

Tribute to Michael Redhouse

January 2025

The Independent Remuneration Board of the Senedd was saddened to hear of the passing of its former Board member Mike Redhouse on 12 January 2025.

Dr Elizabeth Haywood, Chair of the Board said:

“It is with great sadness that I share the news of Mike’s passing. Mike had resigned from the Board earlier this month due to ill health.”

“On behalf of the Board, I wish to pay tribute to Mike’s enormous contribution to the work of the Board and to the Senedd during his two terms and nearly ten years as a Board member.”

“Mike was an active and widely respected Board member and made a measured and significant contribution to our work. He provided assuredness, calmness, continuity and wise counsel to me personally as Chair and to the wider Board members, during this period of constitutional reform in the Senedd.”

“He was proud to be a member of the Board and to contribute to improving the Determination framework for Members of the Senedd. His expertise and leadership, particularly in the field of employment and pensions, has paved the way for some of the most significant changes relating to the Determination since its inception. He was committed to bringing in a revised Members’ Support Staff pay and grading framework to provide greater clarity, consistency and fairness to Members’ staff pay in the Seventh Senedd, which was welcomed by Members and staff alike.”

“Our deepest sympathies are with his family and friends at this time.”

Additional Information

Mike had been a member of the Independent Remuneration Board since 2015. He was Principal of EMES Consulting, which he founded in 2002, helping many major organisations with their remuneration and benefits issues. He graduated in mathematics from the Open University, and his career included spells as a Partner at Ernst and Young, and as Employment Policy Director at Diageo. Mike served as a Trustee of the APEX Trust, which supports offenders returning to work, and as Chair of Trustees of St. Luke’s Hospice in Harrow. Mike was a Member of the School Teachers’ Review Body (STRB), which looks into pay, professional duties and working time of school teachers in England and Wales.