

Dear Members,

cc Group and Support Staff

SUMMARY OF THE REMUNERATION BOARD MEETING HELD ON 22 FEBRUARY 2024

The Independent Remuneration Board of the Senedd met on Thursday 22 February following a drop-in session with Members on the same day focused on the Members' remuneration and personal support thematic review.

This letter provides a summary of the Board's key decisions and discussions. Information relating to previous Board meetings is available [here](#).

Once again I would like to thank Members, staff and union representatives for your invaluable contribution in providing evidence in response to the consultation on the Annual Review of the Determination for 2024-25. Thanks also to Members and staff for readily taking time out of your busy schedules to participate in interviews, focus groups and the survey with Beamans as part of phase one of the thematic review of Staffing Support.

Annual review of the Determination on Members' Pay and Allowances for 2024-25

The Board considered and discussed the responses received to the consultation on the Annual Review of the Determination.

The consultation was held from 15 December to 26 January and set out proposals to increase amounts which Members' can claim for their business costs by January 2024 CPI figure, which was published on 14 February at 4%. The consultation proposed that the 3% cap for salary increases for Members' Support Staff Salaries would be disapplied, and salaries would increase in line with ASHE at 5.7%, and also noted that Members' salaries would increase in line with the cap of 3% as set out in the Determination.

There was general support in the consultation responses for the proposals to increase Members' business costs by January CPI (which is 4%) and proposals around Members' Support Staff salary increases and therefore the Board intends to formally agree these proposals in the March meeting. Following consultation feedback on proposals to discontinue the home-working allowance for Members' Support Staff, the Board has reviewed and agreed to retain the home-working allowance for 2024-25.

Other proposals consulted on were aimed at simplifying the Determination, based on the Board's engagement with Members and Support Staff, feedback from the Chief Executive and Clerk of the Senedd and several identified through the Board's ongoing work to simplify the Determination, led by Hugh Widdis.

The Board will take final decisions on changes to the Determination for 2024-25 at its meeting on 14 March, with the Determination for 2024-25 published at the end of March and Members will be informed of all changes following the March meeting and the Board's reasons for its decisions.

Thematic Reviews and Other Updates

The Board discussed progress to date in carrying out its five thematic reviews and considered the next steps in delivering the Determination for Seventh Senedd

Further information about the Board's thematic reviews and strategic work programme for the remainder of this Senedd term is available [here](#).

The Board also considered several other updates and noted that the Chair of the Board will be meeting with the Chair of the Standards of Conduct Committee to discuss the ongoing inquiry into Dignity and Respect.

These updates will be provided to you following each meeting of the Board. In the meantime, should you have any matters you wish to raise with me or the Board, please do not hesitate to get in touch by emailing remuneration@senedd.wales.

Yours sincerely,



Dr Elizabeth Haywood

Chair, Independent Remuneration Board of the Senedd

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English