

**Declarations of Interests by Members of the  
Independent Remuneration Board of the Senedd**

In accordance with good practice and in complying with the provisions of section 2 of *National Assembly for Wales (Remuneration) Measure 2010* (the Measure), members of the Remuneration Board have declared relevant interests in order for the Board to operate with independence, openness and inclusiveness. This information is current as of 5 April 2023, and will be updated if any changes are made.

<b>Entry in respect of:</b>	<b>Category of Interest and Record:</b>	<b>Names and Descriptions:</b>
<b>Elizabeth Haywood</b>	Category 1: Other Employment including other directorships and equivalent roles	<ul style="list-style-type: none"> <li>• The Haywood Hain LLP (OC337547): <ul style="list-style-type: none"> <li>○ Business consultancy</li> <li>○ 22/05/2008 -</li> <li>○ (Self + spouse) partners</li> </ul> </li> <li>• Donald Woods Foundation <ul style="list-style-type: none"> <li>○ Charity</li> <li>○ 2012 -</li> <li>○ (Spouse) Chair</li> </ul> </li> <li>• Scottish Power Energy Networks: <ul style="list-style-type: none"> <li>○ Energy company</li> <li>○ 2015 - 2017</li> <li>○ Board Member</li> </ul> </li> <li>• House of Lords: <ul style="list-style-type: none"> <li>○ Parliament</li> <li>○ 2015 - 2020</li> <li>○ (Spouse) Labour Member</li> </ul> </li> <li>• Leonard Cheshire (occasional WG funding): <ul style="list-style-type: none"> <li>○ Charity</li> <li>○ 2015 - 2021</li> <li>○ Trustee &amp; Board Member</li> </ul> </li> <li>• Hendre (housing grant): <ul style="list-style-type: none"> <li>○ Housing Association</li> <li>○ 2015 - 2021</li> <li>○ Board Member</li> </ul> </li> </ul>

		<ul style="list-style-type: none"> <li>• Natural Resources Wales (receives GiA): <ul style="list-style-type: none"> <li>○ Quango</li> <li>○ 2016 - 2021</li> <li>○ Board Member</li> </ul> </li> <li>• Cogitamus Ltd (possibly in receipt of WG funding): <ul style="list-style-type: none"> <li>○ Public Affairs Consultancy</li> <li>○ 2016 -</li> <li>○ Associate Director</li> </ul> </li> <li>• The Ince Group: <ul style="list-style-type: none"> <li>○ Professional &amp; legal services</li> <li>○ 2017 -</li> <li>○ (Spouse) Global &amp; Government Adviser</li> </ul> </li> <li>• IC Publications: <ul style="list-style-type: none"> <li>○ Strategic advice on Africa</li> <li>○ 2020 -</li> <li>○ (Spouse) Adviser</li> </ul> </li> <li>• Vamed Health Projects UK Ltd: <ul style="list-style-type: none"> <li>○ Health project construction in developing world</li> <li>○ 2020 -</li> <li>○ (Spouse) Adviser</li> </ul> </li> <li>• DNG Energy (Pgy) Ltd: <ul style="list-style-type: none"> <li>○ Listed African liquid natural gas company</li> <li>○ 2021 -</li> <li>○ (Spouse) Director</li> </ul> </li> <li>• Institute of Welsh Affairs: <ul style="list-style-type: none"> <li>○ Think tank/charity</li> <li>○ 2023 -</li> <li>○ Trustee/Board Member</li> </ul> </li> </ul>
	Category 2: Business involvement	n/a
	Category 3: Companies and securities	n/a
	Category 4: Memberships	n/a
	Category 5: Political activity	<ul style="list-style-type: none"> <li>• Member of the Labour Party</li> </ul>
	Category 6: Other personal interests	n/a

<b>Jane Roberts</b>	Category 1: Other Employment including other directorships and equivalent roles	<ul style="list-style-type: none"> <li>Whittington Health: <ul style="list-style-type: none"> <li>NHS Trust</li> <li>01/2018 -</li> <li>Honorary Consultant in Child and Adolescent Psychiatry</li> </ul> </li> <li>Living Streets: <ul style="list-style-type: none"> <li>Charity</li> <li>04/2019 -</li> <li>Chair of Trustee Board (and Non-Executive Director Living Street Services)</li> </ul> </li> <li>Action for Stammering Children: <ul style="list-style-type: none"> <li>Charity</li> <li>04/2021 -</li> <li>Chair of Trustee Board</li> </ul> </li> <li>The Open University: <ul style="list-style-type: none"> <li>Higher education</li> <li>11/2021 -</li> <li>Visiting Fellow in Public Leadership</li> </ul> </li> </ul>
	Category 2: Business involvement	n/a
	Category 3: Companies and securities	n/a
	Category 4: Memberships	<ul style="list-style-type: none"> <li>Member of the Welsh Centre for Public Policy Advisory Group</li> </ul>
	Category 5: Political activity	n/a
	Category 6: Other personal interests	n/a
<b>Hugh Widdis</b>	Category 1: Other Employment including other directorships and equivalent roles	<ul style="list-style-type: none"> <li>ACARAC: <ul style="list-style-type: none"> <li>Audit and Risk Committee to the National Assembly Commission</li> <li>2013 - 2019</li> <li>Member</li> </ul> </li> <li>Banbridge Academy Board of Governors: <ul style="list-style-type: none"> <li>Controlled School</li> <li>2014 -</li> <li>Governor</li> </ul> </li> <li>Departmental Solicitor's Office <ul style="list-style-type: none"> <li>Government</li> </ul> </li> </ul>

		<ul style="list-style-type: none"> <li>○ 2015 -</li> <li>○ NI Civil Servant</li> <li>• Departmental of Justice <ul style="list-style-type: none"> <li>○ Government</li> <li>○ 2024 -</li> <li>○ NI Civil Servant and Perm Sec</li> </ul> </li> <li>• Chief Executives Forum (NI) <ul style="list-style-type: none"> <li>○ Government</li> <li>○ 2024 -</li> <li>○ Board Member</li> </ul> </li> </ul>
	Category 2: Business involvement	n/a
	Category 3: Companies and securities	n/a
	Category 4: Memberships	n/a
	Category 5: Political activity	n/a
	Category 6: Other personal interests	<ul style="list-style-type: none"> <li>• Member of the Bar of Northern Ireland</li> <li>• Member of the Bar of Ireland</li> </ul>
<b>Nick Bourne</b>	Category 1: Other Employment including other directorships and equivalent roles	<ul style="list-style-type: none"> <li>• Department of Communities and Local Government <ul style="list-style-type: none"> <li>○ Under Secretary of State</li> <li>○ 07/2016 - 07/2019</li> </ul> </li> <li>• Wales Office <ul style="list-style-type: none"> <li>○ Government Parliamentary Under Secretary of State</li> <li>○ 10/2017 - 07/2019</li> </ul> </li> <li>• Remembering Srebrenica <ul style="list-style-type: none"> <li>○ Charity</li> <li>○ 01/2020 - 12/2022</li> <li>○ President</li> </ul> </li> <li>• International Students House <ul style="list-style-type: none"> <li>○ Charity</li> <li>○ 6/2023 -</li> <li>○ Chair</li> </ul> </li> </ul>
	Category 2: Business involvement	n/a
	Category 3: Companies and securities	n/a
	Category 4: Memberships	<ul style="list-style-type: none"> <li>• Member of Grays Inn</li> <li>• Fellow of University of Aberystwyth</li> </ul>

		<ul style="list-style-type: none"> <li>• Honorary Doctor of University of Trinity St David</li> </ul>
	Category 5: Political activity	<ul style="list-style-type: none"> <li>• Member of the House of Lords Conservative Party</li> </ul>
	Category 6: Other personal interests	<ul style="list-style-type: none"> <li>• In receipt of rental income from a property in Hampshire</li> </ul>
<b>Jennifer Long</b>	Category 1: Other Employment including other directorships and equivalent roles	<ul style="list-style-type: none"> <li>• Allergan Aesthetics <ul style="list-style-type: none"> <li>◦ Facial etc. aesthetics provider</li> <li>◦ 2006 -</li> <li>◦ (Partner's sister) Head of Customer Experience</li> </ul> </li> <li>• Wellcome Trust Centre for Human Genetics, University of Oxford <ul style="list-style-type: none"> <li>◦ Academic research institute</li> <li>◦ 2007 - 2022</li> <li>◦ (Partner) Head of Transgenic Research Group</li> </ul> </li> <li>• Whistl Doordrop Media <ul style="list-style-type: none"> <li>◦ Direct marketing provider</li> <li>◦ 2008 -</li> <li>◦ (Partner's brother) Managing Director</li> </ul> </li> <li>• JICMAIL <ul style="list-style-type: none"> <li>◦ Advertising metrics provider</li> <li>◦ 2017 -</li> <li>◦ (Partner's brother) Board member</li> </ul> </li> <li>• University of Oxford <ul style="list-style-type: none"> <li>◦ Educational institution</li> <li>◦ 2018 - 2024</li> <li>◦ (Partner) Associate Professor</li> </ul> </li> <li>• Toronto Centre <ul style="list-style-type: none"> <li>◦ Capacity building provider for financial services regulatory authorities</li> <li>◦ 2018 -</li> <li>◦ Programme Leader</li> </ul> </li> </ul>

		<ul style="list-style-type: none"> <li>• International Monetary Fund <ul style="list-style-type: none"> <li>◦ Multilateral supranational body</li> <li>◦ 2018 -</li> <li>◦ Visiting Scholar and External Expert, Monetary &amp; Capital Markets</li> </ul> </li> <li>• Decus Insurance Brokers Ltd <ul style="list-style-type: none"> <li>◦ Insurance broker</li> <li>◦ 2020 - 2021</li> <li>◦ (Brother) Director</li> </ul> </li> <li>• Independent Parliamentary Standards Authority <ul style="list-style-type: none"> <li>◦ Public body</li> <li>◦ 2020 – 2021</li> <li>◦ Senior Policy Adviser, MP Remuneration</li> </ul> </li> <li>• Trinity College, University of Oxford <ul style="list-style-type: none"> <li>◦ Educational institution and charity</li> <li>◦ 2020 – 2023</li> <li>◦ Clerk to Governing Body</li> </ul> </li> <li>• European Banking Authority, Banking Stakeholder Group <ul style="list-style-type: none"> <li>◦ Advisory Board to EU regulatory authority</li> <li>◦ 2020 – 2024</li> <li>◦ Member</li> </ul> </li> <li>• Jennifer Long Consulting <ul style="list-style-type: none"> <li>◦ Regulatory and remuneration consulting for public authorities</li> <li>◦ 2020 -</li> <li>◦ Proprietor</li> </ul> </li> <li>• Relish Agency <ul style="list-style-type: none"> <li>◦ Product sampling and brand partnerships agency</li> <li>◦ 2021 -</li> <li>◦ (Partner's brother) Director</li> </ul> </li> </ul>
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	Category 2: Business involvement	n/a
	Category 3: Companies and securities	n/a
	Category 4: Memberships	n/a
	Category 5: Political activity	n/a
	Category 6: Other personal interests	n/a