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# Annual Report

## **2017 — 2018**

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# The Remuneration Board

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The Remuneration Board of the National Assembly for Wales is the independent body responsible for setting the pay, pensions and allowances of Assembly Members and their staff. The Board was established by the National Assembly for Wales (Remuneration) Measure 2010, which received Royal Approval on 22 July 2010.

## Members of the Board

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- Dame Dawn Primarolo DBE PC (Chair)
- Ronnie Alexander
- Trevor Reaney
- Mike Redhouse
- Dame Jane Roberts

## Secretariat to the Board

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- Llew Williams, Clerk
- Sian Giddins, Deputy Clerk

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# Annual Report

## **2017 — 2018**

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# Introduction

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The Board remains committed to ensuring that Members are provided with the resources which will allow them to effectively fulfil their Parliamentary duties whilst demonstrating good value for money for the public purse. To this end, the Board has introduced greater flexibility in how Members can utilise the allowances available to them in the Determination in order to meet their individual needs. Initial feedback from Members and support staff has been positive, and the Board will formally review the impact of the changes in due course.

Whilst the Board's decisions are independent and its own to make, it regularly meets with the Llywydd, Members and support staff to explain the rationale of its proposals and gain feedback from those who are directly affected by its decisions.

Over the past twelve months the Board has undertaken a number of engagement opportunities with both Members and support staff to gain a deeper understanding of how the Determination impacts on the day-to-day running of the offices. This included office visits, face to face interviews, drop-ins and online surveys to ensure that the voices of as many individuals as possible were heard. The feedback from such opportunities have been positive, however the Board is keen to further build on these opportunities and will work with the Representative Groups to ensure it utilises the most effective engagement opportunities for each occasion.

The Board is currently undertaking a review of staffing support for Members which aims to ensure that Members receive the appropriate level of support to effectively do their job.

Looking forward, the main focus of the Board's work will be developing a Determination for the Sixth Assembly which accounts for what could be a very different Assembly to that of the Fifth Assembly. This work will commence in autumn 2018 to ensure the Board fulfils its commitment to publishing the Determination for the Sixth Assembly a year in advance of the Welsh general election in 2021. In developing the Determination, the Board will:

- monitor the impact of the recent transfer of powers as a result of the Wales Act 2017 and the unknown impact of Brexit on both the Assembly and its Members;
- consider the recommendations of the report 'Unpacking Diversity' which was commissioned by the Board;
- utilise all the feedback received to date in addition to any emerging evidence to ensure the Determination remains fit for purpose.

The Board will continue to ensure that Members are provided with the financial support to allow them to meet the challenges posed by an evolving Assembly.

# The Remuneration Board

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*This chapter describes the Board's functions, remit and ways of working.*

## 1.1 Establishment and Appointment

- 1.1.1 The **Remuneration Board** of the National Assembly for Wales is the independent body responsible for setting the remuneration and allowances of Assembly Members and their staff. The Board was established by the **National Assembly for Wales (Remuneration) Measure 2010** (the Measure), which received Royal Approval on 22 July 2010.
- 1.1.2 This Board was appointed by a transparent public appointments procedure undertaken in the summer of 2015. Biographies of all Board members can be found at Appendix A. Members of the Remuneration Board have been appointed for a fixed period of five years, and may serve no more than two terms of appointment.
- 1.1.3 The Assembly Commission formally approved the appointments of new Board members on 21 September 2015, and the Board held its first meeting on 17 and 18 September 2015.
- 1.1.4 On 12 June 2017 the Assembly Commission formally approved the appointment of Ronnie Alexander to the Board, in place of Roger Williams who stood down in May 2016. Ronnie took his place on the Board with effect from 10 July 2017.

## 1.2 Functions and Objectives

- 1.2.1 The Board's functions are to determine the level of remuneration and system of financial support for Assembly Members (Members) which enables them to fulfil their roles as set out in section 3 of the Measure.
- 1.2.2 The Measure sets out three key objectives that the Board must seek to achieve when making a **Determination**. These are to:
- provide Members with a level of remuneration which reflects the complexity and importance of the functions they discharge, and does not deter individuals from seeking election to the Assembly on financial grounds;
  - provide Members with adequate resources to enable them to exercise their functions;

- ensure probity, accountability, value for money and transparency with regards to the expenditure of public funds.

- 1.2.3 In carrying out its functions, section 3 of the Measure obliges the Board to keep the implementation of its decisions and their effectiveness under review, taking particular account of the experience the Board gains from the operation of its Determinations, any changes in the functions of Members, and any other circumstances deemed to be relevant.
- 1.2.4 Whilst independent of the Assembly, and not subject to its direction or control or that of the Assembly Commission, section 2 of the Measure obliges the Board, when exercising its functions, to consult those likely to be affected by its decisions. This includes Members, staff employed by Members or by groups of Members, relevant trade unions and any other persons whom the Board consider to be appropriate.
- 1.2.5 Section 2 of the Measure permits the Board to meet in private if it considers it appropriate to do so, but also requires it to act in an open and transparent manner and to publish on the Assembly's website such information as will enable the public to be kept informed of its activities. In addition, section 11 requires the Board to lay before the Assembly an annual report on activities, including its use of resources, during each financial year.
- 1.2.6 The Board's costs and the expenses claimed by the members are published in Appendix B. The **agenda and minutes** of each of the Board's formal meetings are available on the Board's pages on the Assembly website.

## 1.3 Principles

- 1.3.1 The Board's work to date has been underpinned by a set of clearly defined principles:
- the financial support and remuneration for Members should support the strategic purpose of the Assembly 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 and represent value for money for the taxpayer.
- 1.3.2 During 2016, the Board developed a set of new governance principles and objectives and subsequently published its **strategy** for delivering its work throughout the Fifth Assembly. The Board reviewed the progress made against its

strategic objectives at its March 2018 meeting. A summary of the discussion is in section 1.15.

## 1.4 Methodology

- 1.4.1 The decisions set out in the Determination are based on evidence gathered from Members, their staff, and other relevant individuals, organisations and sources and come from transparent and participative review of the system of financial support and remuneration. The evidence received by the Board enabled it to come to a clear view of the strategic purposes of the Assembly and the way that Members fulfil those purposes. The Board has put in place a system of remuneration which targets resources to support these purposes and all aspects of a Member's role. In accordance with its remit, the Board responds as necessary to feedback by considering amendments to the Determination to ensure it remains fit for purpose.
- 1.4.2 The Board receives clerking and research assistance, legal and other advice, and administrative support from Assembly Commission staff (in accordance with section 9 of the Measure). This support is provided as part of the general duties of Commission staff, and therefore does not incur any additional costs to the Remuneration Board.
- 1.4.3 The early part of the Board's work gave Board members the opportunity to learn more about their role, how the Assembly works and the constitutional challenges that face the Board and the Assembly in the future. Individual Board members used this experience to inform the Board's decisions throughout the first year and set a **strategy** for its work in the future.
- 1.4.4 The Board is committed to resourcing the specific needs of Members and responding to the requirements of the Assembly as it continues to evolve. It is important that the Board targets resources to support Members to fulfil their core functions: scrutinising policy and finance; holding the Welsh Government to account; legislating; and representing their constituents.
- 1.4.5 This is not to say that the Board will not wish to consider how its functions can contribute more widely to the strategic development of the Assembly as the institution grows and develops and its requirements change over time.
- 1.4.6 Where the Board sees fit to contribute to issues of wider consequence, such as seeking to remove barriers for those considering candidacies, the Board will do so, always mindful of its legislative remit.

## 1.5 Consultation and evidence gathering

- 1.5.1 Throughout its work the Board has actively sought evidence to inform its decisions by carrying out frequent consultations with a range of stakeholders.
- 1.5.2 The Board will continue with, and enhance, this participative approach to ensure its decisions remain fit for purpose.
- 1.5.3 The Board values the input of the Assembly Member and Assembly Member support staff Representative Groups. The Board tested its terms of reference for the review of staffing support for Members with both groups to ensure the review would address the concerns of both groups. The Board will continue to engage with these groups to promote its decisions and to consider issues and concerns affecting Members and their staff.

# The Board's work in 2017-18

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*This chapter explains the changes the Board has made to the Determination during this year following feedback and evidence from Members.*

## 1.6 Reviewing Decisions

1.6.1 The Board is required to keep the Determination under review so that it continues to provide Members with the resources they need to perform their duties.

1.6.2 During the year, the Board reviewed decisions in a number of areas, listed below. Where necessary, amendments were made to the Determination for the Fifth Assembly in order to create a package of financial support for Members which would be fit for an institution with greater legislative and taxation powers.

## 1.7 Changes to the Determination for 2018-19: Assembly Member support staff pay and benefits

1.7.1 Last year, the Board used the latest available Welsh annual median earnings for full-time staff (as measured by the Annual Survey of Hours and Earnings (ASHE)) to uprate support staff salaries. The provisional ASHE figures for 2017 were released in October 2017 at 2.3 per cent and the Board agreed that this remained the most suitable index for determining an appropriate pay increase for 2018-19.

### *Decision*

*Assembly Member support staff salaries for 2018-19 were increased by 2.3 per cent in line with the 2017 figures for ASHE median earnings in Wales.*

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1.7.2 The Board agreed that the total Political Party Support Allowance of £929,110 should be increased by 2.3 per cent, in line with the proposed increase in the pay award to support staff. The new allowance is therefore £950,480.

### *Decision*

*Increase total Political Party Support Allowance by 2.3 per cent, in line with the increase in support staff salaries.*

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1.7.3 In response to the changing nature of devolved politics and the additional requirements placed on Members, both of which directly impact on the role of

support staff, the Board agreed to review the staffing support for Members. Further details on review are provided in section 1.14.

## 1.8 Changes to the Determination for 2018-19: Office Costs

- 1.8.1 The Board considered the Office Costs Allowance and whether it remains appropriate for the financial year 2018-19. The Board considered a number of factors, such as inflation measured by consumer price index (CPI); Members' spend on office costs; office rental costs across Wales; the additional cost demands Members are expected to fund from the allowance, such as caseworker software; and the extended provisions of the Official Languages Scheme. The Board agreed to increase the allowance in line with CPI of 3 per cent, with a further 2 per cent to fund the additional cost demands on the allowance.

### *Decision*

*Increase the office costs allowance by 5 per cent for 2018-19 in line with CPI and to address the additional cost demands on the allowance.*

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- 1.8.2 The Board noted the concerns raised about the longer-term pressures on this Allowance, in addition to the higher rental market costs in some parts of the country, and agreed to reflect on these issues in developing its Determination for the Sixth Assembly.
- 1.8.3 The Board also agreed to offer an uncapped allowance which will be confined to the criteria<sup>1</sup> which are currently used to allow Members to implement security recommendations.

## 1.9 Residential Accommodation Expenditure for 2018-19

- 1.9.1 In determining whether the Residential Accommodation Expenditure remained fit for purpose for 2018-19, the Board considered a number of factors including Members' spend on the allowance, rental prices and the practice in other legislatures. The Board agreed that the Residential Accommodation Expenditure for 2018-19 would remain at the rates provided for in the Determination for 2017-18.

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<sup>1</sup> That the security review is undertaken by trained security staff and recommendations are deemed as necessary (categorised as must and should for purposes of report) and two or more quotes are received for all work.

## *Decision*

*Maintain the Residential Accommodation Expenditure allowances at their current rates.*

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- 1.9.2 The Board noted the issues raised about the index used for uprating the allowance, as well as how the boundaries for the allowance are defined. The Board will consider these issues further as part of its work for creating a Determination for the Sixth Assembly.

## 1.10 Policy and Research and Communication Fund

- 1.10.1 Members can claim up to £2,500 per annum in order to commission discrete pieces of research work from external sources and to permit Members to engage with their constituents. However, it may not be used for party political engagement. Feedback from Members who have previously accessed the Fund was positive and the Board agreed to monitor take-up and consider options for its improvement.
- 1.10.2 During 2017-18, 29 Members utilised the Fund. A total of £69,333.13 was spent on work, details of which are noted in Appendix C.

## 1.11 Consideration of exceptional payments

- 1.11.1 The Board recognises that from time to time, individual Members may face exceptional circumstances that affect their ability to fulfil their duties. These will often be of a confidential nature and can arise at short notice. The Board has a duty to support Members in all aspects of their role and is of the view that, if such circumstances are brought to its attention, it should come to a view as to whether there is a case for providing exceptional financial support. Clearly, any such requests need to be dealt with sensitively, while ensuring appropriate governance arrangements for reporting the Board's consideration and decisions. Where costs are ongoing, the Board will review each case regularly to ensure that the personal circumstances remain the same and therefore that the decision remains valid and provides value for money for the taxpayer.
- 1.11.2 During 2017-18 the Board approved one application, of which the total amount paid was £110.27. On an annual basis, the Board will review all exceptional expenses which it has agreed.

## 1.12 Barriers and incentives to running for election to the National Assembly for Wales

- 1.12.1 The Board agreed to commission research to gain a greater understanding of factors that may deter individuals from standing for election to the Assembly and aspects within the Board's remit that attract people to the job. This is part of the groundwork to inform its proposals for providing financial support to Assembly Members during the Sixth Assembly (May 2021-26).
- 1.12.2 The Board invited tenders for the research and, following a robust assessment process, appointed Cardiff University (Wales Governance Centre) in April 2017. The report, and the accompanying summary report, were published on 5 July 2018. The Board has agreed to consider the issues raised in the report during the remainder of its term in office.

## 1.13 The underpinning principles and effectiveness of the Determination

- 1.13.1 In line with the Board's commitment to regularly reviewing the impact of its decisions, the Board conducted a review into the existing provisions which were put into the Determination for the Fifth Assembly.
- 1.13.2 The Board issued a survey<sup>2</sup> to Members and support staff on the effectiveness of the current Determination and the principles underlying the provision of financial support. The review's primary purpose was to determine whether the Determination strikes the right balance between prescription and flexibility, empowering Members to use funds wisely, with the right level of checks and balances.
- 1.13.3 The response rate to the survey was the highest at that time to any survey issued by the Board, with 24 Members and 67 support staff responding. However, the Board was aware that the results were not representative of all Members and support staff.
- 1.13.4 The Board considered the results of the survey at its July 2017 meeting and agreed to use the results to inform any relevant future work. A summary of the results is provided below.

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<sup>2</sup> The survey ran from May to June 2017.

1.13.5 Both Members and support staff queried whether the flexibility of the allowances could be increased if additional safeguards were introduced. This would allow each office to use the allowances to meet their needs, for example, to employ additional staff without increasing the overall allowance provided to Members. The issues were raised again in the Board's review of staffing support for Members. In light of the feedback received, the Board **proposed a number of changes to the Determination** which would give Members more flexibility in how their allowances were utilised. The Board issued two consultations which included proposals to increase the flexibility of the allowances within the Determination as part of its **review of staffing support for Members**.

1.13.6 Concerns were also raised surrounding the office cost allowance, with some stating that a uniform allowance for all Members does not represent the variable rental rates across Wales. Others queried whether the current boundaries which determine the Residential Accommodation Expenditure should be reviewed as they do not always correlate with travel time. The Board has agreed to return to these issues once the Assembly Commission announces its decision on whether it will introduce legislation on electoral reform as the scope of any such legislation may impact the Board's Determination on these areas.

## 1.14 Review of staffing support for Members

1.14.1 In its strategy for 2016-2021, the Board committed to review the pay and career structure of Assembly Member support staff and how best to equip Members with an appropriate level of support to effectively do their job. The Board launched the **review** in October 2017.

1.14.2 The Board agreed to review existing and new evidence relating to the staffing allowances provided for Members, to ensure that the financial support available complements the strategic purpose of the Assembly and facilitates the work of its Members as well as ensuring that the system of financial support for Members is robust, clear, transparent, sustainable and represents value for the taxpayer. The review will consider:

- the adequacy of the level of support provided to Members;
- the flexibility and prescriptiveness of the current support system for Members;
- the suitability of the current terms and conditions of support staff.

1.14.3 The Board undertook a series of engagement events with both Members and support staff, including:

- visiting a number of Members’ constituency and regional offices to meet the support staff based in these offices;
- one-to-one interviews with a representative sample of Members and support staff pan Wales;
- a pop-up event for support staff to meet the Board;
- an online survey which was issued to both Members and support staff.

1.14.4 The Board considered the feedback from Members and support staff during the engagement events alongside the support provided to elected Members in other UK legislatures and the terms and conditions for Assembly Commission staff and other comparable roles.

1.14.5 The Board has already completed one **consultation** surrounding the flexibility of the allowances as part of the review. In light of the responses received, the Board agreed to implement all of its proposals, which will be phased between 1 October 2018 and 1 April 2019 to allow Members sufficient time to prepare for the changes. Full details of the implementation of the proposals are provided in the Board’s **letter to Members of 6 June**. The Board issued a further **consultation on the flexibility of allowances with regards to support for Political Parties** in June. The Board will consider the responses to this consultation in October.

1.14.6 The Board will consider the other issues raised as part of the review in due course.

## 1.15 Review of the Board’s strategy: One year on

1.15.1 In its review of the progress made to date on its strategic objectives, the Board considered the work it had already undertaken, the work it had committed to undertake and its forward work programme.

1.15.2 The Board has undertaken a number of different approaches *to engage effectively with a wide range of stakeholders to ensure it understands their needs and views*. This has included consultations, surveys, office visits, interviews and pop-up sessions. General feedback on these engagement opportunities have been positive. However, the Board is aware that the number of consultation responses received remains low despite its efforts. Going forward, the Board will work with stakeholders, including the Representative Groups, to ensure that its approach remains appropriate.

1.15.3 *To ensure the Determination for the Fifth Assembly remains fit for purpose* the Board has reviewed the provisions during its annual review of the Determination, the review of the effectiveness of the Determination and the review of staffing support

for Members. Once again, the Board is aware of the low consultation response rate and will look at ways to encourage participation in its future consultations.

- 1.15.4 As already noted, the Board has committed its self to *produce a Determination for the Sixth Assembly to inform all potential candidates, one year before the Welsh general election, which reflects the Assembly's evolving constitutional responsibilities and the wider Welsh context*. To this end, the Board has been monitoring the development of the Assembly Commission's work on electoral reform and will ensure its Determination reflects any changes to the electoral system should these changes be introduced and approved by the Assembly. The Board will also ensure that its findings from all work undertaken during its term in office are considered in developing the Determination.
- 1.15.5 By regularly reviewing the Determination and its own performance the Board has *ensured that the system of financial support for Members represents value for money for the tax payer and that the Board operates effectively* and has developed its own process to ensure that all applications to the Board are considered equally.

## Work programme 2018-19

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- 1.15.6 Following the review into the barriers to and incentives for standing for election to the National Assembly for Wales the Board may decide to undertake further work on the remit of the report in developing a Determination for the Sixth Assembly.
- 1.15.7 The Board will continue exploring the issues raised during its initial phase of evidence gathering in its review of staffing support for Members. The review will help ensure that Members are equipped with an appropriate level of support to do their job effectively in a maturing political institution. Should the Board be of the view that further changes to the Determination may be required to address the issues, these will be subject to consultation.
- 1.15.8 The Board will also continue with its long-term objective to review the principles underlying the provision of financial support, in particular whether the current approach is either too prescriptive or too flexible.
- 1.15.9 As the Board has committed to publishing its Determination for the Sixth Assembly one year before the election to ensure that all potential candidates are informed of the package of financial support available to Members from the Board's budget, it will begin undertaking a full review in autumn 2018. The Board is acutely aware that the Assembly Commission may decide to introduce legislation which could impact the Determination. The Board will continue to monitor these developments

and will ensure that it considers any such proposals in developing its Determination.

# Appendix A: Members of the Board

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## **Dame Dawn Primarolo (Chair)**



Dame Dawn Primarolo, DBE, is a British Labour Party politician who was the Member of Parliament for Bristol South from 1987 until 2015, when she stood down. She was Minister of State for Children, Young People and Families at the Department for Children, Schools and Families from June 2009 to May 2010 and a Deputy Speaker of the House of Commons from 2010. She was appointed Dame Commander of the Order of the British Empire (DBE) for political service.

Born in London, Dawn was raised in Crawley, West Sussex. Returning to London in 1973 for work, she joined the Labour Party whilst employed as a legal secretary in an east London Law Centre.

She moved to Bristol in 1974 and her son, Luke, was born in 1978. As a mature student and single parent she studied a BA (Hons) in social science at Bristol Polytechnic, following which she conducted Ph.D. research into women and housing.

Dawn was first elected to Parliament at the 1987 general election and has held the following positions:

- 1992–1994: Opposition Spokesman for Health
- 1994–1997: Opposition Spokesman for the Treasury

- 1997–1999: Financial Secretary to the Treasury
- 1999–2007: Paymaster General
- 2007–2009: Minister of State for Public Health
- 2009–2010: Minister of State Children and Young People

Dawn was conferred a Peerage of the United Kingdom for Life in August 2015.

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### **Ronnie Alexander (July 2017 onwards)**



Ronnie Alexander left Welsh Government in 2013 where he had been Chief Environmental Health Officer to pursue a variety of other interests. He is currently employed by both the Consumer Council for Water as a Consumer Advocate and the Food Standards Agency as a member of the Welsh Food Advisory Committee which is a Ministerial appointment.

In addition, he has been appointed as Independent Chair of the Standards Committee for Blaenau Gwent County Borough Council and is a Board Member for Hafod Care which is part of the Hendre Housing Association. Hafod Care provides care and support services to more than 1000 people in Wales.

Ronnie had a civil service career spanning over 20 years with a particular emphasis on climate change and sustainability. Prior to that, he worked for a number of local authorities in England and Northern Ireland in areas such as strategic support services and enforcement. He has a considerable track record of engaging with the public, professionals and politicians at all levels to influence policy.

Ronnie's appointment to the Board was confirmed by the Assembly Commission in June 2017. He took up the position in July 2017.

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### **Trevor Reaney**



Trevor Reaney served as Clerk and Chief Executive to the Northern Ireland Assembly from August 2008 until his retirement in June 2016. Trevor began his career in the hospitality industry and has held a number of management positions in both the private and public sectors. Before joining the Assembly, Trevor served as Chief Executive of the Northern Ireland Policing Board from January 2004 and, prior to that, he held the post of Chief Executive of Craigavon Borough Council from 1996 to 2003.

Trevor is a member or holds office with a number of organisations:

- Fellow of the Institute of Management
- Trustee and Deputy Chair of Buttle UK (a children's charity)
- Trustee of Tree Aid (an international development charity)

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## Michael Redhouse



Michael Redhouse is currently Principal of EMES Consulting, which he founded in 2002, helping many major organisations with their remuneration and benefits issues. Michael graduated in mathematics from the Open University, and his career included spells as a Partner at Ernst and Young, and as Employment Policy Director at Diageo. Michael currently serves as a Trustee of the APEX Trust, which supports offenders returning to work, and as Chair of Trustees of St. Luke's Hospice in Harrow.

Michael is a Member of the School Teachers' Review Body (STRB), which looks into pay, professional duties and working time of school teachers in England and Wales and reports to the Secretary of State.

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## Dame Jane Roberts



Dame Jane Roberts has an extensive background in local government and in health. Jane was Leader of Camden Council from 2000 until 2005, serving as a councillor for 16 years. She chaired the Councillors' Commission for the Department of Communities and Local Government between 2007 and 2009 and currently chairs the think tank, New Local Government Network.

Jane is now Research Fellow in Public Leadership at The Open University Business School. Professionally, Jane is a medical doctor and worked until June 2016 as a hospital consultant in Child and Adolescent Psychiatry. She was Medical Director and later Director of Quality and Performance at Islington Primary Care Trust.

Jane has a wide range of non-executive experience in the public and third sectors mostly across health, education, public policy and ethics including as a Non-Executive Director of Ofsted from 2006 to 2011 and Chair of Parenting UK from 2006 to 2012. She is a member of the governing body of the Institute for Public Policy for Wales.

Jane has authored a number of peer reviewed academic papers in paediatrics and psychiatry, as well as being co-editor of the book "The Politics of Attachment" (1996) and author of "Losing Political Office" (2017).

## Appendix B: Board cost breakdown – 2017-18

The table below shows the direct costs incurred by the Remuneration Board in 2017-18 financial year. During this time there were five formal Board meetings. Board members also undertook numerous engagement events with Members and support staff to inform its review of the staffing support for Members. Ronnie Alexander also received induction meetings. The following tables outline the fees and expenses of Board members.

### Board Member Fees (before tax)

	Dame Dawn Primarolo	Ronnie Alexander	Dame Jane Roberts	Trevor Reaney	Michael Redhouse	Total
<b>Daily rate</b>	£333.00	£267.00	£267.00	£267.00	£267.00	
<b>Half Daily Rate</b>	£166.50	£133.50	£133.50	£133.50	£133.50	
<b>Hourly rate</b>	£44.40	£35.60	£35.60	£35.60	£35.60	
<b>Fees</b>	£6,702.57	£5,051.37	£3,044.30	£2,886.18	£2,884.95	<b>£20,569.37</b>

### Board Member Expenses

	Dame Dawn Primarolo	Ronnie Alexander	Dame Jane Roberts	Trevor Reaney	Michael Redhouse	Total
<b>Car mileage</b>	£0.00	£85.05	£0.00	£203.40	£0.00	<b>£288.45</b>
<b>Taxi/Car Hire</b>	£173.95	£50.39	£45.24	£283.26	£27.56	<b>£580.39</b>
<b>Air Travel</b>	£0.00	£0.00	£0.00	£860.73	£0.00	<b>£860.73</b>
<b>Train &amp; Tube</b>	£286.25	£0.00	£305.13	£11.91	£369.35	<b>£972.64</b>
<b>Tolls</b>	£0.00	£0.00	£0.00	£6.70	£0.00	<b>£6.70</b>
<b>Other Expenses</b>	£0.00	£0.00	£0.00	£244.90	£0.00	<b>£244.90</b>
<b>Accommodation</b>	£596.75	£0.00	£520.75	£656.00	£656.00	<b>£2,429.50</b>
<b>Subsistence (catering)</b>	£54.32	£59.47	£57.85	£74.22	£94.00	<b>£339.86</b>
<b>Total</b>	<b>£1,111.27</b>	<b>£194.91</b>	<b>£928.97</b>	<b>£2,341.12</b>	<b>£1,146.91</b>	<b>£5,723.17</b>

### Additional Costs

	Total
T&S Budgets - Car Hire, UK Mileage, Acco UK, T&T, Other Travel	£59.87
Hospitality	£1,195.56
Remuneration Board research	£28,895.50
<b>Total</b>	<b>£30,150.93</b>
<b>Total cost</b>	<b>£35,874.10</b>

# Appendix C: Policy, Research and Communication Fund projects 2017-18

Assembly Member	Title
Adam Price	Arfor: A report planning a work programme for regional working between the authorities of Carmarthenshire, Ceredigion, Gwynedd and Anglesey
Alun Davies	Bus Services in Blaenau Gwent
Andrew RT Davies	Facebook advertising
Bethan Jenkins	Information leaflets
Bethan Jenkins	Survey leaflets
Bethan Jenkins	Amend signage to office to reflect name change
Bethan Jenkins	Amend signage to office to reflect name change
Bethan Jenkins	Pop up banner and pop up stall
Bethan Jenkins	Artwork for pop up banner
Bethan Sayed	Office Front Advertising
Bethan Sayed	Printing of leaflets
Caroline Jones	Public engagement
Dai Lloyd	Pop up banner and stand
Dai Lloyd	Information leaflets
Dai Lloyd	Survey on important issues to constituents
Dai Lloyd	Office Front Advertising
Dai Lloyd	Printing of leaflets
Darren Millar	Survey of Pentecostal Denominations in Wales
David Melding	Expert advice on the work that comes out by the ministerial advisory group on outcomes for children
David Rees	Production of advertising board and programme advert
David Rees	Football ground advert
David Rowlands	Office launch video
David Rowlands	Leaflets
Dawn Bowden	Cardiff Capital Region City Deal Roundtable and Discussion Event
Elin Jones	Annual Report
Eluned Morgan	Advertising material
Gareth Bennett	National Assembly Expansion Poll
Hannah Blythyn	Hannah's First Year Documentary Video
Hannah Blythyn	Set up of website
Hefin David	Cardiff Capital Region City Deal Roundtable and Discussion Event

Assembly Member	Title
Hefin David	Cardiff Capital Region City Deal Roundtable and Discussion Event
Jack Sargeant	Set up of website
Jane Hutt	Research into problem gambling in Wales
Janet Finch-Saunders	Survey for constituents
Jayne Bryant	Research into problem gambling in Wales
John Griffiths	Advert with Newport Rugby
Julie James	Jobs and apprenticeship fair
Julie Morgan	Research on Effective Communication Strategies re: Legislation Prohibiting the Physical Punishment of Children
Ken Skates	Research into problem gambling in Wales
Llyr Gruffydd	"An opportunity for Wales"- establishing a Public Bank in Wales
Mark Drakeford	Annual Report
Mark Drakeford	Distribution of leaflets
Mick Antoniw	Research into problem gambling in Wales
Mohammad Asghar	A Day in the Life of an AM
Neil Hamilton	National Assembly Expansion Poll
Neil McEvoy	A Day in the Life of an AM
Neil McEvoy	Visits to local schools and assisting with International Men's Day event
Neil McEvoy	Children's Services Research
Paul Davies	Printing InTouch leaflet
Rhianon Passmore	Cardiff Capital Region City Deal Roundtable and Discussion Event
Rhianon Passmore	International Best Practice in Music Performance
Rhun ap Iorwerth	Annual Report
Russell George	Reporting Back - newsletter
Siân Gwenllïan	Housing for local people
Simon Thomas	Hydrogen decarbonisation
Steffan Lewis	Opportunities for the regeneration of Newport
Suzy Davies	Cycling safety booklet (reprint)
Suzy Davies	3x summer projects: 1 - Safe Cycle Campaign (Communications) 2 - Promoting Welsh Campaign (Communications) 3 - History of Wales in Museums Campaign (Communications)
Vikki Howells	Promotion of Social Media Activity
Vikki Howells	Drone Footage for Short debate