

Concise Minutes - Remuneration Board (2025 -)

Meeting Venue:

Meeting date: Wednesday, 21 January 2026

Hybrid - Digital

Meeting time: 10.30 - 12.30 and 15.30 - 16.30

IRB (01-26)

Attendance

Category	Names
Board members:	Dr Elizabeth Haywood (Chair) Nick Bourne Gareth Llewellyn Jennifer Long Hugh Widdis (virtual)
Secretariat:	Daniel Hurford, Clerk Ruth Hatton, Second Clerk Max Bonar-Law, Senior Researcher Beth Hales, Deputy Clerk Bethan Jones, Support Officer (virtual)
Officials Present:	Anna Daniel, Senior Adviser to the Board, Head of Strategic Transformation Service Gareth Howells, Legal Adviser (Items 1 and 2 only) Craig Griffiths, Head of Members' Business Support (Items 1 and 2 only) Nikki Fitzgerald, Head of Members' Business Support (Items 1 and 2 only) Donna Davies, Head of Pensions (Item 3 only)

1 Staffing Review

- The Board considered responses to the consultation on extending the implementation of the new pay and grading framework.
- The Board discussed the concerns relating to 'fire and rehire' and latest legal advice received.
- The Board agreed to extend the deadline for the staffing review implementation to 30 June 2026.

Action:

- Secretariat to confirm Board's decision to extend the deadline for implementation of the pay and grading framework to the end of June.

2 Employment of Family Members

- The Board noted that recent legal advice was consistent with previous advice received.
- The Board noted recent correspondence with Members who employ family members.

3 Pensions update

- The Board received an update on the Senedd Pension scheme from Donna Davies, Head of Pensions, which included the impact of Senedd Reform on the Scheme.
- The Board confirmed that Jennifer Long would be its representative for any Pension matters during the Board's current term.
- The Board agreed to seek advice on amending the Scheme's Rules to include a forfeiture clause for specific criminal offences.

Action:

- The Board to consider the upcoming valuation process at a future meeting
- Secretariat to obtain external legal advice on the feasibility and implications of introducing a forfeiture provision into the pension scheme rules.

4 Briefing for Representative Groups and Drop-ins

- The Board noted the briefings ahead of the Member and staff representative group meetings, and the Member drop-in.

5 Strategic Planning

- The Board discussed the approach and timeline for developing the new Board strategy.
- The Board reviewed their guiding principles and current strategic objectives. It noted those that are still relevant and those, such as simplification, that were resolved in the previous Board term.

Action:

- Secretariat to prepare and present an updated timeline for the next Board term.

6 Any other business

- The Board noted the recent political party defections and discussed the impact if a new political group was formed.
- The Board discussed Member engagement and noted that all political parties, including those not currently represented in the Sixth Senedd, needed to be engaged with ahead of the Seventh Senedd.

Action:

- Secretariat to liaise with the Commission regarding current points of contact used for political parties.