

Dear Members,

cc Group and Support Staff

SUMMARY OF THE REMUNERATION BOARD MEETING HELD ON 16 MAY 2024

The Independent Remuneration Board of the Senedd met on Thursday 16 May 2024.

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

The Board also met with several Members during themed Drop-Ins at the Cwrt on Wednesday 15 May and were grateful to those who attended to share their views on support provided to Members who lose office; these perspectives were invaluable and informed the Board's discussions on the subject the following day. The Board also met with the Members Representative Group and Staff Representative Group on 15 May.

Staffing Review

The Board considered the final Phase One report produced by Beamans, including the options for a revised pay and grading framework and its approach to the next steps of this review. The Board accepted the report's analysis and conclusions and agreed that changes should be made to the pay and grading framework, to be introduced from the start of the Seventh Senedd. The Board also agreed to:

- publish the Phase One report and its response indicating its preferred option to introduce a job families framework,
- consult with Members, Members' staff, trade unions and the Senedd Commission, on its preferred option with a final decision then to be taken in the Board's July meeting, and
- agreed to progress procurement for external expertise to develop a revised pay and grading framework and associated materials and resources.

The Board has since published the [report](#) on 23 May and has written to Members and support staff with its response and we are seeking views as part of a [consultation](#) on next steps, which closes on 27 June 2024.

Work will progress on development of a new framework during the summer and autumn with engagement and further consultation during the autumn of 2024, with consultation on the final proposals planned for Spring 2025.

Members' Remuneration - Workstream Three: Loss of Office

The Board reflected on international comparative research undertaken on loss of office payments and considered the feedback from the drop-in sessions with Members held the previous day.

The Board will seek views on loss of office from a support staff perspective through the Staff Representative Group. The Board agreed that policy development should proceed over the summer with a view to consulting on any proposals in the Autumn.

The Board noted that 'loss of office' was a matter to explore with the Commission as part of the planned Board-Commission dialogue as there was a shared interest in Member support; the Board's provisions are part of a package of financial support provided to former Members with pastoral, personal development and professional advice and support (outplacement support), provided by the Commission.

PPSA Thematic Review

The Board considered feedback from Jane Roberts, Board lead for the review, following further comparative research and meetings with a range of senior Group members and staff and wider Members to discuss their views on PPSA.

The Board agreed to proceed to the development of policy options during the Summer, with a view to proposals being consulted on in the Autumn.

Disciplinary and Grievance Policies

The Board considered a paper on the Grievance and Disciplinary and, as the procedures set out in the policies are broadly in line with the ACAS Code of Practice on Disciplinary and Grievance Procedures, agreed to await the outcome of the Standards Committee's inquiry into dignity and respect prior to any review of the policies.

The Board also reflected on a number of comments and queries raised during discussions at the Support Staff Representative Group meeting and agreed to clarify and confirm that the policies provide for:

- informal resolution of grievances and matters of conduct (section 3 of each policy which state that such matters may be resolved informally via private discussions) and
- support staff to be accompanied by a companion, including a trade union representative, in grievance or disciplinary meetings.

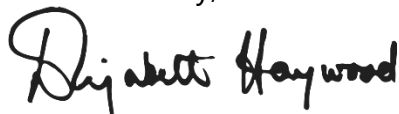
Annual Report

The Board agreed its Annual Report which will be published on the Board's [website](#) on 12 June. The Board also noted the update on the effectiveness review action plan which will also be available [online](#) shortly.

Next Board Meeting

The Board will next be meeting on 4 July; the meeting will be held virtually and there will be a Member Drop-In in the Cwrt on the afternoon of Wednesday 26 June, where I would particularly welcome views on the Residential Accommodation Expenditure. Should you have any matters you wish to raise with me or the Board or would like to discuss any matter further in the meantime, 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