

---

# ANNUAL REPORT: 2018 - 2019

July 2019

---

**BWRDD TALIADAU**  
**REMUNERATION BOARD**

# THE REMUNERATION BOARD

---

The Remuneration Board of the National Assembly for Wales is the independent body responsible for setting the pay, pensions and allowances of Assembly Members and their staff. The Board was established by the National Assembly for Wales (Remuneration) Measure 2010, which received Royal Approval on 22 July 2010.

## MEMBERS OF THE BOARD

---

- Dame Dawn Primarolo DBE PC (Chair)
- Ronnie Alexander
- Trevor Reaney
- Mike Redhouse
- Dame Jane Roberts

## SECRETARIAT TO THE BOARD

---

- Llew Williams, Clerk
- Sian Giddins, Deputy Clerk (to April 2019)
- Ruth Hatton, Deputy Clerk (from April 2019)

An electronic copy of this report can be found on the National Assembly's website: [www.assembly.wales](http://www.assembly.wales). Copies of this report can also be obtained in accessible formats including Braille, large print, audio or hard copy from:

**Clerk to the Remuneration Board**  
**National Assembly for Wales**  
**Cardiff Bay**  
**Cardiff**  
**CF99 1NA**

Tel: **0300 200 6565**

Email: **Remuneration@assembly.wales**

---

# **ANNUAL REPORT: 2018 - 2019**

July 2019

---



# Contents

<b>Introduction .....</b>	<b>7</b>
<b>1. The Remuneration Board.....</b>	<b>8</b>
Establishment and Appointment.....	8
Functions and Objectives .....	8
Principles.....	9
Methodology .....	10
Consultation and evidence gathering .....	11
<b>2. The Board’s work in 2018-19 .....</b>	<b>12</b>
Reviewing Decisions.....	12
Changes to the Determination for 2019-20: Assembly Member support staff pay and benefits .....	12
Changes to the Determination for 2019-20: Office Costs.....	13
Residential Accommodation Expenditure for 2019-20 .....	13
Policy and Research and Communication Fund .....	14
Consideration of exceptional payments .....	14
Review of staffing support for Members.....	15
Review of the Determination for the Sixth Assembly .....	17
Review of the Senior Advisor post.....	18
New website.....	18
Work programme 2019-20.....	18
<b>Appendix A: Members of the Board .....</b>	<b>20</b>
<b>Appendix B: Board cost breakdown – 2019-20 .....</b>	<b>26</b>
<b>Appendix C: Policy, Research and Communication Fund projects 2019-20.....</b>	<b>28</b>



# Introduction

As the Remuneration Board enters its final year in office, our steadfast commitment to ensuring that Members receive sufficient support to undertake their work while also respecting the expenditure of the taxpayer is as absolute now as when we started our time in office. This report outlines the work and the decisions we have taken over the past year to ensure that this commitment is met.

The Board has met on six occasions and has undertaken a significant amount of work in that time. The Board and I have had several meetings with individual Members and their staff as well as both the Member and Support Staff Representative Groups. I have also liaised regularly with the Assembly Commission and the Llywydd.

The Board has completed its review of staffing support and introduced some far reaching changes.

The Board has also begun its review of the Determination ahead of the next Assembly with a view to publishing its new Determination one full year ahead of the next election. I would encourage you all to engage with this review, as this will be the final opportunity to shape the work of this current Board ahead of the publication of the new Determination.

As ever, we will keep all previous decisions under review to ensure that they, and other provisions, remain fit for purpose and are ready to tackle the challenges of the Sixth Assembly in 2021.



Dame Dawn Primarolo  
Chair, Independent Remuneration Board of the National Assembly for Wales

# 1. The Remuneration Board

This chapter describes the Board's functions, remit and ways of working.

## Establishment and Appointment

---

**1.1.** The **Remuneration Board** of the National Assembly for Wales is the independent body responsible for setting the remuneration and allowances of Assembly Members and their staff. The Board was established by the **National Assembly for Wales (Remuneration) Measure 2010** (the Measure), which received Royal Approval on 22 July 2010.

**1.2.** This Board was appointed by a transparent public appointments procedure undertaken in the summer of 2015. Biographies of all Board members can be found at Appendix A. Members of the Remuneration Board have been appointed for a fixed period of five years, and may serve for no more than two terms of appointment.

**1.3.** The Assembly Commission formally approved the appointments of new Board members on 21 September 2015, and the Board held its first meeting on 17 and 18 September 2015.

**1.4.** On 12 June 2017 the Assembly Commission formally approved the appointment of Ronnie Alexander to the Board, in place of Roger Williams who stood down in May 2016. Ronnie took his place on the Board with effect from 10 July 2017.

## Functions and Objectives

---

**1.5.** The Board's functions are to determine the level of remuneration and system of financial support for Assembly Members (Members) which enables them to fulfil their roles as set out in section 3 of the Measure.

**1.6.** The Measure sets out three key objectives that the Board must seek to achieve when making a **Determination**. These are to:

- provide Members with a level of remuneration which reflects the complexity and importance of the functions they discharge, and does not deter individuals from seeking election to the Assembly on financial grounds;
- provide Members with adequate resources to enable them to exercise their functions;
- ensure probity, accountability, value for money and transparency with regards to the expenditure of public funds.

**1.7.** In carrying out its functions, section 3 of the Measure obliges the Board to keep the implementation of its decisions and their effectiveness under review, taking particular account of the experience the Board gains from the operation of its Determinations, any changes in the functions of Members, and any other circumstances deemed to be relevant.

**1.8.** Whilst independent of the Assembly, and not subject to its direction or control, nor that of the Assembly Commission, section 2 of the Measure obliges the Board, when exercising its functions, to consult those likely to be affected by its decisions. This includes Members, staff employed by Members or by groups of Members, relevant trade unions and any other persons whom the Board consider to be appropriate.

**1.9.** Section 2 of the Measure permits the Board to meet in private if it considers it appropriate to do so, but also requires it to act in an open and transparent manner and to publish, on the Assembly's website, such information as will enable the public to be kept informed of its activities. In addition, section 11 requires the Board to lay before the Assembly an annual report on activities, including its use of resources, during each financial year.

**1.10.** The Board's costs and the expenses claimed by the Members are published in Appendix B. The **agenda and minutes** of each of the Board's formal meetings are available on the Board's pages on the Assembly website.

## Principles

---

**1.11.** The Board's work to date has been underpinned by a set of clearly defined principles:

- the financial support and remuneration for Members should support the strategic purpose of the Assembly and facilitate the work of its Members;
- decisions must be appropriate within the context of Welsh earnings and the wider financial circumstances of Wales;

- the system of financial support for Members must be robust, clear, transparent, sustainable and represent value for money for the taxpayer.

**1.12.** During 2016, the Board developed a set of new governance principles and objectives, and subsequently published its **strategy** for delivering its work throughout the Fifth Assembly. The Board reviewed the progress made against its strategic objectives at its March 2018 meeting. A summary of the discussion is in section 1.15.

## **Methodology**

---

**1.13.** The decisions set out in the Determination are based on evidence gathered from Members, their staff, and other relevant individuals, organisations and sources. The decisions come from the transparent and participative review of the system of financial support and remuneration. The evidence received by the Board enabled it to come to a clear view of the strategic purposes of the Assembly and the way that Members fulfil those purposes. The Board has put in place a system of remuneration which targets resources to support these purposes and all aspects of a Member's role. In accordance with its remit, the Board responds as necessary to feedback by considering amendments to the Determination to ensure it remains fit for purpose.

**1.14.** The Board receives clerking and research assistance, legal and other advice, and administrative support from Assembly Commission staff (in accordance with section 9 of the Measure). This support is provided as part of the general duties of Commission staff, and therefore does not incur any additional costs to the Remuneration Board.

**1.15.** The early part of the Board's work gave Board members the opportunity to learn more about their role, how the Assembly works and the constitutional challenges that face the Board and the Assembly in the future. Individual Board members used this experience to inform the Board's decisions throughout the first year and set a **strategy** for its work in the future.

**1.16.** The Board is committed to resourcing the specific needs of Members and responding to the requirements of the Assembly as it continues to evolve. It is important that the Board targets resources to support Members to fulfil their core functions: scrutinising policy and finance; holding the Welsh Government to account; legislating; and representing their constituents.

**1.17.** This is not to say that the Board will not wish to consider how its functions can contribute more widely to the strategic development of the Assembly, as the institution grows and develops and its requirements change over time.

**1.18.** Where the Board sees fit to contribute to issues of wider consequence, such as seeking to remove barriers for those considering candidacies, the Board will do so, always mindful of its legislative remit.

## **Consultation and evidence gathering**

---

**1.19.** Throughout its work, the Board has actively sought evidence to inform its decisions by engaging with a range of stakeholders including Members and support staff. The Board will continue with this approach to ensure its decisions remain fit for purpose.

**1.20.** The Board values the input of the Assembly Member and Assembly Member support staff Representative Groups and will continue to engage with these groups to promote its decisions and to consider issues and concerns affecting Members and their staff.

## 2. The Board's work in 2018-19

This chapter explains the changes the Board has made to the Determination during this year following feedback and evidence from Members.

### Reviewing Decisions

---

**2.1.** The Board is required to keep the Determination under review so that it continues to provide Members with the resources they need to perform their roles.

**2.2.** During the year, the Board reviewed decisions in a number of areas, as outlined below. Where necessary, amendments were made to the Determination for the Fifth Assembly in order to create a package of financial support for Members which would be fit for an institution with greater legislative and taxation powers.

### Changes to the Determination for 2019-20: Assembly Member support staff pay and benefits

---

**2.3.** Last year, the Board used the latest available Welsh annual median earnings for full-time staff (as measured by the Annual Survey of Hours and Earnings (ASHE)) to uprate support staff salaries. The provisional ASHE figures for 2018 were released in October 2018 at 1.2 per cent.

**2.4.** However, in January 2019 the Board decided to adjust support staff salaries automatically by the change in the ASHE survey as outlined. As this change was effective immediately, support staff salaries automatically increased by 1.2 per cent for the 2019-20 financial year. This change will bring the process for changing support staff salaries in line with the automatic adjustment in the salaries of Assembly Members. The new salary rates were published in the Determination for 2019-20.

**2.5.** As a result of the increase in support staff salaries, the Political Party Support Allowance of £950,480 also increased by 1.2 per cent. The new allowance is therefore £961,890.

## Changes to the Determination for 2019-20: Office Costs

**2.6.** The Board considered the Office Costs Allowance and whether it remains appropriate for the financial year 2019-20. The Board considered a number of factors, such as inflation measured by consumer price index (CPI) and Members' spend on office costs. The Board agreed that Members' spend on the allowance demonstrates the current allowance is adequate and as a result has decided to maintain the allowances of £18,260 and £4,912 for the 2019-20 financial year.

### Decision

**Maintain the office costs allowance for 2019-20.**

## Residential Accommodation Expenditure for 2019-20

**2.7.** In determining whether the Residential Accommodation Expenditure remained fit for purpose for 2019-20, the Board considered a number of factors including Members' spend on the allowance and rental prices in the Cardiff Bay area.

**2.8.** Based on the increased costs of renting accommodation, the Board agreed to increase the Residential Accommodation Expenditure allowance for outer area Members by 2.4 per cent in line with the CPI rate for September 2018.

**2.9.** The Board decided that the maximum amount for essential repairs of £882 per annum, and the maximum amount of rental costs for Members with dependents of £120 per month, would be maintained at their current levels for 2019-20.

**2.10.** The Board also agreed to increase the Residential Accommodation Expenditure allowance for intermediate area Members to £6,840 per annum, and to extend the use of the allowance as proposed in the consultation. This Board believes these changes will address the previous concerns raised by Members, that the allowance no longer corresponds with the increased demands on Members' to stay overnight in Cardiff Bay.

### Decision

**Increase the residential accommodation expenditure allowance for outer area Members by 2.4 per cent in 2019-20 in line with CPI, and increase the allowance for intermediate area Members to £6,840 per annum for 2019-20.**

## **Policy and Research and Communication Fund**

---

**2.11.** Members can claim up to £2,500 per annum in order to commission discrete pieces of research work from external sources and to permit Members to engage with their constituents. However, this funding may not be used for party political engagement.

**2.12.** During 2018-19, 29 Members utilised the Fund. A total of £47,808.59 was spent on work, details of which are outlined in Appendix C.

## **Consideration of exceptional payments**

---

**2.13.** The Board recognises that individual Members may face exceptional circumstances that affect their ability to fulfil their duties. These will often be of a confidential nature and can arise at short notice. The Board has a duty to support Members in all aspects of their role and is of the view that, if such circumstances are brought to its attention, it should come to a view as to whether there is a case for providing exceptional financial support. Clearly, any such requests need to be dealt with sensitively, while ensuring appropriate governance arrangements for reporting the Board's consideration and decisions. Where costs are ongoing, the Board will review each case regularly, to ensure that the personal circumstances remain the same and therefore, that the decision remains valid and provides value for money for the taxpayer.

**2.14.** During 2018-19 the Board approved three applications, of which the total amount paid was £3,884.

**2.15.** The Board has also now agreed to review all of the existing payments on an annual basis. The reason for this is to ensure that the support that has been provided is still required, and whether there has been any change in circumstances. The Board has also introduced a new application form and guidance for exceptional expense applications. The Board hopes that the introduction of these will help clarify what information should be provided by the Member and in turn, ensure that the whole process is more efficient for all concerned.

## Review of staffing support for Members

---

**2.16.** In its strategy for 2016-2021, the Board committed to review the pay and career structure of Assembly Member support staff and how best to equip Members with an appropriate level of support to effectively do their job. The Board launched the **review** in October 2017.

**2.17.** The Board agreed to review existing and new evidence relating to the staffing allowances provided for Members, to ensure that the financial support available complements the strategic purpose of the Assembly and facilitates the work of its Members. They also want to ensure that the system of financial support for Members is robust, clear, transparent, sustainable and represents value for the taxpayer. The review considered:

- the adequacy of the level of support provided to Members;
- the flexibility and prescriptiveness of the current support system for Members;
- the suitability of the current terms and conditions of support staff.

**2.18.** The Board undertook a series of engagement events with both Members and support staff, including:

- visiting a number of Members' constituency and regional offices to meet the support staff based in these offices;
- one-to-one interviews with a representative sample of Members and support staff pan Wales;
- a pop-up event for support staff to meet the Board;
- an online survey which was issued to both Members and support staff.

**2.19.** The Board considered the feedback from Members and support staff during the engagement events alongside the support provided to elected Members in other UK legislatures, and the terms and conditions for Assembly Commission staff and other comparable roles.

**2.20.** Having considered the evidence, the Board agreed to launch a number of consultations on a staged approach. In October 2018 the Board introduced changes to increase the flexibility

of the allowances within the system and to address pressure points. Firstly, the Board decided to allow the remaining balance of the Staffing Allowance for a Member to be calculated at actual cost rather than potential maximum cost. This would also potentially create some additional resource for Members, without increasing the cost to the taxpayer.

**2.21.** Alongside this change, the Board also decided to publish the expenditure each individual Member makes on their Staffing Allowance. This would be an annual publication of a Member's total spend on staffing during a financial year. The Board agreed that this decision would increase the transparency around the expenditure of public funds by Members.

**2.22.** In addition, in order to allow Members to employ more staff without increasing the cost to the taxpayer, the Board decided to remove the 111 hour cap on permanently employed staff.

**2.23.** The Board also decided to allow Members to vire up to 25 per cent from their Office Cost Allowance into their Staffing Allowance. Alongside this, the Board also decided to allow Members to vire the funding available to them through the Policy, Research and Communications Fund into their Staffing Allowance (up to a total of £2,500). These changes would be in addition to the viring provisions already available to Members.

**2.24.** Following these decisions, the Board decided it was appropriate for some of these provisions to also apply to Political Party Groups. The Board decided that it would be practical for the changes on budgeting at actual costs, and the publication of staffing expenditure, to be replicated. The Board also agreed to stop Members from being able to vire into their Political Party Groups.

**2.25.** In January 2019 the Board agreed further changes to the staffing support provisions. In the Assembly, family members and partners can be appointed through the recruitment process. During the review, the Board considered the provisions surrounding the employment of family members in its entirety. Following these considerations, it agreed to remove the ability of Members to fund the employment of any new family members and partners from the allowances available to them through the Determination from April 2019. It also agreed that all family members who are in employment after this date would be given transitional protection until the dissolution of the Sixth Assembly (which is expected to be in April 2026). In addition to these changes, the Board decided that it would publish the salary bands of all family members employed as well as any overtime payments made to them as of the next financial year.

**2.26.** In addition, the Board has agreed to introduce a number of enhancements to the terms and conditions of support staff. These include the introduction of privilege days in addition to

the support staff annual leave entitlement, as well as a brand new compassionate leave policy. Following the introduction of the Assembly's Dignity and Respect policy, the Board worked with Members and support staff in order to update the support staff Disciplinary and Grievance Procedures.

## Review of the Determination for the Sixth Assembly

---

**2.27.** In its strategy for its term in office the Board committed to publishing its Determination for the Sixth Assembly one year before the Welsh general election in 2021. In order to meet this objective, the Board agreed to launch a review of the Determination for the next Assembly in October 2018. The Board agreed the following terms of reference for this review:

- the suitability of the level of support provided within the Determination;
- the flexibility, prescriptiveness and accessibility of the provisions;
- the probity, accountability, reasonableness and transparency of the expenditure made available.

**2.28.** The Board decided that the review will be split into three parts. After considering each part of work, the Board will issue a consultation to seek views on its proposals to amend any provisions within that part. The three parts are as follows:

- **Part one:** Residential Accommodation Expenditure (Chapter 4); Members' Travel (Chapter 5); Office Costs Allowance (Chapter 6);
- **Part two:** Support for Assembly Members (Chapter 7); Support for Political Parties (Chapter 8);
- **Part three:** Members' Remuneration (Chapter 3); Members leaving office (Chapter 9).

**2.29.** Once the Board has concluded its review of the three parts of the review, a final consultation will be issued to seek views on the Determination as a whole to ensure the package of financial support for Members continues to be fit for purpose.

## **Review of the Senior Advisor post**

---

**2.30.** As part of its wider review of the Determination for the Sixth Assembly, the Board also commissioned a review of the Senior Advisor post. As it was over two years since the post was introduced, it was considered an appropriate time to evaluate how the Senior Advisor role has operated since its introduction. The original objective of the post was to enhance the strategic capacity of Members' offices on policy, media and/or high-level constituency matters.

**2.31.** The Board appointed Capital People Ltd to undertake the review on the Board's behalf. The review considered the following issues:

- the skill set of individuals employed as Senior Advisors;
- the benefits and drawbacks of the role to an Assembly Member;
- the issues that have been encountered since the role was introduced;
- the reasons why half of all Members have not employed a Senior Advisor.

## **New website**

---

**2.32.** The Board has also launched its new website during the past year. While the Board already had a presence on the Assembly Commission's website, it was felt that a separate external site would help clarify the independence of the Board from the Assembly, in addition to providing a better platform for communicating its work. The site can be found at [www.remunerationboard.wales](http://www.remunerationboard.wales)

## **Work programme 2019-20**

---

**2.33.** The Board will continue to gather and consider evidence as it seeks to build a Determination suitable for the next Assembly. This work will include engaging with stakeholders to produce a Determination, which not only provides Members with an adequate level of support to do their jobs, but also does not deter any potential candidates who may wish to seek election to the Assembly. The work surrounding this review is significant and is expected to dominate the Board's final full year of work.

**2.34.** In line with this review, the Board will also consider the wider impact of the Commission's decision not to proceed with legislating for a larger Assembly within this term.

---

The Board will continue to ensure its Determination equips Members to undertake their role effectively on behalf of the people of Wales. This includes ensuring that any decisions taken by the Board does not have a detrimental impact on any individuals who identify with any protected characteristics as defined under the Equality Act 2010.

**2.35.** The Board will also be starting to set the scene for its legacy report ahead of the appointment of a new Board in July 2020.

# Appendix A: Members of the Board





### **Dame Dawn Primarolo (Chair)**

Dame Dawn Primarolo, DBE, is a British Labour Party politician who was the Member of Parliament for Bristol South from 1987 until 2015, when she stood down. She was Minister of State for Children, Young People and Families at the Department for Children, Schools and Families from June 2009 to May 2010 and a Deputy Speaker of the House of Commons from 2010. She was appointed Dame Commander of the Order of the British Empire (DBE) for political service.

Born in London, Dawn was raised in Crawley, West Sussex. Returning to London in 1973 for work, she joined the Labour Party whilst employed as a legal secretary in an east London Law Centre.

She moved to Bristol in 1974 and her son, Luke, was born in 1978. As a mature student and single parent she studied a BA (Hons) in social science at Bristol Polytechnic, following which she conducted Ph.D. research into women and housing.

Dawn was first elected to Parliament at the 1987 general election and has held the following positions:

- 1992–1994: Opposition Spokesman for Health
- 1994–1997: Opposition Spokesman for the Treasury
- 1997–1999: Financial Secretary to the Treasury
- 1999–2007: Paymaster General
- 2007–2009: Minister of State for Public Health
- 2009–2010: Minister of State Children and Young People
- Dawn was conferred a Peerage of the United Kingdom for Life in August 2015.



### **Trevor Reaney**

Trevor Reaney served as Clerk and Chief Executive to the Northern Ireland Assembly from August 2008 until his retirement in June 2016. Trevor began his career in the hospitality industry and has held a number of management positions in both the private and public sectors. Before joining the Assembly, Trevor served as Chief Executive of the Northern Ireland Policing Board from January 2004 and, prior to that, he held the post of Chief Executive of Craigavon Borough Council from 1996 to 2003.

Trevor now undertakes freelance consultancy work and is involved with a number of organisations:

- Board Member of the Security Industry Authority
- Member of the Police and National Crime Agency Pay Review Body
- Fellow of the Institute of Management
- Trustee of Tree Aid (an international development charity)



**Michael Redhouse**

Michael Redhouse is currently Principal of EMES Consulting, which he founded in 2002, helping many major organisations with their remuneration and benefits issues. Michael graduated in mathematics from the Open University, and his career included spells as a Partner at Ernst and Young, and as Employment Policy Director at Diageo. Michael served as a Trustee of the APEX Trust, which supports offenders returning to work, and as Chair of Trustees of St. Luke’s Hospice in Harrow.

Michael is a Member of the School Teachers' Review Body (STRB), which looks into pay, professional duties and working time of school teachers in England and Wales and reports to the Secretary of State.



**Dame Jane Roberts**

Jane is Research Fellow in Public Leadership at The Open University Business School.

Jane was Leader of the London Borough of Camden Council from 2000 to 2005 following which she has served in a range of non-executive roles including as Chair of the Councillors Commission for the Department of Communities and Local Government, Chair of Parenting UK, a member of the Ofsted board, Chair of New Local Government Network and currently Chair of the charity, Living Streets. She is also a member of the Advisory Group of the Welsh Centre for Public Policy. Jane was appointed a DBE in 2004. Professionally, she is a medical doctor and is an Honorary Consultant Child and Adolescent Psychiatrist with experience of senior healthcare management in the NHS.

Jane has published a number of academic articles in paediatrics, psychiatry and politics. She co-edited 'The Politics of Attachment' (1996) with Sebastian Kraemer and is the author of 'Losing Political Office' (2017).



**Ronnie Alexander (July 2017 onwards)**

Ronnie is a former Chief Environmental Health Officer for Welsh Government. He is a Consumer Advocate for the Consumer Council for Water and is a member of the Welsh Food Advisory Committee. In addition, he is a Non - Executive Director for Estyn, Independent Chair of the Standards Committee at Blaenau Gwent County Borough Council and has membership of the Standards Committees for the South Wales Fire and Rescue Service and the Vale of Glamorgan Council.

Ronnie had a civil service career spanning over 20 years when the issues of climate change and sustainability were particular interests. Prior to that, he worked for a number of local authorities in Northern Ireland and England in areas such as enforcement and strategic support services. He has a considerable track record of engaging with the public, professionals and politicians at all levels to influence policy.

Ronnie's appointment to the Board was confirmed by the Assembly Commission in June 2017. He took up the position in July 2017.

## Appendix B:

# Board cost breakdown – 2019-20

The table below shows the direct costs incurred by the Remuneration Board in 2018-19 financial year. During this time there were five formal Board meetings in addition to a number of engagement events with Members and support staff. Board members also undertook numerous engagement events with Members and support staff to inform its review of the staffing support for Members. The following tables outline the fees and expenses of Board members.

**Table 1: Board Member Fees (before tax)**

	Dame Dawn Primarolo	Dame Jane Roberts	Trevor Reaney	Michael Redhouse	Ronnie Alexander	Total
<b>Daily rate</b>	£333.00	£267.00	£267.00	£267.00	£267.00	
<b>Half Daily Rate</b>	£166.50	£133.50	£133.50	£133.50	£133.50	
<b>Hourly Rate</b>	£44.40	£35.60	£35.60	£35.60	£35.60	
<b>Fees</b>	£6,676.48	£3,029.64	£2,634.40	£3,525.28	£4,739.11	<b>£20,604.91</b>

**Table 2: Board Member Expenses**

	Dame Dawn Primarolo	Dame Jane Roberts	Trevor Reaney	Michael Redhouse	Ronnie Alexander	Total
<b>Car mileage</b>	£0.00	£137.70	£26.10	£0.00	£135.00	<b>£298.80</b>
<b>Taxi/Car Hire</b>	£175.48	£44.08	£341.86	£9.73	£0.00	<b>£571.15</b>
<b>Air Travel</b>	£0.00	£0.00	£528.90	£0.00	£0.00	<b>£528.90</b>
<b>Train &amp; Tube</b>	£155.20	£371.65	£0.00	£529.50	£0.00	<b>£1,056.35</b>
<b>Tolls</b>	£0.00	£0.00	£0.00	£0.00	£0.00	<b>£0.00</b>

	Dame Dawn Primarolo	Dame Jane Roberts	Trevor Reaney	Michael Redhouse	Ronnie Alexander	Total
<b>Other Expenses</b>	£0.00	£0.00	£93.85	£0.00	£0.00	<b>£93.85</b>
<b>Accommodation</b>	£482.00	£472.00	£470.00	£472.00	£0.00	<b>£1,896.00</b>
<b>Subsistence (catering)</b>	£99.00	£116.80	£75.95	£120.00	£119.45	<b>£531.20</b>
<b>Total</b>	£911.68	£1,142.23	£1,536.66	£1,131.23	£254.45	<b>£4,976.25</b>

Table 3: Additional Costs

	Dame Dawn Primarolo	Dame Jane Roberts	Trevor Reaney	Michael Redhouse	Ronnie Alexander	Total
<b>Car mileage</b>	£0.00	£137.70	£26.10	£0.00	£135.00	<b>£298.80</b>
<b>*Taxi/Car Hire</b>	£175.48	£44.08	£341.86	£9.73	£0.00	<b>£571.15</b>
<b>Air Travel</b>	£0.00	£0.00	£528.90	£0.00	£0.00	<b>£528.90</b>
<b>Train &amp; Tube</b>	£155.20	£371.65	£0.00	£529.50	£0.00	<b>£1,056.35</b>
<b>Tolls</b>	£0.00	£0.00	£0.00	£0.00	£0.00	<b>£0.00</b>
<b>Other Expenses</b>	£0.00	£0.00	£93.85	£0.00	£0.00	<b>£93.85</b>
<b>Accommodation</b>	£482.00	£472.00	£470.00	£472.00	£0.00	<b>£1,896.00</b>
<b>Subsistence (catering)</b>	£99.00	£116.80	£75.95	£120.00	£119.45	<b>£531.20</b>
<b>Total</b>	£911.68	£1,142.23	£1,536.66	£1,131.23	£254.45	<b>£4,976.25</b>

\* Please note that this total represents some shared taxi journeys between Board members and the total isn't necessarily wholly attributable to individual Board members.

# Appendix C: Policy, Research and Communication Fund projects 2019-20

Assembly Member	Title
<b>Andrew RT Davies</b>	Social Media Advertising
<b>Ann Jones</b>	20 Years of Devolution newsletter
<b>Bethan Sayed</b>	Media Wales Advertising
<b>Bethan Sayed</b>	Porthcawl RFC - Advert in programme
<b>Bethan Sayed</b>	Purchase Branded Merchandise
<b>Bethan Sayed</b>	Bryncoch RFC - Advert in programme
<b>Bethan Sayed</b>	Advert in 7 day Sport Newspaper
<b>Caroline Jones</b>	Newsletter
<b>Dai Lloyd</b>	Advertising board
<b>Dai Lloyd</b>	Policy Development - Transportation within South Wales Region
<b>Dai Lloyd</b>	Pitch board advertising
<b>Dai Lloyd</b>	Swansea West Letter Delivery
<b>Dai Lloyd</b>	Follow up letters
<b>Dai Lloyd</b>	Regional Poster
<b>Darren Millar</b>	Newsletter to engage and communicate with constituents on issues including prisoner voting, school funding and council tax increases.
<b>David Rees</b>	Aberavon RFC - Advertising Ground Board
<b>David Rowlands</b>	Dependent Farming Communities
<b>Dawn Bowden</b>	Merthyr Rugby Club - Pitch board advertising
<b>Dawn Bowden</b>	Merthyr Tydfil FC Society Ltd - Pitch board advertising
<b>Dawn Bowden</b>	Health and Care Survey
<b>Dawn Bowden</b>	Health and Care Survey
<b>Dawn Bowden</b>	Treharris Athletic Western Football Club - Pitchboard & Programme advertising
<b>Dawn Bowden</b>	Dawn Bowden AM - Newspaper
<b>Elin Jones</b>	Delivery of Annual Report 2019

<b>Assembly Member</b>	<b>Title</b>
<b>Eluned Morgan</b>	Filming for Jo Cox awards
<b>Eluned Morgan</b>	Communicating the information gathered as a result of money advice days in Mid & West Wales
<b>Hefin David</b>	Assembly Member - funding surgery
<b>Hefin David</b>	Advertisement boards at sports grounds
<b>Hefin David</b>	Printing of newsletter to constituents
<b>Helen Mary Jones</b>	Gender Recognition Consultation
<b>Helen Mary Jones</b>	Mental Health
<b>Jane Hutt</b>	Investigating the impact of embedded gambling promotions in football and rugby clubs on children in South Wales
<b>Janet Finch-Saunders</b>	Constituency Engagement
<b>Jenny Rathbone</b>	Annual Report 2018
<b>Jenny Rathbone</b>	Investigating the impact of embedded gambling promotions in football and rugby clubs on children in South Wales
<b>Jeremy Miles</b>	Online Outreach
<b>John Griffiths</b>	Advert placement for Rugby Season
<b>John Griffiths</b>	Advert placement for Football Season
<b>John Griffiths</b>	Advert placement for Rugby Season
<b>Leanne Wood</b>	Future Housing Supply
<b>Mark Drakeford</b>	Mark Drakeford AM Annual Report 2019
<b>Mark Isherwood</b>	Advertising in North Wales newspapers
<b>Mick Antoniw</b>	AM Annual report to constituents
<b>Mohammad Asghar</b>	Stroke awareness day
<b>Mohammad Asghar</b>	Outreach Calling Card
<b>Mohammad Asghar</b>	Report Back leaflet Spring 2019
<b>Neil McEvoy</b>	Facebook Advertising Empty houses
<b>Neil McEvoy</b>	Facebook Advertising Cardiff Local Development Plan
<b>Neil McEvoy</b>	Facebook Advertising A Day in the Life of an AM
<b>Neil McEvoy</b>	Empty Houses
<b>Neil McEvoy</b>	Fly Tipping
<b>Neil McEvoy</b>	Assembly Member Annual Report

<b>Assembly Member</b>	<b>Title</b>
<b>Neil McEvoy</b>	Twitter engagement with constituents
<b>Neil McEvoy</b>	Children's Services Short Debate
<b>Paul Davies</b>	InTouch newsletter
<b>Rhiannon Passmore</b>	Design & Management of Assembly Member Website
<b>Rhun ap Iorwerth</b>	Rhun ap Iorwerth 2018 Annual Report
<b>Russell George</b>	Health Survey
<b>Sian Gwenllian</b>	Welsh Language Education Plan
<b>Suzy Davies</b>	Suzy Davies AM newsletter