



COMMONWEALTH PARLIAMENTARY ASSOCIATION

**COMMONWEALTH  
PARLIAMENTARIANS PAY AND  
REMUNERATION: SURVEY  
OUTCOME REPORT**

2020-2021

## About the CPA

The Commonwealth Parliamentary Association (CPA) connects, develops, promotes and supports parliamentarians and their staff to identify benchmarks of good governance and the implementation of the enduring values of the Commonwealth. The CPA collaborates with parliaments and other organisations, including the intergovernmental community, to achieve its statement of purpose. It brings parliamentarians and parliamentary staff together to exchange ideas among themselves and with experts in various fields, to identify benchmarks of good practices and new policy options they can adopt or adapt in the governance of their societies.

## About the authors

This document was produced by Clive Barker, Programmes Officer and Acacia Wall, Programme Administrator at the CPA Headquarters Secretariat.

## Acknowledgements

The CPA Headquarters Secretariat extends its thanks to its member parliaments that have taken the time to respond to the Survey of Remuneration Paid to Members of the Parliaments and Legislatures of the Commonwealth. Without these submissions, this Report would not have been possible.

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# Preface

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This Report details information on the salaries, allowances, and privileges of Parliamentarians in 66 Commonwealth legislatures.

From August 2020 to December 2020, the CPA circulated this Survey on parliamentary salaries and allowances to its Branches. The last survey was conducted in 2005 and is available via this link: <https://www.cpahq.org/media/iaqerttf/a-survey-of-remuneration-paid-to-members-of-the-parliaments-and-legislatures-of-the-commonwealth-2004-2005.pdf>

This publication is unique in providing authoritative information in a form convenient for reference and comparison.

We would like to express appreciation to all CPA Branch Secretaries and other parliamentary staff who have co-operated in providing material, as without their assistance this publication would not have been possible. We have generally reproduced the Survey in the way that answers were provided, though in some instances it was necessary to refer to additional material to answer the specific questions.

If there are any questions regarding this survey, please contact Mr Clive Barker, Programmes Officer at [clive.barker@cpahq.org](mailto:clive.barker@cpahq.org).



# Introduction

Following the previous report published in 2005, this Report was produced to provide an update detailing the salaries, allowances, and privileges of Members throughout the Commonwealth. With the recent impacts of COVID-19, the harm of misinformation and the benefits of transparency are more pertinent than ever before. This Report aims to promote transparency of the remuneration of Parliamentarians across the Commonwealth. Transparency is a crucial element in building trust between the public and democratic institutions. It provides a means of regulation, which promotes good governance and best practice. This, in turn, helps to strengthen democracy by both holding Parliamentarians accountable and making parliamentary information more accessible to citizens.

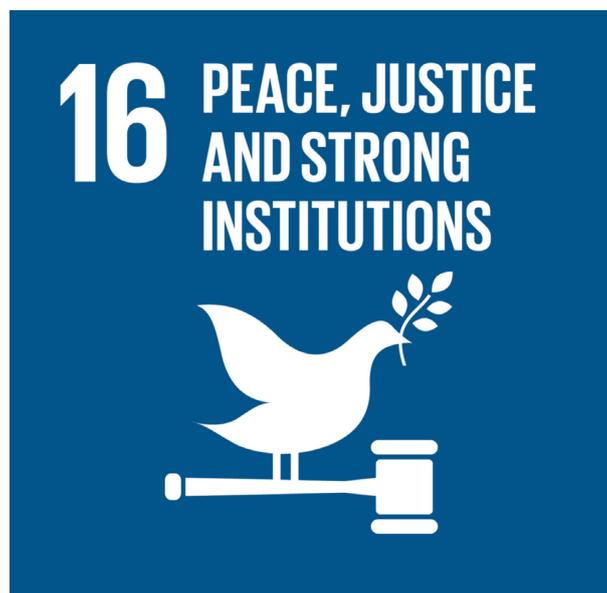
The public increasingly demand transparency from Parliamentarians, especially after instances of corruption. Transparency is central to the fight against corruption by increasing opportunities for the detection of, and acting as a deterrent to, malpractice. Parliaments who opt for transparency surrounding remuneration of Members are participating in best practice for democracy.

Levels of corruption are indicative of the level of equitable response from parliaments in crisis situations. When finances are unfairly distributed, the funds required to address emergencies are not allocated in a way that benefits the majority. This often leaves essential services under resourced. Many parliaments have built trust and made steps to recovery through the transparency of parliamentary reporting during COVID-19. Consistent transparency from parliaments increases chances of social cohesion and responsibility in public emergency responses. It is important for parliaments to maintain a level of transparency and trust with every decision that they make, in order to preserve their credibility as institutions.

The CPA endorses the [Declaration on Parliamentary Openness](#) which directly aligns with the transparency described above and has been shown by the Commonwealth's parliaments that provided responses to this Report. The Declaration on Parliamentary Openness requests commitment from parliaments to sustain a high level of civil engagement and transparency, which will ultimately lead to a more democratic society.

This Report also links to the United Nation's Sustainable Development Goals, in particular Goal 16 on Peace, Justice and Strong Institutions, including the following targets:

- 16.1 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.
- 16.5 Substantially reduce corruption and bribery in all their forms.
- 16.6 Develop effective, accountable and transparent institutions at all levels.



The CPA is dedicated to the ideals of parliamentary democracy and continues to support parliaments as they exercise practices in anti-corruption and openness of information on parliament. Below are some examples of work produced by the CPA in this sphere.

## Handbook on Constituency Development Funds (CDFs): Principles and Tools for Parliamentarians

Constituency Development Funds (CDFs) provide funding to assist with development of national projects within constituencies. The CPA has produced a series of guidelines for the operation of such funds to eliminate opportunities for corruption. These guidelines provide parliaments with the tools for anti-corruption conduct.



The CPA released a series of Recommended Benchmarks for Codes of Conduct applying to Members of Parliament. Of particular relevance is Benchmark 3.1: *“Disclosure and Publication of Interests; the code shall indicate that each Member shall disclose every interest which may create a perception of conflict between an interest and the duties and responsibilities set out in PRINCIPLES. It shall prescribe provisions to which each Member is subject, with provisions to the effect as follows”.*



The CPA has also published Recommended Benchmarks for Democratic Legislatures, in which it is stated that, *“legislators should maintain high standards of accountability, transparency, responsibility and propriety in the conduct of all public and parliamentary matters”.* Section 1.5 of the Benchmarks also states that, *“The Legislature shall provide fair and appropriate remuneration and reimbursement of parliamentary expenses to legislators for their service, to ensure that they give priority to parliamentary duties. All forms of compensation shall be allocated on a non-partisan basis”.*

This Report builds on the work described above. Having a comparative analysis of this scale provides Commonwealth Parliaments with a benchmark of what is typical, both regionally and internationally. The CPA believes this Report marks the beginning of an ongoing conversation around the consequences of different political structures within the Commonwealth and the importance of openness and transparency in parliamentary reporting.



# How to Read This Report

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The **Executive Summary** provides a concise synopsis of the information provided in the survey by each CPA Branch. This section is best utilised as a general overview of the entire report and simply highlights key findings of the data for Branches in each of the CPA's 9 Regions.

The **Analysis** provides a description and interpretation of the results obtained from the survey. This section aims to identify trends and patterns from a range of both qualitative and quantitative data.

The completed **Surveys** by each parliament, as well as a blank copy, are provided at the end of this report for reference. It is important to note that salaries are quoted at a per annum rate, unless otherwise stated. All salaries are provided in local currency. Please note that Survey responses from each parliament have only received minor adjustments for grammatical and formatting purposes.

**References** provide citations of previously published work that were used to aid the formation of this report.

## Executive Summary

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### Africa

In **The Gambia**, if Members serve for a minimum of 10 years (two parliamentary terms), they are eligible to receive a pension. The average Member is paid a salary equal to the head of a civil service ministry. Untaxed gratuity is made to Members who leave parliament as a result of electoral defeat or retirement. Members are entitled to constituency, sitting, and travel allowances.

The **Seychelles** Leader of the House, the Leader of the opposition and the Deputy Speaker of the House receive the same salary. The Speaker of the House earns the highest salary in comparison with other Parliamentarians.

Remuneration is reviewed annually in the **Western Cape** Provincial Parliament, with the most recent review taking place in June 2020. A Member's basic salary is less than that of a senior judge in the Supreme Court or High

Court. Members are entitled to allowances for their constituency and travel. Medical plans cover Members in cases of illness.

The Clerk of the House in the National Assembly of **Zambia** is paid over twice the salary of a cabinet minister. Members receive travel allowances, medical cover, and a loan/duty-free concession to purchase a vehicle.

### Asia

Cabinet ministers, the Leader of the Opposition and the Deputy Speaker in **Bangladesh** are paid equal salaries. Members receive allowances for travel, equipment, committee service, and for their constituency. Members also are eligible for a loan/duty-free concession to purchase a vehicle.

Parliamentarians are covered under a medical plan in the Parliament of **Pakistan**. They also receive both daily attendance and travel



allowances. Salaries of parliamentarians are published in *The Gazette of Pakistan*, the official media outlet of the Government of Pakistan, for public accessibility.

Parliamentarians in **Sri Lanka** receive a pension if they have been a Member for a minimum of five years. Office equipment is provided free of charge. Members can claim allowances for travel, attendance, and for their constituency.

## Australia

Parliamentarians in the **Australia Capital Territory (ACT)** Legislative Assembly are eligible for a superannuation scheme with a minimum compulsory contribution of 5%. Vehicles and travel allowances are included in the Member's salary package. Office equipment and IT is supplied free of charge. The chairperson of a committee can receive remuneration for their service.

**New South Wales** Parliamentarians who started their terms before 2007 are eligible for a pension which can be taken out once they turn 55. The chairpersons of committees are currently paid a sum of \$215.00 for each day upon which they attend a meeting or an official visit of inspection if that day is one upon which the Legislative Council or Legislative Assembly are not sitting. Members who reside in non-metropolitan electorates receive the *Sydney Allowance*, to compensate for accommodation, meals and other expenses, when required to attend parliamentary sessions in Sydney.

Leaders of the house and opposition in **Northern Territory** receive a 65% addition to their basic Member's salary. Members

receive allowances for travel and constituency business. The *Remuneration Tribunal* annually reviews Member's salaries.

In **Queensland**, a Member who has served one or more terms is entitled to a Transition Allowance of 12 weeks base salary, if they have retired involuntarily through defeat of an election or reasons other than misconduct. Allowance is given to Members based on population and electorate size to aid their constituency's needs.

Allowances are provided to Members in **South Australia** for travel, equipment, committee service, and constituency business. Members receive a pension which they must contribute 11.5% of their basic salary towards, plus 11.5% of any salary received from a prescribed office.

Parliamentarians in **Tasmania** are not required to pay income tax on the basic salary they receive. Constituency allowance is provided relevant to the size of the electorate. A cabinet minister's salary is more than double the salary of a senior lawyer in the civil service.

**Victoria** Parliamentarians not eligible for a pension receive a 'Separation' payment dependent on their length of service. Postage, stationery, office equipment and telephone/email/faxes/internet communications costs are covered in the Electorate Office and Comms budget. Members must serve for 15 years or more to qualify for a pension.

In **Western Australia**, all seventeen 'Ministers of the Crown' are paid an equal salary, and the Leader of the House receives the same salary as well.



## British Islands and Mediterranean (BIM)

In **Cyprus**, Members who have given at least 48 months of service are able to receive a pension. Dependents can be added to the payment plan in the form of widow and orphan pensions. In cases of overseas travel, subsistence allowance is provided. Attendance allowance is provided per annum.

Members in **Gibraltar** receive ministerial or presiding officer salaries, if applicable, in addition to their basic salary.

**Guernsey** Members receive allowances for travel and equipment. Remuneration is reviewed by an independent body every term.

**Isle of Man** Parliamentarians are eligible for a pension in which dependents can receive benefits in service and their passing. Members over 75 are not eligible for pension schemes. Allowances for travel are provided. Members who leave parliament upon retirement or electoral defeat are eligible for the *Members of Tynwald Scheme 2018*.

In **Scotland**, each serving Member is to participate in a contributing pension scheme of either 11% or reduced contributions of 6%, unless they opt out. Ongoing benefits are also provided to dependents of Members under this scheme.

A **Saint Helena** Member's basic salary is less than that of the average head of a civil service ministry. Subsistence allowance is paid for overseas travel. Mileage allowance is also provided for attending official business other than to and from the Member's main office. Remuneration is available upon request and is not otherwise published.

In **Wales**, ministerial and presiding officers salaries are in addition to basic Members salaries. Members receive a contributory pension scheme. The Independent Remuneration Board annually reviews the pay of Members. Departing Members are entitled to payments should they leave upon either retirement or electoral defeat.

## Canada

Members of the Senate of **Canada** are paid less than Members of the House of Commons. Members must serve for at least 6 years in order to qualify for a monthly pension. Members are required to contribute to their pension plan. Senators are provided with four return trips within Canada upon their departure to finalise their affairs, as well as expenses to relocate within Canada. House of Commons Members are eligible to receive a severance allowance of 50% of their annual allowances if they are not entitled to an immediate pension and are under 55 years old.



Members of the Parliament of Australia in Question Time



The average Member's salary in **Alberta** is in line with the average salary of a head of a civil service ministry. Meals and a rate per kilometre, are expenses provided when travelling. Remuneration is increased or decreased in line with the Alberta Consumer Price Index increases or decreases.

In **British Columbia**, both the head and deputy head of a civil service ministry receive a higher salary than a cabinet minister. The starting salary range of a senior lawyer in the civil service is in line with a cabinet minister. Members are covered under medical and dental plans. Annual allowances are available to meet constituency needs. All travel and constituency office expenses are publicly available on a quarterly basis.

**Manitoba** Members can receive temporary allowances should they reside outside of Winnipeg, the seat of the Legislative Assembly, to cover expenses. Cabinet ministers are provided with a car, and Members can lease a car and receive reimbursement for business travel. Members are able to receive funds to assist with development projects in their constituency. One month's salary is provided as transition allowance to Members who leave parliament upon retirement or after an electoral defeat.

Ministers and presiding officers in **Newfoundland and Labrador** receive salaries in addition to their basic salary as a Member.

The Legislature of the **Northwest Territories** covers its Members' business travel. After serving one full term Members are able to enter a contributory pension scheme which can be drawn at 60. Remuneration is adjusted according to the Consumer Price Index on a four-yearly basis. Members who depart parliament are entitled to a 12-month transition allowance.

In **Nova Scotia**, the salary range of the Clerk of the House is in line with the salary range of a head of a civil service ministry. Members receive allowances for attendance, travel, equipment, and for their constituency.

The Leader of the House has a lower salary than the Leader of the Opposition in **Prince Edward Island**.

**Quebec** Members who hold two or more positions, receive an additional indemnity. A Volunteer Support Program provides Members with a Finance Development fund to support their constituencies based on the Index of Disadvantage in each electorate. Private insurance supports Members for medical services that are not covered under the public healthcare system.

In **Saskatchewan**, Members are entitled to receive a pension, which beneficiaries can also receive benefits for. Members receive allowances for their constituency, travel, and equipment. Members are also covered under a medical plan.

## Caribbean, Americas and Atlantic (CAA)

Members in **Antigua and Barbuda** can receive a pension if they either serve for two consecutive terms, or a total of 10 years. Payments are made to Members who leave parliament based on the number of years of service, salary and cessation. The Speaker of the House of Representatives has a salary that is double that of the average secondary school teacher.

In **Barbados**, Members receive a contributory pension scheme once they have served a minimum of 2 parliamentary terms. Allowances



for attendance, entertainment, equipment, and their constituency are provided. Members also receive a loan/duty-free concession to purchase a vehicle.

Each Member in **Bermuda** is covered under a medical plan. Members also receive allowances for travel. The basic salary of Members is less than that of a secondary school teacher. Members must have served for at least 20 years at age 55, or at least 8 years at age 60 to qualify for a pension.

The salaries of Parliamentarians in the **Cayman Islands** are in line with that of a head of a civil service ministry. Members can claim travel allowances while overseas only. An allowance is provided to Members to meet constituency needs. The Deputy Governor determines remuneration of Members. A payment of 3 months' salary is made to Members who retire or are electorally defeated.

**Guyana** Members can claim expenses for attendance, subsistence, and travel. Members can also receive a loan/duty-free concession to buy a vehicle. Members who retire or leave parliament upon an election loss are eligible for a payment.

Members in **Saint Lucia** can identify development projects in their constituencies that require financing and receive a fund. Members also are entitled to a constituency and travel allowance. A cabinet minister receives a salary lower than a senior judge in the Supreme Court or High court.

In **Trinidad and Tobago**, the basic salary of a Member is \$1,060 more than the average salary of a secondary school teacher. Chairs of committees and their members receive remuneration for their service. A loan or duty-free concession is provided to assist with the expenses of purchasing a vehicle. Members departing due to an election loss or upon retirement qualify for a payment.

Members in the **Turks and Caicos Islands** receive a pension once they have served for two consecutive terms. Members are entitled to allowances for attendance and for their constituency. Payments are made to Members who leave office upon retirement or after an electoral defeat.

## India

Once Members in **India** are elected, they are able to receive a pension in which their spouse receives lifelong benefits. Members receive allowances for attendance and for their constituency. Members are eligible to receive a loan so that they can purchase a vehicle.

Members in **Kerala** are paid a salary of 70,000 Rupees per month. Members qualify for a pension once they take an oath as a Member. Wives, minor children and unmarried daughters of Members are entitled to receive a dependent's pension. Members receive medical reimbursements.

In **Punjab** (India), Members receive allowances for attendance, travel, secretarial, office, postal facilities, and for their constituency. Members are covered under a medical plan.

Members in **Uttarakhand** are entitled to a pension once they are elected. Members receive a daily, travel, and constituency allowance. Members are entitled to a loan/duty-free concession to purchase a vehicle.

The basic salary for a **West Bengal** Member is less than that of a skilled factory worker. Once completing five years in office, Members can receive a pension. There is minimum pension allowance for Members who do not complete a full five years' service. Funds are provided to Members to finance development projects in their constituency. Members receive a computer and internet charges allowance.

## Pacific

A **Fiji** Member's basic salary is less than that of a head of a civil service ministry. A subsistence allowance is provided to Members who travel over 30 kilometres. Members do not receive a pension.

The Leader of the House in **New Zealand** is not eligible to receive additional remuneration. Members receive a contributory pension. Allowances are given for travel, their constituency and equipment. Members who depart parliament to retire or after an election defeat are entitled to receive three months' salary.

In **Niue**, a cabinet minister's salary is less than the average salary of a senior lawyer in the civil



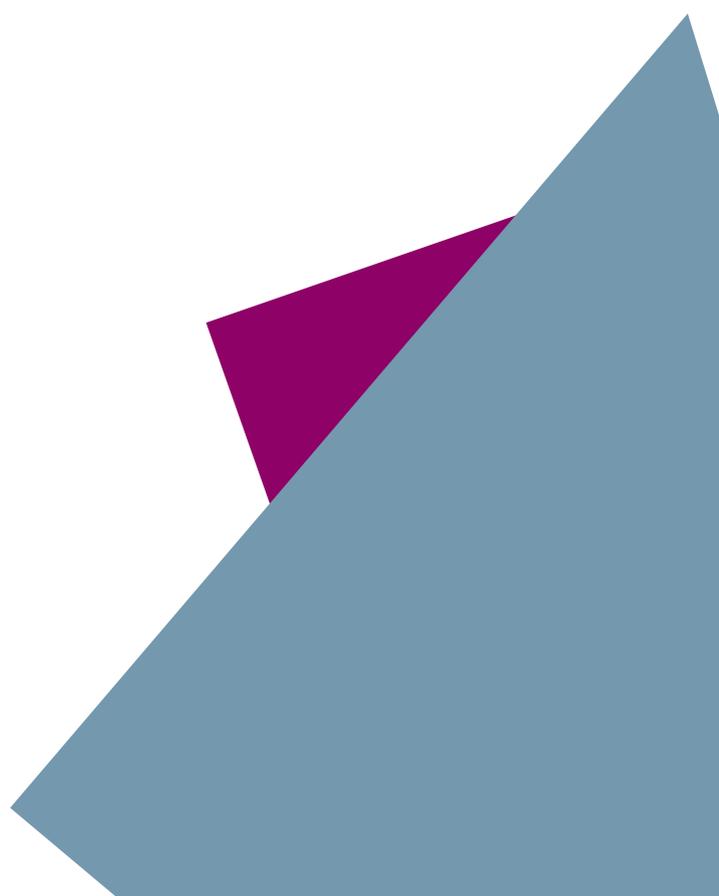
service. Members receive a pension which can be drawn at 60. Allowances are received for travel and equipment.

The Clerk of the House in the Parliament of **Vanuatu** is paid the same base salary as other Members.

## South-East Asia

In **Malaysia**, no income tax is paid on the basic salary of Members. Once a Member has served for 36 months, they are eligible to receive a pension. Dependents of the Member receive medical benefits under the pension scheme only, but Members are not typically covered under a medical plan. Gratuity is paid to Members who retire or face an electoral defeat.

The salary of the Speaker of the House in **Singapore** is fifteen times the average salary of a secondary school teacher. Members receive travel and attendance allowances for conferences and official visits. Members are entitled to both an outpatient and dental subsidy each year.



# Analysis

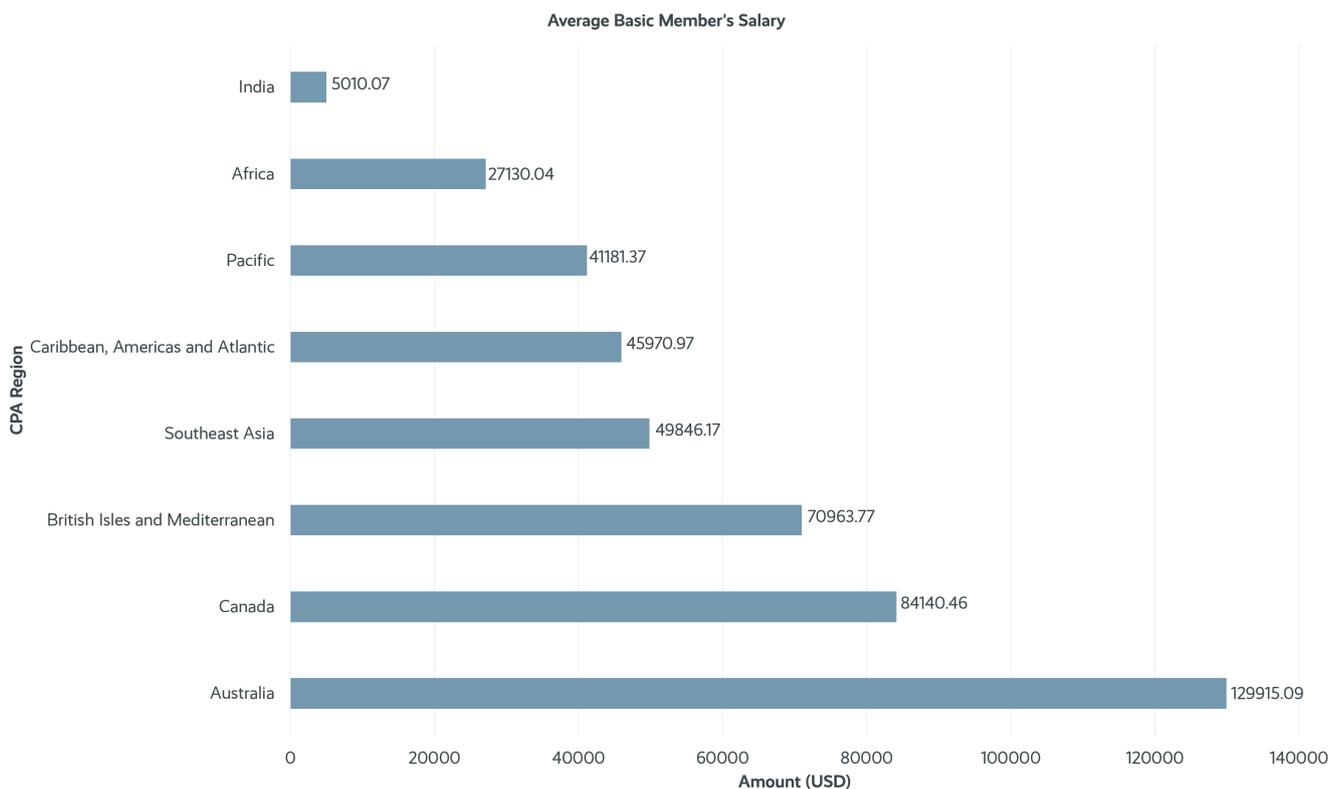
This analysis section seeks to identify trends and patterns in the data. Our previous survey, *A Survey of Remuneration paid to Members of Parliaments and Legislatures of the Commonwealth, 2004-2005*, has been used to draw comparisons. All figures have been converted to US Dollars to allow them to be compared. When continents, regions or countries are referred to in this analysis, please note that this includes those parliaments who have responded to the Survey only. When countries and regions are referred to it is in relation to their respective CPA Branches or Regions.

## Lower House

In our lower house findings, we found that the basic salary of Members is highest in the Parliament of Australia at AUD \$211,250 (USD \$163,936.34) per annum. The Member's basic salary is lowest in West Bengal at ₹120,000 (USD \$1,651.34) per annum.

Members in the Parliaments of Australia, Canada and Singapore are the top three to receive the highest basic salary across the Commonwealth. Members in West Bengal, India (Federal) and Sri Lanka are the bottom three in terms of basic salary across the Commonwealth.

The CPA Australia Region has the highest basic salary for Members at an average of approximately AUD \$170,108.57 (USD \$132,003.40). The CPA India Region has the lowest basic salary of Members at an average of approximately INR 372,000 (USD \$5,119.11). Members in the Australia, the British Isles and Mediterranean (BIM) and Canada Regions all receive the average highest



basic salary across the Commonwealth. Members in the Africa, Asia, and India Regions all receive the average lowest basic salary across the Commonwealth.

In the Parliament of Australia, there has been a 97.86% increase approximately in the basic salary of Members since 2005. In the Parliament of Singapore, since 2005 the increase has been by 34.62% and in the Parliament of Canada this increase has been by 26.54%. In comparison with our previous survey in 2005, we found that the Members basic salary across the BIM Region has increased by an average of 234.29%. In the Australia Region, the basic salary of Members has increased by an average of 62.86% since 2005, in the Canada Region the basic salary has increased by 69.19%, in the Caribbean, Americas and Atlantic (CAA) Region salaries have increased by 1790.32%, and in the India Region, the increase has been by 77.78%.

Across the Commonwealth, we found that a Member's basic salary is the lowest paid position in the lower house, with the exception of Saint Helena, where the lowest paid position is Deputy Speaker of the House. In Bangladesh, Niue, and Zambia there is no additional pay for committee chairs. Likewise, there is no additional pay as opposition whip in Bangladesh or Sri Lanka. The basic salary of Members is the same as the Clerk of the House in The Gambia.

The Clerk of the House receives the highest salary in the lower chambers of Bermuda, Guernsey, the Isle of Man, New Zealand, Northern Territory, Pakistan (Federal), Punjab (India), Scotland, Sri Lanka, Uttarakhand, Wales, West Bengal, Zambia, and each provincial parliament in Canada. The Speaker receives the highest salary in Cyprus, The Gambia, Malaysia and Western Cape. Cabinet ministers receive the highest salary in ACT, Barbados, Fiji, New South Wales, Saint Helena, Singapore, Trinidad and Tobago, the Turks and Caicos, Victoria, Western Australia and Western Cape. The Leader of the House receives the highest salary in ACT, Bangladesh, Gibraltar, Guyana, Niue, Queensland, South Australia, and Tasmania.

In the responses we received from African legislatures, ministerial and presiding officers salaries are not in addition to the basic salary of Members. This trend was also seen in the following Branches: ACT, Bangladesh, Barbados, British Columbia, Fiji, Guyana, the Isle of Man, New Zealand, Niue, Pakistan, Punjab (India), Queensland, Solomon Islands, South Australia, Sri Lanka, Saint Helena, Saint Lucia, Trinidad and Tobago, Uttarakhand, Victoria, West Bengal, and Western Australia. In the South-East Asia (SEA) Region, ministerial and presiding officers salaries are in addition to the basic salary of Members.



The chamber of the House of Commons of Canada.

# Upper House

In our findings for the upper chambers of Commonwealth legislatures, we found that the basic salary of Parliamentarians is the highest in Victoria at AUD \$182,413 (USD \$130,737.17) per annum. The basic salary of Parliamentarians is lowest in Barbados at BBD \$17,748.84 (USD \$8,797.67) per annum. Parliamentarians of upper houses in the Australia Region receive the highest salaries of upper house Members in any Commonwealth country. Parliamentarians of upper houses in the CAA Region receive the lowest basic salaries of upper house Parliamentarians across the Commonwealth.

Since 2005, there has been a 32.33% increase in the basic salary of Parliamentarians in the Senate of Canada and a 58.31% increase in the basic salary of Members of the Senate of Australia. The basic salary of upper house Members in parliaments of the CAA region have increased by an average of 17.48% since 2005.

In New South Wales, the Leader of the Legislative Council receives the highest salary, in comparison with the Leader of the Legislative Assembly, who receives no additional salary for the position. In Western Australia, cabinet ministers in the upper house receive the highest salary in that chamber, which is the same as that for a cabinet minister in the Lower House. In Tasmania, the Leader of the Legislative Council receives the same salary as both other cabinet members and the wider Legislative Council membership. This is lower than the salary that the Leader of the Legislative Assembly receives in Tasmania. In Victoria, the Leader of the Legislative Council and the Leader of the Opposition receive the same salary, cabinet ministers also receive the same salary. In the Parliament of Canada, the Leader of the House receives the highest salary and the Opposition Whip receives the lowest salary. In Barbados, the Leader of the Senate is paid the same salary as a cabinet minister and no additional salary is received for this position.

Increase in Basic Members Salary in the Upper House

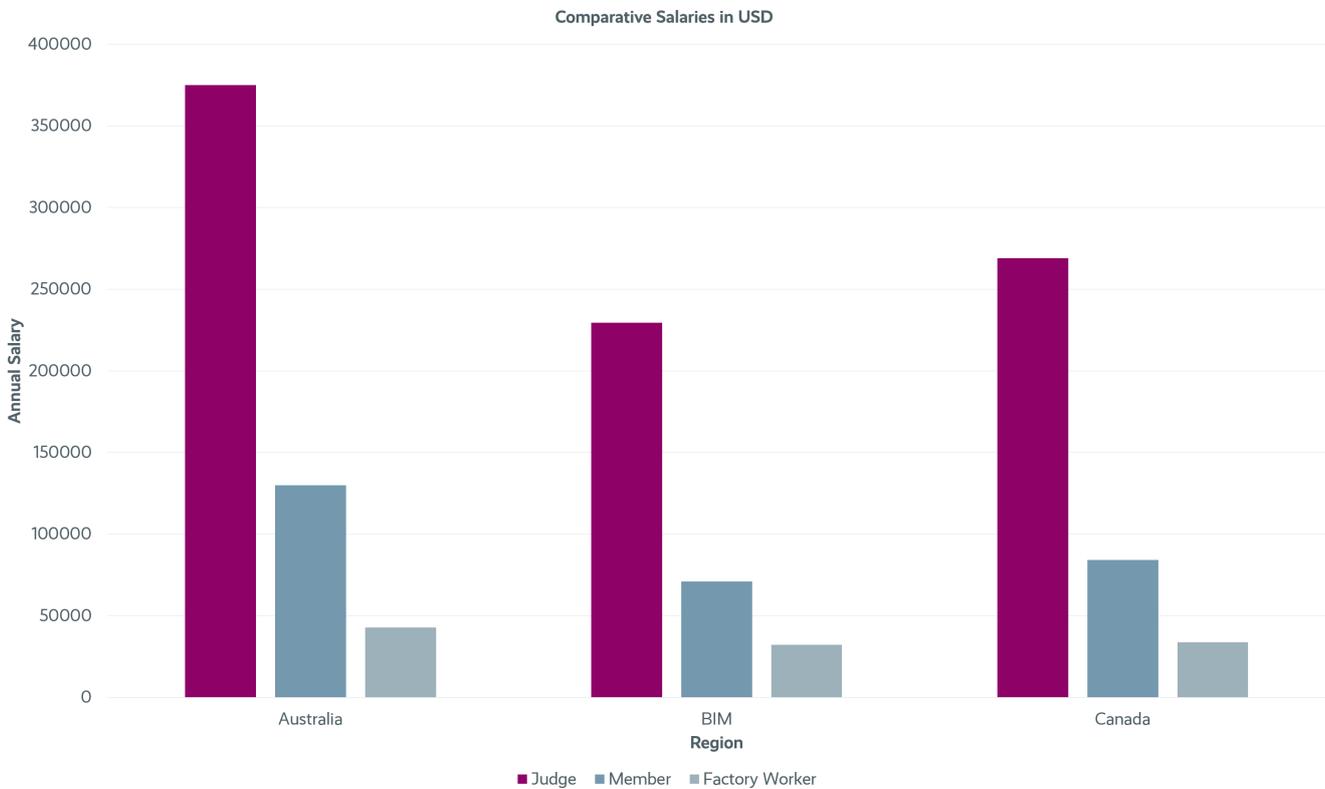


# Comparative Salaries

A supreme court or high court senior judge receives the highest salary in comparison with other professions in the Africa, Asia, Australia, BIM, Canada, and CAA Regions. The average salary of a senior judge in the supreme court and high court is higher than the average basic salary of a Member in Africa, Asia, Australia, BIM, Canada, CAA and the Pacific. In the Australia Region, a judge earns approximately 198.74%, or USD \$257,732.77, more than the average basic salary of a Member in the lower house. In the BIM Region, this figure is approximately 188.76%, or USD \$158,510.82, more. In the Canada Region, it is approximately 219.67%, or USD \$184,827.53, more, and in the CAA Region, the difference is approximately 113.84%, or USD \$52,332.22, more.

A factory worker receives the lowest salary in comparison with other professions in the Australia, BIM and Canada Regions. This trend is also seen in West Bengal and Kerala. In the Australia Region, a factor worker earns approximately 67% (USD \$87,041.04) less than the average basic salary of a lower house Member. In the BIM Region, this figure is approximately 54.47% (USD \$38,652.14) less. In the Canada Region, it is approximately 59.97%, or USD \$50,461.40, less.

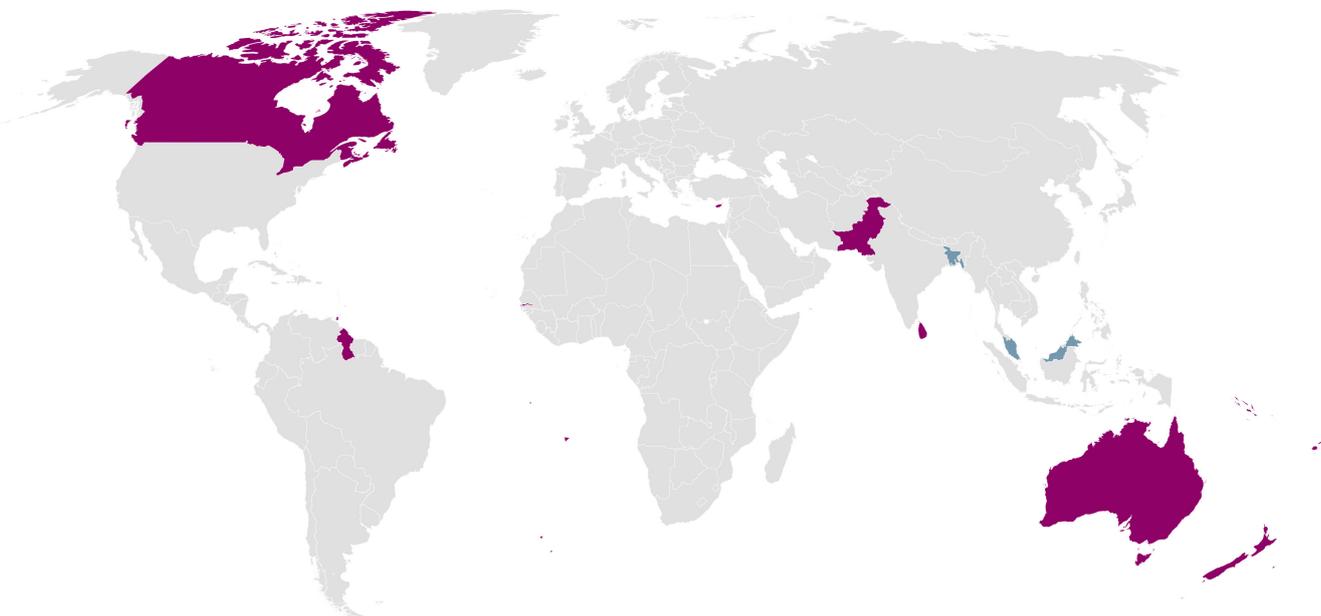
In 2005, there was no legal minimum wage in Australia. The minimum wage now sits at AUD \$19.84 per hour. Sarawak has also introduced a minimum wage since our last survey in 2005, which is RM 1,200.00.



## Income Tax

Is income tax paid on the basic Member's salary?

■ Yes ■ No



In our findings on income tax, we found that it is paid on the basic salary of Members in the BIM, Canada, India and Pacific Regions. Income tax is not paid on the basic salary of Members in Bangladesh, Bermuda, Malaysia (Federal), Tasmania, and the Turks and Caicos Islands.

Income tax is paid on allowances in the Asia, BIM and SEA Regions. Income tax is not paid on any allowances of Members of Parliament in the CAA Region. Income tax is also not paid on allowances in Bangladesh, Fiji, The Gambia, Isle of Man, Manitoba, New Zealand, Northern Territory, Northwest Territories, Saskatchewan, Solomon Islands, West Bengal, and Zambia.

Since our previous survey in 2005, Sri Lanka has introduced income tax on both allowances and the basic salary of Members. In the Australia Region, income tax was only paid on electorate allowances in 2005. In our most recent survey, the Parliament of Australia states that tax is paid on allowances. In Wales in 2005, income tax was only paid on certain allowances, such as incidental expenses and travel. Similarly to Australia (Federal), tax is now paid on all allowances in Wales. Since 2005, income tax paid on allowances have been introduced in Cyprus, Saint Helena, and Trinidad and Tobago.

In Alberta in 2005, Members of the Legislative Assembly received a tax-free expense allowance equivalent to 50% of the indemnity for expenses incidental to their duties. However, income tax has now been introduced on allowances for Members. In the Legislative Assembly of The Northwest Territories, the first CAD \$1,000 of a Member's basic indemnity was tax-free in 2005. From their reporting on this most recent survey, income tax is now paid on the basic salary of Members.



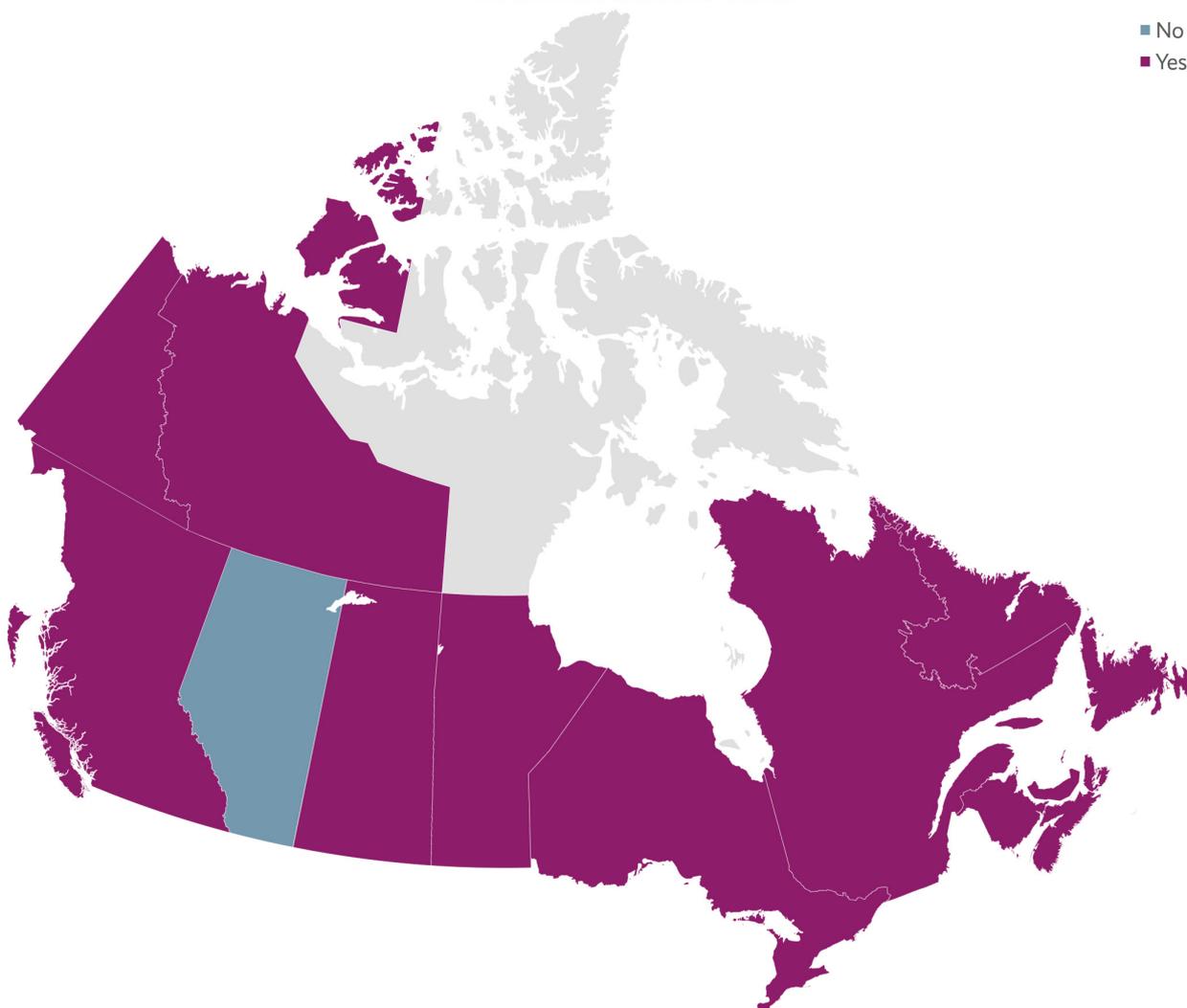
## Pensions

All Members in the CAA and India Regions are entitled to receive a pension. Members can choose to opt into a scheme in Canada (Federal), New Zealand and Scotland. Members do not receive a pension in ACT, Alberta, Bangladesh, Fiji, Guernsey, Northern Territory, Pakistan, Singapore, South Australia, Tasmania, Victoria, and Zambia. Pension schemes in the India and Asia Regions are not contributory. Schemes in the Pacific are not contributory except for in New Zealand. Likewise, schemes in the BIM Region are contributory except for in Saint Helena. All schemes in the Australia Region are contributory.

In ACT, Isle of Man, Kerala, New Zealand, Punjab (India), Solomon Islands, Saint Helena, Uttarakhand, and Western Cape there is no minimum age requirement for Member's to serve to qualify for a pension. Throughout the Commonwealth, this length of service varies. In Manitoba, the age and years of service must equal or exceed 55. In Bermuda, Members must be aged at least 55 and have served for 20 years, or be aged at least 60 and have served for 8 years.

Many Branches that provide ongoing benefits to Member's dependents do so in the case of the passing of a Member. Branches that provide this scheme include Canada (Federal), Cyprus, Isle of Man, South Australia, and Trinidad and Tobago. Benefits for a spouse are provided under Members pension schemes in Canada (Federal), Kerala, Manitoba, Saskatchewan, South Australia, Trinidad and Tobago, and West Bengal. The Canada (Federal), Kerala, South Australia, and Trinidad and Tobago Branches also provide benefits for dependent children under their Members pension scheme.

Do Members Receive a Pension?





Throughout the SEA Region, a pension is available to be drawn at 50. In the Australia Region, the age in which a pension can be drawn by Members is slightly older at between 55 and 60. In the BIM, CAA, and Canada Regions, a pension can be drawn between ages 50 and 65. In India (Federal), Members are only required to be 25 to draw their pension.

In Antigua and Barbuda, the age you can draw a pension has been increased from 45 in 2005 to 50. Members of the Legislative Council of Saint Helena did not receive a pension in 2005, and this is something they have introduced since our previous survey. In British Columbia, pensions for Members were eliminated in 1996, this has been reintroduced between 2005 and 2020.

KiwiSaver is a contributory option pension scheme available to Members in New Zealand.

**KiwiSaver**<sup>TM</sup>  
*Poua he Oranga*



## Allowances

Members receive attendance and/or subsistence allowance in the Asia, India, Pacific, and SEA Regions. In the Australia Region, Members receive an allowance for overnight stays only. In the Canada Region, a travel allowance is provided in Alberta and Saskatchewan, and a living allowance is provided in Canada (Federal) and Manitoba. Bermuda provides an entertainment allowance to Members. ACT, British Columbia, Guernsey, Northern Territory, South Australia, Saint Lucia, Victoria, and Western Cape are Branches that do not provide either an attendance or subsistence allowance to Members.

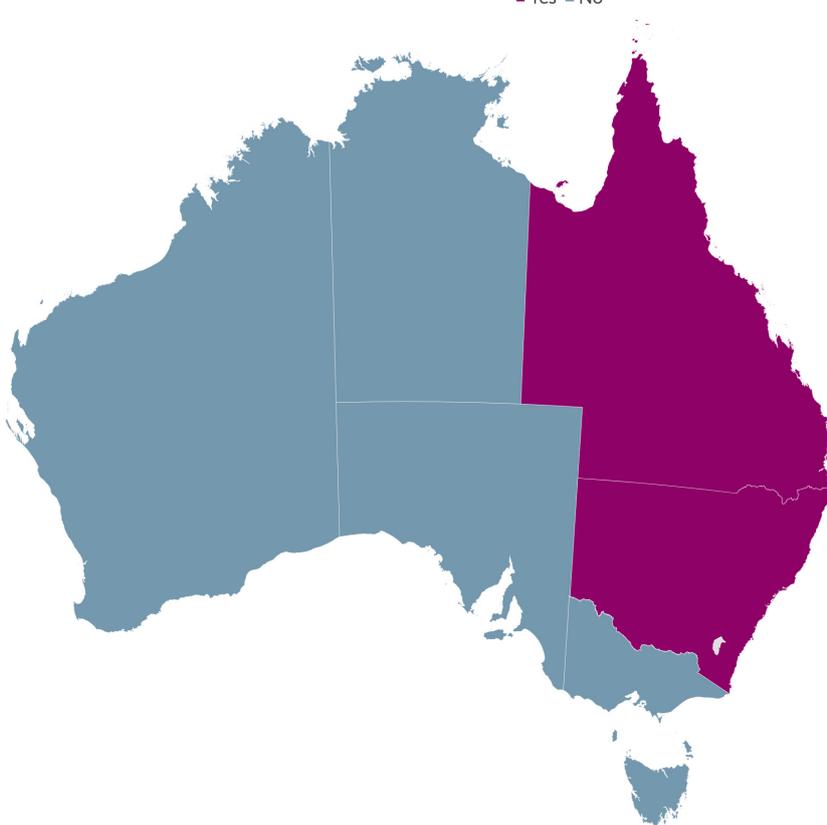
Members in the BIM and Pacific Regions do not receive either a loan or duty-free concession to purchase a vehicle. Other Regions have a mixed approach. In the Australia Region, Members in ACT, Queensland, and Victoria are provided with a vehicle. Members in South Australia are able to lease a vehicle.

In the Canada Region, Members are not provided with a loan or duty-free concession to purchase a vehicle. However, in Manitoba, cabinet ministers are provided with a car. In Canada (Federal) and Manitoba, Members can claim reimbursement for business travel on a per-mile basis.

Members in the Africa, Asia, Australia, India, and Pacific Regions receive allowances for travel. Members in the BIM Region do not receive allowances for travel. In British Columbia, Members are provided with a travel expense allowance of CAD \$6,000 per fiscal year.

Is allowance provided for overnight stays?

■ Yes ■ No



In Queensland, Members are limited to 60 air warrants, each for one way commercial air travel, to attend parliament.



In Singapore, travel allowance is only provided for travel to conferences and official visits.

Funds are not provided to Members to finance development projects in their constituencies in the Australia, Asia, BIM, and Pacific Regions. In the Africa Region, Members in The Gambia are allocated a CDF which is available annually.

Members in the Canada Region do not receive funds to finance development projects in their constituencies except for in Manitoba. Members funds in the Legislative Assembly of Manitoba are dependent on the location of Members. For example, in Winnipeg Members receive CAD \$6,929 per year, Members in the Southern District receive reimbursement for 65 round trips and have individual constituency base amounts, while Members in the Northern District receive expenses for 52 round trips by air and a base amount of CAD \$16,546. In Canada (Federal), this type of funding is not allocated to Members of the House of Commons. In the Parliament of Malaysia, Members in government receive a different amount to support constituency projects in comparison to those in opposition.

Members are covered under a medical plan in the Asia, Canada and SEA Regions. Members are not covered under a medical plan in the Pacific. Branches in the BIM Region do not provide a medical plan except for in Cyprus. Branches in the Australia Region do not provide medical plans with the exception of Queensland, which provides a 24/7 personal accident indemnity policy. Branches in the Africa Region do provide a medical plan with the exception of The Gambia. Malaysia has government hospitals for Members to access. Members in Singapore receive a SGD \$500 outpatient subsidy and a SGD \$120 dental subsidy annually.

In Australia (Federal), the electorate allowance has increased by an average of 15.73% since our previous survey in 2005. In Canada (Federal), subsistence allowance for Members of the Senate has increased by 35.79% since 2005. In Bangladesh, the allowance for Members attendance has increased by 150% since our previous survey in 2005. In Barbados, subsistence allowance for all Members has increased by 22.06% since 2005. Cyprus have introduced an attendance allowance since our previous survey in 2005, when Members of the House of Representatives were not entitled to receive attendance allowance.

New Zealand includes any allowances provided to its Members as part of their basic salary, rather than as additional funds. The Alberta, Bangladesh, Canada (Federal), Kerala, Punjab (India), Queensland, Saskatchewan, Sri Lanka, Saint Helena, Turks and Caicos Islands, Uttarakhand, and West Bengal Branches all provide allowances in addition to the basic salary of Members on a daily basis.



## Revision and Regulation of Salaries

“1.5.2 An independent body or mechanism should determine the remuneration, benefits and other statutory entitlements of legislators.” [Recommended Benchmarks for Democratic Legislatures, 2018.](#)

In our findings it appears that the majority of Regions regulate Members salaries through either independent bodies, government bodies, or through legislation. Members remuneration is reviewed as deemed appropriate in Barbados, British Columbia, The Gambia, Isle of Man, Malaysia, Niue, Pakistan, Punjab (India), Sri Lanka, Saint Helena, Uttarakhand, and West Bengal.

All Branches in the Australia Region, with the exception of Tasmania, review Members remuneration annually. The Canada (Federal), Cyprus, Guyana, New Zealand, Wales, Western Cape, and Zambia Branches also all review Member’s salaries on a yearly basis. Guyana increases Members salary based on increases across the board for other public servants.

The Branches that have gone the longest time without a Members pay review are Sri Lanka, which had its last review on 1 January 2007, and British Columbia, which had their review on 30th April 2007. Neither of these Branches have an expected date to next review salaries. The Branch with the most recent review was the Parliament of South Australia on 7 September 2020. The next expected date of a revision is 1 July 2021. All upcoming reviews for all parliaments, at the time of writing, are expected to take place, or have taken place, between 2020 and 2024.

In India (Federal), the value of allowances is not tied in any way to other measures. This is also the case in The Gambia, Guernsey, Guyana, Isle of Man, Malaysia, New Zealand, Pakistan (Federal), Saint Helena, Saint Lucia, Turks and the Caicos Islands, and Zambia. Tribunals in the Northern Territory, Queensland, and Victoria Branches determine whether the value of allowances are to be tied to any other measures.

The Parliamentary Standards Act 2009 was introduced in the United Kingdom. It made provisions for an independent body to administer and regulate MPs’ expenses.



## Parliamentary Standards Act 2009

### CHAPTER 13

### CONTENTS

#### *Introductory*

- 1 Bill of Rights
- 2 House of Lords

*Independent Parliamentary Standards Authority etc*

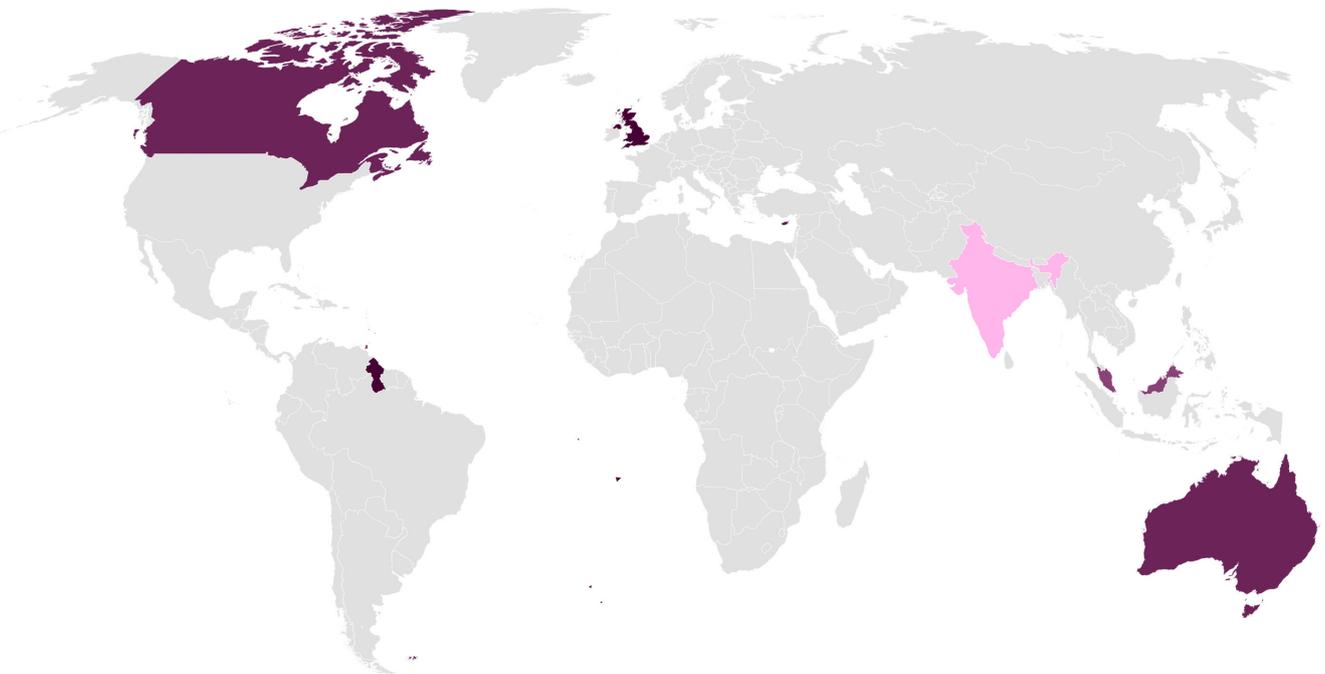
## Transparency and Legislation

In our findings every parliament responded to the Survey stating that they either publish information on the remuneration of their Members or have it made publicly available. The public can also access Members expense information upon request in ACT, Guyana, Manitoba, Saskatchewan, Saint Helena, Uttarakhand, and Western Cape. In Kerala, Niue, and Singapore, the public are unable to access Member's expense information upon request.

In our 2005 survey, Guyana stated that the public did not have access to Member's expense information upon request. This has been introduced in the 15 years since our previous survey. In 2005, the Saskatchewan Branch stated that the public only had access to disclosure statements and were unable to request other expense information. The recent survey confirms that the public do now have access to Member's expense information upon request in Saskatchewan. In British Columbia, Member's travel and constituency office expenses are publicly available on a quarterly basis.

In the Parliament of Canada all salaries, allowances, benefits and budgets available to Parliamentarians are published and made publicly available online in the *Member's Allowances and Services Manual*. Also, all salaries and travel expenses are disclosed in the *Public Accounts of Canada*. Furthermore, the *Member's Expenditures Report* is published on a quarterly basis, which includes costs incurred by each Member. In Cyprus, there is legislation concerning the declaration of assets and salary and expenses data are provided for each Member separately.

Member's Age to Qualify for Pension  
Members age to qualify for pension 24 65



## Finances for Departing Members

The Gambia, Kerala, Malaysia, Sri Lanka, Turks and Caicos Islands, and Western Cape all make payments to Members who leave Parliament upon retirement or after an electoral defeat. All of these parliaments also do not require Members to pay tax on these payments. ACT, Cyprus, Isle of Man, New Zealand, Northern Territory, South Australia, Victoria, and Wales are Branches that pay Members who leave parliament upon retirement or after an electoral defeat, these payments are taxed. Parliaments in the CAA Region also all pay Members who leave parliament upon retirement or after an electoral defeat. All of these payments are also taxed.

Parliamentarians in Alberta, Bangladesh, Fiji, Guernsey, New South Wales, Niue, Pakistan, Singapore, Saint Helena, Tasmania, Uttarakhand, West Bengal, and Zambia do not make a payment to Members who retire or lose an election. In British Columbia, a former Member receives an amount equal to the basic compensation for a minimum of 4 months. In Cyprus, Members may be entitled to one lump sum payment upon departure. In New Zealand, Members receive three months salary upon departure.

Departing Members receive a transition allowance in British Columbia, Canada (Federal), Manitoba, Northwest Territories, Saskatchewan and Queensland. Members in The Gambia, Malaysia and Saint Lucia receive gratuity upon departure. Members in British Columbia, Canada (Federal), Cyprus, Punjab, Queensland, South Australia, Sri Lanka, and Victoria receive access to their pension upon departure. In Canada (Federal), expenses are provided to Members to relocate within Canada. Members are entitled to a resettlement grant in the Isle of Man. In 2005, New South Wales offered a re-establishment one off payment.

As of our recent survey, departing Members in New South Wales no longer receive any payments. To qualify for transitional assistance in British Columbia, Members must complete their term of office. Members who resign, forfeit their seat, or pass away during their term in Parliament are not eligible for this assistance.

In Barbados, departure payments are taxed at 50%. In Saint Lucia, departure payments are taxed at 25%. In 2005, taxation on payments in Cyprus were dependent on the extent of service and gross emoluments during service at the time of retirement. Now, all departure payments are fully taxed in Cyprus.



In Zambia, payments were previously made to Members on dissolution of the house. Members no longer receive any payments upon electoral defeat.

In 2005, the ACT, Northern Territories and Turks and Caicos Islands Branches did not make payments to any Members who departed parliament. All of these Branches now make payments to departing Members. For Victoria in 2005, only pension payments were available to departing Members. Now, Members who are not eligible for a pension may be entitled to a 'separation payment' dependent on their length of service.

In 2005, Parliamentarians in the Legislative Assembly of Alberta received a transitional allowance. Departing Members in Alberta no longer receive any compensation. Likewise, in Singapore, Members were previously eligible to receive a pension upon leaving parliament. Members in Singapore no longer receive a pension payment.

# Sample Survey

| General Information |  |
|---------------------|--|
| 1. Branch:          |  |
| 2. Currency used:   |  |

| Lower House  |      |
|--|------|
| 3. Member's basic salary:  |      |
| 4. Cabinet Minister's salary:  |      |
| 5. Minister (not in the Cabinet) salary:   |      |
| 6. Leader of the House salary:   |      |
| 7. Leader of the Opposition salary:  |      |
| 8. Government Whip salary:   |      |
| 9. Opposition Whip salary:   |      |
| 10. Speaker of the House salary:   |      |
| 11. Deputy Speaker of the House salary:  |      |
| 12. Committee Chairperson salary:  |      |
| 13. Clerk of the House salary:   |      |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes. |
|  | No   |

| Upper House                               |  |
|---|--|
| 15. Member's basic salary:                |  |
| 16. Cabinet Minister's salary:            |  |
| 17. Minister (not in the Cabinet) salary: |  |
| 18. Leader of the House salary:           |  |
| 19. Leader of the Opposition salary:      |  |
| 20. Government Whip salary:               |  |
| 21. Opposition Whip salary:               |  |
| 22. Speaker of the House salary:          |  |
| 23. Deputy Speaker of the House salary:   |  |
| 24. Committee Chairperson salary:         |  |
| 25. Clerk of the House salary:            |  |



| Comparative Salaries  |  |
|---|--|
| 26. Average salary of a secondary school teacher:                         |  |
| 27. Average salary of a senior lawyer in the civil service:               |  |
| 28. Average salary of a Head of a Civil Service Ministry:                 |  |
| 29. Average salary of a senior judge in the Supreme Court and High Court: |  |
| 30. Average salary of a skilled factory worker?                           |  |
| 31. Is there a legal minimum wage? If so, what is it?                     |  |

| Income Tax   |  |
|--|--|
| 32. Is income tax paid on the basic Member's salary? |  |
| 33. Is income tax paid on allowances?                |  |

| Pensions   |     |
|--|-----|
| 34. Do Members receive a pension?  | Yes |
|  | No  |
| 35. If so, is this a contributory pension scheme?  | Yes |
|  | No  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         |     |
| 37. At what age can the pension be drawn?  |     |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          |     |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             |     |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are |     |

| <b>Allowances</b>   |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it?)                    |  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   |  |
| 43. Do Members receive allowances for travel?   |  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. |  |
| 45. Are Members covered under a medical plan?   |  |
| 46. Constituency business allowance (if applicable):  |  |
| 47. Allowance for equipment (if applicable):  |  |
| 48. Remuneration for committee service (if applicable):   |  |

| <b>Revision and Regulation of Salaries and Allowances</b>   |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   |  |
| 50. How often is Members remuneration reviewed?   |  |
| 51. When was the last time Members remuneration was reviewed?   |  |
| 52. When is the expected next date of revision? (if applicable)   |  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc). |  |

| <b>Transparency and Legislation</b>   |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          |  |
| 55. If not, do the public have access to Member's expense information upon request? |  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  |  |

| <b>Finances for Departing Members</b>   |  |
|---|--|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? |  |
| 58. If so, are these payments taxed?  |  |



# Commonwealth Currencies

| Country             | Currency                   | £ GBP  | \$ USD |
|---------------------|----------------------------|--------|--------|
| Antigua and Barbuda | East Caribbean Dollar \$   | 3.82   | 2.70   |
| Australia           | Dollar \$                  | 1.83   | 1.29   |
| Bangladesh          | Taka                       | 119.95 | 84.75  |
| Barbados            | Barbadian \$               | 2.83   | 2.00   |
| Belize              | Belizean Dollar \$         | 2.85   | 2.01   |
| Bermuda             | Bermudian \$               | 1.41   | 1      |
| Canada              | Canadian Dollar \$         | 1.70   | 1.20   |
| Cayman Islands      | Caymanian Dollar \$        | 1.16   | 0.82   |
| Cyprus              | Euro €                     | 1.16   | 0.82   |
| Falkland Isles      | Falkland Island Pound £    | 1      | 0.70   |
| Fiji                | Fijian Dollar \$           | 2.87   | 2.03   |
| Gibraltar           | Gibraltar Pound £          | 1      | 0.70   |
| Grenada             | East Caribbean Dollar \$   | 3.82   | 2.70   |
| Guernsey            | Guernsey Pound £           | 1      | 1.41   |
| Guyana              | Guyanese Dollar \$         | 296.90 | 209.77 |
| India               | Indian Rupee ₹             | 103.19 | 72.91  |
| Isle of Man         | Isle of Man £              | 1      | 1      |
| Malaysia            | Ringgit                    | 5.86   | 4.14   |
| Malta               | Euro €                     | 0.49   | 0.82   |
| New Zealand         | New Zealand \$             | 1.97   | 1.39   |
| Niue                | New Zealand \$             | 1      | 1.94   |
| Pakistan            | Pakistan Rupee             | 217.09 | 153.39 |
| Saint Lucia         | East Caribbean Dollar \$   | 3.82   | 2.70   |
| Seychelles          | Rupee                      | 23.21  | 16.40  |
| Singapore           | Singapore Dollar \$        | 1.88   | 1.33   |
| Solomon Islands     | Solomon Islander Dollar \$ | 11.27  | 7.96   |
| South Africa        | Rand                       | 19.75  | 13.94  |
| Sri Lanka           | Rupee                      | 278.70 | 72.91  |
| Saint Helena        | Saint Helenian Pound       | 1      | 0.70   |
| The Gambia          | Gambian Dalasi             | 72.45  | 51.19  |
| Trinidad & Tobago   | Trinidadian Dollar \$      | 9.60   | 6.78   |
| Turks & Caicos      | US Dollar \$               | 1.41   | 1      |
| United Kingdom      | £                          | 1      | 0.70   |



# Africa

## The Gambia

| General Information |                  |
|---------------------|------------------|
| 1. Branch:          | The Gambia       |
| 2. Currency used:   | Gambian Dalasi D |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | D 22,500   |
| 4. Cabinet Minister's salary:  | D 43,999   |
| 5. Minister (not in the Cabinet) salary:   | N/A  |
| 6. Leader of the House salary:   | D 27,546   |
| 7. Leader of the Opposition salary:  | D 25,000   |
| 8. Government Whip salary:   | Not answered.  |
| 9. Opposition Whip salary:   | Not answered.  |
| 10. Speaker of the House salary:   | D 51,544   |
| 11. Deputy Speaker of the House salary:  | D 28,425   |
| 12. Committee Chairperson salary:  | Committee Chairpersons receive allowance for sittings. |
| 13. Clerk of the House salary:   | D 22,500   |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.  |

| Comparative Salaries  |          |
|---|----------|
| 26. Average salary of a secondary school teacher:                         | D 5,072  |
| 27. Average salary of a senior lawyer in the civil service:               | D 7,886  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | D 22,500 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | D 33,750 |
| 30. Average salary of a skilled factory worker?                           | D 2,500  |
| 31. Is there a legal minimum wage? If so, what is it?                     | Nil.     |



| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |                                  |
|--|----------------------------------|
| 34. Do Members receive a pension?  | Yes.                             |
| 35. If so, is this a contributory pension scheme?  | No.                              |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered.                    |
| 37. At what age can the pension be drawn?  | Not answered.                    |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 10 years (2 Parliamentary term). |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | No.                              |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered.                    |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Sitting/session allowance.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.   |
| 43. Do Members receive allowances for travel?   | Yes (per diem).   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Yes, each Member is entitled to a Constituency Development Fund of D300,000 a year. |
| 45. Are Members covered under a medical plan?   | No.   |
| 46. Constituency business allowance (if applicable):  | D 10,000  |
| 47. Allowance for equipment (if applicable):  | No.   |
| 48. Remuneration for committee service (if applicable):   | Committee sitting allowance D 2,000 per sitting.                                    |

| <b>Revision and Regulation of Salaries and Allowances</b>   |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | National Assembly - National Assembly Salaries and Pensions Act. |
| 50. How often is Members remuneration reviewed?   | As and when they deem it appropriate.                            |
| 51. When was the last time Members remuneration was reviewed?   | 12/13/2018   |
| 52. When is the expected next date of revision? (if applicable)   | Not answered..   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.  |

| <b>Transparency and Legislation</b>   |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | As an Act of Parliament, it is always gazetted and made public.         |
| 55. If not, do the public have access to Member's expense information upon request? | Members expense information is always available in the National Budget. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | National Assembly Salaries and Pensions Act.                            |

| <b>Finances for Departing Members</b>   |           |
|---|-----------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Gratuity. |
| 58. If so, are these payments taxed?  | No.       |



| General Information |                      |
|---------------------|----------------------|
| 1. Branch:          | Seychelles           |
| 2. Currency used:   | Seychellois Rupee Rs |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | Rs31,338      |
| 4. Cabinet Minister's salary:  | Not answered. |
| 5. Minister (not in the Cabinet) salary:   | Not answered. |
| 6. Leader of the House salary:   | Rs 53,652     |
| 7. Leader of the Opposition salary:  | Rs 53,652     |
| 8. Government Whip salary:   | Not answered. |
| 9. Opposition Whip salary:   | Not answered. |
| 10. Speaker of the House salary:   | Rs 61,871     |
| 11. Deputy Speaker of the House salary:  | Rs 53,652     |
| 12. Committee Chairperson salary:  | Rs 3,000      |
| 13. Clerk of the House salary:   | Rs 42,000     |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.           |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |               |
|--|---------------|
| 32. Is income tax paid on the basic Member's salary? | Not answered. |
| 33. Is income tax paid on allowances?                | Not answered. |

| <b>Pensions</b>  |               |
|--|---------------|
| 34. Do Members receive a pension?  | Not answered. |
| 35. If so, is this a contributory pension scheme?  | Not answered. |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| <b>Allowances</b>   |               |
|---|---------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Not answered. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Not answered. |
| 43. Do Members receive allowances for travel?   | Not answered. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered. |
| 45. Are Members covered under a medical plan?   | Not answered. |
| 46. Constituency business allowance (if applicable):  | Not answered. |
| 47. Allowance for equipment (if applicable):  | Not answered. |
| 48. Remuneration for committee service (if applicable):   | Not answered. |

| <b>Revision and Regulation of Salaries and Allowances</b>   |                |
|---|----------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Not answered.  |
| 50. How often is Members remuneration reviewed?   | Not answered.  |
| 51. When was the last time Members remuneration was reviewed?   | Not answered.  |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.. |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Not answered.  |



| Transparency and Legislation  |               |
|---|---------------|
| 54. Is remuneration published and made publicly available?                          | Not answered. |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Not answered. |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Not answered. |
| 58. If so, are these payments taxed?  | Not answered. |

## Western Cape

| General Information |                      |
|---------------------|----------------------|
| 1. Branch:          | Western Cape         |
| 2. Currency used:   | South African Rand R |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | R1,101,348    |
| 4. Cabinet Minister's salary:  | R1,977,795    |
| 5. Minister (not in the Cabinet) salary:   | Not answered. |
| 6. Leader of the House salary:   | Not answered. |
| 7. Leader of the Opposition salary:  | R1,346,235    |
| 8. Government Whip salary:   | Not answered. |
| 9. Opposition Whip salary:   | R1,137,933    |
| 10. Speaker of the House salary:   | R1,977,795    |
| 11. Deputy Speaker of the House salary:  | R1,600,467    |
| 12. Committee Chairperson salary:  | R1,346,235    |
| 13. Clerk of the House salary:   | Not answered. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.           |

| Comparative Salaries  |                  |
|---|------------------|
| 26. Average salary of a secondary school teacher:                         | R242,584         |
| 27. Average salary of a senior lawyer in the civil service:               | R300,559         |
| 28. Average salary of a Head of a Civil Service Ministry:                 | R472,758         |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | R1,800,000       |
| 30. Average salary of a skilled factory worker?                           | R26.50 per hour. |
| 31. Is there a legal minimum wage? If so, what is it?                     | R20.76 per hour. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 22.5% state contribution and 7.5% Member contribution. |
| 37. At what age can the pension be drawn?  | 50.  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | As soon as they become a Member, they qualify.         |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.   |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.  |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | No.   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.   |
| 43. Do Members receive allowances for travel?   | Yes, it is part of their salary structure. We also provide for additional travel reimbursement. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.   |
| 45. Are Members covered under a medical plan?   | Yes.  |
| 46. Constituency business allowance (if applicable):  | Yes.  |
| 47. Allowance for equipment (if applicable):  | They are provided with equipment for them at their parliamentary office.                        |
| 48. Remuneration for committee service (if applicable):   | No.   |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Yes, proposals are compiled by the Independent Commission for the remuneration of Public office bearers to the President who ultimately decide. |
| 50. How often is Members remuneration reviewed?   | Yearly.   |
| 51. When was the last time Members remuneration was reviewed?   | 03/06/2020  |
| 52. When is the expected next date of revision? (if applicable)   | 01/04/2021  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Yes.  |

| <b>Transparency and Legislation</b>   |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.                                    |
| 55. If not, do the public have access to Member's expense information upon request? | Yes.                                    |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Remuneration of the Public Bearers Act. |

| <b>Finances for Departing Members</b>   |      |
|---|------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes. |
| 58. If so, are these payments taxed?  | Yes. |



| General Information |                  |
|---------------------|------------------|
| 1. Branch:          | Zambia           |
| 2. Currency used:   | Zambian Kwacha K |

| Lower House  |          |
|--|----------|
| 3. Member's basic salary:  | K208,551 |
| 4. Cabinet Minister's salary:  | K223,282 |
| 5. Minister (not in the Cabinet) salary:   | K223,282 |
| 6. Leader of the House salary:   | K294,950 |
| 7. Leader of the Opposition salary:  | K223,282 |
| 8. Government Whip salary:   | K223,282 |
| 9. Opposition Whip salary:   | K212,823 |
| 10. Speaker of the House salary:   | K282,007 |
| 11. Deputy Speaker of the House salary:  | K223,282 |
| 12. Committee Chairperson salary:  | K208,551 |
| 13. Clerk of the House salary:   | K486,931 |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.      |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | Yes.          |
| 35. If so, is this a contributory pension scheme?  | No.           |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| Allowances  |               |
|---|---------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | K1,000        |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes.          |
| 43. Do Members receive allowances for travel?   | Yes.          |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered. |
| 45. Are Members covered under a medical plan?   | Yes.          |
| 46. Constituency business allowance (if applicable):  | Not answered. |
| 47. Allowance for equipment (if applicable):  | Not answered. |
| 48. Remuneration for committee service (if applicable):   | K1,500        |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Standing Orders Committee.                                  |
| 50. How often is Members remuneration reviewed?   | Annually or as determined by the Standing Orders Committee. |
| 51. When was the last time Members remuneration was reviewed?   | 07/01/2019  |
| 52. When is the expected next date of revision? (if applicable)   | 01/07/2021  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.   |



| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes, through the Statutory Instrument. |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.                          |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Standing Orders Committee.             |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No.           |
| 58. If so, are these payments taxed?  | Not answered. |

# Asia

## Bangladesh

| General Information |                     |
|---------------------|---------------------|
| 1. Branch:          | Bangladesh          |
| 2. Currency used:   | Bangladeshi Taka Tk |

| Lower House  |            |
|--|------------|
| 3. Member's basic salary:  | Tk 55,000  |
| 4. Cabinet Minister's salary:  | Tk 105,000 |
| 5. Minister (not in the Cabinet) salary:   | Tk 105,000 |
| 6. Leader of the House salary:   | Tk 115,000 |
| 7. Leader of the Opposition salary:  | Tk 105,000 |
| 8. Government Whip salary:   | Tk 92,000  |
| 9. Opposition Whip salary:   | Tk 55,000  |
| 10. Speaker of the House salary:   | Tk 112,000 |
| 11. Deputy Speaker of the House salary:  | Tk 105,000 |
| 12. Committee Chairperson salary:  | Tk 55,000  |
| 13. Clerk of the House salary:   | Tk 82,000  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.        |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Tk 16,000     |
| 27. Average salary of a senior lawyer in the civil service:               | Tk 70,925     |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Tk 78,000     |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Tk 105,000    |
| 30. Average salary of a skilled factory worker?                           | Tk 20,000     |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |



| Income Tax   |     |
|--|-----|
| 32. Is income tax paid on the basic Member's salary? | No. |
| 33. Is income tax paid on allowances?                | No. |

| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | No.           |
| 35. If so, is this a contributory pension scheme?  | No.           |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| Allowances  |                       |
|---|-----------------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Tk 1,000 (Per Day).   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes.                  |
| 43. Do Members receive allowances for travel?   | Yes.                  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered.         |
| 45. Are Members covered under a medical plan?   | Tk 700 (Per Month).   |
| 46. Constituency business allowance (if applicable):  | Tk 27,500             |
| 47. Allowance for equipment (if applicable):  | Tk 1,500 (Per Month). |
| 48. Remuneration for committee service (if applicable):   | Tk 1,000 (Per Day).   |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Under a Law passed by the parliament named "Members of Parliament (Remuneration and Allowances) order, 1973. |
| 50. How often is Members remuneration reviewed?   | Per Month.   |
| 51. When was the last time Members remuneration was reviewed?   | 12/01/2018   |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Unknown.   |

| Transparency and Legislation  |               |
|---|---------------|
| 54. Is remuneration published and made publicly available?                          | Yes.          |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Not answered. |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No.           |
| 58. If so, are these payments taxed?  | Not answered. |



| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | Khyber Pakhtunkhwa |
| 2. Currency used:   | Pakistani Rupee Rs |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | Rs 80,000   |
| 4. Cabinet Minister's salary:  | Rs 180,000  |
| 5. Minister (not in the Cabinet) salary:   | N/A   |
| 6. Leader of the House salary:   | Rs 200,000  |
| 7. Leader of the Opposition salary:  | Rs 180,000  |
| 8. Government Whip salary:   | Not decided yet but it is on the agenda of the coming Speakers conference in Islamabad. |
| 9. Opposition Whip salary:   | Not decided yet.  |
| 10. Speaker of the House salary:   | Rs 150,000  |
| 11. Deputy Speaker of the House salary:  | Rs 145,000  |
| 12. Committee Chairperson salary:  | Same as Private Member - nothing additional.  |
| 13. Clerk of the House salary:   | As per Employees' in Basic Pay Scale 21.  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.   |

| Comparative Salaries  |            |
|---|------------|
| 26. Average salary of a secondary school teacher:                         | Rs 50,000  |
| 27. Average salary of a senior lawyer in the civil service:               | Rs 750,000 |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Rs 250,000 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Rs 800,000 |
| 30. Average salary of a skilled factory worker?                           | Rs 40,000  |
| 31. Is there a legal minimum wage? If so, what is it?                     | Rs 15,000  |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |     |
|--|-----|
| 34. Do Members receive a pension?  | No. |
| 35. If so, is this a contributory pension scheme?  | N/A |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | N/A |
| 37. At what age can the pension be drawn?  | N/A |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | N/A |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | N/A |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | N/A |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Normal allowances allowed under members' privilege act that can be seen at <a href="http://www.pakp.gov.pk">www.pakp.gov.pk</a>   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.   |
| 43. Do Members receive allowances for travel?   | Yes.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Through Annual Development Program (ADP), members submit their schemes through the Planning and development department and the finance department with the permission of the cabinet keep sufficient funds in the budget forth for their schemes. |
| 45. Are Members covered under a medical plan?   | Yes.  |
| 46. Constituency business allowance (if applicable):  | No.   |
| 47. Allowance for equipment (if applicable):  | No.   |
| 48. Remuneration for committee service (if applicable):   | Yes.  |

| Revision and Regulation of Salaries and Allowances  |                                |
|---|--------------------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Through the Act of Parliament. |
| 50. How often is Members remuneration reviewed?   | Not too often.                 |
| 51. When was the last time Members remuneration was reviewed?   | 30/01/2016                     |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.                  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.                            |



| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.   |
| 55. If not, do the public have access to Member's expense information upon request? | If anything extra is needed to be made public, requests can be sent to Parliament under the Right to Information Act 2013. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Members' salaries and Privileges ACT.  |

| Finances for Departing Members  |      |
|---|------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No.  |
| 58. If so, are these payments taxed?  | N/A. |

## Pakistan (Federal)

| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | Pakistan (Federal) |
| 2. Currency used:   | Pakistani Rupee    |

| Lower House  |            |
|--|------------|
| 3. Member's basic salary:  | Rs 150,000 |
| 4. Cabinet Minister's salary:  | Rs 248,000 |
| 5. Minister (not in the Cabinet) salary:   | Rs 248,000 |
| 6. Leader of the House salary:   | Rs 201,574 |
| 7. Leader of the Opposition salary:  | Rs 248,000 |
| 8. Government Whip salary:   | Rs 188,000 |
| 9. Opposition Whip salary:   | Rs 188,000 |
| 10. Speaker of the House salary:   | Rs 231,500 |
| 11. Deputy Speaker of the House salary:  | Rs 209,500 |
| 12. Committee Chairperson salary:  | Rs 213,000 |
| 13. Clerk of the House salary:   | Rs 398,958 |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.       |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | No.           |
| 35. If so, is this a contributory pension scheme?  | No.           |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| Allowances  |                                    |
|---|------------------------------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes, Daily Allowance is Rs. 4,800. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.                                |
| 43. Do Members receive allowances for travel?   | Yes.                               |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.                                |
| 45. Are Members covered under a medical plan?   | Yes.                               |
| 46. Constituency business allowance (if applicable):  | Yes.                               |
| 47. Allowance for equipment (if applicable):  | Not answered.                      |
| 48. Remuneration for committee service (if applicable):   | Not answered.                      |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Ministry of Parliamentary Affairs/Federal Government. |
| 50. How often is Members remuneration reviewed?   | As and When appropriate by Government.                |
| 51. When was the last time Members remuneration was reviewed?   | 01/07/2017  |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.   |

| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes, the Pakistani Gazette is Notified. |
| 55. If not, do the public have access to Member's expense information upon request? | Publicly available.                     |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | TMOP (Salaries & Allowances) Act, 1974. |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No.           |
| 58. If so, are these payments taxed?  | Not answered. |



| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | Punjab, Pakistan   |
| 2. Currency used:   | Pakistani Rupee Rs |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | Rs 76,000     |
| 4. Cabinet Minister's salary:  | Not answered. |
| 5. Minister (not in the Cabinet) salary:   | Not answered. |
| 6. Leader of the House salary:   | Not answered. |
| 7. Leader of the Opposition salary:  | Rs 100,000    |
| 8. Government Whip salary:   | Not answered. |
| 9. Opposition Whip salary:   | Not answered. |
| 10. Speaker of the House salary:   | Rs 125,000    |
| 11. Deputy Speaker of the House salary:  | Rs 120,000    |
| 12. Committee Chairperson salary:  | Rs 76,000     |
| 13. Clerk of the House salary:   | Rs 152,820    |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.          |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | No.  |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | No.           |
| 35. If so, is this a contributory pension scheme?  | No.           |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| Allowances  |               |
|---|---------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes, 6000.    |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.           |
| 43. Do Members receive allowances for travel?   | Yes.          |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered. |
| 45. Are Members covered under a medical plan?   | Not answered. |
| 46. Constituency business allowance (if applicable):  | Not answered. |
| 47. Allowance for equipment (if applicable):  | Not answered. |
| 48. Remuneration for committee service (if applicable):   | Not answered. |

| Revision and Regulation of Salaries and Allowances  |               |
|---|---------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Not answered. |
| 50. How often is Members remuneration reviewed?   | Not answered. |
| 51. When was the last time Members remuneration was reviewed?   | Not answered. |
| 52. When is the expected next date of revision? (if applicable)   | Not answered. |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Not answered. |



| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | No.   |
| 55. If not, do the public have access to Member's expense information upon request? | Yes.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Provincial Assembly of the Punjab Privilege Act 1972. |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No.           |
| 58. If so, are these payments taxed?  | Not answered. |

## Sri Lanka

| General Information |                 |
|---------------------|-----------------|
| 1. Branch:          | Sri Lanka       |
| 2. Currency used:   | Sri Lanka Rupee |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | Rs 651,420  |
| 4. Cabinet Minister's salary:  | Rs 780,000  |
| 5. Minister (not in the Cabinet) salary:   | Rs 780,000  |
| 6. Leader of the House salary:   | Rs 780,000  |
| 7. Leader of the Opposition salary:  | Rs 780,000  |
| 8. Government Whip salary:   | Rs 780,000  |
| 9. Opposition Whip salary:   | Rs 651,420  |
| 10. Speaker of the House salary:   | Rs 822,000  |
| 11. Deputy Speaker of the House salary:  | Rs 780,000  |
| 12. Committee Chairperson salary:  | If a Minister becomes chairperson-Rs. 65,000,<br>or If a Member becomes chairperson-Rs. 54285 (per month) |
| 13. Clerk of the House salary:   | Rs 206,875  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.   |

| Comparative Salaries  |              |
|---|--------------|
| 26. Average salary of a secondary school teacher:                         | Rs 624,000   |
| 27. Average salary of a senior lawyer in the civil service:               | Rs 1,440,000 |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Rs 1,320,000 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Rs 1,944,000 |
| 30. Average salary of a skilled factory worker?                           | Rs 336,000   |
| 31. Is there a legal minimum wage? If so, what is it?                     | No.          |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | Yes.          |
| 35. If so, is this a contributory pension scheme?  | No.           |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 5 years.      |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.          |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.           |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | 2500 per Sitting Day   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes.   |
| 43. Do Members receive allowances for travel?   | Yes.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | Yes.   |
| 46. Constituency business allowance (if applicable):  | No.  |
| 47. Allowance for equipment (if applicable):  | Office equipment are provided by the Ministry of Public services, Provincial Councils & Local on depreciation value basis. |
| 48. Remuneration for committee service (if applicable):   | 2500 per Non-sitting day.  |

| Revision and Regulation of Salaries and Allowances  |                          |
|---|--------------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Parliament.              |
| 50. How often is Members remuneration reviewed?   | No specific time period. |
| 51. When was the last time Members remuneration was reviewed?   | 01/01/2007               |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.            |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Yes.                     |

| <b>Transparency and Legislation</b>   |               |
|---|---------------|
| 54. Is remuneration published and made publicly available?                          | Yes.          |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Parliament.   |

| <b>Finances for Departing Members</b>   |  |
|---|--|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Pension is paid to Ex-MPs after completing 5 years of service in Parliament. |
| 58. If so, are these payments taxed?  | No.  |



# Australia

## Australia (Federal)

| General Information |                                  |
|---------------------|----------------------------------|
| 1. Branch:          | Commonwealth of Australia Branch |
| 2. Currency used:   | Australian Dollar \$             |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | \$211,250                                    |
| 4. Cabinet Minister's salary:  | \$211,250 + 72.5% of base salary = \$364,406 |
| 5. Minister (not in the Cabinet) salary:   | \$211,250 + 57.5% of base salary = \$332,718 |
| 6. Leader of the House salary:   | \$211,250 + 75% of base salary = \$369,687   |
| 7. Leader of the Opposition salary:  | \$211,250 + 85% of base salary = \$390,812   |
| 8. Government Whip salary:   | \$211,250 + 26% of base salary = \$266,175   |
| 9. Opposition Whip salary:   | \$211,250 + 23% of base salary = \$259,837   |
| 10. Speaker of the House salary:   | \$211,250 + 75% of base salary = \$369,687   |
| 11. Deputy Speaker of the House salary:  | \$211,250 + 20% of base salary = \$253,500   |
| 12. Committee Chairperson salary:  | \$211,250 + 11-16% of base salary            |
| 13. Clerk of the House salary:   | \$443,390                                    |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.   |

| Upper House                               |  |
|---|--|
| 15. Member's basic salary:                | \$211,250                                    |
| 16. Cabinet Minister's salary:            | \$211,250 + 72.5% of base salary = \$364,406 |
| 17. Minister (not in the Cabinet) salary: | \$211,250 + 57.5% of base salary = \$332,718 |
| 18. Leader of the House salary:           | \$211,250 + 87.5% of base salary = \$396,094 |
| 19. Leader of the Opposition salary:      | \$211,250 + 57.5% of base salary = \$332,718 |
| 20. Government Whip salary:               | \$211,250 + 20% of base salary = \$253,500   |
| 21. Opposition Whip salary:               | \$211,250 + 18% of base salary = \$249,275   |
| 22. Speaker of the House salary:          | \$211,250 + 75% of base salary = \$369,687   |
| 23. Deputy Speaker of the House salary:   | \$211,250 + 20% of base salary = \$253,500   |
| 24. Committee Chairperson salary:         | \$211,250 + 11-16% of base salary            |
| 25. Clerk of the House salary:            | \$443,390                                    |

| Comparative Salaries  |   |
|---|---|
| 26. Average salary of a secondary school teacher:                         | Approximately \$70,886  |
| 27. Average salary of a senior lawyer in the civil service:               | Approximately \$165,000 - this is based on the average salary of an EL2 senior lawyer at the Australian Government Solicitor.<br><br>Note: There are different employment conditions within each Government Agency. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Approximately \$800,000   |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Base salary for High Court Justice is \$541,050   |
| 30. Average salary of a skilled factory worker?                           | Approximately \$40,085  |
| 31. Is there a legal minimum wage? If so, what is it?                     | 19.84/hour or 753.80/week *applies to employees not covered by an award or registered agreement.  |

| Income Tax   |   |
|--|---|
| 32. Is income tax paid on the basic Member's salary? | Yes. - salary is subject to 'Pay as You Go' (PAYG) tax withholding (12-45 of Schedule 1 to the Taxation Administration Act 1953). |
| 33. Is income tax paid on allowances?                | Yes.  |



| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | <p>Yes. Only those who are eligible and were elected before 9 Oct 2004 - Parliamentary Contributory Superannuation Act 1948 (only those eligible).</p> <p>Membership of the Parliamentary Contributory Superannuation Scheme (PCSS) only was compulsory for all Members and Senators who were elected before 9 Oct 2004.</p>   |
| 35. If so, is this a contributory pension scheme?  | Yes, only for the eligible Members of the PCSS.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | PCSS only - 11.5% of Annual Allowance until completion of 18 years service; 5.75% of Annual allowance after completion of 18 years service.  |
| 37. At what age can the pension be drawn?  | PCSS only – this is dependent upon the date they were elected.   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | PCSS only - where retirement is voluntary, a retiring parliamentarian qualifies for a pension after completing 12 or more years' service or after serving four terms. If a Member's retirement is involuntary (e.g. due to the loss of pre-selection or loss at an election), a retiring parliamentarian qualifies for a pension after eight years of service, or after serving three terms. Where a scheme Member is not entitled to a pension, they become entitled to a lump sum comprising the higher of a refund of contributions plus a supplement, or a lump sum representing the Superannuation Guarantee minimum. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | <p>PCSS only generally, where a Member dies, a pension is payable to an eligible spouse (this includes a partner of the opposite or the same sex as the scheme Member who meets the eligibility criteria) or eligible child of that Member.</p> <p>Where there is no eligible spouse or eligible child a payment may be made to the person's estate. Binding death nominations are not available under the scheme.</p>   |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Members elected on or after 9 Oct 2004 are not eligible for the PCSS under the Parliamentary Superannuation Act 2004 (PSA Act). Accumulation arrangements were established under the PSA Act for senators and Members entering (or re-joining) the Federal Parliament on or after 9 October 2004. Under these arrangements, the Government pays a superannuation contribution of 15.4% to a complying superannuation fund or to a Retirement Savings Account of a senator's or Member of the House of Representatives choice, or to a default fund if no choice is made.   |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Parliamentarians receive travel allowance to for accommodation, meals and incidental expenses when in Canberra for sittings.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Parliamentarians may request a government-leased private-plated vehicle as part of their remuneration. The private plated vehicle must be returned immediately when access to that vehicle ceases, because they are no longer a senator or Member of the House of Representatives, or no longer hold an office that provides access to a private plated vehicle, or the vehicle lease expires.<br><br>Parliamentarians may choose to purchase the vehicle at the end of the lease and the sale is a private matter between them and the lessor. |
| 43. Do Members receive allowances for travel?   | Yes. – Australian Travel Allowance rates are set by the Remuneration Tribunal and vary depending on the travel location.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.   |
| 45. Are Members covered under a medical plan?   | No.   |
| 46. Constituency business allowance (if applicable):  | Electorate allowances are provided. All Senators (Upper House) receive \$32,000. Members (Lower House) receive an allowance based on the size of their electorate starting at \$32,000 up to \$46,000.  |
| 47. Allowance for equipment (if applicable):  | Office expenses – annual budget. Senators: \$113,229.78, Members: \$141,468.96 plus a distribution component that is a product of: \$1.054 multiplied by the number of enrolled voters within the Member's electorate.  |
| 48. Remuneration for committee service (if applicable):   | N/A   |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Members remuneration is determined by the Remuneration Tribunal; an independent statutory body established by the Remuneration Tribunal Act 1973. |
| 50. How often is Members remuneration reviewed?   | Annually.   |
| 51. When was the last time Members remuneration was reviewed?   | 1 July 2020.  |
| 52. When is the expected next date of revision? (if applicable)   | Unable to advise.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Some, not all (office expenses CPI).  |



| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.                                       |
| 55. If not, do the public have access to Member's expense information upon request? | N/A  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Parliamentary Business Resources Act 2017. |

| Finances for Departing Members  |   |
|---|---|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | <p>The type of allowance is dependent upon eligibility and the superannuation scheme (this is determined by the date they were elected). A resettlement allowance may be paid on involuntary retirement from the Parliament - choosing not to stand for re-election following loss of party endorsement, for reasons other than misconduct, or being defeated at an election (for this purpose, it does not matter whether you sought re-election to the same, or a different, House of Parliament, or for the same, or a different electoral division or state).</p> <p>For the resettlement allowance to be paid, the parliamentarian must also: have been first elected before 9 October 2004 and not be entitled to a retiring allowance under the Parliamentary Contributory Superannuation Act 1948 immediately on retirement because of the deferral provisions of that Act, or have been first elected on or after 9 October 2004 and declare in writing to the Clerk of the relevant House of Parliament their intention to seek employment on leaving Parliament.</p> |
| 58. If so, are these payments taxed?  | Yes.  |

## Australia Capital Territory

| General Information |                                    |
|---------------------|------------------------------------|
| 1. Branch:          | <b>Australia Capital Territory</b> |
| 2. Currency used:   | <b>Australian Dollar \$</b>        |

| Lower House  |                                   |
|--|-----------------------------------|
| 3. Member's basic salary:  | \$168,492                         |
| 4. Cabinet Minister's salary:  | \$168,492 + \$117,944 = \$286,436 |
| 5. Minister (not in the Cabinet) salary:   | N/A                               |
| 6. Leader of the House salary:   | \$168,492 + \$185,341 = \$353,833 |
| 7. Leader of the Opposition salary:  | \$168,492 + \$117,944 = \$286,436 |
| 8. Government Whip salary:   | \$168,492 + \$16,849 = \$185,341  |
| 9. Opposition Whip salary:   | \$168,492 + \$16,849 = \$185,341  |
| 10. Speaker of the House salary:   | \$168,492 + \$92,670 = \$261,162  |
| 11. Deputy Speaker of the House salary:  | \$168,492 + \$25,274 = \$193,766  |
| 12. Committee Chairperson salary:  | \$168,492 + \$16,849 = \$185,341  |
| 13. Clerk of the House salary:   | \$239,020                         |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.                               |

| Comparative Salaries  |                               |
|---|-------------------------------|
| 26. Average salary of a secondary school teacher:                         | Not answered.                 |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered.                 |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered.                 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered.                 |
| 30. Average salary of a skilled factory worker?                           | Not answered.                 |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$753.80 per week before tax. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | No.  |
| 35. If so, is this a contributory pension scheme?  | Not answered.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Superannuation scheme (not pension) employer contribution 14 or 15 % Member contrib 5% compulsory. |
| 37. At what age can the pension be drawn?  | 55   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | No limit.  |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Superannuation scheme may provide pension - no benefits to dependents.                             |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.  |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Nil.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Vehicle is included in salary package - may elect not to receive.     |
| 43. Do Members receive allowances for travel?   | Included in salary - can be deductible expense for taxation purposes. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.   |
| 45. Are Members covered under a medical plan?   | No.   |
| 46. Constituency business allowance (if applicable):  | N/A   |
| 47. Allowance for equipment (if applicable):  | Basic office equipment and IT supplied.                               |
| 48. Remuneration for committee service (if applicable):   | Only for Chair.   |

| Revision and Regulation of Salaries and Allowances  |                                    |
|---|------------------------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Independent Remuneration Tribunal. |
| 50. How often is Members remuneration reviewed?   | Once a year.                       |
| 51. When was the last time Members remuneration was reviewed?   | 07/01/2019                         |
| 52. When is the expected next date of revision? (if applicable)   | 01/07/2020                         |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Taken into account.                |

| Transparency and Legislation  |                                 |
|---|---------------------------------|
| 54. Is remuneration published and made publicly available?                          | Yes.                            |
| 55. If not, do the public have access to Member's expense information upon request? | Yes.                            |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Remuneration Tribunal Act 1995. |

| Finances for Departing Members  |                                    |
|---|------------------------------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | A number of weeks salary are paid. |
| 58. If so, are these payments taxed?  | Yes.                               |



| General Information |                             |
|---------------------|-----------------------------|
| 1. Branch:          | <b>New South Wales</b>      |
| 2. Currency used:   | <b>Australian Dollar \$</b> |

| Lower House  |                                      |
|--|--------------------------------------|
| 3. Member's basic salary:  | \$169,192                            |
| 4. Cabinet Minister's salary:  | \$169,192 + \$113,359 + \$43,990     |
| 5. Minister (not in the Cabinet) salary:   | \$169,192 + \$96,439 + \$43,990      |
| 6. Leader of the House salary:   | No additional salary for this office |
| 7. Leader of the Opposition salary:  | \$169,192 + \$96,439 + \$43,990      |
| 8. Government Whip salary:   | \$169,192 + \$21,995 + \$11,843      |
| 9. Opposition Whip salary:   | \$169,192 + \$21,995 + \$11,843      |
| 10. Speaker of the House salary:   | \$169,192 + \$96,439 + \$43,990      |
| 11. Deputy Speaker of the House salary:  | \$169,192 + \$50,758 + \$33,838      |
| 12. Committee Chairperson salary:  | \$169,192 + \$10,575 + \$10,575      |
| 13. Clerk of the House salary:   | \$283,990                            |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.                                 |

| Upper House                               |  |
|---|--|
| 15. Member's basic salary:                | \$169,192  |
| 16. Cabinet Minister's salary:            | \$169,192 + \$113,359 + \$43,990                   |
| 17. Minister (not in the Cabinet) salary: | \$169,192 + \$96,439 + \$43,990                    |
| 18. Leader of the House salary:           | \$169,192 + \$131,970 + \$43,990                   |
| 19. Leader of the Opposition salary:      | \$169,192 + \$33,838 + \$23,687                    |
| 20. Government Whip salary:               | \$169,192 + \$21,995 + \$11,843                    |
| 21. Opposition Whip salary:               | \$169,192 + \$21,995 + \$11,843                    |
| 22. Speaker of the House salary:          | \$169,192 + \$96,439 + \$43,990 (President)        |
| 23. Deputy Speaker of the House salary:   | \$169,192 + \$50,758 + \$33,838 (Deputy President) |
| 24. Committee Chairperson salary:         | \$169,192 + \$10,575 + \$10,575                    |
| 25. Clerk of the House salary:            | \$283,990  |

| Comparative Salaries  |   |
|---|---|
| 26. Average salary of a secondary school teacher:                         | Effective from 1 January 2020 Band 1 (Graduate) \$70,652 - Band 3 (Highly Accomplished/Lead) \$112,163  |
| 27. Average salary of a senior lawyer in the civil service:               | Effective from 1 July 2019 \$132,078 (Legal Officer Grade V, 1 year of service) - \$144,871 (Legal Officer Grade VI, 2nd year of service).  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Effective from 1 July 2020 Public Sector Senior Executive, Secretary level (Band 4) per annum range \$487,051 - \$562,650. Different remuneration packages apply to senior executives named in the determination.   |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Effective from 1 July 2020 Chief Justice of the Supreme Court receives a salary of \$532,560 per annum in addition to a Conveyance allowance of \$23,745. Judge of the Supreme Court receives a salary of \$475,920 per annum in addition to a Conveyance allowance of \$23,745. The Conveyance Allowance shall not count towards pension or for superannuation purposes. |
| 30. Average salary of a skilled factory worker?                           | Manufacturing Process Worker \$36,615 per annum Manufacturing General Foreperson \$59,248 (Figures from 2013).  |
| 31. Is there a legal minimum wage? If so, what is it?                     | The National Minimum Wage applies to employees not covered by an award or registered agreement. This is the minimum pay rate provided by the Fair Work Act 2009 and is reviewed each year. As of 1 July 2020, the national minimum wage is \$19.84 per hour or \$753.80 per week.   |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | Yes.  |
| 35. If so, is this a contributory pension scheme?  | Yes.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 12.5 % for Members who commenced prior to 2007 Parliamentary Contributory Superannuation Fund (PCSF). |
| 37. At what age can the pension be drawn?  | Not answered.   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | PCSF.   |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | PCSF.   |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Members who commenced after 2007 not eligible.  |



| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Members who reside in non-metropolitan electorates receive the Sydney Allowance to compensate for the additional costs including commercial accommodation, meals and incidental costs associated with staying in Sydney to attend sessions of Parliament, meetings of parliamentary committees or other parliamentary business.   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.   |
| 43. Do Members receive allowances for travel?   | Members receive a General Travel Allowance for travel within Australia in connection with their parliamentary and electorate duties.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.   |
| 45. Are Members covered under a medical plan?   | No.   |
| 46. Constituency business allowance (if applicable):  | Further clarification is required.  |
| 47. Allowance for equipment (if applicable):  | Members receive an Electoral Allowance (EA) to meet work related costs that cannot be met from other allowances. The use of the EA is subject to a tax ruling issued by the Australia Tax Office.   |
| 48. Remuneration for committee service (if applicable):   | Members of the Legislative Council and the Legislative Assembly serving as Chairpersons of Joint Committees, Select Committees and Standing Committees are currently paid the sum of \$215 for each day upon which they attend a meeting or an official visit of inspection if that day is one upon which the Legislative Council (so far as a Member of the Council is concerned) or the Legislative Assembly (so far as a Member of the Assembly is concerned) is not sitting. This allowance is not payable to Chairpersons in receipt of a salary of office as specified in Schedule 1 of the Parliamentary Remuneration Act. |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | An independent body - Parliamentary Remuneration Tribunal.           |
| 50. How often is Members remuneration reviewed?   | Annually – each financial year.                                      |
| 51. When was the last time Members remuneration was reviewed?   | 07/01/2020   |
| 52. When is the expected next date of revision? (if applicable)   | 01/07/2021   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Allowances are increased in line with the Government's wages policy. |

| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | The basic salary of Members is determined by the Parliamentary Remuneration Tribunal as part of its annual Determinations and published accordingly. The salary of recognised office holders is determined by Schedule 1 of the Parliamentary Remuneration Act 1989. |
| 55. If not, do the public have access to Member's expense information upon request? | N/A  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Parliamentary Remuneration Act 1989 as well as the Annual Report and Determination of the Parliamentary Remuneration Tribunal.   |

| Finances for Departing Members  |     |
|---|-----|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No. |
| 58. If so, are these payments taxed?  | N/A |



# Northern Territory

| General Information |                      |
|---------------------|----------------------|
| 1. Branch:          | Northern Territory   |
| 2. Currency used:   | Australian Dollar \$ |

| Lower House  |           |
|--|-----------|
| 3. Member's basic salary:  | \$162,696 |
| 4. Cabinet Minister's salary:  | Plus 65%  |
| 5. Minister (not in the Cabinet) salary:   | N/A       |
| 6. Leader of the House salary:   | Plus 65%  |
| 7. Leader of the Opposition salary:  | Plus 65%  |
| 8. Government Whip salary:   | Plus 15%  |
| 9. Opposition Whip salary:   | Plus 15%  |
| 10. Speaker of the House salary:   | Plus 65%  |
| 11. Deputy Speaker of the House salary:  | Plus 20%  |
| 12. Committee Chairperson salary:  | Plus 20%  |
| 13. Clerk of the House salary:   | \$362,000 |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.      |

| Comparative Salaries  |                 |
|---|-----------------|
| 26. Average salary of a secondary school teacher:                         | No idea.        |
| 27. Average salary of a senior lawyer in the civil service:               | No idea.        |
| 28. Average salary of a Head of a Civil Service Ministry:                 | up to \$400,000 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$500,000       |
| 30. Average salary of a skilled factory worker?                           | No idea.        |
| 31. Is there a legal minimum wage? If so, what is it?                     | Don't know.     |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | No.           |
| 35. If so, is this a contributory pension scheme?  | No.           |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| Allowances  |          |
|---|----------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | No.      |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.      |
| 43. Do Members receive allowances for travel?   | Yes.     |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.      |
| 45. Are Members covered under a medical plan?   | No.      |
| 46. Constituency business allowance (if applicable):  | Yes.     |
| 47. Allowance for equipment (if applicable):  | No.      |
| 48. Remuneration for committee service (if applicable):   | Plus 10% |

| Revision and Regulation of Salaries and Allowances  |                        |
|---|------------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Remuneration Tribunal. |
| 50. How often is Members remuneration reviewed?   | Annual.                |
| 51. When was the last time Members remuneration was reviewed?   | 08/22/2020             |
| 52. When is the expected next date of revision? (if applicable)   | 01/01/2021             |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Matter for Tribunal.   |



| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.   |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Assembly Members and Statutory Officers Remuneration and Other Entitlements Act. |

| Finances for Departing Members  |      |
|---|------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes. |
| 58. If so, are these payments taxed?  | Yes. |

## Queensland

| General Information |                      |
|---------------------|----------------------|
| 1. Branch:          | Queensland           |
| 2. Currency used:   | Australian Dollar \$ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | \$159,122   |
| 4. Cabinet Minister's salary:  | \$327,705   |
| 5. Minister (not in the Cabinet) salary:   | Not answered.                                       |
| 6. Leader of the House salary:   | \$333,726 (Note - Leader of the House and Minister) |
| 7. Leader of the Opposition salary:  | \$327,705   |
| 8. Government Whip salary:   | \$243,414   |
| 9. Opposition Whip salary:   | \$195,247   |
| 10. Speaker of the House salary:   | \$303,622   |
| 11. Deputy Speaker of the House salary:  | \$243,414   |
| 12. Committee Chairperson salary:  | \$219,330   |
| 13. Clerk of the House salary:   | \$304,000   |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.   |



| Comparative Salaries  |   |
|---|---|
| 26. Average salary of a secondary school teacher:                         | Secondary teacher salaries in Queensland range from \$71,834 to \$95,356. The salary for senior secondary teachers up to Principals range from \$99,729 to \$200,606.   |
| 27. Average salary of a senior lawyer in the civil service:               | The salary for senior lawyers in the public service varies depending on their department/agency, specific role and award/agreement they are employed under.   |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Appointed after June 2015, CEO/Director-General's total remuneration packages are based across 6 bands, with salaries ranging from \$195,206 to \$712,596. Appointed prior to June 2015, CEO/Director-General's receive salaries ranging from \$194,647 to \$592,740 plus 17.5% annual leave loading and a \$30,000 p.a. motor vehicle allowance. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | A Supreme Court Judge (excl. Chief Justice or President of the Court of Appeal) receives a salary of \$433,012 plus a number of allowances. The full time base salary for a High Court Judge is \$551,880.  |
| 30. Average salary of a skilled factory worker?                           | The salaries of skilled factory workers is dependent on the award/agreement they are employed under. At May 2018, the average adult weekly total cash earnings for people in the manufacturing industry in Australia was \$1378.0.  |
| 31. Is there a legal minimum wage? If so, what is it?                     | From 1 July 2020 the national minimum wage is \$753.80 per 38 hour week.  |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | For MPs elected before 2004, MP's contribute 11.5% of gross fortnightly salary. For MPs elected after 2005, standard personal contribution is 5% with employer providing 12.75% but may vary slightly. |
| 37. At what age can the pension be drawn?  | 60.  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 2 terms.   |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.   |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | The pension scheme is closed to new MPs. Most MPs are members of the general civil service scheme.   |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | <p>Parliamentary Business Overnight Rate for Stays in Brisbane CBD: 1. Members provided with complimentary overnight accommodation at Parliamentary Annexe - \$105 per day; 2. Members representing Brisbane based electorates not provided with overnight accommodation at Parliamentary Annexe - \$105 per day; 3.</p> <p>Other Members not provided with overnight accommodation at Parliamentary Annexe - \$315 per day. (When travelling) Domestic Daily Travel Allowance (travel within Australia, New Zealand &amp; Papua New Guinea): State and Territory capital cities within Australia as well as Wellington (NZ) and Port Moresby (PN) - \$315 per day; All other destinations - \$270 per day. Overseas Daily Travel Allowance: \$333 per night (eligible to claim 1/3 of rate if provided with complimentary accommodation or stays with relatives or friends)</p> |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Members are provided with an annual Motor Vehicle Allowance which maybe used to offset cost of leasing/purchasing motor vehicle between \$26,300 and \$43,300 per annum based on the size of the electorate.   |
| 43. Do Members receive allowances for travel?   | 60 Air Warrants (each for one way commercial air travel) to attend Parliament eligible for Regional Members.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No funds provided specifically by the Qld Parliament – but Members may finance using Electorate and Communication Allowance (aka constituency Allowance).  |
| 45. Are Members covered under a medical plan?   | All Members are covered by a 24/7 personal accident indemnity policy. No other medical plan is provided.   |
| 46. Constituency business allowance (if applicable):  | Between \$69,600 and \$76,400 per annum based on the population and size of the electorate.  |
| 47. Allowance for equipment (if applicable):  | The Parliament provides Members with certain equipment in their electorate offices (e.g. furniture, office quipment, computer equipment).  |
| 48. Remuneration for committee service (if applicable):   | Additional salary for Members of Parliamentary Committees (\$24,083 p.a.). Additional salary for Chairpersons of Parliamentary Committees (\$60,208 p.a.).   |



| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | The Queensland Independent Remuneration Tribunal, an independent Statutory Authority which was established to review and determine the salaries, allowances and entitlements of Queensland Members of Parliament (MPs) and former MPs.  |
| 50. How often is Members remuneration reviewed?   | Under the Act, the Tribunal must issue the next determination within one year after the previous determination. The Tribunal issued a determination on 13 August 2020 which set the base salary levels for Members of Parliament and the additional salary levels for office holders for 2019, 2020, 2021 and 2022. |
| 51. When was the last time Members remuneration was reviewed?   | 13/08/2020  |
| 52. When is the expected next date of revision? (if applicable)   | 13/08/2021  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | This is at the discretion of the Remuneration Tribunal, who may take into account CPI, regional cost factors, general wages growth, etc.  |

| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | The salary rates of MP's are publicly available via the Members Remuneration Handbook (available on the Parliament's internet site). Determinations by the Remuneration Tribunal are also available on their website. Certain constituency and travel expenses for Members are tabled annually in Parliament. |
| 55. If not, do the public have access to Member's expense information upon request? | Public access is only available for Members reports tabled in Parliament and public remuneration information published on the Parliament's and Tribunal's websites.   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | The Queensland Independent Remuneration Tribunal Act 2013.  |

| <b>Finances for Departing Members</b>  |   |
|--|---|
| <p>57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?</p> | <p>Upon serving one or more terms of Parliament, a Member of Parliament (MP) is entitled to a Transition Allowance if the MP meets the following criteria:</p> <p>a) is not currently in office and is elected after 30 September 2014;</p> <p>b) has retired involuntarily through loss of party pre-selection for reasons other than misconduct, or through defeat at an election (including where they have campaigned to be elected to represent a different Electoral District); and</p> <p>c) is not eligible to access a pension or superannuation benefit (related to their service in the Parliament) immediately upon ceasing to be an MP. The amount of the Allowance is the equivalent of 12 week's base salary and is calculated using the base salary rate (i.e. not including additional salary) for Queensland Members of Parliament as current on polling day. Travel entitlements for Former Members, and their spouse, who met certain eligibility criteria ceased after 31 December 2018.</p> |
| <p>58. If so, are these payments taxed?</p>  | <p>"The Transition Allowance is considered an Employment Termination Payment (ETP) and taxed accordingly.</p>   |



# South Australia

| General Information |                      |
|---------------------|----------------------|
| 1. Branch:          | South Australia      |
| 2. Currency used:   | Australian Dollar \$ |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | Not answered. |
| 4. Cabinet Minister's salary:  | \$351,095     |
| 5. Minister (not in the Cabinet) salary:   | \$282,882     |
| 6. Leader of the House salary:   | Not answered. |
| 7. Leader of the Opposition salary:  | \$351,095     |
| 8. Government Whip salary:   | \$236,738     |
| 9. Opposition Whip salary:   | \$236,738     |
| 10. Speaker of the House salary:   | \$351,095     |
| 11. Deputy Speaker of the House salary:  | \$275,860     |
| 12. Committee Chairperson salary:  | \$275,860     |
| 13. Clerk of the House salary:   | \$226,061     |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.           |

| Comparative Salaries  |           |
|---|-----------|
| 26. Average salary of a secondary school teacher:                         | \$87,000  |
| 27. Average salary of a senior lawyer in the civil service:               | \$120,000 |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$390,000 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$468,000 |
| 30. Average salary of a skilled factory worker?                           | \$59,000  |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$39,198  |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| <b>Pensions</b>  |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?                              | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution? | <p>Scheme applies to Members elected between 24/8/1995 and 18/3/2006 (PSS2 scheme) - Members must contribute at the rate of 11.5% of their basic salary, plus 11.5% of any salary received from a prescribed office. Basic salary excludes electorate allowances. A prescribed office is an office (i.e., ministerial office) or position (i.e., officer of the Parliament) in respect of which additional salary is payable.</p> <p>Following completion of 20 years and 1 month's service, Members contribute at the rate of 5.75% of basic salary, plus 11.5% of any salary received from a prescribed office. For Members elected after 18/03/2006 a different superannuation scheme applies. This is not a pension. Members may contribute personal contributions between 1 and 10%, may make one-off voluntary lump sum payments and may to salary sacrifice up to 50% of your salary to PSS 3. "Salary" for the purposes of PSS 3 is "basic" and any "additional salary".</p> |
| 37. At what age can the pension be drawn?                                      | 60   |
| 38. How long is a Member required to serve prior to qualifying for a pension?  | <p>Under the PSS2 scheme - A Member is entitled to a pension under the following circumstances:</p> <p>(a) On Involuntary Retirement Retires involuntarily, having had not less than six years' service.</p> <p>(b) On Invalidity Retirement Satisfies a Judge that they are unable to continue as a Member on the grounds of invalidity. No age or service qualifications are required.</p> <p>(c) On Voluntary Retirement</p> <p>(i) they have at least 15 years' service, or service in 4 Parliaments totalling not less than 13 years; or</p> <p>(ii) they are at least 60 years of age and have retired voluntarily having not less than 6 years' service.</p>  |



| Pensions   |  |
|--|--|
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Under the PSS2 scheme - The spouse of a deceased Member Pensioner is entitled to an annual pension which is the greater of: (a) 75% of the actual pension payable to the Member Pensioner immediately before they died; (b) 75% of 41.2% of the basic salary of the Member immediately before their death. Children under the age of 16 or under 25 years of age and in fulltime attendance at an approved educational institution . The amount differs depending on whether a spouse's pension is also being paid or not. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | This scheme applies only to those persons who first became a Member of either House of Parliament between 24/8/1995 and 18 March 2006. A previous pension scheme applied prior to 24/8/1995 however the House of Assembly has no current Members from this period.   |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | No.   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes. Can lease a vehicle for \$7,000.   |
| 43. Do Members receive allowances for travel?   | Yes. Paid as part of Common allowance \$17,728  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.   |
| 45. Are Members covered under a medical plan?   | No.   |
| 46. Constituency business allowance (if applicable):  | Electorate allowance \$16,835-\$51,423 depending on Electoral District.                         |
| 47. Allowance for equipment (if applicable):  | Global allowance Metropolitan Members \$58,035.24 Country Members \$61,118.62 Whips \$71,182.91 |
| 48. Remuneration for committee service (if applicable):   | \$13,648 included as part of Common allowance.  |

| <b>Revision and Regulation of Salaries and Allowances</b>   |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | <p>The remuneration of Members and Office Holders of the Parliament is determined by the Parliamentary Remuneration (Basic Salary) Amendment Act 1995 (and subsequent amendments). The Act provides that the "basic salary" of a Member of Parliament shall be a rate equal to "\$42,000 less than the rate from time to time of the Commonwealth basic salary"; the Commonwealth basic salary being the salary payable to a Member of the House of Representatives who is not entitled to any additional allowance for holding any office of the House or Parliament plus the common allowance for the relevant year.</p> <p>The remuneration of a Member pursuant to the Parliamentary Remuneration Act 1990 comprises the basic salary and any additional salary (a percentage of the basic salary) as specified for Office Holders by the Schedule to the Act.</p> |
| 50. How often is Members remuneration reviewed?   | Annually.  |
| 51. When was the last time Members remuneration was reviewed?   | 09/07/2020   |
| 52. When is the expected next date of revision? (if applicable)   | 01/07/2021   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Tied to federal MPs base salaries.   |

| <b>Transparency and Legislation</b>   |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Parliamentary Remuneration (Basic Salary) Amendment Act 1995. |

| <b>Finances for Departing Members</b>   |  |
|---|--|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Either access to pension if eligible, or lump sum payment of their contributions if not. |
| 58. If so, are these payments taxed?  | Yes.   |



| General Information |                      |
|---------------------|----------------------|
| 1. Branch:          | Tasmania             |
| 2. Currency used:   | Australian Dollar \$ |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | \$140,185     |
| 4. Cabinet Minister's salary:  | \$238,314     |
| 5. Minister (not in the Cabinet) salary:   | \$238,314     |
| 6. Leader of the House salary:   | \$301,397     |
| 7. Leader of the Opposition salary:  | \$238,314     |
| 8. Government Whip salary:   | \$148,596     |
| 9. Opposition Whip salary:   | \$148,596     |
| 10. Speaker of the House salary:   | \$189,249     |
| 11. Deputy Speaker of the House salary:  | \$168,222     |
| 12. Committee Chairperson salary:  | \$168,222     |
| 13. Clerk of the House salary:   | Not answered. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.          |

| Upper House                               |               |
|---|---------------|
| 15. Member's basic salary:                | \$140,185     |
| 16. Cabinet Minister's salary:            | \$238,314     |
| 17. Minister (not in the Cabinet) salary: | \$238,314     |
| 18. Leader of the House salary:           | \$238,314     |
| 19. Leader of the Opposition salary:      | Not answered. |
| 20. Government Whip salary:               | Not answered. |
| 21. Opposition Whip salary:               | Not answered. |
| 22. Speaker of the House salary:          | \$189,249     |
| 23. Deputy Speaker of the House salary:   | \$168,222     |
| 24. Committee Chairperson salary:         | \$168,222     |
| 25. Clerk of the House salary:            | Not answered. |

| Comparative Salaries  |                  |
|---|------------------|
| 26. Average salary of a secondary school teacher:                         | \$71,968         |
| 27. Average salary of a senior lawyer in the civil service:               | \$111,152        |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$120,000        |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | No Answer.       |
| 30. Average salary of a skilled factory worker?                           | \$40,000         |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$19.84 an hour. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | No.  |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | No            |
| 35. If so, is this a contributory pension scheme?  | Not answered. |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |



| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Not answered.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Not answered.  |
| 43. Do Members receive allowances for travel?   | Yes.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered.  |
| 45. Are Members covered under a medical plan?   | No.  |
| 46. Constituency business allowance (if applicable):  | Range \$33,000 - \$55,000 depending on size of electorate. |
| 47. Allowance for equipment (if applicable):  | Not answered.  |
| 48. Remuneration for committee service (if applicable):   | 20% for Committee Chairs.                                  |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Tasmanian Industrial Commission - Independent body. |
| 50. How often is Members remuneration reviewed?   | Each 2 years.                                       |
| 51. When was the last time Members remuneration was reviewed?   | 03/31/2019  |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.                                       |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Still under discussion.                             |

| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Parliamentary Salaries, Superannuation and Allowances Act 2012. |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No.           |
| 58. If so, are these payments taxed?  | Not answered. |

## Victoria

| General Information |                      |
|---------------------|----------------------|
| 1. Branch:          | Victoria             |
| 2. Currency used:   | Australian Dollar \$ |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | \$182,413  |
| 4. Cabinet Minister's salary:  | \$335,738  |
| 5. Minister (not in the Cabinet) salary:   | N/A  |
| 6. Leader of the House salary:   | \$335,738  |
| 7. Leader of the Opposition salary:  | \$335,738. Deputy Leader of the Opposition: \$215,247  |
| 8. Government Whip salary:   | \$215,247  |
| 9. Opposition Whip salary:   | \$202,478. Whip of the Third Party: \$202,478  |
| 10. Speaker of the House salary:   | \$316,343  |
| 11. Deputy Speaker of the House salary:  | \$233,873  |
| 12. Committee Chairperson salary:  | \$200,654 (Multiple rates - some Committee Chairperson salaries may attract higher salaries depending on the Committee).           |
| 13. Clerk of the House salary:   | This salary is based on 80% of the Total Remuneration of the Clerk of the House of Representatives in the Commonwealth Parliament. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.  |

| Upper House                               |  |
|---|--|
| 15. Member's basic salary:                | \$182,413  |
| 16. Cabinet Minister's salary:            | \$335,738  |
| 17. Minister (not in the Cabinet) salary: | N/A  |
| 18. Leader of the House salary:           | \$335,738  |
| 19. Leader of the Opposition salary:      | \$335,738  |
| 20. Government Whip salary:               | \$202,478  |
| 21. Opposition Whip salary:               | \$202,478  |
| 22. Speaker of the House salary:          | President of the House salary: \$316,343   |
| 23. Deputy Speaker of the House salary:   | Deputy President of the House salary: \$233,873  |
| 24. Committee Chairperson salary:         | \$200,654 (Multiple rates - some Committee Chairperson salaries may attract higher salaries depending on the Committee).           |
| 25. Clerk of the House salary:            | This salary is based on 80% of the Total Remuneration of the Clerk of the House of Representatives in the Commonwealth Parliament. |



| Comparative Salaries  |  |
|---|--|
| 26. Average salary of a secondary school teacher:                         | N/A  |
| 27. Average salary of a senior lawyer in the civil service:               | N/A  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | N/A  |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Chief Justice of the Supreme Court \$528,207<br>High Court N/A – Federal jurisdiction. |
| 30. Average salary of a skilled factory worker?                           | N/A  |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$19.84 per hour.  |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | No.  |
| 35. If so, is this a contributory pension scheme?  | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 11.5% of defined salary depending on the office held.  |
| 37. At what age can the pension be drawn?  | Not answered.  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 15 years or more; 12 years or more and the person ceases to be a Member as the result of a resignation or retirement which does not require or cause the holding of a by-election otherwise than on the day of a general election; 8 years or more and the person ceases to be a Member as a result of defeat at an election or as the result of resignation for, or of not seeking re-election owing to, good and sufficient reasons which satisfy the trustees; or 6 years or more and the Member has served in not less than 3 Parliaments, is of or over the age of 60 and ceases to be a Member as a result of not seeking re-election at a general election. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.   |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Members of the pension scheme must be Members of Parliament.   |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | No.   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No, but all Members have access to a vehicle or an allowance in lieu of a vehicle.  |
| 43. Do Members receive allowances for travel?   | Not paid per annum. Members receive a travelling allowance for their attendance – see below. Subsistence allowance: (Expense Allowance) Premier \$55,484; Deputy Premier \$21,215; Other Ministers of the Crown \$16,319; Leader of the Opposition \$16,319; President \$6,528; Speaker \$6,528; Deputy Leader of the Opposition \$3,264; Leader of the Opposition in the Council 3,264; Leader of the Third Party in the Assembly \$3,264; Parliamentary Secretary of the Cabinet \$3,264; Parliamentary Secretary of the Premier \$3,264; Shadow Ministers \$11,423. Housing allowance: (Parliamentary Sitting Accommodation Allowance – paid only if the Member lives a specified distance from Melbourne) Premier \$53,217; Deputy Premier \$46,565; Minister of the Crown or office-holder \$39,910; Other Members \$26,609. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | (Electorate Office Budget) No – Members receive an Electorate Office & Communications Budget to fund running their office and communicating with constituents.  |
| 45. Are Members covered under a medical plan?   | No.   |
| 46. Constituency business allowance (if applicable):  | (Electorate Allowance) \$40,367 electorates less than 500 square kilometres; \$43,830 electorates between 500 and 5000 square kilometres; \$48,357 electorates greater than 5000 square kilometres.   |
| 47. Allowance for equipment (if applicable):  | Allowance for postage: Covered in Electorate Office & Comms Budget Allowance for telephones/faxes/Internet/E-mail: Covered in Electorate Office & Comms Budget Allowance for stationery: Covered in Electorate Office & Comms Budget Allowance for equipment: Covered in Electorate Office & Comms Budget.  |
| 48. Remuneration for committee service (if applicable):   | No.   |



| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Victorian Independent Remuneration Tribunal. |
| 50. How often is Members remuneration reviewed?   | Annually.                                    |
| 51. When was the last time Members remuneration was reviewed?   | 07/01/2019                                   |
| 52. When is the expected next date of revision? (if applicable)   | 01/07/2020                                   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | This is set by the Tribunal.                 |

| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | Only what is reported.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Parliamentary Salaries, Allowances and Superannuation Act 1968. Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019. |

| Finances for Departing Members  |   |
|---|---|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes, Members not eligible for a pension may receive a Separation Payment- the amount varies depending on their length of service. |
| 58. If so, are these payments taxed?  | Yes.  |

## Western Australia

| General Information |                      |
|---------------------|----------------------|
| 1. Branch:          | Western Australia    |
| 2. Currency used:   | Australian Dollar \$ |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | \$156,536  |
| 4. Cabinet Minister's salary:  | \$277,230  |
| 5. Minister (not in the Cabinet) salary:   | We have 17 "Ministers of the Crown" who are all paid the same.                               |
| 6. Leader of the House salary:   | The Leader of the House is by convention a Minister and does not receive a different salary. |
| 7. Leader of the Opposition salary:  | \$277,230  |
| 8. Government Whip salary:   | \$183,693  |
| 9. Opposition Whip salary:   | \$183,693  |
| 10. Speaker of the House salary:   | \$256,109  |
| 11. Deputy Speaker of the House salary:  | \$201,796  |
| 12. Committee Chairperson salary:  | \$171,623  |
| 13. Clerk of the House salary:   | \$219,380  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.  |

| Upper House                               |  |
|---|--|
| 15. Member's basic salary:                | \$156,536  |
| 16. Cabinet Minister's salary:            | \$277,230  |
| 17. Minister (not in the Cabinet) salary: | We have 17 "Minister of the Crown", with 3 in the Legislative Council. They are all paid the same.                           |
| 18. Leader of the House salary:           | There is no "Leader of the House" but there is a "Leader of the Government in the Legislative Council who receives \$292,317 |
| 19. Leader of the Opposition salary:      | The Leader of the Opposition in the Legislative Council receives \$239,514   |
| 20. Government Whip salary:               | The Government Whip in the Legislative Council receives \$179,167  |
| 21. Opposition Whip salary:               | The Opposition Whip in the Legislative Council receives \$174,641  |
| 22. Speaker of the House salary:          | The President of the Legislative Council receives \$256,109  |
| 23. Deputy Speaker of the House salary:   | The Chair of Committees receives \$201,796   |
| 24. Committee Chairperson salary:         | \$171,623  |
| 25. Clerk of the House salary:            | \$219,380  |



| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |               |
|--|---------------|
| 32. Is income tax paid on the basic Member's salary? | Not answered. |
| 33. Is income tax paid on allowances?                | Not answered. |

| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | Not answered. |
| 35. If so, is this a contributory pension scheme?  | Not answered. |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| Allowances  |               |
|---|---------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Not answered. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Not answered. |
| 43. Do Members receive allowances for travel?   | Not answered. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered. |
| 45. Are Members covered under a medical plan?   | Not answered. |
| 46. Constituency business allowance (if applicable):  | Not answered. |
| 47. Allowance for equipment (if applicable):  | Not answered. |
| 48. Remuneration for committee service (if applicable):   | Not answered. |

| <b>Revision and Regulation of Salaries and Allowances</b>   |               |
|---|---------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Not answered. |
| 50. How often is Members remuneration reviewed?   | Not answered. |
| 51. When was the last time Members remuneration was reviewed?   | Not answered. |
| 52. When is the expected next date of revision? (if applicable)   | Not answered. |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Not answered. |

| <b>Transparency and Legislation</b>   |               |
|---|---------------|
| 54. Is remuneration published and made publicly available?                          | Not answered. |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Not answered. |

| <b>Finances for Departing Members</b>   |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Not answered. |
| 58. If so, are these payments taxed?  | Not answered. |



# British Isles and the Mediterranean

## Alderney

| General Information |                  |
|---------------------|------------------|
| 1. Branch:          | Alderney         |
| 2. Currency used:   | Guernsey Pound £ |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | £9,629.00     |
| 4. Cabinet Minister's salary:  | Not answered. |
| 5. Minister (not in the Cabinet) salary:   | Not answered. |
| 6. Leader of the House salary:   | Not answered. |
| 7. Leader of the Opposition salary:  | Not answered. |
| 8. Government Whip salary:   | Not answered. |
| 9. Opposition Whip salary:   | Not answered. |
| 10. Speaker of the House salary:   | Not answered. |
| 11. Deputy Speaker of the House salary:  | Not answered. |
| 12. Committee Chairperson salary:  | Not answered. |
| 13. Clerk of the House salary:   | Not answered. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.          |

| Comparative Salaries  |                |
|---|----------------|
| 26. Average salary of a secondary school teacher:                         | £44,833        |
| 27. Average salary of a senior lawyer in the civil service:               | £161,436       |
| 28. Average salary of a Head of a Civil Service Ministry:                 | £85,982        |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | £200,000       |
| 30. Average salary of a skilled factory worker?                           | £23,000        |
| 31. Is there a legal minimum wage? If so, what is it?                     | £8.50 per hour |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | No.           |
| 35. If so, is this a contributory pension scheme?  | Not answered. |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | An additional £20,629 if sitting as an Alderney Representative in the States of Guernsey. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.   |
| 43. Do Members receive allowances for travel?   | Yes.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.   |
| 45. Are Members covered under a medical plan?   | No.   |
| 46. Constituency business allowance (if applicable):  | No.   |
| 47. Allowance for equipment (if applicable):  | No.   |
| 48. Remuneration for committee service (if applicable):   | No.   |

| Revision and Regulation of Salaries and Allowances  |                          |
|---|--------------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | States Pay Review Panel. |
| 50. How often is Members remuneration reviewed?   | Each term.               |
| 51. When was the last time Members remuneration was reviewed?   | 01/07/2019               |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.            |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | RPI.                     |



| Transparency and Legislation  |               |
|---|---------------|
| 54. Is remuneration published and made publicly available?                          | Yes.          |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Not answered. |

| Finances for Departing Members  |     |
|---|-----|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No. |
| 58. If so, are these payments taxed?  | N/A |

## Cyprus

| General Information |        |
|---------------------|--------|
| 1. Branch:          | Cyprus |
| 2. Currency used:   | Euro € |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | MPs Total Emoluments (EURO 83,895) [includes salary €47,366 - secretarial allowance €12,302 - attendance allowance €23,646]. |
| 4. Cabinet Minister's salary:  | €107,147 (including representation allowance and bonus salary)   |
| 5. Minister (not in the Cabinet) salary:   | N/A  |
| 6. Leader of the House salary:   | N/A  |
| 7. Leader of the Opposition salary:  | N/A  |
| 8. Government Whip salary:   | N/A  |
| 9. Opposition Whip salary:   | N/A  |
| 10. Speaker of the House salary:   | €131,386 (including allowances)  |
| 11. Deputy Speaker of the House salary:  | Not answered.  |
| 12. Committee Chairperson salary:  | Same as an MP.   |
| 13. Clerk of the House salary:   | The annual salary of the Secretary - General of the House is €123,859  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Not answered.  |

| Comparative Salaries  |   |
|---|---|
| 26. Average salary of a secondary school teacher:                         | Annual average secondary school teacher's salary €33,393 (€2,567 per month).  |
| 27. Average salary of a senior lawyer in the civil service:               | €77,916   |
| 28. Average salary of a Head of a Civil Service Ministry:                 | €123,859 is the salary of Permanent Secretary of any Ministry.  |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | €156,494 - same as Attorney General.  |
| 30. Average salary of a skilled factory worker?                           | €1,372 gross per month (17,818 euros yearly), including segment of bonus salary according to a most recent available data.  |
| 31. Is there a legal minimum wage? If so, what is it?                     | The legal minimum wage in Cyprus is defined by a court order for a small category of occupations (like salespersons, simple clerks, etc) and is set at €870 per month at the time of employment and rises to €924 per month after six months of service with the same employer. |



| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | Yes.  |
| 35. If so, is this a contributory pension scheme?  | Yes.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 6.8% on total emoluments (i.e. salary and allowances)   |
| 37. At what age can the pension be drawn?  | 60  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | An MP is entitled to a pension after at least 48 months of service. In case of a substitution thereafter, at least 24 months of service are required. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes, in the form of widow pension and for orphan pension.   |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | The pension can be drawn by Member after sixty provided that an MP is not re-elected.   |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Attendance Allowance per annum €23.646. Subsistence allowance: only in case of official overseas travel.   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Not anymore.   |
| 43. Do Members receive allowances for travel?   | See above.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | Yes, the General Healthcare System (GESY).   |
| 46. Constituency business allowance (if applicable):  | No.  |
| 47. Allowance for equipment (if applicable):  | Expenses arising for activities related to parliamentary business are covered out of the budget of the House, and these include telephone, faxes, internet, email, stationery and equipment. |
| 48. Remuneration for committee service (if applicable):   | No.  |

| <b>Revision and Regulation of Salaries and Allowances</b>   |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Ministry of Finance according to the provisions of current legislation.                             |
| 50. How often is Members remuneration reviewed?   | Yearly.   |
| 51. When was the last time Members remuneration was reviewed?   | 01/01/2020  |
| 52. When is the expected next date of revision? (if applicable)   | 01/01/2021  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | In general, allowances are not affected by any other measures with the exception of the attendance. |

| <b>Transparency and Legislation</b>   |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes, there is public disclosure for Member's salaries and expenses. Salary and expenses data are provided for. |
| 55. If not, do the public have access to Member's expense information upon request? | See Above.   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | L.22 (I) of 1960.  |

| <b>Finances for Departing Members</b>   |  |
|---|--|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Payments are made according to their pension scheme and they may also be entitled to a one-off lump sum. |
| 58. If so, are these payments taxed?  | These benefits are fully taxed.  |



| General Information |                          |
|---------------------|--------------------------|
| 1. Branch:          | Falkland Islands         |
| 2. Currency used:   | Falkland Islands Pound £ |

| Lower House  |                   |
|--|-------------------|
| 3. Member's basic salary:  | £45,000           |
| 4. Cabinet Minister's salary:  | N/A               |
| 5. Minister (not in the Cabinet) salary:   | N/A               |
| 6. Leader of the House salary:   | N/A               |
| 7. Leader of the Opposition salary:  | N/A               |
| 8. Government Whip salary:   | N/A               |
| 9. Opposition Whip salary:   | N/A               |
| 10. Speaker of the House salary:   | £178 per meeting. |
| 11. Deputy Speaker of the House salary:  | £178 per meeting. |
| 12. Committee Chairperson salary:  | N/A               |
| 13. Clerk of the House salary:   | £40,502           |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.               |

| Comparative Salaries  |                   |
|---|-------------------|
| 26. Average salary of a secondary school teacher:                         | £37,725-£46,599   |
| 27. Average salary of a senior lawyer in the civil service:               | £42,457-£57,426   |
| 28. Average salary of a Head of a Civil Service Ministry:                 | £107,570-£145,538 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | £75,976-£93,769   |
| 30. Average salary of a skilled factory worker?                           | £15,791-£22,799   |
| 31. Is there a legal minimum wage? If so, what is it?                     | £7.13             |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 5% Members, 10% Falkland Islands Government.   |
| 37. At what age can the pension be drawn?  | 64 years.  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | The Falkland Islands Pension Scheme is voluntary, Members are able to opt in.  |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not at present, but this is under review.  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | There are no limitations on Membership. Members have the ability to opt in or out of the scheme for the duration of the 4 years. |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | No.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | All travel, accommodation, meals are paid.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Projects would be funded by the government.  |
| 45. Are Members covered under a medical plan?   | No, when travelling they are covered by government insurance.  |
| 46. Constituency business allowance (if applicable):  | All travel and materials required are paid by the legislature.   |
| 47. Allowance for equipment (if applicable):  | Members are provided with computer and mobile devices, telephone, mobile, internet packages and 1/3 all calls. |
| 48. Remuneration for committee service (if applicable):   | N/A  |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Remuneration panel, independent panel appointed by the governor.                         |
| 50. How often is Members remuneration reviewed?   | Every four years.  |
| 51. When was the last time Members remuneration was reviewed?   | 2017   |
| 52. When is the expected next date of revision? (if applicable)   | 2021   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | It is based on consultation and the retail price index increases over the 4 year period. |



| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.                                   |
| 55. If not, do the public have access to Member's expense information upon request? | Yes.                                   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Members (Remuneration) Ordinance 2009. |

| Finances for Departing Members  |                         |
|---|-------------------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes, two months salary. |
| 58. If so, are these payments taxed?  | Yes.                    |

## Gibraltar

| General Information |                   |
|---------------------|-------------------|
| 1. Branch:          | Gibraltar         |
| 2. Currency used:   | Gibraltar Pound £ |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | £38,221       |
| 4. Cabinet Minister's salary:  | £71,032       |
| 5. Minister (not in the Cabinet) salary:   | Not answered. |
| 6. Leader of the House salary:   | £104,468      |
| 7. Leader of the Opposition salary:  | £26,115       |
| 8. Government Whip salary:   | Not answered. |
| 9. Opposition Whip salary:   | Not answered. |
| 10. Speaker of the House salary:   | £17,761       |
| 11. Deputy Speaker of the House salary:  | Not answered. |
| 12. Committee Chairperson salary:  | Not answered. |
| 13. Clerk of the House salary:   | £79,237       |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.          |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |               |
|--|---------------|
| 32. Is income tax paid on the basic Member's salary? | Not answered. |
| 33. Is income tax paid on allowances?                | Not answered. |



| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | Not answered. |
| 35. If so, is this a contributory pension scheme?  | Not answered. |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| Allowances  |               |
|---|---------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Not answered. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Not answered. |
| 43. Do Members receive allowances for travel?   | Not answered. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered. |
| 45. Are Members covered under a medical plan?   | Not answered. |
| 46. Constituency business allowance (if applicable):  | Not answered. |
| 47. Allowance for equipment (if applicable):  | Not answered. |
| 48. Remuneration for committee service (if applicable):   | Not answered. |

| Revision and Regulation of Salaries and Allowances  |               |
|---|---------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Not answered. |
| 50. How often is Members remuneration reviewed?   | Not answered. |
| 51. When was the last time Members remuneration was reviewed?   | Not answered. |
| 52. When is the expected next date of revision? (if applicable)   | Not answered. |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Not answered. |

| <b>Transparency and Legislation</b>   |               |
|---|---------------|
| 54. Is remuneration published and made publicly available?                          | Not answered. |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Not answered. |

| <b>Finances for Departing Members</b>   |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Not answered. |
| 58. If so, are these payments taxed?  | Not answered. |



| General Information |                  |
|---------------------|------------------|
| 1. Branch:          | Guernsey         |
| 2. Currency used:   | Guernsey Pound £ |

| Lower House  |                 |
|--|-----------------|
| 3. Member's basic salary:  | £37,629         |
| 4. Cabinet Minister's salary:  | £50,837         |
| 5. Minister (not in the Cabinet) salary:   | £50,837         |
| 6. Leader of the House salary:   | N/A             |
| 7. Leader of the Opposition salary:  | N/A             |
| 8. Government Whip salary:   | N/A             |
| 9. Opposition Whip salary:   | N/A             |
| 10. Speaker of the House salary:   | N/A             |
| 11. Deputy Speaker of the House salary:  | N/A             |
| 12. Committee Chairperson salary:  | N/A             |
| 13. Clerk of the House salary:   | £74,757-£92,236 |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Not answered.   |

| Comparative Salaries  |                 |
|---|-----------------|
| 26. Average salary of a secondary school teacher:                         | Not answered.   |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered.   |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered.   |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered.   |
| 30. Average salary of a skilled factory worker?                           | Not answered.   |
| 31. Is there a legal minimum wage? If so, what is it?                     | £8.50 per hour. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | No.           |
| 35. If so, is this a contributory pension scheme?  | Not answered. |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| Allowances  |      |
|---|------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | No.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | Yes. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | No.  |
| 46. Constituency business allowance (if applicable):  | No.  |
| 47. Allowance for equipment (if applicable):  | Yes. |
| 48. Remuneration for committee service (if applicable):   | No.  |

| Revision and Regulation of Salaries and Allowances  |                   |
|---|-------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Independent Body. |
| 50. How often is Members remuneration reviewed?   | Every term.       |
| 51. When was the last time Members remuneration was reviewed?   | 01/15/2020        |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.     |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.               |



| Transparency and Legislation  |               |
|---|---------------|
| 54. Is remuneration published and made publicly available?                          | Yes.          |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Not answered. |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No.           |
| 58. If so, are these payments taxed?  | Not answered. |

## Isle of Man

| General Information |              |
|---------------------|--------------|
| 1. Branch:          | Isle of Man  |
| 2. Currency used:   | Manx Pound £ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | £44,675                                     |
| 4. Cabinet Minister's salary:  | £67,012.5 (£80,415 for the Chief Minister). |
| 5. Minister (not in the Cabinet) salary:   | £49,142-£62,545 (depending on position).    |
| 6. Leader of the House salary:   | N/A   |
| 7. Leader of the Opposition salary:  | N/A   |
| 8. Government Whip salary:   | N/A   |
| 9. Opposition Whip salary:   | N/A   |
| 10. Speaker of the House salary:   | £71,480                                     |
| 11. Deputy Speaker of the House salary:  | £44,675                                     |
| 12. Committee Chairperson salary:  | £44,675                                     |
| 13. Clerk of the House salary:   | £110,347-£137,542                           |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.   |

| Upper House                               |  |
|---|--|
| 15. Member's basic salary:                | £44,675                                      |
| 16. Cabinet Minister's salary:            | £67,012.50 (£80,415 for the Chief Minister). |
| 17. Minister (not in the Cabinet) salary: | £49,142.50-£62,545                           |
| 18. Leader of the House salary:           | N/A  |
| 19. Leader of the Opposition salary:      | N/A  |
| 20. Government Whip salary:               | N/A  |
| 21. Opposition Whip salary:               | N/A  |
| 22. Speaker of the House salary:          | £67,012.50                                   |
| 23. Deputy Speaker of the House salary:   | N/A  |
| 24. Committee Chairperson salary:         | £44,675                                      |
| 25. Clerk of the House salary:            | £60,780-£70,834                              |



| Comparative Salaries  |                                    |
|---|------------------------------------|
| 26. Average salary of a secondary school teacher:                         | £33,160                            |
| 27. Average salary of a senior lawyer in the civil service:               | Unknown.                           |
| 28. Average salary of a Head of a Civil Service Ministry:                 | £110,347-£137,542                  |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | £140,000                           |
| 30. Average salary of a skilled factory worker?                           | £330,056 (average manual worker).  |
| 31. Is there a legal minimum wage? If so, what is it?                     | £38.25 per hour (for 18+ workers). |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 15%  |
| 37. At what age can the pension be drawn?  | 50   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | No minimum length of service.                                    |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes, incl. death in service and death after retirement benefits. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Those aged 75 and over are not eligible.                         |

| Allowances  |                                       |
|---|---------------------------------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | An annual sum for expenses of 7607.20 |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.                                   |
| 43. Do Members receive allowances for travel?   | Yes.                                  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.                                   |
| 45. Are Members covered under a medical plan?   | No.                                   |
| 46. Constituency business allowance (if applicable):  | No (included in annual sum).          |
| 47. Allowance for equipment (if applicable):  | No (included in annual sum).          |
| 48. Remuneration for committee service (if applicable):   | N/A                                   |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Standing Committee of Tynwald on Emoluments (parliamentary committee). |
| 50. How often is Members remuneration reviewed?   | No regular schedule.   |
| 51. When was the last time Members remuneration was reviewed?   | 01/21/2020   |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.  |

| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes. - <a href="https://www.tynwald.org.im/memoff/remall/Pages/default.aspx">https://www.tynwald.org.im/memoff/remall/Pages/default.aspx</a> |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Payment of Member's Expenses Act 1989.   |

| Finances for Departing Members  |  |
|---|--|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes. - Members of Tynwald (Resettlement Grant) Scheme 2018 (2018-SD-0041). |
| 58. If so, are these payments taxed?  | Yes.   |



| General Information |                  |
|---------------------|------------------|
| 1. Branch:          | Jersey           |
| 2. Currency used:   | Pound Sterling £ |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | £48,000  |
| 4. Cabinet Minister's salary:  | £48,000  |
| 5. Minister (not in the Cabinet) salary:   | £48,000  |
| 6. Leader of the House salary:   | £48,000  |
| 7. Leader of the Opposition salary:  | N/A  |
| 8. Government Whip salary:   | N/A  |
| 9. Opposition Whip salary:   | N/A  |
| 10. Speaker of the House salary:   | N/A - Salary paid in respect of role as Chief Justice. |
| 11. Deputy Speaker of the House salary:  | N/A - as above.  |
| 12. Committee Chairperson salary:  | £48,000  |
| 13. Clerk of the House salary:   | £140,000   |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.  |

| Comparative Salaries  |                |
|---|----------------|
| 26. Average salary of a secondary school teacher:                         | £50,000        |
| 27. Average salary of a senior lawyer in the civil service:               | £115,000       |
| 28. Average salary of a Head of a Civil Service Ministry:                 | £175,000       |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | £250,000       |
| 30. Average salary of a skilled factory worker?                           | £31,000        |
| 31. Is there a legal minimum wage? If so, what is it?                     | £8.32 per hour |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Employer 10% Member 7.75%                          |
| 37. At what age can the pension be drawn?  | 50   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | No period.   |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.   |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Members cannot join or pay in after the age of 74. |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | No.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | No.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | They have access to a staff wellbeing service. |
| 46. Constituency business allowance (if applicable):  | None.  |
| 47. Allowance for equipment (if applicable):  | 850 per 4 year term for IT equipment.          |
| 48. Remuneration for committee service (if applicable):   | None.  |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | At the moment, an independent States Members Remuneration Review Body. |
| 50. How often is Members remuneration reviewed?   | Every 4 year term.   |
| 51. When was the last time Members remuneration was reviewed?   | 07/22/2019   |
| 52. When is the expected next date of revision? (if applicable)   | 22/07/2022   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.  |



| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.   |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Not a statutory scheme. States of Jersey Law 2005 requires all Members to be paid the same amount. |

| Finances for Departing Members  |  |
|---|--|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Equivalent to statutory redundancy payment for Members who lose their seats. |
| 58. If so, are these payments taxed?  | Yes.   |

## Malta

| General Information |        |
|---------------------|--------|
| 1. Branch:          | Malta  |
| 2. Currency used:   | Euro € |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | €23,492  |
| 4. Cabinet Minister's salary:  | €51,683  |
| 5. Minister (not in the Cabinet) salary:   | N/A  |
| 6. Leader of the House salary:   | Leader of the House is a Minister and does not receive any extra remuneration for this role. |
| 7. Leader of the Opposition salary:  | €46,984  |
| 8. Government Whip salary:   | €35,238  |
| 9. Opposition Whip salary:   | €35,238  |
| 10. Speaker of the House salary:   | €51,684  |
| 11. Deputy Speaker of the House salary:  | €35,238  |
| 12. Committee Chairperson salary:  | €30,540  |
| 13. Clerk of the House salary:   | €40,180  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.  |

| Comparative Salaries  |         |
|---|---------|
| 26. Average salary of a secondary school teacher:                         | €25,300 |
| 27. Average salary of a senior lawyer in the civil service:               | €30,900 |
| 28. Average salary of a Head of a Civil Service Ministry:                 | €43,600 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | €55,000 |
| 30. Average salary of a skilled factory worker?                           | €17,000 |
| 31. Is there a legal minimum wage? If so, what is it?                     | €9,400  |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | No.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | N/A  |
| 37. At what age can the pension be drawn?  | 65   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 65 months.   |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | No.  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | In order to receive the full pension Members will need to have served as Members of Parliament for at least 15 years |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Members of Parliament elected from the 13th District receive an allowance of €23.00 per sitting. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | No.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | No.  |
| 46. Constituency business allowance (if applicable):  | N/A  |
| 47. Allowance for equipment (if applicable):  | No.  |
| 48. Remuneration for committee service (if applicable):   | No.  |

| <b>Revision and Regulation of Salaries and Allowances</b>   |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Formerly remuneration was established through a Cabinet decision. Following the enactment of the Parliamentary Service Act in 2017, there now exists a provision for the establishment of an independent body which shall be responsible for the fixing of remuneration of the Speaker and Members of Parliament. |
| 50. How often is Members remuneration reviewed?   | Remuneration is very rarely reviewed. The honoraria of Members of Parliament is pegged to salary scale 1 of the Civil Service and therefore any annual increase resulting from cost of living and collective agreement adjustments are reflected in the MPs remuneration.   |
| 51. When was the last time Members remuneration was reviewed?   | Not answered.   |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.   |

| <b>Transparency and Legislation</b>   |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | The annual General Financial Estimates which is presented during Budget (and made public) provides information about the financial allocation and the actual expenditure incurred during the previous year for the remuneration of Members of Parliament by the House of Representatives and for remuneration of Ministers by each respective Ministry. |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | See reply to question 49.   |

| <b>Finances for Departing Members</b>   |   |
|---|---|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Ministers and the Leader of Opposition are entitled to a transitional allowance based on a number of conditions. No such allowance is paid to Members of Parliament not holding any of the above mentioned positions. |
| 58. If so, are these payments taxed?  | Yes.  |



| General Information |                  |
|---------------------|------------------|
| 1. Branch:          | Scotland         |
| 2. Currency used:   | Pound Sterling £ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | £64,470   |
| 4. Cabinet Minister's salary:  | Basic MSP salary + £48,449                                      |
| 5. Minister (not in the Cabinet) salary:   | Basic MSP salary + £30,351                                      |
| 6. Leader of the House salary:   | Minister for Parliamentary Business: Basic MSP salary + £30,351 |
| 7. Leader of the Opposition salary:  | Basic MSP salary.   |
| 8. Government Whip salary:   | Basic MSP salary.   |
| 9. Opposition Whip salary:   | Basic MSP salary.   |
| 10. Speaker of the House salary:   | Presiding Officer: Basic MSP salary + £48,449                   |
| 11. Deputy Speaker of the House salary:  | Deputy Presiding Officer: Basic MSP salary + £30,351            |
| 12. Committee Chairperson salary:  | Basic MSP salary  |
| 13. Clerk of the House salary:   | Clerk/Chief Executive: £144,316-£164,431                        |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.  |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |               |
|--|---------------|
| 32. Is income tax paid on the basic Member's salary? | Yes.          |
| 33. Is income tax paid on allowances?                | Not answered. |

| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | Yes.  |
| 35. If so, is this a contributory pension scheme?  | Yes.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Member 11% or reduced contributions of 6%.  |
| 37. At what age can the pension be drawn?  | 65  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | A period for which an MSP Member makes scheme Member contributions from salary payments in respect of MSP salary is a period of reckonable service as an MSP. A short service refund is processed if the individual has less than 3 months service. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Every serving MSP aged under 75 is to participate in the scheme as an "MSP Member" (unless the MSP opts out).   |

| Allowances  |               |
|---|---------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Not answered. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Not answered. |
| 43. Do Members receive allowances for travel?   | Not answered. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered. |
| 45. Are Members covered under a medical plan?   | Not answered. |
| 46. Constituency business allowance (if applicable):  | Not answered. |
| 47. Allowance for equipment (if applicable):  | Not answered. |
| 48. Remuneration for committee service (if applicable):   | Not answered. |

| Revision and Regulation of Salaries and Allowances  |               |
|---|---------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Not answered. |
| 50. How often is Members remuneration reviewed?   | Not answered. |
| 51. When was the last time Members remuneration was reviewed?   | Not answered. |
| 52. When is the expected next date of revision? (if applicable)   | Not answered. |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Not answered. |



| Transparency and Legislation  |               |
|---|---------------|
| 54. Is remuneration published and made publicly available?                          | Not answered. |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Not answered. |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Not answered. |
| 58. If so, are these payments taxed?  | Not answered. |

# Saint Helena

| General Information |                      |
|---------------------|----------------------|
| 1. Branch:          | Saint Helena         |
| 2. Currency used:   | Saint Helena Pound £ |

| Lower House  |                    |
|--|--------------------|
| 3. Member's basic salary:  | £14,000 per annum. |
| 4. Cabinet Minister's salary:  | £18,000 per annum. |
| 5. Minister (not in the Cabinet) salary:   | N/A                |
| 6. Leader of the House salary:   | N/A                |
| 7. Leader of the Opposition salary:  | N/A                |
| 8. Government Whip salary:   | N/A                |
| 9. Opposition Whip salary:   | N/A                |
| 10. Speaker of the House salary:   | £9,000 per annum.  |
| 11. Deputy Speaker of the House salary:  | £3,000 per annum.  |
| 12. Committee Chairperson salary:  | £18,000 per annum. |
| 13. Clerk of the House salary:   | £11,000 per annum. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.                |

| Comparative Salaries  |                    |
|---|--------------------|
| 26. Average salary of a secondary school teacher:                         | Not answered.      |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered.      |
| 28. Average salary of a Head of a Civil Service Ministry:                 | £45,000 per annum. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered.      |
| 30. Average salary of a skilled factory worker?                           | N/A                |
| 31. Is there a legal minimum wage? If so, what is it?                     | £3.18 per hour.    |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | Yes.                                    |
| 35. If so, is this a contributory pension scheme?  | No.                                     |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Equivalent to 15% of annual salary p.a. |
| 37. At what age can the pension be drawn?  | 65                                      |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | No specified period of time.            |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | No.                                     |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.                                     |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Subsistence is paid for overseas travel related business; £30 for dinner, £15 for lunch per day, 35 per day incidental expenses.                        |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.   |
| 43. Do Members receive allowances for travel?   | Only subsistence as above and a mileage allowance for attending official business other than journeys to and from the main office where they are based. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.   |
| 45. Are Members covered under a medical plan?   | No.   |
| 46. Constituency business allowance (if applicable):  | No.   |
| 47. Allowance for equipment (if applicable):  | No.   |
| 48. Remuneration for committee service (if applicable):   | No.   |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Independent body appointed by H.E. the Governor. |
| 50. How often is Members remuneration reviewed?   | No set time period for reviews.                  |
| 51. When was the last time Members remuneration was reviewed?   | 11/01/2018                                       |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.                                    |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Not answered.                                    |

| Transparency and Legislation  |      |
|---|------|
| 54. Is remuneration published and made publicly available?                          | No.  |
| 55. If not, do the public have access to Member's expense information upon request? | Yes. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Yes. |

| Finances for Departing Members  |  |
|---|--|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Legislative Council (Remuneration and Allowances) Ordinance, 2010. |
| 58. If so, are these payments taxed?  | No.  |



# United Kingdom

| General Information |                              |
|---------------------|------------------------------|
| 1. Branch:          | <b>United Kingdom</b>        |
| 2. Currency used:   | <b>Great British Pound £</b> |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | £81,932 per annum (from 1 April 2020).  |
| 4. Cabinet Minister's salary:  | Entitlement: £71,090 per annum (from 1 April 2019). Received: £67,505 (from 1 April 2019).              |
| 5. Minister (not in the Cabinet) salary:   | Entitlement: £71,090 per annum (from 1 April 2019). Received: £31,680 (from 1 April 2019).              |
| 6. Leader of the House salary:   | Minister (not in Cabinet).  |
| 7. Leader of the Opposition salary:  | Entitlement: £65,171 (est) (from 1 April 2019).   |
| 8. Government Whip salary:   | Entitlement: Chief Whip - £19,880 (from April 2019). Other Whips - £17,917 (from April 2019).           |
| 9. Opposition Whip salary:   | Entitlement: Chief Whip - £34,087 (from April 2019). Other Whips - £19,880 (from April 2019).           |
| 10. Speaker of the House salary:   | £78,258 (from 1 April 2019).  |
| 11. Deputy Speaker of the House salary:  | Chairman of Ways and Means: £41,981. First and Second Deputy Chairmen: £36,896 (all from 1 April 2018). |
| 12. Committee Chairperson salary:  | £16,422 (from April 2020).  |
| 13. Clerk of the House salary:   | £185,000 - £190,000 (from April 2019). Other Whips - £19,880 (from April 2019).                         |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.  |

| Upper House                               |   |
|---|---|
| 15. Member's basic salary:                | Members of the House of Lords do not receive a salary.                                      |
| 16. Cabinet Minister's salary:            | £104,360 (from 1 April 2019).   |
| 17. Minister (not in the Cabinet) salary: | £81,485 (from 1 April 2019).  |
| 18. Leader of the House salary:           | Cabinet minister.   |
| 19. Leader of the Opposition salary:      | £70,969 (from 1 April 2019).  |
| 20. Government Whip salary:               | £81,485 (Chief Whip), £70,969 (Deputy Chief Whip), £65,625 (Whip). (All from 1 April 2019). |
| 21. Opposition Whip salary:               | £65,625 (from 1 April 2019).  |
| 22. Speaker of the House salary:          | £104,360 (from 1 April 2019).   |
| 23. Deputy Speaker of the House salary:   | £84,524 (from 1 April 2019).  |
| 24. Committee Chairperson salary:         | N/A   |
| 25. Clerk of the House salary:            | £185,000 - £190,000 (from 1 April 2019).  |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | Yes. - from the MP's Pension Scheme.  |
| 35. If so, is this a contributory pension scheme?  | Yes.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 11.09% of salary - see MPs' CARE guide (Oct 2019).  |
| 37. At what age can the pension be drawn?  | State Pension age (65 in the case of benefits built up under the final salary section in place before the 2015 election).   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Under UK occupational pensions law, 2 years' service is required for early leavers to have rights to a preserved pension.   |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Serving MPs are eligible to be active Members of the MPs' Pension Scheme. Former MPs may be preserved or pensioner Members. |



| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Members who do represent a London-Area constituency are able to claim up to £23,010 for rental costs in London or up to £16,120 for rental costs outside London. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | Travel expenses are reimbursed.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | No.  |
| 46. Constituency business allowance (if applicable):  | Members are able to claim Office Costs and Staffing Costs.   |
| 47. Allowance for equipment (if applicable):  | Some equipment is provided by the House of Commons Service, additional equipment can be purchased using the Office Costs budget.                                 |
| 48. Remuneration for committee service (if applicable):   | Committee chairs receive an additional salary (see above) ordinary committee Members are not entitled to any additional remuneration.                            |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | The Independent Parliamentary Standards Authority (IPSA).                      |
| 50. How often is Members remuneration reviewed?   | Following every general election and at other times IPSA determines.           |
| 51. When was the last time Members remuneration was reviewed?   | May - October 2018.  |
| 52. When is the expected next date of revision? (if applicable)   | December 2020.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Budgets are reviewed annually but increases are not tied to specific measures. |

| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.   |
| 55. If not, do the public have access to Member's expense information upon request? | FoI requests can be submitted to IPSA.         |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Parliamentary Standards Act 2009 (as amended). |

| Finances for Departing Members  |  |
|---|--|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | A Winding-Up, equivalent to two months' salary is paid to all departing MPs. A Loss of Office Payment is available to Members who lose their seat at a general election. |
| 58. If so, are these payments taxed?  | Winding-Up payments are paid net of tax and National Insurance Contributions. Loss of Office Payment is not taxable.   |

## Wales

| General Information |                  |
|---------------------|------------------|
| 1. Branch:          | Wales            |
| 2. Currency used:   | Pound Sterling £ |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | £67,649  |
| 4. Cabinet Minister's salary:  | £38,052  |
| 5. Minister (not in the Cabinet) salary:   | Not answered.  |
| 6. Leader of the House salary:   | Not answered.  |
| 7. Leader of the Opposition salary:  | Additional £13,741 + £1,057 per Member up to £38,052 |
| 8. Government Whip salary:   | Not answered.  |
| 9. Opposition Whip salary:   | Not answered.  |
| 10. Speaker of the House salary:   | £43,338  |
| 11. Deputy Speaker of the House salary:  | £22,197  |
| 12. Committee Chairperson salary:  | £9,154-£13,741                                       |
| 13. Clerk of the House salary:   | £129,179 - £158,337                                  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.   |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | Yes.          |
| 35. If so, is this a contributory pension scheme?  | Yes.          |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| Allowances  |               |
|---|---------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Not answered. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Not answered. |
| 43. Do Members receive allowances for travel?   | Not answered. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered. |
| 45. Are Members covered under a medical plan?   | Not answered. |
| 46. Constituency business allowance (if applicable):  | Not answered. |
| 47. Allowance for equipment (if applicable):  | Not answered. |
| 48. Remuneration for committee service (if applicable):   | Not answered. |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Independent Remuneration Board  |
| 50. How often is Members remuneration reviewed?   | Annually  |
| 51. When was the last time Members remuneration was reviewed?   | 01/04/2020  |
| 52. When is the expected next date of revision? (if applicable)   | 01/04/2021  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | ASHE: <a href="https://www.ons.gov.uk/surveys/informationforbusinesses/businesssurveys/annualsurveyofhoursandearningsashe">https://www.ons.gov.uk/surveys/informationforbusinesses/businesssurveys/annualsurveyofhoursandearningsashe</a> |

| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | National Assembly for Wales (Remuneration) Measure 2010 |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes.          |
| 58. If so, are these payments taxed?  | Not answered. |



# Canada

## Alberta

| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | Alberta            |
| 2. Currency used:   | Canadian Dollar \$ |

| Lower House  |                       |
|--|-----------------------|
| 3. Member's basic salary:  | \$120,936             |
| 4. Cabinet Minister's salary:  | \$120,936 + \$60,468  |
| 5. Minister (not in the Cabinet) salary:   | \$120,936 + \$27,216  |
| 6. Leader of the House salary:   | \$120,936 + \$15,120  |
| 7. Leader of the Opposition salary:  | \$120,936 + \$60,468  |
| 8. Government Whip salary:   | \$120,936 + \$12,096  |
| 9. Opposition Whip salary:   | \$120,936 + \$9,072   |
| 10. Speaker of the House salary:   | \$120,936 + \$60,468  |
| 11. Deputy Speaker of the House salary:  | \$120,936 + \$30,240  |
| 12. Committee Chairperson salary:  | \$120,936 + \$15,120  |
| 13. Clerk of the House salary:   | \$213,476 - \$286,977 |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.                  |

| Comparative Salaries  |           |
|---|-----------|
| 26. Average salary of a secondary school teacher:                         | \$78,700  |
| 27. Average salary of a senior lawyer in the civil service:               | \$140,438 |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$130,000 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$344,400 |
| 30. Average salary of a skilled factory worker?                           | \$45,000  |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$15.00   |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | No.           |
| 35. If so, is this a contributory pension scheme?  | No.           |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Meal per diems are available when travelling:<br>Breakfast = \$9.20<br>Lunch = \$11.60<br>Dinner = \$20.75 |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | Per km rate .505.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | Yes, Alberta Blue Cross.   |
| 46. Constituency business allowance (if applicable):  | Not answered.  |
| 47. Allowance for equipment (if applicable):  | Not answered.  |
| 48. Remuneration for committee service (if applicable):   | Not answered.  |



| <b>Revision and Regulation of Salaries and Allowances</b>   |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Member Services.   |
| 50. How often is Members remuneration reviewed?   | On April 1 of each year, components of Member remuneration shall be increased or decreased by the year-over-year percentage increase or decrease in the Alberta (All Items) Consumer Price Index published by Statistics Canada for the immediately preceding calendar year. |
| 51. When was the last time Members remuneration was reviewed?   | 08/06/2019   |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Consumer Price Index.  |

| <b>Transparency and Legislation</b>   |                                |
|---|--------------------------------|
| 54. Is remuneration published and made publicly available?                          | Yes.                           |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.                  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Legislative Assembly Act & MSC |

| <b>Finances for Departing Members</b>   |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No.           |
| 58. If so, are these payments taxed?  | Not answered. |

## British Columbia

| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | British Columbia   |
| 2. Currency used:   | Canadian Dollar \$ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | \$111,024   |
| 4. Cabinet Minister's salary:  | \$166,536 = Basic compensation +50%   |
| 5. Minister (not in the Cabinet) salary:   | Minister of State: \$149,883 = Basic compensation +35%  |
| 6. Leader of the House salary:   | Government House Leader: \$166,536 = Basic compensation +50%; Official Opposition House Leader: \$133,229 = basic compensation +20%; Third Party House Leader: \$122,127=basic compensation+10% |
| 7. Leader of the Opposition salary:  | \$166,536 = basic compensation +50%   |
| 8. Government Whip salary:   | \$133,229 = basic compensation +20%   |
| 9. Opposition Whip salary:   | \$133,229 = basic compensation +20%   |
| 10. Speaker of the House salary:   | \$166,536 = basic compensation +50%   |
| 11. Deputy Speaker of the House salary:  | \$149,883 = basic compensation + 35%  |
| 12. Committee Chairperson salary:  | \$127,678 = basic compensation + 15%  |
| 13. Clerk of the House salary:   | \$275,400   |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.   |

| Comparative Salaries  |   |
|---|---|
| 26. Average salary of a secondary school teacher:                         | \$80,212  |
| 27. Average salary of a senior lawyer in the civil service:               | Legal Counsel Level 3 range is from \$167,348 (1 year of call) to \$192, 174 (7 years of call). |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Deputy Minister: \$210,638  |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | The 81 judges of the BC Supreme Court: \$314,000  |
| 30. Average salary of a skilled factory worker?                           | \$37,541  |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$14.60 per hour.   |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | Yes.  |
| 35. If so, is this a contributory pension scheme?  | Yes.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 11% of Member's pensionable earnings (basic compensation + any additional salary earned).                         |
| 37. At what age can the pension be drawn?  | 65  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 6 years.  |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | No.   |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | The amount of the annual pension is based on a benefit accrual rate of 3.5% of the highest 3-year average annual. |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | No.   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.   |
| 43. Do Members receive allowances for travel?   | An annual 'Member's Travel Expense Allowance' of \$6,000/fiscal year is payable to Members to help offset the costs.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.   |
| 45. Are Members covered under a medical plan?   | Members are covered by the provincial medical services plan through Health Insurance BC. Members are also eligible for the extended health care plan which partially reimburses specified medical expenses or services not covered such as prescription drugs, paramedical services and vision care. The dental care plan covers basic dentistry. |
| 46. Constituency business allowance (if applicable):  | \$141,000 annual allowance for each Member.   |
| 47. Allowance for equipment (if applicable):  | See <a href="http://Members.leg.bc.ca/getting-started/managing-constit-office.htm">http://Members.leg.bc.ca/getting-started/managing-constit-office.htm</a>   |
| 48. Remuneration for committee service (if applicable):   | Only Chair and Deputy Chair receive an allowance: \$16,654 for the Chair of a committee; \$11,102 for the Deputy Chair of a committee.  |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Basic compensation for Members is established under the Member's Remuneration and Pensions Act.  |
| 50. How often is Members remuneration reviewed?   | An Independent Commission to Review MLA Compensation was appointed in 2007; among its recommendations was that an independent review commission be appointed to review MLA compensation in the first session of every second parliament. However, no further commissions have been appointed or similar processes undertaken. In practice, adjustments to Member's allowances, other than basic compensation, have been made by the Legislative Assembly Management Committee on an as required basis. |
| 51. When was the last time Members remuneration was reviewed?   | 04/30/2007   |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Member's basic compensation is typically increased April 1 of each year in accordance with the BC Consumer Price Index - as per statutory provisions in the Member's Remuneration and Pensions Act <a href="https://www.bclaws.ca/civix/document/id/complete/statreg/96257_01#section2">https://www.bclaws.ca/civix/document/id/complete/statreg/96257_01#section2</a>   |

| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes. - see <a href="https://www.leg.bc.ca/content-committees/AccountabilityDocuments/MLAs/2019-20/Q4/Summary-Rpts/Combined-MLA-Compensation-Disclosures-Q4-FY2019-20.pdf">https://www.leg.bc.ca/content-committees/AccountabilityDocuments/MLAs/2019-20/Q4/Summary-Rpts/Combined-MLA-Compensation-Disclosures-Q4-FY2019-20.pdf</a> |
| 55. If not, do the public have access to Member's expense information upon request? | Member's travel and constituency office expenses are publicly available on a quarterly basis at <a href="https://www.leg.bc.ca/learn-about-us/accountability">https://www.leg.bc.ca/learn-about-us/accountability</a>  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Member's Remuneration and Pensions Act - <a href="https://www.bclaws.ca/civix/document/id/complete/statreg/96257_01#section2">https://www.bclaws.ca/civix/document/id/complete/statreg/96257_01#section2</a>   |



| Finances for Departing Members  |  |
|---|--|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | <p>A former Member receives an amount equal to the basic compensation for a minimum of 4 months. Transitional assistance continues beyond the 4-month period to the date he/she is in receipt of income in excess of the bi-weekly transitional assistance amount or 15 months have elapsed, whichever comes first.</p> <p>The transitional assistance provides the equivalent of basic compensation and benefits (excluding pension contributions and group life insurance.) To qualify for transitional assistance, Members must complete their term of office in a Parliament. Members who resign, forfeit their seat, or die during a Parliament are not eligible for this assistance.</p> |
| 58. If so, are these payments taxed?  | The transitional assistance amount is taxable and deductions at source are made.   |

## Canada (Federal)

| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | Canada (Federal)   |
| 2. Currency used:   | Canadian Dollar \$ |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | \$182,600  |
| 4. Cabinet Minister's salary:  | \$87,200   |
| 5. Minister (not in the Cabinet) salary:   | \$87,200   |
| 6. Leader of the House salary:   | Government House Leader \$87,200; Official Opposition House Leader \$45,100; House Leader – Other Parties \$17,800 |
| 7. Leader of the Opposition salary:  | Official Opposition \$87,200; Other Parties \$61,800   |
| 8. Government Whip salary:   | \$32,500   |
| 9. Opposition Whip salary:   | Official Opposition \$32,500; Other Parties \$12,600   |
| 10. Speaker of the House salary:   | \$87,200   |
| 11. Deputy Speaker of the House salary:  | \$45,100   |
| 12. Committee Chairperson salary:  | Committee Chair (Standing and Special) \$12,600; Committee Vice-Chair (Standing and Special) \$6,300               |
| 13. Clerk of the House salary:   | Range from \$196,600 to \$231,200  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.  |

| Upper House                               |  |
|---|--|
| 15. Member's basic salary:                | Sessional Allowance \$157,600;<br><a href="#">Further information</a>              |
| 16. Cabinet Minister's salary:            | Not answered.  |
| 17. Minister (not in the Cabinet) salary: | Not answered.  |
| 18. Leader of the House salary:           | Leader of the Government \$87,200; Deputy Leader of the Government \$41,300        |
| 19. Leader of the Opposition salary:      | Leader of the Opposition \$41,300; Deputy Leader of the Opposition \$26,100        |
| 20. Government Whip salary:               | Government Whip \$12,500; Deputy Government Whip \$6,200                           |
| 21. Opposition Whip salary:               | Opposition Whip \$7,200; Deputy Opposition Whip \$3,100                            |
| 22. Speaker of the House salary:          | Speaker of the Senate \$63,700; Residence Allowance \$3,000; Car Allowance \$1,000 |
| 23. Deputy Speaker of the House salary:   | Speaker pro tempore \$26,100   |
| 24. Committee Chairperson salary:         | Committee Chair \$12,500; Committee Vice-Chair \$6,200                             |
| 25. Clerk of the House salary:            | Not answered.  |



| Comparative Salaries  |   |
|---|---|
| 26. Average salary of a secondary school teacher:                         | Secondary school teachers on average earn an estimated \$72,905 per year.   |
| 27. Average salary of a senior lawyer in the civil service:               | The salary of lawyers in the federal civil service ranges from \$40,951-\$218,926.  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | At the federal level, the salary range is between \$291,700 - \$343,100.  |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | The yearly salaries of the judges of the Supreme Court of Canada are as follows: (a) the Chief Justice of Canada, \$403,800; and (b) the eight puisne judges, \$373,900 each. |
| 30. Average salary of a skilled factory worker?                           | Skilled labour occupations in manufacturing industries earn an estimated \$62,834.  |
| 31. Is there a legal minimum wage? If so, what is it?                     | Yes, but it is under each provincial and territorial jurisdiction. On average the minimum wage is \$13.43/hour.   |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?                              | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution? | Effective January 1, 2016, the rates at which Members contribute to the Plan have been set by the Chief.   |
| 37. At what age can the pension be drawn?                                      | Not answered.  |
| 38. How long is a Member required to serve prior to qualifying for a pension?  | A Member must accumulate 6 years of pensionable service in order to become entitled to a monthly pension.  |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?     | <p>For active Members of Parliament who die prior to becoming vested in the Plan, their estate receives a minimum death benefit. The amount payable is the sum of the Members contributions to the Plan plus interest. For vested Members of the Plan, their spouse or common-law partner and eligible dependents will receive a survivor and child benefit beginning on the first day of the month following the Member's death. The survivors and dependents will also be eligible for health and dental benefits, subject to individual plan requirements and restrictions.</p> <p>The survivor benefit is an allowance equal to 60% of the Member's unreduced pension. It is paid in monthly instalments for their survivor's lifetime and is indexed annually to protect against inflation. Child allowances are payable to Member's eligible children, born/adopted prior to ceasing to be a Member, if they are under 18 years of age or are between 18 and 25 years of age and have been attending a post-secondary institution full-time without significant interruption since the age of 18.</p> <p>The child benefit is an annual amount equal to 10% of the unreduced pension for each dependent (born or adopted prior to ceasing to be a Member of Parliament), up to a maximum of 30% for all dependents. It is paid in monthly instalments until the dependents cease to be eligible to receive it. If there is no eligible survivor, each of the Member's dependents will receive an allowance equal to 20% of their unreduced pension, up to a maximum of 80%. The child benefit is also indexed annually to protect against inflation.</p> |



| Pensions  |   |
|---|---|
| <p>40. Are there any limitations on Membership of the pension scheme? If so, please define what these are</p> | <p>Participation in the Members of Parliament Pension Plan obligatory for all Members of Parliament pension plan has been mandatory since 2000. Since 2016, Members are required to contribute on all pensionable earnings, including additional salaries. The following is a short list of other limitations and restrictions:</p> <p><b>SERVICE AFTER AGE 71:</b> There are two accounts maintained in the Public Accounts of Canada: The Members of Parliament Retiring Allowances (MPRA) account and the Members of Parliament Retirement Compensation Arrangements (MPRCA) account. These accounts are used to record Members transactions under the Members of Parliament Pension Plan. The ITA requires the cessation of benefit accrual in a registered pension plan by December 31 of the year in which the employee turns age 71. The Pension Reform Act, 2012 (Bill C-46) amended the plan so that contributions to the MPRA account cease at age 71 rather than age 69 as previously established. Subsequently, a Member who reaches the age of 71 will cease contributions under the MPRCA account on the 1st of the month following the Member's 71 birthday and will commence paying into the Members of Parliament Retirement Compensation Arrangement Account for all service from that date.</p> <p><b>MAXIMUM ACCRUAL RATE</b> Members contribute to the Pension Plan on all pensionable earnings until they reach the maximum pension accrual rate of 75%. Upon reaching the 75% maximum pension accrual, Members under age 71 will contribute 1% of pensionable earnings up to the MPE to the MPRA Account and 1% of pensionable earnings above the MPE to the MPRCA Account. Members age 71 and over who reach the 75% maximum pension accrual will contribute 1% of their entire pensionable earnings to the MPRCA Account.</p> <p><b>DOUBLE DIPPING:</b> Where a pensioned Member is in receipt of a pension under this plan and also receives remuneration of at least \$5,000 in any one-year period as a federal Government employee or pursuant to a federal service contract, the aggregate of all retirement allowances under the MPRAA to that pensioner in that year shall be reduced by one dollar for each dollar of such remuneration received in that year.</p> |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | <p>Senate; \$25,800 for living expenses in the NCR such as accommodation (hotel, rent, private accommodation) and per diems. House: In accordance with the Parliament of Canada Act, Members receive sessional Allowance and Member who hold certain offices and positions are entitled to additional salaries.</p> <p>For the current sessional allowance and additional salaries, see the Appendix: Sessional Allowances and Additional Salaries in the Member's Allowances and Services Manual. Members are not provided with a subsistence allowance. Members are provided with a budget for the living expenses that they personally incur while in travel status. Members may charge meal, incidental and accommodation expenses, including those related to their secondary residence, that they personally incur while in travel status to this account.</p> |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No. Members can claim reimbursement at the current rate of \$0.523 per kilometer driven under the travel provisions, up to equivalent business class airfare.  |
| 43. Do Members receive allowances for travel?   | <p>Senate: Per diem is up to the maximum allowed (\$110.10 to \$168.40 depending on the province/territory) and \$250 a night for hotel and \$50 a night for private accommodation. The rest is reimbursed within reasonability and proof of payment while on parliamentary functions. House: Members are provided with travel allocation to reimburse their transportation, accommodation and meal expenses. The Travel point Systems covers transportation expenses incurred by Members and their authorized travelers in the fulfillment of the Member's parliamentary functions.</p> <p>The Travel Status Expenses account covers receipted accommodation, meal and incidental expenses they personally incur while in travel status in Canada. Members may also claim secondary residence expenses as a charge to the Travel Status Expenses Account.</p>       |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | <p>Senate: No.</p> <p>House: Not allowed, even as a charge to their Member's Office Budget.</p>  |
| 45. Are Members covered under a medical plan?   | Senate and House: Yes.   |



| Allowances  |   |
|---|---|
| 46. Constituency business allowance (if applicable):    | <p>Senate: Any travel expenses, per diems or hospitality expenses are reimbursed when Senators have parliamentary functions in their province or surrounding. Per diems are eligible only when further than 100 km from their home.</p> <p>House: Included in Member's Office Budget which is used to pay for Ottawa and constituency employee salaries, professional service contracts, constituency office operation costs and some travel expenses. The average Member's Office Budget for fiscal year 2020-2021 is \$399,551.</p>                                       |
| 47. Allowance for equipment (if applicable):            | <p>Senate: Yes.</p> <p>House: Members are provided with standard furniture, equipment and supplies based on a scale of entitlement approved by the Board to support the operation of their parliamentary office. In the constituency, following an election, the new Member assumes custody of existing constituency office furniture and equipment from the previous Member. Members may use their Member's Office Budget to purchase furniture and equipment required for a typical constituency office as described in the Member's Allocations and Services Manual.</p> |
| 48. Remuneration for committee service (if applicable): | <p>Senate: The chair and Vice-Chair receive additional salaries for committee service.</p> <p>House: None, except for the additional allowance paid to chairs and vice-chairs of committees mentioned in Lower House section.</p>   |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Senate: Legislation - House: Legislation Under the provisions of the Parliament of Canada Act (PCA), The remuneration reference amount for Members Salaries is equal to the amount of the annual salary of the Chief Justice of the Supreme Court of Canada as per the PCA (54.1, PCA).  |
| 50. How often is Members remuneration reviewed?   | Senate: Annually House: Every year on April 1.   |
| 51. When was the last time Members remuneration was reviewed?   | 04/01/2020   |
| 52. When is the expected next date of revision? (if applicable)   | 01/04/2021   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Senate: Yes. Adjusted based on the index of the average percentage increase in base-rate wages for a calendar year in Canada resulting from major settlements negotiated in the private sector. This adjustment is mandated by the provisions of the Parliament of Canada Act.<br><br>House: Member's sessional allowance and additional salaries are adjusted based on the index of the average percentage increase in base-rate wages for a calendar year in Canada resulting from major settlements negotiated in the private sector (55.3, PCA). This adjustment is mandated by the provisions of the Parliament of Canada Act (sections 55.1 and 67.1). |

| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Senate: Yes, published annually in the Public Accounts of Canada - House: Yes, all salaries, allowances, benefits and budgets available to Members are published and made publicly available online in the Member's Allowances and Services Manual. As well, all salaries and travel expenses are disclosed in the Public Accounts of Canada.<br><br>Additionally, the House of Commons publishes the Member's Expenditures Report on a quarterly basis, which includes costs incurred by each Member concerning their office operations, employee salaries, and contracting and travel costs. |
| 55. If not, do the public have access to Member's expense information upon request? | House: Reports identified above are publicly available.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Senate: The Parliament of Canada Act and the Salaries Act - House: The Parliament of Canada Act and the Salaries Act.  |



| Finances for Departing Members   |   |
|--|---|
| <p>57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?</p> | <p>Senate: Travel expense limited to 4 return trips within Canada for purpose of closing the office or otherwise winding up the Senator's parliamentary affairs, within one year of the date of retirement. Expenses to relocate within Canada. - House: Members not re-elected may be entitled to a Severance Allowance of 50% of their annual allowances if not entitled to an immediate pension and are under 55 years of age. Various conditions apply. Members who have less than six years of contributory pensionable service receive a return of their contributions with interest in the form of a Withdrawal Allowance.</p> <p>Members who are not re-elected and Members not seeking re-election are entitled to transition support to help them re-establish themselves. They can claim reimbursement for approved expenses up to \$15,000 within 12 months following a general election or within 12 months of the date of the dissolution.</p> <p>The transition support services must be completed within 12 months of start date. Members who are not re-elected can claim up to \$12,000 following the general election for winding up operations and closing their Ottawa and constituency offices. Once for each Parliament, Members are entitled to be reimbursed for the actual and reasonable expenses incurred in moving themselves, their designated traveller and dependents and their personal and household effects from the Member's residence to another residence in or near the National Capital Region and from there to any place in Canada. National Capital Region and from there to any place in Canada. National Capital Region and from there to any place in Canada.</p> |
| <p>58. If so, are these payments taxed?</p>  | <p>Senate: No - House: Any withdrawal allowance or severance payment amount that is paid in cash must be taxed at source (subject to withholding rates for lump-sum payments) and will also be considered income for tax purposes for the year in which it is received. Eligible amounts may be transferred to a registered retirement vehicle on a tax-deferred basis. Resettlement Provisions, Winding-up Provisions and Relocation Benefit are not taxable.</p>  |

## Manitoba

| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | Manitoba           |
| 2. Currency used:   | Canadian Dollar \$ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | \$96,214  |
| 4. Cabinet Minister's salary:  | \$52,676  |
| 5. Minister (not in the Cabinet) salary:   | \$44,399  |
| 6. Leader of the House salary:   | \$80,627  |
| 7. Leader of the Opposition salary:  | \$52,676  |
| 8. Government Whip salary:   | \$7,763   |
| 9. Opposition Whip salary:   | \$6,213   |
| 10. Speaker of the House salary:   | \$52,676  |
| 11. Deputy Speaker of the House salary:  | \$10,869  |
| 12. Committee Chairperson salary:  | Rate of \$201 per meeting to an annual max of \$4,660 |
| 13. Clerk of the House salary:   | \$155,000   |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.  |

| Comparative Salaries  |  |
|---|--|
| 26. Average salary of a secondary school teacher:                         | \$63,465   |
| 27. Average salary of a senior lawyer in the civil service:               | \$132,032 to \$157,395   |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$125,261 to \$180,601   |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Chief Justice \$344,400 Appeals Court and Queens Bench \$314,100 |
| 30. Average salary of a skilled factory worker?                           | \$32,906   |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$11.65 per hour.  |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |



| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 9%   |
| 37. At what age can the pension be drawn?  | 55   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | The age and years of service must equal or exceed 55   |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | For spouse or common law partner, and in the absence of a spouse or common law partner, to eligible survivors. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered.  |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Not for attendance, but there are temporary residence allowances and living expenses for MLAs who reside outside of Winnipeg of \$1,346, and \$822 per month respectively, with \$178 per month for intersessional periods.   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No. Cabinet ministers are provided with cars. MLAs can lease cars and charge this to their constituency allowances, but they must keep track of mileage logs and show whether travel is business or personal. Only business travel is reimbursed.   |
| 43. Do Members receive allowances for travel?   | Not answered.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Yes. and the amount depends on where the MLA lives. In the city of Winnipeg it is \$6,929 per year. Southern Members receive reimbursement for 65 round trips and have individual constituency base amounts, while northern Members receive expenses for 52 round trips by air and a base amount of \$16,546. |
| 45. Are Members covered under a medical plan?   | Yes, Manitoba Blue Cross.   |
| 46. Constituency business allowance (if applicable):  | Yes, there is provision for constituency expenses including office space, operation expenses including capital equipment and furnishings, constituency office staff salaries and representation expenses.   |
| 47. Allowance for equipment (if applicable):  | Yes.  |
| 48. Remuneration for committee service (if applicable):   | No.   |

| <b>Revision and Regulation of Salaries and Allowances</b>   |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | An Independent Commissioner appointed by the Legislative Assembly Management Commission.   |
| 50. How often is Members remuneration reviewed?   | Within 6 months after every provincial general election, however if an election is held within 42 months after the previous election, the Management Commission can defer the appointment of a Commissioner until the next following election. |
| 51. When was the last time Members remuneration was reviewed?   | 07/14/2017   |
| 52. When is the expected next date of revision? (if applicable)   | 12/04/2024   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | The Commissioner looks at all of those items mentioned as well as the salaries and allowances in other Canadian jurisdictions.   |

| <b>Transparency and Legislation</b>   |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.   |
| 55. If not, do the public have access to Member's expense information upon request? | It is available on the Assembly web site, and the public can also request information from the Member's Allowances Office. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | The Legislative Assembly Act, and there are also regulations regarding MLA Allowances and MLA pensions.                    |

| <b>Finances for Departing Members</b>   |   |
|---|---|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes, there is a severance/transition allowance of one month of salary for each year of service with a minimum payment of three months of pay and a maximum payment of 12 months of pay. |
| 58. If so, are these payments taxed?  | Yes.  |



| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | New Brunswick      |
| 2. Currency used:   | Canadian Dollar \$ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | \$85,000  |
| 4. Cabinet Minister's salary:  | \$47,353  |
| 5. Minister (not in the Cabinet) salary:   | \$35,550  |
| 6. Leader of the House salary:   | \$26,307 (*If House Leader is a Cabinet Minister, the House Leader does not receive both a Ministerial and Government House Leader salary). |
| 7. Leader of the Opposition salary:  | \$55,300  |
| 8. Government Whip salary:   | \$26,307  |
| 9. Opposition Whip salary:   | \$19,730.25   |
| 10. Speaker of the House salary:   | \$52,614  |
| 11. Deputy Speaker of the House salary:  | \$26,307  |
| 12. Committee Chairperson salary:  | No additional earnings paid to the Committee Chair.   |
| 13. Clerk of the House salary:   | \$146-848 to \$169,998  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.  |

| Comparative Salaries  |  |
|---|--|
| 26. Average salary of a secondary school teacher:                         | \$38,907 - \$89,530  |
| 27. Average salary of a senior lawyer in the civil service:               | \$125,000 - \$149,999  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$150,000 - \$199,999 (Deputy Minister).   |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Judge of the Court of Queen's Bench of New Brunswick: \$314,100; Judge of the Provincial Court of New Brunswick: \$251,280 |
| 30. Average salary of a skilled factory worker?                           | \$35,000 - \$52,000  |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$11.75 / hour.  |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | For 2021: 7.5% on earnings up to \$61,600; 10.7% on earnings above \$61,600  |
| 37. At what age can the pension be drawn?  | 55   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 2 years  |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | The New Brunswick Public Service Pension Plan has options the member may select at retirement which provide for continuing payments to a spouse or designated beneficiary. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not with respect to elected members.   |



| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | <p>For each member who is not a member of Executive Council: Sessional Allowances: Accommodation: \$150 and an incidental allowance of \$5.00 for each overnight stay while the House is in session, if the member's residence is greater than 50km from Fredericton; meal per diem maximum \$37.50 while House is in session; travel allowance: \$0.41/km for members whose residence is greater than 25km from Fredericton.</p> <p>Intersessional allowance: accommodation, meal per diem, and travel as per sessional allowances for up to 40 trips per fiscal year while the House is not in session (including up to 10 trips within the province to attend caucus or other official business as an MLA); Committee allowances: accommodation, meal per diem, and travel allowances as per sessional allowances for each day the member attends a meeting of committee.</p> |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | Yes: see response to question 41.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No such funds are provided to Members directly. Certain funding by Government is from time to time allocated by electoral district.  |
| 45. Are Members covered under a medical plan?   | Yes.   |
| 46. Constituency business allowance (if applicable):  | Constituency Office Allowance: \$50,000 (net of Harmonized Sales Tax) per fiscal year.   |
| 47. Allowance for equipment (if applicable):  | For constituency office, included in Constituency Office Allowance.  |
| 48. Remuneration for committee service (if applicable):   | For every night a Member stays in the capital city, they are entitled to \$150 accommodation allowance and a \$5 incidental when eligible, Members may also claim meal per diems when residing in the capital city (\$7.50 breakfast; \$10.50 lunch; \$19.50 supper) and are eligible for a kilometric allowance based on 41 cents per km driven.  |

| <b>Revision and Regulation of Salaries and Allowances</b>   |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Members' remuneration is set out in the Legislative Assembly Act.   |
| 50. How often is Members remuneration reviewed?   | Section 39 of the Legislative Assembly Act requires a review of salaries and benefits after every second provincial general election. |
| 51. When was the last time Members remuneration was reviewed?   | 09/30/2007  |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | The value of allowances is not indexed.   |

| <b>Transparency and Legislation</b>   |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | N/A   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Legislative Assembly Act, RSNB 2014, c. 116 |

| <b>Finances for Departing Members</b>   |      |
|---|------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes. |
| 58. If so, are these payments taxed?  | Yes. |



# Newfoundland and Labrador

| General Information |                           |
|---------------------|---------------------------|
| 1. Branch:          | Newfoundland and Labrador |
| 2. Currency used:   | Canadian Dollar \$        |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | \$95,357  |
| 4. Cabinet Minister's salary:  | \$48,665  |
| 5. Minister (not in the Cabinet) salary:   | Not answered.                                   |
| 6. Leader of the House salary:   | Leader of the House is a Cabinet Minister       |
| 7. Leader of the Opposition salary:  | \$48,665  |
| 8. Government Whip salary:   | None  |
| 9. Opposition Whip salary:   | None  |
| 10. Speaker of the House salary:   | \$48,665  |
| 11. Deputy Speaker of the House salary:  | \$12,166  |
| 12. Committee Chairperson salary:  | \$12,166 (Public Accounts only; all others \$0) |
| 13. Clerk of the House salary:   | \$170,000                                       |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.  |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |               |
|--|---------------|
| 32. Is income tax paid on the basic Member's salary? | Not answered. |
| 33. Is income tax paid on allowances?                | Not answered. |

| <b>Pensions</b>  |               |
|--|---------------|
| 34. Do Members receive a pension?  | Not answered. |
| 35. If so, is this a contributory pension scheme?  | Not answered. |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Not answered. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| <b>Allowances</b>   |               |
|---|---------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Not answered. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Not answered. |
| 43. Do Members receive allowances for travel?   | Not answered. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered. |
| 45. Are Members covered under a medical plan?   | Not answered. |
| 46. Constituency business allowance (if applicable):  | Not answered. |
| 47. Allowance for equipment (if applicable):  | Not answered. |
| 48. Remuneration for committee service (if applicable):   | Not answered. |

| <b>Revision and Regulation of Salaries and Allowances</b>   |               |
|---|---------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Not answered. |
| 50. How often is Members remuneration reviewed?   | Not answered. |
| 51. When was the last time Members remuneration was reviewed?   | Not answered. |
| 52. When is the expected next date of revision? (if applicable)   | Not answered. |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Not answered. |



| Transparency and Legislation  |               |
|---|---------------|
| 54. Is remuneration published and made publicly available?                          | Not answered. |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Not answered. |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Not answered. |
| 58. If so, are these payments taxed?  | Not answered. |

## Northwest Territories

| General Information |                              |
|---------------------|------------------------------|
| 1. Branch:          | <b>Northwest Territories</b> |
| 2. Currency used:   | <b>Canadian Dollar \$</b>    |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | \$109,991     |
| 4. Cabinet Minister's salary:  | \$168,860     |
| 5. Minister (not in the Cabinet) salary:   | Not answered. |
| 6. Leader of the House salary:   | Not answered. |
| 7. Leader of the Opposition salary:  | Not answered. |
| 8. Government Whip salary:   | Not answered. |
| 9. Opposition Whip salary:   | Not answered. |
| 10. Speaker of the House salary:   | \$157,866     |
| 11. Deputy Speaker of the House salary:  | \$117,737     |
| 12. Committee Chairperson salary:  | \$117,917     |
| 13. Clerk of the House salary:   | \$279,286     |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.          |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | \$159,374     |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |



| Pensions   |                        |
|--|------------------------|
| 34. Do Members receive a pension?  | Yes.                   |
| 35. If so, is this a contributory pension scheme?  | Yes.                   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 9%                     |
| 37. At what age can the pension be drawn?  | 60                     |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 1 full term (4 years). |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | No.                    |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered.          |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Not answered.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | No - the legislature pays for travel when the Member is on business. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | Yes.   |
| 46. Constituency business allowance (if applicable):  | Yes.   |
| 47. Allowance for equipment (if applicable):  | No - legislature provides equipment.                                 |
| 48. Remuneration for committee service (if applicable):   | Not answered.  |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Independent body established within each assembly. |
| 50. How often is Members remuneration reviewed?   | Once every 4 years.                                |
| 51. When was the last time Members remuneration was reviewed?   | 11/29/2017   |
| 52. When is the expected next date of revision? (if applicable)   | 30/06/2021   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | CPI.   |

| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.                                   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Legislative Assembly and Executive Council Act. |

| Finances for Departing Members  |                                    |
|---|------------------------------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Transition allowance of 12 months. |
| 58. If so, are these payments taxed?  | Yes.                               |



| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | Nova Scotia        |
| 2. Currency used:   | Canadian Dollar \$ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | \$89,234.90   |
| 4. Cabinet Minister's salary:  | \$49,046.51 in addition to Member's basic salary.   |
| 5. Minister (not in the Cabinet) salary:   | Same as cabinet Minister.   |
| 6. Leader of the House salary:   | Premier - \$112,791.20 in addition to Member basic salary.                                    |
| 7. Leader of the Opposition salary:  | \$49,046.51 in addition to Member basic salary.   |
| 8. Government Whip salary:   | \$5,253 in addition to Member basic salary.   |
| 9. Opposition Whip salary:   | Same as Government Whip salary.   |
| 10. Speaker of the House salary:   | \$49,046.51 in addition to Member basic salary.   |
| 11. Deputy Speaker of the House salary:  | \$24,523.25 in addition to Member basic salary.   |
| 12. Committee Chairperson salary:  | Chair of Public account: \$3,152, all other chairs 21,010 in addition to Member basic salary. |
| 13. Clerk of the House salary:   | Range of Deputy Minister \$159,653.52 - \$219,523.46  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.  |

| Comparative Salaries  |                                    |
|---|------------------------------------|
| 26. Average salary of a secondary school teacher:                         | \$70,000                           |
| 27. Average salary of a senior lawyer in the civil service:               | Range \$129,061.23 - \$157,514.65  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Range: \$159,653.52 - \$219,523.46 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$344,400                          |
| 30. Average salary of a skilled factory worker?                           | N/A                                |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$12.55 per hour.                  |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |                |
|--|----------------|
| 34. Do Members receive a pension?  | Yes.           |
| 35. If so, is this a contributory pension scheme?  | Yes.           |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 10% of salary. |
| 37. At what age can the pension be drawn?  | 55             |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 2 years.       |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.           |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.            |

| Allowances  |                                   |
|---|-----------------------------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes - per diem when House sits.   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.                               |
| 43. Do Members receive allowances for travel?   | Yes.                              |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.                               |
| 45. Are Members covered under a medical plan?   | Yes.                              |
| 46. Constituency business allowance (if applicable):  | Yes.                              |
| 47. Allowance for equipment (if applicable):  | Yes.                              |
| 48. Remuneration for committee service (if applicable):   | Yes - vice chairs \$525 per year. |



| <b>Revision and Regulation of Salaries and Allowances</b>   |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Independent commission.                                   |
| 50. How often is Members remuneration reviewed?   | After every General Election unless waive by legislation. |
| 51. When was the last time Members remuneration was reviewed?   | 04/01/2014  |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Not necessarily.  |

| <b>Transparency and Legislation</b>   |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.   |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | House of Assembly Act - House of Assembly Management Commission Act. |

| <b>Finances for Departing Members</b>   |  |
|---|--|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | There is a limited transition allowance if not taking pension. |
| 58. If so, are these payments taxed?  | Yes.   |

# Ontario

| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | Ontario            |
| 2. Currency used:   | Canadian Dollar \$ |

| Lower House  |                       |
|--|-----------------------|
| 3. Member's basic salary:  | \$116,550             |
| 4. Cabinet Minister's salary:  | \$49,301              |
| 5. Minister (not in the Cabinet) salary:   | \$22,378              |
| 6. Leader of the House salary:   | Not answered.         |
| 7. Leader of the Opposition salary:  | \$64,336              |
| 8. Government Whip salary:   | \$21,329              |
| 9. Opposition Whip salary:   | \$16,317              |
| 10. Speaker of the House salary:   | \$36,364              |
| 11. Deputy Speaker of the House salary:  | \$17,249              |
| 12. Committee Chairperson salary:  | \$16,317              |
| 13. Clerk of the House salary:   | \$234,080 - \$333,120 |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.                  |

| Comparative Salaries  |                |
|---|----------------|
| 26. Average salary of a secondary school teacher:                         | Not answered.  |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered.  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered.  |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered.  |
| 30. Average salary of a skilled factory worker?                           | Not answered.  |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$14 per hour. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | Yes, Defined Contribution.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Legislative Assembly of Ontario contribute 10% on behalf of MPs.                     |
| 37. At what age can the pension be drawn?  | Members who leave after age 55 can access the pension.                               |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | There is no restriction due to Defined Contribution.                                 |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | No.  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Membership ends at end of year at age 69. Contribution is provided as cash with pay. |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | No.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | They do not receive unaccountable allowances. They are reimbursed at .44 cents/km. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | Yes, a comprehensive benefit plan.   |
| 46. Constituency business allowance (if applicable):  | No. Each Member has a global budget and is reimbursed when expenses are incurred.  |
| 47. Allowance for equipment (if applicable):  | No. The Assembly provides a standard package for office furnishings.               |
| 48. Remuneration for committee service (if applicable):   | The Chairperson only.  |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Legislative Assembly Act.  |
| 50. How often is Members remuneration reviewed?   | There is no defined revision period. Legislation through the House allows for adjustments. |
| 51. When was the last time Members remuneration was reviewed?   | April 1, 2008. Legislation has frozen salaries based on the Budget Bill.                   |
| 52. When is the expected next date of revision? (if applicable)   | Will be determined by the Budget Bill.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.  |

| Transparency and Legislation  |                           |
|---|---------------------------|
| 54. Is remuneration published and made publicly available?                          | Yes.                      |
| 55. If not, do the public have access to Member's expense information upon request? | N/A                       |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Legislative Assembly Act. |

| Finances for Departing Members  |   |
|---|---|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes.  |
| 58. If so, are these payments taxed?  | Yes, unless the money is transferred to a Registered Retirement Savings Plan. |



# Prince Edward Island

| General Information |                      |
|---------------------|----------------------|
| 1. Branch:          | Prince Edward Island |
| 2. Currency used:   | Canadian Dollar \$   |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | \$74,394      |
| 4. Cabinet Minister's salary:  | \$51,986      |
| 5. Minister (not in the Cabinet) salary:   | N/A           |
| 6. Leader of the House salary:   | \$14,018      |
| 7. Leader of the Opposition salary:  | \$51,986      |
| 8. Government Whip salary:   | \$4,084       |
| 9. Opposition Whip salary:   | \$4,084       |
| 10. Speaker of the House salary:   | \$51,986      |
| 11. Deputy Speaker of the House salary:  | \$25,993      |
| 12. Committee Chairperson salary:  | \$4,500       |
| 13. Clerk of the House salary:   | Not answered. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.          |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | \$66,114      |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$122,531     |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | \$30,000      |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$12.85/hr.   |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | Yes.          |
| 35. If so, is this a contributory pension scheme?  | Yes.          |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 9%            |
| 37. At what age can the pension be drawn?  | 60            |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | N/A           |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |

| Allowances  |               |
|---|---------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Mileage       |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No            |
| 43. Do Members receive allowances for travel?   | Yes.          |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No            |
| 45. Are Members covered under a medical plan?   | Yes.          |
| 46. Constituency business allowance (if applicable):  | Not answered. |
| 47. Allowance for equipment (if applicable):  | Yes.          |
| 48. Remuneration for committee service (if applicable):   | Yes.          |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Indemnities and Allowances commission (independent body) |
| 50. How often is Members remuneration reviewed?   | Annually   |
| 51. When was the last time Members remuneration was reviewed?   | 12/01/2019   |
| 52. When is the expected next date of revision? (if applicable)   | 10/12/2020   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No   |



| Transparency and Legislation  |                          |
|---|--------------------------|
| 54. Is remuneration published and made publicly available?                          | Yes.                     |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.            |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Legislative Assembly Act |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No            |
| 58. If so, are these payments taxed?  | Not answered. |

# Quebec

| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | Quebec             |
| 2. Currency used:   | Canadian Dollar \$ |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | 95,704   |
| 4. Cabinet Minister's salary:  | 167,482  |
| 5. Minister (not in the Cabinet) salary:   | N/A  |
| 6. Leader of the House salary:   | 196,193 (as Premier)                           |
| 7. Leader of the Opposition salary:  | 167,482 (as leader of the Official opposition) |
| 8. Government Whip salary:   | 129,200  |
| 9. Opposition Whip salary:   | 124,415 (as Official Opposition whip)          |
| 10. Speaker of the House salary:   | 167,482  |
| 11. Deputy Speaker of the House salary:  | 129,200  |
| 12. Committee Chairperson salary:  | 119,630  |
| 13. Clerk of the House salary:   | 276,111  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.  |

| Comparative Salaries  |   |
|---|---|
| 26. Average salary of a secondary school teacher:                         | 71,000 (data from 2016 census).   |
| 27. Average salary of a senior lawyer in the civil service:               | 114,344   |
| 28. Average salary of a Head of a Civil Service Ministry:                 | 229,976   |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Supreme court of Canada: 373,900/ Court of Appeal of Quebec (highest court in Quebec): 314,100. |
| 30. Average salary of a skilled factory worker?                           | Data not available.   |
| 31. Is there a legal minimum wage? If so, what is it?                     | Yes. 13.10/hour.  |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | A deduction equal to 9% of each payment of a Member's indemnity is made as contributions. In accordance with tax rules, the annual contribution may not exceed a maximum amount, indexed each year. No contribution is made after 25 years of participation in the pension plan.   |
| 37. At what age can the pension be drawn?  | 60   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | No minimum number of years. The calculation of the retirement pension is equal to the pension credits granted for each year of participation in the plan.  |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | <p>Upon the death of a Member or former Member, the spouse is entitled to a pension, for life, equal to 60% of the pension which the Member would have been entitled to receive or which the former Member was receiving.</p> <p>Upon the death of a Member or former Member, each of his or her child, if under 18 years of age or under 21 years of age and attending on a full-time basis a teaching institution at the college or university level, is entitled to receive 10% of the retirement pension which the Member would have been entitled to receive or which the former Member was receiving. If the Member or former Member has no spouse at the time of his or her death or if the spouse dies, each child shall then be entitled to receive 20% of the retirement pension.</p> <p>Pensions paid to the spouse and/or children shall not exceed the amount of the retirement pension which the Member would have been entitled to receive or which the former Member was receiving. The pension payable to the children shall, where necessary, be divided equally among the children.</p> |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Any former Member of the National Assembly of Québec has access to a pension plan since 1992. (Another pension system was in use prior to 1992.) Any Member may choose not to participate in the pension plan.   |

| Allowances   |  |
|--|--|
| <p>41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)</p> | <p>Yes.</p> <p>1) Annual Expense Allowance: Members receive an annual expense allowance for the reimbursement of expenses incurred in the performance of their duties, including meal and accommodation expenses in their riding or outside Québec City, representation expenses, etc. The allowance is adjusted on January 1 every year based on the Consumer Price Index for Canada established by Statistics Canada. For the year 2020, each MNA receives an annual expense allowance equal to \$18,047 after subtraction of the federal income tax.</p> <p>2) Attendance Allowance: Members who participate in a parliamentary committee are entitled to an attendance allowance of \$125 for each day the committee meets during periods when the Assembly is not sitting. Members who are Members or substitute Members of the Office of the National Assembly are entitled to an attendance allowance of \$125 for each day the Office meets when the Assembly is not sitting, unless they participate in the meeting via a means that enables them to communicate remotely.</p> <p>3) Reimbursement of Accommodation Expenses in Québec City: Members are entitled to be reimbursed for the expenses they incur for lodgings in Québec City or the immediate vicinity provided their principal residence is located outside the territory of Québec City and the ridings adjacent to it. For the period from April 1, 2020 to March 31, 2021 accommodation expenses are reimbursed up to \$15,700.</p> |
| <p>42. Do Members receive a loan/duty-free concession to purchase a vehicle?</p>                     | <p>No.</p>   |



| <b>Allowances</b>                                    |   |
|--|---|
| <p>43. Do Members receive allowances for travel?</p> | <p>Yes. 1) Allowance for Travel within Ridings and Elsewhere in Québec: Members are entitled to a monthly allowance for travel expenses, including expenses for travel within their riding. The amount of the allowance varies according to the size of the riding.</p> <p>Due to certain constraints and characteristics unique to their ridings, the Members for three large and remote ridings are also entitled to an additional allowance, which is paid on presentation of vouchers for actual costs incurred for travel within their riding. This allowance enables them to visit communities that are difficult or impossible to reach by land.</p> <p>2) Reimbursement of Expenses for Travel Between a Riding and the Parliament Building: On presentation of vouchers, the National Assembly reimburses the expenses incurred by Members for travel between their riding office and the Parliament Building. Members who travel by plane, bus or train are entitled to be reimbursed for the cost of an economy class ticket as well as related costs. Members who travel by car are entitled to an allowance equal to \$0.48 per kilometre between their riding office and the Parliament Building.</p> <p>Members are entitled to a maximum of 60 return trips per fiscal year between their riding office and the Parliament Building, including 5 return trips for their spouse or dependent children. Members who hold certain offices are entitled to 10 additional return trips per fiscal year. Members representing ridings that are wholly or partially included in or are adjoining to Québec City are not entitled to be reimbursed for their expenses for travel between their riding and the Parliament Building.</p> <p>Members are entitled to be reimbursed, on presentation of vouchers, for travel and accommodation expenses for two trips per year within Québec to attend a caucus of their political party's parliamentary wing. The travel and accommodation expenses for such trips may not exceed \$150 per day, for a maximum of \$300 per caucus. These trips are deducted from the maximum number of trips to which Members are entitled.</p> |

| Allowances  |   |
|---|---|
| 43. Do Members receive allowances for travel?   | <p>reimbursed for their expenses for travel between their riding and the Parliament Building. Members are entitled to be reimbursed, on presentation of vouchers, for travel and accommodation expenses for two trips per year within Québec to attend a caucus of their political party's parliamentary wing.</p> <p>The travel and accommodation expenses for such trips may not exceed \$150 per day, for a maximum of \$300 per caucus. These trips are deducted from the maximum number of trips to which Members are entitled.</p>  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | <p>Yes. Through a Volunteer Support Program, an average of \$163,000 are provided to Members to support community organizations in their ridings.</p> <p>The total envelope of \$20.4 million is distributed among Members based on the index of disadvantage in each of their riding.</p>  |
| 45. Are Members covered under a medical plan?   | <p>Most medical services are covered by the public healthcare system. For other medical services, Members have a private group insurance.</p>   |
| 46. Constituency business allowance (if applicable):  | <p>The amount allocated annually to each Member for the rental and operation of a riding office varies according to the cost of living in a riding. The annual operating budgets allocated is between \$52,200 and \$63,700. An additional amount of up to \$3,300 is allocated where rent and premises costs for the riding office represent over 45% of the operating budget.</p> <p>If a Member represents a very large riding and need to rent a second or third riding office, he or she is entitled to an additional amount for the operation of those offices. Each Member is granted a basic budget to cover payroll expenses. The basic budget for payroll expenses is \$176,771. Larger amounts are granted to House officers to cover payroll expenses and operating budget.</p> |
| 47. Allowance for equipment (if applicable):  | N/A   |



| Allowances  |  |
|---|--|
| 48. Remuneration for committee service (if applicable): | Members who hold parliamentary office receive an additional indemnity that corresponds to a percentage of their basic annual indemnity. If a Member holds two or more positions for which an additional indemnity is granted, he or she is entitled only to the higher indemnity. A standing committee Chair receives an additional \$23,926 (25% of the basic indemnity). A standing committee Vice-Chair receives an additional \$19,141 (20% of the basic indemnity). |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Members remuneration is determined by the Act respecting the conditions of employment and the pension plan of the Members of the National Assembly. |
| 50. How often is Members remuneration reviewed?   | The Member's indemnity is increased annually.   |
| 51. When was the last time Members remuneration was reviewed?   | 04/01/2020  |
| 52. When is the expected next date of revision? (if applicable)   | 01/04/2021  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Not answered.   |

| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.   |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Act respecting the conditions of employment and the pension plan of the Members of the National Assembly |

| <b>Finances for Departing Members</b>  |   |
|--|---|
| <p>57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?</p> | <p>A Member who is defeated in an election, or who serves out a term as Member but is not a candidate in the next election, is entitled to a transition allowance. A Member who resigns during his term of office is also entitled to a transition allowance on condition that his/her resignation is due to a serious family matter or to a major health issue affecting him/her or a Member of his/her immediate family.</p> <p>The transition allowance is equal to twice the Member's monthly salary for each complete year during which he or she was a Member of the Assembly. He or she is also entitled, where such is the case, to twice the portion of the monthly salary equal to the fraction of a year during which he or she was a Member of the Assembly. In no case may the allowance be less than four times his or her monthly salary, nor, on the other hand, be more than twelve times his or her monthly salary.</p> |
| <p>58. If so, are these payments taxed?</p>  | <p>Yes.</p>   |



| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | Saskatchewan       |
| 2. Currency used:   | Canadian Dollar \$ |

| Lower House  |                      |
|--|----------------------|
| 3. Member's basic salary:  | \$100,068            |
| 4. Cabinet Minister's salary:  | \$151,015            |
| 5. Minister (not in the Cabinet) salary:   | N/A                  |
| 6. Leader of the House salary:   | \$172,848 (Premier). |
| 7. Leader of the Opposition salary:  | \$151,015            |
| 8. Government Whip salary:   | \$114,957            |
| 9. Opposition Whip salary:   | \$114,957            |
| 10. Speaker of the House salary:   | \$151,015            |
| 11. Deputy Speaker of the House salary:  | \$114,957            |
| 12. Committee Chairperson salary:  | \$114,957            |
| 13. Clerk of the House salary:   | \$244,350            |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.                 |

| Comparative Salaries  |   |
|---|---|
| 26. Average salary of a secondary school teacher:                         | \$86,755  |
| 27. Average salary of a senior lawyer in the civil service:               | \$128,184   |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$236,552   |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$314,100   |
| 30. Average salary of a skilled factory worker?                           | \$45,947  |
| 31. Is there a legal minimum wage? If so, what is it?                     | Yes. Currently the rate is \$11.32/hour. As of October 1 it will be adjusted to \$11.45/hour. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Employee contributes 9% of salary, equally matched by employer. There is also a Supplementary Retirement Plan (SRP). This is employer funded and is 2% / 4% based on age at time of entering the Legislative Assembly. |
| 37. At what age can the pension be drawn?  | 50   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | All Members are vested and locked in at enrolment.   |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Members can select their beneficiaries (spouse).   |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | They can continue to contribute to the plan until the end of the calendar year that they turn 71.  |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Members have a travel allowance that includes meal per diems. Amount of allowance is dependent on the size of the constituency and distance.   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | Yes.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | Yes.   |
| 46. Constituency business allowance (if applicable):  | Members has a Constituency Services provision to operate their constituency office. That amount is \$62,314.   |
| 47. Allowance for equipment (if applicable):  | Members can purchase office and computer equipment from their Constituency Services provision. In addition, they can access an additional \$10,000 per tem of a Legislature for office renovations, furniture and equipment. |
| 48. Remuneration for committee service (if applicable):   | Nothing, other than the Chair.   |



| <b>Revision and Regulation of Salaries and Allowances</b>   |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Recommendation of an independent committee and thereafter adjusted from time to time by the Board of Internal Economy (BOIE).  |
| 50. How often is Members remuneration reviewed?   | Periodically adjusted and has been reduced by legislation.   |
| 51. When was the last time Members remuneration was reviewed?   | Not answered.  |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Yes, it is tied to the Consumer Price Index for the Travel and Constituency Services provisions. The Constituency Assistant Salary provision provided to Members is tied to Public Service bargaining increases. |

| <b>Transparency and Legislation</b>   |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | Yes.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Board of Internal Economy (BOIE) Directives that are derived from The Legislative Assembly Act, 2007. |

| <b>Finances for Departing Members</b>   |  |
|---|--|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes. Members receive a Transition Allowance upon retirement or defeat (one month for every year of service to a maximum of 12 months). |
| 58. If so, are these payments taxed?  | Yes.   |

## Yukon

| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | Yukon              |
| 2. Currency used:   | Canadian Dollar \$ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | \$82,130 plus taxable expense allowance of 20,527 |
| 4. Cabinet Minister's salary:  | 44,224  |
| 5. Minister (not in the Cabinet) salary:   | All Minister's are in Cabinet.                    |
| 6. Leader of the House salary:   | Premier - 66,282                                  |
| 7. Leader of the Opposition salary:  | 44,224  |
| 8. Government Whip salary:   | N/A   |
| 9. Opposition Whip salary:   | N/A   |
| 10. Speaker of the House salary:   | 41,076  |
| 11. Deputy Speaker of the House salary:  | 16,405  |
| 12. Committee Chairperson salary:  | N/A   |
| 13. Clerk of the House salary:   | 185,903 to 248,696                                |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.  |

| Comparative Salaries  |                    |
|---|--------------------|
| 26. Average salary of a secondary school teacher:                         | Unknown.           |
| 27. Average salary of a senior lawyer in the civil service:               | 89,989 to 138,051  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | 185,903 to 248,696 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Unknown.           |
| 30. Average salary of a skilled factory worker?                           | Unknown.           |
| 31. Is there a legal minimum wage? If so, what is it?                     | 13.85 per hour.    |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | Yes.  |
| 35. If so, is this a contributory pension scheme?  | Yes.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 9% of the members remuneration.   |
| 37. At what age can the pension be drawn?  | 55  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 6 years.  |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Benefits are not provided to Members or dependents.                                   |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Member's service to contribute to the pension plan is limited to 15 years of service. |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | No but Members who represent an electoral district outside of Whitehorse are paid per diems and accommodations based on legislation. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | Yes if they represent an electoral district outside the Capital.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | Yes.   |
| 46. Constituency business allowance (if applicable):  | No.  |
| 47. Allowance for equipment (if applicable):  | Equipment costs are covered by the Yukon Legislative Assembly.   |
| 48. Remuneration for committee service (if applicable):   | N/A  |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | An all-party committee of the Yukon Legislative Assembly.   |
| 50. How often is Members remuneration reviewed?   | After each general election the all-party Committee will decide whether the salaries and benefits should be reviewed. |
| 51. When was the last time Members remuneration was reviewed?   | 02/28/2018  |
| 52. When is the expected next date of revision? (if applicable)   | 30/06/2021  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | CPI indexing averaged over two previous calendar years.   |

| <b>Transparency and Legislation</b>   |                                 |
|---|---------------------------------|
| 54. Is remuneration published and made publicly available?                          | Yes.                            |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.                   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Yukon Legislative Assembly Act. |

| <b>Finances for Departing Members</b>   |   |
|---|---|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Severance and return of pension contributions if not vested.            |
| 58. If so, are these payments taxed?  | Yes unless the Member chooses to have the funds transferred to an RRSP. |



# Caribbean, Americas and the Atlantic

## Antigua and Barbuda

| General Information |                          |
|---------------------|--------------------------|
| 1. Branch:          | Antigua & Barbuda        |
| 2. Currency used:   | East Caribbean Dollar \$ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | Unofficial Member's basic - \$54,000 per annum. |
| 4. Cabinet Minister's salary:  | \$120,000 per annum.                            |
| 5. Minister (not in the Cabinet) salary:   | \$54,000 Annually.                              |
| 6. Leader of the House salary:   | Attorney General - \$120,000 per annum.         |
| 7. Leader of the Opposition salary:  | \$72,000 Annually.                              |
| 8. Government Whip salary:   | \$120,000 per annum.                            |
| 9. Opposition Whip salary:   | \$72,000 annually.                              |
| 10. Speaker of the House salary:   | \$60,000 per annum.                             |
| 11. Deputy Speaker of the House salary:  | \$54,000 annually.                              |
| 12. Committee Chairperson salary:  | N/A   |
| 13. Clerk of the House salary:   | \$47,436 annually.                              |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.   |

| Upper House                               |                                |
|---|--------------------------------|
| 15. Member's basic salary:                | Not answered.                  |
| 16. Cabinet Minister's salary:            | N/A                            |
| 17. Minister (not in the Cabinet) salary: | \$24,000 annually.             |
| 18. Leader of the House salary:           | \$60,000 annually.             |
| 19. Leader of the Opposition salary:      | \$26,400 per annum.            |
| 20. Government Whip salary:               | \$60,000 per annum.            |
| 21. Opposition Whip salary:               | \$26,400 per annum.            |
| 22. Speaker of the House salary:          | President - \$42,000 annually. |
| 23. Deputy Speaker of the House salary:   | \$36,000 annually.             |
| 24. Committee Chairperson salary:         | N/A                            |
| 25. Clerk of the House salary:            | \$47,436 annually.             |

| Comparative Salaries  |  |
|---|--|
| 26. Average salary of a secondary school teacher:                         | \$2,500 per month.                         |
| 27. Average salary of a senior lawyer in the civil service:               | Senior Crown Council - \$95,328 per annum. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$56,000 per annum.                        |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$76,164 per annum.                        |
| 30. Average salary of a skilled factory worker?                           | N/A  |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$8.60 per hour.                           |

| Income Tax   |     |
|--|-----|
| 32. Is income tax paid on the basic Member's salary? | No. |
| 33. Is income tax paid on allowances?                | No. |



| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | No.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | No.  |
| 37. At what age can the pension be drawn?  | 50   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Two consecutive terms of unbroken service or 10 years.   |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Surviving spouse.  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | <p>1) Yes, after the dissolution of Parliament, before a general election, each Member receives a gratuity. This amount is based on the number of years of service, cause of cessation and salary.</p> <p>2) A retirement benefit is paid to Members who have served for two consecutive full parliamentary terms or for periods equal in the aggregate to not less than 10 years.</p> |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Member for Barbuda receives \$300 per night in Antigua plus air transportation fare.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes.  |
| 43. Do Members receive allowances for travel?   | Yes. The President of the Senate receives \$431 per month and Unofficial Members of the House of Representatives receive \$700 per month. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered.   |
| 45. Are Members covered under a medical plan?   | Yes.  |
| 46. Constituency business allowance (if applicable):  | \$2,000 per month.  |
| 47. Allowance for equipment (if applicable):  | N/A   |
| 48. Remuneration for committee service (if applicable):   | N/A   |

| <b>Revision and Regulation of Salaries and Allowances</b>   |                    |
|---|--------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | The Parliament.    |
| 50. How often is Members remuneration reviewed?   | No such provision. |
| 51. When was the last time Members remuneration was reviewed?   | 01/01/1994         |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.      |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.                |

| <b>Transparency and Legislation</b>   |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.   |
| 55. If not, do the public have access to Member's expense information upon request? | N/A  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | The Ministers and Parliamentarians salaries Act, 1994 NO. 6 of 1994. |

| <b>Finances for Departing Members</b>   |   |
|---|---|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | <p>1) Yes, after the dissolution of Parliament, before an general election, each Member receives a gratuity. This amount is based on the number of years of service, cause of cessation and salary.</p> <p>2) A retirement benefit is paid to Members who have served for two consecutive full parliamentary terms or for periods equal in the aggregate to not less than 10 years.</p> |
| 58. If so, are these payments taxed?  | No.   |



| General Information |                     |
|---------------------|---------------------|
| 1. Branch:          | Barbados            |
| 2. Currency used:   | Barbadian Dollar \$ |

| Lower House  |                                      |
|--|--------------------------------------|
| 3. Member's basic salary:  | \$63,040.80                          |
| 4. Cabinet Minister's salary:  | \$160,001.16                         |
| 5. Minister (not in the Cabinet) salary:   | Parliamentary Secretary \$155,322.50 |
| 6. Leader of the House salary:   | Paid as Minister, no additional pay. |
| 7. Leader of the Opposition salary:  | \$135,478.08                         |
| 8. Government Whip salary:   | N/A                                  |
| 9. Opposition Whip salary:   | N/A                                  |
| 10. Speaker of the House salary:   | \$135,478.08                         |
| 11. Deputy Speaker of the House salary:  | \$82,446.60                          |
| 12. Committee Chairperson salary:  | \$101,622.96                         |
| 13. Clerk of the House salary:   | \$141,774.84                         |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.                                  |

| Upper House                               |  |
|---|--|
| 15. Member's basic salary:                | \$17,748.84  |
| 16. Cabinet Minister's salary:            | \$160,001  |
| 17. Minister (not in the Cabinet) salary: | Parliamentary Secretary \$155,322.50                   |
| 18. Leader of the House salary:           | Paid as Minister, no additional pay.                   |
| 19. Leader of the Opposition salary:      | Not in Upper House.                                    |
| 20. Government Whip salary:               | N/A  |
| 21. Opposition Whip salary:               | N/A  |
| 22. Speaker of the House salary:          | President of the Senate \$82,446.60                    |
| 23. Deputy Speaker of the House salary:   | Deputy President of the Senate \$22,182.12             |
| 24. Committee Chairperson salary:         | Deputy President performs the role of Committee Chair. |
| 25. Clerk of the House salary:            | Deputy Clerk services the Upper House \$114,569.78     |

| Comparative Salaries  |              |
|---|--------------|
| 26. Average salary of a secondary school teacher:                         | \$47,198.34  |
| 27. Average salary of a senior lawyer in the civil service:               | \$77,159.66  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$155,323    |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$161,538.15 |
| 30. Average salary of a skilled factory worker?                           | \$24,406.70  |
| 31. Is there a legal minimum wage? If so, what is it?                     | No.          |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |                        |
|--|------------------------|
| 34. Do Members receive a pension?  | Yes.                   |
| 35. If so, is this a contributory pension scheme?  | Yes.                   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 5% of basic salary.    |
| 37. At what age can the pension be drawn?  | 55                     |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 2 parliamentary terms. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | No.                    |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.                    |



| Allowances  |                                     |
|---|-------------------------------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | \$14,708.28                         |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes.                                |
| 43. Do Members receive allowances for travel?   | Not answered.                       |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Entertainment Allowance \$13,202.40 |
| 45. Are Members covered under a medical plan?   | No.                                 |
| 46. Constituency business allowance (if applicable):  | Consistency Allowance \$30,600      |
| 47. Allowance for equipment (if applicable):  | Yes.                                |
| 48. Remuneration for committee service (if applicable):   | No.                                 |

| Revision and Regulation of Salaries and Allowances  |                     |
|---|---------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Not answered.       |
| 50. How often is Members remuneration reviewed?   | No set time period. |
| 51. When was the last time Members remuneration was reviewed?   | 07/31/2018          |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.       |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Yes.                |

| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Senate and House of Assembly (Remuneration and Allowances of Members Act) Cap 13A, Ministers and Parliamentary Secretaries (Remuneration and Allowances) Act CAP. 8, Parliament (Administration) Act CAP. |

| Finances for Departing Members  |                  |
|---|------------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes.             |
| 58. If so, are these payments taxed?  | 50% of Gratuity. |

# Belize

| General Information |                         |
|---------------------|-------------------------|
| 1. Branch:          | <b>Belize</b>           |
| 2. Currency used:   | <b>Belize Dollar \$</b> |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | \$37,800.00 per annum   |
| 4. Cabinet Minister's salary:  | \$81,000.00 per annum   |
| 5. Minister (not in the Cabinet) salary:   | \$54,000.00 per annum   |
| 6. Leader of the House salary:   | \$91,800.00 per annum   |
| 7. Leader of the Opposition salary:  | \$55,800.00 per annum   |
| 8. Government Whip salary:   | None known, other that what is recieved as a member.  |
| 9. Opposition Whip salary:   | None known, other that what is recieved as a member.  |
| 10. Speaker of the House salary:   | \$25,200.00 per annum   |
| 11. Deputy Speaker of the House salary:  | Is a member and only given additional \$1,000.00 per month for being Deputy Speaker besides his basic salary.   |
| 12. Committee Chairperson salary:  | Is a member and only given additional \$1,000.00 per month for each committee chaired besides his basic salary. |
| 13. Clerk of the House salary:   | \$83,827.92 per annum with an annual increment of \$1,644.00 p.a.   |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.   |

| Upper House                               |  |
|---|--|
| 15. Member's basic salary:                | \$16,380.00 p.a.   |
| 16. Cabinet Minister's salary:            | \$81,000.00 p.a.   |
| 17. Minister (not in the Cabinet) salary: | \$54,000.00 p.a.   |
| 18. Leader of the House salary:           | Is a minister and is only given additional \$160.42 per month for being the Leader of Government Business. |
| 19. Leader of the Opposition salary:      | None known, other that what is recieved as a member.   |
| 20. Government Whip salary:               | None known, other that what is recieved as a member.   |
| 21. Opposition Whip salary:               | None known, other that what is recieved as a member.   |
| 22. Speaker of the House salary:          | President of the Senate basic salary \$21,600.00 p.a.  |
| 23. Deputy Speaker of the House salary:   | Vice-President of the Senate same basic salary as of a member of the Senate p.a.                           |
| 24. Committee Chairperson salary:         | Not answered.  |
| 25. Clerk of the House salary:            | There is one Clerk for both houses.  |



| Comparative Salaries  |   |
|---|---|
| 26. Average salary of a secondary school teacher:                         | \$26,400.00 per annum.  |
| 27. Average salary of a senior lawyer in the civil service:               | \$51,132.00 per annum.  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$47,624.00 per annum.  |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$65,530.00 for those not on a contract. Most of these positions in Belize are paid higher on a contract. |
| 30. Average salary of a skilled factory worker?                           | N/A   |
| 31. Is there a legal minimum wage? If so, what is it?                     | Labour law minimum pay is \$3.30 per hour.  |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | Yes.  |
| 35. If so, is this a contributory pension scheme?  | Yes.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 5% of basic salary.                             |
| 37. At what age can the pension be drawn?  | 55  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 2 parliamentary terms or not less than 8 years. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.   |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes. \$30.00 subsistence per day in country.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes.  |
| 43. Do Members receive allowances for travel?   | Yes.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Yes. Paid community allowance monthly.  |
| 45. Are Members covered under a medical plan?   | Yes.  |
| 46. Constituency business allowance (if applicable):  | Yes, paid constituency allowance monthly.   |
| 47. Allowance for equipment (if applicable):  | Yes, paid telephone and transport allowance if they don't have a government issued vehicle. |
| 48. Remuneration for committee service (if applicable):   | N/A   |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | A special committee appointed to determine and make recommendation to the government. |
| 50. How often is Members remuneration reviewed?   | No time limit.  |
| 51. When was the last time Members remuneration was reviewed?   | Not answered.   |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.   |

| Transparency and Legislation  |         |
|---|---------|
| 54. Is remuneration published and made publicly available?                          | No.     |
| 55. If not, do the public have access to Member's expense information upon request? | No.     |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Motion. |

| Finances for Departing Members  |                                       |
|---|---------------------------------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Pension/gratuity/contribution refund. |
| 58. If so, are these payments taxed?  | Yes.                                  |



| General Information |                     |
|---------------------|---------------------|
| 1. Branch:          | Bermuda             |
| 2. Currency used:   | Bermudian Dollar \$ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | \$56,023  |
| 4. Cabinet Minister's salary:  | \$100,841 in addition to the above Member's basic salary. |
| 5. Minister (not in the Cabinet) salary:   | \$11,425 Junior Minister.                                 |
| 6. Leader of the House salary:   | N/A   |
| 7. Leader of the Opposition salary:  | \$30,367  |
| 8. Government Whip salary:   | \$7,593   |
| 9. Opposition Whip salary:   | \$7,593   |
| 10. Speaker of the House salary:   | \$26,569 in addition to a Member's salary.                |
| 11. Deputy Speaker of the House salary:  | \$13,285 in addition to a Member's salary.                |
| 12. Committee Chairperson salary:  | Currently not remunerated.                                |
| 13. Clerk of the House salary:   | \$141,000   |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.  |

| Upper House                               |                                       |
|---|---------------------------------------|
| 15. Member's basic salary:                | \$30,367                              |
| 16. Cabinet Minister's salary:            | \$100,841                             |
| 17. Minister (not in the Cabinet) salary: | \$11,425                              |
| 18. Leader of the House salary:           | N/A                                   |
| 19. Leader of the Opposition salary:      | N/A                                   |
| 20. Government Whip salary:               | N/A                                   |
| 21. Opposition Whip salary:               | N/A                                   |
| 22. Speaker of the House salary:          | \$15,181 President of the Senate.     |
| 23. Deputy Speaker of the House salary:   | \$3,308 Vice-President of the Senate. |
| 24. Committee Chairperson salary:         | N/A                                   |
| 25. Clerk of the House salary:            | \$98,000                              |

| Comparative Salaries  |  |
|---|--|
| 26. Average salary of a secondary school teacher:                         | \$98,000   |
| 27. Average salary of a senior lawyer in the civil service:               | \$175,000  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$210,000  |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$200,000  |
| 30. Average salary of a skilled factory worker?                           | N/A  |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not at the moment. The Govt is looking to have one soon. |

| Income Tax   |     |
|--|-----|
| 32. Is income tax paid on the basic Member's salary? | No. |
| 33. Is income tax paid on allowances?                | No. |

| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 12.5% of their salary.                                 |
| 37. At what age can the pension be drawn?  | Age 55 and served for 20 years or age 60 with 8 years. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Yes.   |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.   |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Only Members can participate.                          |



| Allowances  |      |
|---|------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | No.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | Yes. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | Yes. |
| 46. Constituency business allowance (if applicable):  | No.  |
| 47. Allowance for equipment (if applicable):  | No.  |
| 48. Remuneration for committee service (if applicable):   | No.  |

| Revision and Regulation of Salaries and Allowances  |                     |
|---|---------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Yes.                |
| 50. How often is Members remuneration reviewed?   | Every 2 to 5 years. |
| 51. When was the last time Members remuneration was reviewed?   | 03/02/2020          |
| 52. When is the expected next date of revision? (if applicable)   | 01/03/2022          |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Sometimes.          |

| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.   |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Ministers & Members of the Legislature Salaries & Pensions Act 1975. |

| Finances for Departing Members  |     |
|---|-----|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No. |
| 58. If so, are these payments taxed?  | N/A |

## Cayman Islands

| General Information |                          |
|---------------------|--------------------------|
| 1. Branch:          | Cayman Islands           |
| 2. Currency used:   | Cayman Islands Dollar \$ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | \$121,212 per annum.                      |
| 4. Cabinet Minister's salary:  | \$174,636 per annum.                      |
| 5. Minister (not in the Cabinet) salary:   | N/A                                       |
| 6. Leader of the House salary:   | \$183,504                                 |
| 7. Leader of the Opposition salary:  | \$141,456 per annum.                      |
| 8. Government Whip salary:   | \$121,212                                 |
| 9. Opposition Whip salary:   | N/A                                       |
| 10. Speaker of the House salary:   | \$188,076 per annum.                      |
| 11. Deputy Speaker of the House salary:  | \$121,212 per annum plus 2.5% each month. |
| 12. Committee Chairperson salary:  | Regular MP salary.                        |
| 13. Clerk of the House salary:   | \$109,236 per annum.                      |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.                                       |

| Comparative Salaries  |                     |
|---|---------------------|
| 26. Average salary of a secondary school teacher:                         | \$60,000 per annum. |
| 27. Average salary of a senior lawyer in the civil service:               | \$141,456           |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$121,212           |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$183,504           |
| 30. Average salary of a skilled factory worker?                           | N/A                 |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$6.50              |

| Income Tax   |     |
|--|-----|
| 32. Is income tax paid on the basic Member's salary? | No. |
| 33. Is income tax paid on allowances?                | No. |



| Pensions   |                     |
|--|---------------------|
| 34. Do Members receive a pension?  | Yes.                |
| 35. If so, is this a contributory pension scheme?  | Yes.                |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 6% of basic salary. |
| 37. At what age can the pension be drawn?  | 65                  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 4 years.            |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.                |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.                 |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | They receive constituency allowances of \$5,000 per month. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | Yes, but only overseas.                                    |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | Yes.   |
| 46. Constituency business allowance (if applicable):  | No.  |
| 47. Allowance for equipment (if applicable):  | No.  |
| 48. Remuneration for committee service (if applicable):   | N/A  |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Now it is the Deputy Governor.                                     |
| 50. How often is Members remuneration reviewed?   | Every 4 years.   |
| 51. When was the last time Members remuneration was reviewed?   | 06/01/2017   |
| 52. When is the expected next date of revision? (if applicable)   | 01/06/2021   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Public Service annual scale and governments' cost of living index. |

| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | No.  |
| 55. If not, do the public have access to Member's expense information upon request? | Yes, under FOI Law.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | The Legislative Assembly Management Law (as soon as it is assented to by Cabinet). |

| Finances for Departing Members  |                                     |
|---|-------------------------------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | A remuneration of 3 months' salary. |
| 58. If so, are these payments taxed?  | No.                                 |



| General Information |                          |
|---------------------|--------------------------|
| 1. Branch:          | Grenada                  |
| 2. Currency used:   | East Caribbean Dollar \$ |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | Not answered. |
| 4. Cabinet Minister's salary:  | Not answered. |
| 5. Minister (not in the Cabinet) salary:   | Not answered. |
| 6. Leader of the House salary:   | Not answered. |
| 7. Leader of the Opposition salary:  | Not answered. |
| 8. Government Whip salary:   | Not answered. |
| 9. Opposition Whip salary:   | Not answered. |
| 10. Speaker of the House salary:   | Not answered. |
| 11. Deputy Speaker of the House salary:  | Not answered. |
| 12. Committee Chairperson salary:  | Not answered. |
| 13. Clerk of the House salary:   | Not answered. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Not answered. |

| Upper House                               |                                       |
|---|---------------------------------------|
| 15. Member's basic salary:                | \$10,213.68 per annum.                |
| 16. Cabinet Minister's salary:            | \$67,925 per annum.                   |
| 17. Minister (not in the Cabinet) salary: | \$ 67,925 per annum.                  |
| 18. Leader of the House salary:           | N/A                                   |
| 19. Leader of the Opposition salary:      | \$42,000 per annum.                   |
| 20. Government Whip salary:               | N/A                                   |
| 21. Opposition Whip salary:               | N/A                                   |
| 22. Speaker of the House salary:          | \$38,664.04 per annum.                |
| 23. Deputy Speaker of the House salary:   | \$42,030 per annum.                   |
| 24. Committee Chairperson salary:         | \$ 1000.00 per meeting every quarter. |
| 25. Clerk of the House salary:            | \$85,848 per annum.                   |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | Yes.          |
| 35. If so, is this a contributory pension scheme?  | Yes.          |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered. |
| 37. At what age can the pension be drawn?  | 55            |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 8 years.      |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | No.           |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered. |



| Allowances  |               |
|---|---------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Not answered. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes.          |
| 43. Do Members receive allowances for travel?   | Yes.          |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Yes.          |
| 45. Are Members covered under a medical plan?   | Not answered. |
| 46. Constituency business allowance (if applicable):  | Not answered. |
| 47. Allowance for equipment (if applicable):  | Not answered. |
| 48. Remuneration for committee service (if applicable):   | Not answered. |

| Revision and Regulation of Salaries and Allowances  |               |
|---|---------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Not answered. |
| 50. How often is Members remuneration reviewed?   | Not answered. |
| 51. When was the last time Members remuneration was reviewed?   | Not answered. |
| 52. When is the expected next date of revision? (if applicable)   | Not answered. |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Not answered. |

| Transparency and Legislation  |               |
|---|---------------|
| 54. Is remuneration published and made publicly available?                          | Not answered. |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Not answered. |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Not answered. |
| 58. If so, are these payments taxed?  | Not answered. |

## Guyana

| General Information |                    |
|---------------------|--------------------|
| 1. Branch:          | Guyana             |
| 2. Currency used:   | Guyanese Dollar \$ |

| Lower House  |             |
|--|-------------|
| 3. Member's basic salary:  | \$200,211   |
| 4. Cabinet Minister's salary:  | \$869,927   |
| 5. Minister (not in the Cabinet) salary:   | \$695,541   |
| 6. Leader of the House salary:   | \$1,715,000 |
| 7. Leader of the Opposition salary:  | \$869,927   |
| 8. Government Whip salary:   | \$223,530   |
| 9. Opposition Whip salary:   | \$223,530   |
| 10. Speaker of the House salary:   | \$869,927   |
| 11. Deputy Speaker of the House salary:  | \$225,240   |
| 12. Committee Chairperson salary:  | \$200,211   |
| 13. Clerk of the House salary:   | \$1,286,161 |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.         |

| Upper House                               |             |
|---|-------------|
| 15. Member's basic salary:                | \$200,211   |
| 16. Cabinet Minister's salary:            | \$869,927   |
| 17. Minister (not in the Cabinet) salary: | \$695,541   |
| 18. Leader of the House salary:           | \$1,715,000 |
| 19. Leader of the Opposition salary:      | \$869,927   |
| 20. Government Whip salary:               | \$223,530   |
| 21. Opposition Whip salary:               | \$223,530   |
| 22. Speaker of the House salary:          | \$869,927   |
| 23. Deputy Speaker of the House salary:   | \$225,240   |
| 24. Committee Chairperson salary:         | \$200,211   |
| 25. Clerk of the House salary:            | \$1,286,161 |



| Comparative Salaries  |                     |
|---|---------------------|
| 26. Average salary of a secondary school teacher:                         | \$100,000           |
| 27. Average salary of a senior lawyer in the civil service:               | \$400,000           |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered.       |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$1,300,000         |
| 30. Average salary of a skilled factory worker?                           | \$150,000-\$205,000 |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$70,000            |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |                         |
|--|-------------------------|
| 34. Do Members receive a pension?  | Yes.                    |
| 35. If so, is this a contributory pension scheme?  | Yes.                    |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 6% of the basic salary. |
| 37. At what age can the pension be drawn?  | 65                      |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 3 years.                |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.                    |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.                     |

| Allowances  |      |
|---|------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes. |
| 43. Do Members receive allowances for travel?   | Yes. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | Yes. |
| 46. Constituency business allowance (if applicable):  | No.  |
| 47. Allowance for equipment (if applicable):  | No.  |
| 48. Remuneration for committee service (if applicable):   | No.  |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Ministry of Finance/Minister.                                       |
| 50. How often is Members remuneration reviewed?   | Yearly based on the increases across the board for Public Servants. |
| 51. When was the last time Members remuneration was reviewed?   | 12/01/2015  |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.   |

| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | Yes.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Pensions (President, Parliamentary and Special Offices) Act Chapt 27: 03. |

| Finances for Departing Members  |      |
|---|------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes. |
| 58. If so, are these payments taxed?  | Yes. |



| General Information |                          |
|---------------------|--------------------------|
| 1. Branch:          | Saint Lucia              |
| 2. Currency used:   | East Caribbean Dollar \$ |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | Not answered.  |
| 4. Cabinet Minister's salary:  | 154,742 per annum.   |
| 5. Minister (not in the Cabinet) salary:   | \$61,897 per annum.  |
| 6. Leader of the House salary:   | \$201,164 per annum - Prime Minister as Leader of the House. |
| 7. Leader of the Opposition salary:  | \$154,742 per annum.   |
| 8. Government Whip salary:   | N/A  |
| 9. Opposition Whip salary:   | N/A  |
| 10. Speaker of the House salary:   | \$92,845 per annum.  |
| 11. Deputy Speaker of the House salary:  | \$64,992 per annum.  |
| 12. Committee Chairperson salary:  | N/A  |
| 13. Clerk of the House salary:   | \$77,605.56  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.  |

| Upper House                               |   |
|---|---|
| 15. Member's basic salary:                | \$27,854 per annum.   |
| 16. Cabinet Minister's salary:            | \$154,742 per annum.  |
| 17. Minister (not in the Cabinet) salary: | N/A   |
| 18. Leader of the House salary:           | N/A   |
| 19. Leader of the Opposition salary:      | \$27,854 per annum.   |
| 20. Government Whip salary:               | N/A   |
| 21. Opposition Whip salary:               | N/A   |
| 22. Speaker of the House salary:          | President of the Senate - \$92,845 per annum.                   |
| 23. Deputy Speaker of the House salary:   | Deputy President of the Senate - \$64,992                       |
| 24. Committee Chairperson salary:         | N/A   |
| 25. Clerk of the House salary:            | Clerk of the Lower House is the same Clerk for the Upper House. |

| Comparative Salaries  |  |
|---|--|
| 26. Average salary of a secondary school teacher:                         | \$38,471 per annum.  |
| 27. Average salary of a senior lawyer in the civil service:               | \$77,605.56 per annum.   |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$117,936  |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$16,000 monthly.  |
| 30. Average salary of a skilled factory worker?                           | \$572 monthly.   |
| 31. Is there a legal minimum wage? If so, what is it?                     | Yes. - EC \$300 a month for office clerks, EC \$200 for shop assistants, and EC\$160 for messengers. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | No.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered.  |
| 37. At what age can the pension be drawn?  | 55   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Periods equal in the aggregate to not less than 8 years or 2 legislative terms of not less than 3 years and terms. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | N/A  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | N/A  |



| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | No.                                      |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Duty free concession.                    |
| 43. Do Members receive allowances for travel?   | Yes.                                     |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Through the annual budgetary allocation. |
| 45. Are Members covered under a medical plan?   | No.                                      |
| 46. Constituency business allowance (if applicable):  | \$60,000                                 |
| 47. Allowance for equipment (if applicable):  | N/A                                      |
| 48. Remuneration for committee service (if applicable):   | N/A                                      |

| Revision and Regulation of Salaries and Allowances  |                             |
|---|-----------------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Salaries Review Commission. |
| 50. How often is Members remuneration reviewed?   | Not answered.               |
| 51. When was the last time Members remuneration was reviewed?   | 07/07/2015                  |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.               |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | N/A                         |

| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Not answered.                                 |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.                                 |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Salaries Review Commission Act No. 5 of 1998. |

| Finances for Departing Members  |           |
|---|-----------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Gratuity. |
| 58. If so, are these payments taxed?  | Yes, 25%. |

## Trinidad and Tobago

| General Information |                               |
|---------------------|-------------------------------|
| 1. Branch:          | Trinidad and Tobago           |
| 2. Currency used:   | Trinidad and Tobago Dollar \$ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | \$17,410  |
| 4. Cabinet Minister's salary:  | \$41,030  |
| 5. Minister (not in the Cabinet) salary:   | \$33,940  |
| 6. Leader of the House salary:   | \$41,030  |
| 7. Leader of the Opposition salary:  | \$29,590  |
| 8. Government Whip salary:   | \$41,030  |
| 9. Opposition Whip salary:   | \$17,410  |
| 10. Speaker of the House salary:   | \$29,590  |
| 11. Deputy Speaker of the House salary:  | \$18,280  |
| 12. Committee Chairperson salary:  | Same as Member with a \$3000 Committee Chairperson allowance. |
| 13. Clerk of the House salary:   | \$30,340  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.   |

| Upper House                               |   |
|---|---|
| 15. Member's basic salary:                | \$13,060  |
| 16. Cabinet Minister's salary:            | \$41,030  |
| 17. Minister (not in the Cabinet) salary: | \$33,940  |
| 18. Leader of the House salary:           | \$41,030  |
| 19. Leader of the Opposition salary:      | \$29,590  |
| 20. Government Whip salary:               | \$41,030  |
| 21. Opposition Whip salary:               | \$17,410  |
| 22. Speaker of the House salary:          | \$29,590  |
| 23. Deputy Speaker of the House salary:   | \$18,280  |
| 24. Committee Chairperson salary:         | Same as Members salary with a \$3000 Committee allowance. |
| 25. Clerk of the House salary:            | \$21,260  |



| Comparative Salaries  |          |
|---|----------|
| 26. Average salary of a secondary school teacher:                         | \$12,000 |
| 27. Average salary of a senior lawyer in the civil service:               | \$17,500 |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$18,000 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$37,300 |
| 30. Average salary of a skilled factory worker?                           | \$10,000 |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$17.50  |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.   |
| 35. If so, is this a contributory pension scheme?  | Yes.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | 6% of monthly salary.  |
| 37. At what age can the pension be drawn?  | 55   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 5 years.   |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | In the event of the passing of a Member, the spouse and children receive benefits. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Member must serve for a minimum of 5 years.  |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes (varies according to the position of the Member). |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes.  |
| 43. Do Members receive allowances for travel?   | Yes.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.   |
| 45. Are Members covered under a medical plan?   | Yes.  |
| 46. Constituency business allowance (if applicable):  | N/A   |
| 47. Allowance for equipment (if applicable):  | N/A   |
| 48. Remuneration for committee service (if applicable):   | \$3000 for Chairman and \$1500 for Committee Member.  |

| Revision and Regulation of Salaries and Allowances  |                           |
|---|---------------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Salary Review Commission. |
| 50. How often is Members remuneration reviewed?   | Every three years.        |
| 51. When was the last time Members remuneration was reviewed?   | 01/01/2015                |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.             |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Yes.                      |

| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.   |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | The Constitution of the Republic of Trinidad and Tobago. |

| Finances for Departing Members  |      |
|---|------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes. |
| 58. If so, are these payments taxed?  | Yes. |



# Turks and Caicos Islands

| General Information |                         |
|---------------------|-------------------------|
| 1. Branch:          | Turks & Caicos Islands  |
| 2. Currency used:   | United States Dollar \$ |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | \$5,833.33    |
| 4. Cabinet Minister's salary:  | \$9,450       |
| 5. Minister (not in the Cabinet) salary:   | Not answered. |
| 6. Leader of the House salary:   | Not answered. |
| 7. Leader of the Opposition salary:  | \$6,250       |
| 8. Government Whip salary:   | Not answered. |
| 9. Opposition Whip salary:   | Not answered. |
| 10. Speaker of the House salary:   | \$6,250       |
| 11. Deputy Speaker of the House salary:  | \$5,833.33    |
| 12. Committee Chairperson salary:  | Not answered. |
| 13. Clerk of the House salary:   | Not answered. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Not answered. |

| Comparative Salaries  |                  |
|---|------------------|
| 26. Average salary of a secondary school teacher:                         | Not answered.    |
| 27. Average salary of a senior lawyer in the civil service:               | \$3,151.43.      |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered.    |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered.    |
| 30. Average salary of a skilled factory worker?                           | Not answered.    |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$6.25 per hour. |

| Income Tax   |     |
|--|-----|
| 32. Is income tax paid on the basic Member's salary? | No. |
| 33. Is income tax paid on allowances?                | No. |

| Pensions   |                      |
|--|----------------------|
| 34. Do Members receive a pension?  | Yes.                 |
| 35. If so, is this a contributory pension scheme?  | No.                  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | N/A                  |
| 37. At what age can the pension be drawn?  | 50                   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 2 consecutive terms. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.                 |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.                  |

| Allowances  |                    |
|---|--------------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes, \$75 per day. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.                |
| 43. Do Members receive allowances for travel?   | N/A                |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.                |
| 45. Are Members covered under a medical plan?   | No.                |
| 46. Constituency business allowance (if applicable):  | \$1,200.           |
| 47. Allowance for equipment (if applicable):  | No.                |
| 48. Remuneration for committee service (if applicable):   | N/A                |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | An independent body.                          |
| 50. How often is Members remuneration reviewed?   | At the beginning of every parliamentary term. |
| 51. When was the last time Members remuneration was reviewed?   | 06/01/2016                                    |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.                                 |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.   |



| Transparency and Legislation  |                                   |
|---|-----------------------------------|
| 54. Is remuneration published and made publicly available?                          | Yes.                              |
| 55. If not, do the public have access to Member's expense information upon request? | No.                               |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Integrity Commission Legislation. |

| Finances for Departing Members  |      |
|---|------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes. |
| 58. If so, are these payments taxed?  | No.  |

# India

## Gujarat

| General Information |                |
|---------------------|----------------|
| 1. Branch:          | Gujarat        |
| 2. Currency used:   | Indian Rupee ₹ |

| Lower House  |                     |
|--|---------------------|
| 3. Member's basic salary:  | ₹78,800 per month.  |
| 4. Cabinet Minister's salary:  | ₹98,500 per month.  |
| 5. Minister (not in the Cabinet) salary:   | ₹98,500 per month.  |
| 6. Leader of the House salary:   | ₹98,500 per month.  |
| 7. Leader of the Opposition salary:  | ₹98,500 per month.  |
| 8. Government Whip salary:   | ₹98,500 per month.  |
| 9. Opposition Whip salary:   | ₹78,800 per month.  |
| 10. Speaker of the House salary:   | ₹98,500 per month.  |
| 11. Deputy Speaker of the House salary:  | ₹98,500 per month.  |
| 12. Committee Chairperson salary:  | ₹78,800 per month.  |
| 13. Clerk of the House salary:   | ₹131,610 per month. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.                |

| Comparative Salaries  |   |
|---|---|
| 26. Average salary of a secondary school teacher:                         | ₹48,498 per month.  |
| 27. Average salary of a senior lawyer in the civil service:               | ₹100,000 per month (Advocate General).                                  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | ₹225,000 per month (Chief Secretary).                                   |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | ₹250,000 per month (Supreme Court) and ₹225,000 per month (High Court). |
| 30. Average salary of a skilled factory worker?                           | ₹293 per day.   |
| 31. Is there a legal minimum wage? If so, what is it?                     | ₹293 per day.   |



| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |     |
|--|-----|
| 34. Do Members receive a pension?  | No. |
| 35. If so, is this a contributory pension scheme?  | N/A |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | N/A |
| 37. At what age can the pension be drawn?  | N/A |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | N/A |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | N/A |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | N/A |

| Allowances  |                  |
|---|------------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | ₹1,000 per day   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.              |
| 43. Do Members receive allowances for travel?   | Yes.             |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Yes, ₹15,000,000 |
| 45. Are Members covered under a medical plan?   | Yes.             |
| 46. Constituency business allowance (if applicable):  | No.              |
| 47. Allowance for equipment (if applicable):  | No.              |
| 48. Remuneration for committee service (if applicable):   | Yes.             |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Law passed by Gujarat Legislative Assembly determines the remuneration. |
| 50. How often is Members remuneration reviewed?   | Anytime.  |
| 51. When was the last time Members remuneration was reviewed?   | 04/01/2020  |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Yes (Consumer Price Index).   |

| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | N/A   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | 1. The Gujarat Legislative Assembly Members Salaries and Allowances Act 1960 2. The Gujarat Legislative Assembly (Speaker and Deputy Speaker) Salaries and Allowances Act 1960 3. The Gujarat Ministers Salaries and Allowances Act 1960 4. The Gujarat Legislative Assembly (Leader of the Opposition) Salary and Allowances Act 1979. |

| Finances for Departing Members  |  |
|---|--|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | After Retirement the Members of the Legislative Assembly are provided with the Free of charge Medical and State Road Transport facilities to him/her and the dependent family members. |
| 58. If so, are these payments taxed?  | No.  |



| General Information |                |
|---------------------|----------------|
| 1. Branch:          | India Union    |
| 2. Currency used:   | Indian Rupee ₹ |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | ₹20,000       |
| 4. Cabinet Minister's salary:  | ₹30,000       |
| 5. Minister (not in the Cabinet) salary:   | ₹28,000       |
| 6. Leader of the House salary:   | ₹35,000       |
| 7. Leader of the Opposition salary:  | ₹30,000       |
| 8. Government Whip salary:   | Not answered. |
| 9. Opposition Whip salary:   | Not answered. |
| 10. Speaker of the House salary:   | ₹32,000       |
| 11. Deputy Speaker of the House salary:  | ₹28,000       |
| 12. Committee Chairperson salary:  | ₹20,000       |
| 13. Clerk of the House salary:   | Not answered. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.          |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |               |
|--|---------------|
| 32. Is income tax paid on the basic Member's salary? | Not answered. |
| 33. Is income tax paid on allowances?                | Not answered. |

| Pensions   |                      |
|--|----------------------|
| 34. Do Members receive a pension?  | Yes.                 |
| 35. If so, is this a contributory pension scheme?  | No.                  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered.        |
| 37. At what age can the pension be drawn?  | Not answered.        |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Only elected.        |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Lifelong for spouse. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.                  |

| Allowances  |                                      |
|---|--------------------------------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Attendance allowance ₹1,000 per day. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Not duty-free concession.            |
| 43. Do Members receive allowances for travel?   | ₹10.00 per KM.                       |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered.                        |
| 45. Are Members covered under a medical plan?   | No.                                  |
| 46. Constituency business allowance (if applicable):  | ₹1,000 per day.                      |
| 47. Allowance for equipment (if applicable):  | No.                                  |
| 48. Remuneration for committee service (if applicable):   | Yes.                                 |

| Revision and Regulation of Salaries and Allowances  |                           |
|---|---------------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Parliamentary Department. |
| 50. How often is Members remuneration reviewed?   | Not Certain.              |
| 51. When was the last time Members remuneration was reviewed?   | 09/28/2020                |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.             |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.                       |



| Transparency and Legislation  |               |
|---|---------------|
| 54. Is remuneration published and made publicly available?                          | Yes.          |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Not answered. |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Not answered. |
| 58. If so, are these payments taxed?  | Not answered. |

## Kerala

| General Information |                |
|---------------------|----------------|
| 1. Branch:          | Kerala         |
| 2. Currency used:   | Indian Rupee ₹ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | ₹70,000/month                                   |
| 4. Cabinet Minister's salary:  | ₹70,000/month                                   |
| 5. Minister (not in the Cabinet) salary:   | No such minister in Kerala                      |
| 6. Leader of the House salary:   | ₹70,000/month                                   |
| 7. Leader of the Opposition salary:  | ₹70,000/month                                   |
| 8. Government Whip salary:   | ₹70,000/month                                   |
| 9. Opposition Whip salary:   | No such minister in Kerala                      |
| 10. Speaker of the House salary:   | ₹70,000/month                                   |
| 11. Deputy Speaker of the House salary:  | ₹70,000/month                                   |
| 12. Committee Chairperson salary:  | Same as that of Member of legislative assembly. |
| 13. Clerk of the House salary:   | Judicial service.                               |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.  |

| Comparative Salaries  |                 |
|---|-----------------|
| 26. Average salary of a secondary school teacher:                         | ₹29,200/month.  |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered.   |
| 28. Average salary of a Head of a Civil Service Ministry:                 | ₹225,000/month. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | ₹225,000/month. |
| 30. Average salary of a skilled factory worker?                           | ₹10,000/month.  |
| 31. Is there a legal minimum wage? If so, what is it?                     | Yes, ₹176/day.  |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | Yes.  |
| 35. If so, is this a contributory pension scheme?  | No.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Nil.  |
| 37. At what age can the pension be drawn?  | 21  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Minimum pension after taking oath as a Member.  |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Yes, only wife, minor children and unmarried daughter are entitled for dependent pension. |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes, attendance allowance ₹750/day.            |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes.   |
| 43. Do Members receive allowances for travel?   | Yes.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Yes.   |
| 45. Are Members covered under a medical plan?   | Medical Re-imbursement Facility.               |
| 46. Constituency business allowance (if applicable):  | ₹25,000/month.                                 |
| 47. Allowance for equipment (if applicable):  | 0  |
| 48. Remuneration for committee service (if applicable):   | Attendance allowance and travelling allowance. |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Parliamentary Affairs Department of Government, on the basis of the recommendation of an Independent Committee. |
| 50. How often is Members remuneration reviewed?   | After five years.   |
| 51. When was the last time Members remuneration was reviewed?   | Not answered.   |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.   |

| <b>Transparency and Legislation</b>   |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | Not Available.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | The payment of salaries and allowance act, 1951 (Act IXV of 1951) and it's subsequent amendments. |

| <b>Finances for Departing Members</b>   |   |
|---|---|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes.                                    |
| 58. If so, are these payments taxed?  | No such provision is present in Kerala. |



| General Information |                |
|---------------------|----------------|
| 1. Branch:          | Punjab         |
| 2. Currency used:   | Indian Rupee ₹ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | ₹25,000 per month.                                    |
| 4. Cabinet Minister's salary:  | ₹50,000 per mensem.                                   |
| 5. Minister (not in the Cabinet) salary:   | N/A   |
| 6. Leader of the House salary:   | ₹1,000,000 per mensem.                                |
| 7. Leader of the Opposition salary:  | N/A   |
| 8. Government Whip salary:   | N/A   |
| 9. Opposition Whip salary:   | N/A   |
| 10. Speaker of the House salary:   | ₹50,000 per month.                                    |
| 11. Deputy Speaker of the House salary:  | ₹50,000 per month.                                    |
| 12. Committee Chairperson salary:  | Same as Member of the Legislative Assembly.           |
| 13. Clerk of the House salary:   | ₹37,400 – ₹67,000 + ₹10,000 G.P. + ₹2,500 Sectt. Pay. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.   |

| Comparative Salaries  |     |
|---|-----|
| 26. Average salary of a secondary school teacher:                         | N/A |
| 27. Average salary of a senior lawyer in the civil service:               | N/A |
| 28. Average salary of a Head of a Civil Service Ministry:                 | N/A |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | N/A |
| 30. Average salary of a skilled factory worker?                           | N/A |
| 31. Is there a legal minimum wage? If so, what is it?                     | N/A |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | Yes.  |
| 35. If so, is this a contributory pension scheme?  | No.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | N/A   |
| 37. At what age can the pension be drawn?  | 25  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Pension is provided to a person who remained as a Member. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | N/A   |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes. Attendance allowance – ₹ 1,500 per day                                 |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | N/A   |
| 43. Do Members receive allowances for travel?   | Yes.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | N/A   |
| 45. Are Members covered under a medical plan?   | Yes.  |
| 46. Constituency business allowance (if applicable):  | Constituency, Secretarial and Postal Facilities allowance ₹25,000 per month |
| 47. Allowance for equipment (if applicable):  | Office Allowance ₹10,000 per month  |
| 48. Remuneration for committee service (if applicable):   | Travel Allowance and Daily Allowance is paid for Committee Meetings         |

| Revision and Regulation of Salaries and Allowances  |                       |
|---|-----------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Legislative Assembly. |
| 50. How often is Members remuneration reviewed?   | As per requirement.   |
| 51. When was the last time Members remuneration was reviewed?   | 05/15/2015            |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.         |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | N/A                   |



| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | N/A   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | The Punjab Legislative Assembly (Salaries and Allowances of Members) Act, 1942. |

| Finances for Departing Members  |          |
|---|----------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Pension. |
| 58. If so, are these payments taxed?  | Yes.     |

## Rajasthan

| General Information |                |
|---------------------|----------------|
| 1. Branch:          | Rajasthan      |
| 2. Currency used:   | Indian Rupee ₹ |

| Lower House  |                           |
|--|---------------------------|
| 3. Member's basic salary:  | ₹40,000                   |
| 4. Cabinet Minister's salary:  | ₹65,000                   |
| 5. Minister (not in the Cabinet) salary:   | ₹62,000                   |
| 6. Leader of the House salary:   | ₹75,000                   |
| 7. Leader of the Opposition salary:  | ₹65,000                   |
| 8. Government Whip salary:   | ₹65,000                   |
| 9. Opposition Whip salary:   | N/A                       |
| 10. Speaker of the House salary:   | ₹70,000                   |
| 11. Deputy Speaker of the House salary:  | ₹65,000                   |
| 12. Committee Chairperson salary:  | ₹40,000                   |
| 13. Clerk of the House salary:   | ₹76,450 (Gross ₹244,933). |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.                       |

| Comparative Salaries  |  |
|---|--|
| 26. Average salary of a secondary school teacher:                         | ₹37,800  |
| 27. Average salary of a senior lawyer in the civil service:               | ₹88,900 Add. Director Prosecution.   |
| 28. Average salary of a Head of a Civil Service Ministry:                 | ₹225,000   |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Basic ₹225,000 - High Court.<br>Basic ₹250,000 - Supreme Court.                      |
| 30. Average salary of a skilled factory worker?                           | Skilled - ₹249 per day.<br>Highly skilled - ₹299 per day.                            |
| 31. Is there a legal minimum wage? If so, what is it?                     | Unskilled - ₹225 per day.<br>Semi skilled - ₹237 per day.<br>Skilled - ₹249 per day. |

| Income Tax   |   |
|--|---|
| 32. Is income tax paid on the basic Member's salary? | Yes.                                    |
| 33. Is income tax paid on allowances?                | Yes (Excluding Constituency Allowance). |



| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | Yes.  |
| 35. If so, is this a contributory pension scheme?  | No.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | N/A   |
| 37. At what age can the pension be drawn?  | Eligible age to become a Member is 25                           |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Even one day of being a Member makes them eligible for pension. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.   |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes. (₹ 2,000 per day. Within State).   |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.   |
| 43. Do Members receive allowances for travel?   | Yes (Actual Fare) upto ₹3.00 Lakh in a year including foreign journey.                    |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | MLA - Local Area Development (LAD)  |
| 45. Are Members covered under a medical plan?   | Yes (Rajasthan Government Health Scheme)  |
| 46. Constituency business allowance (if applicable):  | Yes ₹70,000   |
| 47. Allowance for equipment (if applicable):  | One time (maximum up to ₹100,000 or actual for office computer equipments.                |
| 48. Remuneration for committee service (if applicable):   | Yes, maximum 15 days in a month. ₹2,000 per day within State, ₹2500 per day out of State. |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Proposed by Parliamentary Affairs Department and passed by House of Legislative Assembly. |
| 50. How often is Members remuneration reviewed?   | Once every five years.  |
| 51. When was the last time Members remuneration was reviewed?   | April 2019.   |
| 52. When is the expected next date of revision? (if applicable)   | N/A.  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | N/A   |

| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes (RLA website).  |
| 55. If not, do the public have access to Member's expense information upon request? | Yes.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Rajasthan Legislative Assembly (Officers and Members Emoluments and Pension) Act, 1956. |

| Finances for Departing Members  |                       |
|---|-----------------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | They receive pension. |
| 58. If so, are these payments taxed?  | Yes.                  |



| General Information |                |
|---------------------|----------------|
| 1. Branch:          | Uttarakhand    |
| 2. Currency used:   | Indian Rupee ₹ |

| Lower House  |          |
|--|----------|
| 3. Member's basic salary:  | ₹30,000  |
| 4. Cabinet Minister's salary:  | ₹90,000  |
| 5. Minister (not in the Cabinet) salary:   | ₹84,000  |
| 6. Leader of the House salary:   | ₹90,000  |
| 7. Leader of the Opposition salary:  | ₹90,000  |
| 8. Government Whip salary:   | N/A      |
| 9. Opposition Whip salary:   | N/A      |
| 10. Speaker of the House salary:   | ₹110,000 |
| 11. Deputy Speaker of the House salary:  | ₹110,000 |
| 12. Committee Chairperson salary:  | N/A      |
| 13. Clerk of the House salary:   | ₹144,200 |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.      |

| Comparative Salaries  |     |
|---|-----|
| 26. Average salary of a secondary school teacher:                         | N/A |
| 27. Average salary of a senior lawyer in the civil service:               | N/A |
| 28. Average salary of a Head of a Civil Service Ministry:                 | N/A |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | N/A |
| 30. Average salary of a skilled factory worker?                           | N/A |
| 31. Is there a legal minimum wage? If so, what is it?                     | N/A |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |                              |
|--|------------------------------|
| 34. Do Members receive a pension?  | Yes.                         |
| 35. If so, is this a contributory pension scheme?  | No.                          |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | N/A                          |
| 37. At what age can the pension be drawn?  | 0                            |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | To be elected at least once. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Yes.                         |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.                          |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Daily Allowance ₹2,000 Per day.                      |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes.   |
| 43. Do Members receive allowances for travel?   | Yes.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Yes.   |
| 45. Are Members covered under a medical plan?   | No, but medical reimbursement facility is available. |
| 46. Constituency business allowance (if applicable):  | Yes, constituency allowance.                         |
| 47. Allowance for equipment (if applicable):  | N/A  |
| 48. Remuneration for committee service (if applicable):   | N/A  |

| Revision and Regulation of Salaries and Allowances  |                             |
|---|-----------------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | A committee of Legislators. |
| 50. How often is Members remuneration reviewed?   | No fixed time period.       |
| 51. When was the last time Members remuneration was reviewed?   | 04/01/2017                  |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.               |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.                         |



| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Yes.   |
| 55. If not, do the public have access to Member's expense information upon request? | Yes.   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Uttarakhand State Legislative Assembly (Members Emoluments and Pension) Act, 2008. |

| Finances for Departing Members  |     |
|---|-----|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No. |
| 58. If so, are these payments taxed?  | N/A |

## West Bengal

| General Information |                |
|---------------------|----------------|
| 1. Branch:          | West Bengal    |
| 2. Currency used:   | Indian Rupee ₹ |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | ₹10,000 per month plus other allowances as applicable.   |
| 4. Cabinet Minister's salary:  | ₹11,000 per month plus other allowances as applicable.   |
| 5. Minister (not in the Cabinet) salary:   | ₹10,900 per month plus other allowances as applicable.   |
| 6. Leader of the House salary:   | ₹15,001 per month plus other allowances as applicable.   |
| 7. Leader of the Opposition salary:  | ₹11,000 per month plus other allowances as applicable.   |
| 8. Government Whip salary:   | ₹10,900 per month plus other allowances as applicable.   |
| 9. Opposition Whip salary:   | ₹10,000 per month plus other allowances as applicable. He does not draw any extra salary for serving as Opposition Whip.                       |
| 10. Speaker of the House salary:   | ₹15,001 per month plus other allowances as applicable.   |
| 11. Deputy Speaker of the House salary:  | ₹10,900 per month plus other allowances as applicable.   |
| 12. Committee Chairperson salary:  | ₹10,000 per month plus other allowances as applicable. He does not draw any extra salary for serving as a Chairman/Chairperson of a Committee. |
| 13. Clerk of the House salary:   | ₹63,070 per month plus other allowances as applicable.   |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.  |



| Comparative Salaries  |  |
|---|--|
| 26. Average salary of a secondary school teacher:                         | ₹72,100 per month plus other allowances as applicable.   |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered.  |
| 28. Average salary of a Head of a Civil Service Ministry:                 | ₹225,000 per month plus other allowances as applicable.  |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Judge in the Supreme Court ₹ 250,000 per month plus other allowances as applicable and Judge in the High Court ₹ 2,25,000 per month plus other allowances as applicable. |
| 30. Average salary of a skilled factory worker?                           | ₹ 10,347 per month.  |
| 31. Is there a legal minimum wage? If so, what is it?                     | Yes. It differs from one sector to another. for example the average monthly minimum wage of an unskilled worker in the powerloom sector is ₹ 7,594 per month.            |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | Yes.  |
| 35. If so, is this a contributory pension scheme?  | No.   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | N/A   |
| 37. At what age can the pension be drawn?  | 25  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | A Member is entitled to draw pension on completion of 5 years in Office. But if the House is dissolved earlier or if a Member tenders his resignation before completion of 5 years in office or if a Member elected in a bye-election fails to reach the minimum prescribed period of 5 years in office due to dissolution of the House, then it is supposed that the Member serving in that particular House has qualified to draw the minimum pension amount. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | The spouse(s) of the Members are entitled to receive family pension.  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Yes. The minimum amount of pension is ₹ 8,000 per month for serving a period of 5 years or part thereof. A Member is entitled to draw a maximum pension of ₹ 12,000 per month.  |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes, ₹2,000 per day.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.   |
| 43. Do Members receive allowances for travel?   | Yes.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Yes. Under Bidhayak Elaka Unnayan Prakalpa, each Member is entitled to recommend schemes for ₹ 60 Lakh per financial year to formulate developmental schemes for their respective constituencies as per the locally felt needs for creation of durable assets for community benefits. |
| 45. Are Members covered under a medical plan?   | Yes.  |
| 46. Constituency business allowance (if applicable):  | Yes, each Member is provided with ₹4,000 per month as Constituency Allowance.   |
| 47. Allowance for equipment (if applicable):  | Yes, each Member is entitled ₹5,000 per month as Computer and Internet Charges Allowance.   |
| 48. Remuneration for committee service (if applicable):   | No additional remuneration is provided to Members for committee service.  |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | The Committee on Entitlements of the Members recommends in the form of a Report the modifications to the Acts, Rules and Orders relating to the facilities and amenities available to the Legislators in a way as the Committee thinks fit and proper.<br><br>After the said Report is presented to the House, the Government brings out suitable legislation or subordinate legislation to give effect to the recommendations as contained in the Report. on approval of the House, the legislation in this respect is presented to the Governor for assent. On receipt of the assent, formal Notification is issued by the Government. |
| 50. How often is Members remuneration reviewed?   | No fixed time is specified for the review of Member's remuneration. The Committee on Entitlements of the Members takes up the issue as and when required.  |
| 51. When was the last time Members remuneration was reviewed?   | 08/09/2019   |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.  |



| Transparency and Legislation  |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes. The remuneration of the Ministers and Members are duly notified in the Official Gazette. |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | The Bengal Legislative Assembly (Member's Emoluments) Act, 1937.                              |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No.           |
| 58. If so, are these payments taxed?  | Not answered. |

# Pacific

## Fiji

| General Information |                  |
|---------------------|------------------|
| 1. Branch:          | Fiji             |
| 2. Currency used:   | Fijian Dollar \$ |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | \$50,000                                      |
| 4. Cabinet Minister's salary:  | \$185,000 to \$235,000                        |
| 5. Minister (not in the Cabinet) salary:   | \$90,000 Assistant Ministers also in cabinet. |
| 6. Leader of the House salary:   | \$185,000 (Minister for Defence).             |
| 7. Leader of the Opposition salary:  | \$120,000                                     |
| 8. Government Whip salary:   | \$90,000 (Assistant Minister).                |
| 9. Opposition Whip salary:   | \$50,000                                      |
| 10. Speaker of the House salary:   | \$150,000                                     |
| 11. Deputy Speaker of the House salary:  | \$90,000 (Assistant Minister).                |
| 12. Committee Chairperson salary:  | MP \$50,000, Assistant Minister \$90,000      |
| 13. Clerk of the House salary:   | \$164,000                                     |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.   |

| Comparative Salaries  |                            |
|---|----------------------------|
| 26. Average salary of a secondary school teacher:                         | \$27,000                   |
| 27. Average salary of a senior lawyer in the civil service:               | \$49,000                   |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$59,000 (Director Level). |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Approx \$80,000<           |
| 30. Average salary of a skilled factory worker?                           | Approx \$20,000<           |
| 31. Is there a legal minimum wage? If so, what is it?                     | 2.68                       |



| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No.  |

| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | No.           |
| 35. If so, is this a contributory pension scheme?  | No.           |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | N/A           |
| 37. At what age can the pension be drawn?  | Not answered. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | N/A           |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | N/A           |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | N/A           |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | \$350 subsistence allowance only those who travel 30kilometers plus. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.  |
| 43. Do Members receive allowances for travel?   | Yes.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.  |
| 45. Are Members covered under a medical plan?   | No.  |
| 46. Constituency business allowance (if applicable):  | N/A  |
| 47. Allowance for equipment (if applicable):  | N/A  |
| 48. Remuneration for committee service (if applicable):   | N/A  |

| <b>Revision and Regulation of Salaries and Allowances</b>   |                                    |
|---|------------------------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Remuneration & Emolument Committee |
| 50. How often is Members remuneration reviewed?   | Not answered.                      |
| 51. When was the last time Members remuneration was reviewed?   | 10/03/2014                         |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.                      |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Not answered.                      |

| <b>Transparency and Legislation</b>   |                                 |
|---|---------------------------------|
| 54. Is remuneration published and made publicly available?                          | Not answered.                   |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.                   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Parliamentary Remuneration Act. |

| <b>Finances for Departing Members</b>   |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No.           |
| 58. If so, are these payments taxed?  | Not answered. |



# New Zealand

\*Please note that the responses are based on the current Speaker's Directions and Determinations. The current Speaker's Directions will be replaced by a new 2020 version which will take effect immediately after New Zealand's 2020 election so some of the information may have changed after the election.

| General Information |                       |
|---------------------|-----------------------|
| 1. Branch:          | New Zealand           |
| 2. Currency used:   | New Zealand Dollar \$ |

| Lower House  |  |
|--|--|
| 3. Member's basic salary:  | \$163,961  |
| 4. Cabinet Minister's salary:  | \$296,007  |
| 5. Minister (not in the Cabinet) salary:   | \$249,839  |
| 6. Leader of the House salary:   | No additional remuneration is paid to a Member holding the position as Leader of the House.  |
| 7. Leader of the Opposition salary:  | \$296,007  |
| 8. Government Whip salary:   | Whips receive a base salary of NZD \$179,713 plus an additional amount for each member in the party – capped at 45 members. As the number of members in the party increases, the additional amount for each member decreases, incrementally. |
| 9. Opposition Whip salary:   | Whips receive a base salary of NZD \$179,713 plus an additional amount for each member in the party – capped at 45 members. As the number of members in the party increases, the additional amount for each member decreases, incrementally. |
| 10. Speaker of the House salary:   | \$296,007  |
| 11. Deputy Speaker of the House salary:  | \$209,471  |
| 12. Committee Chairperson salary:  | \$179,713  |
| 13. Clerk of the House salary:   | \$423,000  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.  |

| Comparative Salaries  |                     |
|---|---------------------|
| 26. Average salary of a secondary school teacher:                         | \$71,000-80,000     |
| 27. Average salary of a senior lawyer in the civil service:               | \$125,000           |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$478,000           |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | \$471,100-\$525,400 |
| 30. Average salary of a skilled factory worker?                           | \$48,000-\$65,000   |
| 31. Is there a legal minimum wage? If so, what is it?                     | \$18.90 per hour.   |

| Income Tax   |   |
|--|---|
| 32. Is income tax paid on the basic Member's salary? | Yes.  |
| 33. Is income tax paid on allowances?                | No. Expense allowance and accommodation allowances are non-taxable. |

| Pensions   |   |
|--|---|
| 34. Do Members receive a pension?  | If they contribute to a registered superannuation scheme. Yes, if they contribute to KiwiSaver, a master trust or a registered personal superannuation scheme.  |
| 35. If so, is this a contributory pension scheme?  | Yes.  |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Member contribute 8%, with top up of 20%<br>There is a cap on the Crown subsidy – based on 1:2.5 ratio but up to a maximum of 20% of a Member's salary. (I.e. the contribution depends on the scheme. For example, if the Member was in KiwiSaver, the Crown contribution might only be 3%, but the Member could contribute up to 8%. For other schemes the contribution amounts by both the Member and the Crown might be different again but the ratio provided would apply). |
| 37. At what age can the pension be drawn?  | Depends upon scheme chosen.   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | No minimum.   |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | No.   |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No (as long as the scheme is registered under the Financial Markets Authority)  |

| Allowances  |                |
|---|----------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Part of basic. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.            |
| 43. Do Members receive allowances for travel?   | Yes.           |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.            |
| 45. Are Members covered under a medical plan?   | No.            |
| 46. Constituency business allowance (if applicable):  | Yes.           |
| 47. Allowance for equipment (if applicable):  | Yes.           |
| 48. Remuneration for committee service (if applicable):   | No.            |



| <b>Revision and Regulation of Salaries and Allowances</b>   |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Remuneration Authority.   |
| 50. How often is Members remuneration reviewed?   | Annually.   |
| 51. When was the last time Members remuneration was reviewed?   | Not answered.   |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No – data on remuneration movements in roles broadly similar to that of a Member, and changes in economic conditions consultation are taken into account. |

| <b>Transparency and Legislation</b>   |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | Yes.  |
| 55. If not, do the public have access to Member's expense information upon request? | N/A   |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Members of Parliament (Remuneration and Services) Act 2013. |

| <b>Finances for Departing Members</b>   |                       |
|---|-----------------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Three months' salary. |
| 58. If so, are these payments taxed?  | Yes.                  |

# Niue

| General Information |                       |
|---------------------|-----------------------|
| 1. Branch:          | Niue                  |
| 2. Currency used:   | New Zealand Dollar \$ |

| Lower House  |          |
|--|----------|
| 3. Member's basic salary:  | \$31,959 |
| 4. Cabinet Minister's salary:  | \$56,789 |
| 5. Minister (not in the Cabinet) salary:   | N/A      |
| 6. Leader of the House salary:   | \$80,785 |
| 7. Leader of the Opposition salary:  | \$31,959 |
| 8. Government Whip salary:   | N/A      |
| 9. Opposition Whip salary:   | N/A      |
| 10. Speaker of the House salary:   | \$36,511 |
| 11. Deputy Speaker of the House salary:  | N/A      |
| 12. Committee Chairperson salary:  | \$31,959 |
| 13. Clerk of the House salary:   | \$40,000 |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.      |

| Comparative Salaries  |          |
|---|----------|
| 26. Average salary of a secondary school teacher:                         | \$23,000 |
| 27. Average salary of a senior lawyer in the civil service:               | \$60,000 |
| 28. Average salary of a Head of a Civil Service Ministry:                 | \$60,000 |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | N/A      |
| 30. Average salary of a skilled factory worker?                           | N/A      |
| 31. Is there a legal minimum wage? If so, what is it?                     | N/A      |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |      |
|--|------|
| 34. Do Members receive a pension?  | Yes. |
| 35. If so, is this a contributory pension scheme?  | No   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | N/A  |
| 37. At what age can the pension be drawn?  | 60   |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | N/A  |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | N/A  |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No   |

| Allowances  |   |
|---|---|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | This varies depending on the number of hours Members attend Select Committee hearings.  |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | No.   |
| 43. Do Members receive allowances for travel?   | Yes.  |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | No.   |
| 45. Are Members covered under a medical plan?   | Not directly.   |
| 46. Constituency business allowance (if applicable):  | No.   |
| 47. Allowance for equipment (if applicable):  | They have an annual allowance at \$4,000 at the beginning of each year to purchase their equipment mostly desktop related and internet costs. |
| 48. Remuneration for committee service (if applicable):   | Nil.  |

| <b>Revision and Regulation of Salaries and Allowances</b>   |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | The Niue Assembly makes a recommendation to the Niue Public Service Commission to review and set the remuneration of Members. On completion, these recommendations are taken to Cabinet and to the Niue Assembly for approval.  |
| 50. How often is Members remuneration reviewed?   | There is no predetermined intervals but is subject to cost of living or as deemed appropriate by the Niue Public Service Commission as to when the remuneration should be reviewed. Failing that, the Niue Assembly sets the ball rolling and send to the Commission their recommendations. |
| 51. When was the last time Members remuneration was reviewed?   | 12/19/2019  |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.   |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Quite.  |

| <b>Transparency and Legislation</b>   |   |
|---|---|
| 54. Is remuneration published and made publicly available?                          | No.   |
| 55. If not, do the public have access to Member's expense information upon request? | Not as a matter of practice, mainly but it depends on the need for the information. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | The Constitution of Niue.   |

| <b>Finances for Departing Members</b>   |     |
|---|-----|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No. |
| 58. If so, are these payments taxed?  | N/A |



# Solomon Islands

| General Information |                           |
|---------------------|---------------------------|
| 1. Branch:          | Solomon Islands           |
| 2. Currency used:   | Solomon Islands Dollar \$ |

| Lower House  |               |
|--|---------------|
| 3. Member's basic salary:  | \$7,646.53    |
| 4. Cabinet Minister's salary:  | \$9,324.58    |
| 5. Minister (not in the Cabinet) salary:   | Not answered. |
| 6. Leader of the House salary:   | Not answered. |
| 7. Leader of the Opposition salary:  | \$9,324.58    |
| 8. Government Whip salary:   | Not answered. |
| 9. Opposition Whip salary:   | Not answered. |
| 10. Speaker of the House salary:   | Not answered. |
| 11. Deputy Speaker of the House salary:  | \$8,450.12    |
| 12. Committee Chairperson salary:  | \$8,450.12    |
| 13. Clerk of the House salary:   | Not answered. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | No.           |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Not answered. |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | No   |

| Pensions   |  |
|--|--|
| 34. Do Members receive a pension?  | Yes.                                       |
| 35. If so, is this a contributory pension scheme?  | No   |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered.                              |
| 37. At what age can the pension be drawn?  | 0  |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | As long as elected [pension can be drawn]. |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Not answered.                              |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Not answered.                              |

| Allowances  |               |
|---|---------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Not answered. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Not answered. |
| 43. Do Members receive allowances for travel?   | Not answered. |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not answered. |
| 45. Are Members covered under a medical plan?   | Not answered. |
| 46. Constituency business allowance (if applicable):  | Not answered. |
| 47. Allowance for equipment (if applicable):  | Not answered. |
| 48. Remuneration for committee service (if applicable):   | Not answered. |

| Revision and Regulation of Salaries and Allowances  |               |
|---|---------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Not answered. |
| 50. How often is Members remuneration reviewed?   | Not answered. |
| 51. When was the last time Members remuneration was reviewed?   | Not answered. |
| 52. When is the expected next date of revision? (if applicable)   | Not answered. |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Not answered. |



| Transparency and Legislation  |               |
|---|---------------|
| 54. Is remuneration published and made publicly available?                          | Not answered. |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered. |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Not answered. |

| Finances for Departing Members  |               |
|---|---------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Not answered. |
| 58. If so, are these payments taxed?  | Not answered. |

# South-East Asia

## Malaysia (Federal)

| General Information |                      |
|---------------------|----------------------|
| 1. Branch:          | Malaysia (Federal)   |
| 2. Currency used:   | Malaysian Ringgit RM |

| Lower House  |   |
|--|---|
| 3. Member's basic salary:  | RM 16,000                                   |
| 4. Cabinet Minister's salary:  | RM 14,907.20                                |
| 5. Minister (not in the Cabinet) salary:   | Not answered.                               |
| 6. Leader of the House salary:   | RM 3,846.59                                 |
| 7. Leader of the Opposition salary:  | RM 3,846.59                                 |
| 8. Government Whip salary:   | Not answered.                               |
| 9. Opposition Whip salary:   | Not answered.                               |
| 10. Speaker of the House salary:   | RM 31,000                                   |
| 11. Deputy Speaker of the House salary:  | RM 22,000                                   |
| 12. Committee Chairperson salary:  | Not answered.                               |
| 13. Clerk of the House salary:   | It follows the civil service salary scheme. |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.  |

| Upper House                               |  |
|---|--|
| 15. Member's basic salary:                | RM 11,000  |
| 16. Cabinet Minister's salary:            | RM 14,907.20                                     |
| 17. Minister (not in the Cabinet) salary: | Not answered.                                    |
| 18. Leader of the House salary:           | Not answered.                                    |
| 19. Leader of the Opposition salary:      | Not answered.                                    |
| 20. Government Whip salary:               | Not answered.                                    |
| 21. Opposition Whip salary:               | Not answered.                                    |
| 22. Speaker of the House salary:          | RM 31,000  |
| 23. Deputy Speaker of the House salary:   | RM 22,000  |
| 24. Committee Chairperson salary:         | Not answered.                                    |
| 25. Clerk of the House salary:            | Salary is according to the civil service scheme. |



| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | Not answered. |
| 27. Average salary of a senior lawyer in the civil service:               | Not answered. |
| 28. Average salary of a Head of a Civil Service Ministry:                 | Not answered. |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not answered. |
| 30. Average salary of a skilled factory worker?                           | Not answered. |
| 31. Is there a legal minimum wage? If so, what is it?                     | Yes, RM 1,200 |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | No.  |
| 33. Is income tax paid on allowances?                | Yes. |

| Pensions   |                   |
|--|-------------------|
| 34. Do Members receive a pension?  | Yes.              |
| 35. If so, is this a contributory pension scheme?  | No.               |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered.     |
| 37. At what age can the pension be drawn?  | 50                |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 36 months.        |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Medical benefits. |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.               |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes. RM 400 (attendance) and RM 100 (daily allowance). |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes.   |
| 43. Do Members receive allowances for travel?   | Yes.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Yes, it differs from Government and Opposition MPs.    |
| 45. Are Members covered under a medical plan?   | Government Hospitals.                                  |
| 46. Constituency business allowance (if applicable):  | Not answered.  |
| 47. Allowance for equipment (if applicable):  | Yes.   |
| 48. Remuneration for committee service (if applicable):   | Not answered.  |

| Revision and Regulation of Salaries and Allowances  |  |
|---|--|
| 49. Who determines Members remuneration (e.g. an independent body)?   | The government, and the whole house sits as a committee. |
| 50. How often is Members remuneration reviewed?   | No stipulated duration.                                  |
| 51. When was the last time Members remuneration was reviewed?   | Not answered.  |
| 52. When is the expected next date of revision? (if applicable)   | Not answered.  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.  |

| Transparency and Legislation  |                                    |
|---|------------------------------------|
| 54. Is remuneration published and made publicly available?                          | Yes.                               |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.                      |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Act 237, Members of Parliament Act |

| Finances for Departing Members  |                |
|---|----------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes, gratuity. |
| 58. If so, are these payments taxed?  | No.            |



| General Information |                      |
|---------------------|----------------------|
| 1. Branch:          | Sarawak              |
| 2. Currency used:   | Malaysian Ringgit RM |

| Lower House  |           |
|--|-----------|
| 3. Member's basic salary:  | RM 15,000 |
| 4. Cabinet Minister's salary:  | RM 27,000 |
| 5. Minister (not in the Cabinet) salary:   | RM 21,000 |
| 6. Leader of the House salary:   | Nil.      |
| 7. Leader of the Opposition salary:  | Nil.      |
| 8. Government Whip salary:   | Nil.      |
| 9. Opposition Whip salary:   | Nil.      |
| 10. Speaker of the House salary:   | RM 30,000 |
| 11. Deputy Speaker of the House salary:  | RM 21,000 |
| 12. Committee Chairperson salary:  | Nil.      |
| 13. Clerk of the House salary:   | RM 6,500  |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.      |

| Comparative Salaries  |               |
|---|---------------|
| 26. Average salary of a secondary school teacher:                         | RM 2,080      |
| 27. Average salary of a senior lawyer in the civil service:               | RM 6,500      |
| 28. Average salary of a Head of a Civil Service Ministry:                 | RM 7,800      |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | Not Available |
| 30. Average salary of a skilled factory worker?                           | RM 7,000      |
| 31. Is there a legal minimum wage? If so, what is it?                     | RM 1,200      |

| Income Tax   |          |
|--|----------|
| 32. Is income tax paid on the basic Member's salary? | Exempted |
| 33. Is income tax paid on allowances?                | Exempted |

| Pensions   |                             |
|--|-----------------------------|
| 34. Do Members receive a pension?  | Yes, RM 7,500               |
| 35. If so, is this a contributory pension scheme?  | No.                         |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Not answered.               |
| 37. At what age can the pension be drawn?  | When ceased to be a Member. |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | 36 months.                  |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Medical.                    |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | No.                         |

| Allowances  |                         |
|---|-------------------------|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | RM 50.00 / per sitting. |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Yes.                    |
| 43. Do Members receive allowances for travel?   | Yes.                    |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | RM 2.5 Million          |
| 45. Are Members covered under a medical plan?   | Yes.                    |
| 46. Constituency business allowance (if applicable):  | 5,000                   |
| 47. Allowance for equipment (if applicable):  | 5,000                   |
| 48. Remuneration for committee service (if applicable):   | 250                     |

| Revision and Regulation of Salaries and Allowances  |                  |
|---|------------------|
| 49. Who determines Members remuneration (e.g. an independent body)?   | State Cabinet.   |
| 50. How often is Members remuneration reviewed?   | No fixed period. |
| 51. When was the last time Members remuneration was reviewed?   | 2012             |
| 52. When is the expected next date of revision? (if applicable)   | No fixed period. |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | No.              |



| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Gazette.   |
| 55. If not, do the public have access to Member's expense information upon request? | Not answered.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | Members of the Administration and Members of DUN (Remuneration, Pensions and Gratuities) Ordinance 2013. |

| Finances for Departing Members  |                |
|---|----------------|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | Yes, gratuity. |
| 58. If so, are these payments taxed?  | No.            |

## Singapore

| General Information |                     |
|---------------------|---------------------|
| 1. Branch:          | Singapore           |
| 2. Currency used:   | Singapore Dollar \$ |

| Lower House  |             |
|--|-------------|
| 3. Member's basic salary:  | \$192,500   |
| 4. Cabinet Minister's salary:  | \$1,100,000 |
| 5. Minister (not in the Cabinet) salary:   | \$770,000   |
| 6. Leader of the House salary:   | Nil.        |
| 7. Leader of the Opposition salary:  | \$385,000   |
| 8. Government Whip salary:   | Nil.        |
| 9. Opposition Whip salary:   | Nil.        |
| 10. Speaker of the House salary:   | \$550,000   |
| 11. Deputy Speaker of the House salary:  | \$82,500    |
| 12. Committee Chairperson salary:  | Nil.        |
| 13. Clerk of the House salary:   | \$167,610   |
| 14. Are Ministerial and Presiding Officers' salaries in addition to basic Member's salary? | Yes.        |

| Comparative Salaries  |          |
|---|----------|
| 26. Average salary of a secondary school teacher:                         | \$70,000 |
| 27. Average salary of a senior lawyer in the civil service:               | N/A      |
| 28. Average salary of a Head of a Civil Service Ministry:                 | N/A      |
| 29. Average salary of a senior judge in the Supreme Court and High Court: | N/A      |
| 30. Average salary of a skilled factory worker?                           | \$20,000 |
| 31. Is there a legal minimum wage? If so, what is it?                     | No.      |

| Income Tax   |      |
|--|------|
| 32. Is income tax paid on the basic Member's salary? | Yes. |
| 33. Is income tax paid on allowances?                | Yes. |



| Pensions   |               |
|--|---------------|
| 34. Do Members receive a pension?  | No.           |
| 35. If so, is this a contributory pension scheme?  | Not answered. |
| 36. If it is a contributory pension scheme, what is the level of contribution?                         | Nil.          |
| 37. At what age can the pension be drawn?  | 50            |
| 38. How long is a Member required to serve prior to qualifying for a pension?                          | Nil.          |
| 39. Does the pension plan provide ongoing benefits to Member's dependents?                             | Nil.          |
| 40. Are there any limitations on Membership of the pension scheme? If so, please define what these are | Nil.          |

| Allowances  |  |
|---|--|
| 41. Do Members receive an attendance and/or subsistence allowance? (if so, what amount is it)                     | Yes, only for attending Overseas Conferences and Official visits.                                |
| 42. Do Members receive a loan/duty-free concession to purchase a vehicle?   | Nil.   |
| 43. Do Members receive allowances for travel?   | Only for Conferences and Official visits attended.   |
| 44. Are funds provided to Members to finance development projects in their constituencies? If so, please specify. | Not from Parliament.   |
| 45. Are Members covered under a medical plan?   | Yes, they are entitled to SGD \$500 of outpatient subsidy and SGD \$120 dental subsidy per year. |
| 46. Constituency business allowance (if applicable):  | Nil.   |
| 47. Allowance for equipment (if applicable):  | Nil.   |
| 48. Remuneration for committee service (if applicable):   | Nil.   |

| Revision and Regulation of Salaries and Allowances  |   |
|---|---|
| 49. Who determines Members remuneration (e.g. an independent body)?   | Parliament determines the amount of remuneration. |
| 50. How often is Members remuneration reviewed?   | Every 5 Years.                                    |
| 51. When was the last time Members remuneration was reviewed?   | 2017  |
| 52. When is the expected next date of revision? (if applicable)   | 2022  |
| 53. Is the value of allowances tied in any way to other measures? (e.g. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.) | Yes.  |

| Transparency and Legislation  |  |
|---|--|
| 54. Is remuneration published and made publicly available?                          | Members salaries are public information.   |
| 55. If not, do the public have access to Member's expense information upon request? | No.  |
| 56. What is the major legislation that addresses Member's salaries and allowances?  | The supply Act Passed by Parliament authorises the expenditures for each financial year. |

| Finances for Departing Members  |     |
|---|-----|
| 57. Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? | No. |
| 58. If so, are these payments taxed?  | N/A |



# List of CPA Branch Responses Received (in bold)

## Africa

Botswana  
 Cameroon  
 Eswatini  
**The Gambia** (28-30)  
 Ghana  
 Kenya  
 Lesotho  
 Malawi  
 Mauritius  
 Mozambique  
 Namibia  
 Nigeria  
 Adamawa, Nigeria  
 Akwa-Ibom, Nigeria  
 Anambra, Nigeria  
 Bayelsa, Nigeria  
 Borno, Nigeria  
 Cross River, Nigeria  
 Ebonyi, Nigeria  
 Edo, Nigeria  
 Ekiti, Nigeria  
 Imo, Nigeria  
 Jigawa, Nigeria  
 Kano, Nigeria  
 Lagos, Nigeria  
 Nasarawa, Nigeria  
 Osun, Nigeria  
 Taraba, Nigeria  
 Yobe, Nigeria  
 Rwanda  
**Seychelles** (31-33)  
 Sierra Leone  
 South Africa  
 Eastern Cape, South Africa  
 Free State, South Africa  
 Gauteng, South Africa  
 Kwazulu-Natal, South Africa  
 Limpopo, South Africa  
 Mpumalanga, South Africa  
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**Ontario** (156-158)  
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**Quebec** (162-168)  
**Saskatchewan** (169-171)  
**Yukon** (172-174)

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**Barbados** (179-181)  
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**Bermuda** (185-187)  
 British Virgin Islands  
**Cayman Islands** (188-190)  
 Dominica  
**Grenada** (191 - 193)  
**Guyana** (194-196)  
 Jamaica  
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**Saint Lucia** (197-199)  
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 St Vincent & Grenadines  
**Trinidad and Tobago** (200-202)  
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 Arunachal Pradesh  
 Assam  
 Bihar  
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 Delhi  
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**Gujarat** (206-208)  
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 Himachal Pradesh  
 Jammu and Kashmir  
 Jharkhand  
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**Kerala** (212-214)  
 Madhya Pradesh  
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**Punjab, India** (215-217)  
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## Pacific

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## South-East Asia

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**Sarawak** (243-245)  
 Selangor  
 Terengganu  
**Singapore** (246-248)



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CPA Headquarters Secretariat  
Richmond House, Houses of Parliament  
London SW1A 0AA  
United Kingdom

Telephone: +44 (0)20 7799 1460  
Email: [hq.sec@cpahq.org](mailto:hq.sec@cpahq.org)  
Website: [www.cpahq.org](http://www.cpahq.org)