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# ANNUAL REPORT: 2018 - 2019

Summary: July 2019

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**BWRDD TALIADAU**  
**REMUNERATION BOARD**

# THE REMUNERATION BOARD

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The Remuneration Board of the National Assembly for Wales is the independent body responsible for setting the pay, pensions and allowances of Assembly Members and their staff. The Board was established by the National Assembly for Wales (Remuneration) Measure 2010, which received Royal Approval on 22 July 2010.

## MEMBERS OF THE BOARD

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- Dame Dawn Primarolo DBE PC (Chair)
- Ronnie Alexander
- Trevor Reaney
- Mike Redhouse
- Dame Jane Roberts

## SECRETARIAT TO THE BOARD

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- Llew Williams, Clerk
- Sian Giddins, Deputy Clerk (to April 2019)
- Ruth Hatton, Deputy Clerk (from April 2019)

An electronic copy of this report can be found on the National Assembly's website: [www.assembly.wales](http://www.assembly.wales). Copies of this report can also be obtained in accessible formats including Braille, large print, audio or hard copy from:

**Clerk to the Remuneration Board**  
**National Assembly for Wales**  
**Cardiff Bay**  
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# Introduction

As the Remuneration Board enters its final year in office, its commitment to ensuring that Members receive sufficient support to undertake their work while also respecting the expenditure of the taxpayer is as absolute now as when it started its term of office.

The Board has met on six occasions and has undertaken a significant amount of work in that time. The Board and I have had several meetings with individual Members and their staff as well as both the Member and Support Staff Representative Groups, in addition to liaising regularly with the Assembly Commission and the Llywydd.

The Board also completed its review of staffing support and introduced some far reaching changes. The Board has also begun its review of the Determination ahead of the next Assembly with a view to publishing its new Determination one full year ahead of the next election.





**CASE STUDY:**

In July 2018, the Board published a report 'Unpacking Diversity: Barriers and incentives to standing for election to the National Assembly for Wales'.

The Board commissioned the Wales Governance Centre at Cardiff University to undertake the research focused on whether a diverse range of persons with the appropriate skills and interest are in practice deterred from standing for election to the Assembly by any aspect of the remuneration package, and what may incentivise them to do so.

The Board is considering the report's findings as it reviews the Determination for the Sixth Assembly.



## Decisions

During the past year the Board has:

- Increased the Residential Accommodation Expenditure allowance for outer area Members by 2.4 per cent in 2019-20 in line with CPI, and increased the allowance for intermediate area Members to £6,840 per annum for 2019-20.
- Provided £47,808 as part of the Policy, Communications and Research Fund, to Members in order to commission discrete pieces of research work from external sources and to permit Members to engage with their constituents.
- Provided an additional £3,808 to Members who face exceptional circumstances that affect their ability to fulfil their duties. The Board reviews each case individually to ensure that those Members who require additional support receive it.
- publish the total annual spends that Members and Political Parties make on staffing costs;
- end the ability of Members to fund the employment of new family members and partners from the allowances available to them through the Determination from April 2019. Those already employed will be on transitional protection to the end of the Sixth Assembly;
- enhance the terms and conditions of support staff to include the introduction of privilege days in addition to the support staff annual leave entitlement, as well as a brand new compassionate leave policy.

The Board has also launched a new website to improve its engagement with stakeholders and the citizens of Wales who may wish to contribute to the work of the Board- [www.remunerationboard.wales](http://www.remunerationboard.wales)

As part of its staffing review, the Board made several changes to the provisions available to Members. The Board believes the system of staffing support is now better suited to meet its objectives and we believe the decisions taken reflect that. Following a comprehensive review the Board decided to:

- give Members and Political Parties more flexibility on how they spend their allowances within the system to help address pressure points, without increasing the cost to the taxpayer;



## CASE STUDY:

### **Policy/ Research South West Wales transport**

During the summer of 2018 the Welsh Government published a summary of Professor of Practice Mark Barry's report 'The Rail Network in Wales: The Case for Investment'.

Concerns were raised locally with regards to the impact that Professor Barry's proposal would have on the status of Neath Train Station along the main Great Western line.

Dr. Lloyd was keen to develop solutions which would protect Neath train station's status along the Great Western line, whilst at the same time improving train links to West Wales, and developing additional transport services within valleys communities in South West Wales.

In September 2018 Dr. Lloyd arranged a policy session, and invited a leading expert, Emeritus Professor Stuart Cole of the University of South Wales,

to share his expertise in the field of transport economics and policy. Professor Cole had also been working on ideas to develop the Swansea District Line as a passenger line serving both the north Swansea urban area and urban and rural west Wales. So his contribution was timely.

The policy session provided an opportunity to discuss the challenges facing the region in terms of its transport infrastructure, the opportunities that are possible (such as re-opening old railway lines), and provided an opportunity to develop a vision for the Swansea Bay and Western Valleys Metro in preparation for future discussions.

The policy session has developed Dr. Lloyd's thinking in this area, and in his contributions to Assembly proceedings, discussions with local authorities and other local stakeholders, nationally and locally.



## Next steps

The Board is now working towards creating a **Determination for the Sixth Assembly.**

This work will include engaging with stakeholders to produce a Determination, which not only provides Members with an adequate level of support to do their jobs, but also does not deter any potential candidates who may wish to seek election to the Assembly. We expect to publish this Determination in May 2020.



