

Summary of the Determination for the Seventh Senedd 2026-2030

10 July 2025

Introduction

This summary contains information relating to Members' salaries and Members' business and staffing support that will apply from 7 May 2026, i.e. from the beginning of the next Senedd.

The Board is publishing information in this summary form at this stage to provide candidates, Members, support staff, unions, parties and the public with early notice of the salaries and support that will be provided to Members in the next Senedd.

These decisions will be incorporated and published in a full, draft Determination later in the autumn; the revised Determination will also incorporate drafting changes developed through the Board's simplification review to ensure the Determination is as clear and easy to interpret and administer as possible.

The information has been grouped into sections (reflecting the chapters of the current Determination) and notes where the Board has made its final decisions (or determinations¹) on 10 July 2025 and where it is minded to make decisions later in the year, following the outcome of relevant work that may impact on the Determination, for example the **Business Committee's** review of the organisation of Senedd business and the review of the **Rules and Guidance on the Use of Senedd Resources**.

This is a summary of the salaries and support that will be available to Members in the next Senedd; it is not intended to be a comprehensive description of the Determination that will apply. Anyone wishing to see, in full, the rules that will apply in the next

¹In accordance with section 12(3) of the National Assembly for Wales (Remuneration) Measure 2010, the determinations that have been made on the 10 July 2025 have been incorporated into an annex of the Determination on Members' Pay and Allowances 2025-26 (noting that they will come into force from 7 May 2026).

Senedd will need to read the final Determination for the Seventh Senedd when it is published.

The Board has also undertaken an Equality Impact Assessment of its proposals which is available online [here](#).

Principles of financial support

Members will have to adhere to the following principles when making claims for any business and staffing costs:

- Claims must only be made for expenditure necessarily incurred in order to enable performance of the Member's duties.
- Claims must not be made for expenditure relating to party political activity.
- Claims should not give rise to, nor give rise to the perception of, an improper, direct or indirect personal financial benefit to themselves or anyone else, including the benefit of a political organisation.
- Members have full responsibility for all expenditure, making claims, maintaining records, and managing their budgets and support staff.
- Members must be committed to the principles of openness and transparency.
- Members must seek to ensure that any expenditure incurred provides value for money to the taxpayer, represents the most sustainable and reasonable option available and does not have a negative effect on the reputation of the Senedd or its Members.
- Members must not claim under this Determination for anything that Members are entitled to claim from any other source.
- All claims will continue to be published on [the Senedd Commission's website](#).

Members' salaries and pensions

- A Member's salary will be £76,380. This will be adjusted in April each year by the change in the ASHE Wales figure published by the ONS in the preceding November².
- Members who hold any of the following additional offices will be entitled to receive an additional annual salary as set out below (also adjusted in April each year by the change in the ASHE Wales figure published by the ONS in the preceding November).

| Additional Office Holder | Additional Salary | Total salary |
|-------------------------------------|--|-----------------------------|
| First Minister | £90,701 | £167,081 |
| Welsh Minister | £42,963 | £119,343 |
| Counsel General | £42,963 | £119,343 |
| Deputy Minister | £25,063 | £101,443 |
| Presiding Officer | £48,930 | £125,310 |
| Deputy Presiding Officer | £25,063 | £101,443 |
| Senedd Commissioner | £15,514 | £91,894 |
| Committee Chair | £15,514 | £91,894 |
| Business Committee Member | £15,514 | £91,894 |
| Leader of a Group not in Government | £15,514 + £1,194 per Member up to a maximum of £42,963 | Up to a maximum of £119,343 |

- A Member who holds more than one additional office (including temporarily) will receive an additional office salary in respect of only one of those additional offices, being the highest paid of those additional offices.
- Members will be provided with a pension as set out in the **Members of the Senedd Pension Scheme**.

² Members' and additional office holder salaries will be adjusted by the change in ASHE (the Annual Survey of Hours and Earnings, annual gross Median Earnings for full-time employee jobs in Wales) between April and April of the previous year. This figure is typically published by the ONS annually in November.

Additional Support

- **Support relating to disabilities** - A Member will continue to be able to claim reimbursement for reasonable costs that arise because of disability (i.e. a health condition or impairment of a Member or a Member's staff, or to help engagement with disabled people).
- **Parental Leave** - Members will continue to be entitled to receive their full salary (including any additional office salary) during periods of maternity, paternity, or adoption leave. In addition, a Member will continue to be able to claim funding to provide additional staff support or other resource for up to 12 months, to ensure continuity in the performance of the Member's duties.
- **Childcare and other caring support**
 - A Member will be able to claim up to £350 per month per child (under 16) or adult dependant, up to a maximum of 3 dependants, for costs of care (during weekends or during the week beyond usual working hours (9.00-18.00) in order for the Member to continue their duties.
 - An Outer Area Member (see below) who is renting a property and can demonstrate having caring responsibility for a dependant who is normally resident with the Member in the Cardiff Area will in addition be able to claim up to £3,870 per year for a Member's first dependant and up to £1,290 per year per additional dependant (up to a maximum of 2 dependants).

Travel

Members will be able to claim for

- travel costs incurred between Cardiff and their main home, including the cost of return journeys by car, public transport, or other reasonable means.
- travel costs incurred while carrying out duties within their constituency or region, including travel to and from meetings, events, and engagements.
- travel costs for members of staff
- travel costs of for partners or dependants (up to a maximum of 12 single journeys per dependant, up to 3 dependants) travelling between the constituency and Cardiff.
- international travel undertaken in connection with their Senedd duties, following the submission of a business case to the Senedd Commission

Overnight accommodation

- There will only be two areas of eligibility for overnight accommodation in the Seventh Senedd Determination: Inner area and Outer area.
- Members whose main homes are located in the following constituencies are regarded as Inner area or Outer Area and would be eligible for the following costs:

| | Members with a main residence in these constituencies: | Eligible costs and limits |
|------------|--|---|
| Outer Area | <ul style="list-style-type: none"> - Bangor Conwy Môn - Clwyd - Fflint Wrecsam - Gwynedd Maldwyn - Ceredigion Penfro - Sir Gaerfyrddin - Gŵyr Abertawe - Brycheiniog Tawe Nedd | <p>The maximum rental costs will be up to £12,900 per annum, uprated by the October 2025 figure for the ONS Index of Private Housing Rental Prices on private rental prices, plus related costs, including council tax and utilities.</p> <p>Additional accommodation costs for Members with dependants normally resident with in the Cardiff Area (see above).</p> |
| Inner Area | <ul style="list-style-type: none"> - Afan Ogwr Rhondda - Pontypridd Cynon Merthyr - Blaenau Gwent - Caerffili Rhymni - Sir Fynwy Torfaen - Casnewydd Islwyn - Caerdydd Penarth - Caerdydd Ffynon Taf - Pen-y-bont Bro Morgannwg | <p><i>The Board <u>is minded</u> to set an overnight accommodation budget up to a maximum of £702 per year for use in the Cardiff Area for 2026-27. The Board will finalise its decision before the start of the Seventh Senedd term, following a review of the 'pilot' being undertaken in 2025-26.</i></p> |

- Members will be able to claim for overnight accommodation outside of the Cardiff area, the current maximum amount is £117 per night (and £210 in London) for hotels or serviced accommodation.
- Members will be able to claim, in addition to the above, for enhanced security measures at their main home (following an assessment by the Senedd Commission's Security Team).

Constituency Office and Engagement Costs

- Members will be provided with flexibility to determine whether they need an office base and if so, what type and for what purpose. Any offices however will be expected to be fit for purpose and comply with any relevant statutory requirements (e.g. Equality Act 2010). Members however will not be able to claim for using a home as an office.
- All Members (including returning Members) who set up a new office will be able to claim 'office start-up costs' of up to £6,500; returning Members who remain in their current offices will be able to claim up to £2,500 'office refresh' costs.
- All Members will be able to claim constituency office and engagement costs of up to £27,430 (uprated by CPI ahead of 2026-27) for costs such as rent (but not a mortgage), equipment, stationery, external research expertise etc.
- Members will not be able to claim for costs arising from using their home as a constituency office, except as otherwise provided for in the Determination.
- Members will be permitted to transfer (or vice) up to 50% of their constituency office and engagement budget to their staffing budget.
- Members will be able to claim, in addition to the above, for enhanced security measures at their constituency offices (following an assessment by the Senedd Commission's Security Team).

Members' Staffing Support

- Members will be entitled to claim up to £141,993 for the salaries and other costs of employing staff to support Members to perform their duties. This will be adjusted in April each year by the change in the ASHE published in the preceding November.
- Members will be able to employ staff across 4 **Job Families** (including hybrid roles across families) and any combination of pay bands (as set out below).
 - Communications
 - Policy & Research
 - Casework
 - Business Management & Administration

- The salaries payable are set out in the 'Support staff employed by Members or Groups' table below.
- Any related employer National Insurance contributions or pensions contributions will be paid via the Determination (and not deducted from the above limit).
- Members will be able to transfer from their staffing budget to their office and constituency office budget the equivalent of 50% of their constituency office budget.
- See below for pay and grading and other matters relating to Support Staff employed by Members or Group Leaders

Senedd Group Support

- Senedd Group Support will be provided to Groups, as defined in the Senedd's Standing Orders, for the purpose of assisting those Members who belong to the Group in the performance of their functions as Members of the Senedd.
- Senedd Group Support provides Groups with resources to provide central administration and coordination, support for scrutiny, research and policy development related to Members' duties, communications support, pastoral and wellbeing support, equipment and services. This includes costs related to staffing, externally commissioned services, as well as operating a group office.
- Senedd Group Support will be distributed via a Per Member rate of £60,000 from the start of the Seventh Senedd, reduced depending on Group size on the following basis:

| Tier | Per Member Rate Non-Government Group | Per Member Rate Group represented in Government (reduced by 75% compared to non-government groups) |
|------------------------|---|--|
| First 5 Members | 100% | 25% |
| 6-39 Members | 50% | 12.5% |
| 40+ Members | 25% | 6.25% |

- The Per Member rate will be adjusted from 1 April 2027 and each year following by the change in the ASHE Wales figure published by ONS in the preceding November.
- A Group represented in government will receive a reduced Per Member rate as above, subject to a floor based on based on an accumulation of the highest

three pay points of the three most senior bands employable within a Group Office (Chief of Staff, Senior Advisor and Band 1).

Support staff employed by Members or Group Leaders

- Support staff salary scales are set out as follows:

| Level | Pay Point 1 | Pay Point 2 | Pay Point 3 | Pay Point 4 |
|------------------------|-------------|-------------|-------------|-------------|
| Chief of Staff* | £48,987 | £53,652 | £58,317 | £62,982 |
| Senior Adviser | £41,055 | £44,965 | £48,874 | £52,784 |
| Band 1 | £37,583 | £41,163 | £44,743 | £48,322 |
| Band 2 | £31,802 | £34,831 | £37,859 | £40,887 |
| Band 3 | £25,211 | £28,812 | £32,414 | N/A |

*The Chief of Staff salary is only payable to the Chief of Staff role that may be employed by a Group Leader in a Senedd Group.

- These salaries will be adjusted in April each year by the ASHE figure published by ONS in the preceding November.
- Pay protection of 2 years will be provided to any Band 3 staff member who was on Band 5 of the original pay band and employed at the end of the Sixth Senedd and remains employed with the same Member
- Support staff will be provided with life assurance, pensions, annual leave and privilege holiday entitlement and time off for public duties (as set out in Chapter 7 of the **Determination on Members' Pay and Allowances 2025-26**).
- Home working allowance will no longer be paid (Sections 7.9B and 8.5A of the Determination on Members' Pay and Allowances 2025-26 will be removed).
- Redundancy payments to Members' support staff and group staff will remain in effect (Sections 7.13 and 8.9 of the **Determination on Members' Pay and Allowances 2025-26**).

Members Leaving Office

- A Member who stands for election as a candidate in 2030³ but is not re-elected will be entitled to claim:**
 - Resettlement grant** of one calendar month's salary for each completed year of service up to a maximum payment of six months' salary. Members

³ Or whenever the election for the Eighth Senedd will be.

who have held an additional office during their period of service will also be entitled to an additional resettlement grant equal to the amount of salary paid in the last three months of holding that office.

- **Winding Up payment** equivalent to 3 months' salary.
- **Winding Up allowance** to cover costs relating to 'winding up' contractual liabilities, staffing costs etc.
- **A Member who stands down at the end of the Seventh Senedd will be entitled to claim:**
 - **Winding Up payment** equivalent to 2 months' salary.
 - **Winding Up allowance** to cover costs relating to 'winding up' contractual liabilities, staffing costs etc.

An Ill Health Retirement Grant will be paid to any Member whose health precludes their continued participation as a Member of the Senedd.