

## **Independent Review Panel - Financial Support for Members**

IRP - 51

### **Response from Pinter, Mick**

Regarding the review of AM's remuneration.

I have no reason to assume that the pay and privileges for AM's are currently not satisfactory for the jobs that the individuals hold. I do however realise that any increase in the AM's remuneration has to be met with either a cut in services, or by an increase in funding. As any increase in funding will inevitably mean an increase in taxation, whether it be Council Tax or any other government fund raising tax, then it is only right that these increases reflect the current economic climate.

I suggest that any increases in pay are to be made from greater efficiencies within the Assembly Government, and by maintaining services, but also by reducing the cost of those services. It is not right that inefficiencies are rewarded, nor is it right that poor performance is rewarded.

If the Assembly Government were to be run as a business, then the business would not be successful if poor performance were to be accepted and costs not kept under control. The rewards for good performance and tight cost control in business is retained profit, which can then be used to reward those that have exceeded their responsibilities and achieved and maintained their stretching targets. To simply increase pay due to increased responsibilities does not reflect the current climate. There are many increases to the responsibilities placed on business owners each year, but without either increasing the customer base, or the prices charged to the customer, then there is no more money available to that business to pay for the extra work involved. Some or all of these responsibilities may be imposed by, for example, the Welsh Assembly Government.

So come on Panel, set the stretching targets, measure the achievement being maintained with no reduction in services, and then reward those that have exceeded their objectives, measured over time, paying particular attention to those that have encouraged others to follow suit.

Hope this helps. For further info, or clarification, please contact me by e-mail in the first instance.

Thanks

Mick