
Annual Report of the Independent Remuneration Board **2023-24**

June 2024

The Independent Remuneration Board of the Senedd

The Independent Remuneration Board of the Senedd makes independent decisions on the pay and direct support for Members of the Senedd to attract a wide range of capable and diverse candidates and to enable those elected as Members to do their jobs effectively, ensuring value for money for the people of Wales. The Board was established by the National Assembly for Wales (Remuneration) Measure 2010.

Copies of this Determination can also be obtained in accessible formats including Braille, large print, audio or hard copy from:

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1. Chair's foreword

I am very pleased to present this report on the Board's work during 2023-24.

This year has seen significant constitutional and political developments in the Senedd with continued cost of living challenges and financial pressures, the introduction of Senedd reform legislation and the election of a new First Minister.

It has been a busy year for the Board too, taking decisions in the context of this changing budgetary outlook and considering the implications of Senedd reform. The Board contributed evidence to Senedd Committees and had constructive dialogue with the Senedd Commission about shared areas of interest, such as Senedd reform and the support that might be provided for Members in the Seventh Senedd.

I am pleased that all of the Board's thematic reviews which will inform the Determination for the Seventh Senedd have commenced and are progressing well, as the Board's secretariat and research capacity is now fully resourced. I am grateful to the Senedd Commission for providing the resource to enable the Board to undertake its important programme of work ahead of the Seventh Senedd.

The reviews have already highlighted the need to ensure that Members have sufficient flexibility to enable them to carry out their duties as circumstances change, within a framework which clearly sets out how they can claim for their business costs; this year's annual review introduced several changes that have responded to Members' evolving needs.

The Board has placed particular emphasis on engaging with a broad range of Members and support staff this year to inform its annual review work and its thematic reviews; we have met with more Members both formally and informally than ever before, we have engaged with Members, Staff and union representatives, and have visited constituency offices to meet Members and staff to understand perspectives from outside Tŷ Hywel.

The Board's work has also been informed by international comparative research and learning from other UK legislatures about the way they support their Members. The knowledge exchange and joint learning opportunities have been useful in developing policies to meet the current and future needs of the Senedd.

This report sets out the Board's activities, engagement, progress on thematic reviews and key decisions during 2023-24 and is organised according to the four strategic objectives the Board has committed to delivering during this term.

I am grateful to all those Members and their staff who have taken the time to meet the Board or participate in the consultation on the Board's thematic reviews. I am very conscious of just how busy Members' diaries are, so it is encouraging that so many people are willing to share their experiences and expertise to inform our work.

Finally, I would like to thank my fellow Board members: Dame Jane Roberts, Sir David Hanson, Mike Redhouse and Hugh Widdis for their hard work and excellent contribution.



A handwritten signature in black ink that reads "Elizabeth Haywood". The script is fluid and cursive.

Dr Elizabeth Haywood

Chair, Independent Remuneration Board of the Senedd

Our Year 2023-24

SIGNIFICANT DECISIONS



MEMBERS PAY

Will remain at 3% cap



MEMBERS' STAFF PAY

5.7% pay increase for support staff, an effective increase of 6.9% - 8.6%; additional cost of living payment; permanent real Living Wage uplift



REVIEW AND RESPONSE

Introduced a simpler and more efficient process to claim business costs

OUR WORK



MEETINGS WITH PARTY LEADERS

On support for political parties and Members' pay



SIX

Board meetings



ENGAGEMENT

We met with 34 Members of the Senedd



NINE

Constituency office meetings



SENEDD REFORM LEGISLATION

Chair gave evidence to Finance and Senedd Reform Bill Committee



TWO

Chair's UK network meetings and two Officials' UK network meetings

THEMATIC REVIEWS

Political party support: First round of engagement and evidenced gathering concluded, including international comparative research.

Ways of Working: Member engagement and constituency visits and a summary guidance paper published.

Simplification: Changes to the Determination to make it quicker and easier to claim business costs were well received.

Members' Remuneration and Personal Support: Terms of reference agreed, international comparative research and initial discussions with Members.

Staffing Support: Externally commissioned review of current pay and grading framework completed.

Independent Remuneration Board

OUR PURPOSE

The **Independent Remuneration Board of the Senedd** makes independent decisions on the pay and direct support for Members of the Senedd to attract a wide range of capable and diverse candidates and to enable those elected as Members to do their job effectively, ensuring value for money for the Welsh public purse.

OUR GUIDING PRINCIPLES

We make decisions on the system of financial support and remuneration for Members.



Our decisions should be appropriate within the context of Welsh earnings and the wider financial circumstances of Wales.



Our decisions should support the strategic purpose of the Senedd and facilitate the work of its Members.



Our decisions should be robust, clear, transparent, sustainable, inclusive, and represent value for money for the taxpayer.

OUR GOALS FOR THE TERM

To enable Members of the Sixth Senedd to do their parliamentary job effectively, in their locality and in the Senedd. To prepare a package of pay and support for the Seventh Senedd.

All within a changing constitutional, social, and global context.

OUR STRATEGIC OBJECTIVES

A RESPONSIVE DETERMINATION: deliver a Determination which responds to Members' changing business needs, citizens' expectations and the evolving constitutional context.

A SIMPLER DETERMINATION: simplify the Determination to provide flexibility for Members to determine their own priorities with proportionate safeguards, in co-operation with the Senedd Commission.

A SUSTAINABLE DETERMINATION: deliver a sustainable model of support, which takes account of diversity needs, the climate change emergency and long-term finances in Wales.

PROMOTING TRUST AND ENGAGEMENT: engage effectively with Members and a wider range of stakeholders to enable effective reviews and promote public trust.

WHAT SUCCESS WILL LOOK LIKE:

- Members trust and respect the decisions we make and view them as fair, evidence-based, and clear.
- Members have confidence that our decisions enable them to do their work as elected representatives effectively.
- The public has confidence that the system to provide financial support to Members delivers value for money, is transparent, and operates independently.

2. The work of the Board

What is the Board?

1. The Independent Remuneration Board is an independent, statutory body responsible for ensuring Members of the Senedd ('Members') have the appropriate remuneration and resources available to them to undertake their role. This includes setting the salaries of Members and the amounts they can claim for staffing and office costs.
2. The Senedd Commission provides the Board with secretariat support to enable it to operate effectively. The budget for administrative support for the Board (see [Annex A](#)) and the budget to meet all costs arising from the Determination is allocated by the Senedd Commission annually.

What is the Determination?

3. The Board sets Members's salaries and the amounts they can claim for business and staffing costs in a document called the [Determination](#).
4. The Board engages with Members, their Support Staff and the Senedd Commission throughout the year to understand any developments or changing needs in order to reflect these in an annual review of the Determination. As part of the annual review, the Board also considers the economic outlook and any inflationary uplifts to Members' budgets and staff salaries.

How is the Determination administered?

5. The Senedd Commission is responsible for administering the Determination, processing Members' claims and providing guidance and support for Members and their staff on matters related to the implementation of the Determination.
6. The Senedd's Code of Conduct requires Members to follow the [Rules on the Use of Senedd Resources](#) when claiming their costs. Details of all claims paid to Members are available on the [Senedd Commission's website](#).
7. More detail on the operation of the statutory roles and the interdependency between the Commission and the Board can be found in the Board's [Charter which was revised by the Board, in 2023-24 and published in July 2023](#).

The Board's Principles

8. The Board's work is underpinned by a set of clearly-defined principles:
- financial support and remuneration for Members should support the strategic purpose of the Senedd and facilitate the work of its Members;
 - decisions must be appropriate within the context of Welsh earnings and the wider financial circumstances of Wales; and
 - the system of financial support for Members must be robust, clear, transparent, sustainable, inclusive, and represent value for money for the taxpayer.
9. This annual report is published in accordance with the legislation which established the Remuneration Board, the National Assembly for Wales (Remuneration) Measure 2010¹. It says:

'The Board must, as soon as possible after the end of each financial year, lay before the Senedd an annual report on its activities, including its use of resources, during that financial year.'

The Board's Programme of work for the Sixth Senedd

10. The Board has agreed a programme of work to deliver improvements to the Determination in this Senedd and a Determination to meet the needs of the Seventh Senedd.
11. The strategic work programme for 2021-26 includes the following objectives:
- A Responsive Determination
 - A Simpler Determination
 - A Sustainable Determination
 - Promoting Trust and Engagement
12. The Board has organised this work according to the following five 'thematic' reviews which will take into account Senedd reform:

¹ [National Assembly for Wales \(Remuneration\) Measure 2010 \(legislation.gov.uk\)](https://legislation.gov.uk)

- a simpler Determination;
- a review of staffing support for Members;
- changing ways of working;
- support for political parties allowance; and
- a review of Members' pay and personal support.

3. A responsive Determination

“The Board will seek to deliver a Determination which responds to Members’ changing business needs, citizens’ expectations, and the evolving constitutional context.”

13. During this year the Board carried out consultation and engagement with Members, their staff and the Senedd Commission to ensure that the Determination continued to meet the needs of Members. This involved having regular meetings with a Senedd Members’ Representative Group, Chiefs of Staff and a Support Staff Representative Group, which included representatives from Unite, GMB and PCS unions. The Board also consulted the Commission to ensure that its decisions were responsive to emerging financial pressures or changing business needs (see Section 6).

14. The Board also gave evidence to inform the Senedd’s scrutiny of the Senedd Wales (Members and Elections) Bill. The legislation is shaping the future of the Senedd and the Board contributed information regarding its work to prepare for the Seventh Senedd as well as information on the implications for cost estimates during the Senedd reform legislative deliberation.

Business costs

15. In order to ensure that the increased cost of living did not inhibit Members’ ability to carry out their duties, the maximum rates that Members can claim to reimburse the costs of running an office were increased in line with the CPI rate² as at January 2024. This means that the amount available to Members has increased in line with inflation. This increase not only applies to accommodation and office costs, but also to an element of the political party support and caring allowances.

16. In recognition of the fact that overnight accommodation is increasingly difficult to access within the maximum allowed rates, and considering value for money, the Board agreed Members can claim for the cost of a hotel outside the Cardiff area if they are unable to find a hotel in the Cardiff area for cost or availability reasons. They also agreed to exclude the cost of breakfast and parking from the maximum rate.

² [Consumer price inflation, UK - Office for National Statistics](#)

Members' salaries

17. Members' salaries were increased by 3% from April 2024. This follows the decision taken at the start of the Sixth Senedd to calculate the increase to Members' salaries by reference to the ASHE Wales index (5.7%), subject to a 3% maximum and a 0% minimum.

18. The Board responded to calls for more detail on how Members' salaries are adjusted within the Senedd term. A decision letter was published alongside the revised Determination which explained that the Board's ability to decide Members' pay is set out in the National Assembly for Wales (Remuneration) Measure 2010. This legislation specifies that the Board may make no more than one determination on Members' salaries for each Senedd term (the period between elections). The decision on Members' salaries cannot be changed during the Sixth Senedd, other than in exceptional circumstances.

Staff salaries

19. The Board agreed to provide all Support Staff with an additional payment of £600 in January 2024, pro-rated in accordance with contracted hours of work, to help meet the continued pressures of increased living costs. The Board also agreed financial measures to ensure that staff at Band 3 of Pay Point 1 were paid the real Living Wage from 1 November 2023 and introduced a provision to automatically increase any staff pay point that falls below the real Living Wales (as defined by the Living Wales Foundation).

20. Given the ongoing cost of living pressures, the Board removed the cap on staff salaries during the annual review of the Determination for 2024-25, which were increased by the ASHE Wales figure of 5.7%. One of two cost of living payments of £600 that were made in 2023-24 is now consolidated into each pay point from 1 April 2024.

Ways of working

21. The Board has continued to consider how the ways of working of Members and their staff have evolved during recent years, and whether any changes were required to the Determination to reflect new ways of working.

22. Board members have had discussions with Members and staff and have visited constituency offices, in order to ensure the Determination reflects how Members work and are supported in their constituencies, regions and in their Tŷ Hywel parliamentary offices.

23. The Board has reviewed whether the Home Working Allowance remained the most appropriate mechanism to support home working by Members' Support Staff, or whether it

should instead be for staff to make any relevant claim for tax relief on home working costs directly via HMRC. Following consultation with stakeholders, including Members and staff, the Board decided the Home Working Allowance would be retained but reviewed as part of work to prepare a Determination for the Seventh Senedd.

24. The Board also produced a 'guidance note' for Members and staff summarising allowances available to support home and hybrid working.

Members' pension scheme

25. The Board is very grateful to the Chair of the Pension Board of the Members of the Senedd Pension Scheme, Jill Youds, who stood down from her role after almost eight years of valuable service to the Board. With help from the Senedd Commission Pensions and HR teams, a new interim Chair has been appointed. The Board welcomed Gregor Law, appointed via Dalriada Trustees, to the role of interim Chair and looks forward to working with him.

26. The Board received an update from the Actuary of the Members' Pension Scheme on the results of the triennial funding valuation and noted the Actuary's determination that the Commission's contribution rate will be reduced from 19.9% to 18%, reflecting the improvement to the funding level of the Scheme while retaining a buffer against adverse market experience. The Actuary consulted the Remuneration Board, the Commission and the Pension Board on this change which is effective from 1 April 2024.

27. The Board continues to monitor the tax implications of implementing the remedy for Members affected by the McCloud judgment and is receiving regular updates on the options being explored by Commission officials.

28. During this year, the Member Nominated Trustee position on the Pension Board came up for review. Following a ballot of members, Mike Hedges MS was re-elected to the post and will therefore continue to serve for a further four years. The Board confirmed this nomination.

Exceptional Expenses

29. The Determination has been drafted to provide Members with a sufficient budget to ensure that all permissible business or staffing costs can be met. On occasion, unforeseen circumstances often outside a Member's control can require additional funding or more flexibility; the Determination and the Board is responsive to such 'exceptional circumstances'. When these arise, the Board is asked to consider the case for providing exceptional financial support.

30. During 2023-24 the Board received two new applications and approved two new payments. New and ongoing exceptional expense claims agreed by the Board in previous years totalled £6476.75

31. The Board reviews all ongoing exceptional allowances payments on a regular basis and at least annually (in cases where additional payments extend beyond 12 months). The reason for this is to ensure that the support that has been provided is still required, and whether there has been any change in circumstances.

Security

32. Security measures for Members' homes and offices deemed necessary by the Senedd Commission's Security Team are funded from the Determination.

33. As part of the Members' Security Project, assessments of Members' homes and offices have been undertaken and any security measures required have been installed. Assessments have been completed for those Members who agreed to them, and the Security Team have followed up with those who had previously declined.

34. The Board engages annually with the Commission to ensure they are kept up to date with the work done to improve security measures for Members. The Board are satisfied that the provisions in the Determination enable these important measures to be met.

4. A simpler Determination

“The Board will seek to simplify the Determination, including increasing flexibility for Members to determine their own priorities with proportionate safeguards, in cooperation with the Senedd Commission.”

35. The Board is continuing with its work to simplify the processes and procedures for Members and their staff which it sets in the Determination. A number of changes to the Determination were introduced during the annual review in 2023-24 to make it easier and quicker for Members to plan their work and claim reimbursement for business costs. These are:

- Members are no longer required to seek prior permission from the Senedd Commission before incurring accommodation costs for overnight stays outside Wales but within the UK;
- Members need only submit one business case in relation to a visit by more than one Member for international trips;
- Members have greater flexibility to support local businesses as they do not have to purchase or hire photocopiers from an approved list of suppliers;
- The Determination clearly states that travel and hotel rates which may be claimed for Members’ staff are the same as those for Members;
- A ‘tracked change’ version of the Determination was published online, making it easier to see what has changed.

36. Changes to the Determination were also introduced to ensure it as easy as possible for Members and their staff to understand what funding will be made available and how to claim it, and for the Senedd Commission to apply the regime consistently and with reduced risk of dispute. These are:

- The wording was changed with regards to the submission of late claims for Members’ business costs. Comments on the Determination showed that there was inconsistency and confusion around the use of the words ‘*must*’ and ‘*may*’ in the same paragraph on processing late claims. The wording was clarified to show that a late submission without a reasonable justification ‘*will*’ result in the claim being disallowed. It was felt that this reduced confusion and increased the timeliness of

claims leading to a more accurate budget position being available to staff, enabling greater budget control and planning.

- The Determination clearly states that reimbursements for the costs of accommodation on committee business are a matter for the Senedd Commission and are not covered by the Determination;
- The maximum number of days classed as 'time off for public duties' is now calculated over a financial year rather than a 12-month rolling period. This will align more appropriately with the requirements for mandatory armed forces training and ensure this allowance is consistent with others based on the financial year.

5. A sustainable Determination

“The Board will seek to deliver a sustainable model of support, which takes account of diversity needs, the climate change emergency and long-term finances in Wales.”

Senedd reform

37. The Board's thematic reviews seek to ensure that the Determination reflects the changing business and constitutional arrangements of Members including any changes arising from Senedd reform legislation.

38. In November, the Chair and Clerk of the Board gave evidence to the Senedd Reform Committee and the Finance Committee on the potential costs of the Senedd Cymru (Members and Elections) Bill on the implications for the Determination and the work of the Board. The Board also wrote to the Finance Committee to provide more detail on the potential impact on the Members' pension scheme on the addition of 36 new Members with a lower age profile.

Review of the support for political groups

39. The Board agreed to review the support for political parties allowance and make recommendations for any changes ahead of the Seventh Senedd. The review is considering the purpose of the allowance, carrying out a comparative analysis with other parliamentary funding models and considering the potential impact of changes arising from Senedd reform legislation.

40. The first phase of engagement took place during the Autumn. The lead Board member met Party Leaders, Whips, Chairs and Chiefs of Staff from the Labour, Welsh Conservative and Plaid Cymru Groups and the Liberal Democrat Member.

41. Discussions with Members considered how current arrangements operate and the nature and scale of support provided through Group offices. In addition, desk-based research has been undertaken to explore other models of funding for parliamentary groups and review existing literature. It showed that parliaments in many countries list similar functions for party groups (e.g. research, communications, administration, policy development), but how funding is allocated and the approach to accountability and self-regulation differ considerably.

Review of Members' pay and personal support

42. The Board consulted upon and has agreed the terms of reference for a thematic review of Members' Pay and Personal Support to inform the Determination for the Seventh Senedd. This

work will be undertaken in 2024-25 and will consider all aspects of Members' salaries, including salary levels and the mechanism for adjusting salaries annually.

Review of ways of working

43. In preparation for the Seventh Senedd, the Board is considering what changes may be needed, including an increase in size and the introduction of multi-member constituencies. It will prioritise ways of working which will enable Members to work more sustainably and which have regard to the long-term finances of Wales.

Review of staffing support

44. The Board is undertaking a staffing thematic review which will consider the pay and grading framework for Members' support staff and group staff and the total amount of staffing allowance for Members for the Seventh Senedd.

45. The first phase of this work was completed in 2023-24, with an independent review of the current pay and grading framework undertaken by Beamans Consulting Group. Beamans carried out interviews, focus groups and surveys with Members and support staff and conducted research to gather evidence on the current framework and associated rules and proposed changes that may be required for the current Senedd term and for the Seventh Senedd. The report will be published in early 2024-25 when the Board will consider next steps, including the design of a new pay and grading framework and the quantum of staffing for the Seventh Senedd

6. Promoting trust and engagement

“The Board will seek to engage with a wide range of stakeholders to enable effective reviews and promote public trust.”

Engaging with Members and their staff

46. In order to promote understanding of their work and seek feedback on the support provided via the Determination, the Board has engaged widely with Members informally and formally during 2023-24, meeting with 34 Members at various points, some more than once.

47. The Board met with the Members’ Representative Group five times and the Staff Representative Group six times, which included representatives from Unite, GMB and PCS unions.

48. The Chair of the Board has given evidence to two Senedd Committees in relation to the Senedd Reform legislation.

49. There were five informal ‘drop ins’ where Board members were available to discuss matters of concern or interest to Members.

50. To inform the ways of working review and to gain a better understanding of the challenges and working environment of staff, Board members have visited nine constituency offices to speak to staff.

51. The Board has also met with Group leaders, Chiefs of Staff and Members as part of its thematic reviews on Members’ Pay and the review of support for political parties, and Members and staff were interviewed or participated in focus groups or survey work as part of the evidence gathering carried out by Beamans Consulting for Phase 1 of the staffing review.

52. The Annual Report 2022-23 was launched at an event in July where Members and staff were invited to learn about the changes brought in by the Board and give feedback on their experiences to inform all five thematic reviews.

Dialogue with the Senedd Commission

53. The Chair has met with the Llywydd twice during 2023-24 to discuss matters of mutual interest and consider a programme of dialogue and joint work on areas of shared interest between the Board and Commission, to commence in 2024-25.

54. The Board Chair meets the Chief Executive and Clerk to the Senedd regularly to discuss the work of the Board and how it relates to the Commission's responsibilities for implementing the Board's decisions. The meetings have also included discussions on preparations for the Seventh Senedd and budgeting.

55. In addition, Board members have met with the Chief Executive and the Deputy Chief Executive to discuss the review of support for political parties and the work to simplify the wording in the Determination and how it is implemented.

UK networks

56. Board members attended a meeting between the remuneration bodies of the four UK legislatures in London, hosted by IPSA, and there was also a meeting on the Board Chairs for the relevant bodies. It was an opportunity to learn from, and compare, different approaches to meeting the challenges of facilitating the work of Members. The Chair also met Richard Lloyd OBE, the Chair of the Independent Parliamentary Standards Authority in November.

57. A network for officials supporting the remuneration bodies of the UK legislatures has also been established, with two virtual meetings held in 2023-24, to share policy developments and evidence to inform the Board's work.

Responding to the mid-term review of effectiveness recommendations

58. The Board agreed an action plan to address the recommendations in the mid-term effectiveness review. One of those recommendations was to publish a 'charter' setting out, not only the role of the Board, but also how it works alongside the Senedd Commission to support Members and their staff.

59. The Charter, including governance arrangements, how the Board delivers its remit alongside the Commission and its approach to risk management, was published in July.

60. Progress against other recommended actions, including increased engagement with Members and their staff, and the ongoing review and reporting of the Board's work has been included in this annual report and is also available in more detail on the Board's website.

There were five informal 'drop ins' where Board members were available to discuss matters of concern or interest to Members.



Top left image: Chair Dr Elizabeth Haywood at an evidence session

7. Forward look

61. The Board will concentrate its efforts on the thematic reviews to ensure that the outcomes and benefits of the work will inform the Determination for the Seventh Senedd.

62. The approach to the way Members claim business costs for their offices for the Seventh Senedd will be decided in the **ways of working** thematic review which will report its findings during 2024-25. The Board will be engaging in dialogue with the Senedd Commission, focussing on the ways of working thematic review in the first instance.

63. The **review of pay and support for Members** will consider the level of Members' salaries and the travel and accommodation costs they can be reimbursed for in advance of the next election. The Board is commissioning external expertise to support this work. The initial findings will be presented to the Board before the end of 2024. They will be used to inform a wider programme of engagement.

64. The way in which **party groups are supported** with staff and resources is being reviewed.

65. The next phase of the review into **staffing support** will consider the development of a new pay and grading framework for staff for the Seventh Senedd. The Board will also consider the overall staffing budget that Members will require in the new Senedd term, following Senedd reform.

66. The changes arising from the reviews will be reflected in a **simpler, more straightforward Determination** which is designed to be easier to understand, to show Members more clearly what they are entitled to claim and also to be easier for the Senedd Commission to administer.

67. The Board's commitment to open and transparent engagement on this work and its decision-making processes will continue.

68. If you would like to feed into the work of the Board, please email:

remuneration@senedd.wales.

Annex A - Board cost breakdown for 2023-24

Section 11 of the [National Assembly for Wales \(Remuneration\) Measure 2010](#), sets out that the Annual Report detailing the Board's activity must include how the Board has used its resources during the financial year. The table below shows the direct costs incurred by the Remuneration Board in 2023-24 financial year. During this time there were six formal Board meetings in addition to meetings with secretariat staff and a number of engagement events with Members and support staff.

This year the Board had increased opportunities to meet Members and staff in person, following difficulties in doing so in previous years due to travel restrictions. Additionally, the Board's secretariat has welcomed new staff members. The full complement of staff has enabled the Board to progress its work with greater pace, supporting the activities outlined in this report in order to enable preparations for the next Senedd and thematic reviews of Members' pay and business costs to be undertaken.

The following tables outline the fees and expenses of Board members.

Table 1 – Board members fees

Amount claimed by the:	Dr Elizabeth Haywood	Michael Redhouse	Dame Jane Roberts	Hugh Widdis ³	Sir David Hanson
Daily rate ⁴	£7,480.19	£1,045.91	£1,217.55	£8.85	£1,312.82
Half Day rate	£2,400.00	£0	£1,085.00	£0	£310.00
Hourly rate	£4,133.08	£3,389.11	£1,740.41	£0	£1,591.21
Total claimed	£14,013.27	£4,435.02	£4,042.96	£8.85	£3,214.03

³ Hugh Widdis does not claim a daily rate for his work on the Board. The cost incurred relates to the National Insurance contribution payable on his expenses.

⁴ Daily rate for Chair is £400, Half day rate is £200 and Hourly rate is £53.33. For Board members the daily rate is £310, Half day rate is £155 and Hourly rate is £41.33

Table 2 – Board members travel and subsistence⁵

	Dr Elizabeth Haywood	Michael Redhouse	Dame Jane Roberts	Hugh Widdis	Sir David Hanson
Car Mileage	£772.65	£0.00	£138.60	£14.40	£33.30
Taxi / Car Hire	£0.00	£67.78	£0.00 ⁶	£268.49	£18.55
Air Travel	£0.00	£0.00	£0.00	£554.49	£0.00
Train & tube	£202.85	£82.50	£605.43	£39.50	£306.00
Other Expenses	£48.24	£0.00	£0.00	£121.39	£0.00
Accommodation	£448.45	£223.48.00	£535.94.48	£447.47	£559.96
Catering	£144.82	£16.90	£118.50	£83.04	£64.14
Total	£1,617.02	£390.66	£1,398.47	£1,559.78	£981.95

⁵ Table 2 shows the amounts of travel and subsistence claims made by Board members during the financial year 2022-23. This is the net costs showing NI costs and prior year adjustments.

⁶ When Board members share a taxi to Ty Hywel for meetings, the cost is allocated to more than one travel claim.

Table 3 - Additional costs

Table 3 shows other costs incurred by the Board such as those related to holding in-person meetings, and seeking external advice relating to the Rules of the Member' Pension Scheme. This table also includes costs incurred to support the thematic review on staffing support.

Information Commission annual charge	£40.00
Research and expert advice	£52,700.00
Catering	£667.09

Table 4 - Total costs

Board members' fees total (table 1)	£25,714.12
Board members' travel and subsistence total (table 2)	£5,97.88
Additional costs (table 3)	£53,407.09
Staffing costs ⁷	£450,391.00
Total costs for 2023/24	£ 503,798.09

⁷ Staffing costs for the clerking team that supports the Board included here as agreed with the Senedd Commission for 2023-24.