

Dear Members,

cc Group and Support Staff

UPDATE FROM THE REMUNERATION BOARD

The Independent Remuneration Board of the Senedd met on Thursday 13 February 2025.

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

The Board met with the Members Representative Group and Staff Representative Group on 12 February and also met with several Members during the Drop-In at the Cwrt and were grateful to those who attended to share their views on the current annual review consultation and other matters of interest.

Tribute to Michael Redhouse

As some of you will be aware, our fellow Board member Mike Redhouse sadly passed away on 12 January. It was with great sadness that the Board [reflected on Mike's enormous contribution](#) to both our work and to the Senedd during his two terms and nearly ten years as a Board member. Mike was an active and widely respected Board member and made a measured and significant contribution to our work. His expertise and leadership, particularly in the field of employment and pensions, has paved the way for some of the most significant changes relating to the Determination since its inception. It was lovely to hear the warm words and sentiments offered by the Representative Groups in our meetings with them.

The Chief Executive and Clerk had already commenced a recruitment exercise to fill existing and future vacancies in the Board membership and she will update Members in due course.

Autumn Consultation - Part 1 Review of the Determination for the Seventh Senedd Part One

The Board gave further consideration to the responses received on the consultation of [Part 1 of the Review of the Determination for the Seventh Senedd](#), that concluded on 6 December. The consultation included proposals relating to Members' overnight accommodation, constituency office and engagement support and Senedd Group Support.

The Board has reviewed its original proposals in light of feedback and issues raised and these will be finalised in the Summer, as feedback from the Part 2 consultation on Members' pay and support and Staffing support (to run from end of March to mid-May) may raise issues which impact on previous proposals. The Board will issue a post consultation report, summarising feedback, at the end of March.

Members' Remuneration and Additional Support

The Board considered the latest evidence and policy proposals for inclusion in the Part 2 consultation of the Review of the Determination for the Seventh Senedd relating to Members' pay, Chapter 3A provisions and Travel. The Board will consider these further at its March meeting ahead of Part 2 consultation being issued at the end of March.

Staffing Review

The Board considered the Job Family classification framework and initial benchmarking analysis of support staff salaries undertaken by Beamans. The Board will consider further the benchmarking exercise along with the quantum of the staffing allowance for the Seventh Senedd at the March meeting, with a view to proposals being consulted on as part of the Part 2 consultation on the Review of the Determination for the Seventh Senedd.

McCloud – Independent financial advice for affected Members

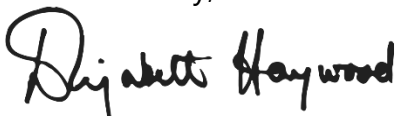
In 2021, following consultation with affected Members, the Board agreed on a McCloud remedy for the Members of the Senedd Pension Scheme. The Board received an update at its Board meeting and, given the complexities and developments since 2021, agreed that Members could claim up to £250 towards obtaining independent financial advice regarding the McCloud remedy. The Pensions Board will be writing to affected Members with further details shortly.

Next Board Meeting

The Board will next meet on Thursday 13 March 2025 and we will meet with Member and Staff representative groups on Wednesday 12 March 2025.

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