

Dear Members,

cc Group and Support Staff

UPDATE FROM THE REMUNERATION BOARD

The Independent Remuneration Board of the Senedd met on Thursday 11 September 2025.

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

Tributes

The Board noted the sad death of Hefin David MS in August; I had met with Hefin several times during the recent Board/Commission meetings to discuss preparations for the Seventh Senedd. Hefin was always constructive, considered and full of valuable insight on matters of shared interest, he made a significant contribution to the Senedd during his time as a Member and as Commissioner.

The Board also noted the passing in August of Sir George Reid, who served as the first chair of the Board until 2013.

New Board term

The Board's meeting on 11 September was the final meeting of the third Board, with the new Board's five-year term commencing from 21 September.

I wish to place on record my thanks to Dame Jane Roberts as her ten-year tenure on the Board came to an end. We have been grateful for her expertise and enthusiasm, particularly in leading the review of the political party support allowance which culminated in our approach to Senedd Group Support for the Seventh Senedd.

Gareth Llewellyn joined the Board from 21 September 2025 and he joins Hugh Widdis and myself, and new Board members Jennifer Long and Nick Bourne, who [**commenced their roles on 6 May 2025**](#).

As part of our planning for the new Board's term, we have commissioned an independent End of Term review to consider our ways of working and identify any lessons for the new Board. The work is being undertaken by FinWell Coaching & Consulting and we have begun considering emerging issues and explored matters that we may wish to reflect in our new strategy. The final report will be considered by the Board in October and we will publish the report and our response later in autumn.

Drafting and Simplifying the Determination for the Seventh Senedd

The Board discussed the ongoing approach to simplifying the Determination, focusing on reducing unnecessary duplication, providing greater clarity for Members

and support staff, and the approach to referencing Senedd Commission guidance or policies.

As per the update in July, having previously consulted and made decisions on the core policy proposals the Board plans to publish a draft full Determination later in the autumn for consultation to seek views on the clarity and interpretation of the drafting.

Decisions for the Determination for the Seventh Senedd

As you will be aware, the Board published its [decisions for the Determination for the Seventh Senedd](#) in July. This included the decision to introduce the [Job classification framework](#) for Members' support staff from the start of the Seventh Senedd.

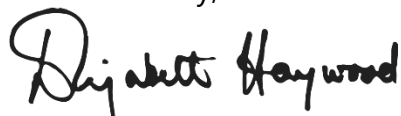
Members who are standing for re-election will be required to review current support staff roles by the end of the Sixth Senedd term in line with job classification framework. The Senedd Commission will provide implementation support to Members, to guide them through this process, and will provide further details in the coming weeks.

Next Board Meeting

The Board will next meet on Thursday 16 October, which will be preceded by Representative Group meetings on Wednesday 15 October. Given the relocation of plenaries to Tŷ Hywel, the usual informal Member Drop-In sessions are unfortunately not possible at the moment, but should any Member wish to discuss a specific matter with the Board, please let the secretariat know and a one-to-one meeting can be arranged.

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