

Concise Minutes - Remuneration Board (2025 -)

Meeting Venue:

Meeting date: Wednesday, 3 December 2025

Remote - Digital

Meeting time: 10:00 – 13:45

IRB (02-25)

Attendance

Category	Names
Board members:	Dr Elizabeth Haywood (Chair) Lord Nicholas Bourne Gareth Llewellyn Hugh Widdis
Secretariat:	Daniel Hurford, Clerk Ruth Hatton, Second Clerk Max Bonar-Law, Senior Researcher Nia George, Deputy Clerk Beth Hales, Deputy Clerk Rhiannon Williams, Support Officer
Officials Present:	Anna Daniel, Senior Adviser to the Board, Head of Strategic Transformation Service Gareth Howells, Legal Adviser Craig Griffiths, Head of Members' Business Support Nikki Fitzgerald, Head of Members' Business Support Martin Jennings, Senedd Research Service Angharad Williams, Head of Finance (virtual) (Item 6 Only)

1 Chair's introduction

- The Chair welcomed everyone to the meeting.
- Jennifer Long had sent her apologies for the meeting.

- The Board agreed the minutes of the 15 October meeting.

Action:

- Secretariat to publish the minutes for the meeting held on 15 October 2025.

2 Economic forecast

- The Board noted the economic update.

3 Annual Review and Draft Determination for the Seventh Senedd

- The Board noted it had already taken and published its core policy decisions for the Determination for the Seventh Senedd in July.
- The Board has agreed to consult further on a limited number of further policy proposals, including those related to staffing matters.
- The Board agreed the consultation document and draft text of the Determination for the Seventh Senedd. The consultation will be issued on 15 December and concludes on 4 February 2026.

Action:

- Secretariat to publish the consultation on the Draft Determination for the Seventh Senedd.

4 End of Term Review

- The Board agreed its final response to the End of Term review which will be published alongside the report produced by FinWell Coaching & Consulting in December.
- The Board agreed to review and prioritise recommendations from the report relating to its approach to business, engagement, and strategic priorities. The Board will hold future strategy discussions in the New Year.
- The Board also welcomed the valuable feedback from the integrated team workshop on the Board's risks and balance of principles and rules in the Determination.

Action:

- Secretariat to publish the report and response.

5 Standards of Conduct Committee consultation

- The Board agreed its response to the Committee's consultation on proposed changes to the standards regime, which included strengthening arrangements and references to Members' responsibilities as employers.
- The Board welcomed and supported the Committee's proposals which could, if introduced, lead to improvements in standards, promotion of good employment practices and provide greater clarity regarding respective responsibilities relating to employment matters.

6 Update paper and AOB

- The Board noted updates on various matters relevant to its work and its forward work programme.