
Annual Report of the Independent Remuneration Board **2022-23**

June 2023

The Independent Remuneration Board of the Senedd

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

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

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Chair's foreword

This report is organised according to the four strategic objectives we as a Board are working towards. That is, the Board's commitment to ensuring the Determination is responsive to the changing needs of Members and the evolving political and economic context; that it is simple to navigate, with appropriate checks and balances; it promotes the long-term stability of finances in Wales and sustainability goals and this work is done by engaging with a wide range of stakeholders to enable effective reviews and promote trust.

The Board has agreed a programme of work to deliver improvements to the Determination in this Senedd and a Determination to meet the needs of the Seventh Senedd. The Board has organised this work according to the following five 'thematic' reviews: a simpler Determination, staffing support for Members, changing ways of working, support for political parties' allowance and a review of Members' pay. I am pleased to provide updates on the first three of these work streams in this report.

The Board plays an important role in maintaining public trust in the Senedd. The Board is also responsible for making decisions which enable Members to do their job effectively, and at the same time, ensuring value for money for the Welsh public purse. While the Board is independent of the direction of the Senedd and the Commission, it also needs to maintain the confidence of Members in how it operates and uses resources. To this end, the Mid-term Effectiveness Review has provided valuable feedback for the Board. The Board has welcomed the findings and has published our response to the recommendations, the next step will be implementation through the action plan.

The Board will continue to take steps to improve its engagement with Members and staff and to operate in an open and transparent manner, as required by its establishing legislation. Circumstances beyond the control of the Board has frustrated the Board's wish to meet in person in Cardiff as much as Board members would like, but we look forward to increased engagement in future.

This year has seen the cost of living continue to rise rapidly. The Board has considered the impact on Members and their staff and has responded quickly to mitigate the inflationary impact to enable Members to continue to do their job, with one-off increases in staff pay and to Members' office running costs budget. The temporary shift to home and hybrid working has settled into a permanent change to ways of working which will be addressed in our thematic review. The Board has set out an ambitious programme of work to revise the way Members and their staff are supported, not only in response to change, but in anticipation of it.

I look forward to delivering this work with my trusted colleagues on the Board.



Dr Elizabeth Haywood

Chair, Independent Remuneration Board of the Senedd

Our Year 2022-23

SIGNIFICANT DECISIONS



COST OF LIVING CRISIS

One-off payment of £600 to all support staff in 2022-23 and an additional payment of £600 agreed for 2023-24, and a £1000 rise in office costs allowance



MEMBERS' STAFFING

Agreed to increase Members' staffing allowance in 2023-24 to provide greater flexibility



REVIEW AND RESPONSE

Mid-term review of effectiveness and Board's response published April 2023

OUR WORK



SEVEN

Board meetings



MEETINGS WITH PARTY LEADERS

Autumn 2022 – approach to Senedd Reform



EIGHT

Representative Group meetings with Members and support staff



SIXTEEN

Responses to annual review



JOINT ENGAGEMENT WITH SENEDD COMMISSION

Ways of working (views of 40/60 Members considered)



Meetings with other legislatures to share best practice



OUR STRATEGIC WORK PROGRAMME INCLUDES FIVE THEMATIC REVIEWS:

**Ways of Working | Simplification | Staffing Support
Political Party Support | Members' Remuneration and Personal Support**

We commenced our thematic reviews with early progress on simplification and ways of working. The Board's strategic work programme sets out the Board's approach for the remainder of the Senedd term. These reviews will inform the annual reviews of the Determination as well shaping a new Determination for the Seventh Senedd.

Independent Remuneration Board

OUR PURPOSE

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 job effectively, ensuring value for money for the Welsh public purse.

OUR GUIDING PRINCIPLES

We make decisions on the system of financial support and remuneration for Members.



Our decisions should be appropriate within the context of Welsh earnings and the wider financial circumstances of Wales.



Our decisions should support the strategic purpose of the Senedd and facilitate the work of its Members.



Our decisions should be robust, clear, transparent, sustainable, inclusive, and represent value for money for the taxpayer.

OUR GOALS FOR THE TERM

To enable Members of the Sixth Senedd to do their parliamentary job effectively, in their locality and in the Senedd. To prepare a package of pay and support for the Seventh Senedd.

All within a changing constitutional, social, and global context.

OUR STRATEGIC OBJECTIVES

A RESPONSIVE DETERMINATION: deliver a Determination which responds to Members' changing business needs, citizens' expectations and the evolving constitutional context.

A SIMPLER DETERMINATION: simplify the Determination to provide flexibility for Members to determine their own priorities with proportionate safeguards, in co-operation with the Senedd Commission.

A SUSTAINABLE DETERMINATION: deliver a sustainable model of support, which takes account of diversity needs, the climate change emergency and long-term finances in Wales.

PROMOTING TRUST AND ENGAGEMENT: engage effectively with Members and a wider range of stakeholders to enable effective reviews and promote public trust.

WHAT SUCCESS WILL LOOK LIKE:

- Members trust and respect the decisions we make and view them as fair, evidence-based, and clear.
- Members have confidence that our decisions enable them to do their work as elected representatives effectively.
- The public has confidence that the system to provide financial support to Members delivers value for money, is transparent, and operates independently.

1. Introduction

1. The Independent Remuneration Board of the Senedd is an independent body responsible for ensuring Members of the Senedd have the appropriate remuneration and resources available to them to undertake their role. This includes setting the salaries of Members as well as their other allowances such as staffing and office costs.

2. 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.

2. Objective 1: a responsive Determination

A Determination responsive to evolving context. The Board will seek to deliver a Determination which responds to Members' changing business needs, citizens' expectations, and the evolving constitutional context.

Members' remuneration should fairly reflect the changing constitutional responsibilities of Members and Ministers, and be appropriate to the Welsh context. Members and Groups should have an effective and appropriate level of support which reflects the evolving capacity needs of the Senedd and enables Members to attract and retain skilled staff. The Determination should enable Members of the Senedd to engage productively with citizens. In the event of Senedd Reform, the Determination will be subject to a comprehensive review to ensure it remains fit for purpose.

Annual Review of the Determination

- 3.** The primary way in which the Board ensures that the Determination continues to provide Members with the appropriate level of support to enable them to carry out their role is via the Annual Review of the Determination, when the Board asks for comments on proposals for changes to the allowances provided in the Determination and other changing requirements.
- 4.** Following the last Annual Review in 2022, acknowledging the significant increases on the cost of living, and understanding that this would impact Members' business costs and support staff, the Board committed to monitoring the situation during a very uncertain period. As a result in December 2022 the Board agreed two exceptional in-year changes to the 2022-23 Determination. First, to increase the amount which a Member could claim from the Office and Constituent Liaison Fund by £1,000, to assist Members dealing with the increased costs of running their offices and engaging with constituents. The Board also made provision for each member of Support Staff to receive £600 in January 2023.
- 5.** The proposals for the Review for 2023/24 were published for consultation in January 2023. As well as asking for written responses, there were meetings with the Chiefs of Staff of the

political parties represented in the Senedd, consultation via Twitter, the Senedd's intranet and website and via direct mailing to the Board's stakeholders.

6. The Board welcomed the high level of engagement by the Groups and individuals. The most immediate concern for respondents was the impact of the cost-of-living pressures on support staff. The Board agreed a salary increase of 3%, in line with the cap agreed at the beginning of the Sixth Senedd. It also agreed a cost-of-living payment to be awarded to support staff of £600 in April 2023, higher than the proposed £400 set out in the Annual Review consultation proposals, to mitigate the immediate economic difficulties.

7. The pressures in the economy also meant the Board agreed the allowances for Members to meet the costs of their office and applicable residential accommodation allowance should rise by 10.1%, the rate of inflation, following the Annual Review in March 2023.

Exceptional expenses claims

8. The Determination makes provision for circumstances when Members may face exceptional circumstances that affect their ability to fulfil their duties. When these arise, the Board is asked to consider the case for providing exceptional financial support. During 2022-23 the Board received six applications and approved three. Payments made during 2022-23 of new and ongoing exceptional expense claims agreed by the Board in previous years totalled £11,837.86.

9. The Board reviews all ongoing exceptional allowances payments on a regular basis and at least annually (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.

Co-operation agreement

10. In order to ensure that the Determination remains relevant to the evolving political context, the Board was asked to consider the Co-operation Agreement between the Welsh Government and Plaid Cymru, announced in the Autumn of 2021.

11. The Agreement raised questions for the Board, and the impact of the Agreement on the support available to Groups under the political party support allowance. The Board called for additional evidence from internal stakeholders and the Welsh Government to inform their consideration of these issues in the Autumn of 2022.

12. Having considered the views expressed by the political groups, particularly in relation to the role of the 'Designated Members', the Board decided that no changes to allowances were justified in light of the Cooperation Agreement. The Board again noted the legal advice received, that Plaid Cymru are not a party in government.

Senedd Reform

13. In order to ensure the Determination reflects the changing constitutional responsibilities of Members and Ministers, and is appropriate to the Welsh political context, the Board has been monitoring the evolving work on Senedd Reform legislation. Following the publication of the recommendations of the Special Purpose Committee on Senedd Reform, the Board received a presentation from the former Chair of the Committee, Huw Irranca-Davies MS. He gave his perspective on the work of the committee and the next steps to realising Senedd Reform by 2026.

14. The Board also held meetings with Party Leaders in Autumn of 2022 to help inform its early thinking on the approach to Senedd Reform and the issues it needs to keep at the forefront of its mind as the legislation progresses, and ultimately what Senedd Reform will mean for the Determination for the Seventh Senedd.

15. In order to ensure the Board is able to understand the impact of Senedd Reform, the Chair and the Llywydd have held regular meetings. The Board has noted the Senedd Commission's proposed approach in preparing the information required by Welsh Government for inclusion in the Regulatory Impact Assessment which will accompany the anticipated Bill on Senedd reform.

Staffing support

16. In December 2022, in recognition of the economic circumstances, the Board made an exceptional determination (made in accordance with section 14(2) of the National Assembly for Wales (Remuneration) Measure 2010) to provide each member of Support Staff with a flat rate payment of £600 in January 2023, to help meet increased living costs. The Board's decision-making involved balancing the need to mitigate the immediate impact of the cost-of-living crisis on low-paid staff who are particularly affected, and the overall affordability of increased staff costs at a time of additional pressures on public sector budgets.

17. In order to ensure that Members have an appropriate level of staffing support to meet their needs, and that they are able to attract and retain skilled staff, the Board agreed to carry out a thematic review of staffing support.

18. The first phase has begun. It seeks to understand the pressures being faced by Members and their staff and evaluate whether the allowance for the remainder of the Sixth Senedd term is appropriate given the complexity and volume of work experienced by Members.

Pension schemes

19. The Board is responsible for setting the rules for the Members' Pension Scheme and appointing trustees to the Scheme as well as the Members' Support Staff pension scheme.

Members of the Senedd pension scheme

20. During this year the Board has continued to ensure that the scheme reflects the latest judicial guidance and decisions. The Board made a number of changes to the scheme rules in light of the impact of the Supreme Court's McCloud and Sargeant judgments, having consulted with Members.

Support staff pension scheme

21. The Board has previously made a number of changes to encourage staff to join the pension scheme, including providing up to an additional 3% employer contribution when staff make their own contribution.

22. In May 2022, the Board considered a comparison of the scheme with relevant public and private sector pension schemes, in response to feedback during the 2021 Annual Review consultation. The Board concluded that the support staff scheme appears fair in comparison to other similar schemes.

23. This year the Board also agreed to move the Support Staff Pension Scheme to a Group Personal Pensions Scheme (GPPS) as recommended by the Scheme Governance Group. The change allows Support Staff who want an alternative to the default pension plan to choose from a much larger range of funds including a wider range of Environment, Social and Governance Funds. Aviva (the pension plan provider) confirmed the move to a GPPS would also lead to a reduction in the Annual Management Charge, which for most Support Staff means a reduction in the total charges applied to their pensions.

Security

24. As part of ensuring that Members have an appropriate level of support to enable them to engage effectively with citizens, the Board has continued to receive regular updates from the Senedd Commission Security team who have delivered a programme of additional security measures at Members offices and homes, the costs of which are met through the Determination.

25. As well as undertaking on-site surveys, the Senedd Commission's security team has provided advice and support on security concerns to Members and support staff. By January 2023, all Members' homes and constituency offices have been surveyed and are either in the process of getting support, have confirmed that no work is needed or have had work completed.

3. Objective 2: a simpler Determination

Simplify the Determination with proportionate safeguards. The Board will seek to simplify the Determination, including more flexibility for Members to determine their own priorities with proportionate safeguards, in cooperation with the Senedd Commission.

The Determination should be simple, clear and transparent for Members and the public, with the right level of checks and balances to maintain the confidence of the public. It will provide flexibility for Members to decide their own small business model and priorities with an emphasis on Members' accountability to the public. The provision for Members through the Determination and the services the Commission provides will complement each other in effectively supporting Members in their work.

Ensuring the Determination is easier to navigate

26. In response to feedback from Members and staff, a version of the Determination showing tracked changes made as a result of the Annual Review 2023 was published. Officials supporting the Board and Members Business Support held familiarisation drop in sessions on the latest version of the Determination. Senedd Members and their support staff said they were pleased with the increased level of engagement on the Annual Review, commenting that it allowed them to plan ahead better.

Simplifying access to DSE assessments and health and safety measures

27. In response to the consultation on the Annual Review of the Determination 2023-24, the Board made the wording in the Determination clearer to show which funds are available for DSE assessments and health and safety measures.

Simplifying the procurement process

28. Responses to the consultation on the Annual Review showed that the requirements of the Determination meant that Members were often unable to find suitable providers when procuring goods and services and the threshold for sourcing three quotes meant resulted in increased administrative effort. This led to the Board changing the Determination to require three written quotations for any expenditure on goods or services with an estimated value above £1,500, increasing it from £750. Alongside ensuring that Members may seek prior approval from the Members' Business Support Team in exceptional cases to disapply the requirement, this will result in a more efficient and less time-consuming procurement process.

Thematic review to simplify the Determination

29. The Board has agreed to conduct a thematic review to make it as simple as possible for Members and Support Staff to understand what funding will be made available and how to claim it, and to make it as simple as possible for those in the Members' Business Support team to apply the regime efficiently, economically and with reduced risk of dispute.

30. The first phase of this work, a systematic review of the drafting of the Determination with an eye to consistency, clarity of language and removing unnecessary controls has begun.

31. Recognising that its determination is only one part of a system the Board is supportive of the work being undertaken by the Commission looking at the Members' claims system.

4. Objective 3: a sustainable Determination

A sustainable Determination: the Board will seek to deliver a sustainable model of support, which takes account of diversity needs, the climate change emergency and long-term finances in Wales.

The Determination should support Members in the sustainable use of resources that provide value for money to protect the interest of future generations. It should enable Members and their staff to play their part in reducing their carbon footprint. It should enable Members to meet changing business costs and the diversity needs of Members, their staff and constituents and allow for inclusive and safe working arrangements.

Thematic review of changing ways of working

32. The Board recognises that the Covid-19 outbreak resulted in a shift to working from home and hybrid working. This way of working has continued following the lifting of regulations in place during the pandemic. The Board agreed to undertake a thematic review of changes to the ways of working of Members and support staff following the Covid-19 pandemic and their implications for the Determination on Members' Pay and Allowances. This review is focused on assessing whether the purposes of the Office and Constituent Liaison Fund (OCLF) continue to meet Members' business costs and engagement requirements.

33. As the Senedd Commission is also undertaking a Ways of Working review, the Board and Senedd Commission undertook a joint engagement exercise, with 40 Members from all parties, regions of Wales and including Committee Chairs, Commissioners, Ministers and Group leaders to seek to understand how their ways of working have changed and their preferred ways of working in future. The findings of this exercise were presented to the Board and are helping to inform the Board's consideration of any changes needed to Members' allowances.

34. To inform this work, the Board received a presentation from officials from the Scottish Parliamentary Corporate Body on work undertaken by them on changes to the ways of working of MSPs and their staff and also on the staff cost provision for MSPs.

35. Work this year on this work stream has prioritised ensuring that the Determination supports Members and support staff ability to work from the office or from home, according to the requirements of their Member employer. The Board agreed the permanent inclusion of a **home working allowance** for support staff in the Annual Review of the Determination. Previously this allowance had been part of the COVID response measures which have now been removed from the Determination. Additionally, as mentioned above, the wording in the Determination was made clearer to show which funds are available for DSE assessments and health and safety measures to encourage greater use of these funds for preventative health and safety interventions.

Promoting a lower carbon footprint for business travel

36. To prepare for the launch of the Commission's salary sacrifice scheme for ultra-low emission vehicles, agreed changes to the Members of the Senedd Pension Scheme so that both employee and employer contributions under the Scheme are based on the Member's notional salary before the reduction for the salary sacrifice deductions. The Board also agreed changes to the mileage rates for Members in the Determination to enable them to claim for journeys made by electric vehicles. These changes are designed to support the commitment to help Members make more sustainable travel choices, helping to realise the Board's objective to have a more sustainable Determination. The electric vehicles scheme itself was decided by the Senedd Commission.

5. Objective 4: promoting trust and engagement

Promoting trust and engagement: the Board will seek to engage with a wide range of stakeholders to enable effective reviews and promote public trust.

The Board will use a range of engagement and communication approaches notably on issues that are likely to prove contentious. The Board will continue to seek effective working relations with Members and their staff across Wales. It will engage virtually and more regularly to inform its reviews. The Board will commission expert independent input when additional evidence is needed. The Board will seek to raise the profile of its work to help promote public trust that the Board is a guardian of the public purse and serves the interests of Welsh democracy, by engaging with civic organisations and the media in Wales.

Mid-term review of effectiveness

37. In May 2022, the Board commissioned a review of its effectiveness mid-way through its term in office. The review was carried out by the Senedd Commission's Head of Internal Audit and interviews were carried out with relevant stakeholders including Members of the Senedd and support staff.

38. The final report and Board's response were published in April 2023 and the Board is now implementing an action plan to address the report recommendations. The review identified a number of improvements for the Board. As the Board moves into its second half of its term in office, it will use the report and its recommendations to continue to develop and discharge its functions as effectively as possible.

Resourcing the Board's Strategic Work Programme

39. The National Assembly for Wales (Remuneration) Measure 2010 requires the Commission to provide the Board with such administrative support as it reasonably requires to enable it to discharge its functions. The Board made a request to the Commission for additional resources in 2022-23 to progress the strategic forward work programme for the remainder of the Senedd term. Since July 2022, the direct support available to the Board is now shown as ringfenced within the Commission budget, and this is shown in the Annex to this report.

40. The resource requirements and work of the Board are discussed during the Chair of the Board's regular meetings with the Chief Executive and Clerk to the Senedd.

41. During this year, this added resource has meant the valuable and informative research for the ways of working thematic review was initiated. It has also enabled progress to be made on the Board's Strategic Work Programme including the preparation of work on developing a specification for the pay and grading review as well as the scoping for the simplification review. The work of the thematic reviews has been progressed at the same time as the Annual Review of the Determination, and other day to day responsibilities. Further recruitment is pending, and the additional resource will enable momentum to build on each of these work streams.

42. Anticipating the Board's work in 2023-24, it will continue to require a similar level of resource to deliver the next phases of the respective thematic reviews and will engage early with the Commission to identify any additional external expertise it requires to ensure a robust evidence-base for its decisions.

Engagement

43. The Measure requires the Board to generally act in an open and transparent manner and publish on the website such information as will enable the public to be kept informed as to its activities. It does this through a variety of publications - letter updates to Members, minutes of its meetings, and by producing a strategy for its term in office. The Chair of the Board also meets the Chief Executive and Clerk to the Senedd regularly.

44. The Measure also requires the Board to consult those who are likely to be affected, before making its decisions (except where it would be inappropriate). Throughout its work, the Board actively seeks evidence to inform its decisions by engaging with a range of stakeholders including Members and support staff and will continue with this approach to ensure its decisions remain fit for purpose.

45. The Board values the input from Member and support staff Representative Groups. It has held four meetings with them this year and will continue to engage with these groups to promote its decisions and to consider issues affecting Members and their staff. Additionally, the Board and the Commission held joint engagement and consultation sessions with support staff and Members on the changes to ways of working in Autumn 2022.

46. In response to feedback in the Mid-term Effectiveness Review, the Board took steps to ensure that decisions on the Annual Review were taken slightly earlier this financial year, to enable Members to better plan ahead. The Representative Groups were informed of the Board's decisions ahead of publication of the revised Determination and additional engagement took place during the course of the review.

47. The Board is mindful that, due to circumstances outside its control, in-person engagement opportunities have been limited. The Board is committed to ensuring that future engagement and interaction with its stakeholders is timely and effective and will be exploring ways for Members, in particular support staff, to be able to feed into the Board's work.

6. Looking Forward

48. The Board will continue to progress work on its agreed thematic reviews and to ensure that its approach to communication and engagement is timely and inclusive, given Members and Members Support and Group staff views will be critical to informing the work at different points.

49. The thematic reviews are:

Ways of Working

50. This review is considering the impact and potential for members and their staff of new ways of working, such as hybrid and remote working, variable office costs, the importance of sustainability and diversity and inclusion. It is anticipated this work may lead to revisions of the Office and Constituent Liaison Fund (OCLF) in due course.

Simplification

51. This review aims to make it as simple as possible for Members and Support Staff to understand what funding will be made available and how to claim it, and to make it as simple as possible for Members' Business Support (MBS) to apply the regime efficiently, economically and with reduced risk of dispute.

Staffing Support

52. This review will consider the pay and grading of support staff and group staff and the range of roles that may be required to support Senedd Members in the Seventh Senedd, taking into account the implications of proposed Senedd reform.

Political Party Support Allowance

53. This review will consider the support provided to political parties ahead of the Seventh Senedd. It will consider the purpose of party support, comparative analysis with other parliamentary funding models (e.g. Short money), and the potential impact and implications on political party support and staffing ahead of, and following, Senedd reform.

Members' Remuneration and Personal Support

54. Members' remuneration is set in the Determination for the five-year term of the Senedd and may only be changed in exceptional circumstances. This review will gather evidence and

seek views on any changes required for the Seventh Senedd, taking into account any implications of Senedd reform in terms of Members' responsibilities and the range of 'additional offices' entitled to additional salary. This work will commence in 2024-25.

If you would like to see the work of the Board, published material and dates of meetings can be found here:

[Remuneration Board](#)

If you would like to feed into the work of the Board, please email:

remuneration@senedd.wales

Annex A: Board cost breakdown for 2022-23

Section 11 of the *National Assembly for Wales (Remuneration) Measure 2010*, sets out that the Annual Report detailing the Board's activity must include how the Board has used its resources during the financial year. The table below shows the direct costs incurred by the Remuneration Board in 2022-23 financial year. During this time there were seven formal Board meetings in addition to meetings with secretariat staff and a number of engagement events with Members and support staff. Due to hybrid working arrangements in place and the impact of various industrial action affecting travel to meetings, most meetings were held virtually which reduced travel and subsistence expenses claims by Board members. The following tables outline the fees and expenses of Board members.

Table 1 – Board members fees

Amount claimed by the:	Dr Elizabeth Haywood	Michael Redhouse	Dame Jane Roberts	Hugh Widdis ¹	Sir David Hanson
Daily rate²	£3,665.46	£2,207.33	£1,576.35	£0	£1,251.94
Half Day rate	£1,000.00	£620.00	£465.00	£0	£630.00
Hourly rate	£3,579.29	£3,529.94	£805.94	£0	£651.28
Total claimed	£8,244.74	£3,529.94	£2,847.29	£0.00	£2,533.22

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

² Daily rate for Chair is £400, Half day rate is £200 and Hourly rate is £53.33. For Board members the daily rate is £310, Half day rate is £155 and Hourly rate is £41.33

Table 2 – Board members travel and subsistence³

	Dr Elizabeth Haywood	Michael Redhouse	Dame Jane Roberts	Hugh Widdis	Sir David Hanson
Car Mileage	£223.20	£0.00	£0.00	£42.00	£0.00
Taxi / Car Hire	£0.00	£5.57	£1.924	£12.08	£3.86
Air Travel	£0.00	£0.00	£0.00	£353.04	£0.00
Train & tube	£2.90	£90.95	£77.85	£121.27	£124.79
Other Expenses	£0.00	£0.00	£0.00	£56.76	£0.00
Accommodation	£459.50	£95.00	£99.50	£99.50	£99.50
Subsistence (catering)	£44.58	£18.70	£20.00	£54.98	£22.62
Grossed up and tax added	£127.89	£48.98	£132.80	£330.05	£47.00
Total*	£858.07	£295.20	£332.07	£1069.68	£297.78

* Total costs include adjustments from previous years. The Chair's accommodation costs include the cost of hotel accommodation for all Board members for their meeting in Cardiff in March 2021 (normally the hotel costs of each Board member are paid for centrally by the Senedd Commission however on this occasion, due to an error by the hotel, the Chair was asked to pay the cost of the rooms of every Board member). The cost of Board members' hotel rooms are normally shown in the columns for each Board member but on this occasion are all included in the Chair's column reflecting how the hotel bill was paid. This cost was incurred in the 2021-22 financial year however the cost was reimbursed to the Chair during the 2022-23 financial year and is therefore included in these figures for 2022-23.

³ Table 2 shows the amounts of travel and subsistence claims made by Board members during the financial year 2022-23. This is the net costs showing NI costs and prior year adjustments.

⁴ When Board members share a taxi to Ty Hywel for meetings, the cost is allocated to more than one travel claim.

Table 3 shows other costs incurred by the Board such as those related to holding in-person meetings and seeking external legal advice relating to the Rules of the Member' Pension Scheme.

Table 3 - Additional costs

Information Commission annual charge	£40.00
Research and expert advice	£3,750.00
Hospitality	£227.00

Table 4 - Total costs

Board members' fees total (table 1)	£17,155.19
Board members' travel and subsistence total (table 2)	£2852.80
Additional costs (table 3)	£4,017.00
Staffing costs⁵	£268,883.00
Total costs for 2022/23	£ 292,185.27

⁵ Staffing costs for the clerking team that supports the Board included here as agreed with the Senedd Commission for 2022-23.

Annex B: 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. Elizabeth is a Trustee of the Institute of Welsh Affairs.

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.