

Remuneration board and policies

20 May 2013

Request for Information

Thank you for your request received on 24 April in which you asked:

I wish to have information about the remuneration committee, how many have young children that they are responsible for whilst carrying out their duties. I want FOI information on the cost of travel, broken down by Travel type e.g. air, taxi, rail, Car for each member of the remuneration board for the duration of this Assembly.

For each employee of the Assembly Commission. Any arrangements made by the Assembly Commission for staff of the commission to receive support relating to caring responsibilities, e.g. flexible working, the voucher scheme for childcare and any other actions taken by the Commission to support those with children working for the Commission. In addition I would like disclosure of any compassionate leave given to those working for the commission who have been given leave because a member of their family was dying, or extremely ill. The numbers of staff paid whilst on compassionate leave.

I wish to have disclosure of the number of Assembly Members employing members of their family, and the salary bands upon which those support staff are employed.

We have broken your request down into the following areas and will answer each question individually.

The Remuneration Board

- 1. How many have young children that they are responsible for whilst carrying out their duties?*

We do not hold this information.

2. *Information on the cost of travel, broken down by Travel type e.g. air, taxi, rail, Car for each member of the remuneration board for the duration of this Assembly.*

Information relating to costs incurred by the Remuneration Board for 2010-11 and 2011-12 are published in the following annual reports:

2010-11 <http://www.assemblywales.org/gen-ld8710-e.pdf>

2011-12 <http://www.assemblywales.org/gen-ld8989-e.pdf>

A cost breakdown was not published in the annual report for 2010-11, but a Request for Information released on 22 February 2012 provides the information you requested:

Request - http://www.assemblywales.org/abthome/about_us-commission_assembly_administration/abt-foi/disclosure-log-month-view.htm?act=dis&id=243287&ds=2/2012

Full schedule of costs - http://www.assemblywales.org/abthome/about_us-commission_assembly_administration/abt-foi/disclosure-log-month-view.htm?act=dis&id=243294&ds=2/2012

The 2012-13 annual report which will include a breakdown of costs for the current financial year will be published in July 2013.

As there is planned publication of the information you require, we will not provide the information at this stage as you will be able to view the information, in full, when it is published. The reasons that we will not be providing the information at this stage are covered by section 22 of the Freedom of Information Act 2000. For further information see [Annex A](#).

Assembly Commission employees

3. *Any arrangements made by the Assembly Commission for staff of the commission to receive support relating to caring responsibilities, e.g. flexible working, the voucher scheme for childcare and any other actions taken by the Commission to support those with children working for the Commission.*

Below are a number of HR policies which may be of interest to you. They are published on our HR intranet site.

The flexible working policy is available here:



annual flexi
arrangements - effec

The childcare salary sacrifice policy is available here:



childcare policy.doc

The carers policy is available here:



carers.doc

The parental leave policy is available here:



paternity leave
policy.doc

4. In addition I would like disclosure of any compassionate leave given to those working for the commission who have been given leave because a member of their family was dying, or extremely ill. The numbers of staff paid whilst on compassionate leave.

The number of staff paid special leave for domestic reasons between 05 May 2011 and 24 April 2013 is 48.

Please note that "domestic reasons" in the special leave policy covers a multitude of circumstances and does not just cover sickness of a family member or dependant.

The special leave policy is available here:



special leave policy
2012.doc

5. I wish to have disclosure of the number of Assembly Members employing members of their family, and the salary bands upon which those support staff are employed.

A section within the document 'Fourth Assembly Register', titled 'Record of Employment of Family Members with the Support of Commission Funds' provides you with the information on Assembly Members employing members of their family:

<http://assemblywales.org/memhome/pay-expenses-financial-interests-standards/mem-register.htm>

All staff are employed on one of three salary bands, Band 1, Band 2 or Band 3, and must be employed in line with the Recruitment Policy issued by the Members' Business Support team. Please refer to Chapter 7 of the [Determination](#) on Members' Pay and Allowances.

Your request has been considered according to the principles set out in the Code of Practice on Public Access to Information. The code is published on our website at http://www.assemblywales.org/abthome/about_us-commission_assembly_administration/abt-foi/abt-foi-cop-pub.htm

If you have any questions regarding this response please contact me. If you feel you have cause for complaint, please follow the guidance at the end of this letter.

Yours sincerely

Buddug Saer
Programme Officer
National Assembly for Wales

Annex A

Section 22

Section 22 of the Freedom of Information Act 2000 provides that:

(1) Information is exempt information if:

- (a) the information is held by the public authority with a view to its publication, by the authority or any other person, at some future date (whether determined or not);
- b) the information was already held with a view to such publication at the time when the request for information was made, and
- (c) it is reasonable in all the circumstances that the information should be withheld from disclosure until the date referred to in paragraph (a).

Section 22 is a qualified exemption and as such the public interest test needs to be considered.

The National Assembly for Wales (Remuneration) Measure 2010 requires that the Remuneration Board publishes an annual report (as well as agendas, papers and minutes of meetings).

The Board's practice is to publish the information you seek as part of its annual report and this is expected to occur in July.

We cannot see any circumstances that suggest that there is a public interest in earlier disclosure of the information, in this particular case, than in accordance with these arrangements. Accordingly, we are of the view that the public interest in adhering to the arrangements set out above is not outweighed by any public interest in earlier disclosure.

Cause for concern or complaint with your FOI response?

If you believe that I have not applied the Code correctly or have not followed the relevant laws, you may make a formal complaint to the Chief Executive and Clerk at the National Assembly for Wales, Cardiff Bay. Details of the Assembly's complaints principles are set out in the Code of Practice on Complaints available on the Internet at <http://www.assemblywales.org/conhome/con-complaint.htm>. Please advise me if you wish to receive a printed copy.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Buddug Saer
Programme Officer
National Assembly for Wales