

Dear Members,

cc Group and Support Staff

SUMMARY OF THE REMUNERATION BOARD MEETING HELD ON 4 JULY 2024

The Independent Remuneration Board of the Senedd met on Thursday 4 July 2024.

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

I also met with several Members during themed Drop-Ins at the Cwrt on Wednesday 26 June and was grateful to those who attended who shared their views on residential accommodation expenditure and additional support for Members; these perspectives were invaluable and informed the Board's discussions the following day. The Board also met with the Members' Representative Group and Staff Representative Group on 3 July.

Staffing Review

The Board considered the consultation feedback on Phase 1 report produced by Beamans. A majority of respondents cautiously supported a move to a pay and grading framework based on job families, while also highlighting a range of issues they felt were important considerations for the next phase of this work. I would like to thank the Groups and Unions for their responses to the consultation which have helped to inform the Board's decisions about next steps. An anonymised summary of responses is available [here](#).

The Board agreed to progress to Phase 2 of the pay and grading review and is currently commissioning external support to help design and develop a new job families-based pay and grading framework for implementation in the Seventh Senedd. Part of this work will also include gathering pay and benchmarking data. Members, group and support staff and unions will be engaged and consulted throughout the development of a new framework during the Autumn, with the final proposals published for consultation in the Spring.

The Board also considered the scope and approach to reviewing the quantum of staffing allowance for Members for the Seventh Senedd. The Board will consider this further with a view to engagement and evidence gathering during the autumn of 2024, and consultation on the final proposals also planned for Spring 2025.

Members' Remuneration - Loss of Office

Following on from Member feedback and discussion at the May meeting, the Board considered further evidence and advice on loss of office support to Members. The Board agreed that further policy development should proceed over the summer and another Board discussion in September with a view to consulting on any policy proposals in the Autumn.

Members' Remuneration – Residential Accommodation Expenditure

The Board reflected on the valuable feedback provided by Members at the Drop-ins on 26 June and previous evidence provided through correspondence or consultation responses. The Board considered the scope of the review for future approaches to the provision of residential accommodation expenditure in the Seventh Senedd, given changes to constituency boundaries from the start of the Seventh Senedd. The Board agreed to further develop options for review in September, prior to consultation in the Autumn.

Ways of Working Thematic Review

The Board considered data and evidence of Members' Office and Constituent Liaison Fund (OCLF) spend and usage and the implications of constituency changes on OCLF provision post-election. The Board agreed to further develop these options for review in September, prior to consultation in the Autumn.

Draft Board budget for 2025-26

The Board considered the work programme priorities and indicative draft budget for 2025-26 in order to assist the Senedd Commission as part of its budgetary planning process.

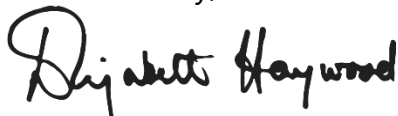
Board Member Update

Sir David Hanson was last week (9 July 2024) appointed by the new Prime Minister as a Minister of State in the Home Office. Sir David has subsequently resigned as a member of the Board. On behalf of the Board, I should like to place on record my thanks to Sir David for his valuable contribution to the work of the Board during his term. Arrangements for recruiting to a vacant position on the Board is a matter for the Clerk and Chief Executive of the Senedd.

Next Board Meeting

The Board will next be meeting on 26 September 2024. 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