

Senedd Commission



Venue: **Hybrid - Digital**

Date: **Monday, 28 April 2025**

Time: **10.30 - 11.50**

Minutes: SC(6)2025(4)

Commission
Members:

Rt. Hon. Elin Jones MS (Chair)
Hefin David MS
Janet Finch-Saunders MS
Joyce Watson MS

Officials present:

Manon Antoniazzi, Chief Executive and Clerk
Arwyn Jones, Director of Communications and Engagement
Matthew Richards, Interim Director of Senedd Business
Ed Williams, Director of Senedd Resources
Leanne Baker, Chief People Officer
Lisa Bowkett, Chief Finance Officer, Senedd Commission
Phil Boshier, Interim Head of Governance and Assurance, Senedd Commission
Nicholas Morgan, Senedd Commission
Holly Pembridge, Head of Diversity and Inclusion
Elin Roberts, Clerk to Executive Board
Gwion Evans, Head of the Llywydd's Private Office

Others in
attendance:

1 Introduction

1.a Introduction and apologies

Apologies were received from Adam Price.

1.b Declarations of interest

There were no declarations of interest.

1.c Minutes of the previous meeting

Commissioners agreed the Minutes of the meeting on 24 March 2025.

2 First Supplementary Budget

Commissioners were presented with the Supplementary Budget Request 2025-26 Explanatory Memorandum, for an uplift in budget as a direct result of the change to the rate of Employers' National Insurance contributions from 13.8% to 15%.

The Commission noted that the other Directly Funded Bodies are also making requests for the full cost of the change.

Commissioners discussed and approved the request to:

- increase the total budget by £0.773million to £84.618million; and
- increase the Cash requirement to be issued by the Welsh Consolidated Fund by £0.773million to £80.348million.

and noted:

- the increase in the total budget is split across the individual budgetary lines for which the Commission has responsibility. As the changes are staff cost changes, they impact across all the budgetary lines which carry staff costs within them.

The Explanatory Memorandum will be published as part of the Supplementary Budget process.

3 Ways of Working

As part of the expansion of the Senedd Siambr, the artwork known as 'The Heart of Wales' must be removed to enable the structural and foundation works required to expand the Siambr to accommodate 96 Members. It was noted that the artist who produced the piece would be consulted following any decision.

Commissioners reviewed the options considered for the Heart of Wales following its removal and:

- approved the recommended option 1, to remove the artwork in its entirety and make good the flooring; and
- to carefully place the artwork into storage (unless damaged in the removal process) and further discuss next steps once its condition upon removal has been assessed.

4 Seventh Senedd Matters

Commissioners received an update on Seventh Senedd preparations, covering matters of governance, corporate planning, communications and engagement and the implications of the IRB's Determination.

Commissioners agreed it would be beneficial to provide Members with further detail on the Senedd Siambr works via the Siambr Member Reference Group.

The Commission noted that all appointees to the Independent Remuneration Board were committed to working independently and impartially.

5 Medium-Term Resources Framework

5.a MTRF and Workforce Plan

Commissioners received the updated Medium-Term Resourcing Framework (MTRF), which is reviewed annually and was approved by Executive Board on 10 April 2025. It included the latest Medium-Term Financial Plan (for the 2026-27 to 2028-29 financial years) and Workforce Plan.

Commissioners noted the updated Medium-Term Resourcing Framework and that:

- At this initial stage, the total budget, including ring-fences and the Determination, is currently forecast to rise by 24% in 2026-27, primarily due to the expansion of the Senedd, which necessitates additional funding for Members' allowances and staff resources; and
- the MTRF is intended to inform the development of the Commission's annual budget and does not replace it.

Commissioners agreed that the preparatory consultancy work associated with insourcing, including the indicative funding amount for that work, should be deferred (and removed from this MTRF) until the Seventh Senedd, and that the existing broadcasting contract should be re-tendered in the interim period whilst still working within the Commission's approved Statement of Principles for the insourcing of services.

The updated MTRF will be published on the staff intranet in due course and provided to Finance Committee and Public Accounts and Public Administration Committee.

5.b Commission People & Culture Strategy

Commissioners were presented with the new draft People and Culture Strategy for 2025-2028 that replaces the Commission's previous People Strategy, which has now concluded its term. The draft Strategy is a key component of the Senedd Commission's corporate planning process that seeks to deliver the people element of the Senedd Commission's Corporate Strategy.

Commissioners approved

- the draft People Strategy 2025-28, which has been branded in readiness for internal and external publication; and
- the proposal to publish the Strategy on the Commission's website under the Commission publications section, linking to the Recruitment pages (employer branding);

Commissioners agreed that the proposed protocol between Members, Member Support Staff and Commission Staff should be developed and implemented before the end of the Sixth Senedd.

They also noted the proposed communications plan. The Strategy will be published externally on the Senedd website and internally on the staff intranet.

6 Papers to note:

6.a Commission Staff Hybrid Working Policy

Commissioners noted a new Commission staff policy on Hybrid Working as well as the background context leading to the need for the introduction of this policy. The policy will be published on the staff intranet.

6.b Commission Staff Dignity & Respect Policy

Commissioners noted the changes made to the Commission staff Dignity and Respect policy, following a recent review, as well as the background context leading to the review. The policy will be published on the staff intranet.

6.c Llywydd Letter re: Rhodri Morgan Statue

Commissioners noted the letter from the Llywydd to the Treasurer of the Rhodri Morgan Statue Fund requesting clarification on the plans for funding.

6.d ARAC Minutes of 10 February Meeting

Commissioners noted the routine update about ARAC meetings provided to the Commission.

6.e Executive Board update (RAD decisions)

Commissioners noted the routine summary of recruitment decisions provided to each Commission meeting.

7 Any other business

- In the period since the last meeting Commissioners had agreed requests from the Chief Executive for two appointments and two reappointments of members to the Remuneration Board dated 27 March; and to begin a recruitment campaign for the post of Director of Senedd Business dated 7 April.

- They also noted a letter from the Llywydd dated 31 March proposing to postpone the behind-the-scenes documentary until after the Election in May 2026; and on 3 April two letters from the Chief Executive and Clerk to the:
 - Business Committee regarding the review of the Senedd's processes relating to Public Bills and Member Bills dated 3 April 2025; and
 - Standards of Conduct Committee regarding the Regulation and Declaration of interest inquiry dated 25 March 2025.