

Thematic Review

Members' Remuneration and Personal Support

Terms of Reference

March 2024

Purpose

1. This document sets out the terms of reference for the Member's Remuneration and Personal Support Thematic Review.

Objectives

2. The review will seek to ensure the Determination for the Seventh Senedd reflects the statutory objectives of:
 - providing Members of the Senedd with a level of remuneration
 - which fairly reflects the complexity and importance of the functions which they are expected to discharge, and
 - does not, on financial grounds, deter persons with the necessary commitment and ability from seeking election to the Senedd,
 - and providing Members of the Senedd with resources which are adequate to enable them to exercise their functions as Members of the Senedd

Principles

3. All work undertaken by the Independent Remuneration Board is underpinned by a set of principles:
 - Financial support and remuneration for Members should support the strategic purpose of the Senedd and facilitate the work of its Members
 - Decisions must be appropriate within the context of Welsh earnings and the wider financial circumstances of Wales

- The system of financial support for Members must be robust, clear, transparent, sustainable, inclusive and represent value for money for the taxpayer

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4. The review will consider Members' salaries, additional office holder salaries, personal support, Members' travel and Residential Accommodation Expenditure, support to Members who leave office. Travel and Residential Accommodation Expenditure, although not pay or remuneration, is included within this review as it helps balance Members' personal and caring commitments, where applicable, whilst enabling and supporting their work-related travel and accommodation needs.
5. The review will have a particular focus on Members' personal support with a view to reducing barriers, promoting accessibility and supporting diversity and equality in the new Senedd and smoothing the transition to life after the Senedd.
6. It will also explore issues related to these areas of support such as flexibility, carbon neutrality, and safety and wellbeing of Members.
7. The review will be organised into three distinct workstreams:
 - **Workstream One:** Member's Pay and Conditions (covering provisions in Chapter 3 and 3A of the Determination on Member's Pay and Allowances)
 - **Workstream Two:** Residential Accommodation and Travel (Chapters 4 and 5 of the Determination)
 - **Workstream Three:** Member's Leaving Office (Chapter 9 of the Determination)
8. In conducting the review, the Board will:
 - Consider any changes to Members' roles and responsibilities in recent Senedd terms
 - Consider the implications of Senedd reform in terms of numbers of Members, their responsibilities and the range of 'additional office holders' entitled to additional salary
 - Seek views of Members on any changes required to the Determination for the Seventh Senedd

- Seek the views of the Senedd Commission, public and stakeholders, gather comparative evidence and consider methodologies from other parliaments in the UK and internationally.