

Dear Members,

cc Group and Support Staff

UPDATE FROM THE REMUNERATION BOARD

The Independent Remuneration Board of the Senedd met on 12 February and 19 March. This letter provides a summary of the Board's discussions and wider information of interest. Information on the Board's work is available [here](#).

Determination for the Seventh Senedd

The Determination for the Seventh Senedd has been redrafted, it is briefer and simpler and reflects several significant policy changes following the Board's thematic reviews during the Sixth Senedd. It is designed to balance proportionate safeguards and be sufficiently flexible to be responsive to new Members' needs or ways of working and any changes to business the new Senedd may introduce.

The Board therefore intends to allow the new Determination to embed and will monitor whether it is meeting Members' needs during the early period of the much changed Seventh Senedd and review and refine accordingly.

The Board considered the overwhelmingly supportive responses to the consultation on the draft Determination for the Seventh Senedd. The Board was grateful to those organisations, groups and individuals who took the time to respond.

The Board made its final decisions on 19 March and has published its [Determination for the Seventh Senedd](#).

The Board has also published the following:

- a [Consultation report](#), which summarises the consultation responses received, the Board's considerations and its decisions in response. The report also sets out where any substantive changes to the Determination have been made following consultation feedback and Board decision.
- An addendum to the [Equality Impact Assessment](#) and a [Welsh Language Impact Assessment](#) of the Determination.
- An [Exceptional determination statement](#) relating to the decision for committee chair salaries to be shared equally between job share committee chairs in the Seventh Senedd (this statement explains that an exceptional determination was required, as the Board had previously made a determination on additional officeholder salaries in July 2025 and it may only

make one such determination per Senedd term, unless there are exceptional circumstances).

The Board confirmed the majority of the proposals included in the consultation document. However, I wish to draw your attention to the following matters in particular:

- **Employment Practices Liability Insurance** – The Senedd Commission currently purchases Employment Practices Liability Insurance which covers all Members. The Senedd Commission has confirmed that this provision will cease on 30 June 2026; the Board has therefore set out provision in the Determination to enable Members to claim this insurance (without impacting Members' individual staffing budget). **Members are encouraged to purchase this insurance in the Seventh Senedd** as it would provide Members with financial protection against their personal liability as employers should a claim against a Member be made. The Employment Rights Act 2025 introduces significant changes and increases on the ceiling of costs for tribunal claims. The Board understands the Senedd Commission will provide advice to Members on purchasing insurance from the start of the Seventh Senedd.
- **Subsistence** - The Board considered the need for additional rules relating to subsistence claims. On balance, to aid administration and as subsistence costs have been limited during the Sixth Senedd, the Board decided not to insert additional rules, but **the Board reminds Members of the principles of personal benefit, reasonableness and value for money in Chapter 1 when making claims for subsistence in the Seventh Senedd**. The Board will keep the subsistence provisions under review.
- The Determination commences from 7 May 2026; however, **Members and staff may wish to note that the salaries set out in the Determination on Members' Pay and Allowances 2025-26 (No. 2) increase in line with ASHE Wales from 1 April 2026** (as per sections 3.2.1, 7.3.1 and 8.3.1), as set out in Tables 1 & 2 in the Annex to this letter.

Family Friendly and Employment Matters

The Board welcomed the publication of various Senedd reports in the recent weeks, including the **Standards of Conduct Committee's** work on Dignity and Respect and the new Code of Conduct, noting the new Rule 11 stating 'Members must act as responsible employers' and the proposed new Employers' forum which, if established, would help clarify and facilitate discussions on the respective responsibilities of Members as employers, the Board's role in setting an employment framework and the Commission's role in providing employment guidance and support.

I met with Joyce Watson MS, as Chair of the **Family Friendly & Inclusive Parliament Review** and the Board welcomed the Review report with interest and looks forward to exploring relevant issues and recommendations with the Senedd Commission in due course.

Board strategic planning and stakeholder engagement

The new Board continues to develop its strategic plan and work programme for the Seventh Senedd, taking into account the recommendations from our End of Term review. We aim to finalise the strategy in June and will consult with returning and new Members in the summer.

The Board is also planning its approach to stakeholder engagement, and looks forward to engaging and meeting with returning and new Members, groups and support staff during the summer term. The Board has been grateful to the members of the Member and staff representative groups for their contribution and constructive engagement throughout the Sixth Senedd.

The Board will next meet in person in Tŷ Hywel on 8-9 July and will be organising Member Drop-Ins and Representative Group meetings.

Whilst you will no doubt be extremely busy during dissolution and the post-election period, should you have any matters you wish to raise with me or the Board, please do not hesitate to get in touch by emailing remuneration@senedd.wales

The Board wishes Members and staff well, whether standing for election or standing down.

Yours sincerely,

A handwritten signature in black ink that reads "Dr Elizabeth Haywood". The signature is written in a cursive style with a large initial 'D'.

Dr Elizabeth Haywood Chair,

Independent Remuneration Board of the Senedd

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English

Annex

Table 1 Member & Additional Office Holder Salaries – 1 April 2026

Additional Office Holder Salaries	Additional Salary	Total Salary
Members' Base Salary	N/A	£79,817.00
First Minister	£94,783.00	£174,600.00
Welsh Minister	£44,896.00	£124,713.00
Counsel General	£44,896.00	£124,713.00
Deputy Minister	£26,191.00	£106,008.00
Presiding Officer	£51,132.00	£130,949.00
Deputy Presiding Officer	£26,191.00	£106,008.00
Senedd Commissioner	£16,212.00	£96,029.00
Committee Chair	£16,212.00	£96,029.00
Business Committee Member	£10,802.00	£90,619.00
Leader of a Political Group	£16,212.00 + £1,248.00 per Member up to a maximum of £44,896	Up to a maximum of £124,713.00

Table 2 – Support Staff Salaries – 1 April 2026

Staff employed by Members who are re-elected to the Seventh Senedd will remain on the following bands/salaries until 30 June 2026 or until the member of staff is employed in accordance with Chapter 7 (or 8) of the Determination on Members' Pay, Staffing and Business Costs (whichever is sooner).

Band	Pay Point 1	Pay Point 2	Pay Point 3	Pay Point 4	Pay Point 5
Chief of Staff	£49,698.00	£52,209.00	£54,850.00	£57,625.00	£60,549.00
Senior Advisor	£45,245.00	£47,525.00	£49,929.00	£52,449.00	£55,111.00
Band 1	£33,807.00	£36,771.00	£40,014.00	£43,553.00	£47,423.00
Band 2	£28,970.00	£31,796.00	£34,915.00	£37,849.00	£42,136.00
Band 3	£26,300.00	£28,282.00	£30,420.00	£32,729.00	£35,223.00