



## **Comisiwn y Cynulliad Assembly Commission**

### **NAFWC 2007 (Paper 3)**

**Date:** 14 November 2007

**Time:** 8.30 – 9.30

**Venue:** Conference Room 4B

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## **Members' Salaries and Allowances**

### **Purpose and summary of issues**

1. To advise the Commission of progress in appointing members of the independent panel to review Members' salaries and allowances and of the timetable for the panel to make recommendations to the Commission

### **Recommendations**

2. That the Commission notes the membership of the panel and the timetable.

### **Discussion**

3. The Commission has agreed to receive recommendations from a panel of independent people on the levels and content of Members' salaries and allowances arising from the change in status of the Assembly following the Government of Wales Act 2006 (draft terms of reference **attached**). A range of people who had knowledge of or a background in the areas of politics, devolution, parliamentary administration, public services and business have been contacted and asked if they would be willing to participate. The following have agreed so far:-



- Sir Michael Wheeler-Booth, member of the Richard Commission and former Clerk to the Parliaments
- Janet Davies, retired Assembly Member and former Chair of the Audit Committee
- Professor Steven Martin of Cardiff Business School, an expert in the public sector who was the academic adviser to the Beecham Review of Local Service Delivery in Wales
- Mair Barnes, recently appointed as a non executive adviser to the Commission, a long track record in leadership of major companies.
- William Graham AM will also sit on the Panel as the Commission's representative.

At the time of writing, other possible participants are also being considered and an oral update will be given at the meeting. The administration and evidence-gathering will be undertaken by APS staff, Ian Summers will also assist the panel in their review.

4. Subject to the panel, the following outline programme of work will be followed:-

- Early December 2007 – Panel to meet and receive an issues paper which will contain the background information and proposals for the nature and content of the review;
- December/January 2007/8 – evidence gathering and taking;
- End January 2008 – Panel to agree recommendations for salaries
- February 2008 – Panel to focus upon allowances (possibly to include more in-depth evidence on the supporting resources Members need);
- By end March 2008 – Panel to agree recommendations on allowances.

### **Governance Matters**

#### **Financial implications**

5. Estimates have been included in the proposed supplementary budget for 2007/8 and the 2008/9 draft budget to meet the cost of recommendations.

#### **Risk Assessment**

6. The existence of a balanced panel of independent people should give greater confidence in the outcome of the review, reducing possible damage to the Assembly's reputation.

#### **Compliance**

7. The Commission can make decisions about all salaries and allowances, except the party leaders' allowances which must be determined by the Assembly in plenary. There may be the need to backdate salary elements to May 2007 to reflect the date on which increased responsibilities were



assumed by Members, the Commission will need to decide these matters within the current financial year.

**Publication**

8. Details of the membership of the panel will be made public shortly, until confirmation of the full membership is clear and all panel members advised of the position. It would be discourteous to panel members to publish this information earlier. This paper is suitable for publication at an agreed point after the Commission's meeting.



## **DRAFT REMIT FOR A REVIEW OF ASSEMBLY MEMBERS' PAY AND ALLOWANCES**

To carry out a review of the Salaries, Pensions and Allowances available to Assembly Members

As part of its consideration, the Review Panel is to have regard to the following:

- What are the tasks expected of Assembly Members?
- How is the role of an Assembly Member likely to change as a result of the implementation of the Government of Wales Act 2006?
- How does the role of an Assembly Member compare with that of a Member of Parliament, a Member of the Scottish Parliament or Northern Ireland Assembly or other relevant public sector roles?
- What are the appropriate levels of office-holders' salaries that should be paid to:
  - The First Minister;
  - Welsh Ministers;
  - The Counsel General
  - Deputy Ministers
  - Presiding Officer
  - Deputy Presiding Officer
  - Leaders of Opposition Parties/Groups
  - Committee Chairs (and which Chairs should receive an additional salary)
  - Members of the Assembly Commission
  - Chief Whips/Business Managers of Parties/Groups
  - Any other office-holders identified by the panel



- What are the tasks expected of party leaders and should there be a numerical qualification in terms of numbers of Members to qualify for payment, and if so, what should this be?
- What resources are required to enable those tasks to be undertaken effectively and efficiently on behalf of constituents and the Assembly?
- What resources could be best provided centrally, or through other financial support mechanisms and what resources could be provided through Allowances?
- How should the remuneration of Assembly Member Support Staff be organised?
- What support should be provided to former Members on leaving?

The Review Panel shall invite evidence submissions from AMs and such persons, parties and other organisations as it deems appropriate, and shall otherwise conduct the review as it sees fit.

The Review Panel may consider comparators with other support mechanisms both within the United Kingdom and beyond.

The Review Panel shall prepare a report setting out its findings and recommendations, with reasons, for submission to the Assembly Commission by around the end of January 2008.”