group Support 57
9. Members Leaving Office 63

Annex A: Salaries and Budgets for 2026-27 (from 7 May 2026) ... 69

Annex B: Entitlements to be included in Support Staff contracts of employment 77


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1. Principles, Rules and Interpretation

Purpose:

This Chapter sets out the principles that underpin this Determination and requires Members to follow those principles.

This Chapter also sets out general rules that apply to the submission of claims, claims for costs that do not fall within Chapters 2 to 9 and the meaning of various terms used in this Determination.



Purpose:

This Chapter sets out the principles that underpin this Determination and requires Members to follow those principles.

This Chapter also sets out general rules that apply to the submission of claims, claims for costs that do not fall within Chapters 2 to 9 and the meaning of various terms used in this Determination.

1.1. The Independent Remuneration Board

1.1.1. The Independent Remuneration Board of the Senedd ("the Board") makes decisions on pay and direct support for Members of the Senedd, to attract capable and diverse candidates and to enable those elected as Members to do their jobs effectively, ensuring value for money for the people of Wales. The Board was established by the National Assembly for Wales (Remuneration) Measure 2010 ("the Measure").

1.1.2. The Board's decisions are made in accordance with the Government of Wales Act 2006 and the Measure, and are set out in this Determination.

1.1.3. This Determination comes into force on 7 May 2026 and the decisions made in the exceptional determination dated 21 September 2026 regarding support staff contracts of employment come into force on that date. Where a member of support staff was employed by a Member at the end of the Sixth Senedd and continues to be employed by the same Member at the start of the Seventh Senedd, the member of staff will remain employed in accordance with Chapter 7 (or 8) of the Sixth Senedd Determination until 30 June 2026 or until the member of staff is employed in accordance with Chapter 7 (or 8) of this Determination (whichever is sooner).

1.2. The Board's objectives and principles

1.2.1. Section 3 of the Measure provides that the Board must exercise its functions with a view to achieving the objectives of:

(a) providing Members of the Senedd with a level of remuneration which:

(i) fairly reflects the complexity and importance of the functions which they are expected to discharge, and

(ii) does not, on financial grounds, deter persons with the necessary commitment and ability from seeking election to the Senedd.

(b) providing Members of the Senedd with resources which are adequate to enable them to exercise their functions as Members of the Senedd, and

(c) ensuring probity, accountability, value for money and transparency with respect to the expenditure of public funds.

1.2.2. In making this Determination, the Board has had regard to its own core principle that decisions must be appropriate within the context of Welsh earnings and the wider financial circumstances of Wales.

1.3. Principles that apply to all claims under this Determination

1.3.1. The following principles are derived from the Code of Conduct[1] and the Rules and Guidance on the Use of Senedd Resources[2] and underpin this Determination.

- Performing Members' duties

  Members must make claims only for expenditure that is necessary to enable performance of their duties.

- No party-political activity

  Members must not make claims that relate to party-political activity.

- No personal benefit

  Members must not make claims that give rise to, or give rise to the perception of, an improper, direct or indirect personal financial benefit to a Member or any other person or organisation, including a political party or political organisation.

[1] Code of Conduct on the Standards of Conduct of Members of the Senedd: https://laiddocuments.senedd.wales/gen-ld17959-en.pdf

[2] Rules and Guidance on the Use of Senedd Resources: https://senedd.wales/how-we-work/code-of-conduct/rules-and-guidance-on-the-use-of-senedd-resources/

- Accountability and transparency

  Members are responsible for expenditure and making claims under this Determination. Members must maintain proper records and manage their staff and budgets properly in all matters relating to claims under this Determination. While Members may delegate some tasks in support of those activities, responsibility remains with the Member.

  Members must provide evidence to support claims, except where this Determination says otherwise.

  Members must be open and transparent when making claims. Members should be aware that, under section 22(2) of the Act, the Senedd Commission is responsible for making information about expenditure incurred by Members accessible to the public.

- Value for money and reasonableness

  Members must ensure that expenditure claimed under this Determination provides value for money, represents the most sustainable and reasonable option available and does not have a negative effect on the reputation of the Senedd or its Members.

  Members must not claim under this Determination for anything that Members are entitled to claim from another source.

- Equality of representation

  Members must treat constituents equally, regardless of the party-political opinions (actual or perceived) of the constituents, where claims relate to engaging with constituents.

1.4. Guidance on submitting claims

1.4.1. Members are reminded that the Senedd Commission produces guidance and good practice notes to assist Members to understand this Determination. Any documentation issued by the Senedd Commission does not affect the content of this Determination which takes precedence over any such documentation.

1.5. General rules on submitting claims

1.5.1. Members must complete claim forms accurately and submit them to the Senedd Commission in accordance with the timescales set out in section 1.5.6.

1.5.2. Subject to section 1.5.3, a claim for anything costing £1,500 or more (including anything costing a total of £1,500 or more over a period of time) must be accompanied by at least three competitive quotations. But if there are exceptional circumstances, a Member may seek prior approval from the Senedd Commission to disapply the requirement to provide three competitive quotations.

1.5.3. The requirement to obtain three competitive quotations does not apply where a Member utilises a contract that is available for use by the Senedd Commission.

1.5.4. Where a receipt is addressed to someone other than the Member or their support staff, evidence must be provided to demonstrate that the costs relate solely to the performance of the Member's duties.

1.5.5. A Member will not be able to claim for late payment charges or charges arising from a lack of receipts that are required under this Determination.

1.5.6. Claims must be submitted within three months of the end of the month to which the costs relate unless an alternative timescale is given by the Senedd Commission or the Member can provide reasonable justification for not submitting the claim within three months. Late submission of a claim without reasonable justification will lead to the claim being refused.

1.5.7. Reimbursements for travel (including accommodation and subsistence) on Senedd committee business is a matter for the Senedd Commission and is not covered by this Determination.

1.6. Part-year claims

1.6.1. Where this Determination defines a salary by reference to a financial year, the salary is calculated on a pro-rata basis when:

(a) a Member becomes or ceases to be a Member;

(b) a person becomes or ceases to be an additional office holder.

1.6.2. Where this Determination defines a budget by reference to a financial year, the budget is calculated on a pro-rata basis when:

(a) a Member becomes or ceases to be a Member;

(b) a Member joins or leaves a Senedd Group.

1.6.3. Where a Member:

(a) ceases to be a Member;

(b) leaves a Senedd Group;

part-way through a financial year, the Member or Senedd Group may be required to refund any amount they have received that exceeds the reduced pro-rata budget.

1.7. Costs that do not fall within Chapters 2 to 9

1.7.1. A Member may make an application for costs that cannot be claimed under Chapters 2 to 9.

1.7.2. The application must:

(a) be made in writing to the Board;

(b) include sufficient information to enable it to be determined by the Board (the Board may seek further information relating to the application from the Senedd Commission);

(c) clearly identify any information the Member wants to be treated in confidence by the Board (which may include the Member's name).

1.7.3. The Board will consult the Accounting Officer before agreeing any costs under this section.

1.7.4. In order to meet costs under this section, the Board may allow a transfer of funds between budgets that would not otherwise be allowed under this Determination.

1.7.5. The Board will keep costs approved in accordance with this section under review.

1.7.6. The Board will publish information about costs approved in accordance with this section in its Annual Report.

1.8. Interpretation

In this Determination (except where the context otherwise requires):

"the Act" means the Government of Wales Act 2006.

"adjusted in April of each year in accordance with ASHE Wales" means adjusted in April of each year by the change in the Annual Survey of Hours and Earnings, annual gross Median Earnings for full-time employee jobs in Wales between April and April of the previous year.

"business associate" means a person, body corporate, firm or trust (other than a party-political organisation) with which the Member is connected, as defined in section 252 of the Companies Act 2006.

"Cardiff Area" means the area within a radius of 5 miles of the Senedd.

"child" means a person under the age of 18.

"disability" means an inequality, disadvantage, disempowerment or discrimination which may affect people with impairments as a result of barriers to access and inclusion.

"financial year" means the period 1 April to 31 March.

"Inner Area" means the area made up of the following constituencies:

Afan Ogwr Rhondda
Pontypridd Cynon Merthyr
Blaenau Gwent Caerffili Rhymni
Sir Fynwy Torfaen
Casnewydd Islwyn
Caerdydd Penarth
Caerdydd Ffynnon Taf
Pen-y-bont Bro Morgannwg

"main home" means the home in Wales that a Member has registered with the Senedd Commission as their main home.

"the Measure" means the National Assembly for Wales (Remuneration) Measure 2010.

"Member" means a Member of the Seventh Senedd.

"Member's duties" means activity in relation to the business and responsibilities of the Senedd and constituency business, wherever undertaken, in the public office of Member of the Senedd.

"Member's partner" has the meaning given in Standing Order 3.2(ii).

"Outer Area" means the area made up of the following constituencies:

Bangor Conwy Môn
Clwyd
Fflint Wrecsam
Gwynedd Maldwyn
Ceredigion Penfro
Sir Gaerfyrddin
Gŵyr Abertawe
Brycheiniog Tawe Nedd

"receipt" means evidence demonstrating expenditure, for example a receipt or invoice.

"serviced accommodation" means a residential unit with some or all of the following features:

(a) services (such as housekeeping, laundry and reception services) provided to guests;

(b) washing, cooking and dining facilities available separate from other units;

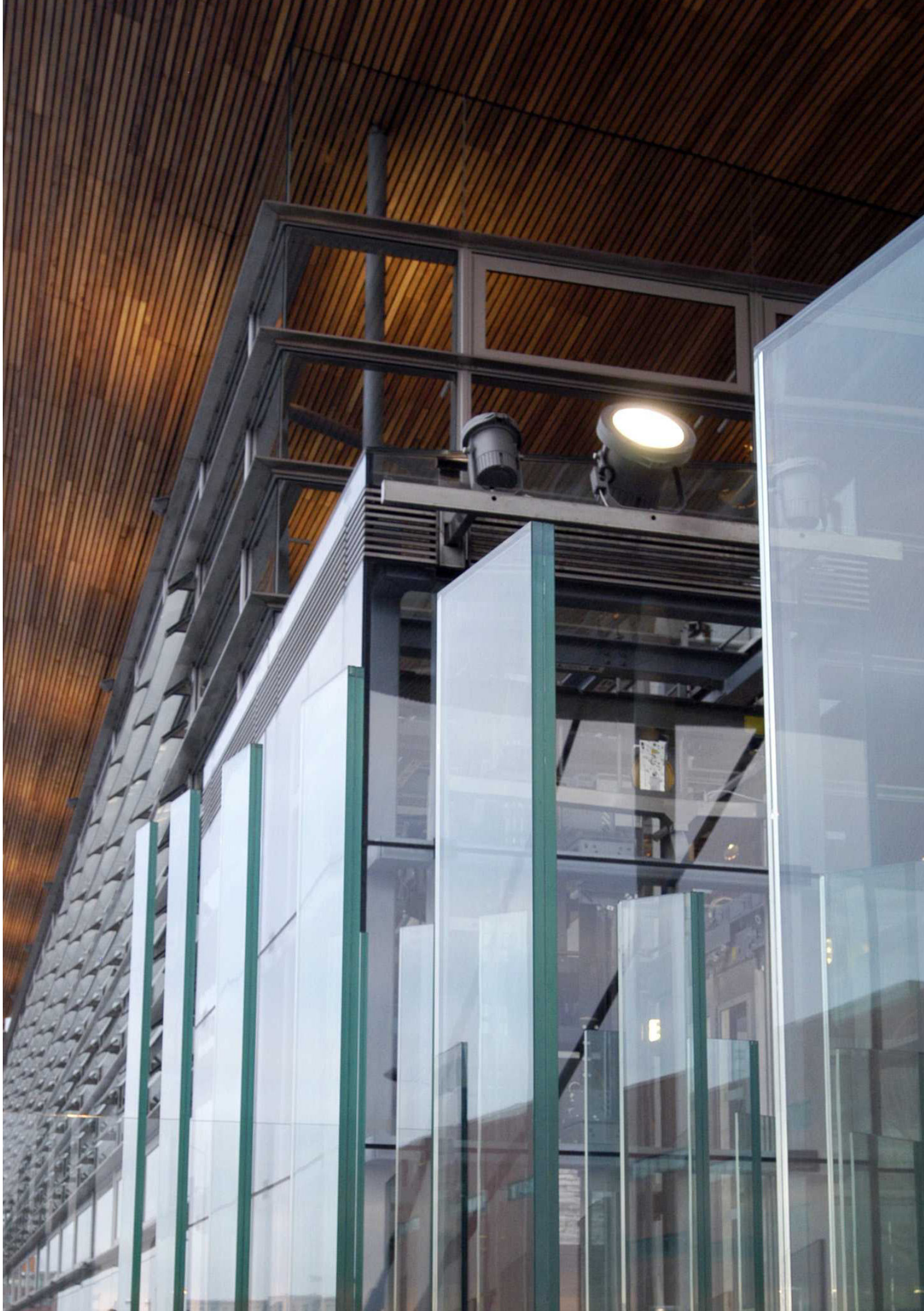
(c) taxes and utilities included in the rental price.

"Senedd election" means an ordinary or an extraordinary Senedd election.

"Senedd Group" means a political group as defined in Standing Order 1.3.

"Standing Orders" means the Standing Orders of the Welsh Parliament.

"subsistence" means food and non-alcoholic drink.





2. Remuneration of Members and Additional Office Holders

Purpose:

The purpose of this Chapter is to provide Members with a level of remuneration (including salary and pension benefits) which fairly reflects the complexity and importance of their functions, and does not, on financial grounds, deter persons with the necessary commitment and ability from seeking election to the Senedd.



Purpose:

The purpose of this Chapter is to provide Members with a level of remuneration (including salary and pension benefits) which fairly reflects the complexity and importance of their functions, and does not, on financial grounds, deter persons with the necessary commitment and ability from seeking election to the Senedd.

2.1. Salary

2.1.1. A Member's salary is:

(a) the amount set out in Part 1 of Annex A, plus

(b) an additional amount set out in Part 2 of Annex A where the Member holds an additional office.[3]

2.1.2. The additional offices are:

First Minister
Welsh Minister
Counsel General
Deputy Welsh Minister
Presiding Officer
Deputy Presiding Officer
Senedd Commissioner
Committee Chair
Business Committee Member
Leader of a Senedd Group

2.1.3. A Member who holds more than one additional office (including temporarily or by designation) will receive an additional office salary in respect of only one of those additional offices, being the highest paid of those additional offices.

2.1.4. The salary of a Counsel General who is not a Member is the same as the salary of a Counsel General who is a Member.

[3] Section 2.1.1 is subject to any reduction in salary provided for under section 21 of the Act.

2.2. Temporary or designated additional office holders

2.2.1. A person who exercises the functions of an additional office on a temporary basis or under a designation in accordance with the Act or Standing Orders will receive the relevant additional salary for the duration of the period during which they exercise those functions.

2.2.2. Section 2.2.1 applies to a Committee Chair only if the person has exercised the functions continuously for a period of at least one calendar month.

2.3. Annual adjustment

2.3.1. The salaries of Members and additional office holders will be adjusted in April of each year in accordance with ASHE Wales.

2.4. Payment of salaries

2.4.1. Salaries will be paid monthly in arrears on the last working day of each month, but a Member may request one salary advance per financial year.

2.5. Pension

2.5.1. Members will be provided with pension benefits as set out in the rules of the Members of the Senedd Pension Scheme.[4] The Scheme is a defined benefit scheme providing benefits on a Career Average Revalued Earnings basis. This means a Member's pension is based on their earnings over their period of office as a Member of the Senedd. Where a Member holds an additional office, they will earn an additional office pension based on the additional office salary they earn each year while serving as an additional office holder.

2.5.2. Members will automatically join the Scheme when they are returned as a Member, unless they choose to opt out.

[4] Members of the Senedd Career Average Pension Scheme - Guide for Members: https://remunerationboard.wales/media/yobblgs4/final-aqua-a5-care-7th-senedd.pdf





3. Additional Support

Purpose:

The purpose of this Chapter is to allow Members to claim for the costs of additional support that relate to disabilities and medical conditions and caring and parental responsibilities, in order to support Members in the performance of their duties. It also provides for security at a Member's main home.

Purpose:

The purpose of this Chapter is to allow Members to claim for the costs of additional support that relate to disabilities and medical conditions and caring and parental responsibilities, in order to support Members in the performance of their duties. It also provides for security at a Member's main home.

3.1. Support relating to a disability or medical condition

3.1.1. Where a disabled Member requires support because of the barriers they face as a disabled Member, they may claim for costs relating to that support.

3.1.2. In section 3.1.1, "barriers" include attitudinal barriers, communication barriers, environmental barriers and organisational barriers.

3.1.3. Where a Member with a short-term medical condition requires support that arises from the condition, they may claim for costs relating to that support.

3.1.4. A Member may claim for the costs of meeting the needs of a disabled person (for example, support staff or a constituent), where the costs relate to the performance of the Member's duties.

3.1.5. The Senedd Commission may require evidence (for example, a medical note or a professional assessment) to support claims made under this section. The costs of obtaining such evidence may be claimed under this section.

3.1.6. Claims under this section may be subject to periodic review. Further claims made under this section for a new reason will require a new claim.

3.2. Support relating to caring responsibilities

3.2.1. A Member may claim up to the relevant amount specified in Part 3 of Annex A for the costs of caring for a person who relies on the Member for their care (including childcare), where the care is provided to enable the Member to perform their duties.

3.2.2. A claim under this section may be made for costs that relate to care provided:

(a) outside of the hours 0900 to 1800 on Mondays to Fridays;

(b) on weekends.

3.2.3. A Member may claim under this section where the care is provided by a registered carer, and for the care of up to three people.

3.2.4. Additional overnight accommodation costs for Members whose main homes are located in the Outer Area and who have a dependant who is normally resident with them in the Cardiff Area may be claimed under section 4.3.3.

3.3. Support relating to parental leave

3.3.1. In this section "parental leave" means:

(a) maternity leave or paternity leave prior to the birth of a child;

(b) maternity leave or paternity leave to care for a child less than 12 months old;

(c) adoption leave to care for a child during the first 12 months following adoption.

3.3.2. While a Member is on parental leave, the Member:

(a) continues to receive the salary provided for in Chapter 2 (including any additional office salary);

(b) may claim for the costs of additional support staff or any other additional resource for up to 12 months, to allow for the continuity in the performance of the Member's duties other than those which can be performed only by the Member themselves (such as attending Senedd proceedings);

only if the Member has provided the Senedd Commission with evidence of the leave being taken (for example, MATB1 certificate for maternity or paternity leave or Matching Certificate for adoption leave).

3.3.3. In relation to a claim under section 3.3.2(b), the Member must also set out why the additional support staff or resource is required and how it will be used.

3.3.4. Where a Member makes a claim under section 3.3.2(b) for the costs of additional support staff, sections 7.1 to 7.8 and 7.10 apply to the employment of the additional support staff, but see section 3.5.

3.4. Security at a Member's main home

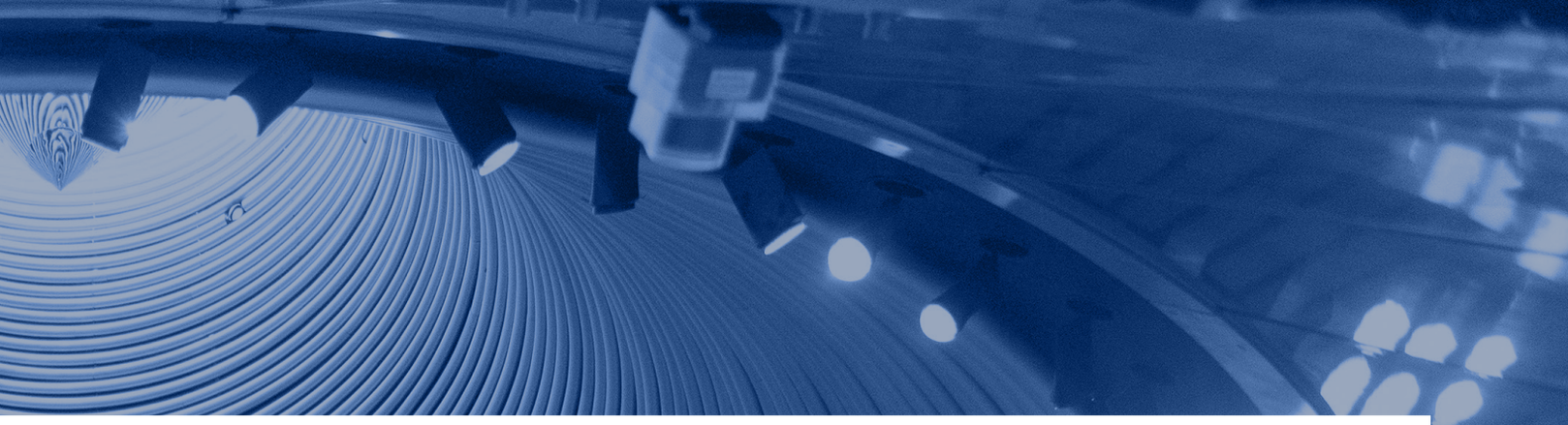
3.4.1. A Member may claim for costs relating to enhanced security measures at their main home, where the measures have been recommended by the Senedd Commission.

3.5. Costs under this Chapter

3.5.1. Costs under this Chapter will be paid under this Determination and will not be deducted from any specific budget available to Members.




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4. Overnight Accommodation

Purpose:

The purpose of this Chapter is to allow Members to claim for costs that arise when they (or their support staff) need to stay away from home to perform their duties. It provides flexibility for Members to organise stays away from home in a way that best suits their working practices and caring responsibilities.



Purpose:

The purpose of this Chapter is to allow Members to claim for costs that arise when they (or their support staff) need to stay away from home to perform their duties. It provides flexibility for Members to organise stays away from home in a way that best suits their working practices and caring responsibilities.

4.1. Members with a main home in the Inner Area but not the Cardiff Area

4.1.1. A Member may claim up to the relevant amount in Part 4 of Annex A for the costs of a hotel, bed and breakfast or serviced accommodation in the Cardiff Area.

4.2. Members with a main home in the Outer Area

4.2.1. A Member may claim under Option A, B or C below. A Member may claim under only one Option at any given time. A Member wishing to change Option must notify the Senedd Commission in writing at least one month before the change is to take effect.

4.3. Option A

4.3.1. A Member may claim for costs that relate to renting a furnished property that is:

(a) in the Cardiff Area;

(b) rented through an agency, or from a landlord, licensed with Rent Smart Wales; and

(c) not sublet by the Member.

4.3.2. The costs that may be claimed in relation to the property are:

(a) rent (including any service charge and ground rent) up to the relevant amount in Part 4 of Annex A;

(b) council tax (but if the property is in band G, H or I, the maximum that may be claimed is the council tax that would have been payable had the property been in band F);

(c) utilities (including electricity, gas, telephone, water and sewerage);

(d) broadband;

(e) television licence;

(f) insurance;

(g) enhanced security measures recommended by the Senedd Commission;

(h) rental deposit.

4.3.3. Where a Member has caring responsibilities for a dependant who is normally resident with them at the property, they may also claim up to the relevant amount in Part 4 of Annex A for additional costs relating to the property that arise from the caring responsibilities.

4.3.4. A claim under section 4.3.3 may only be made if the Member has submitted a business case to the Senedd Commission and the Senedd Commission has approved the business case.

4.3.5. Where a Member paid a rental deposit in relation to the property, and the deposit was funded under this or any other Determination, the Member must repay the amount of the deposit to the Senedd Commission at the end of the rental agreement or when the Member ceases to be a Member (whichever is sooner).

4.4. Option B

4.4.1. Where a Member was, at the end of the Sixth Senedd, claiming for a property under Option B of Chapter 4 of the Determination in force at that time, the Member may claim the costs set out in section 4.3.2(b) to (g) of this Determination in relation to the same property until the end of the Seventh Senedd.

4.5. Option C

4.5.1. A Member may claim up to the relevant amount in Part 4 of Annex A for the costs of a hotel, bed and breakfast or serviced accommodation.

4.6. Main home in borderline cases

4.6.1. Where a Member has a main home that is close to the border between the Cardiff Area and the Inner Area or is close to the border between the Inner

Area and the Outer Area, the Member may make an application under section 1.7 for their main home to be treated as located in a different area to the area in which the main home is actually located.

4.7. Other overnight accommodation within the United Kingdom

4.7.1. A Member may claim up to the relevant amount in Part 4 of Annex A for the costs of a hotel, bed and breakfast or serviced accommodation where it would be unreasonable to return to their main home or the Cardiff area.

4.8. Subsistence within the United Kingdom

4.8.1. Where a Member makes a claim for accommodation under section 4.1, 4.5 or 4.7, or travel under section 5.1 or 5.3, they may, in relation to any 24-hour period, claim up to the relevant amount in Part 4 of Annex A for the cost of subsistence, where provision relating to subsistence is not included in the price of the accommodation or travel.

4.9. Overnight accommodation and subsistence within the United Kingdom for support staff

4.9.1. A Member (or a leader of a Senedd Group) may claim up to the relevant amount in Part 4 of Annex A for the costs of overnight accommodation for their support staff where the accommodation is for the purpose of supporting the Member in the performance of their duties (or, for a leader of a Senedd Group, an activity falling within the Purpose set out in Chapter 8).

4.9.2. Where a Member (or a leader of a Senedd Group) makes a claim for accommodation under section 4.9.1 or travel under section 5.6, 5.7 or 5.8[5] for their support staff, they may, in relation to any 24-hour period, claim up to the relevant amount in Part 4 of Annex A for the cost of subsistence for their support staff, where provision relating to subsistence is not included in the price of the accommodation or travel.

4.10. Overnight accommodation and subsistence outside the United Kingdom

4.10.1. A Member may claim for the costs of their accommodation and subsistence outside the United Kingdom under section 5.2.

[5] To the extent that sections 5.7 and 5.8 apply to travel in the United Kingdom.

4.10.2. Member (or leader of a Senedd Group) may claim for the costs of accommodation and subsistence outside the United Kingdom for their support staff under section 5.7 (or, for a leader of a Senedd Group, section 5.8).

4.11. Costs under this Chapter

4.11.1. Costs under sections 4.3.2(b) to (h), 4.4, 4.7 and 4.8 will be paid under this Determination and will not be deducted from any specific budget available to Members.

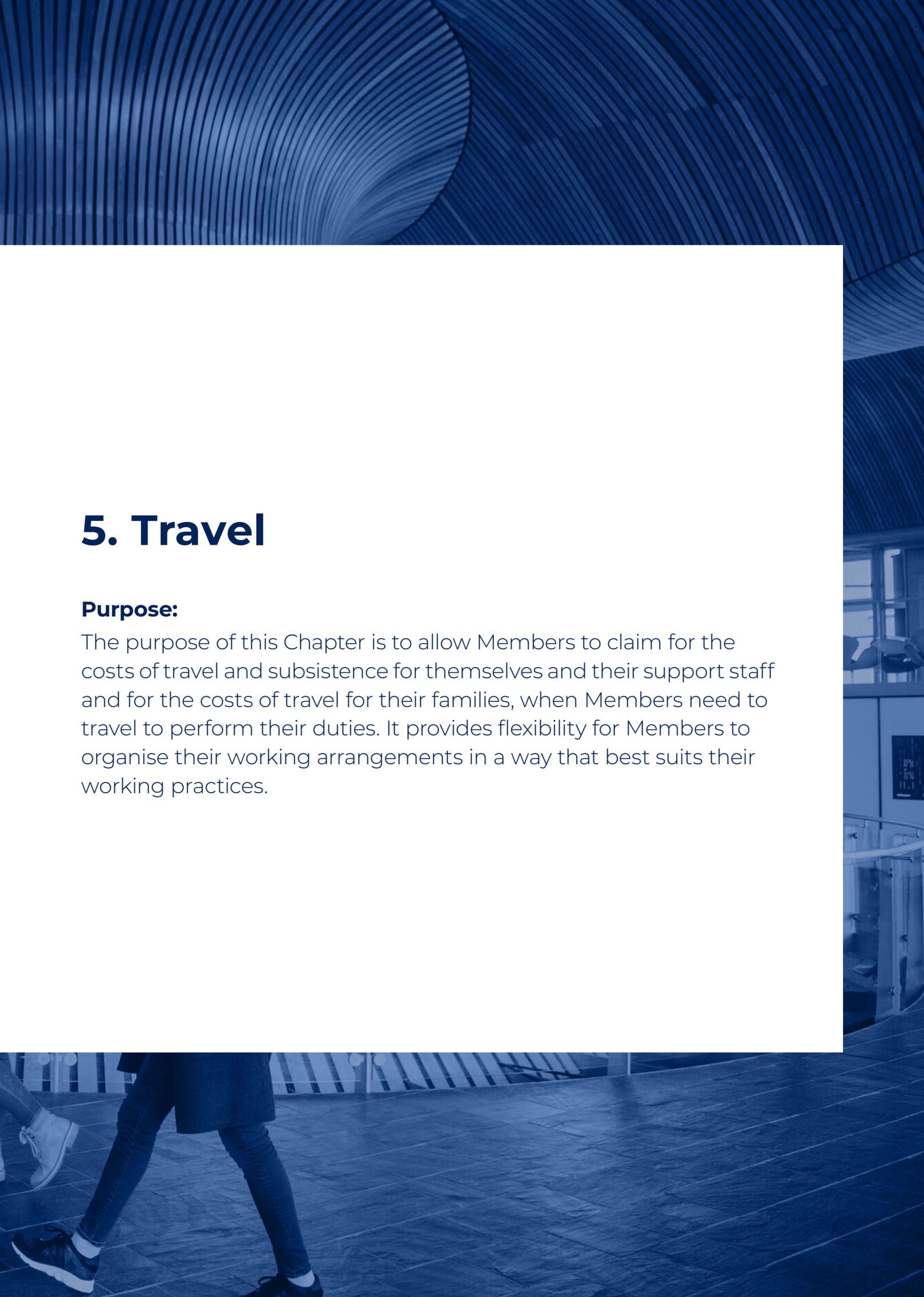
4.11.2. In sections 4.8.1 and 4.9.2, the 24-hour period begins when the Member or member of support staff starts the journey to which the subsistence claim relates.

4.11.3. Costs of claims under section 4.9 made by a Member will be deducted from the budget available to Members under section 7.2.1.

4.11.4. Costs of claims under section 4.9 made by a leader of a Senedd Group will be deducted from the budget available to a leader of a Senedd Group under section 8.1.1.

4.11.5. Where consecutive nights of hotel accommodation are booked in a single transaction, the maximum nightly limits in Part 4 of Annex A apply to the average cost per night.





5. Travel

Purpose:

The purpose of this Chapter is to allow Members to claim for the costs of travel and subsistence for themselves and their support staff and for the costs of travel for their families, when Members need to travel to perform their duties. It provides flexibility for Members to organise their working arrangements in a way that best suits their working practices.

Purpose:

The purpose of this Chapter is to allow Members to claim for the costs of travel and subsistence for themselves and their support staff and for the costs of travel for their families, when Members need to travel to perform their duties. It provides flexibility for Members to organise their working arrangements in a way that best suits their working practices.[6]

5.1. Member travel within the United Kingdom

5.1.1. A Member may claim up to the relevant amount in Part 5 of Annex A for the costs of travel within the United Kingdom.

5.1.2. Where Part 5 of Annex A refers to an "allowable return journey" it means a journey where a Member uses a vehicle to travel from their home to the nearest suitable railway station, bus station or airport, and it is necessary to return the vehicle to the Member's home.

5.2. Member travel outside the United Kingdom

5.2.1. A Member may claim up to the relevant amount in Part 5 of Annex A for the costs of:

(a) a return fare to and from a destination outside the United Kingdom (i.e. international travel); and

(b) accommodation, subsistence and incidental travel related to that travel.

5.2.2. Before making international travel arrangements, the Member must submit a business case to the Senedd Commission for approval.

5.2.3. The business case must include:

(a) the rationale for the international travel;

(b) the number of overnight stays required;

[6] In accordance with the principles in Chapter 1, all travel expenditure should utilise any relevant discounts, railcards, concessionary passes etc.

(c) why the visit is necessary to enable the Member to perform their duties;

(d) how the visit would:

(i) benefit the Member in their role as a Member of the Senedd and the wider Senedd;

(ii) allow the Member to gather new ideas that would benefit the Senedd;

(iii) enable the Member to promote Wales and the work of the Senedd;

(iv) enhance the international reputation of the Senedd.

5.2.4. Where more than one Member intends to travel to the same location for the same purpose, a single business case may be submitted on behalf of all the Members (provided the business case includes the information required under section 5.2.3 for each Member).

5.3. Member travel due to unscheduled Senedd meetings

5.3.1. A Member who is on holiday when a Senedd plenary meeting is held under Standing Order 12.3 or 12.3A, or when a Senedd Committee meeting is held under Standing Order 17.46, may claim up to the relevant amount in Part 5 of Annex A for the costs of:

(a) returning to the United Kingdom from abroad;

(b) travelling to resume a holiday following the meeting.

5.4. Travel by partner or child

5.4.1. A Member may claim up to the relevant amount in Part 5 of Annex A for the costs of a maximum of twelve single journeys per family member per financial year to travel between the Member's constituency or main home and the Cardiff area.

5.4.2. A return journey counts as two single journeys.

5.4.3. In section 5.4.1, "family member" means:

(a) the Member's partner; or

(b) a child living as one of the Member's family.

5.4.4. A Member may not claim under section 5.4.1 where the family member travels in the same car as the Member.

5.5. Additional commuting costs of support staff due to constituency changes

5.5.1. Where a returning Member:

(a) moves their constituency premises due to the constituency changes that took effect at the start of the Seventh Senedd,

(b) the move happens within 6 months of the start of the Seventh Senedd, and

(c) the move results in additional commuting costs for the Member's support staff,

the Member may claim up to the relevant amount in Part 5 of Annex A for the additional commuting costs of their support staff for the first three months following the move.

5.6. Occasional travel by Member support staff between Cardiff area and constituency

5.6.1. A Member may claim up to the relevant amount in Part 5 of Annex A for the costs of their support staff travelling between the Cardiff area and the Member's constituency, other than regular commuting travel costs.

5.7. Other travel by Member support staff

5.7.1. A Member may claim for the travel costs of their support staff that do not fall within sections 5.5 or 5.6, provided the travel is for the purpose of supporting the Member in the performance of their duties.

5.7.2. Sections 5.1 and 5.2 (including the relevant amounts set out in Part 5 of Annex A for sections 5.1 and 5.2) apply to claims under section 5.7.1 in the same way they apply to travel by a Member.

5.8. Travel by Senedd Group support staff

5.8.1. A leader of a Senedd Group may claim for the costs of travel of their support staff, where the travel is for the purpose of supporting an activity falling within the Purpose of Chapter 8.

5.8.2. Sections 5.1 and 5.2 (including the relevant amounts set out in Part 5 of Annex A for sections 5.1 and 5.2) apply to claims under section 5.8.1 in the same way they apply to travel by a Member.

5.9. Subsistence

5.9.1. Where a Member makes a claim under section 5.1 or 5.3, subsistence may be claimed under section 4.8.1.

5.9.2. Where a Member or a leader of a Senedd Group makes a claim under section 5.6, 5.7 or 5.8, subsistence for the support staff may be claimed under section 4.9.2.

5.10. Costs under this Chapter

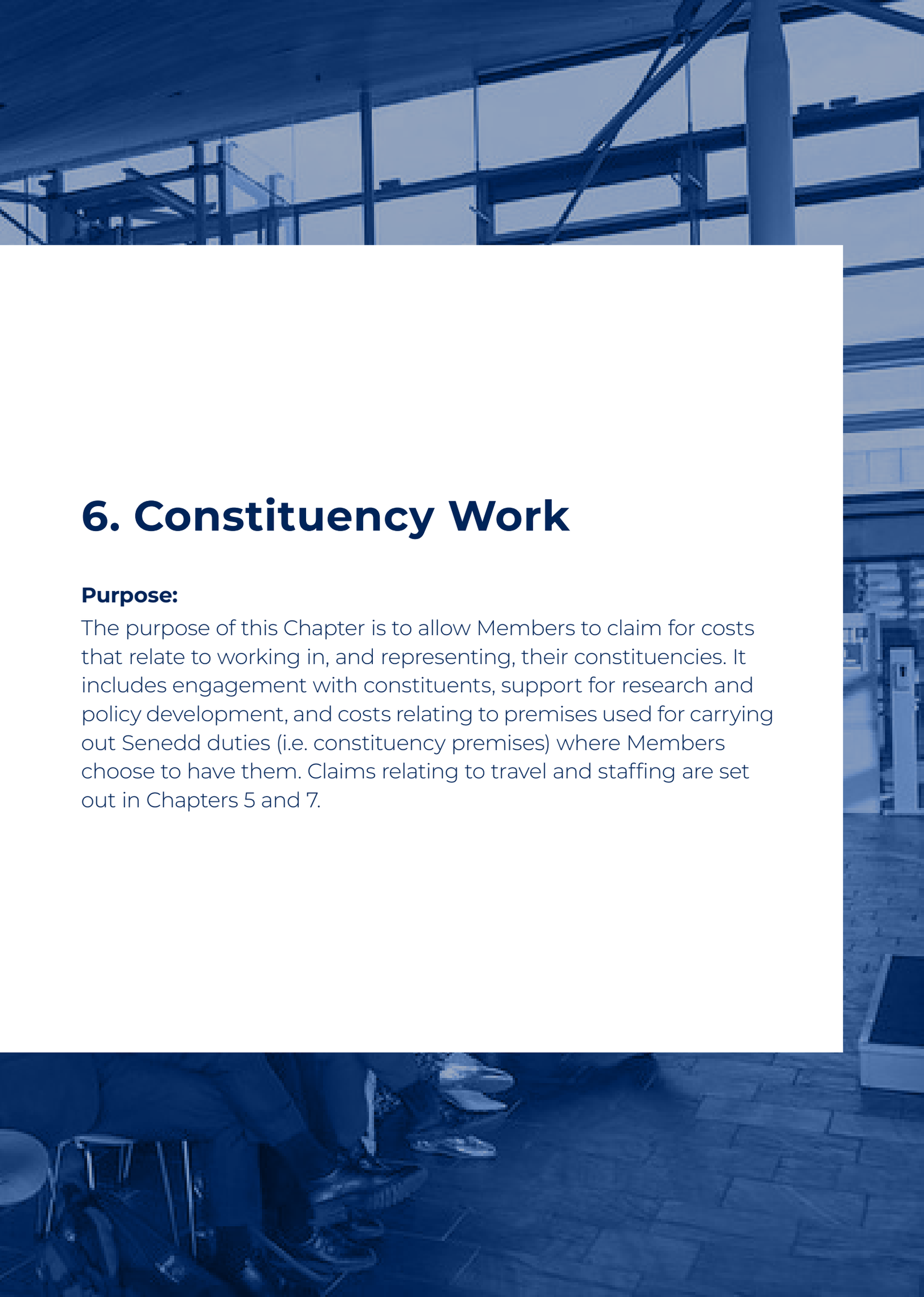
5.10.1. Costs under sections 5.1 to 5.4 and 5.6 will be paid under this Determination and will not be deducted from any specific budget available to Members.

5.10.2. Costs under sections 5.5 and 5.7 will be deducted from the budget available to Members under section 7.2.1.

5.10.3. Costs under section 5.8 will be deducted from the budget available to Senedd Groups under section 8.1.1.

5.10.4. Claims for mileage in relation to personal vehicles do not have to be supported by receipts.





6. Constituency Work

Purpose:

The purpose of this Chapter is to allow Members to claim for costs that relate to working in, and representing, their constituencies. It includes engagement with constituents, support for research and policy development, and costs relating to premises used for carrying out Senedd duties (i.e. constituency premises) where Members choose to have them. Claims relating to travel and staffing are set out in Chapters 5 and 7.

Purpose:

The purpose of this Chapter is to allow Members to claim for costs that relate to working in, and representing, their constituencies. It includes engagement with constituents, support for research and policy development, and costs relating to premises used for carrying out Senedd duties (i.e. constituency premises) where Members choose to have them. Claims relating to travel and staffing are set out in Chapters 5 and 7.

6.1. Constituency work budget

6.1.1. A Member may claim up to the relevant amount specified in Part 6 of Annex A for costs relating to[7]:

(a) running constituency premises;

(b) engaging with constituents;

(c) obtaining services for a specific piece of work for a fixed period relating to:

(i) research into policy development, scrutiny of policy, legislation and finance;

(ii) exploring issues of significance to constituents;

(iii) communications and engagement.

6.2. Claims relating to constituency premises

6.2.1. A Member may not claim under section 6.1.1(a) for costs relating to:

(a) constituency premises which are their home or are not in their constituency;

[7] Members are reminded of the Rules and Guidance on the Use of Senedd Resources, in particular Rules 7, 8 and 9, and their duties under Standard 10 of the Official Languages Scheme of the Senedd:
https://senedd.wales/how-we-work/code-of-conduct/rules-and-guidance-on-the-use-of-senedd-resources/
https://senedd.wales/commission/senedd-commission-policy/official-languages/

(b) the use of constituency premises (or part of constituency premises) that are rented from a family member or business associate;

(c) a mortgage.

6.2.2. A Member who rents constituency premises may not claim under section 6.1.1(a) unless:

(a) the Member, before entering into the agreement to rent the premises, notified the Senedd Commission of the proposed agreement;

(b) a qualified adviser has advised the Member that the rent is reasonable;

(c) the Member has received legal advice that the agreement to rent is suitable for the Member;

(d) a signed copy of the agreement to rent has been given to the Senedd Commission.

6.2.3. A Member who sublets part of their constituency premises to any person or organisation may not claim under section 6.1.1(a) unless:

(a) the Member, before entering into the agreement to sublet, notified the Senedd Commission of the proposed agreement;

(b) a qualified adviser has advised the Member that the rent paid under the agreement is reasonable;

(c) a signed copy of the agreement to sublet has been given to the Senedd Commission.

6.2.4. Where a Member sublets part of their constituency premises to any person or organisation, the Member may claim for rent under section 6.1.1(a) only in respect of the difference between the amount of rent paid by the Member and the amount of rent received by the Member from the other person or organisation.

6.2.5. A claim under section 6.1.1(a) may include a claim for the costs of obtaining advice under sections 6.2.2(b), 6.2.2(c) and 6.2.3(b).

6.2.6. In section 6.2.1(b), "family member" has the meaning given in Standing Order 3.2(i).

6.3. Establishing or refreshing constituency premises

6.3.1. Members must ensure that their constituency premises are suitable for their needs as a Member.

6.3.2. A:

(a) Member who establishes new constituency premises may (in addition to a claim under section 6.1) claim up to the relevant amount specified in Part 6 of Annex A for costs relating to establishing the premises;

(b) returning Member who retains pre-existing constituency premises may (in addition to a claim under section 6.1) claim up to the relevant amount specified in Part 6 of Annex A for costs related to refreshing the premises;

but a Member may not claim under both section 6.3.2(a) and (b).

6.3.3. A claim under section 6.3.2(a) must be made before the end of the financial year which follows the financial year during which the Member was returned.

6.3.4. A claim under section 6.3.2(b) must be made before 1 April 2027.

6.4. Shared costs

6.4.1. Where a Member claims under section 6.1 in relation to:

(a) premises that are shared with any other person;

(b) goods or services that are commissioned jointly with one or more other Members;

the Member may claim only for their share of the costs.

6.5. Return of items no longer required

6.5.1. Where a claim under section 6.1 relates to an item which remains the property of the Senedd Commission, the item must be returned to the Senedd Commission when it is no longer required by the Member to perform their duties. The value of any item not returned will be set off against any amount due to the Member under this Determination.

6.6. Security

6.6.1. A Member may claim for costs relating to enhanced security measures recommended by the Senedd Commission.

6.7. Health and safety

6.7.1. A Member may claim for costs relating to taking health and safety measures.

6.7.2. A Member may make a claim that is over £250 under section 6.7.1 only in relation to a health and safety measure that has been recommended by a competent person.

6.7.3. In this section:

> *"health and safety measure" means any measure a Member has identified as required as a result of a health and safety risk assessment, including a Display Screen Equipment assessment, undertaken in accordance with health and safety law;*
>
> *"competent person" means a person with the skills, knowledge and experience to be able to recognise hazards and help put sensible controls in place to protect workers and others from harm, and who has assisted the Member in relation to a health and safety measure.*

6.8. Costs under this Chapter

6.8.1. Costs under sections 6.3, 6.6 and 6.7 will be paid under this Determination and will not be deducted from the budget available under section 6.1.

6.9. Transferring between budgets

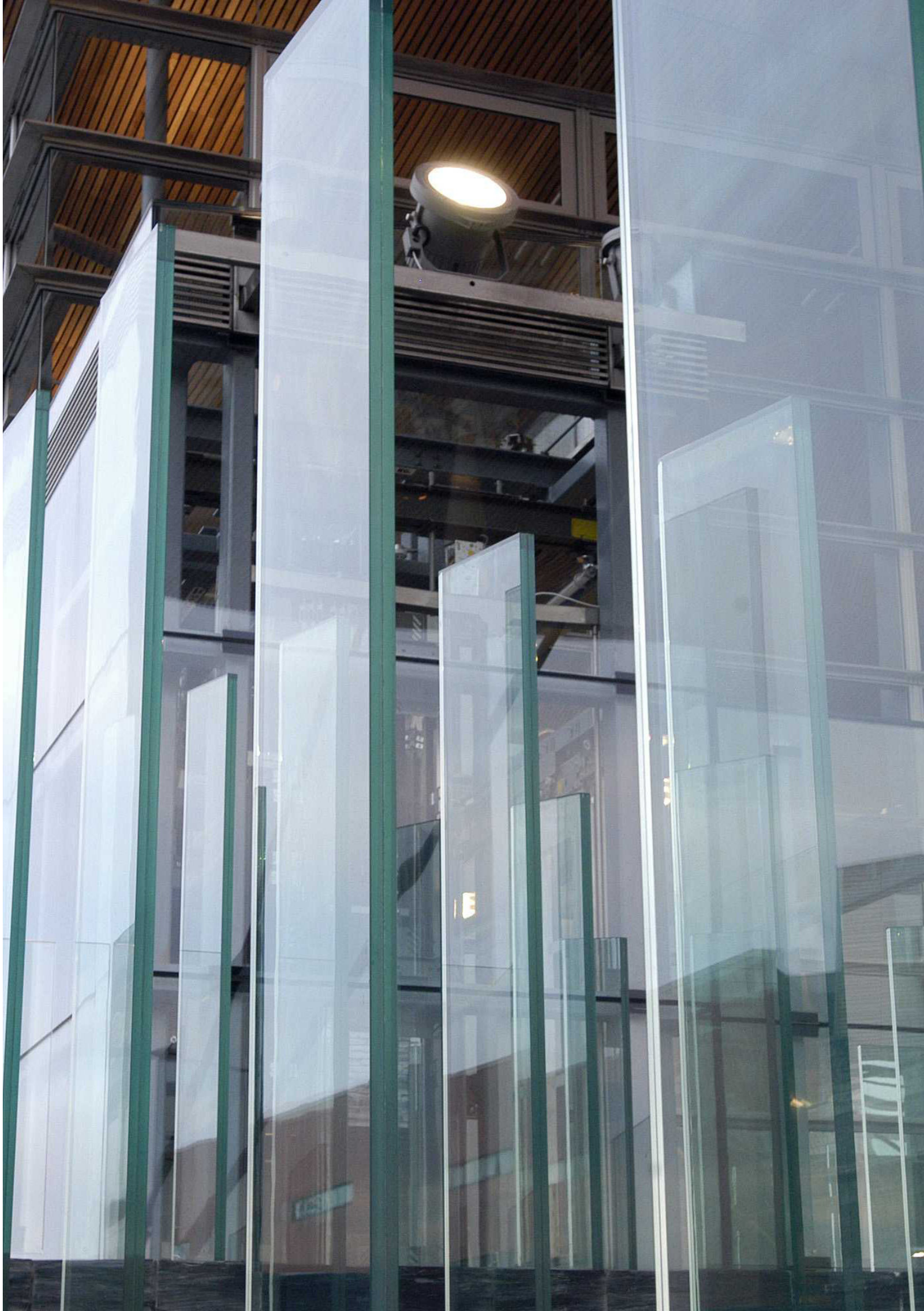
6.9.1. A Member may (where sufficient funds exist) transfer up to 50% of the amount specified in Annex A relating to section 6.1 ("the Constituency Work Budget"):

(a) to the budget available under section 7.2.1;

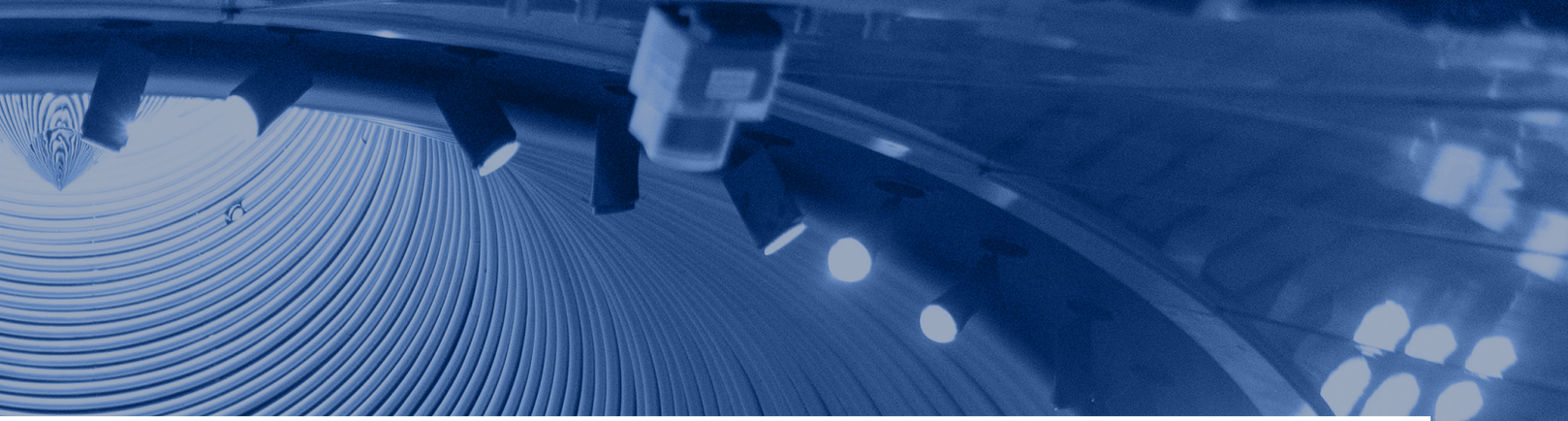
(b) from the budget available under section 7.2.1 to the Constituency Work Budget.

6.9.2. A Member may, in exceptional circumstances and with the approval of the Senedd Commission, transfer up to 25% of the Constituency Work Budget from the following year's Constituency Work Budget to the current year's Constituency Work Budget, and any amount transferred will be deducted from the following year's Constituency Work budget. But no such amount may be transferred on or after 1 April of the financial year that precedes the financial year during which a Senedd election is due to be held.

6.9.3. A Member may transfer part of the Constituency Work Budget to a Senedd Group to which they belong, so that the Senedd Group may obtain services under section 8.1.1(c).




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7. Support Staff

Purpose:

The purpose of this Chapter is to allow Members to claim for the costs of employing support staff. It also provides Members with a framework within which support staff must be employed if their salaries, and associated employment, travel and subsistence costs and entitlements, are to be funded under this Determination.



Purpose:

The purpose of this Chapter is to allow Members to claim for the costs of employing support staff. It also provides Members with a framework within which support staff must be employed if their salaries, and associated employment, travel and subsistence costs and entitlements, are to be funded under this Determination.

7.1. Support staff appointment and employment

7.1.1. In order to claim under this Chapter,[8] a Member must:

(a) appoint and employ support staff in accordance with the Job Classification Framework;[9]

(b) employ support staff under a standard contract of employment that has been issued by the Board[10], including the terms set out in Annex B;

(c) not employ a member of their own family as support staff;

(d) ensure that contracts of employment for support staff that are longer than 6 months are subject to an open and fair recruitment process;

(e) not employ support staff on fixed term contracts for longer than 18 months; and

(f) where a Member provides an intern placement of more than 4 weeks, treat the intern as support staff and place them on a fixed term contract.

7.2. Support staff salaries

7.2.1. A Member may claim up to the relevant amount specified in Annex A for costs relating to employing support staff.

[8] But note the transitional arrangement until 30 June 2026 in section 1.1.3.

[9] Senedd Members' Support Staff and Group Staff Job Classification Framework: https://remunerationboard.wales/media/g1sp1fmq/final-job-classification-framework-senedd.pdf

[10] Senedd Members' Support Staff and Group Staff Permanent Contract: mss-permanent-contract-final-21-september-2026.pdf and Fixed-Term Contract: mss-fixed-term-contract-final-21-september-2026.pdf

7.2.2. The salaries set out in the Part 7 of Annex will apply to support staff (but see sections 7.2.4 to 7.2.6).

7.2.3. Where a member of support staff starts working at any particular band, their salary will normally start at pay point 1. However, a Member may decide that their salary should start at a higher pay point if doing so would reflect the experience and competence of the member of support staff.

7.2.4. Where a member of support staff (A) who has completed the probationary period undertakes additional responsibility by doing the work of a member of support staff who is employed at a higher band than A, a Member may:

(a) increase A's salary by up to 5% for a period of up to 6 months, and

(b) claim for costs relating to that increase.

7.2.5. Support staff salaries will be adjusted in April of each year in accordance with ASHE Wales. However, support staff who were on the maximum pay point of Band 3 at the end of the Sixth Senedd and who continue to be employed at the maximum pay point of Band 3 in the Seventh Senedd and by the same Member will remain at the maximum pay point of Band 3 at the end of the Sixth Senedd (£35,223) for a period of two years or until the maximum pay point of Band 3 in the Seventh Senedd exceeds £35,223 (whichever is sooner) and will then become the maximum pay point of Band 3 (at that time) in the Seventh Senedd. .

7.2.6. Where the Real Living Wage, published by the Living Wage Foundation, exceeds any pay point in the salary ranges set out in Part 7 of Annex A, the Real Living Wage is to be treated as that pay point from the first day of the month following the publication and until the salary of the relevant member of support staff exceeds the Real Living Wage.

7.2.7. The National Insurance contributions of support staff will be paid under this Determination and will not be deducted from the budget available under section 7.2.1.

7.2.8. Support staff salaries will be paid monthly in arrears on the last working day of each month, and support staff may request one salary advance per financial year.

7.2.9. Support staff bonuses may not be paid under this Determination.

7.3. Support staff accommodation, subsistence and travel

7.3.1. For claims relating to support staff accommodation, subsistence and travel:

(a) in the United Kingdom, see sections 4.9, 5.5, 5.6 and 5.7;

(b) outside of the United Kingdom, see section 5.7.

7.4. Progression through pay points

7.4.1. Subject to section 7.4.2, support staff will progress to the next pay point on each anniversary of commencing employment at a particular band (until they reach the maximum pay point for that band).

7.4.2. Where a member of support staff is employed at pay point 1 of any particular band and shows satisfactory competence and performance at the end of their probation period, a Member may move the member of support staff to pay point 2 in advance of the anniversary mentioned in section 7.4.1.

7.5. Support staff pension contributions

7.5.1. A contribution of 10% will be made to the Support Staff Pension[11] of a member of support staff whose salary is claimed under section 7.2.1.

7.5.2. A further matching contribution of up to 3% will be made to the Support Staff Pension of a member of support staff:

(a) whose salary is claimed under section 7.2.1, and

(b) who chooses to make a personal contribution to their Support Staff Pension.

7.5.3. In this section, a contribution of 10% or up to 3% means a contribution of 10% or up to 3% of the actual salary paid to the member of support staff.

7.6. Life assurance

7.6.1. Where a member of support staff was, at the time of their death, employed by a Member, a life assurance payment will be made in accordance with the Life Assurance Provision for Members' Support Staff.

[11] Support Staff Pension Scheme information can be found here: https://senedd.wales/work-opportunities/work-for-a-member-of-the-senedd/pension/

7.6.2. The payment will be twice the final pay in the last year of employment or, if higher, the year prior to that.

7.6.3. Where support staff have worked less than a calendar year, the payment will be based on salary paid to date.

7.7. Time off for public duties

7.7.1. Where a member of support staff takes paid time off for:

(a) jury service, a Member may claim for that person's salary under section 7.2.1 for each day they are required to attend court;

(b) mandatory armed forces reserve training, a Member may claim for that person's salary under section 7.2.1 for each day they attend the training, subject to a maximum of 15 days each financial year;

(c) unpaid public duties, a Member may claim for that person's salary under section 7.2.1 for each day they carry out the duties, subject to a maximum of 10 days each financial year. [12]

7.7.2. Support staff must take unpaid time off for paid public duties (other than mandatory armed forces reserve training), meaning a Member may not claim for the support staff's salary under section 7.2.1 for any time they carry out the duties.[13]

7.8. Cover during support staff absences

7.8.1. This section applies where a member of support staff:

(a) is absent from work due to:

(i) illness for a continuous period of more than 2 weeks,

(ii) compassionate leave for a continuous period of more than 2 weeks,

(iii) parental leave (i.e. maternity leave, paternity leave, shared parental leave or adoption leave), or

[12] A Member may claim under section 7.8 for the costs of staffing cover where support staff are taking paid time off under section 7.7.1.

[13] Examples of public duties in this section include those set out by the UK Government: https://www.gov.uk/time-off-work-public-duties.

(iv) paid time off for public duties taken in accordance with section 7.7.1, and

(b) their salary continues to be claimed under section 7.2.1.

7.8.2. A Member may claim for the costs of employing new support staff or modifying arrangements with current support staff to cover for the absent member of support staff.

7.8.3. Where the member of support staff is absent due to:

(a) illness, the maximum that may be claimed under section 7.8.2 is an amount equal to 6 months' full-pay and 6 months' half-pay of the absent member of support staff;

(b) parental leave, the maximum that may be claimed under section 7.8.2 is an amount equal to 26 weeks' pay of the absent member of support staff;

(c) paid time off for public duties, the maximum that may be claimed under section 7.8.2 is an amount equal to the gross salary payable to the member of support staff during their absence.

7.8.4. Where a member of support staff is absent due to illness or parental leave, the Member must provide the Senedd Commission with evidence of the absence.

7.9. Secondment to another Member or a leader of a Senedd Group

7.9.1. A Member may second a member of their support staff who has completed the probationary period to another Member or a leader of a Senedd Group for up to 6 months.

7.9.2. The terms of the secondment must be set out in writing and notified to the Senedd Commission before the secondment begins.

7.10. Support staff redundancy

7.10.1. Where a qualifying member of support staff is made redundant,[14] a Member may claim for the cost to them of redundancy payments to the member of support staff.

7.10.2. A member of support staff will qualify for a redundancy payment if, at the time they ceased to be employed by the Member, they had been employed by the Member (and their salary paid under a Determination of the Board) for a continuous period of at least two years.

7.10.3. Redundancy payments will be calculated on the basis of statutory entitlement uprated by 100%.

7.11. Employment Practices Liability Insurance

7.11.1. A Member may claim for the cost of employment practices liability insurance.

7.12. Costs under this Chapter

7.12.1. The following will be paid under this Determination and will not be deducted from the budget available under section 7:2.1:

(a) costs under section 7.2.4(b), where a salary is increased under section 7.2.4 because the member of support staff (A) is covering for a member of support staff who is absent under section 7.7 or 7.8;

(b) National Insurance contributions under section 7.2.7;

(c) pension contributions under section 7.5;

(d) life assurance payments under section 7.6;

(e) costs under section 7.8;

(f) costs under section 7.10, where a redundancy arises because a Member ceases to be a Member;

(g) costs under section 7.11.

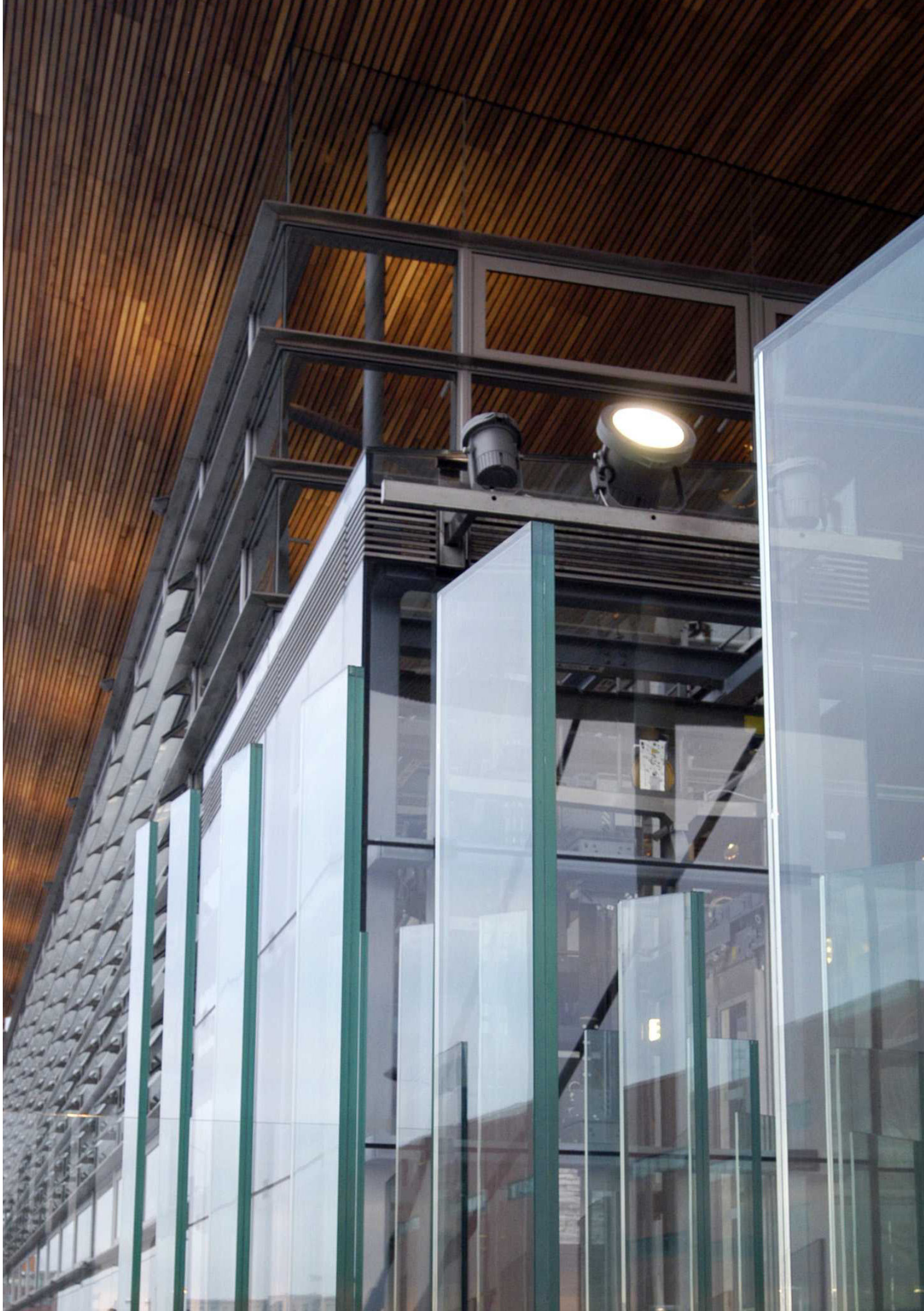
[14] The meaning of redundancy is set out in section 139 of the Employment Rights Act 1996.

7.13. Transferring between budgets

7.13.1. A Member may (where sufficient funds exist) transfer up to 50% of the amount specified in Annex A relating to section 6.1 ("the Constituency Work Budget"):

(a) to the budget available under section 7.2.1;

(b) from the budget available under section 7.2.1 to the Constituency Work Budget.





8. Group Support

Purpose:

The purpose of this Chapter is to provide Senedd Groups with resources for central administration and coordination, support for scrutiny, research and policy development related to Members' duties, communications support, pastoral and wellbeing support, equipment and services. This includes costs relating to staffing, travel, externally commissioned services, as well as operating a group office.



Purpose:

The purpose of this Chapter is to provide Senedd Groups with resources for central administration and coordination, support for scrutiny, research and policy development related to Members' duties, communications support, pastoral and wellbeing support, equipment and services. This includes costs relating to staffing, travel, externally commissioned services, as well as operating a group office.

7.14. Senedd Group budget

7.14.1. The leader of a Senedd Group may claim up to the relevant amount in Part 8 of Annex A for costs relating to:

(a) employing support staff;

(b) office equipment and stationery;

(c) obtaining services for a specific piece of work for a fixed period relating to:

(i) research into policy development, scrutiny of policy, legislation and finance;

(ii) exploring issues of significance to constituents;

(iii) the wellbeing of Members and support staff;

(d) support staff overnight accommodation and travel.

7.14.2. The leader of a Senedd Group is accountable for ensuring that any costs relating to section 8.1.1(c) remain consistent with the principles set out in Chapter 1, the Rules and Guidance on the Use of Senedd Resources[15] and prevailing HMRC off-payroll working rules[16].

7.14.3. Where costs relating to section 8.1.1(c) exceed the threshold in section 1.5.2, a statement setting out the purpose of the work and why it could not be

[15] Rules and Guidance on the Use of Senedd Resources: https://senedd.wales/how-we-work/code-of-conduct/rules-and-guidance-on-the-use-of-senedd-resources/

[16] https://www.gov.uk/guidance/understanding-off-payroll-working-ir35

undertaken by Senedd Group support staff must be submitted with the claim for reimbursement.

7.14.4. A leader of a Senedd Group may not claim under section 8.1.1 for costs relating to rent or a mortgage.

7.14.5. The Per Member Amount set out in Part 8 of Annex A (and used to calculate the budget available under section 8.1.1) will be adjusted in April of each year in accordance with ASHE Wales.

7.15. Support staff appointment and employment

7.15.1. Section 7.1.1 applies to leaders of Senedd Groups in the same way it applies to Members.[17]

7.16. Support staff salaries, progression through pay points etc

7.16.1. The salary ranges set out in Part 8 of Annex A will apply to support staff.

7.16.2. Sections 7.2.3 to 7.2.9 and 7.4 to 7.9 apply to leaders of Senedd Groups and their support staff in the same way they apply to Members and their support staff. And where those sections refer to:

(a) section 7.2.1 the references should be read, for the purposes of this Chapter, as references to section 8.1.1;

(b) the salaries set out in the Part 7 of Annex A, the reference should be read, for the purposes of this Chapter, as references to the salaries set out in Part 8 of Annex A.

7.17. Support staff accommodation, subsistence and travel

7.17.1. For claims relating to support staff accommodation, subsistence and travel:

(a) in the United Kingdom, see sections 4.9 and 5.8;

(b) outside the United Kingdom, see section 5.8.

[17] But note the transitional arrangement until 30 June 2026 in section 1.1.3.

7.18. Support staff redundancy

7.18.1. Where a qualifying member of support staff is made redundant,[18] the leader of a Senedd Group may claim for the cost to them of redundancy payments to the member of support staff.

7.18.2. A member of support staff will qualify for a redundancy payment if, at the time they became redundant, they had been employed by the Senedd Group (and their salary paid under a Determination of the Board) for a continuous period of at least two years.

7.18.3. Redundancy payments will be calculated on the basis of the statutory entitlement uprated by 100%.

7.19. Employment Practices Liability Insurance

7.19.1. A leader of a Senedd Group may claim for the cost of employment practices liability insurance.

7.20. Costs under this Chapter

7.20.1. The following will be paid under this Determination and will not be deducted from the budget available under section 8.1.1:

(a) the following, as they apply to this Chapter by virtue of section 8.3.2:

(i) costs under section 7.2.4(b), where a salary is increased under section 7.2.4 because the member of support staff (A) is covering for a member of support staff who is absent under section 7.7 or 7.8;

(ii) National Insurance contributions under section 7.2.7;

(iii) pension contributions under section 7.5;

(iv) life assurance payments under section 7.6;

(v) costs under section 7.8;

(b) costs under section 8.5, where a redundancy arises because a Senedd Group's entitlement to support under section 8.1.1 is reduced or removed;

[18] The meaning of redundancy is set out in section 139 of the Employment Rights Act 1996.

(c) costs under section 8.6.





9. Members Leaving Office

Purpose:

The purpose of this Chapter is to make provision to meet the costs that arise when a Member ceases to be a Member. This includes provision for winding up contractual commitments and the closure of casework in progress, winding up and resettlement payments, providing assurance to potential candidates about their futures, and a payment for Members who fall ill.

Purpose:

The purpose of this Chapter is to make provision to meet the costs that arise when a Member ceases to be a Member. This includes provision for winding up contractual commitments and the closure of casework in progress, winding up and resettlement payments, providing assurance to potential candidates about their futures, and a payment for Members who fall ill.

8.1. Winding up costs

8.1.1. When a Member ceases to be a Member, they may claim for costs that relate to winding up work that was in progress and bringing contracts to an end, where the work was in progress and the contract was in place at the time they ceased to be a Member.

8.1.2. The amount that may be claimed will be set out in a winding up plan agreed between the former Member and the Senedd Commission and is calculated by applying the budgets available under Chapters 4, 6 and 7 on a pro-rata basis during the winding up period.

8.1.3. The winding up period is the period agreed between the Senedd Commission and the former Member, subject to a maximum of 3 months (unless the former Member ceased to be a Member because they died, in which case the winding up period is a reasonable period agreed between the Senedd Commission and the former Member's personal representatives).

8.2. Winding up payment

8.2.1. A person who ceases to be a Member on the dissolution of the Senedd because they were not a candidate for election to the new Senedd may claim a winding up payment equivalent to two months' salary.

8.2.2. A person who ceases to be a Member on polling day because they were a candidate for election to the new Senedd but were not elected may claim a winding up payment equivalent to three months' salary.

8.3. Resettlement payments

8.3.1. A person who immediately before dissolution of the Senedd was a Member and was a candidate for re-election to the new Senedd but was not re-

elected, may claim a resettlement payment under section 9.3.2 and, where applicable, an additional office resettlement payment under section 9.3.3.

8.3.2. The Member may claim for a resettlement payment of one month's salary for each period of 12 consecutive months they served as a Member, subject to a maximum equal to 6 months' salary.

8.3.3. Where the Member held an additional office (set out in section 2.1.2) during the time they served as a Member, they may claim for an additional office resettlement payment equivalent to the amount they were paid for holding the additional office in the 3 months before they ceased to hold the additional office. Where a Member held more than one additional office during the time they served as a Member, only one additional office resettlement payment will be paid (based on the higher/highest paid additional office held by the Member).

8.3.4. Where a member has received a resettlement payment or an additional office resettlement payment under a previous Determination, the reference to "served as a Member" in sections 9.3.2 and 9.3.3 is a reference to service as a Member since they received the previous resettlement payment or additional office resettlement payment.

8.3.5. A Member whose salary has been reduced in accordance with section 21 of the Act will have their resettlement payment or additional office resettlement payment calculated on the basis of their unabated Member or additional office salary.

8.4. Ill health payment

8.4.1. A person who ceases to be a Member due to ill health may claim for an ill health payment.

8.4.2. The amount that may be claimed is calculated on the same basis as a resettlement payment under section 9.3.2 (except that reference in section 9.5 to immediately before dissolution is to be read as a reference to the last month before the person ceased to be a Member).

8.4.3. A person who receives a payment under this section may not claim under section 9.3 following the dissolution of the Seventh Senedd.

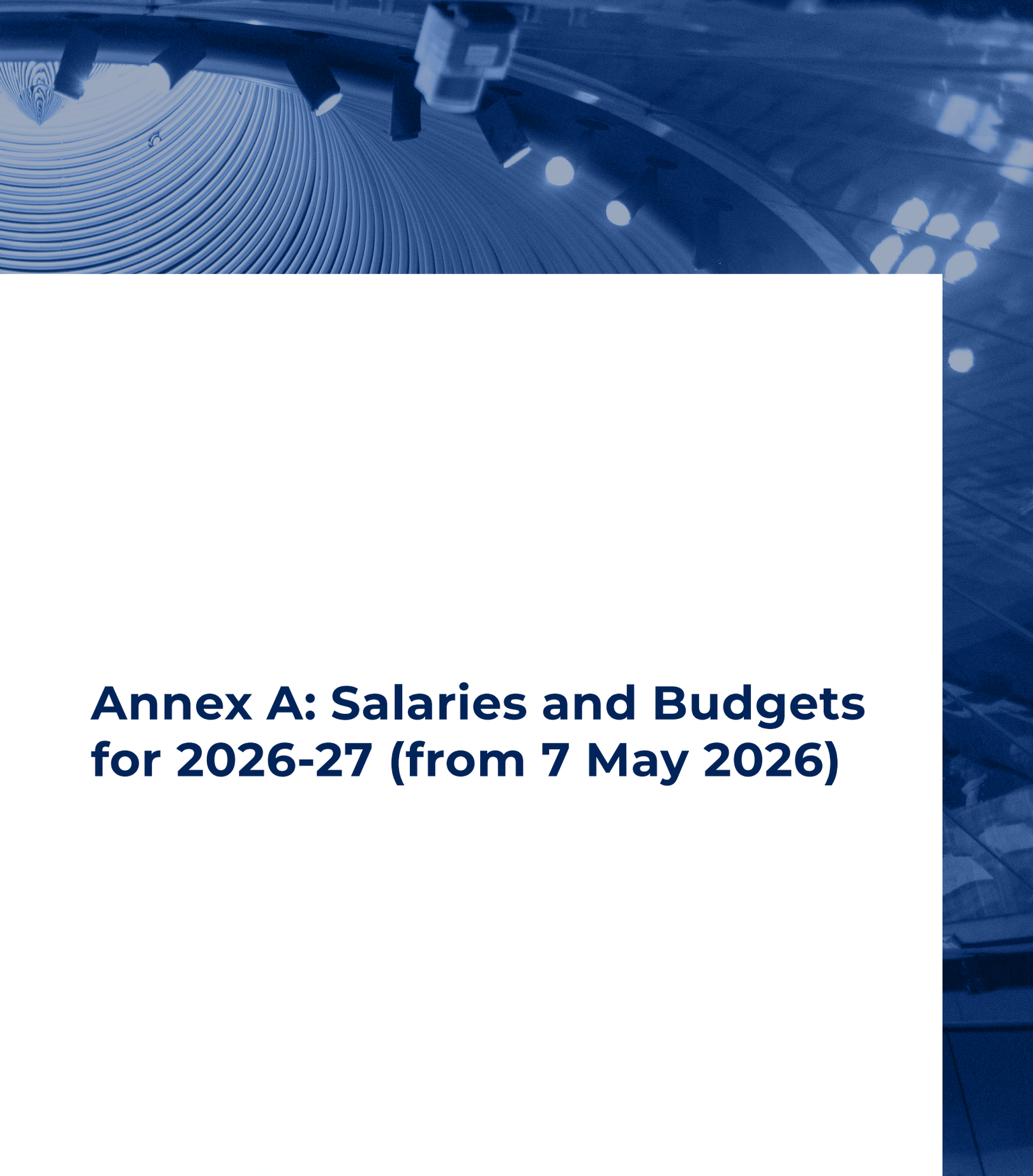
8.4.4. The Senedd Commission may require evidence (for example, a medical note or a professional assessment) to support claims made under this section. The costs of obtaining such evidence may be claimed under this section.

8.5. Monthly salary

8.5.1. Where this Chapter specifies a payment by reference to a monthly salary, the payment is calculated on the basis of the salary to which a Member was entitled under section 2.1.1(a) immediately before dissolution.




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Annex A: Salaries and Budgets for 2026-27 (from 7 May 2026)



SALARIES AND BUDGETS FOR 2026-27 (from 7 May 2026)

PART 1: MEMBER SALARY	
Member salary	£79,817
PART 2: ADDITIONAL OFFICE HOLDER SALARY	
Additional Office	**Additional Salary**
First Minister	£94,783
Welsh Minister	£44,896
Counsel General	£44,896
Deputy Welsh Minister	£26,191
Presiding Officer	£51,132
Deputy Presiding Officer	£26,191
Senedd Commissioner	£16,212
Committee Chair	£16,212
Committee Chair (job-share)	£8,106
Business Committee Member	£16,212
Leader of a Senedd Group	£16,212 + £1,248 per Member up to a maximum of £44,896
PART 3: ADDITIONAL SUPPORT	
Section	**Budget**
3.1.1 Support relating to barriers faced by disabled Members	Actual cost
3.1.3 Support relating to a short-term medical condition	Actual cost
3.1.4 Meeting the needs of disabled persons	Actual cost
3.2.1 Support relating to caring responsibilities	Up to £350 per person per month (for the care of up to three people).
3.3.2(b) Support relating to parental leave	Actual cost
3.4.1 Security at a Member's main home	Actual cost
PART 4: OVERNIGHT ACCOMMODATION	
Section	**Budget**
4.1.1 Overnight accommodation in the Cardiff Area	Up to £726, with a maximum of £121 per night
4.3.2(a) Rent under Option A	Up to £13,320 (based on a maximum of £1,110 per month)
4.3.2(b) to (h) Other costs under Option A	Actual cost[19]
4.3.3 Additional costs under Option A that relate to caring responsibilities	Up to £3,870 for the first dependant.

[19] But note the maximum relating to council tax in section 4.3.2(b).

	Up to £1,290 for each additional dependant, up to a maximum of two additional dependants.
4.4.1 Section 4.3.2(b) to (g) costs under Option B	Actual cost[20]
4.5.1 Overnight accommodation under Option C	Up to £13,320, with a maximum of £121 per night: - in the Cardiff Area; - outside the Cardiff Area where the costs are incurred for the purpose of attending the Senedd (and provided the Member cannot find a hotel or serviced accommodation in the Cardiff Area within the nightly maximum).
4.7.1 Other overnight accommodation within the United Kingdom	Up to £230 per night in London. Up to £121 per night elsewhere.
4.8.1 Subsistence within the United Kingdom	Up to £30 in any 24-hour period
4.9.1 Overnight accommodation within the United Kingdom for support staff	Up to £230 per night in London Up to £121 per night elsewhere
4.9.2 Subsistence within the United Kingdom for support staff	Up to £30 in any 24-hour period
PART 5: TRAVEL	
Section 5.1.1 Member Travel within the United Kingdom **Section 5.7.1 Other travel by Member support staff (within the United Kingdom)** **Section 5.8.1 Travel by Senedd Group support staff (within the United Kingdom)**	**Budget**
Personal car, motorbike or bicycle	HMRC approved mileage rate based on mileage travelled Plus a passenger supplement if sharing with another Member, Member support staff or Senedd Commission staff

[20] But note the maximum relating to council tax in section 4.3.2(b).

	Plus any allowable return journey (as defined in section 5.1.2) based on mileage travelled.
Company car (including a car under a salary sacrifice scheme)	HMRC advisory mileage rate based on mileage travelled Plus any allowable return journey (as defined in section 5.1.2) based on mileage travelled.
Taxi (unless it was not reasonable to travel other than by taxi)	HMRC approved mileage rate based on mileage travelled
Taxi (where it was not reasonable to travel other than by taxi)	Actual cost
Hire car (in exceptional circumstances where prior approval has been obtained from the Senedd Commission)	Actual cost
Rail (standard class)	Actual cost
Rail (other class, where the Member has satisfied the Senedd Commission that there is a need to travel in this way)	Actual cost
Scheduled air transport	Actual cost
Private or chartered air transport	The cost of the journey had it been made by scheduled air transport
Section 5.2.1 Member Travel outside the United Kingdom **Section 5.7.1 Other travel by Member support staff (outside the United Kingdom)** **Section 5.8.1 Travel by Senedd Group support staff (outside the United Kingdom)**	**Budget**
Return fare	Actual cost
Accommodation	Actual cost (up to 5 nights' accommodation)
Subsistence and incidental travel	Actual cost
Section 5.3.1 Member travel due to unscheduled Senedd meetings	**Budget**
Returning to the United Kingdom from a holiday abroad	Actual cost
Resuming a holiday	Actual cost
Section 5.4.1 Travel by partner or child	**Budget**

5.5.1 Additional commuting costs due to constituency changes **Section 5.6.1 Occasional travel by support staff**	
Public transport	Actual cost
Personal car, motorbike or bicycle	HMRC approved mileage rate based on mileage travelled
By company car (including a car deemed to be a company car under a salary sacrifice scheme)	HMRC advisory mileage rate based on mileage travelled
Sections 5.1 to 5.8 Other travel costs	**Budget**
Parking	Actual cost
Tolls	Actual cost
Congestion charges	Actual cost
PART 6: CONSTITUENCY WORK	
Section	**Budget**
6.1.1 Constituency work	Up to £28,250
6.3.2(a) Establishing new premises	Up to £6,695
6.3.2(b) Refreshing existing premises	Up to £2,575
6.6.1 Security	Actual Costs (based on recommendations/requirements)
6.7.1 Health and safety	Actual Costs (based on recommendations/requirements)
PART 7: SUPPORT STAFF	
Section	**Budget**
7.2.1 Employing support staff	Up to £148,382

7.2.2 Support staff salaries (based on a 37-hour week):

	Pay Point 1	**Pay Point 2**	**Pay Point 3**	**Pay Point 4**
Senior Advisor	£42,904	£46,988	£51,073	£55,159
Band 1	£39,274	£43,015	£46,756	£50,496
Band 2	£33,233	£36,398	£39,563	£42,727
Band 3*	£26,345	£30,109	£33,873	N/A

*Support staff with pay protection: £35,223 (see section 7.2.5)

7.2.4(b) Support staff doing work at higher band	Calculated in accordance with section 7.2.4
7.5.1 and 7.5.2 Support staff pension contributions	Calculated in accordance with section 7.5
7.6.1 Support staff life assurance	Calculated in accordance with section 7.6
7.7.1 Time off for public duties	Calculated in accordance with section 7.7

7.8.2 Cover during support staff absences	Calculated in accordance with section 7.8
7.10.1 Support staff redundancy	Calculated in accordance with section 7.10
7.11.1 Employment practices liability insurance.	Actual cost

PART 8: GROUP SUPPORT

Section	**Budget**
8.1.1 Senedd Group budget: Senedd Group not represented in the Welsh Government	First 5 Members: 100% of the Per Member amount 6 – 39 Members: 50% of the Per Member amount 40+ Members: 25% of the Per Member amount
8.1.1 Senedd Group budget: Senedd Group represented in the Welsh Government*	First 5 Members: 25% of the Per Member amount 6 – 39 Members: 12.5% of the Per Member amount 40+ Members: 6.25% of the Per Member amount * The budget available to a Senedd Group represented in the Welsh Government will not fall below £171,471
8.1.5 Per Member Amount	£60,000

8.3.1 Support staff salary ranges (based on a 37-hour week):

	Pay Point 1	**Pay Point 2**	**Pay Point 3**	**Pay Point 4**
Chief of Staff *	£51,191	£56,066	£60,941	£65,816
Senior Advisor	£42,904	£46,988	£51,073	£55,159
Band 1	£39,274	£43,015	£46,756	£50,496
Band 2	£33,233	£36,398	£39,563	£42,727
Band 3**	£26,345	£30,109	£33,873	N/A

***** The salary of only one Chief of Staff (full time equivalent of 37 hours) may be claimed under section 8.1.1 at any given time.
**Support staff with pay protection: £35,223 (see section 7.2.5, as read with section 8.3.2)

8.3.2 – see relevant budgets for Chapter 7

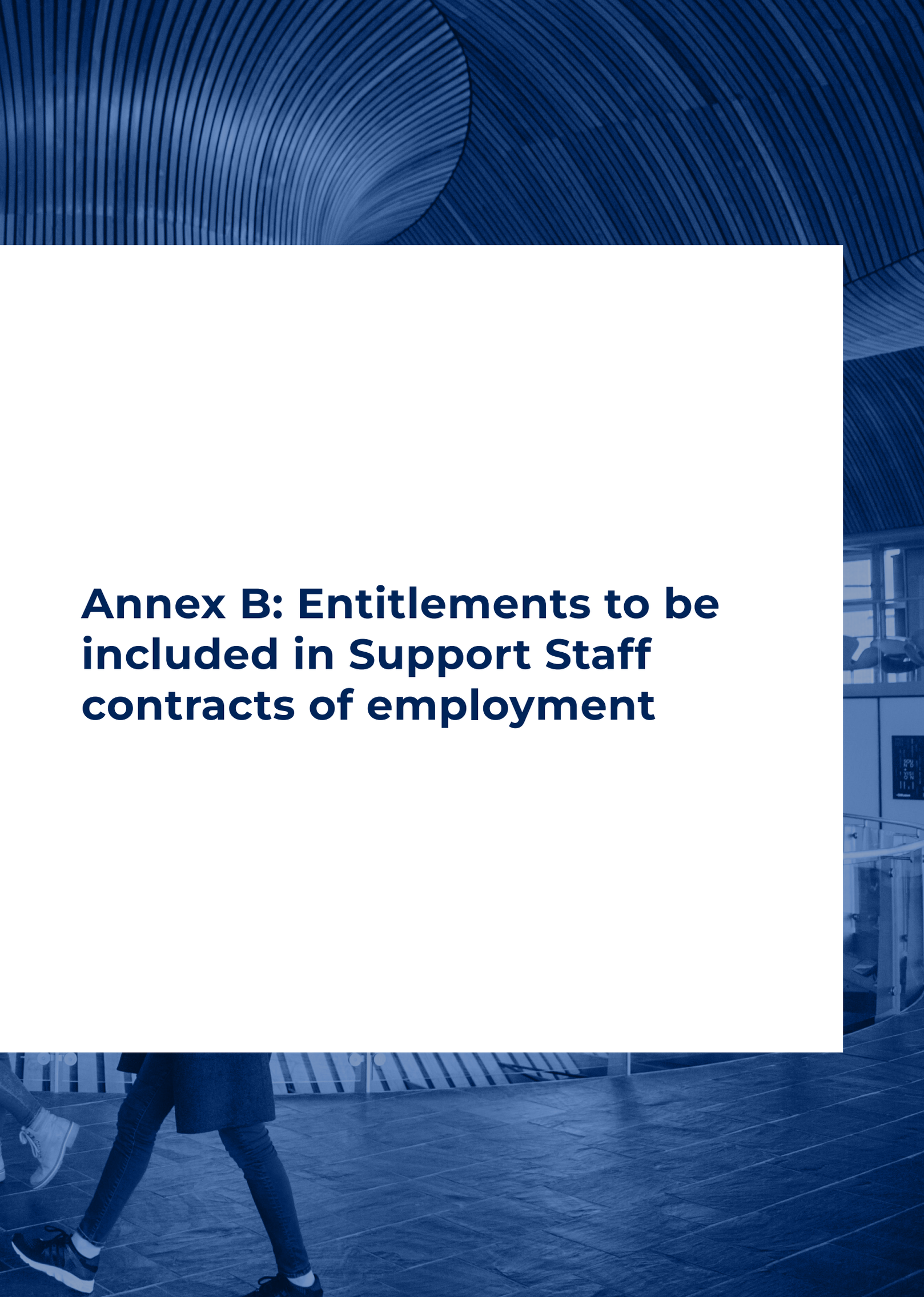
8.5.1 Support staff redundancy	Calculated in accordance with section 8.5
8.6.1 Employment practices liability insurance	Actual cost

PART 9: MEMBERS LEAVING OFFICE

Section	**Budget**

9.1.2 Winding up costs	Calculated in accordance with section 9.1
9.2.1 Winding up payment (Member standing down)	Equivalent to 2 months' salary a Member was entitled to under section 2.1.1(a) immediately before dissolution
9.2.2 Winding up payment (Member not re-elected)	Equivalent to 3 months' salary a Member was entitled to under section 2.1.1(a) immediately before dissolution
9.3.2 and 9.3.3 Resettlement payment	Calculated in accordance with section 9.3
9.4.1 Ill health payment	Calculated in accordance with section 9.4





Annex B: Entitlements to be included in Support Staff contracts of employment

ENTITLEMENTS TO BE INCLUDED IN SUPPORT STAFF CONTRACTS OF EMPLOYMENT

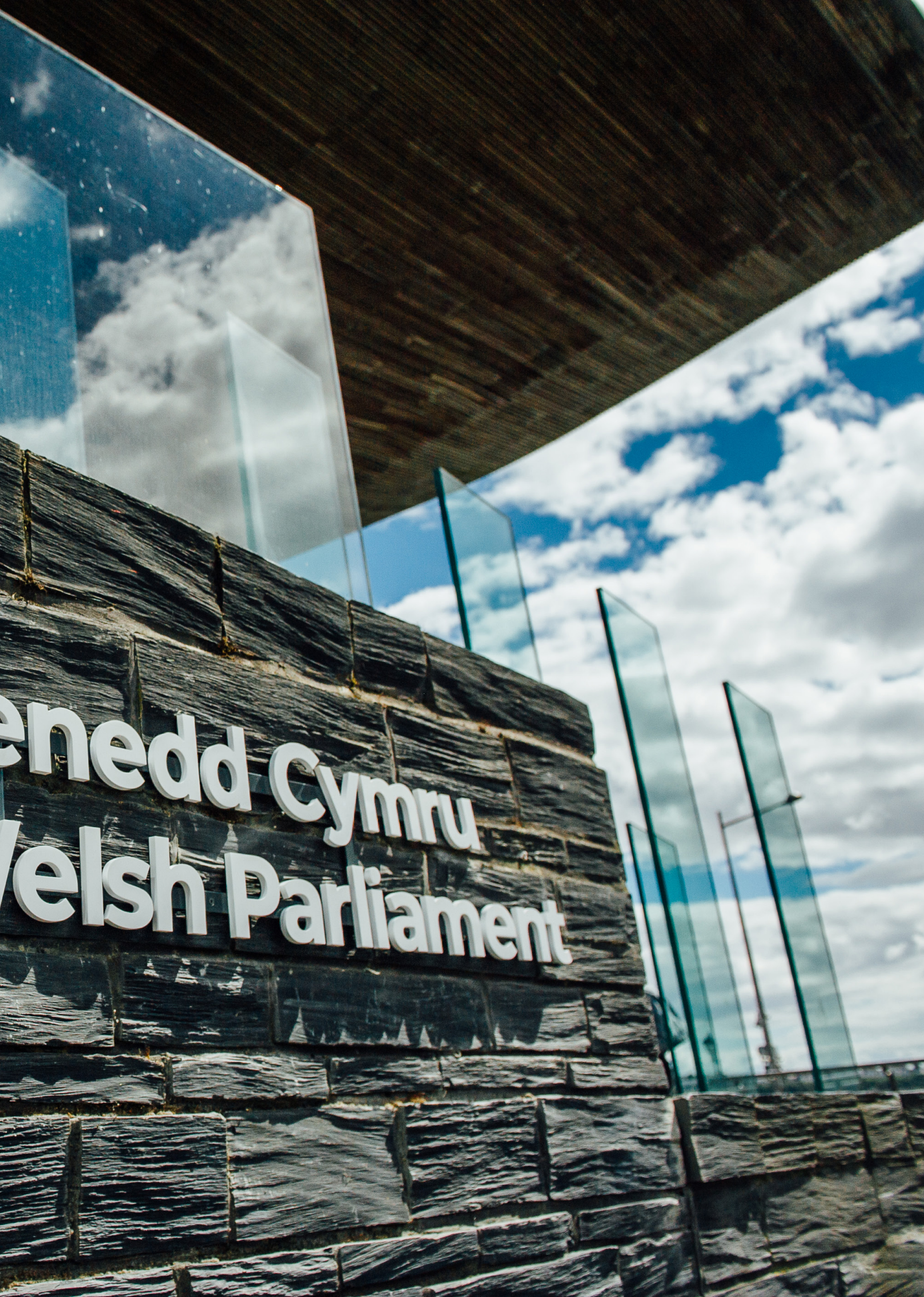
This table summarises entitlements in areas where the support staff entitlement exceeds the statutory minimum.

Provision	Entitlement[21]
Annual Leave	31 days pro-rata per annum Public holidays in England and Wales (bank holidays) pro-rata
Privilege Days	4 days pro-rata per annum, to be determined by the Employer
Sickness Absence	6 months' full pay and 6 months' half pay within any rolling period of 12 months. Paid periods of sickness must not exceed 12 months within any rolling period of 4 years.
Maternity Pay	26 weeks' full pay
Adoption Pay	26 weeks' full pay
Shared Parental Pay (Birth)	24 weeks' pay
Shared Parental Pay (Adoption)	26 weeks' full pay
Paternity Pay	3 weeks' full pay
Neonatal Care Leave Pay	Up to 12 weeks' full pay
Compassionate Leave	5 days at full pay in a rolling 12-month period.
Notice period	0-3 months Employment – 1 week 3 months – 5 years – 1 calendar month. 5+ years - one week for each complete year of continuous employment up to a maximum of 13 weeks' notice.
Pension	See sections 7.4 and 8.3.2
Life Assurance	See sections 7.5 and 8.3.2
Time off for public duties	See sections 7.6 and 8.3.2
Redundancy	See sections 7.9 and 8.5

[21] Including statutory entitlements.




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