
Annual Report

2021-22

August 2022

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)
- Mike Redhouse
- Dame Jane Roberts
- Hugh Widdis
- Sir David Hanson

Secretariat to the Board

- Huw Gapper, 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

This report covers the period 1 April 2021 to 31 March 2022 – an interesting and challenging period for all, including the Board. The Covid-19 pandemic continued to dominate the headlines and transform the way we live and work, including Members of the Senedd and their staff. Due to the restrictions in place the Board as currently composed was not able to meet in person until the very end of the review period.

An upward trend emerged in inflation and living costs whilst the UK economy grew at a far steadier rate, meaning less money in pockets and a tight grasp on the public purse. This was the context within which the Board operated then and continues to operate today.

Members of the Senedd and their staff must be fairly remunerated and the allowances available to them must reflect the important work they do and enable them to work effectively. In 2021-22 the Board agreed changes to support staff salaries and pensions for 2022-23 which reflect the great value placed on them in terms of the effective operation of the Senedd. At the same time, in determining Members' pay and allowances, the Board must be mindful of the economic climate and ensure value for money for the Welsh taxpayer. This balance can be challenging to achieve, but achieve it we must.

2021-22 was a year of great excitement. The Senedd election in May 2021 resulted in a significant cohort of new Members. A new political configuration was formed within the Senedd – a Co-operation Agreement between Labour and Plaid Cymru, the operational consequences of which continue to emerge. How Members' pay and allowances should evolve to accommodate and support such changes is a key focus for the Board moving forward. The Board's work does not stand still.

During this period of significant change, including the shift to more home and hybrid working, the Board has sought to engage regularly with Members and their staff and listen to their views. Taking account of representations made by Members and their staff the Board has taken additional steps to protect the safety of Members in work and at home and to support their staff to be able to work safely and effectively in their place of work. Listening by the Board is key to achieving a Determination which meets Members' requirements and provides for effective Senedd and constituency work. I am very grateful to Members and their staff for working positively with the Board during 2021-22 and look forward to continued collaboration in years to come.

Big changes lie ahead. Allowances must reflect and accommodate the new ways of working which have emerged from the pandemic and the potential reform of the Senedd including an increased membership. And this must be achieved against a backdrop of continuing economic uncertainty. Close collaboration between the Board, Members, their staff, the Senedd Commission and other Senedd bodies will be key to ensuring the Determination remains fit for purpose in the context of such significant change. With this in mind the Board will continue to develop its means of engagement and ensure that its decisions are informed by the evidence provided by such persons and their views.

Finally, I would like to acknowledge the hard work of my fellow Board members in rising to the challenges experienced during 2021-22, including Ronnie Alexander who served the Board diligently until June 2021. I look forward to facing the challenges ahead with my trusted colleagues on the Board.

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. Ronnie Alexander, who was serving his second term with the Board, resigned in June 2021 on account of his appointment to another Board. As such, a public appointment process was undertaken to appoint a new member for the Board.
- 1.1.4 In August 2021, the Senedd Commission formally approved the appointment of Sir David Hanson to the Board. His biography and those of the Chair and all serving Board members are included at Annex A.

1.2 Functions and Objectives

- 1.2.1 The Board's functions are to determine the level of pay and allowances for Members and a system of financial support which enables them to perform their Senedd duties. The Board has a statutory responsibility to ensure probity, accountability, value for money and transparency with respect to the expenditure of public funds.
- 1.2.2 In carrying out its functions, **section 3** of the Measure requires 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 requires 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 considers to be appropriate.
- 1.2.4 As allowed by the Measure the Board meets in private. During the course of the pandemic the Board met mainly virtually due to the public health regulations, saving costs and reducing its carbon footprint. The Board acts in an open and transparent manner by publishing information on its **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 website.
- 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 is 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 In 2022 the Board developed a set of governance principles and objectives, and subsequently published its **strategy** for delivering its work throughout the Sixth Senedd.

1.4 Methodology

- 1.4.1 The provisions on pay and allowances set out in the Determination are based on regular engagement with stakeholders to gather evidence on the requirements of the Senedd and its Members in order to function effectively.

- 1.4.2** The Board also undertakes and commissions research for the purpose of gathering evidence to help inform its decisions, for example on comparisons with the pay and allowances available to Members of other parliaments and their staff. Board members and the secretariat also attended the 2021 International Parliamentary Regulators Forum, held online in September 2021 and keep in close contact with the other UK legislatures to compare and contrast allowances and decisions.
- 1.4.3** 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 is a key tenet of the Board's approach to its work.
- 1.5.2** The Board has undertaken several virtual engagement meetings with Members and their offices to gain insight into the use of allowances.
- 1.5.3** Following the 2021 Senedd election, the Board held virtual meetings with Members who had not sought re-election and Members who had been elected for the first time. These meetings increased the Board's understanding of Members' experience of standing down or losing their seat and provided insights into the challenges of taking up a new role thereafter.
- 1.5.4** The Chair of the Board held regular meetings and engaged with the Accounting Officer of the Senedd, for example to discuss areas which may need clarification in the Determination and also during the period of consultation on revised Rules and Guidance on the Use of Senedd Resources.
- 1.5.5** The Board held six meetings with representative groups on behalf of Members and support staff, where nominated individuals from each political party group represent the views of Members and support staff on issues relevant to the Board's work.

The Board's work in 2021-22

This chapter describes the Board's work over the previous financial year and explains the changes the Board has made to the Determination during this period.

2.1 Reviewing Decisions

- 2.1.1 During the 2021/22 financial year, there has been a significant impact on the work of the Board as a result of the Covid-19 pandemic, the increase in the cost of living consequent to world events and also the Co-operation agreement entered into between the Welsh Government and Plaid Cymru. These developments resulted in an increase to the Board's workload including two additional exceptional meetings and additional Member engagement.
- 2.1.2 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.
- 2.1.3 During the financial year the Board met on eight occasions, including two additional meetings, in order to review its Determination in a number of areas as detailed below and to plan its work.
- ## 2.2 Strategy for 2021-26
- 2.2.1 In July 2021, the Board held a series of discussions focused on developing its strategic aims for the remainder of its term in office. At its meeting in September, the Board reviewed its findings and in November the Board agreed and published its final strategy, alongside a "Board on a page" summary.

- 2.2.2** In March 2022, the Board considered and agreed its strategic forward work programme for the remainder of its term in office, and agreed that it would need to undertake two parallel phased workstreams.
- 2.2.3** The first workstream will focus on changes to the Determination for the Sixth Senedd in response to Members' needs. This will include all routine business and existing commitments, including reviewing the implications of the Co-operation Agreement in autumn 2022. The Board also identified two additional priority areas for thematic review - new ways of working and reviewing the support staff allowance, including the job role, pay and grading structure.
- 2.2.4** The second phased workstream will focus on preparing the Determination for Seventh Senedd. As decisions on Senedd Reform become clearer, the Board will take stock and decide on the scale of change required and priority areas for thematic review. In advance of this, the Board will seek to undertake preparatory research.

2.3 Support for Members in the Sixth Senedd

- 2.3.1** The Board was updated on the outcome of the election and the appointment of key officer holders at its meeting in May 2021. It also considered equality and diversity matters arising from the election, which is important to the Board as it considers what it can do, within its remit, to reduce potential barriers to standing for election.
- 2.3.2** The Board also took a decision on Committee Chair remuneration at its July 2021 meeting. Following the establishment of committees for the Sixth Senedd and subsequent election of Chairs at the end of June 2021, the Board considered the additional office holder salary rate payable to Committee Chairs for this Senedd term. The Determination provides for two rates, a higher rate at £13,741, and a lower rate at £9,154. The Board decided that given the remit and responsibilities of Committee Chairs, and the importance of the role of all Senedd Committees in holding the Government to account and discharging the Senedd's functions, all Chairs elected on 29 June would be entitled to the higher rate.
- 2.3.3** The Board's Determination for the Sixth Senedd was revised at the end of 2021-22 to take account of the impact of Covid-19. The Board has been mindful to monitor any unintended consequences of its decisions where changes had been made to the Determination for the Sixth, through its engagement with Members. The Board received feedback on changes to the Office Cost and Constituent Liaison Fund and

considered a letter from the Accounting Officer seeking clarification of the Board's new provisions at an additional meeting in November. The Board also reflected on the feedback from Members and Groups when it considered its proposals for the annual review of the Determination.

2.4 Annual Review of the Determination

- 2.4.1 The Determination is reviewed on an annual basis to ensure that the allowances remain relevant and appropriate to the economic climate of the day. Proposals for the review were developed during the autumn term of 2021 and a consultation process on those proposals was conducted between 7 January 2022 to 17 February 2022.
- 2.4.2 The Board welcomed the high level of engagement in its consultation by the Groups and individuals. A number of the points raised will be considered in our forthcoming thematic reviews. A common issue put forward by a number of Members prior to the consultation has been that the cost of renting office space has increased over time to the extent that the allowance, known as the Office and Constituent Liaison Fund, is insufficient. As a result, and in order to help inform the Board's final decisions in relation to this allowance, the Board commissioned an independent firm of chartered surveyors to undertake research on changes to office rental costs in Wales since the beginning of the Fifth Senedd (2016).
- 2.4.3 At its meeting on 10 March 2022 the Board decided on a number of changes to the Determination, the rationale for which was outlined in the [report](#) published alongside the Determination (including the independent research on office rental costs). These decisions reflected the change in financial circumstances and economic conditions in Wales due, in part, to the impact of Covid-19. The Board committed to monitoring the situation during this uncertain period.

2.5 Responding to Covid-19

- 2.5.1 The Board committed to providing the necessary support to Members and support staff during the Covid-19 pandemic to ensure they were able to continue with their important work during the most challenging of times.
- 2.5.2 The Board resolved to keep the situation under review in order to understand how the pandemic was affecting the working practices of Members and their offices.

- 2.5.3 A homeworking allowance fund, set up in April 2020, has continued to assist with the costs of homeworking for support staff working from home as a result Covid-19 pandemic. Members can claim for up to £6 per week (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. The fund continues to be in place to support staff who are working from home as required by their employers.
- 2.5.4 In addition, the Board has continued to support Members and Support Staff through the Covid-19 Return to Offices Fund, to finance reasonable health and safety measures that are required to safeguard against the spread of the virus in constituency/regional offices.
- 2.5.5 The Board will consider these measures as it assesses new ways of working consequent to the Covid-19 pandemic experience.

2.6 Policy, Research and Communication Fund

- 2.6.1 In its review of the Determination for the 2022/23 financial year, the Board agreed that the annual allowance of £2,500 available for members to conduct policy, research and communications work (known as 'PRCF') be transferred to the Office and Constituent Liaison Fund, as part of the Board's ongoing goal of simplification and to provide greater flexibility for Members on use of their use of these allowances. The Board further agreed to remove the restriction on the use of the PRCF allowance within four months of an ordinary Senedd general election, on the basis that there are sufficient safeguards in the Determination and the [Senedd Commission's Accounting Officer Rules on the Use of Senedd Resources](#) to prohibit the use of public funds for party political purposes.
- 2.6.2 In the [report](#) accompanying its latest [Determination](#) the Board noted its agreement to remove the requirement for the Board to publish details of Members' use of the PRCF in its annual reports, and instead publish these details alongside Members' other expenditure on the Senedd's website.
- 2.6.3 22 individual Members used the PRCF during 2021-22. At this time individual Members were able to claim up to a maximum of £2,500 each from the PRCF. A total of £92,273.32 was claimed for obtaining external research work in 2021-22 – a combination of claims by individual Members and political groups. Groups are able to use any remaining balance in their staffing allowance to obtain external expertise, for a

fixed period, to deliver a specific piece of policy and research work, as set out in 8.7.A in the current Determination. See further details on research commissioned by Members and groups in Annex C of this report.

2.7 Security

- 2.7.1 In May 2021, the Board considered the security arrangements provided to Members by the Senedd Commission and agreed to receive an update in six months' time. The importance of this update was thrown into sharp focus by the tragic death of Sir David Amess MP and recent security risks related to business before the Senedd.
- 2.7.2 At its November 2021 meeting, the Board considered the security reviews being undertaken for Members by Senedd Security and the steps being taken to recommend improvements to Members and staff safety at all times. The Board further agreed that sufficient funds must be set aside from the Determination's central funds to deliver recommendations deemed essential by Senedd Security for Members' offices, residential accommodation in Cardiff Bay and main homes, subject to the Determination's overarching tests of value for money and reasonableness.
- 2.7.3 The Board agreed to schedule annual reviews of the security provisions/support funded by the Determination to ensure that they remain sufficient.
- 2.7.4 The Board also noted an update from Senedd ICT on ongoing work to ensure Members' cyber security, and agreed additional measures relating to its own cyber security as a Board.

2.8 Pensions

- 2.8.1 As a result of the UK Parliament passing the Public Service Pensions and Judicial Offices Act 2022, the Board no longer has to seek the consent of HM Treasury to make changes to the Members' Pension Scheme Rules.
- 2.8.2 The Board considered the impact of the Supreme Court's McCloud and Sargeant cases on public sector pension schemes. It received advice from the Scheme's Board of Trustees and the Senedd Commission to remedy the discrimination that existed within the Pension Scheme Rules. Following further consultation over the summer of 2021, the Board recommended changes to the rules to remove discriminatory provisions. These will be published by the Pension Scheme Board of Trustees in due course.

2.9 Consideration of exceptional payments

- 2.9.1** 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.
- 2.9.2** During 2021-22 the Board received and approved three applications. Payments made during 2021-22 of ongoing exceptional expense claims agreed by the Board in previous years totalled £230.00.
- 2.9.3** The Board reviews all ongoing exceptional allowances 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.

2.10 Political environment

- 2.10.1** The 2021 autumn term saw the announcement of the Co-operation Agreement between Welsh Labour and Plaid Cymru. The Agreement raises a number of questions for the Board, particularly in relation to the role of the Designated Members and the impact of the Agreement on the political party support allowance. The Board will seek further evidence on the operation of the agreement and any impact on political parties before considering any changes to the Determination..

2.11 Decarbonisation

- 2.11.1** The Board is committed to playing its part in achieving decarbonisation by developing a Determination that is greener in its focus. In November 2021, the Board noted the Senedd Commission's intention to introduce an Electric Vehicle salary sacrifice scheme for Members of the Senedd and that it would keep the Board informed of the availability of the scheme. The Board voiced its enthusiastic support of the scheme, at the time referring to its overarching focus on decarbonisation within its guiding principles. The Board will keep a close eye of the future implementation of this scheme.

Annex A: Members of the Board

Dr Elizabeth Haywood (Chair)



Elizabeth is an experienced Non-Executive Director and Chair. She was a Board member of Natural Resources Wales and Chair of its Flood Risk Management Committee, 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 was 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.

Dame Jane Roberts



Jane is Visiting 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 charities Living Streets and Action for Stammering Children.

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). She was awarded a PhD at The Open University (2021).

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 22 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 of the Senedd in September 2020.

Sir David Hanson



The Right Honourable Sir David Hanson served as MP for Delyn constituency from 1992 -2019. In parliament he was a member of the Welsh Affairs Select committee from 1992 until he joined the Public Accounts Committee in 1996. He became the Parliamentary Private Secretary (PPS) to the Chief Secretary to the Treasury Alistair Darling in 1997 and became a member of the government in 1998

when he was appointed as an Assistant Government Whip.

He was promoted in 1999 on his appointment as the Parliamentary Under-Secretary of State at the Wales Office. In 2001 he became the PPS to Prime Minister Tony Blair to 2005. He served as the Minister of State at the Northern Ireland Office from the 2005 general election until 2007. He was the Minister of State at the new Ministry of Justice from 2007 until 2009.

On 21 February 2007, his appointment to the Privy Council was announced. He was Minister of State for Security, Counter-Terrorism, Crime and Policing at the Home Office from 2009 until the 2010 general election. He then shadowed that role, and after the Labour leadership election was appointed Shadow Treasury Minister. David also served on

the Justice Select Committee and was appointed to the Intelligence and Security Committee of Parliament. He also chaired parliamentary debates on behalf of the Speaker.

David was knighted for public service in 2020. Prior to parliament David worked in retail and the voluntary sector as chief executive of a national charity and served as a councillor and council group leader.

David was appointed to the Independent Remuneration Board of the Senedd in August 2021.

Annex B: Board cost breakdown for 2021-22

The table below shows the direct costs incurred by the Remuneration Board in 2021-22 financial year. During this time there were eight formal Board meetings in addition to a number of engagement events with Members and support staff. Due to the ongoing Covid-19 pandemic, all meetings, with the exception of one, were held virtually which reduced travel and subsistence expenses claims, while a higher-than-usual workload has resulted in increased fee claims by Board members. The following tables outline the fees and expenses of Board members.

Table 1 – Board members fees

Amount claimed by the:	Cost					
	Dr Elizabeth Haywood	Ronnie Alexander	Michael Redhouse	Dame Jane Roberts	Hugh Widdis ¹	Sir David Hanson
Day ²	£5,009.83	£248.01	£2,402.99	£930.00		£955.20
Half Day	£1,200.00		£206.65	£702.66		£930.00
Hour	£4,799.71	£557.92	£1,539.57	£1,633.52		£909.26
Total	£11,009.54	£805.93	£4,149.21	£3,266.18	£0.00	£2,794.46

¹ Hugh Widdis does not claim a daily rate for his work on the Board.

² The daily rate payable to the Chair is £400.00, while the daily rate payable to Board members is £310.00.

Table 2 – Board members travel and subsistence³

	Dr Elizabeth Haywood	Michael Redhouse	Dame Jane Roberts	Hugh Widdis	Sir David Hanson
Car Mileage	£24.00	£3.65	£0.00	£65.95	£0.00
Taxi / Car Hire	£0.00	£0.00	£0.00	£0.00	£7.00
Air Travel	£0.00	£0.00	£0.00	£82.98	£0.00
Train & tube	£36.90	£58.70	£0.00	£24.61	£81.00
Tolls	£0.00	£0.00	£0.00	£0.00	£0.00
Other Expenses	£0.00	£0.00	£0.00	£00.00	£0.00
Accommodation	£72.00	£72.00	£0.00	£72.00	£72.00
Subsistence (catering)	£102.25 ⁴	£0.00	£0.00	£0.00	£9.50
Total	£235.15	£134.35	£0.00	£255.24	£169.50

³ Table 2 shows the amounts of travel and subsistence claims made by Board members during the financial year 2021-22. The actual cost to the Senedd Commission is £1,064.04 due to the need to account to HMRC for income tax and National Insurance on these payments. Due to the Covid-19 pandemic, there was only one in-person meeting during the 2021-22 financial year.

⁴ This amount was for 4 Members' evening meal for the March meeting.

Table 3 - Additional costs

Marketing and publicity	£40.00
Independent Advisors	£540.00
Research and evaluation	£18,640
Additional costs total	£19,190.00

Table 4 - total costs

Board members' fees total	£22, 025.32
Board members' travel and subsistence total	£794.24
Additional costs total	£19,190.00
Total costs for 2021/22	£42,009.56

Annex C: Policy, Communications and Research Fund projects 2021-22

Member of the Senedd	Title of work
Altaf Hussain	Assessing the scope of a universal basic income. Reforming the delivery of the ambulance service
Andrew RT Davies	Web design tuition programme
Cefin Campbell	Developing a Community Based Solution to the Adverse Social Impacts of Holiday and Second Home, Ownership in Wales, on the Affordability of Homes for Local Communities.
Conservative group leader	Reviewing Welsh NHS Waiting Times
Conservative group leader	Reforming Non-domestic Rates in Wales
Conservative group leader	Reforming Council Tax
Conservative group leader	Increasing Housing levels in Wales
Delyth Jewell	Greenprint for the South Wales Valleys – Retrofitting
Elin Jones	Developing a Community Based Solution to the Adverse Social Impacts of Holiday and Second Home, Ownership in Wales, on the Affordability of Homes for Local Communities.
Heledd Fychan	Research to support a strategy to help alleviate fuel poverty in the south Wales valleys
James Evans	Reporting back video on work undertaken since May 2021
Janet Finch-Saunders	A review of the potential impact of a tourism tax on the hospitality and tourism industries of Aberconwy
Jenny Rathbone	Short Debate on the nutrient density of food
Joyce Watson	Support for Children and Young People experiencing domestic abuse
Julie Morgan	Communication with constituents - Annual report design
Luke Fletcher	Research to support a strategy to help alleviate fuel poverty in the south Wales valleys
Mabon Ap Gwynfor	Housing market management policy
Mick Antoniw	Communicating the case for investment in rail / rapid bus public transport improvements in Cardiff West and Pontypridd constituencies

Natasha Asghar	2022 communications social media plan(ning)
Peredur Owen Griffiths	Greenprint for the South Wales Valleys – Retrofitting
Plaid Cymru group leader	Translation of Parliamentary Agreement and related academic research
Plaid Cymru group leader	Translation of Parliamentary Agreement and related academic research
Rhys ab Owen	A critical examination of the Strategic Options presented in Cardiff's Replacement Local Development Plan
Russell George	An Electronic Newsletter
Russell George	An Electronic Newsletter
Russell George	An Electronic Newsletter
Russell George	An Electronic Newsletter
Russell George	An Electronic Newsletter
Russell George	An Electronic Newsletter
Russell George	An Electronic Newsletter
Russell George	An Electronic Newsletter
Russell George	An Electronic Newsletter
Russell George	An Electronic Newsletter
Russell George	Photographs of Russell George conducting his duties as a Member of the Senedd
Russell George	Training and press release templates
Sarah Murphy	Videographer for Porthcawl Regen Dragon's Den event
Sarah Murphy	Bridgend Mental Health Pathway
Sarah Murphy	Annual Report design
Sarah Murphy	Bridgend Mental Health Pathway
Sioned Williams	Research to support a strategy to help alleviate fuel poverty in the south Wales valleys
Sioned Williams	Information Video
Tom Giffard	Planning & Housing Policy Research Project