



Annual Report 2016 - 2017

Remuneration Board of the National Assembly for Wales

July 2017

The Remuneration Board

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.

Members of the Board

Dame Dawn Primarolo DBE PC (Chair)

Ronnie Alexander*

Trevor Reaney CBE

Mike Redhouse

Dame Jane Roberts

* Ronnie Alexander was appointed to the Board and confirmed by the Assembly Commission in June 2017. He took up the position in July 2017.

Secretariat to the Board

Dan Collier, Acting Clerk

Sian Giddins, Deputy Clerk

* Llew Williams was appointed as Clerk to the Remuneration Board in July 2017.

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www.assembly.wales

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Clerk to the Remuneration Board

National Assembly for Wales

Cardiff Bay

Cardiff

CF99 1NA

Tel: 0300 200 6565

Email: **Remuneration@assembly.wales**



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Introduction

There must be continuous review to ensure that Members are appropriately resourced and supported to effectively fulfil their Parliamentary duties, whilst also maintaining a principle to ensure good value for money for the public purse.

We also have to determine a fair level of remuneration for Members which reflects the complexity and importance of their functions, and provides them with adequate resources to carry out their duties.

Our Determination for 2016-17 maintained a robust system of financial support for Members and their staff. In January 2017, we published our strategy for this Assembly which sets down clear principles for the remuneration package for Members and highlights the challenges that we see on the horizon.

During the development of our strategy, Board members found great value in visiting constituency offices in north Wales to speak directly to Members and their staff to see first-hand the day-to-day challenges they face. We are keen to maintain this positive dialogue and hope to visit constituency offices again in the future.

There are three key areas for our current work:

- we are engaged in a review of the barriers to and incentives for standing for election to the National Assembly for Wales;
- we are currently reviewing the results of a survey issued to Members and their support staff to explore the effectiveness of our Determination, one year into the new Assembly; and
- we are about to embark on a review into the levels of support available to Members, the staffing framework and support staff pay, terms and conditions;

We have also, on a regular basis, considered cases where Members feel current arrangements should be reviewed. Throughout our term we will constantly review the principles which underpin the Determination to ensure that it remains fit for purpose.

As Chair, I have continued to liaise regularly with the Llywydd and met with Members who wish to raise issues. We will continue to engage directly and regularly with Members and their staff to explain the Board's thinking and to gain feedback from those most directly affected. We will also develop productive relationships with other stakeholders. Ultimately however, the Board's decisions are independent and its own to make.

We have much to do in managing the complexities of the financial support provided to Members to ensure that they can meet the challenges posed by an evolving Assembly.

The Remuneration Board

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.

1.2 Functions and Objectives

1.2.1 The Board's functions, as set out in section 3 of the Measure, are to determine the level of remuneration and system of financial support for Assembly Members (hereinafter referred to as Members) which enables them to fulfil their roles.

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; and

– 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 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 at the end of this annual report. 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 its first year, the new Board developed a set of new governance principles and objectives and subsequently published its **strategy** for delivering its work throughout the Fifth Assembly.

1.4 Methodology

- 1.4.1 The decisions set out in Determinations derive from transparent and participative review of the system of financial support and remuneration, and are based on evidence gathered from Members, their staff, and other relevant individuals, organisations and sources. The evidence the Board has received has 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 In accordance with section 9 of the Measure, the Board receives clerking and research assistance, legal and other advice, and administrative support from Assembly Commission staff. 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 evolves into a Welsh Parliament. 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 function can contribute more widely to the strategic development of the Assembly as the institution grows and develops and its requirements changes 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 shall do so, always mindful of its legislative remit.

1.5 Consultation and Evidence Gathering

- 1.5.1 Throughout its work, and in accordance with section 2 of the Measure, the Board has undertaken consultation with a range of stakeholders and has actively sought evidence to inform its decisions through frequent consultation.
- 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 Member and Member Support Staff (AMSS) Representative Groups and it wanted to re-establish the Groups so that it could hear the candid views of Members and their staff before embarking on key strands of work going forward. The Board sought the advice of both Groups when developing pilot questionnaires to gain feedback on the effectiveness of the provisions in the Determination of the Fifth Assembly. The Board will continue to use these Groups in the future to promote its decisions and to consider issues and concerns affecting Members and their staff.

The Board's work in 2016-17

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. In order to do this, the previous Board invited feedback and evidence from Members which enabled it to assess the effectiveness of decisions and identify any areas for revision.
- 1.6.2 The Board reviewed decisions in a number of areas, listed below. Where necessary, amendments have been 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 at its disposal.

1.7 Changes to the Determination for 2017-18: Assembly Member Support Staff pay and benefits

1.7.1 Private sector employees on average are continuing to experience real wage growth as changes in median pay remains above inflation and pay awards over the past year have been worth a median 2 per cent, with the corresponding forecast for public sector pay is 1 per cent.

1.7.2 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 update Support Staff salaries. The provisional ASHE figures for 2016 were released in October 2016 at 2.1 per cent and the Board agreed that this remained the most suitable index for determining an appropriate pay increase for 2017-18.

Decision

Assembly Member Support Staff salaries for 2017-18 were increased by 2.1 per cent in line with the 2016 figures for ASHE median earnings in Wales.

1.7.3 Member Support Staff have frequently highlighted how the changing nature of devolved politics and the additional requirements placed on Members could impact on their roles.

1.7.4 The Board has committed to undertaking a review into the pay and career progression of Member Support Staff, given some of the issues that have been raised to date. The Board will embark on this review in late 2017/early 2018.

1.7.5 The Board agreed that the total Political Party Support Allowance of £910,000 should be increased by 2.1 per cent, in line with the proposed increase in the pay award to Member Support Staff. The new allowance is therefore £929,110.

Decision

Increase total Political Party Support Allowance by 2.1 per cent, in line with the increase in Support Staff salaries.

1.8 Office Costs for 2017-18

1.8.1 The Board considered the office costs allowance and whether it remains appropriate for the financial year 2017-18. The Board considered a number of factors, including recent feedback from Members, Members' spend on office costs,

office rental costs across Wales and inflation and agreed to increase the allowance in line with consumer price index (CPI).

Decision

Increase the office costs allowance by 1.2 per cent for 2017-18 in line with CPI.

1.9 Residential Accommodation Expenditure 2017-18

- 1.9.1 The Determination is based on the location of a Member's main home, not their constituency or region. Currently, it does not provide for Residential Accommodation Expenditure for a Member whose main home is not in Wales. Therefore, it is based on an assumption that all Members have their main home in Wales. In response to a request by a Member, the Board, the Board considered whether the Determination should be amended to reflect this.
- 1.9.2 The Board noted that there is nothing in the Government of Wales Act 2006, or indeed any other legislation, which provides that Assembly Members must reside in any particular location either when they are elected or subsequently.
- 1.9.3 It is the Board's legal duty to put in place a system of financial support that enables **all Assembly Members** to carry out their work effectively. For this reason, the Board consulted the public and Members on a proposal to extend the Outer Area to the whole of the UK ensuring that Members whose main home is outside Wales are eligible for Residential Accommodation Expenditure.
- 1.9.4 The Board received 41 consultation responses and noted that there was significant opposition to the proposal. Many of those argued that, as a matter of principle, Assembly Members should live within the boundary of Wales, and expressed concerns about value for money in the use of public funds.
- 1.9.5 The Board recognised that introducing a residency qualification for Members is clearly a politically sensitive matter. It expressed no view on whether it is or is not desirable that eligibility to stand to be a Member should depend on residence in Wales, or indeed in the part of Wales which the Member represents. The Board was strongly of the view that it is a matter for the legislature in setting eligibility requirements for candidates to be an AM, and a matter of judgement for the electorate in deciding whom to elect. The Board's functions is limited to setting reasonable allowances for those who have been elected.

- 1.9.6 The Board decided that it should not alter its Determination in the way it proposed. Instead the Board would exercise existing discretion to deal with such cases as an exceptional circumstance.
- 1.9.7 The Board also conducted its annual review of the Residential Accommodation Expenditure for 2017-18 and considered a number of factors, including comparisons with approaches made by other Legislatures across the UK. In relation to the support for Outer Area Members, the Board decided to conduct research into rental prices in Cardiff Bay to ensure that there was an up-to-date decision having taken account of the most recent rental figures.
- 1.9.8 The Board also decided to maintain the current rates for essential repairs to mortgaged properties and the caring responsibilities allowance. These allowances would not be increased in line with the Residential Accommodation Expenditure (RAE) allowance for 2017-18.
- 1.9.9 In relation to the RAE we decided to:
- increase the allowance for Outer Area Members to reflect current conditions in the property market in Cardiff Bay;
 - freeze the maximum amount for essential repairs at £882: A small number of long-serving Outer Area Members still receive reimbursement in respect of mortgage interest payments on properties of their own. Members in this position are permitted to claim no more than £882 towards the cost of essential repairs to their property; and
 - continue the rate for the caring responsibilities allowance (subject to the approval of a business case) of up to £1,440 per annum to cover the higher cost of suitable accommodation (£120 per month).

Decisions

Increase RAE allowance for Outer Area Members from £735 per month to £775 per month to reflect current conditions in the local property market.

Maintain the limit that Members can claim towards the cost of essential repairs to their property at no more than £882.

Maintain the maximum amount of rental costs for Members with dependents at £120 per month.

1.10 Additional salary for committee chairs

- 1.10.1 Chairs in the Fourth Assembly received an additional salary for undertaking that role. The previous Remuneration Board carried out extensive research to arrive at an appropriate salary level for committee chairs, including benchmarking against comparators in other legislatures and across the Welsh public sector, and a job weight analysis.
- 1.10.2 The Board consulted on the question of remuneration for Chairs in the Fifth Assembly and received two responses. Given that there were no substantial changes to the committee structure for the Fifth Assembly, the current Board was satisfied that the salary levels for committee chairs remain appropriate and are still in line with salaries paid to committee chairs in other UK legislatures.
- 1.10.3 The Business Committee indicated that the responsibilities of the new External Affairs and Additional Legislation Committee would be as significant as those of the other Policy and Legislation Committees. For this reason the Board agreed that the Chair of this Committee should receive the higher of the two-tier salary arrangement. The following table outlines the salaries that apply to Committee Chairs in the Fifth Assembly:

Committees	Additional salary
Policy and Legislation Committees, including the External Affairs and Additional Legislation Committee. Public Accounts Committee; Finance Committee; Constitutional and Legislative Affairs Committee.	£13,000
Petitions Committee and Standards of Conduct Committee	£8,660

Decision

Maintain the current levels of pay for committee chairs and ensure that the Chair of the External Affairs and Additional Legislation Committee receives the higher salary.

1.11 Security of Members and their staff

- 1.11.1 It is within the Board's power to ensure that measures to help protect Members are effectively resourced. The Board considers security to be a high priority and that any matters that fall into the remit of the Board should be addressed as a matter of priority.
- 1.11.2 Following the tragic death of Jo Cox MP, it was clear to the Board that there was greater urgency to review existing security measures.
- 1.11.3 The Board considered the financial support for security provisions currently provided by the Determination and the responsibilities of the Assembly Commission which placed a high priority on ensuring appropriate security arrangements for Members and their staff when away from the Assembly estate.
- 1.11.4 The Board supported the Assembly Commission's instigation of a review of security of Members' offices and agreed that it was important to enable improvements to be made as quickly and smoothly as possible.
- 1.11.5 Therefore, the Board decided to remove the existing requirement for the first £500 of office related security to be met from the individual Members Office Costs. Instead the Board agreed to create a ring-fenced fund which would provide necessary and reasonable security enhancements for Members in their constituency offices, residential accommodation (if applicable) and homes. The Board also agreed that the fund should also be maintained in the 2017-18 financial year until all security enhancements are suitably completed.

Decision

Create a ring-fenced fund to provide necessary and reasonable security enhancements for Members in their constituency offices, residential accommodation and their homes.

1.12 Policy and Research and Communication Fund

- 1.12.1 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. Feedback from Members who have previously accessed the Policy and Research and Communication Fund (PRCF) was positive and the Board agreed to monitor take-up and consider options for its improvement.

1.12.2 Towards the end of its final year, the previous Board determined that from the Fifth Assembly, Members may use the Fund for engagement with their constituents. However, it may not be used for party political engagement.

1.12.3 During 2016-17, 33 Members utilised the Policy and Research and Communication Fund. A total of £43,145.71 was spent to undertake work in the following areas:

Information on Policy, Research and Communication Fund projects 2016-17

Assembly Member	Title
Vikki Howells	Promotion of Social Media Activity
David Rees	Production of board for advertising contact and office details and programme advert
Adam Price	Plaid Cymru: Proposals for a National Infrastructure Commission for Wales
Suzy Davies	AM contact information magnets
Joyce Watson	Modern Slavery and Human Trafficking in Wales and the UK
Jane Hutt	To identify the potential benefits for the Vale of Glamorgan arising from Aston Martins investment in St. Athan. To propose recommendations on how to maximise the benefits
Russell George	Bespoke Survey on Recycling in Montgomeryshire
Mohammad Asghar	Introduction to First Aid
Jeremy Miles	Transcription of Public Evidence Sessions related to Economic Policy
Suzy Davies	Cycle Awareness Booklet
Bethan Jenkins	Assembly Member Surveys
Nathan Gill	Social Media Reporting on Key Issues
Mark Reckless	Insertion of a leaflet as a page in a locally distributed free magazine
David Rowlands	Insertion of a leaflet as a page in a locally distributed free magazine
Simon Thomas	Ynni Cymru Policy Research
Vaughan Gething	Website design and start-up
Elin Jones	Annual Report
Kirsty Williams	Annual report for 2016

Assembly Member	Title
Mick Antoniw	Research into problem gambling in Wales
Jayne Bryant	Research into problem gambling in Wales
Janet Finch-Saunders	Engagement newsletter
Lee Waters	Transcript for roundtable meeting
Lee Waters	Crowdsourcing Website
Julie Morgan	Research on Effective Communication Strategies re: Legislation Prohibiting the Physical Punishment of Children
Darren Millar	Constituency Newsletter
Andrew RT Davies	Residents Survey
Julie Morgan	Printing of annual report
Lee Waters	Database of businesses in the constituency
Llyr Gruffydd	Communicating with constituents
Adam Price	What the Development Bank of Wales could do next?
Siân Gwenllïan	How can the target of 1 Million Welsh speakers by 2050 be achieved?
Lesley Griffiths	Research into problem gambling in Wales
Ken Skates	Research into problem gambling in Wales

1.13 Consideration of exceptional payments

- 1.13.1 The Board recognises that from time to time individual Members may face exceptional personal 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.

1.14 Barriers and incentives to running for election to the National Assembly for Wales

- 1.14.1 As part of the groundwork to inform its proposals for providing financial support to Assembly Members during the Sixth Assembly from May 2021-2026, the Board agreed to commission research to gain a greater understanding of aspects that may deter individuals from standing for election to the Assembly and aspects within the Board's remit that attract people to the job.
- 1.14.2 The Board invited tenders for the research and, following a robust assessment process, appointed Cardiff University (Wales Governance Centre) in April 2017. The report is due by December 2017.

1.15 The underpinning principles and effectiveness of the Determination

- 1.15.1 In line with the Board's commitment to regularly review the performance of the Board and the impact of its decisions, the Board agreed to conduct a review into the existing provisions which were put into the Determination for the Fifth Assembly.
- 1.15.2 The Board agreed to issue a questionnaire on the effectiveness of the current Determination and the principles underlying the provision of financial support, in particular whether the current approach strikes the right balance between prescription and flexibility, empowering Members to use funds wisely, with the right level of checks and balances.
- 1.15.3 The Board will consider and report on the outcome of this review during 2017-18.

Work Programme 2017-18

- 1.15.4 The Board will continue with its review into barriers and incentives to running for election to the National Assembly for Wales. The Board expect the researchers to provide a report on their findings by the end of 2017. This will then inform key areas of work throughout the Fifth Assembly.
- 1.15.5 The Board will analyse the results of its survey on the effectiveness of the Determination during the summer months. This will provide an opportunity for

Members to formally submit their views on how the existing financial package works for them, approximately one year after the Assembly elections.

1.15.6 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.

1.15.7 The Board will also scope its review into the levels of support available for Members. This will help ensure that the Terms and Conditions for Support Staff are fit for purpose and that the structure of support available to Members is appropriate to meet the need of a maturing Parliament.

Appendix A: Members of the Board



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.

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)

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.

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).

Roger Williams CBE (September 2015 – May 2016)



Roger Williams, CBE has a wealth of experience in public service and has been a champion for local people and causes for over three decades.

Born in Crickhowell, Roger Williams still lives in the sixteenth century farmhouse near Brecon where he grew up. In 1969, after graduating with a degree in Natural Sciences from Selwyn College, Cambridge, Roger began a career in livestock farming on the family farm - a career that would run until his election in 2001.

During the mid-1980s he was elected Chairman of the Brecon and Radnorshire branch of the National Farmers' Union. He became Chair of the Brecon Beacons National Park in 1990 and sat on the Development Board for Rural Wales from 1991-1999. In 1981 he became a County Councillor, firstly for the SDP and later the Liberal Democrats. After two decades serving on Powys County Council, Roger was elected MP for Brecon and Radnorshire in 2001, until March 2015.

During his time in Parliament, he has variously held positions including Shadow Secretary of State for Wales, Shadow Rural Affairs Spokesman and Deputy Leader of the Welsh Liberal Democrats.

In May 2016, Roger Williams resigned from his role on the Board to pursue political interests.

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 when the issues of climate change and sustainability were particular interests. 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.

Appendix B: Board cost breakdown 2016 - 17

The table below shows the direct costs incurred by the Remuneration Board in 2016-17. During this time there were five formal Board meetings. Board members also attended additional meetings as part of the development of their strategy, in agreeing valuations of the pension scheme and in appointing researchers. The following tables outline the fees and expenses of Board members.

Board Member Fees (before tax)

	Dame Dawn Primarolo (Chair)	Trevor Reaney	Dame Jane Roberts	Michael Redhouse	Roger Williams*	Total
Daily rate	£333.00	£267.00	£267.00	£267.00	£267.00	
Fees	£5,609.44	£1,583.41	£2,978.27	£2,865.60	£0.00	£13,036.72

Board Member Expenses

	Dame Dawn Primarolo (Chair)	Trevor Reaney	Dame Jane Roberts	Michael Redhouse	Roger Williams*	Total
Car mileage	£48.15	£172.80	£141.30	£0.00	£0.00	£362.25
Taxi/Car hire	£37.84	£88.84	£6.00	£0.00	£0.00	£132.68
Air travel	£0.00	£322.16	£0.00	£0.00	£0.00	£322.16
Train and tube	£318.84	£106.03	£364.27	£310.80	£0.00	£1,099.94
Tolls	£6.60	£0.00	£6.60	£0.00	£0.00	£13.20
Ferry travel	£0.00	£244.76	£0.00	£0.00	£0.00	£244.76
Accommodation	£639.50	£406.00	£556.00	£478.00	£0.00	£2,079.50
Subsistence	£172.85	£39.25	£58.15	£39.04	£0.00	£309.29
Total	£1,223.78	£1,379.84	£1,132.32	£827.84	£0.00	£4,563.78

Additional Costs

	Total
Actuarial advice on AM pension arrangements from GAD	£3,746.13
Marketing and publicity	£180
Board Meetings Expenses	£193
Total	£4,119.13

Total cost **£21,719.63**

*Roger Williams was a member until May 2016. There were no Board meetings during that time, therefore he made no claims for fees or expenses between April – May 2016.