

**Bwrdd Taliadau Annibynnol
y Senedd**

**Independent Remuneration Board
of the Senedd**

Senedd Cymru

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Dyddiad | Date: 28 March 2025

**Subject: Annual Review of the Determination of Members' Pay and Allowances
for 2025/26**

The Independent Remuneration Board undertook a consultation exercise on its Determination on Members' Pay and Allowances for 2025-26, in accordance with its duty under the National Assembly for Wales (Remuneration) Measure 2010.

The consultation was published on the Board's website between 8 January 2025 and 19 February 2025. The consultation was publicised via press release, posts on X, promoted on the Senedd's website and a direct mailing was sent to the Board's stakeholders. The Board received 22 responses, listed below. These responses were considered on 13 March 2025 and the Board agreed revisions to the Determination.

The Board would like to thank all those who engaged in this exercise. The responses received were helpful in informing the Board's decisions and we appreciate the time and effort taken by those who responded.

I am pleased that the many of the responses to the consultation were supportive of the Board's proposals. I have set out the Board's intentions behind each proposal in the annex to this letter.

In particular, I want to ensure understanding of the context in which the Board proposed an increase to Members' salaries. We have noted the concerns raised by this proposal in responses from some members of the public and recognise the ongoing pressures in the wider economy and public services.

One of the Board's statutory objectives is to provide Members with a level of remuneration '...which fairly reflects the complexity and importance of their work' and,

furthermore, the Board seeks to make decisions that are appropriate within the context of Welsh earnings and the wider financial circumstances of Wales.

Senedd Members have twice been subject to a pay freeze during the Sixth Senedd, and following this, a cap on salary increases of 3% was introduced in a year when salaries in Wales had increased by considerably more than this. As a result, over time, Members' salaries have not kept pace with the salary increases across the Welsh workforce; the cumulative increase in Members' salaries since the introduction of the cap in 2021-22 has been 9.7%, whilst ASHE has increased by 20.7% and CPI inflation by 23.7%.

The Annual Survey of Household Earnings (or ASHE) Wales index provides the most accurate picture of changes in pay in Wales. For these reasons, the Board has agreed an increase in Members' salaries for 2025-26 of 6% in line with ASHE Wales.

Some of the proposals are a result of the Board's work on its thematic reviews, which include Staffing Support; Members' Pay and Personal Support; Support for Political Parties Allowance; Simplification and Ways of Working. I am grateful to all those Senedd Members and Support Staff who took part in engagement sessions to inform our work in these areas, in particular those who gave up a considerable amount of their time to inform the staffing review. I continue to welcome feedback on these issues in order to ensure the ways in which Members are supported are suitable for the challenges they face.

I would also like to extend my thanks to those Board members whose term of office has ended or is coming to an end this year, for the excellent contributions from the late Mike Redhouse, Dame Jane Roberts and the Rt Hon Lord Hanson of Flint (formerly Sir David Hanson). I am very grateful to them for their diligence, expertise and hard work on tackling the complex and often contentious topics that have arisen in the course of our work.

Yours faithfully,

A handwritten signature in black ink that reads "Dr Elizabeth Haywood". The signature is written in a cursive, flowing style.

Dr Elizabeth Haywood

Chair, Independent Remuneration Board of the Senedd

Annex: Decisions of the Independent Remuneration Board: Annual Review of the Determination on Members' Pay and Allowances 2025-26

Proposal 1

To increase the amount Members may claim for business costs, unless otherwise specified, by the January 2025 CPI rate.

There were no objections to this proposal.

Jane Dodds MS, PCS Plaid Cymru and the Plaid Cymru group responded to say that they agreed with the proposal. The Plaid Cymru group asked the Board:

'When calculating costs, consideration should be given to the vagaries of the Business Rate regime its local factors and its sensitivity to any changes the government may introduce.'

The Board will keep the impact of business rates costs on Members' budgets under review.

The Board agreed to increase all business costs by 3%, which was the CPI rate for January 2025 published by the ONS.

Outcome

The amount Members may claim for business costs is set out at Annex B.

Proposal 2

To make an exceptional Determination to remove paragraph 3.2.2 of the Determination (removing the collar and 3% cap on annual indexation). Members' and additional office holders' salaries will increase by the ASHE Wales figure of 6% in 2025/26, rounded to the nearest £1.

Summary of responses

The Board received 12 responses from individual members of the public disagreeing with this proposal. These respondents argued that Senedd Members should not receive an above inflation pay increase and some that Members' pay should not be increased at all. A range of reasons were provided; some argued that pay increases should be linked to increases in performance of public services, others cited the ongoing cost of living crisis and the wider economic and financial circumstances of Wales and Welsh public services. Others cited the withdrawal of the winter fuel allowance, the waiting times for NHS services, the unpopularity of the default 20mph speed limit and cost of or disagreement with the expansion of the Senedd.

The Board also noted wider feedback including exchanges on the X platform, which showed a range of support for the level of Members' pay, some sharing concerns about above inflation pay increases, whilst others recognised the challenges of the role which required appropriate remuneration.

Jane Dodds MS and the Plaid Cymru group responded to this proposal to say that they were in favour. The Plaid Cymru group agreed that the ASHE Wales index remains the most appropriate for increasing salaries and said:

'we firmly believe that the decision on removing the cap on salaries and any subsequent changes in salary should be one for the independent Remuneration Board'.

The Board considered the responses and noted the strength of feeling on this proposal.

The Board has weighed these concerns against the effect of a cap on salaries of 3% that was introduced during the Sixth Senedd and the two pay freezes imposed during the period of time when Covid-19 lockdowns were affecting the economy. These historical measures have meant that Members' salaries have not increased in line with inflation nor wider pay across the Welsh workforce during the Sixth Senedd. This proposal is also similar to average pay awards in the public sector, made during the last financial year.

One of the Board's principles is that 'its decisions must be appropriate within the context of Welsh earnings and the wider financial circumstances of Wales'. For this reason, the Board considers it is important for Members' salaries to follow the wider Welsh jobs market and has chosen to use the ASHE Wales index¹ as it is representative of changes in earnings across Wales.

Furthermore, retaining the cap would be counter to the Board's statutory objective of providing Members with a level of remuneration '...which fairly reflects the complexity and importance of their work as Members'. Maintaining the cap would lead to a position where salaries would no longer fairly reflect the role given the impact of growth in earnings in the wider economy and the impact of inflationary pressures.

Therefore, the Board has decided to publish an exceptional determination to increase Members' salaries by the ASHE Wales index of 6%.

A table showing salaries for Members and additional office holders is at Annex B.

Outcome

Members' and additional office holders' salaries will increase by the ASHE Wales figure of 6% to £76,380 and the cap and collar on annual increases to Senedd Members' and additional office holders' salaries will be removed.

¹ [Annual survey of hours and earnings: 2024 | GOV.WALES](#)

Proposal 3

To increase Members' staff and group staff salaries in 2025/26 by the ASHE Wales figure of 6%, rounded to the nearest £1 and to increase Members' staffing expenditure allowance to £138,438.

Summary of responses

There were no objections to this proposal. Jane Dodds MS agreed with the proposal on the basis that salaries should match similar roles in other sectors. PCS Plaid Cymru branch supported the proposals and said the pay increase should reflect inflation.

The Unite union welcomed the proposal and the fact that this is the second year where support staff pay has kept pace with other sectors 'following numerous years of well below ASHE pay increases.' They said:

'Members remain concerned that the previous cap has left their pay behind that of comparable roles in the public, private and third sectors.'

The Plaid Cymru group welcomed the proposal and said the increased allowance was necessary to offer competitive salaries to attract the most qualified individuals to work for Members. It called for pay and grading to be benchmarked to comparative roles, and wrote:

'We therefore look forward to the next phase of the Remuneration Board's Pay and Grading Review as we look ahead to the 7th Senedd, so that we can hopefully attract the brightest, most qualified individuals to support Members in fulfilling their roles on behalf of the people they serve.'

Outcome

Members' staff and group staff salaries will be increased by the ASHE Wales figure of 6%, rounded to the nearest £1 (see table in Annex B) and Members' staffing expenditure will be increased to £138,438.

Proposal 4

The Board will be considering whether additional support is required for Members through the Determination to support Members' implementation of the new pay and grading framework, in particular the transition of current staff into the new framework. While further discussions are planned with Members, trade unions and Senedd Commission, the Board would welcome views on the range of support Members think they may need in relation to this change.

Summary of responses

The Chief Executive outlined that the Senedd Commission has already written to the Board to set out the support for Members which the Commission plans to provide during the implementation of the new pay and grading framework.

The Plaid Cymru group said that Members will require considerable support to implement the process at the same time as their business needs may also change. They called on the Board to *'outline how this process will allow for the clarity and assurances required for staff, whilst also providing the flexibility needed for Members whose business needs may need to adapt.'*

The PCS Plaid Cymru branch responded to say that the pay and grading exercise 'should not in any way result in lower pay for staff'. They also called for the Board to consider 'creating a proper HR system for support staff'.

Jane Dodds MS suggested that extra support for Members could include the offer of one to one advice sessions to ensure a smooth transition.

The Unite union commented: *'Unite members seek to ensure that no member of staff loses out because of the changes. Members are clear that the changes will require additional funding.'*

The Board has considered the feedback from stakeholders and will consult further on proposed support through the consultation on Part Two of the Determination for the Seventh Senedd, which will be issued by the end of March 2025.

Outcome

The Board will consult further on proposed support through the consultation on Part Two of the Determination for the Seventh Senedd

Proposal 5

To simplify the redundancy entitlement provisions as set out in section 7.13 of the Determination and to provide statutory redundancy entitlement uprated by 100% to all qualifying support staff irrespective of the timing or the circumstance of how the Member ceases to be a Member of the Senedd.

Summary of responses

Mick Antoniw MS supported the proposal, as did the Welsh Labour group, who wrote that it *'will provide greater consistency, certainty and protection for the staff involved'*. The Unite union also supported the proposal and urged the Board to *'consider the unique nature of our roles and consider rounding up when a member of staff has worked for more than six months of a year'*.

The PCS Plaid Cymru branch called for the Board to provide more support. They wrote:

'the majority felt the change does not go far enough to ensure that MSS and group staff redundancy entitlement reflects the job risk – particularly when compared with that available to support staff in the Scottish Parliament, and also to Members of the Senedd'.

The Plaid Cymru group also called on the Board to go further and *'evaluate the redundancy package for staff more generally, including whether the provision is adequate for staff who will find themselves seeking alternative employment'*. It suggested the Board consider studying how long it takes staff to find appropriate employment after leaving their roles.

The Chief Executive noted that the Board had previously considered redundancy for support staff in advance of the Fifth Senedd when it was agreed that a greater level of support was needed for staff working for a Member who was defeated in an election. She also noted that:

'Support Staff are quite often able to find new jobs with incoming Members if their existing employer ceases to be a Member. Following the 2026 election there will be many more support staff roles available, due to the increase in numbers of Members.'

The Board considered the feedback and its responsibility to balance its duty to secure value for money for the taxpayer, its objectives for simplification and the need to support staff who are at risk of redundancy at an election.

The Board has determined that the proposed redundancy entitlement provisions are fair for support staff and sufficient to enable them to prepare for the possibility that they will be made redundant following an election.

Outcome

The redundancy provisions will be simplified to provide statutory redundancy entitlement, uprated by 100%, to all qualifying support staff, irrespective of the timing or the circumstance of how their employing Senedd Member ceases to be a Member of the Senedd.

Proposal 6

To include references to 'serviced accommodation' in Chapter 4 of the Determination for clarity that it is an option for overnight accommodation.

Summary of responses

Positive responses to this proposal were received from PCS Plaid Cymru branch, Jane Dodds MS and the Plaid Cymru group, who welcomed the added flexibility afforded to Members. The Chief Executive and Clerk to the Senedd wrote:

'At this point in the Senedd term, there are relatively few opportunities to identify the possible use of serviced accommodation, although it has been discussed with one Member recently'

Outcome

The Determination will include a reference to 'serviced accommodation' for clarity that it is an option for overnight accommodation for Members.

Proposal 7

To increase the maximum nightly amount that may be claimed for overnight (hotel or serviced) accommodation in Cardiff and elsewhere (exclusive of breakfast and parking) by the CPI figure for January 2025 and to increase the London maximum nightly amount (exclusive of breakfast and parking) to £210.

Summary of responses

This proposal was welcomed by the Plaid Cymru group, PCS Plaid Cymru and Jane Dodds MS, who commented that the current amount was sufficient. A response from the public commented that both rates should be '*£150 per night or up to £200 in exceptional circumstances when no cheaper alternative is available and can be evidenced*'.

The Welsh Conservative group responded:

'MSs are likely to continue to face challenges when seeking to secure overnight accommodation outside of London below the proposed £117, particularly in locations where accommodation is limited and in high demand due to events or seasonal pressures. We encourage the Board to consider increasing the overnight allowance to make it more consistent to that available to Members of the Scottish Parliament.'

The Board considered the responses and the evidence of availability of overnight accommodation in Cardiff within this limit. The Board recognises that there have been occasions of high demand, resulting in high prices for hotel accommodation in Cardiff when there are large events in the city.

Outcome

The maximum nightly amount that may be claimed for overnight (hotel or serviced) accommodation in Cardiff and elsewhere (exclusive of breakfast and parking) will be £117 in 2025-26 and the maximum nightly amount that can be claimed for overnight accommodation in London (exclusive of breakfast and parking) in 2025-26 will be £210.

Proposal 8

To provide Members with a main residence in the inner area with an overnight accommodation budget of £684 per year (uprated by the January 2025 CPI rate) for overnight accommodation in the Cardiff area.

Summary of responses

The Plaid Cymru group and the Welsh Conservative group responded to this proposal. The Plaid Cymru group welcomed the proposal but said:

'... six nights allowance may not be enough for some Members and would welcome any further work to examine how to meet that need if and when it arises.'

Similarly, the Welsh Conservatives responded:

'We regard the proposed overnight accommodation budget for Members living in the inner area to be insufficient. The proposal would enable just six overnight stays per annum with further nights only available in exceptional circumstances via approval by the Members' Business Support Team, this is to enable Members living in the inner area to engage to the same extent as their peers with late sittings, cross-party groups, and Senedd events. We would therefore encourage the Board to consider lifting this cap to enable Members to claim as required. All claims are subject to public scrutiny via the publication of expense claims and will therefore need to be justified by those who make them.'

The Board has noted the comments provided, but intends to include this figure to pilot the usage and sufficiency, noting that there is flexibility for Members to claim more than 6 nights' accommodation depending on the hotel rates they are able to secure.

The Board will monitor the use of this provision to gauge the demand for overnight accommodation and will use this information when making decisions on overnight accommodation provisions for Inner Area Members in the Seventh Senedd.

The January CPI rate was 3%, therefore the overnight accommodation budget for 2025-26 will be £702.

Outcome

Members with a main residence in the Inner Area will be able to claim up to £702 per year for overnight accommodation in the Cardiff area.

Proposal 9

To increase the annual amount, at paragraph 4.4.3.(a) that may be claimed for overnight accommodation for Members whose main homes are in the outer area by 9.8%, the October figure for the ONS Index of Private Housing Rental Prices on private rental prices, rounded to the nearest £5 per month.

Summary of responses

There were no objections to this proposal. The Plaid Cymru group welcomed the proposal and called for a review of renting costs for Members, including 'reviewing when [Members'] rent was last increased and by what amount, as a horizon scanning exercise to anticipate whether the proposed increase will be sufficient and [for the Board to] act accordingly'.

Outcome

The annual amount that may be claimed for overnight accommodation for Members whose main residences are in the Outer area will be increased to £12,900.

Proposal 10

To increase the amount at paragraph 4.4.3 (h) available to Members in the outer area to claim in respect of caring responsibilities by 9.8%, the October figure for the ONS Index of Private Housing Rental Prices on private rental prices, rounded to the nearest £5 per month.

Summary of responses

There were no objections to this proposal.

Outcome

Members with a main residence in the outer area who can demonstrate they have caring responsibilities for a dependent who is normally resident with them, will be entitled to claim an additional amount of £1,905 a year.

Proposal 11

To increase the Support for Political Parties' Allowance, at paragraph 8.2.1(a) by the ASHE Wales figure of 6%, rounded to the nearest £10.

Summary of responses

There were no objections to this proposal. The Plaid Cymru group welcomed the proposal but said that more funding was needed to attract skilled staff. It wrote:

'the current budget allocated to groups does not fully meet the business need, especially for groups in opposition, and this should be looked into in detail as part of the review into the Senedd Determination for the 7th Senedd.'

Outcome

The Support for Political Parties Allowance will be increased by 6% to £1,235,040.

Proposal 12

To simplify the redundancy entitlement provisions as set out in section 8.9 of the Determination and to provide statutory redundancy entitlement uprated by 100% to all qualifying staff employed by a Political Party (through the Support for Political Parties' Allowance).

Summary of responses

This proposal was welcomed by the Plaid Cymru group, Welsh Labour group, Jane Dodds MS, Unite union and PCS Plaid Cymru branch. The PCS Plaid Cymru branch repeated their comments that the proposed support does not go far enough. The Chief Executive's comments on proposal 5 also apply to this proposal.

Outcome

The redundancy entitlement provisions for all qualifying staff employed by a Political Party (through the Support for Political Parties' Allowance) will be updated by 100%.

Proposal 13

To introduce entitlement to winding up their office payments for current Members at the end of this Senedd term, as follows:

- A winding up payment, equivalent to 2 months' salary, payable to Members who do not stand for re-election;**
- A winding up payment, equivalent to 3 months' salary, payable to Members who are candidates for re-election but not re-elected.**

Summary of responses

The Board's winding up proposals generated a range of views from Members, groups and the Chief Executive.

Lee Waters MS, Mick Antoniw MS and James Evans MS stated that they felt the proposal for Members who were standing down was insufficient and inconsistent, calling either for consistency with the proposal for Members who stand and are unsuccessful (3 months' salary equivalent), UK Parliament (4 months) or 6 months on a par with Members' resettlement grants.

The Welsh Labour group response welcomed the proposal in principle but highlighted several concerns or issues, including the differential payment leading to Members seeking to choose to stand to benefit from a higher payment. The Welsh Labour group response also considered the length of the winding up period, noting that some Members will have significant winding-up commitments including:

'Ministers and additional office holders, who remain in post during the dissolution period and have additional commitments as a result' and some Members '...may make the decision not to seek re-election at a very late stage of this Senedd, even within weeks of the dissolution period, due to unforeseen circumstances. As a result they would have less time to plan their winding-up arrangements in advance.'

The Welsh Labour group also noted that ‘...winding up arrangements can take more than three months. This is particularly the case for longer serving Members who may have large volumes of often complex and historic casework and other commitments to wind-up.’

The Plaid Cymru group welcomed the proposed winding up payments and supported the differential provision for Members who stand down or stand and are not returned.

The Chief Executive raised a number of points of clarification about the winding up period process, including that the three months winding up plan duration of a maximum of 3 months is linked to the maximum notice period for staff (who may have been in post for over 12 years) and that dissolution guidance, issued in the autumn, advises all Members to make all their staff aware, in writing, prior to dissolution that there is at least a risk of redundancy.

The Chief Executive also noted that, in previous election periods, the Board has encouraged Members not standing for re-election to wind up their arrangements within six weeks of dissolution. Once dissolution occurs, the usual roles of most support staff cease to be required as the former Member is no longer permitted to undertake the duties of a Member of the Senedd.

The Board considered the arguments that the proposed provision to Members who stand down was insufficient or could cause perverse incentive to continue in office; the Board noted however that no such financial provision is currently provided and, at the time the Board considered consultation feedback, 13 Members had already announced their intention to stand down.

The Board has considered the feedback on the appropriate length of time for winding up, noting that whilst the Welsh Labour group suggest that it can take longer and MPs are provided a winding up payment equivalent to four months’ salary (increased from 2 months in 2023), however, previous experience suggests that a 6 week period is feasible.

The Board also confirmed that although called ‘winding up payments’, the proposal seeks to address a dual policy intent, as outlined in the annual review consultation, to:

‘Provide financial protection to those who leave office, either due to loss at an election or decision to stand down;

Provide a payment during a winding up period, where outgoing Members are required to close down offices, finalise casework and manage staff redundancies’

In weighing up its original policy objectives and the evidence and views received, the Board has decided to implement its original proposals for the end of this Senedd term and will work with the Senedd Commission to explore the administration and timing of such payments.

Outcome

The Determination will include provision for a winding up payment, equivalent to 2 months' salary, payable to Members who do not stand for re-election and a winding up payment, equivalent to 3 months' salary, payable to Members who are candidates for re-election but not re-elected.

Additional changes to the Determination for 2025-26: independent financial advice for Members affected by the McCloud remedy to the Members' pension scheme

The Board agreed in February that Members and former Members affected by the McCloud remedy to the Members' pension scheme would be able to claim up to £250 for independent financial advice. This decision was made following the publication of the annual review consultation.

Outcome

Affected Members will be informed of this support through correspondence from the Pension Board by the end of March, however, the Board agreed that a new paragraph 3.5.2 will be inserted in the 'Pensions' sub-section of the Determination to state that such support is available through the Determination.

Additional changes to the Determination for 2025-26: removal of requirement for three quotes if accessing services through a Commission contract

Members are currently required to seek three written quotes for purchases or services over the value of £1,500 (paragraph 2.3.3).

The Chief Executive, in her response to the annual review consultation, suggested that the Board may wish to consider disapplying this requirement should Members access some of

their services through Commission contracts, which would have already been through full procurement process. This would not limit the ability of Members to procure locally if they preferred, but could reduce administrative burden should Members wish to use services or suppliers (e.g. office furniture or security equipment or suppliers) who already supply to the Senedd Commission.

Outcome

The Board has agreed that this flexibility be introduced through the insertion of an additional paragraph 2.3.3A to the Determination to disapply the requirement for three quotations when accessing services provided through Senedd Commission contracted suppliers.

Annex A: Respondents

Joe Chesterman
Lee Jones
Linda Poole
Anonymous
Phil Burton
Allan Evans
Robert Watkins
Phillip Cook
Lee Waters MS
Neil Boardman
Debbie and Paul Whiting
Gloria Tobijanski
Mick Antoniw MS
James Evans MS
Kenneth Jones
Jane Dodds MS, Wesh Liberal Democrats Leader
Welsh Labour Group
Unite Union Support Staff Branch
PCS Plaid Cymru Union branch
Manon Antoniazzi, Accounting Officer and Chief Executive and Clerk to the Senedd
Welsh Conservatives
The Plaid Cymru Senedd Group

Elin Jones MS, Llywydd and Chair of the Senedd Commission

Annex B: Table of Business and Staffing Costs 2025-26

Paragraph	Budget/Cost	Maximum budget or maximum costs claimable
New 1.5.2	Cost of obtaining independent financial advice for McCloud Pensions remedy.	£250
3A.3.2	Childcare/adult dependent care costs	£350
New 4.2.A1	RAE – Overnight accommodation in Cardiff (inner area MS)	£702
4.3.1	RAE - Overnight accommodation in Cardiff (intermediate area MS)	£8,424
4.4.3	RAE – Option A rent (outer area MS)	Maximum £12,900
4.4.3 h	RAE – Option A add claim for caring responsibilities	£1,905
4.4.8	RAE – Option C	Maximum £12,900
4.4.10(a)	RAE – Option D rent/mortgage	N/A
4.4.10	RAE – Option D essential repairs	£882
4.5.5	RAE – Overnight accommodation (London)	£210
4.5.5	RAE – Overnight accommodation (elsewhere)	£117
4.5.7	RAE – Reimbursement of cost of evening meal	£20
5.5	Mileage rates	HM Revenue and Customs approved mileage rates
6.1.2	OCLF – Member with a constituency office	£27,430
6.1.2	OCLF – Member without a constituency office	£11,205
7.1.1.	Staffing support	£138,438
8.2.1 (a)	Political Party Support Allowance – Total	£1,235,040

Members' salaries 2025-26

The following table sets out the salaries of Members and additional office holders for 2025-26.

Role		Salary
Senedd Member		£76,380
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 (higher)	£15,514	£91,894
Committee Chair (lower)	£10,336	£86,716
Business Committee Member	£10,336	£86,716
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

Staff Salaries

The following table sets out the salaries of Members' support staff and group staff for 2025-26:

Band	Pay Point 1	Pay Point 2	Pay Point 3	Pay Point 4	Pay Point 5
Chief of Staff	£47,557	£49,960	£52,488	£55,143	£57,941
Senior Advisor	£43,296	£45,478	£47,778	£50,190	£52,737
Band 1	£32,351	£35,187	£38,290	£41,677	£45,380
Band 2	£27,722	£30,426	£33,411	£36,219	£40,321
Band 3	£25,167	£27,064	£29,110	£31,319	£33,706