

Member and Additional Office Holder Salaries

Statement of the Independent Remuneration Board of the Senedd under section 13(5) of the National Assembly for Wales (Remuneration) Measure 2010

Decision of the Independent Remuneration Board of the Senedd

On 12 March 2025, the Independent Remuneration Board of the Senedd (“the Board”) made a decision in relation to the salaries of Members of the Senedd under sections 20(1) and 53(1) of the Government of Wales Act 2006.

The Board’s decision is to amend the Determination on Members’ Pay and Allowances in the Sixth Senedd (“the Determination”) by removing paragraph 3.2.2 of the Determination. This means that the 3% cap on salaries in paragraph 3.2.2 will cease to apply and the salaries of Members and additional office holders during the financial year 2025/26 will increase by the ASHE¹ Wales figure of 6%.

The Annex to this statement sets out the salaries of Members and additional office holders for 2025/26.

The Board’s reasons for making an Exceptional Determination

Under normal circumstances, the Board cannot make more than one decision in relation to the salaries of Members and additional office holders which is to have effect during each Senedd term (see section 13(3) of the National Assembly for Wales (Remuneration) Measure 2010 (“the 2010 Measure”). That restriction also applies to decisions on the payment of salaries to the First Minister, Welsh Ministers, the Counsel General and deputy Welsh Ministers. In accordance with section 13(4) of the 2010 Measure, the Board is of the opinion that there are exceptional circumstances which make it just and reasonable for the restrictions imposed by section 13(3) of the 2010 Measure not to apply.

The Board is of the opinion that an exceptional Determination is required because:

- The 3% cap was partly introduced to mitigate the, then, ‘recent fluctuations’ in ASHE between 2018-20 (ranging from 0.4%-4.4%), and to ensure indexation remained relevant to the wider Welsh economic context in the immediate post-Covid period.
- The Board has considered the current economic circumstances, in particular: (a) that the UK has experienced a period of exceptionally rapid inflation which continues to have a significant impact on the cost of living, and (b) increases in pay across the wider Welsh workforce during the Sixth Senedd and average pay awards in the public sector during the last financial year.

¹ Annual Survey of Hours and Earnings

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- The latest ASHE Wales figures published by the ONS in November confirm there has been a three-year period of unexpected, consistent and sustained growth in average Welsh salaries and less fluctuation than experienced in the run-up to the Covid-19 pandemic, with increases to ASHE of 7.3%, 5.7% and 6% during 2021-22, 2022-23 and 2023-24 respectively.
- Retaining the cap for Members' salary indexation at 3% in the context of the current economic situation reflected in the sustained growth in ASHE would be counter to the Board's core principle of setting decisions in the 'context of Welsh earnings and the wider financial circumstances of 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.

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. The Board considers it important for the salaries of Members to follow the wider Welsh job market and has chosen to use the ASHE Wales index as it is representative of changes in earnings across Wales.

The Board is of the opinion that these considerations give rise to exceptional circumstances which make it just and reasonable to amend the Determination in relation to the salaries of Members and additional office holders by removing paragraph 3.2.2 of the Determination.

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Annex: Salaries for 2025/26

Role	Salary	
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