
Annual Report

2020 – 21

July 2021

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.

Members of the Board

- Dr Elizabeth Haywood (Chair)
- Ronnie Alexander
- Mike Redhouse
- Dame Jane Roberts
- Hugh Widdis

Secretariat to the Board

- Lleu Williams, Clerk
- Ruth Hatton, Deputy Clerk

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

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Introduction

Since starting my role as Chair of the Board in September 2020 I have been grateful for the warm welcome that my fellow Board members and I have received from both Members and support staff alike.

The new Board was fortunate to be able to begin its term with strong foundations already in place as a result of the publication of the Determination for the Sixth Senedd by the previous Board in June 2020. This allowed for a seamless transition between one Board and another to ensure that Members of the Senedd had the appropriate support in place to fulfil their roles in representing the people of Wales. I would extend my thanks to both Dame Dawn Primarolo and Trevor Reaney, who served on the second Board, for their contribution and dedication to the work of the Board. The Board wishes them all the best for the future.

The last year has been challenging for a number of reasons, not least the continuation and uncertainty caused by the Covid-19 pandemic. Provisions to support the work of Members' offices have been in place since April 2020 and are being reviewed regularly. The Board has reviewed the Determination on Members' Pay and Allowances for the Sixth Senedd to ensure it remained appropriate in the context of the pandemic and prevailing economic circumstances.

The Board has also been considering the direction and focus of its work for this term. To this end, the Board will be paying close attention to the development of the Senedd as an institution over the coming years to ensure that Members continue to be supported properly to undertake their role.

The election in May also welcomed new Senedd Members, as well as returning Members. The Board looks forward to meeting as many Members as possible in the coming months.

Finally, you will be aware that Ronnie Alexander has now concluded his term on the Board. On behalf of the Board, I would like to thank Ronnie for his input over the last four years. Notably, his knowledge and expertise relating to health and safety in particular has enabled the Board to put in place specific support measures for both Members and staff in these very difficult times.

Best wishes,

A handwritten signature in black ink, reading "Dr Elizabeth Haywood". The signature is written in a cursive, flowing style.

Dr Elizabeth Haywood

Chair, Independent Remuneration Board of the Senedd

The Independent Remuneration Board

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

1.1 Establishment and Appointment

- 1.1.1 The **Independent Remuneration Board of the Senedd** is the independent body responsible for setting the pay and allowances of Members and their staff. The Board was established by the **National Assembly for Wales (Remuneration) Measure 2010** (the Measure), which received Royal Approval in July 2010.
- 1.1.2 The Board is appointed by the Senedd Commission through a public appointments process.
- 1.1.3 Members of the Board are appointed for a fixed period of five years, and may serve for no more than two terms. The Chair and one Member of the previous Board (2015-20) decided not to renew their terms on the Board, whilst a further two members agreed to seek second terms. The final member of the Board was appointed part way through a term therefore their term would expire in summer 2022. As such, a public appointment process was undertaken in 2020 to seek a new Chair and member for the Board.
- 1.1.4 On 15 June 2020, the Senedd Commission formally **approved** the appointment of a new Chair and Board member. Commissioners also renewed the appointments of two Board members. The current Board held its first meeting on 23 and 24 September 2020. The biographies of the Board appointed in September 2020 can be found in Annex A.

1.2 Functions and Objectives

- 1.2.1 The Board's functions are to determine the level of pay and allowances and system of financial support for Members which enables them to perform their duties as a Member of the Senedd. The Board has a statutory responsibility to ensure probity, accountability, value for money and transparency with respect to the expenditure of public fund.

- 1.2.2 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 decisions, any changes in the functions of Members, and any other circumstances deemed to be relevant.
- 1.2.3 Whilst independent of the Senedd, and not subject to its direction or control, nor that of the Commission, the Measure obliges the Board 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.
- 1.2.4 In accordance with the Measure, the Board meets in private and acts in an open and transparent manner by publishing information on the Senedd's website as well as its own website to enable the public to be kept informed of its activities. The **agenda and minutes** of each of the Board's formal meetings are available on the Board's pages on the Senedd website. The Board also publishes a post meeting update letter which is sent directly to all Members and their staff.
- 1.2.5 In addition, **section 11**, of the Measure requires the Board to lay before the Senedd an annual report on activities, including its use of resources, during each financial year. The Board's costs and the expenses claimed by the Members are published in Annex B.

1.3 Principles

- 1.3.1 The Board's work to date has been underpinned by a set of clearly defined principles:
- financial support and remuneration for Members should support the strategic purpose of the Senedd and facilitate the work of its Members
 - decisions must be appropriate within the context of Welsh earnings and the wider financial circumstances of Wales;
 - the system of financial support for Members must be robust, clear, transparent, sustainable, inclusive, and represent value for money for the taxpayer.

- 1.3.2 The second Board (in 2016) developed a set of governance principles and objectives, and subsequently published its **strategy** for delivering its work throughout the Fifth Senedd.
- 1.3.3 Since taking up office in September 2020 the current Board has been reviewing its strategic approach. The Board will be considering its final strategy and objectives along with an outline of its work programme in 2021.

1.4 Methodology

- 1.4.1 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 pay.
- 1.4.2 As a result of the evidence received by the Board, it has sought to make changes to the system of financial support in order to target resources in accordance with the Senedd's 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.
- 1.4.3 The Board has been committed to resourcing the specific needs of Members and responding to the requirements of the Welsh Parliament as it continues to evolve. It is important that the Board has targeted resources to support Members to fulfil their core responsibilities: scrutinising policy and finance; holding the Welsh Government to account; legislating; agreeing Welsh taxes; and representing their constituents.
- 1.4.4 This is not to say that the Board will not consider how its functions can contribute more widely to the strategic development of the Welsh Parliament, as the institution grows and develops and its requirements change over time.
- 1.4.5 Where the Board has seen fit to contribute to issues of wider consequence, such as seeking to remove barriers for those considering candidacies, the Board is always mindful of its remit.
- 1.4.6 The Board receives clerking and research assistance, legal and other advice, and administrative support from Senedd 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 Board.

1.5 Consultation and evidence gathering

- 1.5.1 Throughout its work, the Board actively seeks evidence to inform its decisions by engaging with a range of stakeholders including Members and support staff. This approach is a key tenet of the Board's working approach.
- 1.5.2 The Board has undertaken several engagement exercises with stakeholders to seek feedback on the operation of the Determination in practice. These opportunities have included virtual meetings with Members and support staff, and their representatives.
- 1.5.3 The Board held valuable meetings with the Member and Support Staff Representative Groups. Such meetings are where the Board meets with a nominated individual from each political party group. These groups have proven to be important in promoting the discussions and decisions of the Board, as well as providing a platform to consider issues and concerns affecting Members and their staff.

The Board's work in 2020-21

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

1.6 Reviewing Decisions

- 1.6.1 During the 2020/21 financial year, there has not only been a change of Board, but also a significant impact on the work of the Board as a result of the Covid-19 pandemic.
- 1.6.2 The Board is required to keep the Determination under review so that it continues to:
- provide Members with a level of remuneration which fairly reflects the complexity and importance of the role of Members and does not deter persons from seeking election to the Senedd;
 - provide Members with the resources they need to perform their roles; and
 - ensure probity, accountability, value for money and transparency with respect to the expenditure of public funds.
- 1.6.3 During the financial year, the Board has reviewed decisions in a number of areas, and these are detailed below.

1.7 Exceptional decision on Members' salary

- 1.7.1 On 24 September 2020, in accordance with provisions out in section 13(5) of the **Measure**, the Board **made an exceptional decision** taking effect for the remainder of the Fifth Senedd in relation to Members' salary. This followed an earlier exceptional decision taken by the previous Board in the 2019/20 financial year. The Board's decision was to remove the indexation mechanism applied to Members' salaries before the start of the Sixth Senedd. This meant that Members' pay would not be increased before the start of the Sixth Senedd.

- 1.7.2 As part of its annual review of the Determination for the Sixth Senedd, ahead of the election in May 2021, the Board proposed to make an exceptional determination related to salaries for the sixth Senedd term.
- 1.7.3 On 4 March 2021, the Board made an **exceptional determination** relating to Member and office holder pay for the first year of the Sixth Senedd.
- 1.7.4 Following consideration of the responses to consultation undertaken by the Board, the Board decided to reset Members' salaries for the Sixth Senedd to £67,649. This meant that Members' salaries would not increase at the start of the Sixth Senedd. This in effect constituted a two year pay freeze for Members of the Senedd. The Board concluded that the gravity of the ongoing economic impact of the pandemic, as well as unanimity of opposition to the Board's proposal to increase salaries at the start of the Sixth Senedd, meant that any pay increase would be inappropriate in the context of salaries elsewhere in Wales.
- 1.7.5 The Board also decided to amend office holder salaries meaning they would also not increase at the start of the Sixth Senedd.
- 1.7.6 The Board also decided that from 2022-23, annual salary changes for Members and additional office holders would be subject to a maximum indexed increase of three per cent but would not be lower than a minimum of zero per cent. This decision would therefore also rule out any decrease to Member and additional office holder salaries in the Sixth Senedd.
- 1.7.7 Following these decisions, a revised **Determination for the Sixth Senedd** was published on 18 March 2021. At paragraph 3.2.1 it explains that for the remainder of the Sixth Senedd, the pay of Members and office holders will be 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. Paragraph 3.2.2 sets out that the adjustment will be no lower than zero per cent and no higher than three per cent.

1.8 Responding to Covid-19

- 1.8.1 Early on during the emerging Covid-19 pandemic, the Board committed to providing the necessary support to Members and support staff to ensure they were able to continue with their important work during the most challenging of times.

- 1.8.2 The Board resolved to keep the situation under constant review in order to understand how the pandemic was affecting the working practices of Members and their offices. The Board decided to follow a principle of being as flexible as possible with the support provided through the Determination's budget.
- 1.8.3 A homeworking allowance fund was set up in April 2020, for a period of up to three months in the first instance. The purpose of the fund is to assist with the costs of homeworking for those support staff who are working from home as a result Covid-19 pandemic. Members can claim for up to £6 per week entitlement (or up to £26 per month for staff paid monthly) per member of support staff (as per the HMRC allowable rates for homeworking). This payment to staff is tax free.
- 1.8.4 In addition, the Board put in place an online course to allow individuals to undertake DSE assessments for working from home. This was open to both Members and support staff. A short term fund to pay for additional DSE equipment required as a result of this online assessment was opened in the summer and closed in September 2020. Finally, a Covid-19 Return to Offices Fund, was set up to enable Members to fund reasonable health and safety measures that are required to safeguard against the spread of the virus in constituency/regional offices.
- 1.8.5 As part of its annual review of the Determination, the Board amended the Determination for the Sixth Senedd to include reference to support provided during the pandemic, outlined at section 2.5 of the document.
- 1.8.6 The Board continues to review the situation and will continue to do so. It is also in regular contact with Members, support staff and the Senedd Commission to ensure that any needs arising are addressed as early as required.

1.9 Annual Review of the Determination for the Sixth Senedd

- 1.9.1 The main focus of the previous Board's work during its last year of its term of office was the Review of the **Determination for the Sixth Senedd**. The document was published a little less than a year ahead of the 2021 election, on 4 June 2020. This was in line with that Board's commitment to publish the Determination one year in advance of the election in order to provide information to prospective candidates on the support available should they be elected.

- 1.9.2** The new Board appointed in September 2020 undertook an annual review of the Determination for the Sixth Senedd published by its predecessor Board (as discussed in the previous paragraph). The key aim of this review was to ensure that the Determination ahead of the Sixth Senedd remained appropriate in the context of the Covid-19 pandemic and the associated economic and social impact. It also needed to ensure the Determination continued to be suitable in light of the impact on Senedd business. The consultation ran from 16 December 2020 to 11 February 2021.
- 1.9.3** At its meeting on 4 March 2021 the Board decided on a number of changes to the Determination for the Sixth Senedd. In addition to the decision on Members' salaries as outlined above, the Board also applied a minimum and maximum annual salary increase to support staff. The Board also introduced provisions to enhance the support staff pension scheme. Other changes included increasing the value of the Office and Constituent Liaison Fund to reflect the transfer of stationery provision from the Senedd Commission to the Determination, and amending the definition of "political party" in the Determination. Further information on the Board's decisions can be found in the [Board's report that accompanied the Determination](#).

1.10 Policy, Research and Communication Fund

- 1.10.1** Members can claim up to £2,500 per annum in order to commission discrete pieces of research work from external sources. Political party groups are able to use any underspend of their Support for Political Parties allowance in a similar manner. Members (but not groups) may also use the fund to engage with their constituents. This funding may not be used for party political engagement. Access to this funding is restricted in the four months preceding a Senedd general election.
- 1.10.2** During 2020-21, 33 Members used the Fund. A total of £56,589.01 was claimed by Members from this Fund, the details of which are outlined in Annex C of this report.

1.11 Consideration of exceptional payments

- 1.11.1** 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. Any such requests are 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. Provision for such expenses are outlined in section 2.4 of the Determination.
- 1.11.2** During 2020-21, the Board approved one application and considered 3 unsuccessful, applications. Other ongoing payments totalled £1851.84 for the same financial year.
- 1.11.3** The Board reviews all of the existing payments on an annual basis (in cases where additional payments extend beyond 12 months). 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.

Annex A: Members of the Board



Dr Elizabeth Haywood (Chair)

Elizabeth is currently a Board member of Natural Resources Wales. She chairs NRW's Flood Risk Management Committee. She was previously a Board member of Scottish Power Energy Networks, Hendre Group, Leonard Cheshire, an independent member of the Welsh Audit Office's Remuneration Board, and

inaugural Chair of WCVA Services Ltd. She also chaired the Welsh Government's Ministerial Task Force on City Regions.

Her early career was spent in the European Parliament and the Welsh Development Agency, before being appointed Director of CBI Wales, Communications Director of the Association of Train Operating Companies and then running an executive search firm based in Cardiff and London.

She has an economics degree from Cardiff University, a PhD and an honorary doctorate from Swansea, was the recipient of the first Welsh Woman of the Year Award and is an honorary Fellow of Trinity St David's University.

Elizabeth was appointed as Chair of the Independent Remuneration Board of the Senedd in September 2020.

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.

Michael has been a member of the Independent Remuneration Board since 2015.

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).

Jane has been a member of the Independent Remuneration Board since 2015.

Hugh Widdis



Hugh is the Head of the Government Legal Service for Northern Ireland, and Departmental Solicitor for the Northern Ireland Executive. He has 20 years of experience in parliamentary services and government legal services. Prior to joining the Northern Ireland Executive, Hugh was Director of Legal and Governance Services for the Northern Ireland Assembly.

He has previously worked in research, as a barrister in private practice and as an in-house lawyer in a leading financial services provider. He has also worked in the Scottish Parliament's legal office, and on discrimination law in the Office of the First Minister and deputy First Minister. He was a member of the Welsh Assembly Commission's Audit and Risk Assurance Committee (ACARAC) from 2012 until 2019. Hugh is a barrister and member of the Bar of Ireland and the Bar of Northern Ireland. Hugh was appointed to the Independent Remuneration Board in September 2020.

Ronnie Alexander (July 2017 – June 2021)¹



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, Ronnie 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. He also chairs the Independent Remuneration Panel on Members Allowances for Bath and North East Somerset Council and is a Panel Member for Bristol City 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.

¹ Ronnie Alexander tendered his resignation from the Board on 19 March 2021. His last day was 18 June 2021.

Members of the second Board 2015- 2020



L-R: Michael Redhouse, Ronnie Alexander^{*2}, Dame Dawn Primarolo (Chair), Dame Jane Roberts, Trevor Reaney

² Ronnie Alexander was appointed as Board member in July 2017, following the resignation of Roger Williams

Annex B: Board cost breakdown for 2020-21

The table below shows the direct costs incurred by the Remuneration Board in 2020-21 financial year. During this time there were eight formal Board meetings in addition to a number of engagement events with Members and support staff. The following tables outline the fees and expenses of Board members.

Table 1 – Board members fees³

	Cost							
	Dame Dawn Primarolo	Ronnie Alexander	Dame Jane Roberts	Trevor Reaney	Michael Redhouse	Dr Elizabeth Haywood	Hugh Widdis ⁴	
Daily Rate	£333.00	£310.00	£310.00	£267.00	£310.00	£400.00	£0.00	
Total	£1,967.18	£6,226.83	£2,772.97	£979.00	£4,309.25	£6,883.97	£0.00	£23,139.19

³ The daily rate payable to Board members was changed at the start of the term of the new Board in September 2020. The daily rate for Chair changed from £333.00 to £400.00, while the member rate changed from £267.00 to £310.00.

⁴ Hugh Widdis does not claim a daily rate for his work on the Board.

Table two – Board members travel and subsistence⁵

	Dame Dawn Primarolo	Ronnie Alexander	Dame Jane Roberts	Trevor Reaney	Michael Redhouse	Dr Elizabeth Haywood	Hugh Widdis	
Car Mileage	£0.00	£24.00	£0.00	£0.00	£0.00	£0.00	£0.00	
Taxi / Car Hire	£21.20	£0.00	£9.41	£0.00	£0.45	£0.00	£0.00	
Air Travel	£0.00	£0.00	£0.00	£204.79	£0.00	£0.00	£0.00	
Train & tube	£0.00	£0.00	£48.77	£3.22	£0.00	£0.00	£0.00	
Tolls	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	
Other Expenses	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	
Accommodation	£0.00	£0.00	£43.00	£43.00	£15.95	£0.00	£0.00	
Subsistence (catering)	£0.00	£26.40	£0.00	£11.18	£0.00	£0.00	£0.00	
	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	
Total	£21.20	£50.40	£101.18	£262.19	£16.40	£0.00	£0.00	£451.37

⁵ These amounts relate to travel and subsistence claims made towards the end of the previous financial year (2019-20) and do not reflect expenditure claimed during the year of reporting. There were no claims for travel and subsistence during the reporting year due to the Covid-19 pandemic.

Annex C: Policy, Research and Communication Fund projects 2020-21

Member of the Senedd	Title of work
Adam Price	Covid-19 Recovery Framework
Bethan Sayed	South Wales Evening Post Advert
Caroline Jones	South Wales West Covid-19 Survey
Caroline Jones	South Wales West Covid-19 Survey
Dai Lloyd	South Wales Evening Post Advert
Dai Lloyd	Swansea RFC Pitchside Advertising
Dai Lloyd	Elected Member Annual Report to Constituents
Darren Millar	COVID 19 Survey
Darren Millar	COVID 19 Survey
Darren Millar	COVID 19 Survey
David Rees	Port Talbot Football Club – Ground board/full page programme advert
David Rees	Port Talbot Football Club – Ground board/full page programme advert
David Rees	Aberavon RFC Ground Advertising Board
Dawn Bowden	Pitchboard & Programme advertising - Treharris Western Football Club
Dawn Bowden	Pitchboard Advertising - Merthyr Rugby Club
Dawn Bowden	Pitchboard Advertising - Merthyr Tydfil FC Society Ltd.
Dawn Bowden	Winter 2020 Communication and engagement with constituents
Dawn Bowden	Winter 2020 Communication and engagement with constituents
Elin Jones	Elin Jones Annual Report
Elin Jones	Elin Jones Annual Report
Eluned Morgan	Talking Hunger
Eluned Morgan	Talking Hunger
Hannah Blythyn	Inside Flintshire Advert
Hannah Blythyn	Letter to 16-18 year olds
Hannah Blythyn	Insert 'About Me' leaflet in Connections Magazine Ltd
Hannah Blythyn	Flintshire Leader Advert
Hannah Blythyn	EU Settlement Letter
Hefin David	Printing & Delivery of constituency leaflet
Hefin David	Printing & Delivery of constituency leaflet
Helen Mary Jones	Renewal of post-industrial communities
Huw Irranca-Davies	Redeveloping and refreshing website
Jack Sargeant	Buckley Resident Leaflet

Jack Sargeant	Buckley Resident Leaflet
Jane Hutt	Postal vote information communication
Jane Hutt	Postal vote information communication
Janet Finch-Saunders	Constituency Update Leaflet (COVID-19)
Janet Finch-Saunders	Constituency Update Leaflet (COVID-19)
Janet Finch-Saunders	Constituency Update Leaflet (COVID-19)
Janet Finch-Saunders	Constituency Update Leaflet (COVID-19)
Janet Finch-Saunders	Constituency Update Leaflet (COVID-19)
Janet Finch-Saunders	Constituency Update Leaflet (COVID-19)
Janet Finch-Saunders	Constituency Update Leaflet (COVID-19)
Jayne Bryant	Vaccine rollout information for Citizens over 80
Jayne Bryant	Vaccine rollout information for Citizens over 80
Jayne Bryant	Vaccine rollout information for Citizens over 80
Jayne Bryant	Information for European Citizens
Jayne Bryant	Information for European Citizens
Jayne Bryant	Information for European Citizens
Jenny Rathbone	Postal Vote Availability Letter
Jenny Rathbone	Postal Vote Availability Letter
Jeremy Miles	Jeremy Miles MS Re-branding and Design
John Griffiths	Advert in Newport RFC programme
Julie Morgan	Double-sided A4 colour newsletter
Julie Morgan	Double-sided A4 colour newsletter
Julie Morgan	Postal vote letter to constituents
Leanne Wood	Translation of Flood report
Lee Waters	Annual Report
Lee Waters	Annual Report
Lee Waters	Annual Report
Lee Waters	Annual Report
Llyr Huws Gruffydd	Ynni Cymru
Mark Drakeford	North West Cardiff Transport Update
Mark Drakeford	Postal Vote Letters
Mark Drakeford	Postal Vote Letters
Mark Drakeford	North West Cardiff Transport Update
Mick Antoniw	Printing and distribution of MS annual report
Mick Antoniw	Printing and distribution of MS annual report
Mick Antoniw	Printing and distribution of MS annual report
Mick Antoniw	Printing and distribution of MS annual report
Neil McEvoy	Advertisement on a Wales digital news site
Neil McEvoy	Children's Service Research
Neil McEvoy	PPE Q to health minister
Neil McEvoy	Advertisement on a Welsh digital news site
Paul Davies	Coronavirus Survey

Plaid Cymru group leader	Survey of public opinion relating to scrutiny of the Senedd and Elections (Wales) Bill, now Act
Rebecca Evans	Postal vote letters
Rebecca Evans	Postal vote letters
Rebecca Evans	Letter to EU Nationals resident in the Gower constituency
Rebecca Evans	Letter to EU Nationals resident in the Gower constituency
Sian Gwenllian	leaflet to constituents about my work in 2020
Suzy Davies	Covid phone surgeries
Suzy Davies	November covid surgeries
Vikki Howells	Vikki Howells MS end of year information leaflet
Vikki Howells	Vikki Howells MS end of year information leaflet