

## What is the Board and what do we do?

The Independent Remuneration Board of the Senedd decides how much Members of the Senedd are paid.

The Board also set the costs that Members can claim for business and staffing; Members need resources to do their jobs, both in their constituencies and in the Senedd. This includes employing staff, having offices in the communities they represent, and for travel and overnight accommodation when they need to be at the Senedd in Cardiff Bay. We set out our decisions in a document called the **Determination**.

The Board is independent; this means we are separate from the Senedd and Welsh Government, ensuring our decisions on Members and Ministers' pay are impartial.

The Board was established by a new law passed by the then National Assembly for Wales in 2010; before that Members' pay and financial support was decided by the, then, Assembly.

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

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

**The Board's decisions take into account value for money and are set in the context of Welsh earnings and the wider financial circumstances of Wales.**

When making decisions, we follow several core objectives and principles, to make sure Members are paid adequately and can claim enough resources to support their work in the constituency and in Parliament. We also make sure that our decisions represent value for money and are appropriate within the context of Welsh earnings and the wider financial circumstances of Wales.

Our decisions are informed by the latest economic data, salary benchmarking, looking at what Members need and how they've used resources in the past. We also

**The Board is independent of the Senedd and Welsh Government – Members and Ministers do not decide their own pay**

carry out research, talk to stakeholders and consult with the public before taking any decisions.

We publish the research and the evidence we have considered alongside our policy proposals. We also publish an annual report, which includes the Board's fees and costs.

All Members' claims which have been reimbursed for business and staffing costs, including travel and accommodation, are published online at

<https://allowances.senedd.wales/>