

# Draft Budget 2021-22

September 2020





The Welsh Parliament is the democratically elected body that represents the interests of Wales and its people. Commonly known as the Senedd, it makes laws for Wales, agrees Welsh taxes and holds the Welsh Government to account.

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# Draft Budget 2021-22

September 2020

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Senedd Cymru  
Welsh Parliament  
Tŷ Hywel





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# 1. Introduction

The Welsh Parliament is the democratically elected body that represents the interests of Wales and its people. Commonly known as the Senedd, it makes laws for Wales, agrees Welsh taxes and holds the Welsh Government to account.

The budget for the Senedd Commission is used to meet the running costs of the Senedd. It also covers the costs of salaries and allowances of Members and their staff as determined by the independent Remuneration Board.

We now have a name which fully reflects our role and constitutional status as a national parliament.

The Senedd Commission (“the Commission”) serves the Senedd to help facilitate its long-term success as a strong, accessible, inclusive and forward-looking democratic institution and legislature that delivers effectively for the people of Wales.

Members of the Senedd carry a significant responsibility and privilege representing the interests of Wales and its people, making laws for Wales, agreeing Welsh taxes and holding the Welsh Government to account. It is the Commission’s role to provide high quality specialist staff and support services to ensure Members are fully equipped to undertake their scrutiny, legislative and representational roles and meet the expectations of the people of Wales.

As we prepare for the Sixth Senedd, it is an opportune time to look at how we set our budget, the estimates and assumptions and the goals and objectives that we are seeking to fund.

The Commission works to a three year forward work plan, seeking to understand the budget requirements in advance to provide us with full oversight and adequate forewarning of any large expenditure items.

We know that the world post-COVID-19 will be very different to the world we are used to. The Commission will continue to be an effective and efficient organisation in which the people of Wales can have confidence.

## 2. The Budget

The budget for 2021-22, as the first of the Sixth Senedd, must ensure that service levels are maintained to the standard that Members expect whilst we transition to a new cohort of Members and position ourselves to take forward the priority work areas of the new Commissioners.

The budget for 2021-22 totals £62.914 million and provides for:

- Expenditure under the Commission's direct control, including a project Fund (the operational budget);
- Depreciation;
- The budget for costs associated with the Remuneration Board's Determination for Members' Pay and Allowances;
- The accounting provision for the Members' Pension Scheme under HM Treasury's Annually Managed Expenditure ("AME") heading; and
- A ring-fenced budget for election related expenditure.

2021-22 will be the first year of the new Senedd so we have provided figures for this and the following two years in line with current planning assumptions. The new set of Commissioners may wish to pursue a new direction with regards to budget strategy so these numbers may be subject to change in the next budget round.

The operational budget shows a 1% increase when compared to 2020-21. The majority of the operational budget for the Senedd relates to staff costs. The index linked pay award, agreed with the Trade Union Side, has resulted in a pay award of 2.6% for staff from April 2021. Non-staff budget areas such as accommodation costs and ICT costs have also seen increases.

The Commission has been able to partly accommodate this 2.6% increase, within an overall 1% increase, by identifying where new or different ways of working could realise benefits and savings.



It is reasonable to expect that, in a post-COVID world, we could see changes to working practices which may impact positively and also negatively on future budgets. For example, the period of lockdown has identified that it is feasible and indeed preferable in some cases to meet virtually. This brings benefits such as saving travel time and costs, freeing up time for more constructive use. However, this has also resulted in additional costs such as software licences and ICT hardware as well as pressure on staff resources and equipment for homeworking.

The resilience shown during the lockdown period has demonstrated that we are able to continue to provide exemplary support to Senedd business as well as highlighting the benefits and opportunities this provides for our future model of working. This will also open up possibilities in terms of office space utilisation as well as helping to reduce the carbon footprint of the estate.

We have carried out a zero based budgeting exercise to fully analyse the non-staff budget and the impact of Covid, as well as the anticipated decrease in activity during the election period. Mindful of the need for economy, the Commission has reduced the project fund from an anticipated £1.055 million to £0.450 million. This reduction will limit our planned investment in ICT and the estate, but the impact will be managed through robust prioritisation.

## Workforce Planning

During the Fifth Senedd, and following a comprehensive capacity review and a Voluntary Exit Scheme, a cap on the staffing establishment was introduced until 2020-21. This has enabled us to ensure we have the disciplines in place to match resources and requirements.

During the Sixth Senedd we will focus on closely managing the overall staffing budget and the full time equivalent (“FTE”) number of staff employed by the Commission. The COVID-19 crisis has demonstrated our staff’s flexibility and resilience, but also made it clear that we need to retain at least the level of staffing we have currently to make sure that we are robust enough to provide services in future in a sustainable way.

The people strategy for the Commission was published in 2019 and provides a clear focus to the Commission’s people priorities. As an organisation, we want to attract, develop and retain a diverse, talented workforce within a workplace where our employees can grow and succeed.

## Election Budget

We have set aside a ring-fenced budget of £2.6 million to meet the costs associated with the election in order to protect the operational budget and thus safeguard funds to continue delivering services to Members as normal.

This budget will primarily be for meeting the costs of terminating the office of those Members who are not returned after the election (by way of resettlement grant) and their support staff who will receive redundancy payments.

This budget will also be used to provide ICT equipment and support to new incoming Members, meet the costs of the Official Opening and any accommodation changes that are required. There will also be engagement costs associated with the Senedd and Elections (Wales) Act 2020, including an additional provision now that the voting age for Senedd elections has been reduced to 16. The majority of this expenditure will fall within the 2020-21 budget, but due to the timing of the election it is expected that a small proportion of votes at 16 awareness raising expenditure will fall within 2021-22.

By including this as a distinct budget, the specific election related costs charged to the budget are transparent and easily identifiable (Table 11). Any surplus funds after all costs have been met will be returned to the Welsh Consolidated Fund.

## Members' Professional Development

Immediately following the election there will be an intensive period of induction activities to welcome both new and returning Members to the start of the new parliamentary term. This will enable new Members and their staff to quickly get up to speed with their new roles and responsibilities as quickly as possible. It is also important for returning Members and their staff to update and refresh their knowledge, and especially to support them if they are stepping in to different roles.

The training we provide covers a number of areas designed to support Members in the varied roles they are required to carry out, from parliamentarian to constituency-office manager. Initial training will focus on providing an introduction to the Senedd and how it works, including an outline of the Commission's role and the different services it provides. Members will receive training on their responsibilities under the code of conduct, and learn about



practical processes such as how to participate in plenary meetings, and how to table questions.

As Members settle in to the new term, further training will be provided to cover these topics in more depth, and also to cover skills for specific roles, such as Committee Chairs or Commissioners. As Committees form, specific training is provided to develop scrutiny skills and help establish effective work programmes. All Members are also employers running their own constituency or regional offices, so we also provide leadership, management and office administration support to Members and their teams to help them establish efficient processes and manage their casework effectively.

### **International Financial Reporting Standard 16 – Leases**

The new accounting standard, International Financial Reporting Standard 16 - Leases (“IFRS 16”), had been due to take effect from financial year 2020-21. A decision was then made by HM Treasury and the Financial Reporting Advisory Board (“FRAB”) to defer the implementation of IFRS 16 until 1 April 2021. This was because of the circumstances caused by Covid-19.

IFRS 16 requires all leases to be accounted for on a consistent basis. Previously, leases classified as “operating leases” were not recognised and were reported “off-balance sheet”. This change primarily affects the treatment of the lease of the Tŷ Hywel building in Cardiff Bay which houses the majority of Commission staff. Tŷ Hywel is not currently classified as an asset and is not depreciated. From 1 April 2021, when it will be recognised as a right-of-use asset, it will be depreciated over the anticipated future lease period.

This change will result in an increase to the depreciation and interest finance charges in the Commission’s budget. These charges will be partially offset by a decrease in the office rental cost shown in the budget.

The overall Commission budget will increase. However, these changes will not increase the cash requirement from the WCF. The same amount of cash rental cost will be incurred but the accounting presentation will be different.

The impact of IFRS 16 is not shown in Annex 1 or 2. The Commission’s budget will be adjusted, subject to any further delays by HM Treasury and FRAB, to reflect IFRS 16 in the first supplementary budget for 2021-22.

## EU transition

When the UK left the EU on 31 January 2020, it entered the transition period which will last until 31 December 2020. The Senedd is facing significant work pressure during this transition period. Members will need, as a minimum, to scrutinise and pass all relevant legislation in relation to the end of the transition period. The Senedd will also need to consider all Legislative Consent Memoranda in relation to Brexit legislation including the Internal Market Bill which is likely to significantly alter the functioning of the devolved institutions. The Senedd has reached an agreement with the Welsh Government to scrutinise all outline common frameworks. It is important to note that all UK legislatures have reached similar agreements with their respective governments. There would be a reputational risk to the Senedd of failing to complete this work whilst other UK legislatures delivered on this commitment.

The future is still uncertain with regards to future trading relationships and we continue to plan for all scenarios, ensuring that the skills, knowledge and resources are in place to support Members as they monitor the negotiations, assess the implications of trade deals and scrutinise EU law, UK wide common policy frameworks and trade agreements.

The Commission has considered the implications of various Brexit scenarios on the budget and we will continue to review the situation as the transition period comes to a close.

## Engagement work

Putting people at the heart of their parliament is a major theme of our engagement work, reaching out to involve people in the business of the Senedd, explaining what we do, listening to their stories, and using their experiences to tell the story of how the Senedd impacts on life in Wales.

Since the appointment of the then Assembly's first Director of Communications and Engagement in 2019, the Senedd has focused increasingly on using digital platforms to make the work we do more accessible to more people. The 2020 lockdown – where people could only access the Senedd virtually – only accelerated this trend. We will continue to develop new ways to bring the Senedd to where people are, and bring people and the issues they care about into the work of the Senedd.



One of the key components of our engagement work is to ensure that the messages we put out are producing the intended response. To that end, we have allocated more money in the budget to invest in regular analysis of our work and the response it is generating. This will give us a clearer picture of what works, and where best to target our resources.

The Commission has developed a programme of engagement and knowledge exchange with the academic community in Wales and beyond. This helps to ensure our Members have access to the best possible advice and expertise in a highly cost-effective way, as well as raising awareness amongst academics of how to engage with the Senedd's work. Recent examples include a successful fellowship scheme, a procurement agreement for research on Brexit-related topics and a register of COVID-19 experts.

The Commission's new website will promote a higher level of understanding about the Senedd and its work. In addition, the new site will enable more people to participate in the work of the Senedd and will support our open data strategy. By making it easier for people to participate in and share the work of the Senedd, we hope to engage more often and more meaningfully with the people of Wales.

## Legislation Software

We will be in the second year of our two year project to replace our legislation software which has come to the end of its development lifecycle. We worked with Welsh Government to procure the new system which will be a joint system between us and them to support the legislative process and enable effective scrutiny.

The final contract costs were lower than anticipated and the budget requirement in the 2021-22 Project Fund has been reduced from £600k to £240k.

## Planned project expenditure

The winding up of the Fifth Senedd and the start of the Sixth Senedd will both fall in the financial year 2021-22. We have therefore tried to include flexibility in the budget to meet the demands of the new Commissioners and Committees whilst not neglecting our existing and on-going commitments, such as maintaining the estate and investing in our ICT services. Investment to date in ICT proved invaluable to our business continuity during the coronavirus pandemic with very little disruption and showcased our parliament as the first to hold a virtual plenary

session with simultaneous translation. This was an achievement which attracted attention on the world stage and engagement from other parliaments as to how we were able to deliver it.

Over the next three to five years we have some significant contracts which will come up for renewal, including replacement of the HR / Payroll and Finance systems. The newly created Programme and Change Office will become the centre through which organisational change is delivered.

The ICT team have a three-year plan of works which allows us to maintain systems and to identify where large scale investment will be required and plan accordingly. Laptops are now the preferred choice of kit for staff and Members alike to support business continuity. A rolling replacement programme will begin in 2022-23 with some funding earmarked in 2021-22 to replace any equipment which fails before the expected end of life period. There are also some significant contracts coming up for renewal over the next few years including broadcasting and telephony.

## **Senedd Reform**

The Committee on Senedd Electoral Reform published its findings on 10 September 2020. There would be a cost implication for any increase to the number of Members however any budget implication would be addressed if and when decisions are taken to increase the numbers or address other aspects of Senedd Reform during the Sixth Senedd.

## **Standards Commissioner**

The National Assembly for Wales Commissioner for Standards Measure 2009 established an independent office of Standards Commissioner. The Measure allows for the Standards Commissioner to establish his or her own office, with costs to be met by the Senedd Commission. To date, no Standards Commissioner has appointed staff or procured goods directly, preferring instead to adopt a model whereby all resources are provided through the existing Commission financial and resourcing structures. For transparency, 'the office of the Commissioner' is considered to be a separate entity for budgeting purposes.

Two Senedd Commission staff are currently seconded to the office of the Standards Commissioner. They remain employees of the Senedd Commission, but work under the direction of the Standards Commissioner.



It is anticipated that a new Standards Commissioner will be appointed during 2020-21. Future staffing arrangements will be a matter for the new Commissioner to consider, in consultation with the Clerk of the Senedd as principal accounting officer for the Commission.

## Estates Strategy

This period of remote working and the enthusiasm from many staff to continue working from home for some part of the week, on a permanent basis, will enable us to reassess our future space requirements. If 20% of the pre-lockdown daily attendance of Tŷ Hywel continued to work from home, then this would provide a significant increase in future capacity. It would also provide the opportunity to reconsider how we use Tŷ Hywel and potentially to provide new facilities.

We continue to consider the long-term future of Tŷ Hywel as a home for the Commission, Members and MSS. The existing lease is due for renewal in just over ten years' time. A 30-year extension would see Tŷ Hywel being 70 years old at the end of that period. Options to be considered in the next 24 months include: a lease renewal, a lease-buy arrangement and whether the current and future Welsh Government's accommodation strategy includes developing the vacant plot adjacent to the Senedd.

The budget for 2020-21 included a provision within the project fund of £50,000 to carry out a feasibility review on the replacement of the windows in Tŷ Hywel. The windows in Tŷ Hywel are 29 years old. Windows of this type have an expected operational life of 25-35 years. However, the building's location in a coastal environment has led to a reduced operational life observed through several independent surveys which have been undertaken since 2015.

The surveys have identified that the windows are in poor physical condition and that thermal performance is likewise poor. An increasing number of windows have faults and replacement parts can no longer be obtained to carry out repairs.

As part of a full repairing and insuring lease agreement for Tŷ Hywel, the Commission is required to maintain the building in a good state of repair, including replacing any end of life items such as boilers, doors and windows. The increasing level of faults and failures together with deteriorating performance has highlighted the need to develop and prioritise a phased programme of window replacement. This will require a significant financial investment and presents some major logistical challenges.

The feasibility study was carried out during the summer of 2020 and the result of which will be considered by the Commission at a future meeting. Commissioners will further consider options and costs and look at how this project could either be phased, or funded as a one-off exceptional item within the Commission's Budget in the Sixth Senedd. No costs relating to the replacement of the windows are included within Annex 1.

## 3. Financial governance and control

The Senedd Audit and Risk Assurance Committee (ARAC) supports the Commission and the Principal Accounting Officer with regard to their responsibilities for risk management, internal control and corporate governance. As part of its role, ARAC maintains a strong interest in and oversight of the internal financial control environment.

Updates on accounting policies and the budgetary position are considered by ARAC and it also takes a keen interest in the audit of the Annual Report and Accounts. Members of the Committee have also provided oversight and challenge of the assurance framework and governance statement.

External and Internal Audit provide important sources of assurance to ARAC and the Accounting Officer. The Auditor General for Wales (“AGW”) is the Commission’s external auditor and he is supported in his work by Audit Wales. For the 2019-20 financial year the AGW issued an unqualified opinion on the financial statements and there were no recommendations made or significant issues raised in the Audit of Financial Statements Report or Management Letter completed by the Audit Wales engagement team.

The Executive Board has strategic responsibility for ensuring that the Commission’s Project Fund is used effectively and efficiently. The Board is responsible for approving the Commission’s annual investment plans and for prioritising investment to best effect. The Board ensures that resource capacity planning aligns with the Commission’s goals and priorities and provides governance and assurance to significant change projects.

Leadership Team is an advisory body to the Executive Board and an enabler for effective delivery of operational plans. It acts collectively in the corporate interest of the Commission. The Financial Services team works to ensure that it meets a number of targets and reports on its performance as part of the Commission’s Corporate Key Performance Indicator Report. These targets and additional service area targets provide a means of focus and ensure that performance is regularly monitored and engagement maintained between the finance team and the wider organisation.



## 4. The Remuneration Board's Determination

The Independent Remuneration Board is the body that determines the pay and remuneration of Members and their staff and the system of financial support needed for Members to fulfil their responsibilities as elected representatives.

The Remuneration Board's Determination provides funds to cover the expenses associated with being a Member and / or an Office Holder, for example:

- running an office and engaging with constituents;
- salaries and travel expenses of the support staff;
- residential accommodation in Cardiff for Members whose home is a significant distance from the Senedd (eligibility criteria apply); and
- support for the Party Groups and policy research.

At the start of the Fifth Senedd, the basic salary for Members was set at £64,000, to be uprated each year in line with average earnings in Wales as measured in the Annual Survey of Hours and Earnings ("ASHE"). Member salaries were increased by 2.3% in 2018-19, 1.2% in 2019-20. Member pay was not uplifted in line with average earnings in 2020-21 (4.4%) after the Remuneration Board decided, in light of the COVID-19 pandemic, to not apply the annual indexation award to Members and Office Holders' salaries this year.

For the Sixth Senedd, the Board published its Determination in May 2020. Members' pay remains at the same level, with annual uprating continuing in line with ASHE. For the first year of the Sixth Senedd an increase of 3% to salaries has been included within this budget as an estimate for ASHE. For the following two years, a 2% increase has been assumed. Additional salaries are paid to Members holding offices carrying significant extra responsibilities, such as Ministers, Commissioners, the Llywydd and committee chairs.

Members can employ staff to support them in all aspects of their role. The budget for support staff costs at the start of the Sixth Senedd is £8.942 million. An increase of 2% has been applied for the following two years.

The level of staff turnover (i.e. budget released due to staff vacancies) has been included at £1 million to reflect that Members will take some time following the election to recruit staff to their office. It has been assumed that this will reduce in the following years but expenditure patterns will be reviewed ahead of budget setting to adjust as necessary.

The Remuneration Board reviewed the Determination for the Sixth Senedd and have included new provisions to provide additional support for Members, these provisions are aimed at ensuring that the support and remuneration offered to Members do not deter people from standing for election to the Senedd.

The Board reviews the other elements of its Determination on an annual or periodic basis to ensure that they remain appropriate. The Office Costs and Residential Accommodation Expenditure budgets are reviewed annually and adjusted as necessary. For the purpose of providing indicative figures for future years, an inflationary uplift only has been assumed.

The budget to fund the Remuneration Board's Determination for 2021-22 and the following two years is shown in Table 9.

## 5. Budget Ambit

This budget submission is laid in compliance with the Senedd Standing Order 20.13 to assist in the compilation of the Annual Budget Motion required by Section 125 of the Government of Wales Act 2006. The submission covers the resource and cash requirements of the Senedd Commission for the year ending 31 March 2022.

The Budget Motion will authorise the net resources to be used for the services and purposes of Members and Senedd Services. The motion includes the maximum income (or accruing resources) that may be retained for use on those services and purposes instead of being paid into the Welsh Consolidated Fund. It will also set out the cash amount that will be needed from the Welsh Consolidated Fund to meet the anticipated net amounts falling due for payment by the Commission.

The 2021-22 Budget for the Senedd addressing these requirements is set out in Table 1.



**Table 1: 2021-22 Budget for The Senedd against requirements**

<b>Senedd Requirements</b>	<b>2021-22 £000</b>
<p>Resources other than accruing resources for use by the Senedd Commission ('the Commission') on resource and capital costs associated with the administration and operation of services to support the Senedd; promotion of the Senedd including payments to the Electoral Commission and others; payments in respect of the Commissioner for Standards and Remuneration Board; any other payments relating to functions of the Senedd or functions of the Commission.</p> <p>Resources other than accruing resources for use by the Commission in respect of decisions of the Remuneration Board and expenditure in respect of Members of the Senedd Pension provision</p>	<p>£62,914 Table 2</p>
<p>Accruing resources for retention pursuant to section 120(2) of the Government of Wales Act 2006 and use by the Commission from the disposal of fixed assets and other capital income for use on the purchase or acquisition of fixed assets; rental income, gifts, grants, cheques, recharges and income from commercial sales and other services provided to the public or others for use on administrative costs of the Senedd.</p>	<p>£220 Table 8</p>
<p>Amount to be issued from the Welsh Consolidated Fund to meet the anticipated amounts falling due for payment in the year in respect of the above services and purposes less expected retainable receipts and recoverable VAT.</p>	<p>£59,163 Table 3</p>

## Annex 1: Budget Overview

**Table 2: Budget Overview**

<b>Budget Heading</b>	<b>2020-21*</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
<b>Commission Related Expenditure</b>				
Staff salaries and related costs (Table 4)	£25,358	£26,325	£27,115	£27,928
Accommodation and facilities (Table 5)	£7,727	£7,798	£7,875	£7,951
ICT costs (Table 6)	£2,310	£2,380	£2,414	£2,431
Other costs (Table 7)	£2,363	£2,202	£2,247	£2,262
<b>Total revenue expenditure</b>	<b>£37,758</b>	<b>£38,705</b>	<b>£39,651</b>	<b>£40,572</b>
Total income (Table 8)	(£220)	(£220)	(£220)	(£220)
Capital expenditure (Table 10)	£500	£500	£500	£500
Project fund (Table 10)	£1,015	£460	£700	£1,000
<b>Total operational resource (excluding)</b>	<b>£39,053</b>	<b>£39,445</b>	<b>£40,631</b>	<b>£41,852</b>
Depreciation and amortisation	£2,250	£2,250	£2,250	£2,250
<b>Total Commission related expenditure</b>	<b>£41,303</b>	<b>£41,695</b>	<b>£42,881</b>	<b>£44,102</b>
<b>Member related expenditure</b>				
Members' salaries and related costs (Table 9)	£16,172	£16,819	£16,805	£16,850
Election related expenditure (Table 11)	£500	£2,600	£0	£0
Members' pension finance costs	£1,600	£1,800	£1,800	£1,800
<b>Total Member related expenditure</b>	<b>£18,272</b>	<b>£21,219</b>	<b>£18,605</b>	<b>£18,650</b>
<b>Total Commission Budget</b>	<b>£59,575</b>	<b>£62,914</b>	<b>£61,486</b>	<b>£62,752</b>

\*2020-21 figures include the first supplementary budget

**Table 3: Reconciliation of the new resource requirement to the cash drawing requirement from the Welsh Consolidated Fund**

<b>Net cash requirement</b>	<b>2020-21*</b>	<b>2021-22</b>
Members' net revenue requirement	£16,172	£16,819
Election related expenditure	£500	£2,600
Commission net revenue requirement	£40,803	£41,144
Net capital requirement	£500	£500
Annually managed expenditure	£1,600	£1,800
<b>Subtotal</b>	<b>£59,575</b>	<b>£62,863</b>
<b>Adjustments</b>		
Depreciation	(£2,250)	(£2,250)
Movements in provisions	(£1,600)	(£1,800)
Movement in debtors and creditors	£350	£350
<b>Subtotal</b>	<b>(£3,500)</b>	<b>(£3,700)</b>
<b>Net cash requirement from the Welsh Consolidated Fund</b>	<b>£56,075</b>	<b>£59,163</b>

\*2020-21 figures include the first supplementary budget



## Annex 2: Budget Detail

**Table 4: Analysis of staff salaries and related costs**

	2020-21 £000	2021-22 £000	2022-23 £000	2023-24 £000
Commission staff costs	£26,222	£27,196	£27,983	£28,794
Standards Commissioner's staff costs	£136	£129	£132	£134
Vacancy / churn provision	(£1,000)	(£1,000)	(£1,000)	(£1,000)
<b>Total</b>	<b>£25,358</b>	<b>£26,325</b>	<b>£27,115</b>	<b>£27,928</b>

**Table 5: Analysis of Accommodation and Facilities Costs**

	2020-21 £000	2021-22 £000	2022-23 £000	2023-24 £000
Rent and rates incl. car parking	£4,255	£4,307	£4,336	£4,365
Maintenance and works	£980	£980	£980	£980
Security	£793	£773	£788	£803
Utilities	£570	£582	£594	£607
Cleaning	£533	£537	£548	£560
Catering	£391	£399	£408	£416
Photocopier rentals	£145	£160	£160	£160
Furniture and fittings	£60	£60	£60	£60
<b>Total</b>	<b>£7,727</b>	<b>£7,798</b>	<b>£7,875</b>	<b>£7,951</b>

**Table 6: Analysis of ICT costs**

	2020-21 £000	2021-22 £000	2022-23 £000	2023-24 £000
ICT Services	£519	£514	£516	£518
Broadcasting	£643	£683	£714	£728
Licences and maintenance	£1,033	£1,083	£1,084	£1,085
Revenue and consumables	£115	£100	£100	£100
<b>Total</b>	<b>£2,310</b>	<b>£2,380</b>	<b>£2,414</b>	<b>£2,431</b>

**Table 7: Analysis of other costs**

	2020-21 £000	2021-22 £000	2022-23 £000	2023-24 £000
Promoting awareness and understanding	£333	£289	£284	£299
Training and development	£355	£339	£354	£354
Language contracted-out services	£300	£270	£300	£300
Printing, stationery and postage	£242	£229	£229	£229
Other HR costs	£166	£166	£166	£166
Insurance and legal costs	£147	£144	£144	£144
Staff T&S	£144	£132	£132	£132
Publications	£127	£127	£127	£127
Other travel and subsistence	£115	£103	£107	£107
Audit	£75	£75	£75	£75
Remuneration Board related costs	£62	£62	£62	£62
Specialist advice	£51	£45	£46	£46
Academic Engagement	£40	£40	£40	£40
Consultancy	£30	£30	£30	£30
Hospitality	£48	£29	£29	£29
Accounting and financial services	£21	£31	£31	£31
Uniforms and clothing	£15	£15	£15	£15
Vetting	£17	£10	£10	£10
Other items <£20k	£75	£66	£66	£66
<b>Total</b>	<b>£2,363</b>	<b>£2,202</b>	<b>£2,247</b>	<b>£2,262</b>

**Table 8: Analysis of income**

	2020-21 £000	2021-22 £000	2022-23 £000	2023-24 £000
Sales - the Senedd shop	£20	£20	£20	£20
Accommodation - rental income	£58	£58	£58	£58
Car park and other income	£142	£142	£142	£142
<b>Total</b>	<b>£220</b>	<b>£220</b>	<b>£220</b>	<b>£220</b>

**Table 9: Analysis of Members' salaries and related costs**

	2020-21 £000	2021-22 £000	2022-23 £000	2023-24 £000
Senedd Members' salaries and on-costs	£6,544	£6,731	£6,933	£6,933
Members' Support Staff Salaries and on-costs	£8,797	£8,942	£8,180	£8,180
Allowances and Office Costs	£1,831	£2,146	£2,192	£2,237
Vacancy / churn provision	(£1,000)	(£1,000)	(£500)	(£500)
<b>Total</b>	<b>£16,172</b>	<b>£16,819</b>	<b>£16,805</b>	<b>£16,850</b>

**Table 10: Priority projects for 2021-22**

Project Fund and Capital 2021-22	Amount £'000
Engagement and Outreach Activities	£200
Legislative Workbench Software	£240
EFM Project Expenditure	£245
ICT Project Expenditure	£275
<b>Total</b>	<b>£960</b>

**Table 11: Election related expenditure**

Nature of Expenditure	2016-17 Amount £'000	2021-22 Amount £'000
Member Resettlement Grants	£900	£1,000
MSSS Redundancy payments	£450	£550
Salary and other costs associated with the winding up period and official opening.	£650	£290
Services for incoming Members (ICT, accommodation etc. )	£500	£760
<b>Total</b>	<b>£2,500</b>	<b>£2,600</b>

