

How does the Board decide Members' pay?

The Board is independent; this means it is separate from the Senedd and Welsh Government. Our decisions on Members and Ministers' pay are impartial and based on evidence.

Members of the Senedd play a vital role in our democracy and we believe their pay should reflect that role and their responsibilities.

Members and Ministers do not set their own pay

Ministers and some other Members, appointed by the Senedd, have additional duties and responsibilities (for example, a committee chair) and therefore they receive a higher salary, known as an 'additional office holder salary' which the Board decides. Those Members will only be paid one additional salary, even if they carry out multiple roles in the Senedd.

The Board must set Members' pay before each Senedd election and cannot make any changes unless there are exceptional circumstances

We are committed to promoting and supporting diversity and equality. Our aim is to reduce barriers so that the Senedd reflects society, where anyone, no matter their background or circumstances, can become a Member of the Senedd.

The Board is required by law to make decisions on Members and Ministers' pay before a Senedd election and we may only make changes if there are exceptional circumstances.

The decisions on Members' and Ministers' pay are informed by the latest economic data, salary benchmarking with other jobs and comparative research. The Board consults publicly before taking any decision.

We have decided that the current pay levels for Members, Ministers and other senior roles are appropriate ; salaries will be linked annually in line with changes in the average Welsh earnings (an ONS index called ASHE Wales).

Members' pay changes annually in line with average Welsh earnings