

Dear Members,

cc Group and Support Staff

UPDATE AND DECISIONS FOR THE DETERMINATION FOR THE SEVENTH SENEDD

The Independent Remuneration Board of the Senedd met twice in June (9 and 23) and on 10 July 2025; the Board also met with the Members Representative Group and Staff Representative Group on 9 July.

The focus of the Board's June and July meetings has been to consider the feedback from the Part Two consultation and to finalise its decisions and approach to publication of the Determination for the Seventh Senedd.

Decisions and Publication of the Determination for the Seventh Senedd

The Board has undertaken a series of thematic reviews of the Determination during this term and has set out a number of proposals for change in its Part One and Part Two consultations in recent months.

The Board committed to providing early indication this Summer of its decisions to inform candidates, Members, support staff, parties and unions of the Determination for the Seventh Senedd.

Following the Board's various consultations, the Board has now taken its key decisions on Members' salaries and Members' business and staffing support budgets for the Seventh Senedd.

The Board is publishing its decisions and Determination in two-stages:

- **Decisions** - it has published its key decisions for the Seventh Senedd in July, to provide you and candidates with early information about salaries and claimable costs, and to inform the Senedd Commission's budget setting process for 2026-27. These key decisions are set out in the enclosed document, which have also been annexed to and published as part of the current Determination for 2025-26.
- **Determination** – the Board will publish a draft full Determination in the autumn. The intention is that this will be a simplified document and will incorporate any necessary changes following the conclusion of the Business Committee's ongoing review of Standing Orders and the organisation of Senedd Business and the review of the Rules and Guidance on the Use of Senedd Resources, which the Board understands will take place in the autumn term. The revised draft Determination will be subject to consultation to seek views on the clarity and interpretation of the drafting; however, the core policy

proposals will not be subject to review given they have been the subject of previous consultation and the Board has finalised its decisions.

In confirming its decisions for the Seventh Senedd, the Board has published the following:

- a [Part Two consultation report](#) (following on from the [Part One consultation report](#)), which summarises the consultation responses received, the Board's considerations and its decisions in response.
- an [Annex appended to the Determination 2025-26](#) (as enclosed) which lists the Board's decisions for the Determination for the Seventh Senedd. These decisions have been annexed to the current Determination as this fulfils the statutory requirements of the National Assembly for Wales (Remuneration) Measure 2010 which states that any determinations, once made, must be incorporated together with those that continue to be in force and published into a single document.
- An [Exceptional determination statement](#) relating to the decision to provide additional support of £1,275 per Member for 2025-26 for specialist external advice on implementing the pay and grading framework for support staff in the Seventh Senedd (this statement explains that an exceptional determination was required, as the Board had previously made a determination of staffing support for 2025-26 and it may only make one such determination per financial year, unless there are exceptional circumstances).
- [Summary of the Determination for the Seventh Senedd](#), this sets out, in summary form, the full range of salaries and business and staffing support budgets for Members for the Seventh Senedd. The Board has decided to produce this document, in advance of the full Determination, to provide Members and candidates in particular with comprehensive information about the Board's recent decisions which relate to any changes to the provision for the Seventh Senedd as well as current provisions that will continue into the Seventh Senedd, for example, Members' pensions, resettlement and winding up provisions and staff redundancy provisions.
- An [Equality Impact Assessment](#) of its policy proposals and decisions for the Seventh Senedd.

I wish to draw your attention to two of the Board's decisions in particular:

- **Overnight Accommodation for Inner Area Members** – although the Board has made its final decisions on all matters set out in the Annex, the Board remains 'minded to' retain the provision of overnight accommodation for Inner Area of up to a up to a maximum of £702 per year for use in the Cardiff Area for 2026-27. The Board will finalise its decision before the start of the Seventh Senedd term, following a review of the 'pilot' being undertaken in 2025-26.

- **Support for Implementation of the Staffing Review** – the Board has taken its decisions on the revised Job Families and pay and grading framework for Members’ support staff as set out in the annex. Members standing for election will be required to review current roles by the end of the Sixth Senedd term. As noted above, the Board has made an exceptional determination to provide Members with up to £1,275 for specialist external advice as required (which must not be advice that can be obtained from the Senedd Commission). The Senedd Commission is currently finalising additional implementation support and guidance for Members to be provided via Members Business Support team. Information and guidance on next steps will be circulated in the autumn term and Members should not commence this work until further advice has been provided.

Annual Report 2024-25

The Board will shortly be publishing its Annual Report which summarises its activity, work and expenditure during the 2024-25 financial year. The Annual Report will be published [here](#). The Board will also publish an [update](#) on progress against the action plan of its Mid Term Effectiveness Review.

End of Term Review and Board’s new term

The new Board formally commences from September, when Gareth Llewellyn joins the Board replacing Dame Jane Roberts, whose second term comes to an end. Jane has been a valued member of the Board since 2015 and has made an immeasurable contribution to the work of the Board and the Senedd more widely, notably shaping changes to Senedd Group Support during the past year. Gareth will join me as Chair and Hugh Widdis, in our second terms from September, and new Board members Jennifer Long and Nick Bourne, who [commenced their roles on 6 May 2025](#).

The Board has commissioned an independent End of Term review to consider how the Board’s ways of working, identifying any lessons for the new Board; and to gather evidence to review the Board’s progress against its strategic objectives.

The work is being undertaken by FinWell Coaching & Consulting, who are seeking views from the Board members as well as the Commission and Member and staff representatives to provide a range of perspectives.

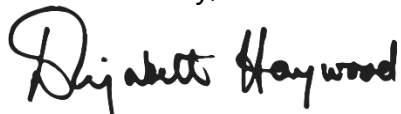
We will share the conclusions with you in the autumn, which will help shape the new Board’s approach to business, engagement and development of its strategic priorities for the remainder of the term.

Next Board Meeting

The Board will next meet on Thursday 11 September 2025 and then again on Thursday 16 October. This meeting will be preceded by Representative Group meetings and Member Drop-Ins on Wednesday 15 October.

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,

A handwritten signature in black ink that reads "Elizabeth Haywood". The signature is written in a cursive style with a large initial 'E'.

Dr Elizabeth Haywood

Chair, Independent Remuneration Board of the Senedd

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English

Annex

Decisions that will apply from 7 May 2026

- This Annex contains decisions that the Board has made that will apply from 7 May 2026, i.e. from the beginning of the Seventh Senedd.
- These decisions will be incorporated into the main body of the Seventh Senedd Determination, but they are included in this Annex for now in accordance with section 12(3) of the Measure.
- This Annex may be updated again with further decisions that will apply from 7 May 2026.

Members' remuneration

- The salary level for Members at the start of the Seventh Senedd will remain at the same level as in 2025/26 and therefore will be £76,380 plus an increase equal to the rate of the ASHE Wales index published in November 2025.
- The ASHE Wales index will be used to determine the annual changes to Members' salaries (adjusted in April each year by the change in ASHE (the Annual Survey of Hours and Earnings, annual gross Median Earnings for full-time employee jobs in Wales) between April and April of the previous year).
- An additional office holders' salary will be paid to those roles listed in Chapter 3 of this Determination, except that the lower rate of additional salary for Committee Chairs will be removed for the Seventh Senedd.
- Business Committee Members will be paid the rate currently referred to as the Committee Chair (higher) rate.
- The rate of additional office holders' salary will be increased each year in line with ASHE.

Additional Support

- Members may claim up to £350 per dependant (child under the age of 16 or adult dependant) per month (up to a maximum of 3 dependants) for costs of care during sitting weeks and recess periods outside of usual working hours, as set out in Standing Orders, and on weekends.
- Members with caring responsibilities for a dependant normally resident with them in the Cardiff area may claim additional overnight accommodation costs of up to £3,870 per year for the first dependant and up to £1,290 per year per additional dependant (up to a maximum of 2 dependants).

Residential Accommodation Expenditure

- There will be two areas of eligibility for overnight accommodation in the Seventh Senedd Determination: Inner area and Outer area.
- Members whose main homes are located in the following constituencies (Table 1) are regarded as resident in the Inner area or Outer Area.

Table 1

Area	Members with a main residence in these constituencies
Outer Area	Bangor Conwy Môn Clwyd Fflint Wrecsam Gwynedd Maldwyn Ceredigion Penfro Sir Gaerfyrddin Gŵyr Abertawe Brycheiniog Tawe Nedd
Inner Area	Afan Ogwr Rhondda Pontypridd Cynon Merthyr Blaenau Gwent Caerffili Rhymni Sir Fynwy Torfaen Casnewydd Islwyn Caerdydd Penarth Caerdydd Ffynon Taf Pen-y-bont Bro Morgannwg

Travel

- The limit on the number of journeys for occasional travel to the Cardiff Area by staff whose normal place of work is in a constituency outside the Cardiff Area will be removed.
- Members will be able to claim for 12 single journeys for their partner and/or dependants (child under the age of 18 or adult dependant).
- The requirement for a Member to submit a business case in advance of an international journey will be retained, but the requirement to publish a post-journey report will be removed.

Constituency Office and Engagement

- The Office and Constituent Liaison Fund will be called the Constituency Office and Engagement budget.
- The principles on office accommodation (paragraph 6A.1.3) will be replaced with a renewed focus on the fundamental principles in Chapter 1.
- All Members who set up a new office will be able to claim Office Start-up costs of up to £6,500 per Member in the Seventh Senedd.
- All Returning Members who retain their existing offices will be able to claim Office Refresh costs of up to £2,500 per Member. Any Office Refresh claim must be made before 1 April 2027.
- The current provision relating to office furniture refresh (paragraph 6.3.4) will be removed.
- All Members will be provided with the same level of Constituency Office and Engagement budget in the Seventh Senedd.
- The Constituency Office and Engagement budget will be maintained at its current level of £27,430 (subject to annual indexation) in the Seventh Senedd.
- The requirement for the Senedd Commission to pre-approve Members' office leasing decisions in the Seventh Senedd will be replaced with a renewed focus on the fundamental principles in Chapter 1.
- The limit on the amount that may be vired between the Constituency Office and Engagement budget and the Staffing Budget or vice versa will increase to 50% of the value of the Constituency Office and Engagement budget.

Health and Safety Measures

Members may claim for required health and safety measures which have been identified in accordance with the provisions below:

- The current requirement on Members to seek the advice of a competent person approved by the Chief Executive for any health and safety measures taken in respect of an office will be removed. It will be replaced by a requirement to seek the advice of a 'competent person' (as defined in Health and Safety Executive guidance) on any health and safety office expenditure above £250.
- A health and safety measure will mean any measure a Member has identified as required as a result of a health and safety risk assessment undertaken in accordance with health and safety law.

Staffing Support for Members

- A new [job families pay and grading framework](#) for staff employed by Members and Senedd Groups will be introduced in the Seventh Senedd, based on four job families:
 - Communication
 - Policy and Research
 - Casework
 - Business Management and Administration
- The Senior Advisor pay-band (see below) will be applicable only to the Policy and Research and the Communications job families.
- The following salary ranges in Table 2 will apply to staff employed by Members or Group Leaders (for the purposes of Senedd Group Support) under the new framework:

Table 2

Level	Pay Point 1	Pay Point 2	Pay Point 3	Pay Point 4
Chief of Staff*	£48,987	£53,652	£58,317	£62,982
Senior Adviser	£41,056	£44,965	£48,874	£52,784
Band 1	£37,583	£41,163	£44,743	£48,322
Band 2	£31,802	£34,831	£37,859	£40,887
Band 3	£25,211	£28,812	£32,414	N/A

* The Chief of Staff salary will only be payable for the Chief of Staff role that may be employed in a Senedd Group.

- The salaries will be adjusted in April each year by the change in ASHE (the Annual Survey of Hours and Earnings, annual gross Median Earnings for full-time employee jobs in Wales) between April and April of the previous year).
- Pay protection of 2 years will be offered to those staff members currently employed at the Band 3 salary maximum and who remain on Band 3 with the same employing Member (or Group Leader) for the Seventh Senedd.
- The current formula for calculating the Members' Staffing Budget will be retained.
- The Homeworking Allowance will be removed from the start of the Seventh Senedd.

Senedd Group Support

- Support for Political Parties will be called Senedd Group Support.
- Senedd Group Support will provide support only to political groups as defined in Standing Orders, for the purpose of assisting Members who belong to those groups in the performance of their functions as Members.
- The current additional support for individual Members, or groups or Members that do not meet the current definition of political group in Standing Orders, will be removed.
- The purpose of Senedd Group Support will be as follows:

Senedd Group Support provides Groups as defined in Standing Orders with resources to provide central administration and coordination, support for scrutiny, research and policy development related to Members' duties, communications support, pastoral and wellbeing support, equipment and services. This includes costs related to staffing, externally commissioned services, as well as operating a group office.

- Support will be calculated using a Per Member rate distribution formula as set out in Table 3, reducing with political group size, and political groups represented in the Welsh Government receiving a reduced Per Member rate:

Table 3

Tier	Per Member Rate Non-Government Group	Per Member Rate Group represented in Government (reduced by 75% compared to non-government groups)
First 5 Members	100%	25%
6 – 39 Members	50%	12.5%
40+ Members	25%	6.25%

- The Per Member rate will be £60,000. The Per Member rate will be adjusted from 1 April 2027 and each year following by the change in the ASHE published in the preceding November.
- A Senedd Group Support budget floor based on an accumulation of the highest three pay points of the three most senior bands within the Group Office (Chief of Staff, Senior Advisor and Band 1) will be set for a group represented in government.
- The Homeworking Allowance for Group staff will be removed from the start of the Seventh Senedd.