

STATES MEMBERS' REMUNERATION REVIEW BODY

Remuneration received by members of parliament in other jurisdictions

20th July 2015

1. The States Members' Remuneration Review Body has requested information from other jurisdictions regarding remuneration and pension schemes for members of parliament in other jurisdictions.
2. Information has been received from:
 - Australian Capital Territory (see page 2)
 - Falkland Islands (see page 6)
 - Guernsey (see page 8)
 - House of Commons (see page 12)
 - Isle of Man (see page 17)
 - Prince Edward Island (see page 20)
 - Northwest Territories (see page 24)
 - Scotland (see page 27)
 - St. Helena (see page 30)
 - Yukon (see page 32)

Australian Capital Territory

Remuneration

Basic level of remuneration received by members of parliament.

Pay rate: \$136,758.
 Allowances:
 \$15,000 communication
 \$25,500 motor vehicle
 \$2,500 taxi allowance for official functions (where private transport may not be appropriate)
 Car parking space at the Legislative Assembly

Do members receive extra remuneration for serving as a Minister/Committee Chairman/Committee member etc.?

Member	Pay rate	% of base salary	Allowances
Minister (and Opposition Leader)	\$232 489	70%	\$15,000 communication \$25,500 motor vehicle \$2,500 taxi allowance for official functions (where private transport may not be appropriate) Car parking space at the Legislative Assembly
Speaker	\$211 975	55%	\$15,000 communication \$25,500 motor vehicle \$2,500 taxi allowance for official functions (where private transport may not be appropriate) Car parking space at the Legislative Assembly
Deputy Speaker	\$157 272	15%	\$15,000 communication \$25,500 motor vehicle

Australian Capital Territory

			<p>\$2,500 taxi allowance for official functions (where private transport may not be appropriate)</p> <p>Car parking space at the Legislative Assembly</p>
Deputy Chief Minister	\$246 164	80%	<p>\$15,000 communication</p> <p>\$25,500 motor vehicle</p> <p>\$2,500 taxi allowance for official functions (where private transport may not be appropriate)</p> <p>Car parking space at the Legislative Assembly</p>
Chief Minister	\$287 192	110%	<p>\$15,000 communication</p> <p>\$25,500 motor vehicle</p> <p>\$2,500 taxi allowance for official functions (where private transport may not be appropriate)</p> <p>Car parking space at the Legislative Assembly</p>
Deputy Leader of the Opposition	\$157 272	15%	<p>\$15,000 communication</p> <p>\$25,500 motor vehicle</p> <p>\$2,500 taxi allowance for official functions (where private transport may not be appropriate)</p> <p>Car parking space at the Legislative Assembly</p>
Government and Opposition Whip	\$150 434	%10	<p>\$15,000 communication</p> <p>\$25,500 motor vehicle</p> <p>\$2,500 taxi allowance for official functions (where private transport may not be appropriate)</p>

Australian Capital Territory

				Car parking space at the Legislative Assembly
	Presiding member of a committee that is concerned with public affairs rather than affairs of the Legislative Assembly	\$150 434	%10	\$15,000 communication \$25,500 motor vehicle \$2,500 taxi allowance for official functions (where private transport may not be appropriate) Car parking space at the Legislative Assembly
If members receive extra remuneration for serving as a Minister, is the cost met by parliament or the government?				
Is remuneration in any way linked to length of service?				
Does remuneration (i) remain level until a review is conducted; or (ii) increase and, if so, are increases linked to factors such as cost of living index/civil service grade etc.?				
Pensions				
Is there a pension scheme for members and if so, what type?	No pension entitlement. Members' superannuation is covered by the Legislative Assembly (Members' Superannuation) Act 1991 http://www.legislation.act.gov.au/a/1991-93/			
Does parliament make an "employer" contribution?				

Australian Capital Territory	
Are members required to contribute?	
What are the maximum contributions possible for the “employer” and the member?	
Severance pay	
What payments are made to members who leave office voluntarily?	All members are entitled to two weeks’ salary for every year of service capped at twelve weeks’ salary if they retire, resign or lose their seat. This is calculated at the member base rate with no loadings for office holders.
What payments are made to members who lose their seat at election?	
Jurisdictional background	
Average earnings.	Average earnings are \$57 749 ¹
Statutory minimum wage.	Statutory minimum wage is \$33 326 ²
Additional information	

¹ Australian Bureau of Statistics

² Fair Work Australia

Falkland Islands	
Remuneration	
Basic level of remuneration received by members of parliament.	£40,000 per annum. Income tax taken at source.
Do members receive extra remuneration for serving as a Minister/Committee Chairman/Committee member etc.?	No
If members receive extra remuneration for serving as a Minister, is the cost met by parliament or the government?	n/a
Is remuneration in any way linked to length of service?	No
Does remuneration (i) remain level until a review is conducted; or (ii) increase and, if so, are increases linked to factors such as cost of living index/civil service grade etc.?	The life of an Assembly is four years. The outgoing Assembly will approve an increase based on the annual cost of living award made to the Civil Service to take effect from the start of the new Assembly.
Pensions	
Is there a pension scheme for members and if so, what type?	Retirement Pension Scheme and Occupational Pension Scheme.
Does parliament make an “employer” contribution?	Yes

Falkland Islands	
Are members required to contribute?	No
What are the maximum contributions possible for the “employer” and the member?	10%
Severance pay	
What payments are made to members who leave office voluntarily?	None
What payments are made to members who lose their seat at election?	One month’s salary.
Jurisdictional background	
Average earnings.	Living wage is £15,000 but the average would be £20,000.
Statutory minimum wage.	£5.05 per hour
Additional information	
	<p>Members can also submit claims for: one telephone line at home, one third of local calls, mobile line rental, full cost of overseas calls if certified as being made on Assembly business, a third on monthly internet broadband package. Members are also supplied with a mobile phone and laptop for the duration of the Assembly.</p> <p>If on overseas business all accommodation and travel costs are paid, however, payment is only made on presentation of receipts. Members each have a corporate credit card to the value of £5,000. Members may travelling by air may travel by business class if the scheduled flying time exceeds 8 hours and it is not possible to the Member to arrive more than 24 hours before the start of the first business approved by the Executive Council.</p> <p>Each Member may take his/her spouse or partner on one oversea trip at no extra cost in their four year term.</p>

Guernsey

Remuneration

Basic level of remuneration received by members of parliament. £30,770

Do members receive extra remuneration for serving as a Minister/Committee Chairman/Committee member etc.? Subject to the conditions set out in paragraph 4 below the following remuneration is available to States members:

People's Deputies	Basic Remuneration	** Uplift for Social Security	Total
Chief Minister	£56,000	£2,520	£58,520
Deputy Chief Minister	£44,450	£2,000	£46,450
Ministers	£42,450	£1,900	£44,350
Chairmen*	£35,950	£1,620	£37,570
Deputy Ministers and Vice-Chairmen*	£33,060	£1,490	£34,550
All other Members	£30,770	£1,385	£32,155

* Standing committees only – not special States committees
 ** The uplift for Social Security (i.e. the difference between the contribution rates of employed and self-employed persons) is not payable to Members aged 65 and over

Allowances

Subject to the conditions set out in paragraph 4 below the following allowances are available to States members:

	Allowance
Chief Minister	£3,000
Alderney Representatives	£1,000
All other Members	£2,000

Conditions

4. (i) The Remuneration and Allowances specified in paragraphs 2 and 3 above shall be payable by monthly

Guernsey

	<p>instalments in arrears.</p> <p>(ii) The Remuneration and Allowances specified in paragraphs 2 and 3 above shall be payable following application in writing to the Minister of the States Treasury and Resources Department in the year of election and thereafter during May in the year of each General Election. In the case of new Members and Members newly elected to positions of special responsibility as specified in the table in paragraph 2, and Alderney Representatives newly elected to Departments, Committees or positions of special responsibility, application should be made before the end of the month following the month in which election took place. Claims submitted after the time limits specified above will be back-dated only to the first day of the month in which application is made. No retrospective payments shall otherwise be made.</p> <p>(iii) For the avoidance of doubt, following a General Election, Members elected to a position of special responsibility or an Alderney Representative elected to a Department or Committee shall be entitled to claim the additional allowance for that position with effect from 1 May in that year.</p> <p>(iv) The Remuneration and Allowance shall terminate on the last day of the month in which a Member ceases to hold a seat in the States of Deliberation.</p> <p>(v) The higher level of remuneration payable to an Alderney Representative by virtue of the holding of a seat on a Department, Committee or position of special responsibility shall terminate on the last day of the month in which the Alderney Representative ceases to hold a seat on any Department or Committee.</p> <p>(vi) The additional Allowances payable to the Chief Minister, Deputy Chief Minister, Ministers, Chairmen Deputy Ministers, Vice-Chairmen and Alderney Representatives with a seat on a Department or Committee shall terminate on the last day of the month in which a Member ceases to hold the position in respect of which that Allowance is payable.</p> <p>(vii) The expense allowance paid under paragraph 3 in any calendar year shall be free of tax.</p>
<p>If members receive extra remuneration for serving as a Minister, is the cost met by parliament or the government?</p>	<p>There is no extra pay for longer serving Members.</p>
<p>Is remuneration in any way linked to length of service?</p>	
<p>Does remuneration (i) remain level until a review is conducted; or (ii) increase and, if so, are increases linked to factors such as</p>	<p>The remuneration and allowances are increased automatically by the change in Guernsey Median earnings every May.</p>

Guernsey	
cost of living index/civil service grade etc.?	
Pensions	
Is there a pension scheme for members and if so, what type?	<p>There are several different pension schemes, depending on when the person first became a States Member. Please see attached:</p>  <p>Parliament-States-Members-Remunera</p>
Does parliament make an “employer” contribution?	
Are members required to contribute?	
What are the maximum contributions possible for the “employer” and the member?	
Severance pay	
What payments are made to members who leave office voluntarily?	There are no severance payments, whether the Member chooses not to stand or is defeated.
What payments are made to members who lose their seat at election?	
Jurisdictional background	
Average earnings.	Median earnings are £30,290 as at 31st December 2014.
Statutory minimum wage.	£6.65 per hour.

Guernsey

Additional information

Periodically the States have set up ad hoc committees to consider the issue. There is a little historical information and explanation in the policy letter which led to the attached – please see item 7 of Billet XXV at <http://www.gov.gg/article/104522/2012-December12th-Billet-XXV-XXVI--XXVIII>
Please also see item 8 of Billet III at <http://www.gov.gg/article/6628/2012-January-25th-Billet-I-II-III-VI-VII>



Parliament-States-
Members-Remunera

House of Commons

Remuneration

Basic level of remuneration received by members of parliament.

£67,060 (It has been proposed by the Independent Parliamentary Standards Authority that this be increased to £74,000.) Public consulation has just ended on 30th June 2015.

Do members receive extra remuneration for serving as a Minister/Committee Chairman/Committee member etc.?

Yes – see below table.

The additional remuneration is paid by the relevant Cabinet office, not IPSA. IPSA only pay the basic salary received by MPs.

(a) Ministers and office-holders in Commons: Ministerial salary entitlements, £

	1997/98	2001/02	2005/06	1 Apr 2006	1 Nov 2006	1 Apr 2007	1 Nov 2007	2008/09	2009/10	2010/11	1 Apr 2011	14 Jul 2011	
Prime Minister (a)	100,000	113,596	124,837	126,085	127,334	129,244	130,594	130,959	132,923	132,923	132,923	76,762	
Cabinet Minister (a)	60,000	68,157	74,902	75,651	76,400	77,546	78,356	78,575	79,754	79,754	79,754	68,827	
Minister of State	31,125	35,356	38,854	39,243	39,631	40,225	40,646	40,759	41,370	41,370	41,370	33,002	
Parliamentary Under Secretary	23,623	26,835	29,491	29,786	30,081	30,532	30,851	30,937	31,401	31,401	31,401	23,697	
Government Chief Whip (b)	36,613	68,157	74,902	75,651	76,400	77,546	78,356	78,575	79,754	79,754	79,754	68,827	
Government Deputy Chief Whip	31,125	35,356	38,854	39,243	39,631	40,225	40,646	40,759	41,370	41,370	41,370	33,002	
Government Whip	20,029	22,753	25,005	25,255	25,505	25,888	26,158	26,231	26,624	26,624	26,624	19,239	
Assistant Government Whip	20,029	22,753	25,005	25,255	25,505	25,888	26,158	26,231	26,624	26,624	26,624	19,239	
Leader of the Opposition	55,000	62,479	68,662	70,035	70,035	71,086	71,828	72,029	73,617	73,617	73,617	63,098	
Opposition Chief Whip	31,125	35,356	38,854	39,631	39,631	40,225	40,646	40,759	41,370	41,370	41,370	33,002	
Opposition Deputy Chief Whip	20,029	22,753	25,005	25,505	25,505	25,888	26,158	26,231	26,624	26,624	26,624	19,239	
Opposition Assistant Whip	20,029	22,753	25,005	25,505	25,505	25,888	26,158	26,231	26,624	26,624	26,624	19,239	
Speaker	60,000	68,157	74,902	75,651	76,400	77,546	78,356	78,575	79,754	79,754	79,754	75,766	
Chairman of Ways and Means	31,125	35,356	38,854	39,243	39,631	40,225	40,646	40,759	41,370	41,370	41,370	41,370	
First Deputy Chairman	27,355	31,073	34,148	34,489	34,831	35,353	35,723	35,823	36,360	36,360	36,360	36,360	
Second Deputy Chairman	27,355	31,073	34,148	34,489	34,831	35,353	35,723	35,823	36,360	36,360	36,360	36,360	
Attorney General (c)	63,756		In Lords								108,624	108,624	95,772
Solicitor General (d)	In Lords	59,386	65,263	65,916	66,569	67,568	68,273	68,464	69,491	69,491	69,491	59,248	
Advocate General for Scotland (e)		59,386	65,263	In Lords									

House of Commons

(b) Ministers and office-holders in Commons: Full salary entitlements, £

	1997/98	2001/02	2005/06	1 Apr 2006	1 Nov 2006	1 Apr 2007	1 Nov 2007	2008/09	2009/10	2010/11	1 Apr 2011	14 Jul 2011
Prime Minister (a)	143,860	163,418	163,932	165,771	167,611	190,425	192,414	194,250	197,689	198,661	196,661	142,500
Cabinet Minister (a)	103,860	117,979	133,997	135,337	136,677	138,727	140,176	141,866	144,520	145,492	145,492	134,565
Minister of State	74,985	85,178	97,949	98,929	99,908	101,406	102,466	104,050	106,136	107,108	107,108	98,740
Parliamentary Under Secretary	67,483	76,657	88,586	89,472	90,358	91,713	92,671	94,228	96,167	97,139	97,139	89,435
Government Chief Whip (b)	80,473	117,979	133,997	135,337	136,677	138,727	140,176	141,866	144,520	145,492	145,492	134,565
Government Deputy Chief Whip	74,985	85,178	97,949	98,929	99,908	101,406	102,466	104,050	106,136	107,108	107,108	98,740
Government Whip	63,889	72,575	84,100	84,941	85,782	87,069	87,978	89,522	91,390	92,362	92,362	84,977
Assistant Government Whip	63,889	72,575	84,100	84,941	85,782	87,069	87,978	89,522	91,390	92,362	92,362	84,977
Leader of the Opposition	98,860	112,301	127,757	129,721	130,312	132,267	133,648	135,320	138,383	139,355	139,355	128,836
Opposition Chief Whip	74,985	85,178	97,949	99,317	99,908	101,406	102,466	104,050	106,136	107,108	107,108	98,740
Deputy Chief Opposition Whip	63,889	72,575	84,100	85,191	85,782	87,069	87,978	89,522	91,390	92,362	92,362	84,977
Assistant Opposition Whip	63,889	72,575	84,100	85,191	85,782	87,069	87,978	89,522	91,390	92,362	92,362	84,977
Speaker	103,860	117,979	133,997	135,337	136,677	138,727	140,176	141,866	144,520	145,492	145,492	141,504
Chairman of Ways and Means	74,985	85,178	97,949	98,929	99,908	101,406	102,466	104,050	106,136	107,108	107,108	107,108
First Deputy Chairman	71,215	80,895	93,243	94,175	95,108	96,534	97,543	99,114	101,126	102,098	102,098	102,098
Second Deputy Chairman	71,215	80,895	93,243	94,175	95,108	96,534	97,543	99,114	101,126	102,098	102,098	102,098
Attorney General (c)	107,616			In Lords								161,510
Solicitor General (d)		109,208	124,358	125,602	126,846	128,749	130,093	131,755	134,257	135,229	135,229	124,966
Advocate General for Scotland (e)		109,208	124,358	In Lords								

If members receive extra remuneration for serving as a Minister, is the cost met by parliament or the government?

MPs' pay, expenses and pensions are administered by the Independent Parliamentary Standards Authority.

Is remuneration in any way linked to length of service?

No – there is standard rate for all MPs, regardless of how long they have served.

Does remuneration (i) remain level until a review is conducted; or (ii) increase and, if so, are increases linked to factors such as cost of

The new proposals for MPs' pay could be linked to Public Sector pay. See: <http://parliamentarystandards.org.uk/payandpensions/Documents/IPSA%20final%20report.pdf>

House of Commons	
living index/civil service grade etc.?	
Pensions	
Is there a pension scheme for members and if so, what type?	The Parliamentary Contributory Pension Fund is a statutory, defined benefit pension scheme. It operates on a funded basis, meaning that contributions from employees and employers are paid into a fund, which is invested, and from which pension benefits are paid. The Fund is made up an MPs' Pension Scheme (which provides benefits for MPs and certain office holders, such as paid chairs of Select Committees) and a Ministers' Pension Scheme (which provides benefits for Ministers). The Minister for the Civil Service (MCS) is responsible for oversight of the Ministers' scheme. IPSA is responsible for the MPs' scheme. <u>IPSA Parliamentary Contributory Pension Fund – MPs' Pension Scheme</u> :
Does parliament make an “employer” contribution?	IPSA does not make any employer contributions.
Are members required to contribute?	Members can opt out of the pension scheme. The vast majority of MPs contribute 13.75% of pay.
What are the maximum contributions possible for the “employer” and the member?	There are currently no maximum contributions. It is proposed to impose cost capping arrangements akin to those which will apply in the wider reformed public sector, and to ensure that the arrangements are suitably tailored to the needs of the MPs' pension scheme. IPSA will discuss the detail of this with the Trustees and HM Government.
Severance pay	
What payments are made to members who leave office voluntarily?	<p>If an MP chooses to stand down then it is treated as retirement and they are not eligible for resettlement payment (<i>see below</i>).</p> <p>Winding-Up Expenditure can be paid, however, which is designed to meet the cost of completing the outstanding parliamentary functions of a person who ceases to be an MP. Winding-up Expenditure is payable for two months after a person ceases to be a Member, and is limited to £56,450 for London Area MPs and £53,350 for non-London Area MPs.¹²⁶ The costs of staff redundancy payments will be met from the contingency fund.</p> <p>The limit for Winding-Up Expenses in 2010/11 was based on “three months’ worth of office-related budgets (CORE, GAE and Staffing Expenditure)”. IPSA concluded that this level appeared to be appropriate. However, in its report on the consultation</p>

House of Commons	
	<p>(published in March 2011), IPSA noted that this could cause difficulties in some cases:</p> <p>9.4 Where an MP has members of staff who are paid towards the top of their pay scales, there is a risk that their redundancy payments will absorb the majority of the winding up budget, leaving little for the remaining costs. IPSA will therefore move the winding up costs relating to staff redundancies to the Contingency Fund. This mirrors the position if a staff member is made redundant during the year, when the costs are met from the Contingency Fund.</p> <p>9.5 With this alteration, the winding up budget limit will be based on three months' worth of the Office Costs Expenditure budget. For London Area MPs, this is £46,500; for non-London Area MPs, it is £45,500.</p> <p>Since the Fourth Edition of the Scheme (from April 2012), MPs have been able to "continue to claim for rental payments or mortgage interest payments and associated expenditure for two months after leaving Parliament. These costs will be met from the Contingency Fund. (This provision was not included in the Third Edition of the Scheme.)</p>
What payments are made to members who lose their seat at election?	<p>MPs who lose their seats in a general election held before the next scheduled general election (under the Fixed-term Parliaments Act 2011) are eligible to receive a resettlement payment in accordance with IPSA's resettlement payment policy.</p> <p>To qualify for a resettlement payment, an individual must have been an MP on the day before the dissolution of Parliament and a candidate for re-election for the same seat, but not have been re-elected.</p> <p>The amount of the resettlement payment payable is one calendar month's salary (at the rate payable to MPs immediately before the dissolution) for each completed year of service subject to a maximum payment equal to six months' salary.</p>
Jurisdictional background	
Average earnings.	Median gross weekly earnings for full-time employees: £518
Statutory minimum wage.	National Minimum Wage – 21 and over: £6.50 18 to 20: £5.13 16-17: £3.79 Apprentice: £2.73
Additional information	

Isle of Man

Remuneration

Basic level of remuneration received by members of parliament. £38,771.00 per annum (with effect from 1 April 2014). Each Tynwald Member is entitled to be paid an annual (tax-free) sum for expenses. The sum currently stands at £6,575.90 (with effect from 1 April 2014).

Do members receive extra remuneration for serving as a Minister/Committee Chairman/Committee member etc.?
The following additional sums are payable, calculated on the basis of the basic salary mentioned above:

Chief Minister	80%
President of Tynwald	50%
Speaker of the House of Keys	60%
Minister	50%
Member of the Treasury	40%
Member of a Department (or Departments) other than the Treasury	30%
Chairman of the Civil Service Commission	40%
Chairman of the Planning Committee	10%
Chairman of the Isle of Man Post Office	10%
Chairman of the Manx Utilities Authority	10%
Chairman of the Isle of Man Office of Fair Trading	10%

There is no obligation on the Council of Ministers to offer an appointment to every elected Member, and no obligation on Members to accept such an appointment if offered. However, in the Manx parliamentary tradition it is usual for every elected Member (other than the Speaker and the President) to be offered the chance to serve in a Department.

There has also been approval in principle that:

Recommendation 1

(a) a member of the PAC or a 'policy review committee' who is not in receipt of an enhancement of 30% or more by virtue of any other office held should receive an enhancement of 30% in recognition of his scrutiny role; and

Isle of Man	
	<p><i>(b) a chairman of such a committee who is not entitled to enhancements totalling 40% or more by virtue of any other office or offices held should be entitled to a total enhancement of 40% in recognition of his scrutiny chairmanship.</i></p> <p>Recommendation 2</p> <p><i>That the Treasury should, without delay, lay before Tynwald for approval an order under the Payment of Members' Expenses Act 1989 to provide remuneration at 30% for membership of the PAC or a "policy review committee".</i></p>
If members receive extra remuneration for serving as a Minister, is the cost met by parliament or the government?	The cost is met by parliament.
Is remuneration in any way linked to length of service?	No
Does remuneration (i) remain level until a review is conducted; or (ii) increase and, if so, are increases linked to factors such as cost of living index/civil service grade etc.?	<p>Remuneration increases in line with any increases awarded to the civil service. The pay is linked to a particular spine point. This does not preclude a review of Members' pay.</p> <p>The basic salary is calculated under a formula set out in Article 2(1) of the <u>Members of Tynwald (Annual Sums) Order (SD 0079/14)</u>. The formula is based on civil service pay.</p> <p>The expenses figure is calculated under a formula set out in Article 2 of the <u>Members of Tynwald (Annual Expenses) Order 1998 (SD156/98)</u>. The formula is based on the rate of increase in civil service pay.</p>
Pensions	
Is there a pension scheme for members and if so, what type?	Yes. The <u>current scheme</u> is a non-statutory scheme, and is non-contributory. It is not a funded scheme. Existing Members currently make voluntary payments of 5%, which are not eligible for tax relief. This contribution is compulsory for new Members, and will apply to all Members following the General Election 2016.
Does parliament make an "employer" contribution?	No, but parliament pays the pensions.
Are members required to contribute?	See above, and Clause C1 of the <u>scheme</u> (page 3).

Isle of Man	
What are the maximum contributions possible for the “employer” and the member?	See above.
Severance pay	
What payments are made to members who leave office voluntarily?	No payments are made to those who leave office voluntarily.
What payments are made to members who lose their seat at election?	<u>The Members of Tynwald (Resettlement Grant) Scheme 2009 (GC14/09)</u> provides that if a Member under pensionable age who has served at least two years is unsuccessful in seeking re-election to either the Keys or the Council, he or she will be paid the equivalent of six months’ basic salary. If a person receives this grant but is elected to either Branch within six months, the money must be repaid.
Jurisdictional background	
Average earnings.	£624 per week
Statutory minimum wage.	<p><u>Rates with effect from 1 October 2014</u></p> <ul style="list-style-type: none"> • A worker aged 21 years and over - £6.65 • A worker aged 18 years or over - £6.40 • A worker who has attained school leaving age but not 17 - £4.67 • A worker aged 17 years but not 18 - £5.24 • A Worker aged 18 or over, receiving DED accredited training who is within the first 6 months of employment with his or her employer - £5.24
Additional information	

Prince Edward Island

Remuneration

Basic level of remuneration received by members of parliament. \$68,721

Do members receive extra remuneration for serving as a Minister/Committee Chairman/Committee member etc.? Members receive extra for the following positions:

Prince Edward Island

The Commission has concluded, based on its research, that there shall be a 1.2% increase (rounded to the nearest dollar) to the base salary and additional salaries of Members of the Legislative Assembly for the fiscal year beginning April 1, 2015.

Position	Base Salary	Additional Salary	Total
MLA	\$68,721	n/a	\$68,721
Premier	\$68,721	\$74,634	\$143,355
Minister	\$68,721	\$48,022	\$116,743
Speaker	\$68,721	\$40,376	\$109,097
Deputy Speaker	\$68,721	\$20,188	\$88,909
Leader of the Opposition	\$68,721	\$48,022	\$116,743
Government House Leader	\$68,721	\$12,949*	\$81,670
Opposition House Leader	\$68,721	\$4,486*	\$73,207
Government Whip & Opposition Whip	\$68,721	\$3,773*	\$72,494
Non-Ministerial Member of Executive Council Committees	\$68,721	\$6,322*	\$75,043
Leader of a Third Party	\$68,721	\$19,168	\$87,889

**provided the Member is not receiving an additional salary as Premier or as a member of Executive Council, or any other position identified in section 45(5) of the Legislative Assembly Act.*

Prince Edward Island

	 leg_f142014IAC-4.p df Also see attached:
If members receive extra remuneration for serving as a Minister, is the cost met by parliament or the government?	They are paid by government
Is remuneration in any way linked to length of service?	No
Does remuneration (i) remain level until a review is conducted; or (ii) increase and, if so, are increases linked to factors such as cost of living index/civil service grade etc.?	Remuneration is determined by the Indemnities and Allowances Commission who report annually (report attached)  leg_f142014IAC-4.p df
Pensions	
Is there a pension scheme for members and if so, what type?	Yes. Both basic (vesting is immediate) and supplemental (vested after 5 yrs and re-election), defined benefit
Does parliament make an “employer” contribution?	Yes. Employer portion is paid by government
Are members required to contribute?	Yes
What are the maximum contributions possible for the “employer” and the member?	9% of earnings

Prince Edward Island

Severance pay

What payments are made to members who leave office voluntarily?

Severance is equal to 1/12 of their remuneration, at the rate in force at the time immediately before the member ceases to be a member, for each year of service.

What payments are made to members who lose their seat at election?

Same as above.

Jurisdictional background

Average earnings.

\$20.82/hr

Statutory minimum wage.

\$10.15/hr

Additional information

Northwest Territories Legislative Assembly

Northwest Territories Legislative Assembly	
Remuneration	
Basic level of remuneration received by members of parliament.	Current indemnity payable to every Member is \$103,851. The <i>Legislative Assembly and Executive Council Act</i> , Schedule C, sets out the basic indemnity paid to each Member
Do members receive extra remuneration for serving as a Minister/Committee Chairman/Committee member etc.?	<p>Members do receive an additional indemnity for holding an additional office. See Schedule C , Part 2 of the <i>Legislative Assembly and Executive Council Act</i>: https://www.justice.gov.nt.ca/en/files/legislation/legislative-assembly-and-executive-council/legislative-assembly-and-executive-council.a.pdf?t1433968133496</p> <p>Schedule C, Part 3 is a non-taxable, non-accountable Allowance for Expenses that Members also receive. This amount is paid to Members monthly, by separate cheque.</p> <p>Members also receive a Northern Allowance (Schedule C, Part 4) which is an amount payable each fiscal year based on his or her community of residence. This benefit is identical to one received by employees of the Government of the Northwest Territories and the amounts are tied to the Collective Agreement in place between the government and its employees.</p>
If members receive extra remuneration for serving as a Minister, is the cost met by parliament or the government?	All costs associated with Schedule C of the <i>Legislative Assembly and Executive Council Act</i> are met by the Assembly.
Is remuneration in any way linked to length of service?	No – the indemnity is not linked to length of service
Does remuneration (i) remain level until a review is conducted; or (ii) increase and, if so, are increases linked to factors such as cost of living index/civil service grade etc.?	The <i>Legislative Assembly and Executive Council Act</i> provides that the indemnities set out in Schedule C (Parts 1, 2 and 3) are automatically adjusted each year by the percentage increase or decrease in the Consumer Price Index between the last two calendar years.

Northwest Territories Legislative Assembly

Pensions	
Is there a pension scheme for members and if so, what type?	The Assembly provides a contributory pension plan for all elected Members. This is a defined benefit plan. Members contribute 6.5% of their pensionable income.
Does parliament make an “employer” contribution?	The employer (Assembly) does contribute.
Are members required to contribute?	Yes, Members are required to contribute to the pension plan. Please note that the Assembly also provides a second, supplementary pension plan where Members are given the option to vest into the plan within 60 days of being sworn in as a Member of each new Assembly. Members contribute an additional 2.5% of their pensionable income annually to this plan.
What are the maximum contributions possible for the “employer” and the member?	Members contribute 6.5% for the registered pension plan and 2.5% for the supplemental plan. Links to both the <i>Legislative Assembly Retiring Allowances Act</i> and the <i>Supplementary Retiring Allowances Act</i> : https://www.justice.gov.nt.ca/en/files/legislation/legislative-assembly-retiring-allowances/legislative-assembly-retiring-allowances.a.pdf https://www.justice.gov.nt.ca/en/files/legislation/supplementary-retiring-allowances/supplementary-retiring-allowances.a.pdf
Severance pay	
What payments are made to members who leave office voluntarily?	Members who do not seek re-election or who are not elected are entitled to a transition allowance in accordance with Section 31 of the <i>Legislative Assembly and Executive Council Act</i> .
What payments are made to members who lose their seat at election?	Please see response above.
Jurisdictional background	
Average earnings.	Table with average earnings in the Northwest Territories (comparison for periods 2010-2014 with other Canadian provinces and territories) - http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/labr79-

Northwest Territories Legislative Assembly

	eng.htm
Statutory minimum wage.	Statutory minimum wage for the Northwest Territories was increased on June 1, 2015 from \$10.00 per hour to \$12.50 per hour.
Additional information	

Scottish Parliament	
Remuneration	
Basic level of remuneration received by members of parliament.	<p>The annual salary for an MSP is currently £59,089.</p> <p>The annual salary in addition for an MSP who holds a dual mandate is £19,696.</p>
Do members receive extra remuneration for serving as a Minister/Committee Chairman/Committee member etc.?	<p>The total annual salaries for officeholders (including their MSP salary) are:</p> <ul style="list-style-type: none"> o First Minister: £144,687 o Cabinet Secretary: £103,495 o Minister: £86,905 o Presiding Officer: £103,495 o Deputy Presiding Officer: £86,905 o Lord Advocate: £117,102 o Solicitor General for Scotland: £101,040
If members receive extra remuneration for serving as a Minister, is the cost met by parliament or the government?	The cost is met from the Scottish Parliament budget although the original funding comes HM Treasury.
Is remuneration in any way linked to length of service?	No, all members receive the same rate of pay irrespective of their length of service.
Does remuneration (i) remain level until a review is conducted; or (ii) increase and, if so, are increases linked to factors such as cost of living index/civil service grade etc.?	<p>Salary is increased annually on 1 April in line with the index for the mean annual earnings of public sector full time workers in Scotland as provided for by the Annual Survey of Hours and Earnings produced by the Office of National Statistics.</p> <p>The increase shall be such amount which maintains that salary at 87.5 percent of the salary payable to a member of the House of Commons.</p>

Scottish Parliament	
	The Parliamentary corporation shall, at such intervals as it deems appropriate, make arrangements to review and determine the salaries payable and, in consequence of a review, shall determine the salaries payable.
Pensions	
Is there a pension scheme for members and if so, what type?	Yes - Final salary scheme. The Scottish Parliamentary Pension Scheme provides benefits for Members of the Scottish Parliament (MSPs) and officeholders (including the Lord Advocate and the Solicitor General for Scotland). It also provides benefits for surviving partners and children. Contributions are paid into the Scottish Parliamentary Contributory Pension Fund, which has been established under the scheme, with investment managed by an external Fund Manager.
Does parliament make an “employer” contribution?	The Scottish Consolidated Fund contributes to the scheme at a rate recommended from time to time by the scheme actuary – currently 20.2%.
Are members required to contribute?	The higher rate scheme member contribution is 11% of an MSP’s salary (for an accrual rate of 1/40th) and the lower rate scheme member contribution is 6% of their salary (for an accrual rate of 1/50th). The higher rate scheme member contribution is the default rate for the scheme. If a member wishes to pay the lower rate scheme member contribution (or vice versa) they must give written notice to the Fund Trustees with three months of being elected/re-elected as an MSP or being appointed as an office-holder.
What are the maximum contributions possible for the “employer” and the member?	The employer rate is set by the scheme actuary following each triennial valuation but there is no maximum limit set under the scheme rules. Depending on the accrual rate members pay a standard rate of 11% or 6%. Members may increase their pension entitlement through purchasing added years but their total contribution, including their standard contribution rate, is restricted to a maximum of 20% of salary.
Severance pay	
What payments are made to members who leave office voluntarily?	None if they before dissolution of parliament.
What payments are made to members who lose their seat at election?	A member is entitled to receive payment of a re-settlement grant subject to the person being a member immediately before the Parliament’s dissolution and at the subsequent election is not returned. The amount of

Scottish Parliament	
	resettlement grant payable is the greater of 50% of the annual salary in payment at the time of ceasing to be a member, or, one month's salary for each complete continuous year of service as a member, subject to a maximum period of 12 years service. If a member resigns/stands down at any other time then no resettlement grant is payable.
Jurisdictional background	
Average earnings.	In April 2013 the gross median weekly earning for full-time employees in Scotland was £508.30.
Statutory minimum wage.	£6.50 per hour The Scottish Parliament is a Living Wage Employer therefore the minimum wage is £7.85 in line with the current UK Living Wage.
Additional information	

St. Helena

Remuneration

Basic level of remuneration received by members of parliament.

Members of the Legislative Council are paid in accordance with the Legislative Council (Remuneration and Allowances) Ordinance. (See attachment below.)

REMUNERATION OF MEMBERS

Description		Amount
(a)	Remuneration of an Elected Member, except where item 2 or item 3 applies.	£10,000 per annum.
(b)	Additional remuneration of an Elected Member who has been elected as member of the Public Accounts Committee.	£1,000 per annum
Remuneration of a Chairman, except where item 3 applies.		£12,000 per annum.
Remuneration of an Executive Member.		£14,500 per annum.
Deputy/Acting Chairmen of Council Committees.		
(a)	Remuneration of a Deputy Chairman nominated pursuant to Rule 2 of the Council Committees (Rules of Procedure) Order, 2010.	No separate payment, except when item 4(b) applies.
(b)	Acting Chairman of a Council Committee (other than an Executive Member so acting).	Payment pro-rata at a rate of £2,000 per annum.
Remuneration of a temporary member of the Executive Council, appointed under section 35(3)(a) of the Constitution:		Payment pro-rata at an annual rate of: where the temporary member receives remuneration under Item 1, £4,500; where the temporary member receives remuneration under Item 2, £2,500.
Remuneration of the Speaker.		£5,000 per annum.
Deputy Speaker		
(a)	Remuneration of the Deputy Speaker at any time when, by resolution of the Council, the Deputy Speaker is required to attend (and does, except for reasons of illness or other good cause, in fact attend) all formal and informal meetings of the Council.	£2,500 per annum.
(b)	Remuneration of the Deputy Speaker when Item 7(a) does not apply.	£1,250 per annum.
(c)	Remuneration of the Deputy Speaker when actually deputising for the Speaker.	Additional remuneration, pro-rata, at an annual rate equal to the difference between Item 6 and whichever is applicable of Items 7(a) and 7(b).

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MEMBERS' ALLOWANCES AND BENEFITS

Description of Allowance or Benefit	
Telecommunications	
(a)	Telephone Rental: Members shall be reimbursed the cost of telephone line rental not exceeding the telephone rental charged from time to time by Cable & Wireless (South Atlantic) Limited, to residential customers in St. Helena.
(b)	Telephone Call Charges: Members shall be paid an allowance on account of the cost of telephone calls made on official business, at the following rates: Elected Members: the value (at the rates from time to time charged by Cable & Wireless (South Atlantic) Limited for local calls) of six hours per month; Speaker: the value (at the rates from time to time charged by Cable & Wireless (South Atlantic) Limited for local calls) of three hours per month; Deputy Speaker: while actually deputising during the absence or incapacity of the Speaker, the same rate as in paragraph (ii), pro-rata.
(c)	Internet: Members shall be reimbursed the cost of subscription to the 'Bronze Package' offered by Cable & Wireless (South Atlantic) Limited. In addition, Members shall be reimbursed the cost of connection and disconnection charges upon becoming (or ceasing to be) eligible for this allowance or if disconnection and later reconnection are judged by the Chief Secretary to offer best value for money when a Member is to be absent from St. Helena.
Computer Equipment: Members shall be provided at public expense with a personal computer (with mouse, keyboard and printer) and reasonable quantities of consumables such as paper and ink.	
Mileage and transport	
(a)	Subject to the following provisions, Members shall be paid an allowance at the rate of 60 pence per mile for journeys made by car on official business.
(b)	This allowance is payable only to the Member who owns or drives the vehicle, and is at the specified rate irrespective of the number of persons in the vehicle.
(c)	The allowance may be claimed by Elected Members for attendance at: (i) formal and informal meetings of the Council; (ii) formal and informal meetings of the Executive Council; (iii) meetings of Council Committees (or sub-Committees) or of the Public Accounts Committee; (iv) Constituency Meetings; and (v) any other meetings or carrying out official duties in connection with their role as Elected Members.
(d)	The allowance may be claimed by the Speaker for attendance at the meetings specified in paragraph (i) in Item 3(c); it may be claimed by the Deputy Speaker: (i) whenever Item 7(a) in Schedule 1 applies, as for the Speaker; (ii) when Item 7(b) in Schedule 1 applies, only when actually deputising

St. Helena

	for the Speaker.
(e)	A Member, the Speaker or Deputy Speaker may, in lieu of any allowance to which he is entitled under paragraphs (a) or (d), claim the vouched cost of a taxi for purposes of any attendance referred to in paragraph (c) or (d), as the case may be, if there are exceptional circumstances to justify the use of such taxi.
Overseas Travel & Subsistence	
(a)	Members who travel overseas on official business will be provided with travel, accommodation, and allowances on the basis set out in the several sub-items of this Item. Publicly funded travel and accommodation is limited to the Member; additional costs for a spouse or partner must be paid by the Member. Similarly, if a Member travelling alone prefers more expensive travel or accommodation, the additional cost shall be the responsibility of the Member.
(b)	Travel, appropriate to the purpose of the journey, will be arranged at public expense, on the basis (subject to availability) of: (i) sharing a two-berth cabin on the RMS St. Helena; (ii) air travel by economy class (or equivalent, depending on airline); and (iii) transit between ship and airport.
(c)	In transit between sea and air passages, hotel accommodation will also be arranged which shall be comparable in quality and location to that from time to time approved by the Governor for the use of public officers.
(d)	... (<i>Repealed</i>)
(e)	Members may elect to stay with family or friends, instead of in an hotel; in such event, Members may claim an allowance of £30.00 per day on account of their contribution towards the cost of their accommodation and meals.
(f)	Subsistence: except where the relevant meals/costs are included in the booked tariff in an Hotel, Members may claim subsistence allowances of: (i) £21.00 per day for lunch and dinner; (ii) £4.45 per day for breakfast; and (iii) £5.00 per day for incidental expenses such as laundry
(g)	Local Transport: Members may claim the vouched cost of local transport within the city they visit; this will be limited to bus or (standard class) rail/underground unless there are exceptional circumstances to justify the use of a taxi.

Amendment of allowances

2. Schedule 1 to the Legislative Council (Remuneration and Allowances) Ordinance, 2010, is amended—

(a) by repealing Item 2 and substituting the following therefor:

“2	(a)	Remuneration of a Chairman, except where item 3 applies.	£12,000 per annum.
	(b)	Remuneration of Deputy Chairman, except where item 3 applies.	£10,500 per annum.”;

(b) by repealing Item 4 and substituting the following therefor:

“4	Acting Chairman of Council Committees.
	For any period that—
	Payment pro-rata at a rate

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		(a) the Deputy Chairman (other than an Executive Member) is acting as Chairman of a Council Committee;	of— £1,500 per annum
		(b) any other member of the Committee (other than an Executive Member) is acting as Chairman of a Council Committee.	£2,000 per annum”.

Do members receive extra remuneration for serving as a Minister/Committee Chairman/Committee member etc.?	As per the attached, Members do receive different remuneration for being a Chairman, a Member of the Public Accounts Committee, and an Executive Council Member. There is also a piece of legislation that will be going to the House for approval in July which will see Deputy Chairman of Council Committees also receive an additional £500 per annum. (See also attached Bill for an Ordinance below – the result of an independent review undertaken in Dec 14/Jan 15.)
If members receive extra remuneration for serving as a Minister, is the cost met by parliament or the government?	All costs are met by the St Helena Government. Our Parliament does not have a separate budget.
Is remuneration in any way linked to length of service?	No. Members are elected by the Public for a period of 4 years, in accordance with St Helena's Constitution. (Please feel free to peruse on our website - http://www.sainthelena.gov.sh/laws/)
Does remuneration (i) remain level until a review is conducted; or (ii) increase and, if so, are increases linked to factors such as cost of living index/civil service grade etc.?	Yes. A review is undertaken on an annual basis, and in most cases cost of living is taken into account.
Pensions	
Is there a pension scheme for members and if so, what type?	There is no specific pension scheme for Members.
Does parliament make an “employer” contribution?	No.
Are members required to contribute?	No.
What are the maximum contributions possible for the “employer” and the member?	n/a
Severance pay	

What payments are made to members who leave office voluntarily?	None. Members who resign from office do so without any benefits.
What payments are made to members who lose their seat at election?	None.
Jurisdictional background	
Average earnings.	In the financial year 2013/14 the median income on St Helena from direct employment and social benefits was £6,670, an 11.1% increase from the previous financial year. The mean income from direct employment and social benefits increased by 11.2% from £6,870 to £7,640 in 2013/14.
Statutory minimum wage.	The current minimum wage in St Helena is £2.30 per hour. The minimum wage payable to persons under the age of 18 years is £1.45 per hour.
Additional information	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>Legislative-Council- Remuneration-and-Memo 7-15 - Legisla</p> </div> <div style="text-align: center;">  <p>Annex A - ExCo</p> </div> </div>	

Yukon

Remuneration

Basic level of remuneration received by members of parliament.

Members Pay

INDEMNITIES, EXPENSE ALLOWANCES AND SALARIES OF MEMBERS OF THE YUKON LEGISLATIVE ASSEMBLY

	April 1, 2013 - March 31, 2014	April 1, 2014 - March 31, 2015	April 1, 2015 - March 31, 2016
Indemnities	\$72,766	\$73,639	\$74,670
Expense Allowance			
(a) Whitehorse Members	\$13,993	\$14,161	\$14,359
(b) Rural Members			
Salaries			
(a) Ministers	\$39,181	\$39,652	\$40,207
(b) Premier	\$16,792	\$16,994	\$17,232
(c) Leader of the Opposition	\$39,181	\$39,652	\$40,207
(d) Leader of the Third Party	\$16,792	\$16,994	\$17,232
(e) Speaker	\$27,987	\$28,323	\$28,720
(f) Deputy Speaker	\$11,195	\$11,329	\$11,488

To obtain total income: add the Indemnity, Expense Allowance, and Salary

Do members receive extra remuneration for serving as a Minister/Committee Chairman/Committee member etc.?

Members receive a salary as Speaker, Deputy Speaker, Premier, Cabinet Minister, Leader of the Official Opposition and Leader of the Third Party. Members also receive a non-taxable allowance. There is no remuneration for participation on committees.

If members receive extra remuneration for serving as a Minister, is the cost met by parliament or the government?

The additional salary is paid by the Legislative Assembly, although expenses incurred by Ministers for ministerial duties (travel, accommodations, per diems, etc.) are paid for by the Executive Council Office.

Yukon	
Is remuneration in any way linked to length of service?	No.
Does remuneration (i) remain level until a review is conducted; or (ii) increase and, if so, are increases linked to factors such as cost of living index/civil service grade etc.?	Subsection 44(2) of the Legislative Assembly Act provides for adjustments to indemnities, salaries and the non-taxable allowance on April 1 each year “in accordance with the percentage change in the average annual Consumer Price Index for Canada over the previous two calendar years.”
Pensions	
Is there a pension scheme for members and if so, what type?	The MLA pension plan is a defined benefit plan.
Does parliament make an “employer” contribution?	Yes.
Are members required to contribute?	Yes.
What are the maximum contributions possible for the “employer” and the member?	MLAs contribute 9% of their pay to the pension plan. The Assembly, as the employer, pays the rest, including any topping up of the plan required to ensure that liabilities are covered.
Severance pay	
What payments are made to members who leave office voluntarily?	Severance is described in sub-section 51(2) of the Legislative Assembly Act. Severance is the same whether the Member leaves office voluntarily or is defeated at the polls. Members receive 25% of the current year’s pay (indemnity and salary) if they have served five years or fewer. That increases to 50% for Members who have served more than five years, but no more than eight years and 100% for Members that have served more than eight years. MLAs who are government employees on leave without pay during their time as an MLA are not entitled to collect a severance.
What payments are made to members who lose their seat at election?	

Yukon	
Jurisdictional background	
Average earnings.	As of March 2015 the average earnings in Yukon is just over \$1000 per week.
Statutory minimum wage.	\$10.86 per hour.
Additional information	<p>The current regime for payment and benefits for Members of the Yukon Legislative Assembly dates from 2007. At that time the Assembly contracted the recently-retired Clerk to submit a report to the Members' Services Board (board of internal economy) regarding appropriate levels and methods of remunerating MLAs. The report can be found at http://www.legassembly.gov.yk.ca/pdf/MlaSalariesBenefits.pdf</p> <p>The report led to amendments to the Legislative Assembly Act (see the current version at http://www.gov.yk.ca/legislation/acts/leas_c.pdf (sections 39 to 51)) and a new Legislative Assembly Retirement Allowances Act, 2007 http://www.gov.yk.ca/legislation/acts/ataleasreal_c.pdf . The Legislative Assembly Act provides for increases to the indemnities and salaries of Members, so the figures cited in the Legislative Assembly Act are no longer current. Current levels of pay for members can be found at http://www.legassembly.gov.yk.ca/members_pay.html</p>