



# **A Survey of Remuneration paid to Members of the Parliaments and Legislatures of the Commonwealth, 2004-2005**

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## PREFACE

Detailed information on the salaries, allowances, and privileges of Members in 76 Commonwealth Parliaments is set out in this volume.

From mid 2004 up until November 2005, the Parliamentary Information and Reference Centre circulated a questionnaire on parliamentary salaries and allowances to all Branches of the Commonwealth Parliamentary Association. The last survey was conducted in 2001.

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

We would like to express appreciation to all Branch Secretaries who have co-operated in providing material, as without their assistance this publication would not have been possible.

We have generally reproduced the questionnaire in the way that they were answered, though in some instances it was necessary to refer to additional material to answer the specific questions.

In the interests of saving space, only those questions which each individual Branch responded to in the survey have been included. A complete copy of the questionnaire that was sent to each Branch has been included in pages 17 to 22, for reference purposes.

If there are any errors please bring them to the attention of the Parliamentary Information and Reference Centre.

Members requiring further information on any aspect of parliamentary payments or privileges are invited to write to the Assistant Director (Reference Services) at the Commonwealth Parliamentary Association Secretariat.

This and past surveys can be found online at [www.cpahq.org](http://www.cpahq.org)

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## EXECUTIVE SUMMARY

### AFRICA

A **Kenya** Member's basic salary equals that paid to the Head of a Civil Service Ministry. Members receive allowances for attendance, housing, entertainment and their constituency expenses. MPs are members of a contributory group personal accident insurance scheme. Members are covered by a Medical Plan.

A **Lesotho** Cabinet Minister and the Presiding Officers receive a basic salary that is in the range of what is paid to the Head of a Civil Service Ministry. Members receive attendance, housing, and constituency allowances. Members receive a loan/duty-free concession to buy a vehicle. A communication allowance is paid but this does not cover stationery nor postage.

The basic salary paid to a Member in **Malawi** is less than half the amount paid to a secondary schoolteacher. Members receive a loan/duty-free concession to buy a vehicle. They can claim subsistence, constituency, utility and travel expenses.

Payments are made to Members in **Nigeria** who leave Parliament on retirement or after an electoral defeat. Members are entitled to travel, housing, constituency, communication and equipment allowances. An MP's basic salary equals the salary paid to the Head of a Civil Service Ministry. A Senator's salary is comparable to that of a Senior High Court Judge.

The salary of a Member in **Sokoto** is double the remuneration paid to a senior judge. Members are entitled to attendance, housing, constituency, travel, postage, stationery, and equipment allowances. Members receive a loan/duty-free concession to buy a vehicle.

In **South Africa** a Cabinet Minister's salary is comparable to the earnings of a senior judge in the Supreme Court or High Court. A Member's basic salary is less than the average salary paid to a senior civil service lawyer. Parliament pays the travel expenses of Members to commute between their constituency and Parliament. An allowance equal to one month's salary is paid to a Member after electoral defeat.

A senior civil service lawyer is paid more than Ministers, the Presiding Officer and Members in **Free State**. The constituency allowance does not form part of a Member's salary as it is paid directly to their political party. The spouse of a Minister or Presiding Officer may receive a travel allowance. Members of the Legislature receive a fixed monthly allowance which provides for office, mobile and residential phones. A Government Gazette is published and media reports disclose the salaries of politicians. The public have access to Members' expense information on request.

Members in **Limpopo** are entitled to constituency, travel and communication allowances.

Each Member in **Northern Cape** receives a Political Allowance. Members' basic salary and car allowances depend on whether they are newly elected, re-elected or re-elected and holding the same/higher office for a period exceeding 24 months.

A senior civil service lawyer's salary is more than a **Ugandan** Members' basic salary. The Presiding Officers earn more than Ministers and senior Supreme or High Court judges. Members are entitled to a subsistence allowance which is double their basic salary.

**Zambian** MPs are entitled to subsistence, constituency and travel allowances. Members receive a loan/duty-free concession to purchase a vehicle. A payment is made to Members who leave Parliament upon retirement or after an electoral defeat.

## **ASIA**

**Bangladesh** Members receive attendance, medical and travel allowances. Accommodation is provided for all Members and they receive a loan/duty-free concession to buy a vehicle. Members' salaries and expenses are published in the gazette. A communication allowance is paid but stationery, postage and equipment allowances are not covered by this.

Funds are provided to Members in **Balochistan** to finance development projects in their constituencies. A Member's basic salary is double the salary of a skilled factory worker. Ministers and the Presiding Officer are paid less than a Supreme or High Court judge. Members can claim a communication and equipment allowance.

**North West Frontier** Members can claim an office maintenance allowance. The Leader of the Opposition and the Presiding Officers are entitled to additional allowances.

A **Punjab** Member's basic salary is more than the salary paid to a senior lawyer in the civil service. Members are allowed to identify development projects in their constituencies and access a constituency development fund. Housing, attendance, telephone and entertainment allowances can be claimed. Members are required to provide an annual declaration of their assets.

**Sri Lankan** Members can claim a driver and fuel allowance. An allowance for a cellular phone is also available.

## **AUSTRALIA**

In **Australia** the salaries paid to senior Civil Servants and to High court Justices are more than those paid to Federal Cabinet Ministers. Income tax is paid on electorate allowances. Members receive a constituency and postal allowance depending on the size of their constituency. There is no communication allowance but telephones, mobiles, faxes, and internet access are provided in Parliament and electorate offices. A travel allowance can be claimed for overseas travel and parliamentary and constituency business. These expenses are tabled in Parliament. A motor vehicle is provided for an annual contribution. No payments are made to Members who retire or are defeated.

The **Australian Capital Territory** Code of Conduct for Ministers has advice on Post-Separation Employment. Members do not receive a pension. A leased vehicle is provided for a Member's use. Study trip and travel reports of Members are tabled in the House. The Assembly provides postage, communication facilities, stationery and equipment within reasonable limits.

**New South Wales** Members' basic salary is set at the level of that for a private Member of the House of Representatives in the Federal Parliament, less \$500. A Member's salary is automatically adjusted following any increase in the Federal Members' salaries. Details of Members' salaries, expenses and entitlements are published on their Parliament's Internet site.

Office equipment and stationery is supplied free to Members in **Norfolk Island**. The Assembly meets communication charges for the Member's Parliamentary Office. The Speaker and Deputy Speaker have an office allowance.

A **Northern Territory** Member's basic salary is pegged at \$3,000 less than the basic salary payable to a Federal Member of the House of Representatives. The basic salary is more than that of a Northern Territory secondary schoolteacher and senior civil service lawyer but only half of the salary paid to the Head of a Civil Service Ministry. A Supreme Court Judge earns more than Ministers, including the Chief Minister. A recent review of Members' superannuation entitlements resulted in new legislation being debated in the Assembly. Members are provided with a Government maintained car or they may choose to receive an extra allowance.

**Queensland** Members are provided with an "Allowance to Members" to meet electorate and constituency needs. Members are provided with an annual Car Allowance which may be used to offset the cost of leasing/buying a motor vehicle.

In **Victoria**, a Member's basic salary is \$1442 less than that of a Federal MP. A residential allowance is paid to Members living a specified distance from Melbourne. Members receive an Electorate Office Budget that covers most spending including training Electorate Office staff.

Members and former members in **Western Australia** are entitled to unlimited rail travel throughout Australia on government owned railway systems.

## **BRITISH ISLES AND THE MEDITERRANEAN**

In **Alderney** States' Members are not paid a salary but receive an attendance allowance. Members' expenses are paid when they travel overseas on Committee business. A Member receives an annual allowance of up to 160 British Pounds for communications and stationery.

The **Cyprus** House of Representatives covers the cost of official communication and stationery. MPs are entitled to a duty-free vehicle every 100 months.

In **Jersey** there is now an independent States Members Remuneration Review Body (first set up in 2004) that makes recommendations on salaries and allowances.

In the **Falkland Islands** the media reports on Members' salaries and expenses. A Member's basic salary is less than that of a skilled factory worker.

In **Gibraltar** a Member's basic salary is less than the salary paid to a secondary schoolteacher. A travel and subsistence allowance is the only allowance received by a Member. There is public disclosure or reporting of Members' salaries and expenses.



All Members in **Jersey** receive the same pay irrespective of any executive office held. From 2005 all Members can claim an expenses allowance to cover communications costs. An independent States Members Remuneration Review Body (first set up in 2004) makes recommendations on salaries and allowances.

The honorarium paid to a Member in **Malta** can be compared to the salary paid to a secondary schoolteacher. A Cabinet Minister's salary equals that of a Supreme or High Court Judge salary. Members who leave Parliament on retirement or after an electoral defeat, receive two air tickets and a free, limited telephone service.

In **St Helena** a Legislative Counsellors' salary equals that of a secondary school teacher. There is public disclosure or reporting of Members' salaries and expenses and the public have access to Members' expense information on request.

Members in the **U.K.** House of Lords do not receive a salary but their expenses are paid. The basic salary for an MP is in the upper range of remuneration for a senior civil service lawyer. A High Court judge is paid more than a Minister, the Leader of the Opposition and Presiding Officers. MPs are entitled to a staffing allowance and an Incidental Expenses Provision, which is similar to a constituency allowance. The additional cost allowance permits MPs to pay mortgage interest, rent or other expenses associated with staying overnight, usually in London, as a result of parliamentary business. Details of expenses claimed for the financial year 2004/05 were published on the Parliamentary website. A payment is made to Members who leave Parliament upon retirement or after an electoral defeat. The first £30,000 of the payment is tax exempt. Members receive a winding up allowance on retirement, or defeat, which allows them to pay staff redundancies, wind up their offices etc.

A Member's basic salary in **Scotland** is comparable to the mid-range of salaries for a senior civil service lawyer. Members receive a constituency allowance and a housing allowance to cover the cost of renting or purchasing of property in Edinburgh. A subsistence allowance can be claimed up to certain limits. The public have access to Members' expense information under the Freedom of Information Act. A re-settlement grant is paid after an electoral defeat.

Office costs, staff salaries, housing and constituency allowances can be claimed in **Wales**. A lump sum is paid to Members who leave Parliament upon retirement or after an electoral defeat.

## **CARIBBEAN, AMERICAS AND THE ATLANTIC**

The basic salary paid to an **Antigua and Barbuda** Senate Member is comparable to that paid to a skilled factory worker. The basic salary of a House of Representatives Member can be compared to that paid to the Head of a Civil Service Ministry. Members' salaries were last revised in 1994. Members receive a pension after serving two terms and can draw this pension when they are 45. Non-elected Members receive an attendance allowance. A travel allowance can be claimed for overseas travel, parliamentary and constituency business. Members are covered under a Medical Benefits Scheme. There are no limits on the types of jobs ex-Members/Ministers can pursue.

The basic salary for a **Barbados** MP is less than that of a senior Civil Service lawyer. A Cabinet Minister's salary equals the salary of a Head of a Civil Service Ministry. Members receive a loan/duty-free concession to buy a vehicle. A constituency allowance is provided but communication and stationery costs are not met by the Parliament. Members receive an entertainment allowance.

The Presiding Officers in **Belize** receive an entertainment allowance. Members receive a loan/duty-free concession to buy a vehicle. Members in both House receive an expense allowance.

**British Virgin Island** Members' basic salaries are equivalent to the average of what is paid to secondary schoolteachers. A Medical Plan covers Members. A payment is made to Members who leave Parliament on retirement or after an electoral defeat.

In the **Cayman Islands** no income tax is paid on salaries and allowances. Members can claim a constituency allowance.

The salaries of Ministers and Members in **Dominica** are less than those received by senior civil servants. Members receive an entertainment allowance. A travel allowance can be claimed for spouses.

Presiding officers in **Grenada** can claim an entertainment allowance. Members receive a 100% duty-free concession to buy a vehicle. All Members receive a constituency allowance.

Members in **Guyana** receive a duty-free concession to buy a vehicle. Members receive subsistence, entertainment and travel allowances. Under the Integrity Commission Act every public official is required to file a declaration of income, assets and liability to the Integrity Commission.

**Jamaican** Senators receive a payment for every Senate meeting they attend. Supreme Court and High Court judges' salaries are more than a Cabinet Minister's. Members receive a subsistence allowance. Cabinet Ministers and the Presiding Officers receive a housing allowance. The Office of the Prime Minister provides funds to Members to finance development projects in their constituencies. Ministers and Presiding Officers receive a communication allowance. There is public disclosure of Members' salaries and the public have access to Members' expense information on request. Ministers who do not have police security at their residences receive a Security Allowance. The Parliament pays for a Member to have a constituency secretary and a chauffeur.

**Nevis Island** Members receive a constituency allowance and a duty-free concession to buy a vehicle. There is public disclosure or reporting of Members' salaries and expenses. The public has access to Members' expense information on request.

An MP' basic salary in **Saint Lucia** can be compared to the salary of a senior civil service lawyer. A Senator's salary equals that of a secondary schoolteacher. Members may claim housing, constituency and travel costs. They may also receive a loan/duty-free concession to purchase a vehicle. There is public disclosure or reporting of Members' salaries and expenses.

A Cabinet Minister's salary in **Trinidad and Tobago** is comparable to the salary of the Head of a Civil Service Ministry. Ministers, the Leader of the Opposition and Parliamentary Secretaries are entitled to a subsistence allowance. Members may claim a subsistence allowance if on official business overseas or 16km from the capital. Members are also entitled to a constituency allowance. There is public disclosure or reporting of Members' salaries and expenses. The public have access to Members' expense information on request. The Retiring Allowances (Legislative Service) Act allows a payment to be made to legislators who have served more than an aggregate of 8 years, who have attained the age of 55 and ceased to be legislators or who have provided medical proof of inability to perform the duties of legislator.

Members in **Turks and Caicos** receive a loan/duty-free concession to purchase a vehicle. Ministers receive a housing allowance and claim entertainment expenses.

## CANADA

Senate Members in **Canada** receive a payment for accommodation and meals in Ottawa. Senators employed by or on contract with the Federal Government can only earn up to \$5,000 per year. For every dollar over \$5,000, their pensions are reduced by the same amount.

In the House of Commons, salaries and travel expenses are disclosed in the Public Accounts of Canada. The Speaker tables an annual public report of *Individual Member's Spending* in the House of Commons about office operations, employee salaries, contracting and travel costs charged to the Member's Office Budget. This report also shows the cost of goods and services provided by the House Administration to each Member. Members are provided with a high-speed communication network for their primary constituency office and, if applicable, a second constituency office. Mail addressed to Members is also delivered postage-free.

The Executive Council (Cabinet), Speaker, Deputy Speaker, and Clerk in **Alberta** receive use, maintenance and fuel costs for a vehicle. Members who leave the Legislative Assembly, including through resignation or defeat, receive a transitional allowance.

**British Columbia** Members who run for re-election and are defeated receive one month's salary for each year of service. The Head of a Civil Service Ministry receives a higher salary than a Cabinet Minister.

Members in **Manitoba** can give to charities or non-profit organizations in their constituencies and claim a refund out of their Constituency Allowance. There is also a Transition Allowance and Members elected before April 25, 1995 are eligible for severance pay. The Legislative Assembly and Executive Council Conflict of Interest Act limits the types of jobs Ministers can pursue.

The **New Brunswick** Legislative Assembly is not subject to the Right to Information Act. Ministers who leave the Legislature must wait a year before entering into any Government contracts.

There is no cap on postage and communications costs for **Newfoundland and Labrador** Members. Members who leave Parliament on retirement or after an electoral defeat receive a severance payment. A Members' basic salary equals the average salary paid to a secondary schoolteacher.

In **North-west Territories** the Head of a Civil Service Ministry is paid more than the Premier or a Cabinet Minister. Members are covered under a medical plan. The Legislative Assembly and Executive Council Act, allows the public to access the financial records of any Member. A transition allowance is paid to Members who leave the Legislature after an electoral defeat.

A **Nova Scotia** Member's basic salary is less than that of a secondary schoolteacher. Ex-Members and Ministers cannot take up employment contracts with the Province for six months. Members who leave the Legislative Assembly, including through resignation or defeat, receive a severance payment.

There are certain specific limits provided for in the **Quebec** Lobbying Transparency and Ethics Act that apply to the Ministers and Members of the Cabinet about the conduct of lobbying activities. A Member who resigns as a Member of the National Assembly, is defeated in an election or serves out his term as a Member, but is not a candidate in the next election, is entitled to a transition allowance.

The public in **Saskatchewan** has access to Members disclosure statements but cannot seek expense information.

## **INDIA**

In the Rajya Sabha of **India**, all positions, except the Chairman, are paid the same salary. This applies to the Lok Sabha as well, except the Speaker is also paid the same as Members and Ministers. Every member is given a grant under the "Members of Parliament Local Area Development Scheme" (MPLADS) to carry out development work in their constituency. Members are given free use of a flat or bungalow while in office. A spouse accompanying a Member is entitled to travel on trains to any part of India. A Members' spouse is also entitled to make use of the Members air travel allowance.

In **Himachal Pradesh** the Chief Minister and Ministers are paid less than the Head of a Civil Service Ministry or a High Court judge. Every Member receives a loan to buy a motorcar or to build a house. Funds are provided to Members to finance development projects in their constituencies. Members receive a constituency allowance. A Member's spouse is allowed to escort the Member on travel in India. There is public disclosure or reporting of Members' salaries and expenses. The public has access to Members' expense information on request.

In **Manipur** a Cabinet Minister, the Speaker and the Leader of the Opposition are paid the same salary.

In **Meghalaya**, there is a grant and a Member of the Legislative Assembly scheme to finance development projects in constituencies.

Under the Right to Information Act the public in **Rajasthan** have access to Members' expense information on request. Members receive constituency, housing, attendance, postage and equipment allowances.

Members and office-holders in the **Jammu & Kashmir** Legislative Council and Legislative Assembly are paid the same salary. Members can access a housing loan and receive a loan/duty-free concession to buy a vehicle. A Member's spouse or family member is entitled to a travel allowance.

Members' medical expenses are refunded in **Nagaland**.

In **Pondicherry**, a Member's basic salary is less than that paid to a secondary schoolteacher. Funds are provided to Members to finance development projects in their constituencies.

Ministers and Presiding Officers in **Uttaranchal** receive the same salary. Each Minister, Presiding Officer, Deputy Presiding Officer and the Leader of Opposition is entitled to a fully furnished House. Other Members receive a housing allowance. Funds are provided to Members to finance development projects in their constituencies. A car loan is provided to Members.

A **West Bengal** skilled factory worker's annual salary is more than a Member's basic salary. Members are provided with accommodation in the State Legislator's Hostel or State Guest House. The Assembly meets communication and stationery costs. Members receive an allowance for books and periodicals. The Chief Minister and Ministers receive an extra allowance and an increased constituency allowance. Funds are provided to Members to finance development projects in their constituencies under an Area Development Project.

## **PACIFIC**

Members in **New Zealand** who leave Parliament on retirement or after an electoral defeat receive three months salary and Members first elected before 1999 have rebated travel entitlements for life. Members' salaries and expenses are made public. Each Member has a support budget that can be used for postage, printing, equipment, stationery, advertising and renting an office. If on parliamentary business, Members can claim unlimited domestic air travel, access to taxis and rental cars. A Member's basic salary is double that of a secondary schoolteacher.

Ministers and the Presiding Officers in **Samoa** are entitled to a free phone, free postage and a vehicle. A Member's basic salary is comparable to that of a senior civil service lawyer.

## **SOUTH-EAST ASIA**

In **Perlis** a Minister and the Presiding Officer is paid the same salary as a Head of a Civil Service Ministry. Members are entitled to attendance, subsistence, entertainment and travel allowances. Funds are provided to Members to finance development projects in their constituencies. A postage and communication allowance is available. An allowance for a driver is available.

Ministers, the Speaker, and Assistant Ministers in **Sarawak** are entitled to a housing allowance. Members receive an attendance and subsistence allowance. Members can access a rural project fund. A medical plan and free medical facilities are provided.

Funds are provided to Members to finance development projects in **Terengganu**. Members receive a loan/duty-free concession to buy a vehicle. Members are entitled to housing, entertainment and travel allowances. The Assembly pays for communication and postage charges.

In **Singapore** the basic salary differs for Elected MPs and Nominated and Non-Constituency MPs. Members are entitled to a Staff Allowance. A travel allowance can only be claimed for overseas conferences and official visits.

## USING THIS SURVEY

It is particularly important to note that salaries are quoted at a **per annum** rate, unless otherwise stated.

The terms used to denote salaries and allowances and other matters often vary between Parliaments. We have thought it better to retain the terminology of each Parliament, since the context makes clear the meaning intended.

Similarly we have given the salaries and allowances in the local currency without converting them into sterling or dollars. For ease of comparison, we have provided a currency table, which converts the currency unit of Commonwealth countries into pounds sterling and United States dollars.

In several of the Indian entries, the term lakh is used to denote one hundred thousand.

It is **essential** that when looking at the salaries of office holders, the answer to "Are Ministerial and Presiding Officer's salaries additional to a Member's basic salary?" is taken into account. The question appears at the end of Box 2. If an office holder's salary is additional need to be added together to give the total salary.

Users of this survey are advised to read the entire entry for a particular Branch, as on occasion there are other payments or allowances made to Members which are noted under section 11.

## RESULTS

The survey details the responses of Commonwealth Parliaments. It includes details of national, state, provincial and territorial parliaments.

Not surprisingly, since the economic and social conditions of member countries differ so widely, the overall impression of this survey is one of variety. But in the vast majority of countries it is accepted that Members of Parliament should be provided with means, whether a salary, allowances, facilities or services, that enable them to perform their parliamentary duties effectively.

## COMPARATIVE SALARIES

Section 3 attempts to provide data so that the salaries of Parliamentarians can be compared with the salaries paid to other types of worker in the same jurisdiction.

There is of course an enormous range across the Commonwealth in the basic salary paid to Members of Parliaments.

In addition to the office holders specified in the questionnaire, several Branches pointed out that Leaders of other official opposition parties, and their Whips, also receive an additional salary.

## **TAXATION**

In many of the Parliaments in the survey, the salaries of Members are taxed.

## **PENSIONS**

Many Parliaments provide either contributory, or non-contributory pensions. Several do not provide a pension plan.

## **ALLOWANCES**

In a majority of Parliaments, Members receive attendance and/or subsistence allowances. Frequently these are paid according to attendance or time spent on parliamentary business.

Allowances for travel and constituencies cover a wide variety of geographical and demographic circumstances.

## **REVISION OF SALARIES AND ALLOWANCES**

The process of revision varies from Parliament to Parliament. While several Parliaments in the survey only revise "occasionally" or "irregularly", others do look at salaries and allowances once a year or after every general election. In some state or provincial Legislatures, revision is related to that of federal Parliaments.

## **BENEFITS AFTER LEAVING PARLIAMENT**

It will be seen from this section of the questionnaire that several Parliaments, recognizing the difficulties faced by ex-Parliamentarians, do make some sort of financial payment to ease the transition back to non-parliamentary life. Such benefits can include relocation allowances, or one-off payments linked to the level of their parliamentary salaries. Some of these payments are only available to Parliamentarians who fail to get re-elected or have to resign for health reasons.

## **EMPLOYMENT AFTER PARLIAMENT**

In some jurisdictions former Parliamentarians are limited (usually by a time-constraint factor) as to which occupations they can follow upon leaving Parliament. Such measures are intended to prevent a former Member from being able to derive unfair advantage from contacts made and information accrued during his or her parliamentary career.



**SAMPLE FORM**

**Commonwealth Parliamentary Salaries and Allowances, 2004-2005.**

**BRANCH:**

**CURRENCY USED:**

**1. UPPER HOUSE (where applicable)**

Member's <u>basic</u> salary per annum:
Cabinet Minister's salary:
Minister not in the Cabinet:
Leader of the House:
Leader of the Opposition:
Government Whip:
Opposition Whip:
Speaker:
Deputy Speaker:
Committee Chair:
Clerk:
Others:

**BRANCH:**

**2. LOWER HOUSE**

Member's <u>basic</u> salary per annum:
Cabinet Minister's salary:
Minister not in the Cabinet:
Parliamentary Secretary:
Leader of the House:
Leader of the Opposition:
Government Whip:
Opposition Whip:
Speaker:
Deputy Speaker:
Committee Chair:
Clerk:
Others:

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary?
---

**BRANCH:**

**3. COMPARATIVE SALARIES**

What is the average salary paid to a secondary school teacher?
What is the average salary received by a senior lawyer in the civil service?
What is the salary paid to the Head of a Civil Service Ministry?
What is the salary paid to senior judge in the Supreme Court and High Court?
What is the average salary paid to a skilled factory worker?
Is there a legal minimum wage in your country? If so, what is it?

**4. INCOME TAX**

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

**5. PENSIONS**

Do Members receive a pension?
If so, is this a contributory pension scheme?
If so, what is the level of contribution?
At what age can the pension be drawn?
How long is a Member required to serve prior to qualifying for a pension?
Does the pension plan provide ongoing benefits to Members' dependents?
Are there any limitations on Membership of the pension scheme? (please define):

**BRANCH:**

**6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Attendance allowance per annum:
Subsistence allowance:
Housing allowance:
Do Members receive a loan/duty-free concession to purchase a vehicle?
Entertainment allowance:
Constituency allowance:
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.
Travel allowance claimed:  for parliamentary sittings/business:  for constituency business:  for overseas travel:  Do family members benefit from any of these travel allowances?  If so, please specify:
Do Members have access to free medical facilities?
Are Members covered under a medical plan?
Allowance for postage:
Allowance for telephones/faxes/Internet/E-mail:
Allowance for stationery:
Allowance for equipment:
Payments for committee service:

**BRANCH:**

**7. REVISION OF SALARIES AND ALLOWANCES**

How often are salaries and allowances revised?

Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?

Expected date of next revision?

Who/what body revises salaries and allowances?

**8. LEGISLATION**

Please specify the major legislation which deals with Members' salaries and allowances:

Is there any public disclosure or reporting for Members' salaries and expenses?

Do the public have access to Members' expense information upon request?

**9. BENEFITS AFTER LEAVING PARLIAMENT**

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

What is the tax treatment of these benefits?

Are such persons eligible for state unemployment benefits?

To whom are such allowances payable:

Please outline the nature of such payments:

Please specify which legislation or body controls this:

**BRANCH:**

**10. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

Is there a time limit?

**11. OTHER INFORMATION**

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

**12. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

## COMMONWEALTH CURRENCIES

COUNTRY		£ STG	US \$
Antigua	E Carib \$	4.6630	2.7000
Australia	A\$	2.3325	1.3593
Bahamas	Bahama \$	1.7159	1
Bangladesh	Taka	112.958	65.8300
Barbados	Barb \$	3.4318	2.0000
Belize	B \$	3.3932	1.9775
Bermuda	Bermudian \$	1.7159	1
Botswana	Pula	9.6239	5.6085
British Virgin Islands	US \$	1.7159	1
Cameroon	CFA Fr	959.350	559.100
Canada	Canadian \$	2.0040	1.1679
Cayman Islands	CI \$	1.4211	0.8282
Cyprus	Cyprus £	0.8386	0.4887
Dominica	E Carib \$	4.6330	2.7000
Falkland Island	Falk £	1	0.5828
Fiji Is	Fiji \$	2.9739	1.7331
Gambia	Dalasi	48.9032	28.5000
Ghana	Cedi	15614.7	9100.00
Gibraltar	GB £	1	0.5828
Grenada	E Carib \$	4.6330	2.7000
Guyana	Guyanese \$	326.021	190.000
India	Indian Rupee	78.5710	45.7900
Jamaica	Jamaican \$	110.152	64.1950
Kenya	Kenya Shilling	128.521	74.9000
Kiribati	Australian \$	2.3325	1.3593
Lesotho	Maloti	11.1598	6.5038
Malawi	Kwacha	212.360	123.760
Maldives	Rufiya	21.9636	12.8000
Malaysia	Ringgit 2	6.4861	3.7800
Malta	Maltese Lira	0.6280	0.3660
Mauritius	Maur Rupee	52.3865	30.5300
Montserrat	E Carib \$	4.6330	2.7000
Mozambique	Metical	46569.5	27140.0
Namibia	Dollar	11.1598	6.5038
Nauru Is	Australia \$	2.3325	1.3593
New Zealand	NZ \$	2.4659	1.4371
Nigeria	Naira	223.496	130.250
Pakistan	Pak. Rupee	102.568	59.7750
Papua NewGuinea	Kina	5.1988	3.0297

<b>COUNTRY</b>		<b>£ STG</b>	<b>US \$</b>
St Christopher	E Carib \$	4.6300	2.7000
St Helena	£	1	0.5828
St Lucia	E Carib \$	4.6330	2.7000
St Vincent	E Carib \$	4.6330	2.7000
Seychelles	Rupee	9.4729	5.5206
Sierra Leone	Leone	5006.36	2917.63
Singapore	\$	2.9059	1.6936
Solomon Is	\$	12.7167	7.4074
South Africa	Rand	11.1598	6.5038
Sri Lanka	Rupee	174.979	101.975
Swaziland	Lilangeni	11.1598	6.5038
Tanzania	Shilling	2047.93	1193.50
Tonga Is	Pa'anga	3.4388	2.0040
Trinidad & Tobago	\$	10.7508	6.2654
Turks & Caicos	US \$	1.7159	1
Tuvalu	Australia \$	2.3325	1.3593
Uganda	New Shilling	3141.81	1831.00
United Kingdom	£	1	0.5828
Vanuatu	Vatu	195.347	113.845
Western Samoa	Tala	4.6936	2.7341
Zambia	Kwacha	6529.00	3805.00

**Rates as of 25 November 2005**



## ALDERNEY, CHANNEL ISLANDS

**CURRENCY USED:** British Pound

### 1. LOWER HOUSE

Members are not paid a salary.

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	£26,119.50
What is the average salary received by a senior lawyer in the civil service?	£42,840 - £48,302
What is the salary paid to the Head of a Civil Service Ministry?	£61,408 - £69,234

### 3. PENSIONS

Members do not receive a pension

### 4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	£45 per half day for all meetings.
Do Members receive a loan/duty-free concession to purchase a vehicle?	No.
Entertainment allowance:	
The President can claim a sum for expenditure incurred in connection with duties of his office and that sum is spent at his discretion.	
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No.
Travel allowance claimed for overseas travel:	
For official functions. The States of Alderney pay for travel for Committee business direct.	
Do family members benefit from any of these travel allowances?	
Yes. If spouse invited to a function – payment is made	
Do Members have access to free medical facilities?	No.
Are Members covered under a medical plan?	No.
Allowance for postage:	Up to £64.15 per year to include stationery
Allowance for telephones/faxes/Internet/E-mail:	Up to £96.50
Clothing Allowance:	
If a member is called upon to attend a function for which special clothing is required then the hire charge can be claimed.	

## ALDERNEY, CHANNEL ISLANDS

### 5. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually – 1 <sup>st</sup> April
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	
Expenses are increased in line with Guernsey Retail Price Index. Attendance allowance in line with the States of Guernsey	
Expected date of next revision?	1 <sup>st</sup> April 2005
Who/what body revises salaries and allowances?	
Policy and Finance Committee of the States of Alderney	

### 6. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:	NA
Is there any public disclosure or reporting for Members' salaries and expenses?	NA
Do the public have access to Members' expense information upon request?	NA

### 7. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	No.
Are such persons eligible for state unemployment benefits?	No.

### 8. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?
No. Restrictions on jobs whilst a states member (e.g. working as civil servant)

### 9. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

1 April 2004
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## ANTIGUA AND BARBUDA

**CURRENCY USED:** Eastern Caribbean Dollar

### 1. UPPER HOUSE

Member's <u>basic</u> salary per annum:	E.C. \$24,000
Cabinet Minister's salary:	E.C. \$108,000
Minister not in the Cabinet:	E.C. \$ 64,800
Leader of the House:	E.C. \$108,000
Leader of the Opposition:	E.C. \$26,400
Government Whip:	E.C. \$108,000
Opposition Whip:	E.C. \$26,400
Speaker:	E.C. \$42,100
Deputy Speaker:	E.C. \$36,000
Committee Chair:	E.C. \$ 42,000
Clerk:	E.C. \$58,176

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	E.C. \$ 54,000
Cabinet Minister's salary:	E.C. \$108,000
Minister not in the Cabinet	E.C. \$64,800
Parliamentary Secretary:	E.C. \$54,000
Leader of the House:	E.C. \$135,000
Leader of the Opposition:	E.C. \$72,000
Government Whip:	E.C. \$118,800
Opposition Whip:	E.C. \$72,000
Speaker:	E.C. \$60,000
Deputy Speaker:	E.C. \$54,000
Committee Chair:	E.C. \$60,000
Clerk:	E.C. \$58,176

**ANTIGUA AND BARBUDA**

**3. COMPARATIVE SALARIES**

What is the average salary paid to a secondary school teacher? E.C. \$34,032
What is the average salary received by a senior lawyer in the civil service? E.C. \$69,120
What is the salary paid to the Head of a Civil Service Ministry? E.C. \$58,068
What is the salary paid to senior judge in the Supreme Court and High Court? E.C. \$11,253 (per month)
What is the average salary paid to a skilled factory worker? E.C. \$ 25,696
What is it the legal minimum wage in your country? E.C. \$6.00 per hr. at 40 hrs. per week

**4. INCOME TAX**

Is income tax paid on the basic Member's salary? N/A
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**5. PENSIONS**

Do Members receive a pension?	Yes; after serving two (2) terms .
If so, is this a contributory pension scheme?	No
At what age can the pension be drawn?	45 Years
How long is a Member required to serve prior to qualifying for a pension?	2 terms or 10 years
Does the pension plan provide ongoing benefits to Member's dependents?	Yes – to their spouses

## ANTIGUA AND BARBUDA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	Duty Allowance to Non-Elected Members
Subsistence allowance:	Overseas travels on Government Business
Do Members receive a loan/duty-free concession to purchase a vehicle? Yes	
Entertainment allowance:	
Speaker of the House of Representatives	E.C. \$4,800 per annum
Leader of the Opposition:	E.C. \$9,600 per annum
Ministers:	
Constituency allowance:	Elected Members
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	
	Nil
Travel allowance claimed.:	
Speaker of the House of Representatives:	E.C. \$6,372 per annum
Deputy Speaker of the House of Rep.	E.C. \$8,400
Leader of the Opposition:	E.C. \$11,904
Unofficial Members :	E.C.\$ 8,400
for parliamentary sittings/business:	Yes
for constituency business:	Yes
for overseas travel:	Yes
Do family members benefit from any of these travel allowances?	
	No
Do Members have access to free medical facilities?	
	Yes
Are Members covered under a medical plan?	
	Yes – Medical Benefits Scheme
Allowance for telephones/faxes/Internet/E-mail:	
	Yes.
Payments for committee service:	
	No.

## ANTIGUA AND BARBUDA

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?

Parliamentarians' salaries have not been revised since 1994.

Expected date of next revision? Unknown

Who/what body revises salaries and allowances? Cabinet; Select Committee.

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:

The Ministers and Parliamentarians' Salaries Act 1994

The Pensions and Gratuities Parliamentary and Special Offices (Amendment) Act, 1990

Is there any public disclosure or reporting for Members' salaries and expenses?

The Annual Budget

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? Yes; Pension and Gratuity, respectively

To whom are such allowances payable: Members of the House of Representatives and Senators

Please outline the nature of such payments: Pensioners – full salary after serving two (2) terms; 10 years; Gratuity to Parliamentarians who serve less than (2) terms

### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

Is there a time limit? No

### 11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

17.12.1990, 11.8.1994 and Income Tax Structure: 1.4.2005

## AUSTRALIA

**CURRENCY USED:** Australian Dollars

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$106,770 per annum
Cabinet Minister's salary:	\$77,410 pa
Minister not in the Cabinet:	\$61,400 pa
Parliamentary Secretary:	\$26,700 pa
Leader of the House:	\$80,080 pa
Leader of the Opposition:	\$90,760 pa
Government Whip: \$13,890 pa	Chief Government Whip: \$27,760 pa
Opposition Whip: \$12,820 pa	Chief Opposition Whip: \$24,560 pa
Speaker:	\$80,080 pa
Deputy Speaker:	\$21,360 pa
Committee Chair:	\$3,210 – 17,090 pa
Clerk:	\$195,500 pa

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? Yes
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## AUSTRALIA

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? No figures available – estimated at \$50,000 pa

What is the average salary received by a senior lawyer in the civil service? \$90,000 pa

What is the salary paid to the Head of a Civil Service Ministry? \$195,100 – 335,510 pa

What is the salary paid to senior judge in the Supreme Court and High Court?

High Court Justice: \$333,100 pa

Federal Court Judge: \$282,470 pa

What is the average salary paid to a skilled factory worker? No figures available – estimated at \$40,000 pa

Is there a legal minimum wage in your country? If so, what is it? No

### 4. INCOME TAX

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

Is income tax paid on allowances? Electorate Allowance, yes. Other allowances, no.



## AUSTRALIA

### 5. PENSIONS

Do Members receive a pension? Yes, for Members elected prior to 9 October 2004. Members elected on or after 9 October 2004 can only enter an accumulation/lump sum pay out scheme.
If so, is this a contributory pension scheme? Yes, the earlier scheme is a contributory scheme.
If so, what is the level of contribution? 11.5% of total salary for the first 18 years of service, then 5.75%, thereafter.
At what age can the pension be drawn? Members elected prior to 2001 have no age limit. Other eligible Members cannot draw a pension until they reach age 55.
How long is a Member required to serve prior to qualifying for a pension? Eligible Members qualify after 8 years of service or if they have been a Member on three occasions, when retirement is involuntary. When retirement is voluntary, 12 years or four occasions are the qualification periods.
Does the pension plan provide ongoing benefits to Members' dependents? Yes
Are there any limitations on Membership of the pension scheme? (please define): No

## AUSTRALIA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Do Members receive a loan/duty-free concession to purchase a vehicle? A motor vehicle is provided for an annual contribution of \$711.	
Constituency allowance: Electorate Allowance varies between \$27,300 and \$39,600 pa, depending on the size of the electorate.	
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. <span style="float: right;">No</span>	
Travel allowance claimed:	
for parliamentary sittings/business:	All sitting days at \$145 per overnight stay
for constituency business:	12-44 overnight stays, depending on the size of the electorate for overseas travel: One around-the-world first class airfare per 3 years of service
Do family members benefit from any of these travel allowances? <span style="float: right;">Yes</span>	
If so, please specify: Spouse or nominee entitled to 9 trips to Canberra each year plus 3 interstate trips.	
Do Members have access to free medical facilities? <span style="float: right;">No</span>	
Are Members covered under a medical plan? <span style="float: right;">No</span>	
Allowance for postage:	\$25,000-28,000 pa, depending on the size of the electorate.
Allowance for telephones/faxes/Internet/E-mail: No allowance is provided. Telephones provided in Parliament House, electorate office and private residence. Mobile phones, faxes and internet access provided in Parliament House and electorate office.	
Allowance for stationery:	No allowance provided.
Allowance for equipment:	No allowance provided.
Payments for committee service:	No, apart from committee chairs.

## AUSTRALIA

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? Salary is reviewed annually and allowances are reviewed as and when required.

Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?

No. Salary is benchmarked against Principal Executive Office Band 1 (as determined by the Remuneration Tribunal).

Expected date of next revision? 1 July 2005

Who/what body revises salaries and allowances? Remuneration Tribunal

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
Remuneration and Allowances Act 1990

Is there any public disclosure or reporting for Members' salaries and expenses?  
Yes, travelling allowance expenditure is tabled in Parliament at six-monthly intervals.

Do the public have access to Members' expense information upon request? No

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? No

Are such persons eligible for state unemployment benefits? Yes

### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

Is there a time limit? No

## AUSTRALIAN CAPITAL TERRITORY, AUSTRALIA

**CURRENCY USED:** Australian Dollars

### 1. LEGISLATIVE ASSEMBLY

Member's <u>basic</u> salary per annum:	\$ 87, 826
Cabinet Minister's salary:	Basic + \$61, 479
Leader of the House:	Basic + \$ 96, 609
Leader of the Opposition:	Basic + \$ 61, 479
Government Whip:	Basic + \$ 8, 783
Opposition Whip:	Basic + \$ 8, 783
Speaker:	Basic + \$ 48, 305
Deputy Speaker:	Basic + \$ 13, 174
Committee Chair:	Basic + \$ 8, 783
Clerk:	\$ 123, 901
Others:	Deputy Leader of the House: Basic + \$ 70, 261 Dep Opp leader Basic + \$ 39, 522

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary?  
Yes as indicated above

## AUSTRALIAN CAPITAL TERRITORY, AUSTRALIA

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	\$ 45, 209 to \$ 66, 353
What is the average salary received by a senior lawyer in the civil service?	\$ 151, 928
What is the salary paid to the Head of a Civil Service Ministry?	\$ 234, 290
What is the salary paid to senior judge in the Supreme Court and High Court?	\$ 310, 717
What is the average salary paid to a skilled factory worker?	\$ 722 per week
Is there a legal minimum wage in your country? If so, what is it?	\$ 467.40 per week
\$ 24, 284 annual salary	

### 4. INCOME TAX

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

### 5. PENSIONS

Members do not receive a pension.

## AUSTRALIAN CAPITAL TERRITORY, AUSTRALIA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	Nil
Subsistence allowance:	Nil
Housing allowance:	Nil
Do Members receive a loan/duty-free concession to purchase a vehicle? No – A leased vehicle is supplied.	
Entertainment allowance:	Nil
Constituency allowance:	Nil
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	
	No
Travel allowance claimed:	
for parliamentary sittings/business:	Yes varies from \$ 165 - \$ 345 per overnight stay in commercial accommodation
for constituency business:	No
for overseas travel:	Reimbursement of expenses
Do family members benefit from any of these travel allowances? Yes	
If so, please specify:	
There is an accompanied person entitlement to reimbursement of a maximum of \$ 2,000 per year	
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	No
Allowance for postage:	see *
Allowance for telephones/faxes/Internet/E-mail:	see *
Allowance for stationery:	see *
Allowance for equipment:	see *
Payments for committee service:	Nil

\* Allowances for these items are not included in Member's basic salary. The Assembly provides these facilities within reasonable limits.

## AUSTRALIAN CAPITAL TERRITORY, AUSTRALIA

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	No.
Expected date of next revision?	May 2005
Who/what body revises salaries and allowances?	ACT Remuneration Tribunal

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:
Remuneration Tribunal Act 1995 Superannuation (Legislative Assembly Members) Act 1991
Is there any public disclosure or reporting for Members' salaries and expenses?
Remuneration Tribunal documents are public Study trip and travel reports of members are tabled in the House

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	No.
Are such persons eligible for state unemployment benefits?	Yes
To whom are such allowances payable:	N/A

## AUSTRALIAN CAPITAL TERRITORY, AUSTRALIA

### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

Extract from the Code of Conduct for Ministers adopted February 2004. Does not apply to ex Members.

#### *Post-Separation Employment*

Ministers should exercise care in taking up employment or business activities in the period immediately after leaving Government. Special care should be taken in acceptance of offers of employment from, or becoming engaged in the internal management of the affairs of, persons, companies or other bodies:

- which are in a contractual relationship with the ACT Government;
- which are in receipt of subsidies or benefits from the Government not received by a section of the community at large;
- in which the Government is a shareholder;
- which are in receipt of Government loans, guarantees or other forms of capital assistance; or
- with which the departments or branches of Government are, as a matter of course, in a special relationship.

Where a Minister receives an offer of employment and intends to leave the Government in order to take up the offer, the Minister should immediately disclose his or her acceptance of the offer to the Chief Minister, or in the case of the Chief Minister, to Cabinet. The Chief Minister, or Cabinet where appropriate, has the discretion to alter Ministerial arrangements in light of any offer accepted.

In all areas, confidential information gained during office will not be used and care should be taken to ensure that preferential treatment for the new employer or the business is not obtained by the use of contacts and personal influence by the former Minister and offices.

Is there a time limit? No.



## NEW SOUTH WALES, AUSTRALIA

**CURRENCY USED:** Australian Dollars

### 1. UPPER HOUSE (where applicable)

Member's <u>basic</u> salary per annum:	\$106 270
Cabinet Minister's salary:	\$71 201 (Allowance \$27 630)
Minister not in the Cabinet:	\$60 574 (Allowance \$ 27 630)
Leader of the House:	\$71 201 (Allowance \$27 630)
Leader of the Opposition:	\$21 254 (\$14 878)
Government Whip:	\$13 815 (Allowance \$7 439)
Opposition Whip:	\$13 815 (Allowance \$7 439)
President:	\$60 574 (Allowance \$27 630)
Deputy President and Committee Chair (single position):	\$21 254 (Allowance \$14 878)
Clerk:	\$171 755
Others:	Deputy Clerk: \$ 147 440 Clerk Assistant: \$118 073

**CURRENCY USED:** Australian Dollars

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$106 270
Cabinet Minister's salary:	\$71 201 (Allowance \$27 630)
Minister not in the Cabinet:	\$60 574 (Allowance \$ 27 630)
Parliamentary Secretary:	\$13 815 (Allowance \$7 439)
Leader of the House:	\$71 201 (Allowance \$27 630)
Leader of the Opposition:	\$60 574 (Allowance \$27 630)
Government Whip:	\$13 815 (Allowance \$7 439)
Opposition Whip:	\$13 815 (Allowance \$7 439)
Speaker:	\$60 574 (Allowance \$27 630)
Deputy Speaker:	\$31 881 (Allowance \$21 254)
Committee Chair:	\$21 254 (Allowance \$14 878)
Clerk:	\$171 755
Others:	Deputy Clerk: \$ 147 440 Clerk Assistant: \$118 073
Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? Yes	

## NEW SOUTH WALES, AUSTRALIA

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? \$50 336 or \$968 per week for 35.4 hours (May 2002)

What is the average salary received by a senior lawyer in the civil service? \$83,960 (Legal Officer Grade V, 1st year of service) - \$92,092 (Legal Officer Grade VI, 2<sup>nd</sup> year of service).

What is the salary paid to the Head of a Civil Service Ministry? \$149,201 (Min 2, Senior Executive Service) - \$322,301 (current Min 8, Senior Executive Service).

What is the salary paid to senior judge in the Supreme Court and High Court? The New South Wales Remuneration Tribunal has maintained the remuneration of a State Supreme Court Judge at approximately 85% of the remuneration of a Justice of the High Court. The Chief Justice of the Supreme Court of NSW receives \$316 090 pa as of 01 Oct 2004.

What is the average salary paid to a skilled factory worker? \$725.70 per week for 42.4 hours (May 2002)

Is there a legal minimum wage in your country? If so, what is it? No, minimum wage is individually award based and varies from award to award.

### 4. INCOME TAX

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

Is income tax paid on allowances?

Electoral (or Constituency Allowance) Allowances:

As members generally have significant deductions to claim against their electoral allowances, Parliament has been granted a Withholding Tax Exemption from the Australian Taxation Office. The exemption provides the Member with the option of not having tax withheld from the allowance at the time of payment or having the allowance partially or fully taxed at the time of payment.

Other allowances In respect to all other allowances income tax is deducted at time of payment.

## NEW SOUTH WALES, AUSTRALIA

### 5. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	12.5% of their total salary but not expenses.
At what age can the pension be drawn?	At any time that they cease being a Member, subject to the access limitation introduced in 1999 (see details below under limitations)
How long is a Member required to serve prior to qualifying for a pension?	7 years
Does the pension plan provide ongoing benefits to Members' dependents?	Yes
Are there any limitations on Membership of the pension scheme? (please define):	<p>There are no limitations on joining or becoming a member other than the member must be in receipt of a parliamentary salary, however there are limitations on the benefits payable under the fund. A pension is payable on retirement due to ill-health prior to 7 years aggregate service provided the member has passed a medical examination on entry to the Fund and subject to production of medical evidence satisfactory. A medical examination is not mandatory on joining the fund however undergoing a medical examination provides this additional benefit.</p> <p>A further limitation was introduced in 1999 in respect to access to a pension. A member joining the Fund after 6 December 1999 does not have access to a pension until reaching the age of 55, or unless the conditions for payment on the grounds of ill-health or financial hardship are satisfied.</p>

NEW SOUTH WALES, AUSTRALIA

**6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Attendance allowance per annum:  Yes, a single attendance and subsistence allowance for non-metropolitan based Members only may be claimed either at a daily or annual rate.
Subsistence allowance:  Yes, a single attendance and subsistence allowance for non-metropolitan based Members only may be claimed either at a daily or annual rate.
Housing allowance:  Yes, a single attendance and subsistence allowance for non-metropolitan based Members only may be claimed either at a daily or annual rate.
Do Members receive a loan/duty-free concession to purchase a vehicle?  No, fleet owners discount only available.
Entertainment allowance: No.
Constituency allowance: Eight groupings ranging from \$34,735 to \$71,375 p.a. Upper House Members \$47,940.
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. No
Travel allowance claimed: for parliamentary sittings/business: Country based Members only are entitled to 104 single journey trips per financial year.  for constituency business: Members are entitled to a Logistic Support Allocation (min. \$25,340 to max \$32,410 depending on where their electorate resides) which may be applied for a number of purposes including all interstate and intrastate transport costs for Parliamentary business.  for overseas travel: None
Do family members benefit from any of these travel allowances? If so, please specify: A spouse or an approved relative.
Do Members have access to free medical facilities?  The Federal Government provides medical care to all citizens.
Are Members covered under a medical plan? Personal accident insurance
Allowance for postage: Members of the Legislative Assembly receive \$ per month.  No specific allowance is provided. Postage may be purchased from a single Logistic Support Allocation.

## NEW SOUTH WALES, AUSTRALIA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (CONTINUED)

Allowance for telephones/faxes/Internet/E-mail: Unlimited tel/fax from electorate and Parliament House office for calls within Australia. Home tel./fax 90% of calls within Australia. Office holders 100% reimbursement plus overseas phone calls.
Allowance for stationery:  No specific allowance is provided. Stationery for Parliamentary business may be purchased from Members Logistic Support Allocation.
Allowance for equipment:  Members are provided with a fully equipped electorate office in addition to a notebook computer and mobile phone. Additional items may be purchased from Members Logistic Support Allocation.
Payments for committee service:  Committee Chairs receive salary of office plus expense allowance of \$14,878. Members of the Public Accounts Committee receive an expense allowance of \$3,170.

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?  Members' basic salary is set at the base salary for a private Member of the House of Representatives in the Federal Parliament less \$500. Members salary is automatically adjusted following an increase in the Federal Members salary.  The provisions of the Remuneration Tribunal Act 1973 requires the Tribunal to review parliamentarians' allowances annually.  Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? No  Expected date of next revision? 30 June 2005  Who/what body revises salaries and allowances? New South Wales Parliamentary Remuneration Tribunal.
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## NEW SOUTH WALES, AUSTRALIA

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:

The Parliamentary Remuneration Act 1989

Is there any public disclosure or reporting for Members' salaries and expenses?

Details of Members' salaries, expenses and entitlements are published on the Parliaments internet site.

Do the public have access to Members' expense information upon request?

There is no formal system to provide Members' expense information to the public upon request, however information on expenses and entitlements is published on the Parliaments internet site.

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? No relocation/re-establishment one off payments are available.

What is the tax treatment of these benefits?

Pensions are taxable as income. However, a deductible amount in relation to a member's own contributions made after 30 June 1983 and a 15% superannuation pension tax offset is available as tax has been paid on the employer contributions.

Lump sum benefits are, if taken from the age of 55, tax free up to \$112,405 the remainder is taxed at 16.5%. If benefit is taken before the age of 55, the rate is 21.5%.

Are such persons eligible for state unemployment benefits? If the former Member was unable to gain employment, they would be eligible to apply subject to a means test.

To whom are such allowances payable: The former Member, or in the event of their death their spouse.

Please outline the nature of such payments:

After seven (7) years service: 48.8% of the current basic Members salary increasing by 0.2% for each month of service beyond 7 years to a maximum of 80% of current basic salary after 20 years of service.

Please specify which legislation or body controls this: Parliamentary Contributory Superannuation Act 1991

### 10. EMPLOYMENT AFTER PARLIAMENT

There are no limitations on the types of jobs ex-Members/Ministers can pursue

## NORFOLK ISLAND, AUSTRALIA

**CURRENCY USED:** Australian Dollars

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$11,344
Cabinet Minister's salary:	\$26,469
Clerk:	\$21.70 per hour

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary? Yes

### 2. COMPARATIVE SALARIES

Is there a legal minimum wage in your country?	Yes, \$8.50/per hour
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### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	No
Is income tax paid on allowances?	No

### 4. PENSIONS

Members do not receive a pension.

## NORFOLK ISLAND, AUSTRALIA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed.:	
for parliamentary sittings/business:	No
for constituency business:	No
for overseas travel: Aust/NZ Capital City and Auckland: \$250 per 2 night stay; other \$200 per 2 night stay	
Do family members benefit from any of these travel allowances?	No.
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	No
Allowance for telephones/faxes/Internet/E-mail:	
If made from Parliamentary office they are free	
Allowance for stationery: Supplied Free of charge.	
Allowance for equipment: Supplied Free of charge.	

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? No set date – by consensus
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? No
Expected date of next revision? 2005
Who/what body revises salaries and allowances?
Norfolk Island Public Sector Remuneration Tribunal

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:
Public Sector Remuneration Tribunal Act 1992
Is there any public disclosure or reporting for Members' salaries and expenses? Yes
Do the public have access to Members' expense information upon request? No



**NORFOLK ISLAND, AUSTRALIA**

**8. BENEFITS AFTER LEAVING PARLIAMENT**

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? No

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

Is there a time limit?

**10. OTHER INFORMATION**

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

Speakers expenses of office (allowance per annum) : \$1660

Deputy Speaker expenses of office (allowance per annum) : \$774

**11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

22 August 1992

## NORTHERN TERRITORY, AUSTRALIA

**Currency Used:** Australian Dollars

### 1. LOWER HOUSE

Members' basic salary per annum	\$103 770
Cabinet Minister's salary:	Chief Minister = Basic + \$103 422 Deputy Chief Minister = Basic + \$72 322 Leader of Govt Business = Basic + \$63 697 Other Ministers = Basic + \$52 793
Minister not in the Cabinet:	See above
Leader of the House:	See above
Leader of the Opposition:	Basic + \$52 793
Government Whip:	Basic + \$13 200
Opposition Whip:	Basic + \$13 200
Speaker:	Basic + \$52 793
Deputy Speaker:	No additional salary of office. However, the current Deputy Speaker draws an annual additional salary of \$17 597 as Chairman of Committees.
Committee Chair:	Chairman of Committees = Basic + \$17 597 Chairman Public Accounts Committee = \$17 597 Chairman Legal & Constitutional Affairs Committee = Basic + \$17 597 Chairman Substance Abuse Committee = Basic + \$17 597
Clerk:	Executive Contract Officer Level 5 salary and allowance package totalling \$210 971
Others:	Deputy Clerk: Executive Contract Officer Level 2 salary and allowances package totalling \$161 181

NOTE: See Schedule "A" for the full range of additional salary for Office Holders.

## NORTHERN TERRITORY, AUSTRALIA

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	\$65 963 – 91 802
What is the average salary received by a senior lawyer in the civil service?	\$70 607 – 74 385
What is the salary paid to the Head of a Civil Service Ministry?	\$236 272 (salary and allowances package)
What is the salary paid to senior judge in the Supreme Court and High Court?	Chief Justice Supreme Court = \$310 830 Judge Supreme Court = \$282 470
What is the average salary paid to a skilled factory worker?	\$\$32 785 – 33 608
Is there a legal minimum wage in your country? If so, what is it?	Yes. \$467.40 per week

### 4. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	Yes at source on additional salary; at the time of annual taxation return for other allowances

## NORTHERN TERRITORY, AUSTRALIA

### 5. PENSIONS

Do Members receive a pension?	Members are required to contribute to the Legislative Assembly Members Superannuation Fund.  NOTE: Recent review of Members' superannuation entitlements has resulted in new legislation being debated in the Assembly. The following answers are based on existing legislation.
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	11.5% of basic and, if applicable, additional salary
At what age can the pension be drawn?  How long is a Member required to serve prior to qualifying for a pension?	On ceasing to be a Member subject to the Member having been elected on not less than three (3) occasions and having served as a Member for an aggregate period of not less than eight (8) years
Does the pension plan provide ongoing benefits to Members' dependents?	Yes
Are there any limitations on Membership of the pension scheme? (please define):	Membership restricted to Members of the Legislative Assembly only.

## NORTHERN TERRITORY, AUSTRALIA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	Not applicable
Subsistence allowance:	Not applicable
Housing allowance:	Not applicable
Do Members receive a loan/duty-free concession to purchase a vehicle?	No. However, all Members are provided with a Government supplied motor vehicle registered, insured and fully maintained at Government expense. Alternatively, a Member who does not wish to be provided with a Government supplied vehicle may elect to receive a supplementary allowance of \$11 500 per annum to use his/her own private vehicle.
Entertainment allowance:	Not applicable
Constituency allowance:	All Members are paid an electorate allowance the amount of which varies in accordance with the physical size of the electorate. The allowance ranges from \$23 653 for Darwin and Alice Springs electorates to \$58 897 for the Stuart electorate.
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed: for parliamentary sittings/business: for constituency business: for overseas travel: Do family members benefit from any of these travel allowances? If so, please specify:	The Remuneration Tribunal prescribes a range of travelling allowances for travel by Members between their home base and other regional centres  Members may claim an additional allowance when accompanied by spouse, nominee or dependent child/children under certain provisions of the Remuneration Tribunal Determination.
Do Members have access to free medical facilities? Are Members covered under a medical plan?	No
Allowance for postage:	Included in electorate allowance
Allowance for telephones/faxes/Internet/E-mail:	Facilities at electorate offices and primary residence provided at Government expense
Allowance for stationery	\$5 300 per annum
Allowance for equipment:	A range of office and computer equipment and related software is supplied at Government expense.
Payments for committee service:	No.

## NORTHERN TERRITORY, AUSTRALIA

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	Allowances reviewed by the Remuneration Tribunal who would normally consider any or all of these factors.
Expected date of next revision?	October 2005
Who/what body revises salaries and allowances?	Basic salary is pegged at \$3 000 less than the basic salary payable to a Member of the House of Representatives. The Remuneration Tribunal revises allowances and all other entitlements.

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:	Remuneration Tribunal Act Remuneration Tribunal Determination
Is there any public disclosure or reporting for Members' salaries and expenses?	Determination is tabled in the Assembly and included in the website of the Department of the Legislative Assembly
Do the public have access to Members' expense information upon request?	Yes.

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	No
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### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	No
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### 11. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:	None.
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### 12. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

31 October 2004
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## NORTHERN TERRITORY, AUSTRALIA

### SCHEDULE "A"

Rates per annum of Additional Salary of Office

	Rate \$
MINISTERIAL POSITIONS	
Chief Minister	103 422
Deputy Chief Minister	72 322
Leader of Government Business	63 697
Other Ministers	52 793
PARLIAMENTARY POSITIONS	
Speaker	52 793
Leader of the Opposition	52 793
Deputy Leader of the Opposition	26 396
Chairman of Committees	17 597
Chairman - Public Accounts Committee	17 597
Chairman – Legal & Constitutional Affairs Committee	17 597
Chairman – Select Committee on Substance Abuse	17 597
Government Whip	13 200
Opposition Whip	13 200

## NORTHERN TERRITORY, AUSTRALIA

### SCHEDULE "B"

Rates per annum of Electorate Allowance

Electoralates	Rate
Araluen	\$23 653
Blain	
Braitling	
Brennan	
Casuarina	
Drysdale	
Fannie Bay	
Greatorex	
Johnston	
Karama	
Millner	
Nightcliff	
Port Darwin	
Sanderson	
Wanguri	
Katherine	\$26 005
Nelson	
Arafura	\$42 664
Goyder	
Nhulunbuy	
Barkly	\$43 863
MacDonnell	
Arnhem	\$46 062
Daly	
Stuart	\$58 897



## NORTHERN TERRITORY, AUSTRALIA

### SCHEDULE "C"

Rates of Travelling Allowance where Commercial Accommodation is used

Location	Office Holder \$	Member \$	Accompanying Person \$
Darwin	155	<b>155</b>	60
Yulara	260	240	90
Elsewhere in the NT	185	165	90
Capital Cities:			
Hobart	300	215	90
Perth	300	215	90
Brisbane	300	215	90
Canberra	300	215	90
Adelaide	300	215	90
Sydney	360	270	90
Melbourne	360	270	90
Elsewhere in Australia	195	175	90
Overseas	240	240	90

B. Rates of Travelling Allowance where other accommodation is used

Darwin

Where the Office Holder or Member stays in accommodation that he/she owns, or holds under a formal lease with at least one month remaining term, the same rates for Darwin as in A above;

Where the Office Holder or Member stays in accommodation other than that covered in A or B (i) above, the aggregate public sector meals/incidental allowance as determined from time to time by the Commissioner for Public Employment;  
The rate of \$60 for a qualifying accompanying person.

*Elsewhere in Australia or overseas*

Where the Office Holder or Member stays in accommodation other than that covered in A above, one third of the applicable rates in A above;  
The rate of \$60 for a qualifying accompanying person.

## QUEENSLAND, AUSTRALIA

**CURRENCY USED:** Australian Dollars

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$ 106,270
Cabinet Minister's salary:	\$172,037
Leader of the House:	\$ 182,506 (Note – Leader of the House and Minister)
Leader of the Opposition:	\$155,340
Government Whip:	\$ 118,701
Opposition Whip:	\$ 118,701
Speaker:	\$ 155,340
Deputy Speaker:	\$ 131,553 (Known as Chairperson of Committees)
Committee Chair:	\$ 118,701
Clerk:	\$ 155,910
Others: Committee member	\$ 112,637

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary?

No. The salaries listed above for Ministers and Presiding Officers are the total amounts of salary for those positions. The total salary is a combination of the basic MP salary plus an additional amount applicable to the particular position.

## QUEENSLAND, AUSTRALIA

### 2. COMPARATIVE SALARIES

What is the salary paid to the Head of a Civil Service Ministry?

From \$ 155,910 to \$ 227,258 depending on position held

Is there a legal minimum wage in your country? If so, what is it?

Queensland minimum wage is \$ 467.40 per week

### 3. INCOME TAX

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

Is income tax paid on allowances?

Income Tax is only levied on "Allowance to Members" and "Opposition Spokesperson Allowance"

### 4. PENSIONS

Do Members receive a pension?

MP's may elect to take a pension or lump sum subject to certain conditions being met.

If so, is this a contributory pension scheme? Yes.

If so, what is the level of contribution?

MP's contribute 11.5 % of gross fortnightly salary.

## QUEENSLAND, AUSTRALIA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	(When Travelling) Daily Travel Allowance – Domestic \$201 per day
Housing allowance:	NA. Members are provided with complimentary accommodation
Do Members receive a loan/duty-free concession to purchase a vehicle?	Members are provided with an annual Car Allowance which maybe used to offset cost of leasing/purchasing motor vehicle.
Entertainment allowance:	Certain Office Holders and Officials are provided with a minor allowance for entertainment.
Constituency allowance:	(approx \$32,000 - \$54,000 p.a. depending on various factors including Electorate size, remoteness, etc)
Are funds provided to Members to finance development projects in their constituencies?	No funds provided specifically by the Qld Parliament – but Members may finance using Allowance to Members (refer above)
Travel allowance claimed:	60 Air Warrants (each for one way commercial air travel) to attend Parliament
for other parliamentary business:	\$11,285 p.a. General Travel Allocation
for constituency business:	Within Electorate \$1,159 - \$6,684 pa.
for overseas travel:	Daily Travel Allowance – Overseas \$278 per day
Do family members benefit from any of these travel allowances?	Spouse
If so, please specify:	Available to Member, when a Member travels on Parliamentary Business and that Members' Spouse is formally invited to attend a function with the Member.
Allowance for postage:	\$6,000 - \$8,400 pa
Allowance for telephones/faxes/Internet/E-mail:	Costs up to certain limits are met by Qld Parliament
Allowance for stationery:	Members are provided with Stationery
Allowance for equipment:	Members are provided with certain equipment.
Payments for committee service:	Additional salary for Members of Parliamentary Committees (\$6,367 p.a.)
	Additional salary for Chairpersons of Parliamentary Committees (\$12,431 p.a.)

## QUEENSLAND, AUSTRALIA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?

Actual salaries and allowances provided are reviewed on request by the Speaker of the Legislative Assembly or the Premier.

Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?

The majority of allowance rates are revised annually in accordance with CPI movements for Brisbane. Members' salaries are adjusted annually in accordance with any movements in Commonwealth Government Members rates.

Expected date of next revision? January 2005

Who/what body revises salaries and allowances?

Department of Premier and Cabinet in consultation with the Office of the Speaker.

Salaries are linked to the salary paid to a Member of the Australian Federal Parliament. Salaries of Members of the Federal Parliament are regulated by the Commonwealth Remuneration Tribunal.

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:

The Parliament of Queensland Act 2001 deals with MP's salaries.

Is there any public disclosure or reporting for Members' salaries and expenses?

The salary rates of MP's are publicly available. Certain travel expenses for Members (daily travelling allowance claims and associated travel costs) are tabled annually in Parliament.

Do the public have access to Members' expense information upon request?

Public access is only available for Members travel reports tabled in Parliament.

## QUEENSLAND, AUSTRALIA

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? There are no monetary benefits paid except for standard pension/ superannuation payments.

Former Members who meet certain eligibility criteria may be entitled to annual air/rail travel entitlements together with his/her spouse.

Are such persons eligible for state unemployment benefits? Yes

Please specify which legislation or body controls this:

Queensland Parliament administers provision of post employment benefits.

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

There are no limitations placed on MP's.

### 10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

1 July 2004

## VICTORIA, AUSTRALIA

**CURRENCY USED:** Australian Dollar

### 1. LEGISLATIVE COUNCIL

Member's <u>basic</u> salary per annum:	\$105,328		
Cabinet Minister's salary:	\$184,324		
Leader of the House:	\$184,324		
Leader of the Opposition:	\$139,033		
Government Whip:	\$116,914		
Opposition Whip:	\$116,914		
President:	\$173,791		
Deputy President:	\$126,394		
Committee Chair:	\$115,861		
Clerk:	\$135,965 total remuneration package		
Others:			
Deputy Leader of the Opposition:	\$124,287	Leader of the Third Party:	\$124,287
Whip of the Third Party:	\$109,541		

### 2. LEGISLATIVE ASSEMBLY

Member's <u>basic</u> salary per annum:	\$105,328
Cabinet Minister's salary:	\$184,324
Parliamentary Secretary: Of the Cabinet	\$139,033
Other Parliamentary Secretaries	\$121,127
Premier:	\$210,656
Leader of the Opposition:	\$184,324

## VICTORIA, AUSTRALIA

### 2. LEGISLATIVE ASSEMBLY

Government Whip:	\$124,287
Opposition Whip:	\$116,914
Speaker:	\$173,791
Deputy Speaker:	\$126,394
Committee Chair:	\$115,861
Clerk:	\$135,965 total remuneration package
Others:	
Deputy Premier:	\$194,857
Deputy Leader of the Opposition:	\$139,033
Leader of the Third Party:	\$139,033
Deputy Leader of the Third Party:	\$120,074
Whip of the Third Party:	\$116,914

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary?  
No.



## VICTORIA, AUSTRALIA

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	\$42,212 - \$71,998
What is the average salary received by a senior lawyer in the civil service?	\$106,090 - \$144,282
What is the salary paid to the Head of a Civil Service Ministry?	Unknown.
What is the salary paid to senior judge in the Supreme Court and High Court?	Chief Justice of the Supreme Court \$272,000 High Court not applicable – Federal jurisdiction
What is the average salary paid to a skilled factory worker?	Average salary in the manufacturing sector \$47,112.
Is there a legal minimum wage in your country?	If so, what is it? Yes. \$24,388.

### 4. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes.
Is income tax paid on allowances?	On some allowances.

### 5. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes.
If so, what is the level of contribution?	11.5% of gross salary.
At what age can the pension be drawn?	When the person ceases to be Member of Parliament.
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.
Does the pension plan provide ongoing benefits to Members' dependents?	Yes.
Are there any limitations on Membership of the pension scheme? (please define):	Members of the pension scheme must be Members of Parliament.

## VICTORIA, AUSTRALIA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum: Not paid per annum. Members receive a travelling allowance for their attendance – see below.	
Subsistence allowance: (Expense Allowance)	
Premier	\$44,238
Deputy Premier	\$22,119
Other Ministers of the Crown	\$18,959
Leader of the Opposition	\$18,959
President	\$11,586
Speaker	\$11,586
Deputy Leader of the Opposition	\$6320
Leader of the Opposition in the Council	\$6320
Leader of the Third Party in the Assembly	\$6320
Parliamentary Secretary of the Cabinet	\$6320
Housing allowance: (Residential Allowance – paid only if the Member lives a specified distance from Melbourne)	
Premier	\$25,537
Deputy Premier	\$22,344
Minister of the Crown or office-holder	\$19,151
Other Members	\$12,768
Do Members receive a loan/duty-free concession to purchase a vehicle? No, but all Members have a vehicle entitlement.	
Constituency allowance: (Electorate Allowance)	
\$19,076 electorates less than 500 square kilometres	
\$21,443 electorates between 500 and 5000 square kilometres	
\$27,638 electorates greater than 5000 square kilometres	
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. (Electorate Office Budget)	
Members receive an Electorate Office Budget	
\$25,279 metropolitan electorates	
\$27,385 country electorates up to 10,000 square kilometres	
\$28,439 country electorates over 10,000 square kilometres	
This budget cover furniture, security costs, office equipment, Parliamentary printing, general stationery, telephone costs including call costs, mobile phones, internet access, electricity and gas, general office maintenance, photocopier and printer consumables, training of Electorate Office staff and air travel.	

VICTORIA, AUSTRALIA

**6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Travel allowance claimed:

for parliamentary sittings/business:

For an overnight stay in Melbourne if the Member's home base is outside Melbourne and he or she does not claim a residential allowance – second residence in Melbourne \$107.90.

For an overnight stay outside Melbourne

in a Capital City Premier \$295.06

Deputy Premier, Ministers, Office-holders \$253.20

Other Members \$168.80

not in a Capital City Premier \$187.69

Deputy Premier, Ministers, Office-holders \$1680.88

Other Members \$107.25.

For six hours attendance in Melbourne (excluding the Premier, Deputy Premier, Ministers and Office-holders) \$28.12.

For six hours attendance outside Melbourne

in a Capital City \$56.20

not in a Capital City \$35.97.

for constituency business:

For electorates between 10,000 and 20,000 square kilometres – expenses incurred up to \$3561.

For electorates greater than 20,000 square kilometres – expenses incurred up to \$7128.

for overseas travel:

Up to \$4000 may be taken from the Electorate Office Budget for air travel outside Victoria for travel for Parliamentary purposes. For overseas travel, Members must, within sixty days of their return, provide an appropriate report on the nature of their investigations to the relevant Presiding Officer.

Do family members benefit from any of these travel allowances?      Yes.

If so, please specify: Up to 50% of the \$4000 from the Electorate Office Budget may be utilised by immediate family members accompanying the Member.

Do Members have access to free medical facilities?      No.

Are Members covered under a medical plan?      No.

## VICTORIA, AUSTRALIA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Allowance for postage:	Covered in Electorate Office Budget
Allowance for telephones/faxes/Internet/E-mail:	Covered in Electorate Office Budget
Allowance for stationery:	Covered in Electorate Office Budget
Allowance for equipment:	Covered in Electorate Office Budget
Payments for committee service:	All Members appointed to a Joint Investigatory Committee or a Select Committee are entitled to an expense or travelling allowance for attending each meeting of the Committee. Expense Allowance \$56.20 (for meetings outside the Member's electorate).
Travelling Allowance:	Overnight stay in a capital city \$168.60. Overnight stay anywhere else in Australia other than Melbourne or the Member's electorate \$107.25. Overnight stay in Melbourne if the Member's home base is outside Melbourne \$107.90. Overseas travel actual expenses for accommodation and meals.

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	No set time line.
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	Basic salaries are based on the salary payable to Members of the House of Representatives. The basic salary is that of the federal Members of Parliament less \$1442.
Expected date of next revision?	Unknown.
Who/what body revises salaries and allowances?	Salary changes are implemented in accordance with legislative requirements.

## VICTORIA, AUSTRALIA

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
Parliamentary Salaries and Superannuation Act 1968 (as amended).

Is there any public disclosure or reporting for Members' salaries and expenses?  
Yes. Calculation of the salaries and some expenses are set out in the Act.

Do the public have access to Members' expense information upon request?  
Yes, information as set out in legislation.

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

Yes, superannuation payments providing they have served for the appropriate amount of time.

What is the tax treatment of these benefits? Taxed as superannuation.

Are such persons eligible for state unemployment benefits? No.

To whom are such allowances payable: See information under pensions.

Please outline the nature of such payments: See information under pensions

Please specify which legislation or body controls this:  
Parliamentary Salaries and Superannuation Act 1968 (as amended).

Victoria, Australia

### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No.

Is there a time limit? No.

### 11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

Basic Salary from 1 July 2004. Allowance regulations 1 February 2003.

## WESTERN AUSTRALIA, AUSTRALIA

**CURRENCY USED:** Australian Dollars

### 1. UPPER HOUSE (Non Applicable)

Member's <u>basic</u> salary per annum:	\$109,816
Cabinet Minister's salary:	\$197,669
Leader of the Opposition:	\$159,233
Government Whip: Council:	\$122,994
Opposition Whip: Council:	\$122,994
Committee Chair:	\$142,761
Clerk:	\$125,389
Others: President: \$132,295    Deputy President: \$142,761    Deputy Clerk: \$95,506	

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$109,816
Cabinet Minister's salary:	\$197,669
Parliamentary Secretary:	\$159,233
Leader of the Opposition:	\$197,669
Government Whip:	\$129,583
Opposition Whip:	\$129,583
Speaker:	\$182,295
Deputy Speaker:	\$142,761
Committee Chair:	\$142,761
Clerk:	\$125,389
Deputy Clerk:	\$95,506

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? No.
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**WESTERN AUSTRALIA, AUSTRALIA**

**6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Attendance allowance per annum:	Country members only \$14,000
Do Members receive a loan/duty-free concession to purchase a vehicle?	No.
Constituency allowance:	Electorate Allowance: \$35,300 basic Additional electorate allowance \$650-\$19,600
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed: Amounts vary. Air charter, accommodation, meals, and vehicle hire for parliamentary sittings/business: For regional sittings: \$1,050 For Parliamentary Political Party Business:	\$1,400
for constituency business:	For travel within electorate ranges from \$10,500 to \$17,500 for country members
for overseas travel:	actual cost
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	No
Allowance for postage:	
Leader of opposition (lower house):	\$10,000
Leader of opposition (upper house):	\$7,500
Leader of recognized non-govt. party:	\$7,500
Deputy Leader of opposition (lower house):	\$5,000
Allowance for equipment:	Nil – notebook computer supplied
Allowance for telephones/faxes/Internet/E-mail:	Home telephone/fax/internet reimbursed 35% of local call charges



## WESTERN AUSTRALIA, AUSTRALIA

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? Annually

Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?

No

Expected date of next revision? August 2005

Who/what body revises salaries and allowances? Salaries and Allowances Tribunal

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:

Salaries and Allowances Act 1975

Is there any public disclosure or reporting for Members' salaries and expenses? No

Do the public have access to Members' expense information upon request? No

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? No

## WESTERN AUSTRALIA, AUSTRALIA

### 10. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

Travel Account set for duration of each Parliament: \$19,135 for 36<sup>th</sup> Parliament

Each member is entitled to 1 electorate officer and .4 FTE for a research officer

Each member is entitled to a furnished electorate office including 2 network desktop computers, laser printer, photocopier, fax machine, shredder, letter folding machine, telephone, and answering machine

Members and former members are entitled to unlimited rail travel throughout Australia on government owned railway systems. Spouses are entitled to one interstate trip per financial year and unlimited travel within their state

### 12. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

19 August 2004.

## BANGLADESH

**CURRENCY USED:** BDT (65.00 TAKA=1.00 U.S. Dollar)

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum: BDT. 1,80,000.00 (One lakh and Eighty Thousand Taka)
Cabinet Minister's salary: BDT. 3,48,000.00 (Three Lakh & Forty Eight Thousand Taka)
Minister not in the Cabinet: BDT. 3,48,000.00 (Three Lakh & Forty Eight Thousand Taka)
Parliamentary Secretary: 2,76,000.00 (Two lakh and Seventy Six Thousand Taka)
Leader of the House: BKT. 3,84,000.00 (Three Lakh & Eighty Four Thousand Taka)
Leader of the Opposition: BDT.3,48,000.00 (Three lakh &Forty Eight Thousand Taka)
Government Whip: a) A Chief Whip: BDT.3,48,000.00 (Three lakh & Forty Eight Thousand Taka)
Whip: BDT.3,13,200.00 (Three lakh, Thirteen Thousand and Two Hundred Taka)
Opposition Whip: BDT. 1,80,000.00 (One lakh and Eighty Thousand Taka)
Speaker: BDT.3,62,400.00 (Three lakh, Sixty Two Thousand and Four Hundred Taka)
Deputy Speaker: BDT.3,48,000.00 (Three lakh & Forty Eight Thousand Taka)
Committee Chair: BDT.1,80,000.00 (One lakh and Eighty Thousand Taka)
Clerk: BDT.2,76,000.00 (Two lakh and Seventy Six Thousand Taka)
Others:

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary? No

## BANGLADESH

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?

.BDT 5100 (Five Thousand and One Hundred) per month.

What is the average salary received by a senior lawyer in the civil service?

The total payment including retainer fee, office allowance and house rent for the Attorney General who is the chief Law Adviser of the government is BDT 33,000.00 per month with all time vehicle facility.

What is the salary paid to the Head of a Civil Service Ministry?

BDT.23,000.00 (Twenty Three Thousand taka).

What is the salary paid to senior judge in the Supreme Court and High Court?

The Chief Justice-BDT. 30,500.00 (Thirty Thousand and Five Hundred).

A Judge of the Appellate Division – BDT. 29,000.00 (Twenty Nine Thousand)

A Judge of the High Court Division – BDT.27,000.00 (Twenty Seven Thousand)

What is the average salary paid to a skilled factory worker?

The average salary of a skilled factory worker is BDT.2500.00 (Two Thousand and Five Hundred).

Is there a legal minimum wage in your country?

Yes, the minimum wage at the state-owned enterprises (SOEs) is BDT.1,550.00 (One Thousand Five Hundred and Fifty).

### 3. INCOME TAX

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

No, (Income tax free)

Is income tax paid on allowances?

No. They are also income tax free.

### 4. PENSIONS

Members do not receive a pension.

## BANGLADESH

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum: When the parliament is on session as daily allowance of BDT 400.00 and as conveyance allowance of BDT 100.00 are paid per day (if present) and if not present BDT 250.00 is paid.	
Subsistence allowance:	Nil
Housing allowance:	No housing allowance is given, but accommodation is provided.
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Entertainment allowance:	BDT.2,000,00 (Two thousand) per month.
Constituency allowance:	BDT.5,000.00 (Five thousand) per month
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. No	
Travel allowance claimed.: for parliamentary sittings/business: A Member is entitled to receive travelling allowance at the following rates: i. Where a journey is performed by rail, air, steamer or launch, an amount equal to one and one-half of the fare for the highest class by the shortest route; ii. Where a journey or any part thereof cannot be performed by rail, air, steamer or launch and is performed by road, a mileage at the rate of (six taka per kilometre) not exceeding in the aggregate the travelling allowance which he would have been entitled to receive had he travelled by air, rail, steamer or launch. iv. Subject to the above provisions, a Member is provided with a such a non-transferable pass as would enable him to travel within Bangladesh at any time without payment of any fare or railway or steamer in the highest class or by bus owned by the Bangladesh Government; but if a Member opts not to accept a pas provided in clause. v. He will be provided with such voucher in order to enable him to draw as travelling allowance a sum of Fifty Thousand taka per annum.	
for constituency business: A sum of BDT=6000.00 is paid per month to a member as Constituency Office allowance.	
for overseas travel: Airfare in the business class, terminal, transit and other allowances are paid in Govt. Visit. Do family members benefit from any of these travel allowances? No. If a Member travels by railway or steamer he is provided with an attendant to travel in the lowest class.	
Do Members have access to free medical facilities? A sum of BDT.200.00 is paid as a medical allowance. Besides, An M.P and the Members of his family are entitled to the same medical facilities as are admissible to a gazetted officer (class 1) of the Government and the members of the family of such officer under the Government Servants (Medical Attendance) Rules, 1963.	
Are Members covered under a medical plan? As stated above	

## BANGLADESH

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Allowance for postage:	Nil
Allowance for telephones/faxes/Internet/E-mail:	Tk. 6000/-Six thousand per month
Allowance for stationery:	Nil
Allowance for equipment:	Nil
Payments for committee service: Travelling, Daily and Conveyance allowances are given which is BDT -1500.00 for one sitting	

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? No time limit	
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? No	
Expected date of next revision?	Not known
Who/what body revises salaries and allowances?	Act of Parliament

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: 1) The Members of Parliament (Remuneration and Allowances) Order, 1973 and The Members of Parliament (Remuneration and Allowances) (Amendment), Act 2005.	
Is there any public disclosure or reporting for Members' salaries and expenses? Published in the gazette.	
Do the public have access to Members' expense information upon request? Not in practice.	

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? No	
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## BANGLADESH

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs  
ex-Members/Ministers can pursue? No

### 10. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by  
this questionnaire:

- i. A discretionary grant of taka one lakh is placed at the disposal of a Member per annum
- ii. A Member is being provided with insurance cover for 5,00,000/- (five lakh) taka at  
Government expenses against death or permanent disablement caused by accident during his  
time of office.

### 11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

Last amended in July 2005

## BARBADOS

**CURRENCY USED:** Barbados Dollar

### 1. UPPER HOUSE (where applicable)

Member's <u>basic</u> salary per annum:	13,933.20
Cabinet Minister's salary:	101,934.72
President: 5	5,941.12
Deputy President:	17,413.44
Committee Chair: Deputy President also holds the post of Committee Chair; No additional pay	
Clerk:	One Clerk services both Houses

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	42,774.00
Cabinet Minister's salary:	101,934.72
Parliamentary Secretary:	98,954.40
Leader of the House:	Paid as Minister; No additional pay
Leader of the Opposition:	91,923.84
Speaker:	91,923.84
Deputy Speaker:	55,941.12
Committee Chair:	68,952.48
Clerk:	95,896.56



## BARBADOS

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?

29,943.12

What is the average salary received by a senior lawyer in the civil service?

70,144.20

What is the salary paid to the Head of a Civil Service Ministry?

101,922.96

What is the salary paid to senior judge in the Supreme Court and High Court?

105,994.20

What is the average salary paid to a skilled factory worker?

22,114.56

Is there a legal minimum wage in your country? If so, what is it? No

### 4. INCOME TAX

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

Is income tax paid on allowances? No

### 5. PENSIONS

Do Members receive a pension? Yes

If so, is this a contributory pension scheme? Yes

If so, what is the level of contribution? 5% of Basic Salary

At what age can the pension be drawn? 55

How long is a Member required to serve prior to qualifying for a pension?

Two Terms

Does the pension plan provide ongoing benefits to Members' dependents? No.

Are there any limitations on Membership of the pension scheme? (please define): No.

## BARBADOS

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	12,050.12
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Entertainment allowance:	10,816.80
Constituency allowance:	28,200.00
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. No.	
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	No
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail:	No
Allowance for stationery:	No
Allowance for equipment:	Yes
Payments for committee service:	No

## BARBADOS

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? Every two (2) Years

Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? Yes

Expected date of next revision? April 2005

Who/what body revises salaries and allowances? Unions and Establishment Division

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Senate and House of Assembly (Remuneration and Allowances of Members Act) Cap. 13A

Is there any public disclosure or reporting for Members' salaries and expenses?  
Yes

Do the public have access to Members' expense information upon request? No

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? Yes

What is the tax treatment of these benefits? 50% of Gratuity

## BELIZE

**CURRENCY USED:** Belize Dollars

### 1. UPPER HOUSE

Member's <u>basic</u> salary per annum:	B\$ 18,200
Cabinet Minister's salary:	B\$ 90,000
Minister not in the Cabinet:	B\$ 60,000
Leader of the House:	B\$ 18,200
President:      B\$ 24,000      Vice President	B\$ 18,200

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	B\$ 42,000
Cabinet Minister's salary:	B\$ 90,000
Minister not in the Cabinet	B\$ 60,000
Leader of the Opposition:	B\$ 62,000
Speaker:	B\$ 28,000
Deputy Speaker:	B\$ 42,000
Committee Chair:	B\$ 48,000
Clerk:	B\$ 62,000

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? No.
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### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	B\$ 22, 116
What is the average salary received by a senior lawyer in the civil service?	B\$ 28,884
What is the salary paid to the Head of a Civil Service Ministry?	B\$ 60,000
What is the salary paid to senior judge in the Supreme Court and High Court? Chief Justice: B\$ 125,000 Judge: B\$ 100,000	
Is there a legal minimum wage in your country?	B\$ 2.25/per hour

## BELIZE

### 4. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

### 5. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	5% of annual salary
At what age can the pension be drawn?	55
How long is a Member required to serve prior to qualifying for a pension?	Two parliamentary terms or not less than 8 yr.
Does the pension plan provide ongoing benefits to Member's dependents?	Yes
Are there any limitations on Membership of the pension scheme? (please define):	Only members of the National Assembly including Clerks and Deputy Clark

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	Nil
Subsistence allowance:	In country B\$ 35/day
Housing allowance:	Nil
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Entertainment allowance:	B\$ 3,003 for the Speaker B\$ 1,711 for the President of the Senate
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No.

## BELIZE

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Travel allowance claimed.:	
for parliamentary sittings/business:	B\$ 1.35/mile
for constituency business:	Nil
for overseas travel:	B\$ 120/day
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	Yes
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail:	Yes
Allowance for stationery:	No
Allowance for equipment:	No
Payments for committee service:	Only the chairman

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	No time limit
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	No
Who/what body revises salaries and allowances?	Constitution and Foreign Affairs Committee (privileges, regulation, and standing orders)

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Done by motion
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**BELIZE**

**9. BENEFITS AFTER LEAVING PARLIAMENT**

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	Pension and a gratuity depending if qualified
What is the tax treatment of these benefits?	25% of the balance after B\$20,000
Are such persons eligible for state unemployment benefits?	No

**10. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	No
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**11. OTHER INFORMATION**

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:
Every Member of the Lower House gets an expense allowance of B\$ 7,000 per year
Every Member of the Upper House gets an expense allowance of B\$ 2,000 per annum
The Leader of the Opposition: Expense Allowance: B\$ 7,000 Special Allowance: B\$ 2,553
Leader of Government Business in the Senate Expense allowances: B\$ 1,458 Special Allowance: B\$1,925

**12. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

July 2003
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**BRITISH VIRGIN ISLANDS**

**CURRENCY USED:** United States Dollar (US\$)

**1. LOWER HOUSE**

Member's <u>basic</u> salary per annum:	\$36,000
Cabinet Minister's salary:	\$60,000
Leader of the Opposition:	\$45,000
Speaker:	\$45,000
Deputy Speaker:	\$40,000
Clerk:	\$49,1000

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary?  
No.



## BRITISH VIRGIN ISLANDS

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?

\$28,567 - \$40,217

What is the average salary received by a senior lawyer in the civil service?

\$44,653 - \$64,069

What is the salary paid to the Head of a Civil Service Ministry?

\$52,714 - \$77,011

What is the salary paid to senior judge in the Supreme Court and High Court?

\$50,293 - \$73,590

Is there a legal minimum wage in your country? If so, what is it?

\$4.00 per hour

### 3. INCOME TAX

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

Is income tax paid on allowances? Yes

### 4. PENSIONS

Do Members receive a pension? Yes

If so, is this a contributory pension scheme? No

At what age can the pension be drawn? Fifty-five (55) years

How long is a Member required to serve prior to qualifying for a pension?

For more than one term, not less than five years

Does the pension plan provide ongoing benefits to Members' dependents? Yes

Are there any limitations on Membership of the pension scheme? (please define): No

**BRITISH VIRGIN ISLANDS**

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Attendance allowance per annum:	No
Subsistence allowance:	No
Housing allowance:	No
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Entertainment allowance:	\$12,900 per annum
Constituency allowance:	\$216.00 bi-weekly
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. Yes - \$60,000 (District Representatives) & \$75,000 (Territorial Representatives)	
Travel allowance claimed:	
for parliamentary sittings/business:	\$324.00 bi-weekly
for constituency business:	\$324.00 bi-weekly
for overseas travel:	\$100.00 per day
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	Yes
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail:	\$162.00 bi-weekly (telephone only)
Allowance for stationery:	No
Allowance for equipment:	No
Payments for committee service:	No

## BRITISH VIRGIN ISLANDS

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Not set
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	No
Who/what body revises salaries and allowances?	Standing Finance Committee / ad hoc Committee

### 7. LEGISLATION

Is there any public disclosure or reporting for Members' salaries and expenses?	No
Do the public have access to Members' expense information upon request?	No

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	Yes
What is the tax treatment of these benefits?	Exemption
To whom are such allowances payable:	Legislators who serve for more than one term, not less than five years; have attained the age of 50; not having attained age 50, has produced medical evidence
Please outline the nature of such payments:	Monthly allowance equal to two-thirds of the maximum substantive monthly salary paid to that Legislator.
Please specify which legislation or body controls this:	Retiring Allowances (Legislative Service) Cap. 139

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	No
Is there a time limit?	No

### 10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

1 <sup>st</sup> May 1990
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## CANADA (SENATE)

**CURRENCY USED:** Canadian Dollars

### 1. UPPER HOUSE (where applicable)

Member's <u>basic</u> salary per annum:	\$119,100
Leader of the House:	\$69,100 (Leader is a member of Cabinet)
Leader of the Opposition:	\$33,100
Government Whip:	\$10,300
Opposition Whip:	\$6,300
Speaker:	\$50,700
Deputy Speaker:	\$21,000
Committee Chair:	\$10,300
Clerk:	\$197,300
Committee Vice-Chair	\$5,300

## CANADA (SENATE)

### 2. INCOME TAX

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

### 3. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	7%
At what age can the pension be drawn?	55
How long is a Member required to serve prior to qualifying for a pension?	6 years
Does the pension plan provide ongoing benefits to Members' dependents? Yes. Survivor benefits/pension for spouse and dependent children.	
Are there any limitations on Membership of the pension scheme? (please define):	No

### 4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	Up to \$19,000 per year for accommodation and meals in Ottawa
Housing allowance:	See subsistence allowance
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Entertainment allowance:	\$5,000
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No

**CANADA (SENATE)**

**4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)**

<p>Travel allowance claimed: Transportation, accommodation and meals</p> <p>for parliamentary sittings/business: Actual and reasonable expenses supported by receipts, to a maximum of \$204 per day.</p> <p>for constituency business: Actual and reasonable with receipts, to a maximum of \$204 per day.</p> <p>for overseas travel: Actual and reasonable based on receipts for transportation and accommodation; daily per diems for meals, based on city/country visited</p> <p>Do family members benefit from any of these travel allowances? Yes</p> <p>If so, please specify: Members' spouses and dependent children, for parliamentary business or family reunification within Canada only, based on actual and reasonable expenses supported by receipts.</p>	
<p>Do Members have access to free medical facilities? Occupational Health Nurse only</p>	
Are Members covered under a medical plan?	Yes
Allowance for postage:	Yes
Allowance for telephones/faxes/Internet/E-mail:	Yes
Allowance for stationery:	Yes
Allowance for equipment:	Yes
<p>Payments for committee service:</p> <p>Committee budgets and expenses are treated separately from Members' budgets and allowances. The Chair and Vice-Chair receive additional salaries for committee service.</p>	

## CANADA (SENATE)

### 5. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	
Yes. Adjusted with the index of the average percentage increase in base-rate wages for each calendar year, resulting from major settlements negotiated with bargaining units of 500 or more employees in the private sector in Canada, as published by the Department of Human Resources Development.	
Expected date of next revision?	April 1 <sup>st</sup> , 2006
Who/what body revises salaries and allowances?	Provided for by legislation

### 6. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:	Parliament of Canada Act; Salaries Act
Is there any public disclosure or reporting for Members' salaries and expenses? Yes, in the Public Accounts of Canada, published annually, in late summer, early fall.	
Do the public have access to Members' expense information upon request?	No

### 7. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	
Travel expenses limited to 4 return trips within Canada for purposes 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.	
Are such persons eligible for state unemployment benefits?	No

### 8. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No, however, if they are employed by or on contract with the Federal Government, they can only earn up to \$5,000 per year. For every dollar over \$5,000, their pensions are reduced by the same amount.	
Is there a time limit?	No.

### 9. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

April 1 <sup>st</sup> , 2005
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## CANADA (HOUSE OF COMMONS)

**CURRENCY USED:** Canadian Dollars

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	Annual Sessional Indemnity \$144,300
Cabinet Minister's salary:	\$69,200
Minister not in the Cabinet:	\$69,200
Parliamentary Secretary:	\$14,600
Leader of the House: Government House Leader \$69,200; Official Opposition House Leader \$36,000; House Leaders of Other Opposition Parties \$14,600	
Leader of the Opposition:	Official Opposition \$69,200; Other Parties \$49,300
Government Whip:	\$26,100
Opposition Whip:	\$26,100
Speaker:	\$69,200
Deputy Speaker:	\$36,000
Committee Chair: \$10,300; Committee Vice-chair \$5,300 (Standing and Special Committees)	
Others:	
Prime Minister: \$144,300	
Deputy Chair and Assistant Deputy Chair of Committees of the Whole: \$14,600	
Deputy House Leaders – Government and Official Opposition: \$14,600	
Deputy House Leaders – Other Opposition Parties: \$5,300	
Chief Whips – Other Opposition Parties: \$10,300	
Deputy Whips – Government and Official Opposition: \$14,600	
Deputy Whips – Other Opposition Parties: \$5,300	
Caucus Chairs: \$10,300	

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary?

Yes, all the above are additional salaries or allowances



## CANADA (HOUSE OF COMMONS)

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	An average of \$70,000 per annum.
What is the average salary received by a senior lawyer in the civil service?	Range of between \$90,000 to \$114,000
What is the salary paid to the Head of a Civil Service Ministry?	\$230,000 per annum
What is the salary paid to senior judge in the Supreme Court and High Court?	\$288,200 per annum for Chief Justice
What is the average salary paid to a skilled factory worker?	An average of \$20.00/hour
Is there a legal minimum wage in your country? If so, what is it?	Yes, but it is under each provincial jurisdiction. In Ontario the minimum wage is \$7.45/hour

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	Yes, on all above additional salaries or allowances

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	7% of basic salary (mandatory) and additional allowances (optional, up to 7%)
At what age can the pension be drawn?	55 years of age or earlier if disabled
How long is a Member required to serve prior to qualifying for a pension?	6 years

## CANADA (HOUSE OF COMMONS)

### 4. PENSIONS (continued)

<p>Does the pension plan provide ongoing benefits to Members' dependents? Yes Survivor spousal benefits of 60% and 10% to each dependent child, up to 30%; If there is no eligible survivor spouse, 20% to each dependent child, up to 80%.</p>
<p>Are there any limitations on Membership of the pension scheme? (please define): Retirement allowance or other benefit suspended in respect of any period during which a former Member subsequently becomes a Senator or a Member of the House of Commons.</p>
<p>Additional Information:</p> <p>Benefits accrue at the rate of 3% per year on the average sessional allowance received over the best consecutive 5 years of pensionable service multiplied by the total pensionable years of service, up to 75% of the average annual sessional allowance. Contributions on additional salaries and allowances are used to purchase further pensionable service credits and increase the retirement allowance payable. When the former Member reaches age 60, the retirement allowance is adjusted to reflect changes in the cost of living since the year of retirement and is indexed annually thereafter.</p>

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

<p>Attendance allowance per annum: Nil</p>
<p>Subsistence allowance: See notes for housing allowance below</p>
<p>Housing allowance: Nil. However, Members may charge the following travel-related expenses to their Travel Status Expenses Account, currently set at \$20,000 per year:</p> <p>Members may claim reimbursement for receipted accommodation, meal and incidental expenses they personally incur while in travel status in Canada (100 km from their primary residence). Reimbursement for meal and incidental expenses as well as private accommodation are in the form of per diems at the same rates set by Treasury Board for federal government employees.</p> <p>Members may also claim secondary residence expenses as a charge to the Travel Status Expenses Account.</p>
<p>Do Members receive a loan/duty-free concession to purchase a vehicle? No. Members can claim reimbursement at the current rate of \$0.46 per kilometre driven under the travel provisions, up to equivalent business class airfare.</p>
<p>Entertainment allowance: Nil. However, Members may use up to 3% of their Members' Office Budget to claim reimbursement for hospitality expenses.</p>

## CANADA (HOUSE OF COMMONS)

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

<p>Constituency allowance:</p> <p>Included in Members' 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 Members' Office Budget for fiscal year 2005-2006 is \$275,267.</p>
<p>Are funds provided to Members to finance development projects in their constituencies? If so, please specify. Not allowed, even as a charge to their Members' Office Budget.</p>
<p>Travel allowance claimed:</p> <p>Reimbursement for accommodation, meal and incidental expenses incurred by Members and charged to the Travel Status Expenses Account described above was approximately \$4.7 million in fiscal year 2003-2004.</p> <p>for parliamentary sittings/business: Expenditures incurred by Members only under the Travel Points System was approximately \$13.4 million in fiscal year 2003-2004. Members are allocated 64 travel points each fiscal year. A travel point is equivalent to one return trip in Canada.</p> <p>for constituency business: Approximately \$3.5 million in fiscal year 2003-2004</p> <p>for overseas travel: N/A – Members' expenses for travel overseas are charged to each parliamentary committee, associations and delegation budget.</p> <p>Do family members benefit from any of these travel allowances? If so, please specify: Members may allocate some of their 64 travel points to a designated traveller (normally the spouse), dependants and eligible employees.</p>
<p>Do Members have access to free medical facilities? Yes, same as all Canadians.</p>
<p>Are Members covered under a medical plan? Yes</p>
<p>Allowance for postage:</p> <p>Members are entitled to franking privileges as specified in the <i>Canada Post Corporation Act</i>. To assist communication between constituents and their elected representative, Members may send mail postage-free anywhere in Canada. Mail addressed to Members is also delivered postage-free. Mailing privileges begin on the day that notice of the Member's election is published by the Chief Electoral Officer in the <i>Canada Gazette</i> and end 10 calendar days after Parliament is dissolved or 10 calendar days after the Member ceases to be a Member.</p>

**CANADA (HOUSE OF COMMONS)**

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)**

<p>Allowance for telephones/faxes/Internet/E-mail:</p> <p>All telecommunication equipment and service costs for the Ottawa office and each primary constituency office are centrally managed and funded by the House Administration. Members are also provided with a high-speed communication network for their primary constituency office and, if applicable, a second constituency office. Members may charge additional services, equipment and peripherals to their Members' Office Budget.</p>
<p>Allowance for stationery:</p> <p>Members are provided with a reasonable quantity of office supplies and stationery for their Ottawa and constituency offices at House Administration expense. Other supplies can be charged to their Members' Office Budget.</p>
<p>Allowance for equipment:</p> <p>In Ottawa, each Member is provided with an equipped office within the parliamentary precincts.</p> <p>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 or lease from any supplier furniture and equipment required for a typical constituency office, including computers, fax machines, telephones, desks, chairs, bookcases, filing cabinets, photocopier and printers, etc. Members are also provided with a House Administration central budget called the Constituency Office Furniture and Equipment Improvement Fund to which they may charge office furniture, equipment, computers and peripherals if purchased from House Administration's standing offers. The Board of Internal Economy has set the amount of this fund at \$5,000 per fiscal year.</p>
<p>Payments for committee service:</p> <p>None, except for the additional allowance paid to chairs and vice-chairs of committees mentioned in section 2.</p>

## CANADA (HOUSE OF COMMONS)

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Every year on April 1.
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	
The sessional allowance and additional salaries are adjusted each year on April 1 based on the index of the average percentage increase in base-rate wages for a calendar year in Canada resulting from major settlements negotiated with bargaining units of 500 or more employees in the private sector. This index is published by the Department of Human Resources and Skills Development Canada within three months after the end of each calendar year. The salaries are rounded down to the nearest hundred dollars.	
Expected date of next revision?	April 1, 2006.
Who/what body revises salaries and allowances?	Legislation

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:
<i>The Parliament of Canada Act and the Salaries Act.</i>
Is there any public disclosure or reporting for Members' salaries and expenses?
Yes, salaries and travel expenses are disclosed in the Public Accounts of Canada. The Speaker tables an annual public report of <i>Individual Member's Expenditures</i> in the House of Commons concerning office operations, employee salaries, contracting and travel costs charged to the Member's Office Budget. This report also indicates the cost of goods and services provided by the House Administration to each Member.
Do the public have access to Members' expense information upon request?
No, except in the reports identified above.

## CANADA (HOUSE OF COMMONS)

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

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.

Members who are not candidates for re-election and Members not re-elected can claim reimbursement for specific expenses related to resettlement activities, up to \$15,000 within one year following a general election.

Members who are not re-elected can claim up to \$12,000 within three months 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 dependants 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.

What is the tax treatment of these benefits?

Severance and Withdrawal Allowances are taxable except for any eligible portion rolled into a registered retirement savings plan.

Resettlement Provisions, Winding-up Provisions and Relocation Benefit are not taxable.

Are such persons eligible for state unemployment benefits? No

To whom are such allowances payable: Members

Please outline the nature of such payments: See answers above

Please specify which legislation or body controls this:

*Parliament of Canada Act, Members of Parliament Retiring Allowances Act, Salaries Act, Income Tax Act, Board of Internal Economy of the House of Commons and By-laws made by the Board.*

**CANADA (HOUSE OF COMMONS)**

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

Is there a time limit? None for Members.

**10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

April 21, 2005

## ALBERTA, CANADA

**CURRENCY USED:** Canadian Dollars

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$43,740
Cabinet Minister's salary: Minister with Portfolio	\$53,676
Minister not in the Cabinet: Minister without Portfolio	\$23,844
Leader of the Opposition:	\$53,676
Chief Government Whip:	\$9,132
Chief Opposition Whip:	\$6,840
Speaker:	\$53,676
Deputy Speaker:	\$26,844
Committee Chair:	\$385/month
Clerk:	\$117,096 - \$157,392
Others: Leader of a Recognized Opposition Party (but not the Official Opposition)	\$23,844

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary? Yes



## ALBERTA, CANADA

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?

\$59,500

What is the average salary received by a senior lawyer in the civil service?

\$94,740 - \$111,845

What is the salary paid to the Head of a Civil Service Ministry?

\$157,392

What is the salary paid to senior judge in the Supreme Court and High Court?

Chief Judge of Provincial Court - \$170,000 - \$185,000

Judge at Queen's Bench and Court of Appeal - \$216,000

What is the average salary paid to a skilled factory worker?

\$32,000

Is there a legal minimum wage in your country? If so, what is it?

The minimum wage varies by province, in Alberta it is \$5.90/hour.

### 3. INCOME TAX

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

Is income tax paid on allowances?

Members of the Assembly receive a tax free expense allowance equivalent to 50% of the indemnity for expenses incidental to their duties.

### 4. PENSIONS

Members do not receive a pension.

## ALBERTA, CANADA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	No
Subsistence allowance:	Yes
Housing allowance:	Yes
Do Members receive a loan/duty-free concession to purchase a vehicle? The Executive Council (Cabinet), Speaker, Deputy Speaker, and Clerk receive use, maintenance and fuel costs for a vehicle.	
Entertainment allowance: Not specifically, but they do receive a tax free expense allowance.	
Constituency allowance: Yes, for office rental, equipment, staffing, etc..	
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. No	
Travel allowance claimed:	Yes
for parliamentary sittings/business:	Yes
for constituency business:	Yes
for overseas travel:	Yes
Do family members benefit from any of these travel allowances?	Yes
If so, please specify: Airfare will be covered for family Members provided the total cost does not exceed the cost of one full fare ticket.	
Do Members have access to free medical facilities? There are no facilities specifically for Members	
Are Members covered under a medical plan? Compulsory Health Care plus optional additional coverage that can be provided through payroll deduction and employer contributions.	
Allowance for postage:	Yes
Allowance for telephones/faxes/Internet/E-mail:	Yes
Allowance for stationery:	Yes
Allowance for equipment:	Yes
Payments for committee service: \$114 for up to 4 hours in a day, \$188 for 4 to 8 hours a day, and \$496 for anything over 8 hours in a day	

## ALBERTA, CANADA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	
Components of Member remuneration are to be adjusted on April 1 of each year by the same percentage increase or decrease as in the Average Weekly Earnings for Alberta as reported by Statistics Canada's survey of employment payroll and hours for the immediately preceding calendar year.	
Expected date of next revision?	April 1, 2005
Who/what body revises salaries and allowances?	Member's Services Committee

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: 'The Legislative Assembly Act
Is there any public disclosure or reporting for Members' salaries and expenses? Yes
Do the public have access to Members' expense information upon request? The public has access to the Annual Summary Report of Member Expenses

**ALBERTA, CANADA**

**8. BENEFITS AFTER LEAVING PARLIAMENT**

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

Yes, they receive a transitional allowance.

What is the tax treatment of these benefits?

It is taxable income, but in some cases a portion may be rolled over into a retirement fund and not taxed until used.

Are such persons eligible for state unemployment benefits? No

To whom are such allowances payable:

Any Members who leave the Legislative Assembly, including through resignation or defeat.

Please outline the nature of such payments:

The payment may be made in one lump sum, or paid out over a period of time up to 4 years.

Please specify which legislation or body controls this:

The Legislative Assembly Act and Orders passed by the Member's Services Committee.

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	No
Is there a time limit?	No

**10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

April 1, 2004

## BRITISH COLUMBIA, CANADA

**CURRENCY USED:** Canadian Dollars

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$75,100
Cabinet Minister's salary:	\$39,000
Minister not in the Cabinet:	\$25,000
Parliamentary Secretary:	\$6,000
Leader of the House:	\$45,000
Leader of the Opposition:	\$39,000
Government Whip:	\$9,000
Opposition Whip:	\$9,000
Speaker:	\$39,000
Deputy Speaker:	\$19,500
Committee Chair:	\$6,000
Clerk:	\$171,250

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary?

Yes

## BRITISH COLUMBIA, CANADA

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?

\$34,239 - \$60,995 depending on qualifications and area

What is the average salary received by a senior lawyer in the civil service?

\$107,000 - \$120,000

What is the salary paid to the Head of a Civil Service Ministry?

\$150,000 - \$200,000

What is the salary paid to senior judge in the Supreme Court and High Court?

\$161,250

What is the average salary paid to a skilled factory worker?

Millwright - \$25-\$28 per hour; Form Carpenter \$18-\$25 per hour

Is there a legal minimum wage in your country? If so, what is it?

\$8.00 per hour

### 3. INCOME TAX

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

Yes

Is income tax paid on allowances?

Yes

### 4. PENSIONS

Pensions for Members were eliminated in 1996.

**BRITISH COLUMBIA, CANADA**

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Subsistence allowance:	\$51.50/day in Capital on legislative business
Housing allowance:	\$98.50/day in Capital on legislative business
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Constituency allowance:	\$7,000/month plus cost of office rent.
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed:	<p>for parliamentary sittings/business: Actual travel costs/no meals or accommodation for to/from constituency (maximum 60 trips/year). Actual costs plus per diems for business trips (maximum 8 trips/year in province).</p> <p>for constituency business: Ranges from \$3,190/annum (urban) to \$8,580/annum (coastal/remote) paid quarterly. Members in coastal/remote have access to additional \$8,580/year on production of receipts.</p> <p>for overseas travel: If Speaker approved, actual costs with per diems based on Government of Canada rates for foreign travel.</p>
Do family members benefit from any of these travel allowances?	Yes
If so, please specify:	Family members may use members travel to/from constituency.
Do Members have access to free medical facilities?	Yes (public health nurse)
Are Members covered under a medical plan?	Yes
Allowance for postage:	No (constituency office funding used)
Allowance for telephones/faxes/Internet/E-mail:	Provided centrally
Allowance for stationery:	Printing through Queen's Printer provided as a central cost to Legislative Assembly.
Allowance for equipment:	\$4,000/parliament

## BRITISH COLUMBIA, CANADA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?

Salaries reviewed annually. Allowances on ad hoc basis

Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?

No

Expected date of next revision?

01 April 2005

Who/what body revises salaries and allowances? Legislative Assembly Management Committee.

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:

Legislative Assembly Allowances and Pension Act, Legislative Assembly Management Committee Act, Constitution Act

Is there any public disclosure or reporting for Members' salaries and expenses? Yes

Do the public have access to Members' expense information upon request? No

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? After electoral defeat – yes. One month's salary for each year of service (minimum two, maximum 12).

What is the tax treatment of these benefits? Taxed as income

Are such persons eligible for state unemployment benefits? No

To whom are such allowances payable: Members only who run for re-election and are defeated.

Please outline the nature of such payments: Paid biweekly until such time Member is working or retired or reaches allowance limit.

Please specify which legislation or body controls this: Legislative Assembly Management Committee



**BRITISH COLUMBIA, CANADA**

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	No
Is there a time limit?	No

**10. OTHER INFORMATION**

<p>Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:</p> <p>As of 1996, MLAs no longer have a pension. In lieu, a Registered Retirement Savings Plan was put into place. The Legislative Assembly contributes nine percent of the Member's basic salary into this group plan (as a taxable benefit).</p>
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**11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

1996
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## MANITOBA, CANADA

**CURRENCY USED:** Canadian Dollar

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$65,535
Cabinet Minister's salary:	\$29,001
Minister not in the Cabinet:	\$23,200
Leader of the House:	\$46,397
Leader of the Opposition:	\$29,001
Government Whip:	\$5,802
Opposition Whip:	\$4,643
Speaker:	\$24,360
Deputy Speaker:	\$8,122
Committee Chair:	\$149.00 per meeting to an annual maximum of 3,483
Vice Chair:	\$149.00 per meeting to an annual maximum of \$2,902
Clerk:	\$91,312 to \$118,150
Government House Leader:	\$8,122
Opposition House Leader:	\$5,802
Legislative Assistant:	\$3,483

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? Yes
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## MANITOBA, CANADA

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? \$36,408.00-\$60,768.00

What is the average salary received by a senior lawyer in the civil service?  
\$95,984.00-\$117,639.00

What is the salary paid to the Head of a Civil Service Ministry? \$91,312.00-\$137,177.00

What is the salary paid to senior judge in the Supreme Court and High Court?

As of April 1, 2004, salaries for Provincial Court Judges are \$161,257 per annum (\$6,181.51 bi-weekly).

As of April 1, 2004, salaries for Associate Chief Judges are \$166,257.00 per annum \$6,373.17 bi-weekly)

As of April 1, 2004, the salary for the Chief Judge is \$171,257.00 per annum (\$6,564.00 bi-weekly)

What is the average salary paid to a skilled factory worker? Depends on the Industry

Is there a legal minimum wage in your country? If so, what is it? In Manitoba, it is \$7.25 (January 1, 2005)

### 3. INCOME TAX

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

Is income tax paid on allowances? No. The Allowances are for reimbursement to Members for authorized expenses.

**MANITOBA, CANADA**

**4. PENSIONS**

Do Members receive a pension?	
<p>Members now contribute up to 7% of total pay to a registered retirements savings plan (RRSP). A matching contribution is made by the Province of Manitoba. The federal tax provisions governing the use of RRSPs apply.</p> <p>OR</p> <p>A Defined Benefit pension Plan is available as a time-limited sign-up alternative option for existing and newly elected future Members with the following major principles of operation:</p> <ul style="list-style-type: none"> <li>- 7% contribution rate by the Member on all basic and additional indemnities;</li> <li>- Full vesting of contributions after 1 year of service;</li> <li>- Normal retirement age of 55;</li> <li>- Accrual rate of 2% for pension calculation purposes</li> <li>- The average of the best 5 years of eligible total compensation since 1995 be used in that computations</li> </ul> <p>Existing Members are allowed to purchase eligible prior service back to 1995 at the full actuarial cost of same by transfer from their own RRSPs at present value or payment by cash. If legislation allows, severance pay for “grandfathered” MLAs with pre-1995 service can be used to purchase past service at the time of retirement.</p>	
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	7%
At what age can the pension be drawn?	55
How long is a Member required to serve prior to qualifying for a pension?	1 year
Does the pension plan provide ongoing benefits to Members' dependents?	Spouse
Are there any limitations on Membership of the pension scheme? (please define):	No

## MANITOBA, CANADA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

<p>Attendance allowance per annum: No, but there is a reduction in pay for absences in the House of \$200 per day unless an acceptable reason for absence has been provided to the Speaker within a reasonable period of time.</p>
<p>Housing allowance: Members with constituencies outside Winnipeg (capital city) and residence outside 50 kilometre radius of Legislative Building are eligible for a Living Allowance if they also maintain a second residence in Winnipeg. Members with constituencies outside Winnipeg but with residences within 50 kilometre radius of Winnipeg, are eligible for a Commuter Allowance.</p>
<p>Do Members receive a loan/duty-free concession to purchase a vehicle? No, however Members of Executive Council are eligible for either the use of a fleet vehicle or a monthly car allowance.</p>
<p>Entertainment allowance: Under their Constituency Allowance, Members can claim hospitality expenses for the purpose of conducting constituency business. These type of expenses fall under the Representation category of the Constituency Allowance and all expenses under this category are limited to 15% of the Member's annual Constituency allowance.</p>
<p>Constituency allowance: For the 2004/05 fiscal year, the annual maximum amount of this allowance is \$48,528 for Winnipeg Members, \$ 45,000 for Southern Manitoba Members, and \$43,320 for Northern Manitoba Members. Within this allowance, Members can claim expenses under the categories of constituency office space, office operation, constituency staff salaries and representation to constituents.</p>
<p>Are funds provided to Members to finance development projects in their constituencies? If so, please specify. No, however Members can donate to charities or non-profit organizations in their constituencies and claim reimbursement out of their Constituency Allowance. Donations fall under the Representation category and all expenses under this category are limited to 15% of the Member's annual Constituency Allowance.</p>
<p>Travel allowance claimed:  The annual amount provided per Member is based on the size and location of the Member's constituency. The Travel Allowance can be used for authorized travel expenses incurred while acting on constituency or Legislative Assembly business. A person acting on behalf of a Member on constituency business can also claim travel expenses if authorized by the Member. Out-of-province travel expenses are limited to an annual maximum of \$3,000. No family members or other Members can benefit from another Member's Travel Allowance.</p>

## MANITOBA, CANADA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

<p>Do Members have access to free medical facilities? All Canadians have access to free medical facilities.</p> <p>Are Members covered under a medical plan? Members are automatically covered by the Blue Cross Ambulance, Hospital and Semi-Private Plan, the Blue Cross Dental Plan, the Blue Cross Vision Care Plan, the Blue Cross Prescription Drug Plan and the Members' Long Term Disability Plan at no cost to the Member. Members are eligible to join the Blue Cross Extended Health Benefits Plan and/or the Blue Cross Travel Health Plan. Premiums for these two plans are paid through payroll deduction.</p>
<p>Allowance for postage: Members are entitled to three unaddressed householder mailings (frankings) in each fiscal year. Members can also claim postage expenses under their Constituency Allowance for incidental mailings. Also they can mail individually addressed incidental mailings through their Caucus office and postage for these are paid under the Legislative Assembly global postage account.</p>
<p>Allowance for telephones/faxes/Internet/E-mail: These expenses can be claimed under their Constituency Allowance as an office operation expense.</p>
<p>Allowance for stationery: These expenses can be claimed under their Constituency Allowance as an office operation expense.</p>
<p>Allowance for equipment: Office equipment and furnishing expenses can be claimed under their Constituency Allowance as an office operation expense and any equipment or furnishing expense over \$150 is property of the Legislative Assembly.</p>
<p>Payments for committee service: Members can claim expenses related to attending a Committee meeting when held during an intersessional period.</p>

### 6. REVISION OF SALARIES AND ALLOWANCES

<p>How often are salaries and allowances revised? There is presently no COLA in place. However, this is under review. The most recent COLA provision was calculated on the basis of the change in average weekly earnings year over year in the two years prior to the year of adjustment.</p> <p>Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? A Commissioner is determining if any COLA will be put in place on an annual basis. He is expected to report by April/05.</p> <p>Expected date of next revision? It has been recommended that a review be conducted within 6 months after every provincial general election, or every 5 years</p> <p>Who/what body revises salaries and allowances? In 2003, The Legislative Assembly Management Commission (LAMC) chose to engage a one person Commission.</p>
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## MANITOBA, CANADA

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:

The Legislative Assembly Act and its respective regulations which are: Members' Salaries Regulation, Members' Retirement Benefits Regulation, Members' Allowances Regulation, and Members' Salaries, Allowances and Retirement Plans Disclosure Regulation.

Is there any public disclosure or reporting for Members' salaries and expenses? The public is entitled to look at and take copies of records required to be kept by the Assembly. These include Members' indemnities, crown contributions to RRSP or Tax Paid Trust, and dates of a Member's absence and whether the Speaker was provided with a satisfactory reason for the absence. Records are available in the Members' Allowances office. Fees are charged if search and preparation time is in excess of two hours or more than 25 photocopies are requested. The government is required to include a "Report of Amounts Paid to Members of the Assembly" each year within the Public Accounts of Manitoba. The amounts paid to each Member are provided in this Report under the headings of Compensation (indemnities, other compensation and the Crown contribution to retirement benefits) and Reimbursement of Expenses (allowances and other expenses reimbursed).

Do the public have access to Members' expense information upon request? The public is entitled to inspect and have copies of records pertaining to claims paid for reimbursement of expenses for Members. Records are available in the Members' Allowances office. Fees are charged if search and preparation time is in excess of two hours or more than 25 photocopies are requested. In addition, by June 30<sup>th</sup> of each year, Members are to prepare an annual report summarizing expenses claimed under all allowances from which they have been reimbursed and are to provide a copy to the Speaker for tabling in the House. These reports are available for public inspection free of charge.

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

Members elected prior to April 25, 1995 are eligible for severance pay of one month's basic indemnity for each year of service, up to 12 months. Members elected after April 25, 1995 are not eligible for severance pay.

There is also Transition Allowance. This is one month's basic pay for each year of service with a lifetime maximum of 6 or 12 months paid on a bi-weekly basis. A member who is defeated is eligible for up to 12 months and a member ceasing for any other reason (other than resigning outside an election period and not for health reasons) is eligible for up to 6 months continuation of basic pay.

What is the tax treatment of these benefit? Severance allowance is treated as a retirement benefit and tax sheltering is allowed. Transition allowance is taxable.

Are such persons eligible for state unemployment benefits? Members would have to apply individually to the Federal Human Resources and Development Department. Members are not covered by unemployment insurance.

## MANITOBA, CANADA

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

Yes. Sec. 19.1(1) of the Legislative Assembly and Executive Council Conflict of Interest Act states that “Except with the approval of the Lieutenant Governor in Council, no minister or senior public servant shall, for a period of one year following the date on which the minister or senior public servant leaves office, enter into a contract with, or accept a benefit from, the government or a Crown Agency

19.2 states that “Where a minister or senior public servant acts for or advises the government or a Crown agency with respect to a matter in which the government or Crown agency has an interest, the minister or senior public servant shall not, for a period of one year following the date on which the minister or senior public servant leaves office, act for or on behalf of a person, partnership or unincorporated association or organization in relation to the matter.

19.3(1) states “Where a minister or senior public servant, after leaving office, accepts employment with a person, partnership or unincorporated association or organization with which the minister or senior public servant has official dealings during the year preceding the date on which the minister or senior public servant leaves office, the minister or senior public servant, for a period of one year following the date on which the minister or senior public servant leaves office, shall not, directly or indirectly, attempt to influence or assist or in any way participate in deliberations of the employer with respect to a matter in which the employer has a pecuniary interest and in which the government or a Crown agency is involved; negotiations or consultations between the employer and the government or a Crown Agency; the performance of obligations of the employer under a contract between the employer and the government or a Crown agency.

Is there a time limit? Yes

**A 2004 guide designed to provide Members of the Legislative Assembly with information on their remuneration, benefits and services is available on request from the Parliamentary Information and Reference Centre.**



## NEW BRUNSWICK, CANADA

**CURRENCY USED:** Canadian Dollars as at December 20, 2004

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$41,580.10
Cabinet Minister's salary:	\$37,127.11
Minister not in the Cabinet:	\$ 27,846.49
Leader of the Opposition:	\$37,127.11
Government Whip:	\$ 8,632.40
Opposition Whip:	\$ 4,316.20
Speaker:	\$ 27,846.49
Deputy Speaker:	\$ 8,632.40
Committee Chair:	\$250 per Committee Meeting
Clerk:	\$ 105,638 - \$ 126,750
Leader of Registered Political Party	\$ 12,000.00
Third Party Whip	\$ 500.00

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? Yes
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### 2. COMPARATIVE SALARIES

What is the average salary received by a senior lawyer in the civil service? Top Pay Scale = \$ 93,158 - \$ 109,200	
What is the salary paid to the Head of a Civil Service Ministry? \$ 105,638 - \$ 126,750	
What is the salary paid to senior judge in the Supreme Court and High Court?	
Judge of the Provincial Court	\$150,706.09
Associate Chief Judge of the Provincial Court	\$155,706.09
Chief Judge of the Provincial Court	\$160,706.09
Is there a legal minimum wage in your country? If so, what is it? Yes. \$ 6.20 per hour	

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

**NEW BRUNSWICK, CANADA**

**4. PENSIONS**

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	9.0% on Members Salary 6.0% on Minister Salary
At what age can the pension be drawn?	Unreduced at age 60
How long is a Member required to serve prior to qualifying for a pension?	8 full sessions
Does the pension plan provide ongoing benefits to Members' dependents?	Yes – Survivor's pension
Are there any limitations on Membership of the pension scheme? (please define):	Must be an elected Member of the New Brunswick Legislative Assembly

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Attendance allowance per annum:	\$ 20,790.05
Subsistence allowance:	\$ 40 per sessional or committee meeting day
Housing allowance:	\$ 70 per sessional or committee day
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Constituency allowance:	\$ 25,000.00 per year for Private Members \$15,000.00 per year for Ministers
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	Not by Legislative Assembly
Travel allowance claimed:	May claim kilometric allowance = \$0.32 per km if live > 25 kms from Fredericton
for parliamentary sittings/business:	See above for session and committee 35 Travel Trips between constituency and Fredericton when not in session or attending committee meeting @ \$250.00 per travel trip (\$170 if < 50 kms from Fredericton)
for constituency business:	No
for overseas travel:	No
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	Yes (voluntary group plan)
Allowance for telephones/faxes/Internet/E-mail:	Long Distance Telephone Card
Allowance for postage:	No
Allowance for stationery:	No
Allowance for equipment:	No
Payments for committee service:	\$200 salary, \$70 accommodation & \$40 expenses

## NEW BRUNSWICK, CANADA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annual
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	
Yes. Change in three year average wages of New Brunswick employees	
Expected date of next revision?	January 1, 2005
Who/what body revises salaries and allowances?	Legislative Assembly Act

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:	Legislative Assembly Act and Executive Council Act
Is there any public disclosure or reporting for Members' salaries and expenses?	Province of New Brunswick's Public Accounts issued annually in addition to the report of members' expense prepared by the Minister of Finance yearly and filed with the Clerk of the House.
Do the public have access to Members' expense information upon request?	No. Legislative Assembly is not subject to the Right to Information Act.

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	Yes.
What is the tax treatment of these benefits?	Similar to Retirement Allowance
Are such persons eligible for state unemployment benefits?	No
To whom are such allowances payable:	To the former Member
Please outline the nature of such payments:	One month MLA salary for each session of service if not eligible for pension benefits.
Please specify which legislation or body controls this:	Legislative Assembly Act

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	
There is a one-year cooling-off period for Ministers. This applies mainly to contracts entered into with government on their own behalf, on behalf of family members or friends. Former Cabinet Ministers may however be employed by the Province of New Brunswick as any other regular employee after they leave office. There are no limitations on Private Members.	

## NEWFOUNDLAND AND LABRADOR, CANADA

**CURRENCY USED:** Canadian Dollars

### 1. LOWER HOUSE House of Assembly

Member's <u>basic</u> salary per annum:	\$47,238 plus a tax free allowance of \$23,619
Cabinet Minister's salary:	\$49,483
Parliamentary Secretary:	\$24,740
Leader of the House:	Is a Cabinet Minister; receives no additional salary
Leader of the Opposition:	\$49,483
Government Whip:	\$12,370
Opposition Whip:	\$12,370
Speaker:	\$49,483
Deputy Speaker:	\$24,740
Committee Chair:	\$3,000 to \$12,370 depending on the Committee
Clerk:	\$100,000 - \$126,000
Opposition House Leader	\$24,740
Deputy Chair of Committees	\$12,370
Leader of Third Party	\$17,313

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? Yes
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## NEWFOUNDLAND AND LABRADOR, CANADA

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	\$47,800
What is the average salary received by a senior lawyer in the civil service?	\$100,000
What is the salary paid to the Head of a Civil Service Ministry?	\$100,000 to 130,000
What is the salary paid to senior judge in the Supreme Court and High Court? \$200,000 and paid by the Federal Government	
What is the average salary paid to a skilled factory worker?	\$22,500
Is there a legal minimum wage in your country? If so, what is it?	Yes - \$6.00 \$6.25 – June 1 <sup>st</sup> , 2005

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	9%
At what age can the pension be drawn?	When age plus years of service equal 60.
How long is a Member required to serve prior to qualifying for a pension? Two elections and five years of service must be completed.	
Does the pension plan provide ongoing benefits to Members' dependents?	Yes

**NEWFOUNDLAND AND LABRADOR, CANADA**

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Attendance allowance per annum:	See Section 11
Subsistence allowance:	See Section 11
Housing allowance:	See Section 11
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Entertainment allowance:	No
Constituency allowance:	See Section 11
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed:	See Section 11
for parliamentary sittings/business:	See Section 11
for constituency business:	See Section 11
for overseas travel:	No
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	Under the National Medical Plan
Are Members covered under a medical plan?	Yes
Allowance for postage:	Unlimited (paid for by the Assembly)
Allowance for telephones/faxes/Internet/E-mail:	Unlimited (paid for by the Assembly)
Allowance for stationery:	Paid for by the Assembly
Allowance for equipment:	Paid for by the Assembly
Payments for committee service:	Yes – when the Assembly is not in Session

## NEWFOUNDLAND AND LABRADOR, CANADA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	No fixed time
Who/what body revises salaries and allowances?	Independent Commission of Inquiry

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Internal Economy Commission Act	
Is there any public disclosure or reporting for Members' salaries and expenses? Yes	
Do the public have access to Members' expense information upon request? Each year the Speaker tables the global amounts of each Member's Constituency Allowance	

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	Yes, a severance
What is the tax treatment of these benefits?	Taxable or can be sheltered under a RRSP under certain conditions
Are such persons eligible for state unemployment benefits?	No
To whom are such allowances payable:	See Section 11
Please outline the nature of such payments:	See Section 11
Please specify which legislation or body controls this: Internal Economy Commission Act	

## NEWFOUNDLAND AND LABRADOR, CANADA

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

Only for Ministers

Is there a time limit? 1 year

### 10. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

**Allowances:**

In 1996, the system for reimbursing Members out of pocket parliamentary related expenses and travel constituency expenses was changed to an accountable block funding. The allowance each Member receives depends on the size of the district, the distance to and from the capital St. John's and the historic pattern of expenditures for that district. The allowances vary from \$15,500 (St. John's District) to \$89,100 (a large remote district, where travel is expensive).

**Severance:**

Severance is calculated at one month's current basic indemnity for each year of service and prorated for part of the year's service. Minimum severance is three months pay; maximum is twelve months pay.

### 12. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

2005





## NORTHWEST TERRITORIES, CANADA

### 4. PENSIONS

Do Members receive a pension?	Yes.
If so, is this a contributory pension scheme? All Members are enrolled in the Registered Pension Plan; however, Members can opt to also be participants of the Supplementary Pension Plan. The Registered Pension Plan is a contributory Plan while the Supplementary Pension Plan is fully funded by the Legislative Assembly.	
If so, what is the level of contribution? Should the Member be enrolled in only the Registered Pension Plan their contribution is 6.5% of their pensionable earnings. Should they opt to participate in the Supplementary Pension Plan their contributions to the Registered Pension Plan increased from 6.5% to 9.0% of their pensionable earnings.	
At what age can the pension be drawn? Members can draw their pension at any age after they cease being a Member; however, their pension benefits will be adjusted to reflect an actuarial determined benefit for every year the former Member is under 60 years of age.	
How long is a Member required to serve prior to qualifying for a pension? One assembly or 4 years whichever comes first.	
Does the pension plan provide ongoing benefits to Members' dependents? Yes.	
Are there any limitations on Membership of the pension scheme? (please define):	
The Legislative Assembly Retiring Allowances Plan And Supplementary Retiring Allowances Plan is separate and apart from all other plans in Canada. A former member cannot transfer pension service from the Legislative Assembly of the NT to any other provincial or Federal pension plan.	

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Commuting Allowance:	-Within commuting distance of the Capital (Yellowknife) \$6,394 -Outside commuting distance of the Capital (Yellowknife) \$9,882
Housing allowance:	This is a reimburseable allowance and is only paid based on receipts submitted by the Member. The maximum allowance a Regular Member is entitled to be reimbursed this fiscal year is \$30,150
Do Members receive a loan/duty-free concession to purchase a vehicle? No.	
Entertainment allowance:	Not applicable, although Members are entitled to be reimbursed the cost of breakfast, lunch and dinner meetings with constituents, et al from their constituency operating budget given that the expense was incurred to discuss issues that are relevant to the members constituents.

**NORTHWEST TERRITORIES, CANADA**

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)**

Constituency allowance:	The constituency operating allowance varies based on the cost of living in the constituency in relation to Yellowknife. The current range is \$72,000 to \$90,500
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. No.	
Travel allowance claimed:	
for parliamentary sittings/business:	Paid from funding appropriated for Session.
for constituency business: Constituency Operating Budget.	Paid from funding appropriated for the Members
for overseas travel:	Depends on the purpose of the overseas travel. Travel could be paid from Committees appropriation, Constituency Operating appropriation of the appropriation for members to attend meetings of the Commonwealth Parliamentary Association.
Do family members benefit from any of these travel allowances? Yes	
If so, please specify:	At the opening of a Session, each Member is entitled to be reimbursed for the actual and reasonable cost of return transportation for the Member's spouse or another person designated by the Member between the place of Session and the Member's residence. Each Member is entitled to be reimbursed for the actual and reasonable cost of return transportation for the Member, the Member's spouse or another person designated by the Member between the place where the Member lives and the place of Session after attending the Session for 10 sitting days. The cost of this travel would usually be deemed a taxable benefit to the Member unless the spouse or designate are travelling to the Capital to attend a parliamentary function with or on behalf of the Member.
A Member selected to attend the Annual CPA Conference may exchange a business class airline ticket for two economy tickets for him/herself and a spouse.	
Do Members have access to free medical facilities? Yes	
Are Members covered under a medical plan? Yes.	
	GNWT Accidental Death and Dismemberment-Duty Travel Public Service Management Insurance Plan (PSMIP) Public Service Health Care Plan (PSHCP) Dental Plan

## NORTHWEST TERRITORIES, CANADA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Allowance for postage: Covered under the member's constituency-operating budget.
Allowance for telephones/faxes/Internet/E-mail: Covered under the member's constituency operating budget.
Allowance for stationery: Covered under the member's constituency operating budget.
Allowance for equipment: Covered under the member's constituency operating budget.
Payments for committee service: No extra indemnity. However, all costs for transportation to attend committee meetings is paid from funding appropriated for the committee.

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? Salaries (indemnities), Northern Allowance, and Commuting Allowance are automatically revised annually based on whatever changes have been agreed to in the Collective Agreement of the Government. The change is effected April 1 each year pursuant to Section 21.(1) of the <u>Legislative Assembly and Executive Council Act</u> .
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? Yes, constituency operating budgets are automatically increased each year in an amount equivalent to the Consumer Price Index.
Expected date of next revision? April 1, 2005
Who/what body revises salaries and allowances? The Board of Management of the Legislative Assembly approves, by way of regulation, automatic increases to Members' compensation and allowances. All other changes must be made by statutory amendment.

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: <u>Legislative Assembly and Executive Council Act and Indemnities, Allowances and Expense Regulations</u>
Is there any public disclosure or reporting for Members' salaries and expenses? Yes, pursuant to section 35. paragraphs (a) and (b) of the <u>Legislative Assembly and Executive Council Act</u> , an annual report of Member's indemnities and allowances must be tabled in the House in each fiscal year.
Do the public have access to Members' expense information upon request? Yes, pursuant to section 35. paragraph (c) of the <u>Legislative Assembly and Executive Council Act</u> , any member of the public may access the financial records of any Member.

## NORTHWEST TERRITORIES, CANADA

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

Yes. A person who is a member of the Legislative Assembly immediately before that Legislative Assembly is dissolved or is ended by the passage of time and who does not become a member of the next following Legislative Assembly shall be paid a transition allowance equal to one-twelfth of the annual indemnity for each consecutive year of service. The maximum transitional allowance a former member shall be paid is limited to 12 years service or 1 full year annual indemnity.

What is the tax treatment of these benefits? They are taxable.

Are such persons eligible for state unemployment benefits?

No. Employment as a Member of the Legislative Assembly is not insurable for Employment Insurance purposes.

To whom are such allowances payable:

The Transitional Allowance is paid to the former Member. .

Please outline the nature of such payments:

The payment is a lump sum payment, less applicable income tax deductions.

Please specify which legislation or body controls this:

Section 31. subsections (1), (2), (3) and (4) of the Legislative Assembly and Executive Council Act.

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

Ex-Ministers and the Speaker may not enter into a contract with any Government Department for which they had responsibility for upon leaving office.

Is there a time limit?

Yes, one year.

### 10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

April 1, 2004

## NOVA SCOTIA, CANADA

**CURRENCY USED:** Canadian Dollar

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	54,552.93
Cabinet Minister's salary:	42,464.42 per year
Leader of the House:	10,000.00 per year
Leader of the Opposition:	42,464.42 per year
Government Whip:	5,000.00 per year
Opposition Whip:	5,000.00 per year
Speaker:	42,464.42 per year
Deputy Speaker:	21,232.21 per year
Committee Chair:	2,000.00 per year
Clerk:	114,500.00
Premier:	59,595.55

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary? Yes

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?

4 years of education - Min: 35,906, Max: 57,376;

6 years of education - Min: 44,168, Max: 67,978

What is the average salary received by a senior lawyer in the civil service? 68,200 to 110,000

What is the salary paid to the Head of a Civil Service Ministry? 125,000

What is the salary paid to senior judge in the Supreme Court and High Court 220,000

What is the average salary paid to a skilled factory worker? Approx. 40,000

Is there a legal minimum wage in your country? If so, what is it? 6.50 per hour (this is being reviewed and could change as early as April)

### 3. INCOME TAX

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

Is income tax paid on allowances? No (if allowances consists of the items in question 6).

## NOVA SCOTIA, CANADA

### 4. PENSIONS

Do Members receive a pension?	Yes, if they qualify
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	10 per cent of gross salary
At what age can the pension be drawn?	55
How long is a Member required to serve prior to qualifying for a pension?	5 years and a minimum of two elections
Does the pension plan provide ongoing benefits to Members' dependents?	Only upon the death of a Member
Are there any limitations on Membership of the pension scheme? (please define):	No.

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	80.00 per sitting day
Subsistence allowance:	see above
Housing allowance:	1400.00 per month for "outside members"
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Constituency allowance:	up to 4800.00 per month
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed:	Mileage is paid for up to 52 trips from constituency to House of Assembly per year
	for parliamentary sittings/business: see above - 52 trips includes for committee attendance
	for constituency business: and for constituency travel and postage approximately 13,000.00 per year
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	Yes
Are Members covered under a medical plan?	Yes
Allowance for postage:	see above
Allowance for telephones/faxes/Internet/E-mail:	see above
Allowance for stationery:	see above
Allowance for equipment:	see above
Payments for committee service:	80.00 per day that the committee meets

## NOVA SCOTIA, CANADA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? Yearly

Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?  
In some years the increases are tied to general increases in the Public Service (union and non-union).

Expected date of next revision? Fall of 2005

Who/what body revises salaries and allowances? In other years a Commission of Inquiry revises same.

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
House of Assembly Act

Is there any public disclosure or reporting for Members' salaries and expenses?  
Yes. The Public Accounts contain totals for each Member.

Do the public have access to Members' expense information upon request?  
Yes. The Public Accounts contain totals for each Member.

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? Yes

What is the tax treatment of these benefits? There is a statutory severance which is taxable and a non-taxable severance expense pursuant to Internal Economy Board regulations.

Are such persons eligible for state unemployment benefits? No

To whom are such allowances payable:  
Payable to the former Member if alive and to the Member's estate if deceased

Please outline the nature of such payments: see above

Please specify which legislation or body controls this:  
House of Assembly Act and also regulations established thereunder.



NOVA SCOTIA, CANADA

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

Is there a time limit? No employment of contracts with Province for 6 months.

**10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

January 1<sup>st</sup>, 2005

## NUNAVUT, CANADA

**CURRENCY USED:** Canadian Dollar

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$65,563
Cabinet Minister's salary:	\$56,440
Minister not in the Cabinet:	\$56,440
Leader of the House ( Premier):	\$67,049
Speaker:	\$56,440
Deputy Speaker:	\$ 6,577
Committee Chair:	\$3,289
Clerk:	DM level contract

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary?

Yes

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	Approx. \$75,000
What is the average salary received by a senior lawyer in the civil service?	Approx. \$100,000
What is the salary paid to the Head of a Civil Service Ministry?	Under contract, however in the \$150,000 range
What is the salary paid to senior judge in the Supreme Court and High Court? These are federal appointments by Canada	
Is there a legal minimum wage in your country? If so, what is it?	In Nunavut it is \$8.50 per hour.

### 3. INCOME TAX

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

Is income tax paid on allowances?

Only if the allowance exceeds 50% of the Member's annual salary.

## NUNAVUT, CANADA

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	6 ½% for the compulsory plan and 2 ½ % for the optional plan.
At what age can the pension be drawn?	At any age after being vested and leaving office, however it is reduced 3 % per year for each year under 60.
How long is a Member required to serve prior to qualifying for a pension?	They are vested after one term in office, or 4 years, whichever is less.
Does the pension plan provide ongoing benefits to Members' dependents?	Yes
Are there any limitations on Membership of the pension scheme? (please define):	No, however membership is limited to only former Members of the Legislative Assembly of Nunavut. There is no reciprocity for prior service in another jurisdiction.

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	None for attending session, however \$244 is paid for each day of attending standing or special committees of the House.
Subsistence allowance:	A combined cost of living and housing allowance (called a Northern Allowance) is paid to each Member, depending upon the residence of the Member. This allowance is based upon the Canadian Consumer price index and adjusted for Northern distance and freight indices.
Housing allowance:	Included in the Northern Allowance as explained above.
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Entertainment allowance:	The Speaker and the Ministers receive an annual \$1500 allowance.
Constituency allowance:	A travel and meal allowance is paid to Members for up to 90 days of constituency work per year.
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No

NUNAVUT, CANADA

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)**

<p>Travel allowance claimed:</p> <p>for parliamentary sittings/business: \$103.20 if lodging is arranged by the Assembly, or \$250.00 if the Member arranges their own lodging.</p> <p>for constituency business: \$103.20 if lodging is arranged by the Assembly, or \$250.00 if the Member arranges their own lodging.</p> <p>for overseas travel: Upon approval of the Management &amp; Service Board and with the presentation of actual receipts.</p> <p>Do family members benefit from any of these travel allowances? Not normally, unless the family is invited by the Assembly for a special occasion or presentation.</p> <p>If so, please specify: ie opening of an Assembly, visit by the Queen, etc with the prior approval of the Management and Services Board.</p>
<p>Do Members have access to free medical facilities? Yes, as do the civil service for most non-elective services.</p>
<p>Are Members covered under a medical plan? Yes, under the civil service health plan</p>
<p>Allowance for postage: yes, within their constituency budget entitlements.</p>
<p>Allowance for telephones/faxes/Internet/E-mail: yes, within their constituency budget entitlements.</p>
<p>Allowance for stationery: yes, within their constituency budget entitlements.</p>
<p>Allowance for equipment: yes, within their constituency budget entitlements, however a new allotment of furniture is provided Member's immediately</p>
<p>Payments for committee service: \$244 per day for attending committee meetings</p>

## NUNAVUT, CANADA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? When the rates of pay of Nunavut public service employees increase or decrease, the Management and Services Board may, by regulation, amend the Members' pay by the same increase or decrease.
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? The Nunavut Public Service Collective Bargaining increases.
Expected date of next revision?                      April 1, 2005
Who/what body revises salaries and allowances?    The Management and Services Board for the elected Members

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: The Nunavut Legislative Assembly and Executive Council Act
Is there any public disclosure or reporting for Members' salaries and expenses? Yes, annually the Speaker must table a report of the Members' salaries and expenses from the past year
Do the public have access to Members' expense information upon request? No, except for the summary information as provided in the tabled annual report

## NUNAVUT, CANADA

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

Former Members are entitled to a transitional allowance of 6 weeks pay for each year in office. In addition former Members are entitled to a training and counselling assistance to assist them in moving back into the workforce or into retirement.

What is the tax treatment of these benefits? The transitional allowance is fully taxable as income

Are such persons eligible for state unemployment benefits? Not from earnings as a MLA

To whom are such allowances payable: Former defeated, retiring or non returning MLAs who were not removed from office due to criminal conviction.

Please outline the nature of such payments: The transitional allowance is paid as either continuous earnings or as a lump sum. Members are reimbursed actual costs to policy maximums for assistance with training and counselling back into the workforce.

Please specify which legislation or body controls this: The Management and Services Board

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

Is there a time limit?

Ministers may not accept a contract or benefit that is awarded, approved or granted by the Executive Council, a Minister or an employee of the Government, for 6 months after ceasing to be a Minister. However this restriction does not apply to contracts in respect to duties of further service to the Government.

### 10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

April 1, 2004 re salary data. Various dates for policies

**ONTARIO, CANADA**

**CURRENCY USED:** Canadian Dollar

**1. LOWER HOUSE**

Member's <u>basic</u> salary per annum:	\$85,240
Cabinet Minister with Portfolio:	\$36,057
Cabinet Minister without Portfolio :	\$16,366
Leader of the House: (Premier)	\$67,595
Leader of the Opposition:	\$47,052
Chief Government Whip:	\$15,599
Chief Official Opposition Whip:	\$11,934
Speaker:	\$26,595
Deputy Speaker:	\$12,616
Committee Chair: \$11,934	Vice Chair: \$6,819
Government House Leader: \$16,366	House Leader of Official Opposition: \$15,599
House Leader of Party with recognized membership of 8 or more in the Assembly: \$13,297	
Parliamentary Assistants: \$12,189	
Deputy Chairs of the Committee of the Whole House: \$9,291	
Leader of Party with recognized membership of 8 or more in the Assembly: \$30,431	
Chief Whip of Party with recognized membership of 8 or more in the Assembly: \$10,740	
Government Caucus Chair: \$10,655	
Official Opposition Caucus Chair: \$10,655	
Caucus Chair of Party with recognized membership of 8 or more in the Assembly: \$9,632	

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary?
Yes, all of the salaries noted are <u>in addition</u> to the basic Members' salary of \$85,240

## ONTARIO, CANADA

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	\$55,161
What is the average salary received by a senior lawyer in the civil service?	\$131,310 - \$172,474
The Head Staff is the Deputy Minister -	\$167,450 - \$187,150
What is the salary paid to senior judge in the Supreme Court and High Court?	
Chief Judge Provincial Court –	\$232,078
What is the average salary paid to a skilled factory worker?	\$48,287 Annually
Is there a legal minimum wage in your country? If so, what is it?	
Provincial -	\$7.45 per hour

### 3. INCOME TAX

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

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	
The employer pays 5% of the Member's salary (base, plus ministerial addition)	
At what age can the pension be drawn?	55 years old
How long is a Member required to serve prior to qualifying for a pension?	
No minimum	
Does the pension plan provide ongoing benefits to Members' dependents?	
Yes. Spouse and dependents	
Are there any limitations on Membership of the pension scheme? (please define):	
Yes, must be actively sitting	



**ONTARIO, CANADA**

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Attendance allowance per annum:	None
Subsistence allowance:	None
Housing allowance:	If primary residence is over 50km from Legislature (Toronto), each Member receives \$17,025 for Toronto accommodation. (\$18,025 for Ministers and Opposition Leaders)
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Entertainment allowance:	No
Constituency allowance:	The Global budget for each Member is \$236,000. For Northern Ontario Members, the Global Budget is \$246,000 - \$256,000
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed:	- 34¢ km no limit - 64 point travel system (1 return trip = 1 point) from Toronto to Residence, Family Travel and Assembly trips – Limit to 20.
for parliamentary sittings/business:	Toronto to Residence (only Air counts for 64 points. All other modes unlimited)
for constituency business:	No limit for kms; bus, train (Northern Members can claim air, hotel, meals)
for overseas travel:	Not allowed as MPP Business
Do family members benefit from any of these travel allowances?	Yes
If so, please specify:	
Family travel is part of the 64 point system. (Kilometers do not count, all other modes do)	
Do Members have access to free medical facilities?	Yes
Are Members covered under a medical plan?	Yes, both Provincial coverage, as for all citizens of Ontario, plus employer paid health, life and dental benefits.
Allowance for postage:	Part of Global budget.
Allowance for telephones/faxes/Internet/E-mail:	Expenses paid by the Legislative Assembly – no limit.
Allowance for stationery:	Part of Global budget.
Allowance for equipment:	Part of Global budget.
Payments for committee service:	Chairs and Vice-Chairs are compensated. Travel expenses reimbursed out of Committee budget.

## ONTARIO, CANADA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Unknown.
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	
Not necessarily.	
Expected date of next revision?	Unknown.
Who/what body revises salaries and allowances?	Integrity Commissioner.

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Legislative Assembly Act	
Is there any public disclosure or reporting for Members' salaries and expenses?	Yes
Do the public have access to Members' expense information upon request?	
A financial report is tabled in the House and the Public Accounts of the Province of Ontario (also tabled in the House).	

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	
A severance allowance is payable upon retirement, defeat, resignation or death of a Member, calculated at one month's base salary for each year of service, subject to a minimum payment of 6 months and a maximum of 12 months' base salary.	
What is the tax treatment of these benefits? If payment is lump sum payment, use lump sum tax rates from Canada Customs and Revenue agency. If roll-over to Registered Retirement Savings Plan (RRSP), no tax. If salary continuance, use regular salary tax rates.	
Are such persons eligible for state unemployment benefits? No	
To whom are such allowances payable:	To the former Member.
Please outline the nature of such payments: Lump sum payment; roll-over to RRSP, or as salary continuance.	
Please specify which legislation or body controls this: Legislative Assembly Act	

ONTARIO, CANADA

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

Is there a time limit? No

**10. OTHER INFORMATION**

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

Transition/Outplacement Counselling is available to retiring, resigning or defeated Members wishing assistance to either re-establish themselves in a business or public career, or to prepare for retirement. Each Member is entitled to a once in a lifetime allowance of \$7,000.00 within one year of retirement, resignation or defeat.

**11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

2004

## PRINCE EDWARD ISLAND, CANADA

CURRENCY USED: Canadian dollars

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$35,976
Cabinet Minister's salary:	\$41,585
Premier:	\$58,871
Leader of the Opposition:	\$41,585
Government Whip:	\$3,344
Opposition Whip:	\$3,344
Speaker:	\$31,497
Deputy Speaker:	\$15,748
Clerk:	\$97,000
Others: Members also receive an additional \$11,362 annual tax free expense allowance	

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? Yes
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## PRINCE EDWARD ISLAND, CANADA

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? Approximate average \$48,739
What is the average salary received by a senior lawyer in the civil service? Approximately \$72,236
What is the salary paid to the Head of a Civil Service Ministry? Average \$94,309
Is there a legal minimum wage in your country? If so, what is it?      \$6.80/hr

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme? (There are two plans, a contributory plan and a supplemental non-contributory plan)	Yes and no
If so, what is the level of contribution?	8%
At what age can the pension be drawn?	Without penalty, the basic may be drawn at age 60 and the supplemental at age 55.
How long is a Member required to serve prior to qualifying for a pension?	Immediately vested in the basic plan and after 5 years and two elections, in the supplemental plan.
Does the pension plan provide ongoing benefits to Members' dependents?	60% to spouse or dependent children.
Are there any limitations on Membership of the pension scheme? (please define):	At age 69, a Member may no longer make contributions to either plan and must begin to receive any earned pension (pursuant to Federal Income Tax regulations for pension plans.)

## PRINCE EDWARD ISLAND, CANADA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Do Members receive a loan/duty-free concession to purchase a vehicle? The Speaker, Premier, Leader of the Opposition and Ministers receive a vehicle or an allowance in lieu thereof.	
Travel allowance claimed: 5 round trip mileage payments per month from their constituency to the Capital during times when the House is not in session and 1 round trip mileage entitlement for each sessional sitting day or committee meeting.  for parliamentary sittings/business: See above	
Do family members benefit from any of these travel allowances? No	
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	Yes
Allowance for postage:	Unlimited
Allowance for telephones/faxes/Internet/E-mail:	Yes (all four)
Allowance for stationery:	Yes
Allowance for equipment:	No
Payments for committee service:	Just the mileage entitlement

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? Reviewed every year by an independent Indemnity and Allowances Commission.	
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? No.	
Expected date of next revision? A report is due annually on or before 1 December.	
Who/what body revises salaries and allowances? An independent Indemnity and Allowances Commission, appointed by the Speaker, makes binding determinations with respect to the remuneration for Members.	

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Legislative Assembly Act	
Is there any public disclosure or reporting for Members' salaries and expenses?	Yes
Do the public have access to Members' expense information upon request?	Partially

**PRINCE EDWARD ISLAND, CANADA**

**8. BENEFITS AFTER LEAVING PARLIAMENT**

<p>Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? A severance allowance equal to one months salary and expense allowance for each year of service to a maximum of the combined salary and expense allowance payable to a Member.</p> <p>What is the tax treatment of these benefits? Taxable as income</p> <p>Are such persons eligible for state unemployment benefits? No.</p> <p>To whom are such allowances payable: Any Member who is defeated, resigns or dies while in office.</p> <p>Please outline the nature of such payments:</p> <p>Please specify which legislation or body controls this: Provisions are in the Legislative Assembly Act (Section 47)</p>
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**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	Yes
Is there a time limit?	One year

**10. OTHER INFORMATION**

<p>Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:</p> <p>Premier, Ministers, Speaker and Leader of the Opposition receives a government leased and maintained vehicle or an allowance in lieu thereof.</p>
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**11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

1 April, 2004
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## QUÉBEC, CANADA

**CURRENCY USED:** Canadian Dollar

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$ 78,886
Cabinet Minister's salary:	(+ 75 % basic salary) \$ 59,165 = \$ 138,051
Minister not in the Cabinet:	(+ 75 %) \$ 59,165 = \$ 138,051
Parliamentary Secretary:	(+ 20 %) \$ 15,177 = \$ 94,663
Leader of the House (Prime Minister):	(+ 105 %) \$ 82,830 = \$ 161,716
Leader of the Opposition:	(+ 75 %) \$ 59,165 = \$ 138,051
Government Whip:	(+ 35 %) \$ 27,610 = \$ 106,496
Opposition Whip:	(+ 30 %) \$ 23,666 = \$ 102,552
Speaker:	(+ 75 %) \$ 59,165 = \$ 138,051
Deputy Speaker:	(+ 35 %) \$ 27,610 = \$ 106,496
Chairman of a standing committee:	(+ 25 %) \$ 19,722 = \$ 98,608
Clerk:	Salary of a State administrator class 1: between \$ 143,390 and \$ 186,407.
Others:	
Government House Leader	(+ 75 %) \$ 59,165 = \$ 138,051
House Leader of the Official Opposition	(+ 35 %) \$ 27,610 = \$ 106,496
Deputy Government House Leader	(+ 25 %) \$ 19,722 = \$ 98,608
Deputy House Leader of the Official Opposition	(+ 20 %) \$ 15,177 = \$ 94,663
Assistant Government Whip	(+ 20 %) \$ 15,177 = \$ 94,663
Assistant Whip of the Official Opposition	(+ 20 %) \$ 15,177 = \$ 94,663
Vice-Chairman of a standing committee	(+ 20 %) \$ 15,177 = \$ 94,663
Caucus Chairman of the Government Party	(+ 25 %) \$ 19,722 = \$ 98,608
Caucus Chairman of the Official Opposition	(+ 22,5 %) \$ 17,749 = \$ 96,635
Member of the Office of the National Assembly	(+ 15 %) \$ 11,833 = \$ 90,719
Deputy Chairman of a standing committee	(+ 15 %) \$ 11,833 = \$ 90,719

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary?	YES
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## QUÉBEC, CANADA

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	Between \$ 33,695 and \$ 63,527 (average of \$ 48,611)
What is the average salary received by a senior lawyer in the civil service?	Between \$ 80,901 and \$ 94,969 (average of \$ 87,935)
What is the salary paid to the Head of a Civil Service Ministry?	Between \$ 119,340 and \$ 180,925.
What is the salary paid to senior judge in the Supreme Court and High Court?	\$ 155,069
What is the average salary paid to a skilled factory worker?	In 2001, 9.4 % of all employees earned the minimum wage; the median wage rate was close to \$9 per hour; employees in the upper quartile (25 %) earned a salary ranging between \$10.01 and \$10.50 per hour.
Is there a legal minimum wage in your country? If so, what is it?	YES. \$ 7.45 per hour.

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	YES
Is income tax paid on allowances?	An amount of \$750 shall be added to taxable income in compliance with Québec's tax provisions.

QUÉBEC, CANADA

4. PENSIONS

Do Members receive a pension?	YES
If so, is this a contributory pension scheme?	YES
If so, what is the level of contribution?	9 % of their salary
At what age can the pension be drawn?	1. Over 60 years old: no reduction  2. Anyone under 60 years of age is entitled, upon application, to a pension that is reduced for its duration by 0.25% for each month between the date on which the pension is payable and the date of the person's sixtieth birthday.
How long is a Member required to serve prior to qualifying for a pension?	There is no minimum time.
Does the pension plan provide ongoing benefits to Members' dependents?	In the event of the death of a Member, the spouse will receive 60 % of the pension that was paid or would have been paid to him. However, the spouse will receive a pension equal to 50 % or 100 % of the pension that was paid or would have been paid to him if he chose that option before January 1, 1992.  In addition, if he has children at the time of his death, each will receive a pension equal to 10 % of the pension that was paid or would have been paid to him. The percentage is 20 % if he has no spouse. If more than four children are entitled to a pension, the maximum amount payable will be divided equally between them.  The pension payable to his spouse or children cannot exceed the amount of the pension that was paid or would have been paid to the Member.
Are there any limitations on Membership of the pension scheme? (please define):	Every person who becomes a Member of the National Assembly after December 31, 1991 may elect not to participate in the plan by giving notice of his intention to the Office of the National Assembly.  In this case, he is deemed to have ceased to be a Member on the date on which the notice is received by the Office. He may then ask for the actuarial value of the retirement pension accumulated to date to be transferred to a locked-in retirement account. Payment of that amount cancels entitlement to a retirement pension in respect of the transferred portion.  Anyone who has sent a notice of intention not to participate in the plan may subsequently elect to participate by giving notice to that effect to the Office.

QUÉBEC, CANADA

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Expense allowance per annum:	At January 1, 2005, \$ 13,934
Subsistence allowance:	NO
Housing allowance:	<p>Any Member whose main residence is outside Québec City or any of its contiguous constituencies is entitled to a maximum of \$ 12,400 (\$12,800 on April 1, 2005) per year for living expenses in Québec City. Qualifying Members are free to rent (with or without a lease) or buy property or stay in a hotel.</p> <p>The Speaker of the National Assembly, the Prime Minister, the Leader of the Official Opposition, the Government House Leader, the Opposition House Leader, the Chief Government Whip, the Chief Whip of the Opposition or the caucus chair of the Government party each receive an additional \$ 3000.</p>
Do Members receive a loan/duty-free concession to purchase a vehicle?	NO
Entertainment allowance:	NO
Constituency allowance:	Between \$ 32,800 and \$ 36,200 per fiscal year for the office, depending on the constituency. (2004-04-01)
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	YES, but not from the National Assembly; these funds are administrated by the Ministry of Municipal Affairs, Sports and Recreation.

QUÉBEC, CANADA

5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

<p>Travel allowance claimed: a) for parliamentary sittings/business:</p>	<p>a) The Member is entitled to a maximum of 60 round trips per year from the constituency office to the Parliament Building, plus 10 round trips for some Members with additional responsibilities, by any mode of transportation, based on the distance from the constituency to Québec City.</p>
	<p>The Member must furnish proof of travel with his claim. No proof is required if the trip involves mileage under 240 km return.</p> <p>This allowance is paid out at a rate of \$ 0.40 per km.</p> <p>Instead of \$ 0.40 per km, the Member travelling by plane may choose to have his expenses reimbursed, upon presentation of receipts, for the following:</p> <ul style="list-style-type: none"> <li>a) the cost of the plane ticket (economy class);</li> <li>b) reservation or administration fees for the emission of the plane tickets;</li> <li>c) \$ 0.40 per km when using his own car to and from the airport;</li> <li>d) parking at the airport;</li> <li>e) taxi fare or cost of other commuter service (up to \$ 27 each trip without receipts);</li> <li>f) airport facilities improvement fees, even without receipts.</li> </ul> <p>The Member travelling on a chartered flight, by limousine or taxi, whether the cost is shared or not with other Members, is entitled to an allowance equivalent to \$ 0.40 per km.</p> <p>The new Member is entitled to this travel allowance and, if it applies, to a maximum of 60 or 70 round trips as soon as his nomination as Member of the National Assembly becomes official.</p> <p>The Member whose seat becomes vacant is entitled to a travel allowance until the fifteenth day following this vacancy, within the limits of the 60 or 70 round trips allowed.</p> <p>When the National Assembly is dissolved, the former Member is entitled to this allowance only for the fifteen-day period following polling day, within the limits of 60 or 70 round trips allowed.</p>

<p>b) for constituency business:</p>	<p>b) A Member is entitled to an allowance and, if applicable, to an additional allowance for travel expenses incurred in relation to political activities within Québec. The allowance is automatically paid without vouchers being required, in 12 equal monthly instalments, on the 1<sup>st</sup> of the month following the one in which it was payable. The amount of the allowance ranges between \$ 5400 and \$ 16,500, depending on the group under which the constituency is classified.</p>
<p>c) for overseas travel:</p> <p>d) Do family members benefit from any of these travel allowances? If so, please specify:</p>	<p>In addition to their allowance, the Members representing the Electoral Divisions of Duplessis and Ungava (Northern Québec) are entitled, on presentation of vouchers, to reimbursement of their travelling expenses to a limit of \$ 4000 for the annual visit of their riding. Furthermore, the Member for Ungava is entitled to an annual reimbursement (maximum \$ 12,000) of his travel expenses for visits to the distant native communities in his electoral riding. Likewise, the Member for Duplessis is entitled to an annual reimbursement (maximum \$ 6000) of his travel expenses for visits to the communities in his riding that are inaccessible by land.</p> <p>c) NO.</p> <p>d) YES. Included in the 60 or, where applicable, the 70 round trips are 5 round trips for the Member's family.</p>

QUÉBEC, CANADA

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)**

Do Members have access to free medical facilities?	They are covered by the Health-Insurance of the province of Québec which is accessible to all the people in the province.
Are Members covered under a medical plan?	Members participate in a compulsory group insurance plan which includes accident and health insurance, long-term disability insurance, travel insurance, the Member's basic life insurance, accidental death and dismemberment insurance, critical illness insurance, and, if applicable, the basic life insurance of his spouse and dependent children.
Allowance for postage:	Mailing costs of non partisan material sent by the Member from his constituency office are included in the allowance granted for the operations of his constituency office.
Allowance for telephones/faxes/Internet/E-mail:	1. All long-distance calls, except personal ones, by the Member or his staff are paid by the National Assembly upon presentation of receipts.
	Also, installation and rental expenses for the cable service connection and Internet are paid on the National Assembly budget.  2. The following operational costs are eligible for reimbursement with the constituency allowance, upon presentation of receipts: expenses related to the installation, leasing, purchase and maintenance of the following equipment: fax machines, pagers and answering machines.
Allowance for stationery:	1. At the Parliament: free.  2. At the constituency office: included in the constituency allowance.
Allowance for equipment:	1. At the Parliament: free.  2. At the constituency office: included in the constituency allowance.
Payments for committee service:	Per diem (taxable): \$ 125 per day when the committee or sub-committee is sitting but the House is not. A Member of the Official Opposition who is not a member of any committee and who attends a committee or sub-committee sitting also receives this amount.  In order to receive a per diem, the member of a committee or a sub-committee must be present at the sitting. All committee members are paid at the same rate. There is no expense allowance (to cover transportation expenses, mileage, meals or lodging) given to members of a committee.

QUÉBEC, CANADA

6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Usually once a year.
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	a) Expense allowance is tied with Consumer Price Index, January 1 of each year; b) The basic salary of Members is tied with the percentage of wage range increase of senior-level public servants, on the dates that these new ranges come into force.
Expected date of next revision?	Maybe this year as the basic salary of Members has not increased since April 1, 2003.
Who/what body revises salaries and allowances?	1. The salary and expense allowance are fixed by law. 2. The others allowances (constituency office, travel, etc.) are fixed by the Office of the National Assembly.

7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:	1. Act respecting the National Assembly (R.S.Q., Chapter A-23.1); 2. Act respecting the conditions of employment and the pension plan of the members of the National Assembly (R.S.Q., C-52.1); 3. The Office of the National Assembly establishes, by regulation, the terms and conditions, scales and modalities of payment of Members' allowances.  The National Assembly is managed within the scope of the Acts and regulations of the Government of Québec that are applicable to it. However, the Office of the National Assembly may, by regulation, derogate from any Act, regulation or rule by specifically indicating the provisions derogated from and the provisions that are to apply in their place and stead.
Is there any public disclosure or reporting for Members' salaries and expenses?	Entitlement only.
Do the public have access to Members' expense information upon request?	No. The information concerning individual expenses or claims is not available to the public.

QUÉBEC, CANADA

8. BENEFITS AFTER LEAVING PARLIAMENT

<p>Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?</p>	<p>A Member who resigns as a Member of the National Assembly, is defeated in an election or serves out his term as a Member but is not a candidate in the next election is entitled to a transition allowance.</p> <p>The allowance is equal to twice the Member's monthly salary for each complete year during which he was a Member of the Assembly. He 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 was a Member of the Assembly.</p> <p>In no case may the allowance be less than four times his monthly salary, nor, on the other hand, be more than twelve times his monthly salary.</p> <p>The payment includes the basic annual indemnity and, if need be, the additional indemnity.</p> <p>The allowance is paid to the Member at the end of his term and upon his application in a single payment or over a period of up to 36 months.</p> <p>The unpaid balance of the allowance may be paid in a single payment if the beneficiary applies therefor.</p> <p>The payment of the allowance ceases on the day on which the beneficiary again becomes a Member.</p>
<p>What is the tax treatment of these benefits?</p>	<p>They are taxable.</p>
<p>Please specify which legislation or body controls this:</p>	<p>The Act respecting the conditions of employment and the pension plan of the members of the National Assembly (R.S.Q., C-52.1).</p>
<p>Are such persons eligible for state unemployment benefits?</p>	<p>NO</p>



QUÉBEC, CANADA

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	There are certain specific restrictions provided for in the Lobbying Transparency and Ethics Act that apply to the Ministers and Members of the Cabinet concerning the conduct of lobbying activities.
Is there a time limit?	2 years following the termination of duties as Minister and Member.

**10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

In effect now.

## SASKATCHEWAN, CANADA

**CURRENCY USED:** Canadian Dollar

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$65,001
Cabinet Minister's salary:	\$41,100
Parliamentary Secretary:	\$11,742
Leader of the House:	\$11,742 (If this means Premier then \$58,713)
Leader of the Opposition:	\$41,100
Government Whip:	\$11,742
Opposition Whip:	\$11,742
Speaker:	\$35,227
Deputy Speaker:	\$11,742
Committee Chair:	\$11,742
Clerk:	\$114,000 annually

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? Yes.
--

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	\$38,600
What is the average salary received by a senior lawyer in the civil service?	\$103,500
What is the salary paid to the Head of a Civil Service Ministry?	\$135,600
What is the salary paid to senior judge in the Supreme Court and High Court?	\$223,000
What is the average salary paid to a skilled factory worker?	\$41,288
Is there a legal minimum wage in your country?	Yes. \$6.65

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

## SASKATCHEWAN (CANADA)

### 4. PENSIONS

Do Members receive a pension?	YES
If so, is this a contributory pension scheme?	YES
If so, what is the level of contribution?	9% BY MEMBERS / 9% BY GOVERNMENT
At what age can the pension be drawn?	50
How long is a Member required to serve prior to qualifying for a pension?	MANDATORY AND LOCKED IN AFTER ONE YEAR
Does the pension plan provide ongoing benefits to Members' dependents?	YES
Are there any limitations on Membership of the pension scheme? (please define):	NO MANDATORY AND LOCKED IN AFTER ON YEAR.

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	MEMBERS RECEIVE A TRAVEL AND LIVING EXPENSE ALLOWANCE. AVERAGE IS \$32,000/YEAR.
Housing allowance:	ALLOWANCES RANGE FROM \$10,700-\$53,500
Do Members receive a loan/duty-free concession to purchase a vehicle?	NO
Constituency allowance:	\$35,000/YEAR
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	NO
Travel allowance claimed:	
for parliamentary sittings/business:	YES
for constituency business:	YES
for overseas travel:	YES
Do family members benefit from any of these travel allowances?	NO
Do Members have access to free medical facilities?	YES, BASIC MEDICARE
Are Members covered under a medical plan?	YES – EXTENDED HEALTH CARE PLAN
Allowance for postage:	IS INCLUDED AS PART OF CONSTITUENCY ALLOWANCE
Allowance for telephones/faxes/Internet/E-mail:	YES – UNLIMITED
Allowance for stationery:	IS INCLUDED AS PART OF CONSTITUENCY ALLOWANCE
Allowance for equipment:	IS INCLUDED AS PART OF CONSTITUENCY ALLOWANCE AND ALSO A TECHNOLOGY ALLOWANCE OF \$10,000. PER FOUR YEAR TERM IS PROVIDED.
Payments for committee service:	YES. EXPENSES ARE REIMBURSED. COMMITTEE MEMBERS ALSO RECEIVE A COMMITTEE INDEMNITY OF \$88.00 FOR EACH COMMITTEE MEETING OUTSIDE OF WHEN SESSION IS ON. THE INDEMNITY IS TAXABLE AND PENSIONABLE.

## SASKATCHEWAN, CANADA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?

LAST REVISION WAS IN 1996. THE ACT PROVIDES FOR REVISIONS BUT DOESN'T SPECIFY A TIME FRAME.

Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?

SOME ALLOWANCES ARE TIED TO THE AVERAGE CHANGE IN CPI OTHERS ARE TIED TO PUBLIC SERVICE RATES FOR SALARIES, TRAVEL EXPENSES.

Expected date of next revision? Not known.

Who/what body revises salaries and allowances?

THE BOARD OF INTERNAL ECONOMY REVISES SOME SALARIES AND ALL OF THE ALLOWANCES. THE ACT PROVIDES FOR AN INDEPENDENT COMMISSION TO ALSO REVIEW SALARIES AND ALLOWANCES.

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:

THE LEGISLATIVE ASSEMBLY AND EXECUTIVE COUNCIL ACT

Is there any public disclosure or reporting for Members' salaries and expenses? YES, IN ANNUAL PUBLIC ACCOUNTS, BUT ALSO MLA (Member of the Legislative Assembly) DISCLOSURE STATEMENTS FOR EXPENSES.

Do the public have access to Members' expense information upon request? PUBLIC HAS ACCESS TO MLA DISCLOSURE STATEMENTS, BUT CANNOT REQUEST OTHER EXPENSE INFORMATION.

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

YES – UP TO 12 MONTHS OF THE INDEMNITY, SUBJECT TO CERTAIN CONDITIONS. NOT ELIGIBLE IF A MEMBER VOLUNTARILY RETIRES BEFORE A TERM ENDS.

What is the tax treatment of these benefits?

TAXABLE, SUBJECT TO CERTAIN ROLLOVER PROVISIONS.

Are such persons eligible for state unemployment benefits? NO

To whom are such allowances payable:

TO THE MEMBER. MAY ALSO BE PAID TO A MEMBER'S ESTATE IF THE MEMBER DIES WHILE IN OFFICE.

Please specify which legislation or body controls this:

THE BOARD OF INTERNAL ECONOMY.

**SASKATCHEWAN, CANADA**

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

EX-MINISTERS ARE PROHIBITED FROM BENEFITTING FROM A GOVERNMENT CONTRACT FOR ONE YEAR.

**10. OTHER INFORMATION**

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

CONSTITUENCY ASSISTANT ALLOWANCE OF ABOUT \$39,000 PER YEAR PLUS HOLIDAY AND STATUTORY HOLIDAY PAY OF 11.68%, TO BE USED FOR CONSTITUENCY OFFICE STAFFING. ANNUAL EXPENSE ALLOWANCE – NON-TAXABLE AND NONACCOUNTABLE - \$4,500. PER YEAR.

**12. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

APRIL 1, 2004

## YUKON, CANADA

**CURRENCY USED:** Canadian dollars

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$36,556
Cabinet Minister's salary:	\$21,147
Premier:	\$7,824 (in addition to Minister's salary)
Leader of the Opposition:	\$21,147
Speaker:	\$7,049
Deputy Speaker:	\$5,287
Deputy Speaker:	\$5,287

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? Yes
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### 2. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

### 3. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	9%
At what age can the pension be drawn?	55
How long is a Member required to serve prior to qualifying for a pension?	6 years
Does the pension plan provide ongoing benefits to Members' dependents?	Yes
Are there any limitations on Membership of the pension scheme? (please define):	No

## YUKON, CANADA

### 4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	\$75/day for MLAs from outside capital
Housing allowance:	\$778/month for MLAs from outside capital
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Entertainment allowance:	No
Constituency allowance:	No
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed: for parliamentary sittings/business:	47.5¢/kilometre
for constituency business:	None
for overseas travel:	None
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	Yes
Allowance for postage:	4 newsletters/year
Allowance for telephones/faxes/Internet/E-mail:	No limit
Allowance for stationery:	No limit
Allowance for equipment:	Equipment provided/no set allowance
Payments for committee service:	None

### 5. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? MLA indemnities and expense allowances annually; salaries rarely
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?
MLA indemnities and expense allowances adjusted on April 1 pursuant to change in Consumer Price Index over the past two calendar years
Expected date of next revision? April 1, 2005
Who/what body revises salaries and allowances? Done pursuant to Legislative Assembly Act

**YUKON, CANADA**

**6. LEGISLATION**

Please specify the major legislation which deals with Members' salaries and allowances:  
Legislative Assembly Act

Is there any public disclosure or reporting for Members' salaries and expenses?  
Yes

Do the public have access to Members' expense information upon request?  
Not on request; however, an annual report is tabled in Assembly

**7. BENEFITS AFTER LEAVING PARLIAMENT**

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? Yes

What is the tax treatment of these benefits? They are taxed immediately unless deposited in a Registered Retirement Savings Plan

Are such persons eligible for state unemployment benefits? No

**8. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

**9. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

April 1, 2004



## CAYMAN ISLANDS

CURRENCY – CAYMAN ISLANDS DOLLARS

(conversion rate to US\$ .84)

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum (Elected Members, ie Govt Backbench and Opposition): CI\$93,312	
Cabinet Minister's salary:	CI\$134,460
Leader of Government Business:	US\$168,075 (same as Cabinet Minister)
Leader of the Opposition:	US\$93,312 (same as Elected Member)
Speaker:	CI\$137,820
Deputy Speaker:	CI\$125,595
Clerk:	CI\$78,096

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? No
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### 2. COMPARATIVE SALARIES

There is no legal minimum wage

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	NO
Is income tax paid on allowances?	NO

### 4. PENSIONS

Do Members receive a pension?	YES
If so, is this a contributory pension scheme?	YES
If so, what is the level of contribution?	6%
At what age can the pension be drawn?	55
How long is a Member required to serve prior to qualifying for a pension? One full Parliamentary Term (4 years).	
Does the pension plan provide ongoing benefits to Members' dependents?	YES
Are there any limitations on Membership of the pension scheme? (please define): Must serve one full Parliamentary term, ie, 4 years and have attained the retirement age of 55 years.	

**CAYMAN ISLANDS**

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Subsistence allowance: Air Travel Allowance of CI\$1000 for Members representing Cayman Brac and Little Cayman	
Housing allowance: For Cayman Brac and Little Cayman Members: CI\$1250 and CI\$1000 per month.	
Do Members receive a loan/duty-free concession to purchase a vehicle? NO	
Entertainment allowance: None for Members. The Speaker receives an annual motorcar upkeep allowance of CI\$1500, together with a monthly entertainment allowance of CI\$75.	
Constituency Office allowance: All Members may claim up to CI\$3,000 per month for:	
Office Rental:	up to CI\$1500 per month
Water:	up to CI\$50 per month
Telephones:	up to \$150 per month
Electricity:	up to \$125 per month
Furniture and Equipment:	up to \$175 per month
Support (Clerical/Receptionist):	up to \$1000 per month
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. NO	
Travel allowance claimed:	
for parliamentary sittings/business:	NONE
for constituency business:	NONE
for overseas travel:	Airfares (business class), hotel, food and subsistence
Do family members benefit from any of these travel allowances? NO	
Do Members have access to free medical facilities? YES	
Are Members covered under a medical plan? YES the Government plan	
Allowance for telephones/faxes/Internet/E-mail: Allowance comes under Constituency Allowance as specified above.	
Allowance for stationery: Allowance comes under Constituency Allowance as specified above.	
Allowance for equipment: Allowance comes under Constituency Allowance as specified above.	
Payments for committee service: NONE	

## CAYMAN ISLANDS

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	No set period.
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	No.
Expected date of next revision?	Unknown.
Who/what body revises salaries and allowances?	The Portfolio responsible for the Civil Service

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: None. Members' salaries are determined by the Portfolio responsible for Internal and External Affairs which has responsibility for the Portfolio of the Civil Service.	
Is there any public disclosure or reporting for Members' salaries and expenses?	No.
Do the public have access to Members' expense information upon request?	No.

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	No.
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### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	No.
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## CYPRUS

**CURRENCY USED:** CYPRUS POUND (£)

### 1. LOWER HOUSE

(HOUSE OF REPRESENTATIVES OF THE REPUBLIC OF CYPRUS)

Member's <u>basic</u> salary per annum: MPs Total Emoluments £32,722 (EURO 55983) [includes salary £20,140 - secretarial allowance £3,600 - representation allowance £8,982]
Cabinet Minister's salary: £49,700 p.a. (EURO 84521) including representation allowance and bonus salary.
Minister not in the Cabinet: Not applicable
Leader of the Opposition: Same as an MP.
Speaker: £56,148 p.a. (EURO 98505) including allowances and extra month's salary.
Committee Chair: Same as an MP.
Clerk: The salary of the Secretary-General of the House is £45,337 (EURO 77765).
Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? Not applicable. Due to the political system in Cyprus (Presidential Democracy) and the complete separation of powers that exists, a Minister cannot be an MP at the same time.

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? £13,000 (EURO 22250)
What is the average salary received by a senior lawyer in the civil service? £59,300 (EURO 100832) for Attorney General.
What is the salary paid to the Head of a Civil Service Ministry? £45,337 (EURO 77765)
What is the salary paid to senior judge in the Supreme Court and High Court? £59,300 (EURO 100832) - same as Attorney General.
What is the average salary paid to a skilled factory worker? £615 gross per month, including segment of bonus salary (EURO 1079) according to last available data given in October 2003.
Is there a legal minimum wage in your country? 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, school deputies etc) and is set at £347 (EURO 605) per month at the time of employment and rises to £467 (EURO 819) per month after six months of service with the same employer.

## CYPRUS

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	1,75% on total emoluments (i.e. salary and allowances)
At what age can the pension be drawn?	After sixty, provided that an MP is not reelected.
How long is a Member required to serve prior to qualifying for a pension?	An MP is entitled to pension after, at least 48 months of service. In case of a substitution thereafter, at least 24 months of service are required.
Does the pension plan provide ongoing benefits to Members' dependents?	Yes, in the form of free medical treatment.
Are there any limitations on Membership of the pension scheme? (please define):	No

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	No
Subsistence allowance:	Only in case of official overseas travel.
Housing allowance:	No
Do Members receive a loan/duty-free concession to purchase a vehicle?	Not a loan but MPs are entitled to a duty-free vehicle every 100 months.
Entertainment allowance:	MPs could arrange for official events to take place and these will be paid out of the budget of the House, but they are not given directly an entertainment allowance per se.
Constituency allowance:	No
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No

## CYPRUS

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Travel allowance claimed:	
for parliamentary sittings/business:	Yes
for constituency business:	No
for overseas travel:	Yes
Do family members benefit from any of these travel allowances? No	
Do Members have access to free medical facilities? Yes	
Are Members covered under a medical plan? Yes, the Government Medical Scheme.	
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail: Expenses arising for official activities in the Parliament are covered out of the budget of the House, and these include telephone, faxes, internet, email, stationery and equipment.	
Allowance for stationery:	Please see above.
Allowance for equipment:	Please see above..

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? Every six months.
Is the value of allowances automatically tied in any way to other measures (i.e. 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 representation allowance, which is linked to the cost of living allowance (COLA).
Expected date of next revision? 1st of July 2005
Who/what body revises salaries and allowances? The Ministry of Finance according to the provisions of current legislation.

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: L79 (1) of 1995
Is there any public disclosure or reporting for Members' salaries and expenses? No
Do the public have access to Members' expense information upon request? No

## CYPRUS

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

They have their own pension scheme.

What is the tax treatment of these benefits? This depends on the extent of service and gross emoluments during service at the time of retirement.

Are such persons eligible for state unemployment benefits? No

To whom are such allowances payable:

Please outline the nature of such payments:

Please specify which legislation or body controls this:  
The Ministry of Finance of the Republic of Cyprus.

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

Is there a time limit? No

## DOMINICA

**CURRENCY USED:** EASTERN CARIBBEAN DOLLAR

### 1. UPPER HOUSE

A Senator's salary is \$7,800.00.

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$13,680.00
Cabinet Minister's salary:	\$52,800.00
Prime Minister:	\$58,500.00
Parliamentary Secretary:	\$29,280.00
Leader of the Opposition:	\$19,500.00
Speaker:	\$19,500.00
Deputy Speaker:	\$15,600.00
Clerk:	\$43,837.32

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? NO
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### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? - \$30,000.00 per annum
What is the average salary received by a senior lawyer in the civil service? - \$54,776.00 per annum
What is the salary paid to the Head of a Civil Service Ministry? - \$78,145.00 per annum
What is the salary paid to senior judge in the Supreme Court and High Court? - \$79,134.00 per annum
What is the average salary paid to a skilled factory worker? Ranges from \$950.00 to \$1,200.00 per month
Is there a legal minimum wage in your country? If so, what is it? Yes - for unskilled workers, ranges from \$2.00 to \$5.00 per hour



## DOMINICA

### 4. INCOME TAX

Is income tax paid on the basic Member's salary?	- YES
Is income tax paid on allowances?	- NO

### 5. PENSIONS

Do Members receive a pension?	- YES
If so, is this a contributory pension scheme?	- YES
If so, what is the level of contribution?	- 2.5% of salary
At what age can the pension be drawn?	- 50 YEARS
How long is a Member required to serve prior to qualifying for a pension? Two full parliamentary terms or for periods equal in aggregate to not less than six years and has ceased to be a legislator.	
Does the pension plan provide ongoing benefits to Members' dependents? Where a legislator who is in receipt of a retiring allowance and has served as a legislator for two full parliamentary terms or an aggregate of six years, dies leaving a widow, there shall be paid to the widow during her lifetime and while unmarried a widow's allowance at an annual rate equivalent to one third of the retiring allowance which was being paid to him.	
Are there any limitations on Membership of the pension scheme? (please define): - NO. However, members qualify for pension after six years service.	

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Do Members receive a loan/duty-free concession to purchase a vehicle? - NO	
Entertainment allowance: (Combined Travel and Entertainment Allowance):	
Prime Minister	- \$18,000 per annum
Ministers	- \$12,792 per annum
Parliamentary Secretary	- \$10,080 per annum
Speaker	- \$4,800 per annum
Deputy Speaker	- \$4,800 per annum
Leader of the Opposition	- \$4,800 per annum
Elected Members	- \$4,800 per annum
Senators	- \$ 4,800 per annum
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. No; development projects in constituencies are funded through the national budget.	

## DOMINICA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Travel allowance claimed:	--
for overseas travel:	US\$300 per day approximately
Do family members benefit from any of these travel allowances?	- YES
If so, please specify:	Members eligible to be paid an additional two-thirds of allowance where specific approval is given for spouse to accompany in an official capacity
Do Members have access to free medical facilities?	- NO
Are Members covered under a medical plan?	Members make their own arrangements for medical coverage
Allowance for telephones/faxes/Internet/E-mail:	
Telephone bills are paid in respect of Cabinet Ministers and Speaker but they are responsible for all unofficial calls. A telephone allowance of \$100 per month is given to other elected Members.	

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	As the need arises – last review 1996 but recommendations in that Report have not been implemented. Members therefore continue to receive the same salaries since last revision in 1987.
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	YES. Comparisons will be made with salaries paid to various categories in private/public sector as well as other parliaments.
Expected date of next revision?	Not known
Who/what body revises salaries and allowances?	Review of salaries and allowances done by Special committee; its Report to be approved by the House after discussion at CPA Meeting.

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:	Members' salaries and allowances are approved by Resolution in the House. Allowances for travel overseas are done by Order – S.R.O. 37/95
Is there any public disclosure or reporting for Members' salaries and expenses?	Not really. However, if a member of the public wishes to have information regarding a member's salary or allowance, such information would be provided.
Do the public have access to Members' expense information upon request?	- NO

## DOMINICA

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

Gratuity payments and/or retiring allowances, where applicable, as are prescribed in relevant legislation.

What is the tax treatment of these benefits?

Income tax is not levied on gratuity or retiring allowance. In the case of the latter, however, any additional income from another source which when combined with that pension payment goes above the tax threshold, income tax is chargeable.

Are such persons eligible for state unemployment benefits? - NO

### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? NO

Is there a time limit? NO

## FALKLAND ISLANDS

**CURRENCY USED:** FALKLAND ISLANDS POUND

### 1. UPPER HOUSE (where applicable)

Member's <u>basic</u> salary per annum:	£3250
Speaker:	£ 49.00 PER HALF DAY SITTING SESSIONS
Clerk:	£31,402

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? N/A
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### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? £26,310 - £32,502
What is the average salary received by a senior lawyer in the civil service? £53,005 - £65,416
What is the salary paid to the Head of a Civil Service Ministry? £75,046 - £101,541
What is the average salary paid to a skilled factory worker? £15,261 - £18,851

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	NO
Is income tax paid on allowances?	YES

### 4. PENSIONS

Members do not receive a pension.

## FALKLAND ISLANDS

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	£98 PER FULL DAY/ £49 PER HALF DAY
Do Members receive a loan/duty-free concession to purchase a vehicle?	NO
Entertainment allowance:	£98 FOR HOSTING AND REIMBURSED COSTS
Travel allowance claimed:	£98 PER DAY
for parliamentary sittings/business:	£98 PER FULL DAY/ £49 PER HALF DAY
for constituency business:	£98 PER FULL DAY/ £49 PER HALF DAY
for overseas travel:	£98 PER FULL DAY/ £49 PER HALF DAY
Do family members benefit from any of these travel allowances?	YES
If so, please specify:	ONE OVERSEAS TRIP FOR SPOUSES PER ELECTED TERM
Do Members have access to free medical facilities?	YES
Are Members covered under a medical plan?	YES
Allowance for telephones/faxes/Internet/E-mail:	1/3 OF COSTS + RENTAL FEES
Allowance for stationery:	PROVIDED
Allowance for equipment:	PROVIDED
Payments for committee service:	£98 PER FULL DAY/ £49 PER HALF DAY

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	NO SET TIME
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	NO
Expected date of next revision?	UNKNOWN
Who/what body revises salaries and allowances?	EXECUTIVE COUNCIL

## FALKLAND ISLANDS

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
ELECTED COUNCILLORS' ALLOWANCES (AMENDMENT) ORDER 1998  
FINANCE BILL 2001

Is there any public disclosure or reporting for Members' salaries and expenses?  
YES VIA LOCAL MEDIA

Do the public have access to Members' expense information upon request?  
PUBLISHED ANNUALLY

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?  
NO

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?  
NO

### 10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

2001

## GIBRALTAR

**CURRENCY USED:** £1 sterling; £1 Gibraltar

### 1. LOWER HOUSE

Member's <u>basic</u> allowance per annum:	£22,333
Cabinet Minister's salary:	£22,333 + £41,506 = £63,839
Leader of the House:	£22,333 + £61,041 = £83,374
Leader of the Opposition: £	22,333 + £15,260 = £37,593
Speaker:	£22,333 + £10,378 = £32,711
Clerk:	£28,200 to £37,000
Others: Gentleman Usher: scale of £13,164 to £19,065 Personal Secretary: scale of £13,164 to £19,542	

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary?

Yes

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	£28,781
What is the average salary received by a senior lawyer in the civil service?	£39,062
What is the salary paid to the Head of a Civil Service Ministry?	£36,230 to £51,191
What is the salary paid to senior judge in the Supreme Court and High Court?	£85,502
What is the average salary paid to a skilled factory worker?	£14,500
Is there a legal minimum wage in your country? If so, what is it?	£4.75 per hour

### 3. INCOME TAX

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

## GIBRALTAR

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
At what age can the pension be drawn?	55 years
How long is a Member required to serve prior to qualifying for a pension?	90 months
Does the pension plan provide ongoing benefits to Members' dependents?	No
Are there any limitations on Membership of the pension scheme? (please define):	No

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	Paid only when travelling on official business
Housing allowance:	No
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed:	
for parliamentary sittings/business:	No
for constituency business:	No
for overseas travel:	Yes
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	Yes
Are Members covered under a medical plan?	No
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail:	No
Allowance for stationery:	No
Allowance for equipment:	No
Payments for committee service:	No



## GIBRALTAR

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	Yes
Expected date of next revision?	1 <sup>st</sup> August 2005
Who/what body revises salaries and allowances?	Office of the Chief Secretary

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: House of Assembly Ordinance
Is there any public disclosure or reporting for Members' salaries and expenses? Yes

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? No
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### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No
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### 10. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire: The Leader of the Opposition receives an annual allowance of £500 for secretarial assistance.
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### 11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

1 <sup>st</sup> August 2004
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## GRENADA

**CURRENCY USED: Eastern Caribbean Dollar**

### 1. UPPER HOUSE (where applicable)

Member's <u>basic</u> salary per annum:	\$9773.88
Cabinet Minister's salary:	\$58500.00
Leader of the House:	\$58500.00
President:	\$26418.00
Deputy President:	\$13963.00
Clerk:	\$50592.00

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$14066.76
Cabinet Minister's salary:	\$65000.00
Parliamentary Secretary:	\$42000.00 (2001)
Leader of the House:	\$65000.00
Leader of the Opposition:	\$28930.00
Speaker:	\$37001.00
Deputy Speaker:	\$23770.00
Clerk:	\$50592.00

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? No
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## GRENADA

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? The salary of secondary school teachers is classified as follows: Graduate I - \$35013.00 Graduate II - \$31349.00 Qualified - \$28986.00 Certified I - \$24395.00 Certified II - \$18301.00
What is the average salary received by a senior lawyer in the civil service? Maximum of \$58836.00
What is the salary paid to the Head of a Civil Service Ministry? Maximum of \$65892.00
What is the salary paid to senior judge in the Supreme Court and High Court? \$101277.00
What is the average salary paid to a skilled factory worker? This is classified as follows: Machine Mechanics - \$70.00 per day Cutters - \$50.00 per day Machine Operators - \$35.00 per day Cleaners/Packers - \$30.00 per day

### 4. INCOME TAX

Is income tax paid on the basic Member's salary?	No
Is income tax paid on allowances?	No

### 5. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
At what age can the pension be drawn?	At age fifty-five (55)
How long is a Member required to serve prior to qualifying for a pension?	Eight (8) years.
Does the pension plan provide ongoing benefits to Members' dependents? If a Member dies only the spouse will receive the pension.	

## GRENADA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Do Members receive a loan/duty-free concession to purchase a vehicle? 100% Duty Free Concession	
Entertainment allowance:	Paid to President \$3600 per annum Deputy President \$1800 per annum Speaker \$3600 per annum Deputy Speaker \$3000 per annum
Constituency allowance:	\$18000 per annum to all Members
Travel allowance claimed:	
for parliamentary sittings/business:	Yes
for overseas travel:	Yes
Do family members benefit from any of these travel allowances? No	
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail:	Yes \$38.00 per month
Allowance for stationery:	No
Allowance for equipment:	No
Payments for committee service:	No

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	At the discretion of the Cabinet
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? No	
Who/what body revises salaries and allowances?	Cabinet

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Estimates of Revenue & Expenditure.	
Is there any public disclosure or reporting for Members' salaries and expenses? No	

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No	
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## GUYANA

**CURRENCY USED:** US Dollar

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	2,434.00
Cabinet Minister's salary:	10,387.00
Minister not in the Cabinet:	10,387.00
Leader of the House:	10,387.00
Leader of the Opposition:	9,089.00
Government Whip:	3,297.00
Opposition Whip:	3,297.00
Speaker:	10,387.00
Deputy Speaker:	3,297.00
Committee Chair:	10,459.00
Clerk:	25,151.00
Others: Parliamentary Secretary	4,234.00
Attorney General	4,833.00
Prime Minister	12,173.00

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary?	No
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### 2. COMPARATIVE SALARIES: MONTHLY SALARIES

What is the average salary paid to a secondary school teacher?	373 to 404 p.m.
What is the average salary received by a senior lawyer in the civil service?	471 to 784.00 p.m.
What is the salary paid to the Head of a Civil Service Ministry?	893 to 1661 p.m.
What is the salary paid to senior judge in the Supreme Court and High Court?	2,614.00 p.m.
What is the average salary paid to a skilled factory worker?	202.00 p.m.
Is there a legal minimum wage in your country? If so, what is it?	111.00 p.m.

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes.
Is income tax paid on allowances?	No.

## GUYANA

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	Nil
At what age can the pension be drawn?	40 years
How long is a Member required to serve prior to qualifying for a pension?	2 years
Does the pension plan provide ongoing benefits to Member's dependents?	Yes
Are there any limitations on Membership of the pension scheme? (please define):	No

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	Yes.
Housing allowance:	Ministers who reside in private houses.
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes.
Entertainment allowance:	Yes.
Constituency allowance:	No.
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No.
Travel allowance claimed.:	
for parliamentary sittings/business:	Yes.
for constituency business:	Yes.
for overseas travel:	Yes (when conducting Parliamentary Business)
Do family members benefit from any of these travel allowances?	No.
Do Members have access to free medical facilities?	No.
Are Members covered under a medical plan?	No.
Allowance for postage:	No.
Allowance for telephones/faxes/Internet/E-mail:	Yes.
Allowance for stationery:	No.
Allowance for equipment:	No.
Payments for committee service:	Yes.

## GUYANA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Yearly
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	
It is automatically tied to Public Service collective bargaining increases	
Expected date of next revision?	December, 2005
Who/what body revises salaries and allowances?	Ministry of Public Service

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:	
Minister, Members of the National Assembly and Special Officers (Emoluments) Act (Cap 1:07	
Is there any public disclosure or reporting for Members' salaries and expenses?	
Under the Integrity Commission Act every person in Public life is required to file declaration of income assets and liability to the Integrity Commission	
Do the public have access to Members' expense information upon request?	No

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	No
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### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	
No limitations	

### 10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

January, 2005
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## INDIA

**CURRENCY USED:** Indian Rupee

### 1. UPPER HOUSE (where applicable)

Member's <u>basic</u> salary per annum:	Rs.144,000
Cabinet Minister's salary:	Rs.144,000
Minister not in the Cabinet:	Rs.144,000
Leader of the House:	Rs.144,000
Leader of the Opposition:	Rs.144,000
Government Whip:	Rs.144,000
Opposition Whip:	Rs.144,000
Chairman:	Rs.480,000
Deputy Chairman:	Rs.144,000
Committee Chairman:	Rs.144,000
Clerk (Secretary General):	Rs.360,000
Others:	



**INDIA**

**2. LOWER HOUSE**

Member's <u>basic</u> salary per annum:	Rs.144,000
Cabinet Minister's salary:	Rs.144,000
Minister not in the Cabinet:	Rs.144,000
Parliamentary Secretary:	Rs.144,000
Leader of the House:	Rs.144,000
Leader of the Opposition:	Rs.144,000
Government Whip:	Rs.144,000
Opposition Whip:	Rs.144,000
Speaker:	Rs.144,000
Deputy Speaker:	Rs.144,000
Committee Chairman:	Rs.144,000
Clerk (Secretary-General):	Rs.360,000
Others:	

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary?	No
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## INDIA

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	Income tax is exempted on certain allowances and some allowances are exempted from income tax to the extent of actual expenditure.

### 4. PENSIONS

Do Members receive a pension?	Yes.
If so, is this a contributory pension scheme?	No
If so, what is the level of contribution?	Not applicable
At what age can the pension be drawn?	There is no age limit. As and when a member retires, he is eligible to draw pension.
How long is a Member required to serve prior to qualifying for a pension?	No minimum period is required. A member who has served either House of Parliament for any period is entitled to pension.
Does the pension plan provide ongoing benefits to Members' dependents?	No
Are there any limitations on Membership of the pension scheme? (please define):	No, there is no maximum limit. Every person who has served either House of Parliament irrespective of any period is entitled to draw pension of Rs.3,000 per month. If a person served the House for a period exceeding five years, he is entitled to an additional pension of Rs.600 per month for every year in excess of five years.

## INDIA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Does the pension plan provide ongoing benefits to Members' dependents?	No
Subsistence Allowance	Nil
Housing Allowance	Accommodation in the form of a flat or bungalow is provided free of cost during the term of Office of a Member. Furniture to be made available free of charge to an MP within the monetary ceiling of Rs.24,000 in respect of durable furniture and Rs.6,000 for non-durable furniture. 50,000 units of electricity and 4000 kL of water is supplied free of charge to each Member of Parliament during a year beginning from 1 <sup>st</sup> January.
Do Members receive a loan/duty-free concession to purchase a vehicle?	Conveyance Advance: Rs.1,00,000 for purchase of conveyance. Recovery of the said advance together with interest thereon shall be made from the salary bill of the Member in not more than sixty monthly instalments which shall not extend beyond his parliamentary tenure.
Entertainment allowance:	Nil
Constituency Allowance	Rs.10,000 per month
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	Yes, every member is provided with Rs.2 crore per annum under the "Members of Parliament Local Area Development Scheme" (MPLADS) to make development works in the constituency through the concerned District Collector.
Travel Allowance claimed: For Parliamentary Sittings/business for constituency business: for overseas travel:	(1) <u>Forward Journey</u> – for attending a Session of a House of Parliament or a meeting of a Committee or for the purpose of attending to any other business connected with his duties as a Member from usual place of residence of the Member to the place of duty. By rail – One first class and one second class fare. By air – One and one fourth air fare. By road – Rupees eight per km. Road mileage is paid to the Member only when the places are not connected by SuperfastExpres/Mail train. Member is paid a minimum amount of one hundred and twenty rupees of the journeys he performs by road in Delhi from and to an aerodrome. 2) <u>Return Journey</u> – After attending Session/Committee meeting or any other business connected with his duties as such Member from the place of duty to the usual place of residence same as (1) above. Air journeys – Thirty-two single air journeys a year to be availed of during Session/Inter-Session with spouse or any number of companions. Railway Pass- One free non-transferable first class air-conditioned or executive class pass which entitles to travel at any time by any railway in India with the spouse.

Travel Facilities:	For Spouse – One free non-transferable first class air-conditioned railway pass for the spouse, allowing travel once in every session and twice in Budget session from the usual place of residence to Delhi and back subject to the condition of 8 single journeys in a year. If a journey is made by air an amount equal to airfare is paid. For Companion – One non-transferable air-conditioned two tier class railway pass for one person to accompany the member when he travels by rail.
Do family members benefit from any of these travel allowances? If so, please specify:	Yes.  The spouse of a Member is entitled to travel by any railway in first class air-conditioned or executive class of any train from any place in India with the Member. Similarly the spouse can travel by rail/air from usual place of residence to Delhi and back once in every session and twice in budget session subject to a maximum of 8 single journeys. Further, the spouse is also entitled to travel alone 8 times out of 32 air journeys available to Members.
Do Members have access to free medical facilities? Are Members covered under a Medical Plan?	Yes.  Members are entitled to medical facilities at par with the class I Officer of All India Service under C.G.H. Scheme.
Allowance for Postage:	Rs.1,000 per month for franking of letters of MPs is provided.
Allowance for telephones/faxes/Internet/E-mail:	A Member of Parliament is entitled to have three free telephones, one at his New Delhi residence, the other at his usual place of residence or a place selected by him in his constituency or state in which he resides. The third telephone is provided at the place of choice of Member for Internet connectivity purposes. 50,000 free local calls in a year are available on each telephone which can be pooled together i.e. 1,50,000 per annum. Besides, 20,000 local calls are available to those MPs whose constituencies are 1000 km away from Delhi. One mobile phone of MTNL/BSNL with national roaming facility is also provided to each Member and the calls made from that mobile phone can be adjusted from the above-mentioned 1,50,000 free local calls. The unused calls can be carried forward to the next years and any excess calls can be adjusted from the quota of next year.
Allowance for Secretarial Assistance	Rs.10,000 per month is paid directly to the person(s) engaged by a Member of Parliament to obtain secretarial assistance.
Allowance for stationery:	Rs.3,000 per month for stationery items.
Allowance for equipment:	Nil
Payments for committee service:	Members of Parliament are paid a daily allowance 2 days preceding the Committee Meeting and 2 days after the meeting subject to signing the attendance sheet.

## INDIA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	There is no set time limit.
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	No
Expected date of next revision?	N/A
Who/what body revises salaries and allowances?	Parliament revises Salaries and Allowances

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:	The Salary, Allowances and Pension of Members of Parliament Act, 1954 and rules made thereunder.
Is there any public disclosure or reporting for Members' salaries and expenses?	No
Do the public have access to Members' expense information upon request?	Yes

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	No.
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### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	No
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**INDIA**

**10. OTHER INFORMATION**

<p>Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:</p>	<p>1. FAMILY PENSION TO SPOUSE Rs.1,500/- per month as Family Pension for 5 years to the spouse/dependent of the member who dies during his term from the date of his death.</p> <p>2. FREE RAIL TRAVEL FACILITY Each Ex-Member of Parliament is entitled to travel in any train in AC-II tier class along with a companion OR in AC-I class if travels alone.</p> <p>3. MEDICAL FACILITIES Former members are entitled to medical facilities at par with the Class I Officers of Government of India.</p>
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**11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

<p>The last amendment was made in the Salaries and Allowances of Members of Parliament Act, 1954 on 9 January 2004 and the rules made under this Act have been amended on 26 October 2004.</p>
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## HIMACHAL PRADESH, INDIA

**CURRENCY USED:** Indian Rupee

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	Rs. 48,000
Cabinet Minister's salary:	Rs. 180,000
Minister not in the Cabinet	Rs. 132,000
Parliamentary Secretary:	Rs. 132,000
Leader of the House:	Rs. 216,000
Leader of the Opposition:	Rs. 48,000
Government Whip:	Same as that of a Member
Opposition Whip:	Same as that of a Member
Speaker:	Rs. 180,000
Deputy Speaker:	Rs. 132,000
Committee Chair:	Same as that of a Member
Clerk:	Rs. 251,800
Others: Joint Clerk/Deputy Clerk Ranging from Rs. 156,000 to Rs. 144,000 Per Annum	

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary?	No.
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### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? Rs. 135,048/ per annum
What is the average salary received by a senior lawyer in the civil service? Rs. 152,088/ per annum
What is the salary paid to the Head of a Civil Service Ministry? Rs. 583,800/ per annum
What is the salary paid to senior judge in the Supreme Court and High Court? Rs. 518,520/ per annum. Salary paid to the Judge of High Court of Himachal Pradesh.
What is the average salary paid to a skilled factory worker? Rs. 29,700/ per annum
Is there a legal minimum wage in your country? If so, what is it? Rs. 65/ per day

## HIMACHAL PRADESH, INDIA

### 3. INCOME TAX

Is income tax paid on the basic Member's salary? Income tax is paid on the Basic pay plus Allowances and borne by State Govt.
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### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
If so, what is the level of contribution?	Nil
At what age can the pension be drawn?	21 Years
How long is a Member required to serve prior to qualifying for a pension? Minimum pension after taking oath, as Member	
Does the pension plan provide ongoing benefits to Member's dependents? Yes.	
Are there any limitations on Membership of the pension scheme? (please define): Yes. Only wife, minor children and un-married daughter	

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	Rs. 500/ Per day
Subsistence allowance:	Rs. 5,000/per month
Housing allowance: Accommodation is provided to every Member and the rent of which is deducted at 10% of their salary.	
Do Members receive a loan/duty-free concession to purchase a vehicle? Every member is entitled for a maximum advance of Rs. 14 lacs for purchase of Motor car and for House Building whether taken separately or jointly. Recoverable in 180 instalments alongwith interest at the rate of 5% per annum.	
Entertainment allowance:	see above
Constituency allowance:	Rs. 8,000/per month
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. Rs. 2,500,000/per annum to every Member. Provision is made in the budget	



## HIMACHAL PRADESH, INDIA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Travel allowance claimed:  for parliamentary sittings/business: Rs. 6 /per kilometre (own car) Rs. 2/per kilometre (bus/taxi/private vehicle)  Do family members benefit from any of these travel allowances? Every Member is entitled to travel by Rail/Air or by Public Transport in India along with his/her spouse or any other person accompanying him to look after and assist him during travel and to get reimbursement of actual expenses on production of tickets of such journey equivalent to the amount not exceeding the amount of railway tariff payable for eighty thousand Kilometres by second class air conditioned railway coach tariff by the Govt.
Do Members have access to free medical facilities? Yes, as admissible to Class-I Officers of the Himachal Pradesh Government
Are Members covered under a medical plan? No
Allowance for postage: Rs. 8,000/ included in Constituency, Secretarial and Postal facility allowance
Allowance for telephones/faxes/Internet/E-mail: Rs. 7,000/per month
Allowance for stationery: Office Allowance Rs. 60,000/ per annum
Allowance for equipment: Laptop computer is issued once for the term iwht the condition that after the completion of term, the same would be returned to the Secretariat
Payments for committee service: T.A. and D.A. is given to members

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? After two/three years
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? Yes
Expected date of next revision? 2005
Who/what body revises salaries and allowances? Through a Bill by the Govt. and passed by the H.P. Legislative Assembly

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Himachal Pradesh Members' Salaries and Allowances Act, 1971
Is there any public disclosure or reporting for Members' salaries and expenses? Yes
Do the public have access to Members' expense information upon request? Yes

## HIMACHAL PRADESH, INDIA

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

Yes; by way of pension

Please specify which legislation or body controls this: H.P. Legislative Assembly Ex-Members' Pension and Allowance Act, 2003

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No.

Is there a time limit? No

## MANIPUR, INDIA

**CURRENCY USED:** Indian Rupees

### 1. LOWER HOUSE

Member's basic salary per annum:	Rs.4500/- x 12 = Rs. 54,000/-
Cabinet Minister's Salary:	Rs.5000/- x 12 = Rs. 60,000/-
Minister not in the Cabinet:	Rs.4800/- x 12 = Rs. 57,600/-
Leader of the House:	Rs.6000/- x 12 = Rs. 72,000/-
Leader of the Opposition:	Rs.5000/- x 12 = Rs. 60,000/-
Government Whip:	Rs.5000/- x 12 = Rs. 60,000/-
Opposition Whip:	Rs.4500/- x 12 = Rs. 54,000/-
Speaker:	Rs.5000/- x 12 = Rs. 60,000/-
Deputy Speaker:	Rs.4800/- x 12 = Rs. 57,600/-
Committee Chairman (HAC):	Rs.5000/- x 12 = Rs. 60,000/-
Clerk:	Rs.15,100/- x 12 = Rs. 1,81,200/-
Others: Committee Chairman except Hill Areas Committee:	Rs.4500/- x 12 = Rs. 54,000/-

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary? NO
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### 2. INCOME TAX

Is income tax paid on the basic Member's salary?	NO
Is income tax paid on allowances?	NO

### 3. PENSIONS

Do Members receive a pension?	YES
If so, is this contributory pension scheme?	NO
At what age can the pension be drawn? When prevented from being a member of the House due to resignation or expiry of term	
How long is a Member required to serve prior to qualifying for a pension? 5(five) years	
Does the pension plan provide ongoing benefits to Members' dependents?	YES
Are there any limitations on Membership of the pension scheme? (please define): Only one spouse (Legal wife/husband)	

## MANIPUR, INDIA

### 4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	Rs.2750 x 12 = Rs. 33,000/-
Subsistence allowance:	NIL
Housing allowance:	NIL
Do Members receive a loan/duty-free concession to purchase a vehicle?	
Entertainment allowance:	Rs. 1500 x 12 = Rs. 18,000/-
Constituency allowance:	Rs. 3500 x 12 = Rs. 42,000/-
Travel allowance claimed: for parliamentary sittings/business:	Rs. 250/- per day
for constituency business:	Rs. 250/- per day
for overseas travel:	Rs. 300/- per day
Do family members benefit from any of these travel allowances?	NO
Do Members have access to free medical facilities?	YES
Are Members covered under a medical plan?	YES
Allowance for postage:	NIL
Allowance for telephones/faxes/Internet/E-mail:	YES
Allowance for stationery:	NIL
Allowance for equipment:	NIL
Payments for committee service:	T.A. Rs. 250/- per day

### 5. REVISION OF SALRIES AND ALLOWANCES

How often are salaries and allowances revised?	Three times
Expected date of next revision?	No fixed duration
Who/what body revises salaries and allowances?	Legislative Committee duly approved by State Cabinet.

### 6. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:	State Cabinete
Is there any public disclosure or reporting for Members' salaries and expenses?	No
Do the public have access to Members' expense information upon request?	Yes

**MANIPUR, INDIA**

**7. BENEFITS AFTER LEAVING PARLIAMENT**

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	Nil except pension.
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**8. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? Yes if limitation of 58 years not exceeded.
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**9. DATE ON WHICH THE ABOVE CONDITIONS CAME (COMES) INTO EFFECT.**

1 April 1998
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## MEGHALAYA, INDIA

**CURRENCY USED:** Indian Rupees

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	Rs.36,000 P.A.
Cabinet Minister's salary:	Rs.14,250.00 P.M.
Parliamentary Secretary:	Rs.13,500.00 P.M.
Leader of the House:	Rs.15,000.00 P.M.
Leader of the Opposition:	Rs. 14,250.00 P.M.
Government Whip:	Rs. 14,250.00 P.M.
Opposition Whip:	Rs. 3,000.00 P.M.
Speaker:	Rs.14,600.00 P.M.
Deputy Speaker:	Rs.13,750.00 P.M.
Clerk:	Secretary of Legislative Assembly Rs.13,200 P.M.

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? No.
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### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? Scale of Pay: Rs 5300-150-6200-EB-160-7480-170-9180/-
What is the average salary received by a senior lawyer in the civil service? Scale of Pay: District and Session Judge Rs. 10750-325-12700-350-14800/-
What is the salary paid to the Head of a Civil Service Ministry? Scale of Pay: Meghalaya Civil Service (Senior Grade) Rs. 10000-300-11800-EB-325-14075/-
What is the salary paid to senior judge in the Supreme Court and High Court? Senior Judge of Supreme Court : Rs.30,000 P.M. Senior Judge of High Court: Rs.25,000 P.M.
What is the average salary paid to a skilled factory worker? Rs. 85 per day
Is there a legal minimum wage in your country? If so, what is it? Yes, Rs.70 per day as per Government of Meghalaya Labour Department order 2005.

## MEGHALAYA, INDIA

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	No
Is income tax paid on allowances?	No

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
At what age can the pension be drawn? **Person who has served for a period of not less than five years, whether continuous or not as a Member of the Legislative Assembly.	
How long is a Member required to serve prior to qualifying for a pension? As above **	
Does the pension plan provide ongoing benefits to Member's dependents? Yes. The Legislative Assembly of Meghalaya (Members Family Pension) Act 2002.	
Are there any limitations on Membership of the pension scheme? (please define):  Family Pension is entitled to the wife in the case of a Male Member, Husband in the case of a female Member, Minor sons including step daughter and adopted daughters of the Members, Unmarried Minor daughters including step daughters and adopted daughters of the Member.	

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum: Sitting Allowances:	Rs.1200 P.A.
Do Members receive a loan/duty-free concession to purchase a vehicle? Concession only for old condemn Government vehicles.	
Entertainment allowance:	Nil
Constituency allowance:	Rs.5000/- P.M.
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. Yes, (i) Discretionally by Grant – Rs.3 Lacs. P.A. (ii) M.L.A. Scheme – Rs.37 Lacs.	

**MEGHALAYA, INDIA**

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Travel allowance claimed: for parliamentary sittings/business: for constituency business: for overseas travel:	Fixed T.A. Rs.3000/- P.M. (drawn along with monthly salary) In addition, regular T.A. admissible to Grade I Government Officer of the State is also admissible to a Member Conveyance Allowances at the rate of Rs.50 per day while attending Sessions and Committee Meeting of the Assembly.
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Do family members benefit from any of these travel allowances?  If so, please specify:	Yes  As admissible to Grade I Government Officer of the State. A member and the Members of his Family not exceeding five shall during the term Of office be entitled to travel concession for visiting any place in India up to the maximum limit of 10,000 Kms.
Do Members have access to free medical facilities? Yes.	
Medical Facilities: A Member and the dependant members of his family may receive medical attendance and treatment as admissible to Grade-I Government servants in any Government/Hospital/dispensary, on the recommendation of the Civil Surgeon, the S.D.M.O. and H.O. of the sub-division in the State. For the journey undertaken to receive medical treatment, a Member may draw travelling allowance at the rate admissible to Senior Grade I Government Servants on tour, but he may draw no allowance for halts on journey. In case of a member of his family suffering from a disease requiring special treatment, actual single First Class fair is admissible to and from the place of treatment.	
When the medical officer considers that a Member or member of his family needs to be Referred to a hospital outside the State, but within India, this could be done with the prior approval of the Director of Health Services, Meghalaya. In such cases for the journey undertaken to receive treatment, a Member may, on production of a certificate from the Director of a Health Services, Meghalaya or from the civil Surgeon or from the S.D.M.O and H.O. concerned certifying that the journey was absolutely necessary, draw travelling allowance as indicated above, where a Member or member of his family had been advised to seek medical treatment outside the state to obtain further medical advice.	
If the medical attendant considers that it would be unsafe for the Member/member of his Family to undertake the journey unattended, the Medical Officer may either himself accompany the patient or recommend an attendant to escort the patient up to the destination. In case the attendant is a Government Servant he shall deemed to have undertaken the journey on duty and may draw travelling allowance both ways as admissible to him under the Rules. If he is not a Government servant, he shall be entitled to the actual travelling expenditure for his onward and return journies.	
(b) Medical Allowance @Rs.300/- p.m.	
Allowance for postage:	Rs.200/- P.M.
Allowance for telephones/faxes/Internet/E-mail:	Rs.2000/- P.M.
Allowance for stationery:	Secretarial Allowances: Rs3500/-P.M.



## MEGHALAYA, INDIA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?

As amended from time to time.

Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? Yes

Who/what body revises salaries and allowances?

Government Parliamentary Affairs Department and Finance Department.

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:

The Legislative Assembly of Meghalaya (Members Salaries and Allowance)  
(Amendment Act).

Is there any public disclosure or reporting for Members' salaries and expenses? Yes

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

Pension is made to members who has served for a period of not less than 5 years whether continuous or not as a member of the State Legislative Assembly.

What is the tax treatment of these benefits?

Tax is exempted in the State of Meghalaya (Scheduled Areas).

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

Prescribed age limit of a Government Job.

## RAJASTHAN, INDIA

**CURRENCY USED:** Indian Rupees

### 1. LOWER HOUSE (BASIC SALARY EXCLUDING ALLOWANCES)

Member's <u>basic</u> salary per annum:	INR 36000
Cabinet Minister's salary:	INR 204000 per annum
Minister not in the Cabinet:	INR 180000 (MINISTER OF STATE) per annum
Parliamentary Secretary:	INR 180000 (EQUALENT OF MINISTER OF STATE) p.a.
Leader of the House:	INR 240000 (CHIEF MINISTER OF STATE) p.a.
Leader of the Opposition:	INR 204000 per annum
Government Whip:	INR 204000 per annum
Speaker:	INR 216000 per annum
Deputy Speaker:	INR 180000 per annum
Committee Chair:	N/A (SALARY PAID AS A MEMBER)
Clerk:	INR 274200 (SECRETARY OF THE ASSEMBLY) p.a.

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary?  
No.

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?  
INR 11000 per month (At the time of appointment)

What is the average salary received by a senior lawyer in the civil service?  
Advocate General - INR 15000 per month

What is the salary paid to the Head of a Civil Service Ministry?  
Chief Secretary - INR 26000 per month

What is the salary paid to senior judge in the Supreme Court and High Court?  
Chief Justice of Rajasthan High Court - INR 30000 per month

What is the average salary paid to a skilled factory worker?  
INR 200 per day

Is there a legal minimum wage in your country? If so, what is it?  
INR 87 per day

## RAJASTHAN, INDIA

### 3. INCOME TAX

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

### 4. PENSIONS

Do Members receive a pension?	YES
If so, is this a contributory pension scheme?	NO
At what age can the pension be drawn?	NO AGE LIMIT
How long is a Member required to serve prior to qualifying for a pension? Any period up to 5 years (Minimum requirement)	
Does the pension plan provide ongoing benefits to Members' dependents? Yes, if member died within his tenure.	
Are there any limitations on Membership of the pension scheme? (please define): Yes, Maximum pension is INR 11000 per month (including pension from other source)	

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	INR 400 PER DAY
Housing allowance:	INR 4000 PER MONTH
Do Members receive a loan/duty-free concession to purchase a vehicle?	NO
Entertainment allowance:	NO
Constituency allowance:	INR 8000 PER MONTH
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	NO
Travel allowance claimed: Travel by Train : First Class or Second Class. Travel by Road : Actual Air Conditioned Deluxe including semi Deluxe / Upper Class Fare  for parliamentary sittings/business: INR 400 Per day (Dearness Allowance) for constituency business: No for overseas travel: Actual Air fair (on Government tour) Do family members benefit from any of these travel allowances? YES If so, please specify: The spouse of each member is entitled to transport between their resident and Jaipur	

## RAJASTHAN, INDIA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Do Members have access to free medical facilities? Reimbursement of Medicine/tests	
Are Members covered under a medical plan? Verified by Govt. Doctor & Cottage Ward facilities.	
Allowance for postage:	INR 3000 per month
Allowance for telephones/faxes/Internet/E-mail:	INR 5000 per month (Telephone)
Allowance for stationery:	NO
Allowance for equipment:	INR 50000 (for computer purchase)
Payments for committee service: DA INR 400 per day within State. INR 500 per day outside the State (paid for attending the Committee meeting)	

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	ANY TIME
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? NO	
Expected date of next revision?	UNKNOWN
Who/what body revises salaries and allowances?	Legislative Assembly

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:	
The Rajasthan Legislative Assembly (Officer & Members Emoluments and Pension) Act, 1956	
Is there any public disclosure or reporting for Members' salaries and expenses? YES	
Do the public have access to Members' expense information upon request? YES (UNDER RIGHT TO INFORMATION ACT)	

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	Only pension is payable.
What is the tax treatment of these benefits?	Taxable
Please specify which legislation or body controls this: Legislative Assembly	

**RAJASTHAN, INDIA**

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

NO

**10. OTHER INFORMATION**

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

Electric & Water Allowance - INR 4000 per month

**11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

1st AUGUST, 2004

## JAMMU AND KASHMIR, INDIA

**CURRENCY USED:** Indian Rupees

### 1. UPPER HOUSE - Jammu and Kashmir Legislative Council

Member's <u>basic</u> salary per annum:	Rs.48000/ per annum
Cabinet Minister's Salary:	Rs.7000/- per month
Minister not in the Cabinet:	Rs.6000/- per month
Leader of the House:	Rs.7000/- per month
Leader of the Opposition:	Rs. 7000/- per month
Chairman:	Rs.7000/- per month
Deputy Chairman:	Rs.6000/- per month
Committee Chair:	Receives his salary as member of the House
Clerk:	Rs.16,400/- (Basic pay)

### 2. LOWER HOUSE - Jammu and Kashmir Legislative Assembly

Member's <u>basic</u> salary per annum:	Rs.48000/ per annum
Cabinet Minister's salary:	Rs.7000/- per month
Minister not in the Cabinet	Rs. 6000/- per month
Leader of the House:	Rs. 7000/-per month
Leader of the Opposition:	Rs.7000/- per month
Speaker:	Rs.7000/- per month
Deputy Speaker:	Rs.6000/- per month
Committee Chair:	Receives his salary as member of the House
Clerk:	Rs. 16,400/- (Basic pay)

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? No
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## JAMMU AND KASHMIR, INDIA

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	Rs.4000-6000
What is the average salary received by a senior lawyer in the civil service?	Rs.7500-12000
What is the salary paid to the Head of a Civil Service Ministry?	Rs. 22400-24500
What is the salary paid to senior judge in the Supreme Court and High Court? Chief Justice of High Court	Rs.30000/- consolidated pay
What is the average salary paid to a skilled factory worker?	Rs.1800/- per month
Is there a legal minimum wage in your country? If so, what is it?	Rs.1800/- per month

### 4. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

### 5. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
At what age can the pension be drawn?	Age is no consideration
How long is a Member required to serve prior to qualifying for a pension? A Member is entitled to pension if he has served the House as a member for at least a period of two years.	
Does the pension plan provide ongoing benefits to Member's dependents? No. Family pension is paid to members dependants after the demise of the member	
Are there any limitations on Membership of the pension scheme? (please define):  Yes. A member gets full pension of Rs.5000/- if he served the House at least for a period Of two years in the first term and for the subsequent terms he gets an additional amount of Rs.300/- per month after every completed year	

**JAMMU AND KASHMIR, INDIA**

**6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Attendance allowance per annum: A Member is entitled to receive Rs.250/- per sitting as DA for attending any sitting of the House or its committees thereof and Rs.9/- per kilometre as TA for attending such sitting or gets TA equal to value of the Air Ticket if he travels by air and produces the Air Ticket	
Subsistence allowance:	No
Housing allowance:	Yes. Rs.2.5 lakhs as Housing Loan
Do Members receive a loan/duty-free concession to purchase a vehicle? Yes	
Entertainment allowance:	No
Constituency allowance:	Rs.25lakhs
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. No	
Travel allowance claimed.: For parliamentary sittings/business. A member is entitled to receive Rs.250/- per sitting as DA for attending any sitting of the House or its committees thereof and Rs.9/- per kilometre as TA for attending such sitting or gets TA equal to value of the Air Ticket if he travels by air and produces the Air Ticket	
for parliamentary sittings/business:	No
for constituency business:	No
Do family members benefit from any of these travel allowances? If so, please specify: Yes. Every member or any other member of his/her family shall be entitled to travel at any time by any mode and shall be entitled to Rs. 50,000/- as travelling expenses in Financial year.	
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	Yes
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail: Telephone allowances @Rs. 3000/- per month are provided to the Members	



## JAMMU AND KASHMIR, INDIA

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? Salaries and Allowances of members are seldom revised
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? Nil
Expected date of next revision? No date has been fixed of the next revision
Who/what body revises salaries and allowances? The Salaries and Allowances of the Members are governed by an Act and different rules framed under the Act by the Government. So the power lies with the House itself and the Government which issue rules from time to time

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Salaries and Allowances of the Members of the Jammu and Kashmir State Legislatures Act, 1960
Is there any public disclosure or reporting for Members' salaries and expenses? Yes
Do the public have access to Members' expense information upon request? Yes

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? A Member is entitled to pension who has served as a member in the House at least for A period of 2 years
What is the tax treatment of these benefits? Nil
Are such persons eligible for state unemployment benefits? No
Please specify which legislation or body controls this: State Legislature Pension Act, 1984 and Rules framed there under by the Government. So, the House itself and the Government to control this.

### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No
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## NAGALAND, INDIA

**CURRENCY USED:** Indian Rupee

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	Rs 96,000/- per annum
Cabinet Minister's salary:	Rs 9,000/- per month
Minister not in the Cabinet	Rs 8,500/- p.m
Parliamentary Secretary:	Rs 8,300/- p.m
Leader of the House:	Rs 10,000/- p.m
Leader of the Opposition:	Rs 9,000/- p.m
Speaker:	Rs 9,000/- p.m
Deputy Speaker:	Rs 8,5000/- p.m
Clerk:	Rs 19,000/- p.m

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	Rs 12,000/- p.m
What is the average salary received by a senior lawyer in the civil service?	Rs 18,000/- p.m
What is the salary paid to the Head of a Civil Service Ministry?	Rs,30,000/- p.m
What is the average salary paid to a skilled factory worker?	Rs 10, 000/- p.m
Is there a legal minimum wage in your country?	Rs 750/- p.m

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	No
Is income tax paid on allowances?	No

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
At what age can the pension be drawn?	After completion of one full Term
How long is a Member required to serve prior to qualifying for a pension?	One term
Does the pension plan provide ongoing benefits to Member's dependents?	Yes

## NAGALAND, INDIA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	Rs 200.00 per day.
Constituency allowance:	Rs 1000/- p.m
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. No	
Travel allowance claimed.:	
for parliamentary sittings/business:	Rs 200/- per day
for constituency business:	
for overseas travel:	As admissible to Grade 1 Govt. Officer
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	Medical expenditure reimbursed.
Are Members covered under a medical plan?	Non Plan expenditure
Allowance for telephones/faxes/Internet/E-mail:	Free Services are provided in the Headquarters
Allowance for stationery:	Rs 250/- p.m

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? Salaries and allowances of the Members are taken on the basis of the recommendations of the House Committee made from time to time
Expected date of next revision? No time framed the House Committee will decide when it is due.
Who/what body revises salaries and allowances? House Committee

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Members Salaries and Allowances Act:
Is there any public disclosure or reporting for Members' salaries and expenses? No
Do the public have access to Members' expense information upon request? No requests have been received.

**NAGALAND, INDIA**

**8. BENEFITS AFTER LEAVING PARLIAMENT**

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? No
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**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? Nil
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## PONDICHERRY, INDIA

**CURRENCY USED:** Indian Rupee

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	Rs. 24,000
Cabinet Minister's salary:	Rs. 7,000/month
Parliamentary Secretary:	Rs. 2,000/month
Leader of the House:	Rs. 7,000/month
Leader of the Opposition:	Rs. 2,000/month
Government Whip:	Rs. 2,000/month
Speaker:	Rs. 7,000/month
Deputy Speaker:	Rs. 7,000/month
Committee Chair:	Rs. 2,000/month
Clerk:	Pay scale of Rs. 10000 – 325 - 15200

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary?  
No.

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? Rs. 4,500/ month
What is the average salary received by a senior lawyer in the civil service? Government's standing counsel is not paid monthly salary but paid fees on case to case basis
What is the salary paid to the Head of a Civil Service Ministry? Chief Secretary: Rs. 24,000/month
What is the average salary paid to a skilled factory worker? Various from Rs. 150 – Rs. 175/depending on nature of work
Is there a legal minimum wage in your country? If so, what is it? Rs. .45/per day for unskilled labour

### 3. INCOME TAX

Is income tax paid on allowances?  
Does not arise as the gross salary; Does not come to the extent of taxable income

## PONDICHERRY, INDIA

### 4. PENSIONS

Do Members receive a pension?	YES
If so, is this a contributory pension scheme?	NO
If so, what is the level of contribution?	DOES NOT ARISE
At what age can the pension be drawn?	NO AGE CRITERION
Does the pension plan provide ongoing benefits to Member's dependents?	NO
Are there any limitations on Membership of the pension scheme? (please define):	
<p><b>Period</b>            For any period below 2 years: Rs. 500/per mensem            For two years in the aggregate: Rs. 750/per mensem            For three years in the aggregate: Rs. 1100/per mensem            For four years in the aggregate: Rs. 1400/per mensem            For five years in the aggregate: Rs. 1400/ per mensem            Provided that where any person has served as member for a period exceeding 5 years there shall be paid to him an additional pension of Rs. 250/p.m. for every year or part thereof exceeding six months in excess of five years.</p>	

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	Rs. 225/per day
Entertainment allowance:	Conveyance allowance Rs. 500/p.m.
Constituency allowance:	Rs. 2000/p.m.
Are funds provided to Members to finance development projects in their constituencies? YES: under "MLAs Local Area Development Scheme" each MLA can sponsor works to the Local Administration Department to an extent of Rs. 60 lakhs per year for Developing his constituency.	
Travel allowance claimed.:	Rs. 3.60 per kilometre for journey performed for attending session/committee sittings
for parliamentary sittings/business:	attending sessions/committee sittings
for constituency business:	Rs. 5500/as Secretarial allowance (not travel)
Do family members benefit from any of these travel allowances?	NO
Do Members have access to free medical facilities? As admissible to "Group A" Officers in gov. service	
Are Members covered under a medical plan?	NO
Allowance for postage:	NO
Allowance for telephones/faxes/Internet/E-mail: Reimbursement for rental charges plus 1300 calls	

**PONDICHERRY, INDIA**

**6. REVISION OF SALARIES AND ALLOWANCES**

How often are salaries and allowances revised?	No time limit fixed
Who/what body revises salaries and allowances?	By the President of India on the Proposal of Legislative Assembly Secretariat

**7. LEGISLATION**

Please specify the major legislation which deals with Members' salaries and allowances:
Salaries, Allowances of Members, Speakers, Deputy Speakers and Ministers and pension to ex-Members of Legislative Assembly Act 1964
Is there any public disclosure or reporting for Members' salaries and expenses? NO
Do the public have access to Members' expense information upon request? NO

**8. BENEFITS AFTER LEAVING PARLIAMENT**

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?
Nothing except pension

**10. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? NO
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**11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

March 1, 2002
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## UTTARANCHAL, INDIA

**CURRENCY USED:** Indian Rupee

### 1. LOWER HOUSE: Legislative Assembly

Member's <u>basic</u> salary per annum:	36,000.00
Cabinet Minister's salary:	60,000.00
Minister not in the Cabinet:	60,000.00
Leader of the House:	60,000.00
Leader of the Opposition:	60,000.00
Speaker:	60,000.00
Deputy Speaker:	60,000.00
Committee Chair:	36,000.00
Clerk:	Basic Salary – 18,400 – 500 - 22,400.00

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary?	Nil
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### 2. INCOME TAX

Is income tax paid on the basic Member's salary?	No
Is income tax paid on allowances?	No

### 3. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
If so, what is the level of contribution?	No
At what age can the pension be drawn?	
How long is a Member required to serve prior to qualifying for a pension?	Any Period
Does the pension plan provide ongoing benefits to Member's dependents?	No
Are there any limitations on Membership of the pension scheme? (please define):	No



## UTTARANCHAL, INDIA

### 4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	No
Housing allowance per month:	7,500.00
Do Members receive a loan/duty-free concession to purchase a vehicle?	Loan on int.
Entertainment allowance:	No
Constituency allowance per month:	7,500.00
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. 75,00,000.00(per annum) TO BE CONFIRMED	
Travel allowance: claimed.	Yes
Attendance allowance per annum for parliamentary sittings/business:	Yes
for constituency business:	No
for overseas travel:	No (only official Travel is Permitted)
Do family members benefit from any of these travel allowances?	Yes
If so, please specify:	(Railway Travel Coupon)
Do Members have access to free medical facilities?	Yes
Are Members covered under a medical plan?	Yes
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail:	Yes: Telephone
Allowance for stationery:	No
Allowance for equipment:	Computer (Laptop) is provided
Payments for committee service:	Yes

### 5. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	As and when required
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	No
Expected date of next revision?	Revision from 1-4-2004 is under process
Who/what body revises salaries and allowances?	Parliamentary Department of State Government

## UTTARANCHAL, INDIA

### 6. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
U.P. Legislature (Members Emolument and Pension) Act 1980

Is there any public disclosure or reporting for Members' salaries and expenses?  
U.P. Ministers and Members (Assets and Liabilities) Act 1975

### 7. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? Yes

Are such persons eligible for state unemployment benefits? No

To whom are such allowances payable: To Ex. Members only

Please outline the nature of such payments: Ex Members of Legislative Assembly are Provided Pension, Railway Coupon, Bus Pass and Medical Reimbursement.

Please specify which legislation or body controls this:  
U.P. Legislature (Members Emolument and Pension) Act 1980

### 8. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

### 9. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

Each Member is entitled to the following allowances in addition to Basic Salary.

- (i) Medical Allowance 2,000.000 per month
- (ii) Secretariat Allowance 2,500.00 per month
- (iii) Public Welfare Allowance 250.00 per day

2. Each Minister, Presiding Officer, Deputy Presiding Officer and Leader of Opposition is entitled to a fully furnished Residence in the State Capital Town.

### 10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

January 1<sup>st</sup>, 1981

## WEST BENGAL, INDIA

**CURRENCY USED:** Indian Rupee

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	Rs.18,000.00
Cabinet Minister's salary:	Rs.21,600.00
Minister not in the Cabinet:	Minister of State – Rs.20,400.00 Deputy Minister – Rs.18,000.00
Parliamentary Secretary:	Rs.12,000.00 but Rs.18,000.00 may be paid to not more than one Parliamentary Secretary whom the Chief Minister selects
Leader of the House:	Rs.27,600.00 (who is the Chief Minister of the State)
Leader of the Opposition:	(Having the rank and status of a Cabinet Minister) Rs.21,600.00
Government Whip:	Rs.20,400.00
Opposition Whip:	Same as Member
Speaker:	Rs.27,600.00
Deputy Speaker:	Rs.20,400.00
Committee Chair:	Same as Member
Clerk:	Rs.22400-525-24, 500.00

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary? No

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? Rs.10,000/- (approx) per month
What is the salary paid to the Head of a Civil Service Ministry? The scale of pay of Principal Secretary is Rs.22,400 - 525 – 24,500/- + Other admissible Allowances.
What is the salary paid to senior judge in the Supreme Court and High Court?  A senior judge in the Supreme Court is entitled to a basic consolidated pay of Rs.30,000.00 per month + Other admissible allowances
What is the average salary paid to a skilled factory worker? Rs.50,000/- (approx) per annum
Is there a legal minimum wage in your country? Yes, but it varies from one sector to the other. For example in Agriculture Sector the minimum wage is Rs.61.45 per day whereas, in Hosiery Sector the minimum wage goes up to Rs.2,600/- per month.

## WEST BENGAL, INDIA

### 3. INCOME TAX

Is income tax paid on the basic Member's salary? No tax is deducted at source since the amount is below the taxable limit
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### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
At what age can the pension be drawn?	No such age limit
How long is a Member required to serve prior to qualifying for a pension?	
One term that is five years or part thereof	
Does the pension plan provide ongoing benefits to Member's dependents?	
Only spouse of the deceased Member	

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Compensatory allowance per annum: Rs.18,000.00 (Member) Rs.1,80,000.00 (Ministers and Parliamentary Secretaries)
Daily allowance: Rs.350.00 per day
Housing allowance: No such allowance is there. Members provided with accommodation in the State Legislator's Hostel and/or State Guest House, Kolkata on a rent of Rs.0.50 per head per day
Do Members receive a loan/duty-free concession to purchase a vehicle? No
Entertainment allowance: No
Constituency allowance: Rs.30,000/- per annum
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. Under Area Development Project, a sum of Rs.25 lakh per annum is provided to each Member
Travel allowance claimed.: By road: @Rs.5/- per Km. For the First 100 Kms. and thereafter @ Rs.3/- per Km. ; By Rail: One half Of the AC-II Class fare; By Steamer: One and half of the First Class fare; By air: One and one-fourth of actual Fare. Railway coupons are issued to each Member with one companion for undertaking journeys to discharge his duties as a Member
Do family members benefit from any of these travel allowances? No

## WEST BENGAL, INDIA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Do Members have access to free medical facilities?	Yes
Are Members covered under a medical plan?	No
Allowance for postage:	Rs.3000.00 per annum
Allowance for telephones/faxes/Internet/E-mail: Each Member is entitled to the reimbursement of installation charge rental charges of two telephones and to actual call charges of such telephones subject to a maximum of Rs.2000.00 mensem	
Allowance for stationery: 2000 letter Heads and 1000 envelopes are supplied to each Member per annum free of cost	
Allowance for Books and periodicals:	Rs.2000.00 per annum
Payments for committee service: D.A. is payable covering 2 days proceedings and 2 days succeeding in case of Committee meeting/tours	

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	From time to time on review.
Who/what body revises salaries and allowances?	
Committee on Entitlements of the Members time to time recommends in this regard.	

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: The Bengal Legislative Assembly Member's Emoluments) Act, 1937; The West Bengal Salaries and Allowances Act, 1952.
Is there any public disclosure or reporting for Members' salaries and expenses?
Whenever such a legislation is passed, extensive coverage of the same is made in the media
Do the public have access to Members' expense information upon request? No

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	Not Applicable
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## WEST BENGAL, INDIA

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	No
Is there a time limit?	No

### 10. OTHER INFORMATION

<p>Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:</p> <p>The Chief Minister is entitled to a Sumptuary Allowance of Rs.18,000.00 per annum and each Minister in the Cabinet as well as the Ministers of State and Deputy Ministers are also entitled to receive Rs.12,000.00. The Chief Minister, each of the Ministers, Ministers of State or Deputy Ministers receive Rs.30,000.00 per year as Constituency Allowance. A compensatory Allowance of Rs.15,000.00 per month is also payable for the Chief Minister, each of the Ministers, Ministers of State or Deputy Ministers.</p> <p>The Chief Minister as well as each Minister in the Cabinet is entitled to the use of a furnished residence in Kolkata throughout the term of his Office and for a period of fifteen days thereafter of in lieu of such residence a house allowance of Rs.700.00 per month or in the alternative such charges for accommodation in a hotel, boarding house or apartment as the State Government may by order determine. The Speaker of the Assembly is also entitled to the provisions as they apply in relation to a Minister.</p>
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### 11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

The date on which a Minister or Member takes his oath.
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## JAMAICA

**CURRENCY USED:** Jamaican Dollar (JA\$)

### 1. UPPER HOUSE (where applicable) THE SENATE

Cabinet Minister's salary:	\$3,530,641.00 p.a.
Minister of State:	\$3,089,311.00
President:	\$56,550.00 p.a.
Deputy President:	\$28,314.00 p.a.
Clerk:	Same as Lower House
Others:	Senators \$1,000.00 per Senate Meeting attended

### 2. LOWER HOUSE HOUSE OF REPRESENTATIVES

Member's <u>basic</u> salary per annum:	\$2,206,651.00 p.a.
Cabinet Minister's salary:	\$3,530,641.00 p.a.
Minister of State:	\$3,089,311.00 p.a.
Parliamentary Secretary:	\$2,647,981.00 p.a.
Leader of the House:	\$3,530,641.00 p.a.
Leader of the Opposition:	\$3,089,311.00 p.a.
Government Whip:	\$3,089,311.00 p.a.
Opposition Whip:	\$2,206,651.00 p.a.
Speaker:	\$3,309,976.00 p.a.
Deputy Speaker:	\$2,647,981.00 p.a.
(No payment for) Committee Chair: ( Ministers )	\$2,000.00 per occasion
Clerk:	\$3,924,635.00 p.a.
Others: Deputy Clerk	\$1,996,992.00 p.a.
Assistant Clerk	\$1,319,441.00 p.a.

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? NO
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## JAMAICA

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? \$580,290.00 p.a.
What is the average salary received by a senior lawyer in the civil service? \$3,700,000 p.a.
What is the salary paid to the Head of a Civil Service Ministry? \$3,195,000.00 p.a. - \$3,924,635 p.a.
What is the salary paid to senior judge in the Supreme Court and High Court? \$4,000,000.00 p.a.
What is the average salary paid to a skilled factory worker? \$286,000.00 p.a.
Is there a legal minimum wage in your country? If so, what is it? \$124,800.00 p.a.

### 4. INCOME TAX

Is income tax paid on the basic Member's salary?	YES
Is income tax paid on allowances?	Housing and Security Allowances

### 5. PENSIONS

Do Members receive a pension?	YES
If so, is this a contributory pension scheme?	YES
If so, what is the level of contribution?	6% Basic Salary
At what age can the pension be drawn?	60 years old
How long is a Member required to serve prior to qualifying for a pension? 2 terms or a minimum of nine (9) years	
Does the pension plan provide ongoing benefits to Members' dependents?	YES (wife)
Are there any limitations on Membership of the pension scheme? (please define):	NO – eligible as long as you are a Member of Parliament



## JAMAICA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	
Cabinet Ministers =	\$78,000.00 p.a.
Members of Parliament =	\$43,200.00 p.a.
Housing allowance:	
Cabinet Ministers	\$216,000.00 p.a.; Parliamentary Secretary an Leader of the Opposition
Speaker of the House =	\$162,000.00 p.a.
Do Members receive a loan/duty-free concession to purchase a vehicle?	
YES - 20% Duty Concession	
Entertainment allowance: NONE	
Constituency allowance:	
Urban Members -	\$306,000.00 p.a.
Rural Members -	\$246,000.00 p.a.
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	
YES – provided from the Office of the Prime Minister	
Travel allowance claimed:	
for parliamentary sittings/business:	Mileage - \$20.70 per km
for overseas travel:	where applicable
Do family members benefit from any of these travel allowances? NO	
Do Members have access to free medical facilities? NO	
Are Members covered under a medical plan? YES – contribution to BLUE CROSS	
Allowance for postage: NO	
Allowance for telephones/faxes/Internet/E-mail:	
Speaker/Cabinet Ministers/Ministers/Parl. Secretary/Deputy Speaker = \$30,000.00 p.a.	
Allowance for stationery:	included in constituency Allowance
Allowance for equipment: NO	
Payments for committee service:	\$2,000.00 per occasion for Chairman (non Cabinet Minister)

## JAMAICA

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	On an ad hoc basis
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	Not Sure
Expected date of next revision?	Not known
Who/what body revises salaries and allowances?	Ministry of Finance and Planning

### 8. LEGISLATION

Is there any public disclosure or reporting for Members' salaries and expenses	YES
Do the public have access to Members' expense information upon request?	YES

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	NO
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### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	NO
Is there a time limit?	NO

### 11. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:  Each Member of Parliament is entitled to a Constituency Secretary, a Chauffeur, paid for by the Parliament.  Ministers who do not have police security at their residences also get a Security Allowance of \$1,750.00 per month or a maximum of \$40,000.00 once every three (3) years for installation of a security system.
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### 12. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

OCTOBER 2002 (Salaries) APRIL 2002 (Allowances)
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## JERSEY

**CURRENCY USED:** £ STERLING

### 1. LOWER HOUSE - STATES OF JERSEY

Member's <u>basic</u> salary per annum: £36,568 (wef 1.1.05). All members receive the same remuneration irrespective of any executive office held (Committee President etc)
Clerk: £92,000
Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? N/A (see above)

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	c£30,000
What is the average salary received by a senior lawyer in the civil service?	c£90,000
What is the salary paid to the Head of a Civil Service Ministry?	c£100,000
What is the salary paid to senior judge in the Supreme Court and High Court?	c£160,000
What is the average salary paid to a skilled factory worker?	c£24,000
Is there a legal minimum wage in your country? If so, what is it? From 1.4.05 will be £5.08	

### 3. INCOME TAX

Is income tax paid on the basic Member's salary? Yes, if their overall earnings are over the tax threshold
Is income tax paid on allowances? No

### 4. PENSIONS

Members do not receive a pension.

## JERSEY

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum: From 1.1.05 all members are entitled to receive an expenses allowance of £3,650. This allowance can be claimed without the need to specify what the allowance is being used for. It is expected to cover expenses such as telephones, faxes, stationery etc. There are therefore no separate allowances in many of the categories listed below	
Subsistence allowance:	(see first question in this Section above)
Housing allowance:	(see first question in this Section above)
Do Members receive a loan/duty-free concession to purchase a vehicle? No	
Entertainment allowance:	(see first question in this Section above)
Constituency allowance:	(see first question in this Section above)
Are funds provided to Members to finance development projects in their constituencies? If so, please specify. No	
Travel allowance claimed:	
for parliamentary sittings/business: None	
for constituency business: None	
for overseas travel: If on official business (eg CPA, travel in connection with executive work or scrutiny committee work) travel costs will be met	
Do family members benefit from any of these travel allowances? No	
Do Members have access to free medical facilities? No, only to facilities available to every resident (eg free hospital in patient treatment)	
Are Members covered under a medical plan? No	
Allowance for postage:	(see first question in this Section above)
Allowance for telephones/faxes/Internet/E-mail: Members are given free use of a laptop computer and broadband connection during their term of office	
Allowance for stationery:	(see first question in this Section above)
Allowance for equipment:	(see first question in this Section above)
Payments for committee service:	None

## JERSEY

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	No
Expected date of next revision?	1st January 2006 (last revised for 1st January 2005)
Who/what body revises salaries and allowances?	
There is now an independent States Members Remuneration Review Body (first established in 2004) that makes recommendations. The recommendations are not binding but if they are not challenged within one month of being tabled in the States by the Privileges and Procedures Committee they are implemented by default.	

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Decisions of the States only – no legislation
Is there any public disclosure or reporting for Members' salaries and expenses? Not as at 31.12.04 but the States are due to debate the introduction of a register of remuneration and expenses claimed in 2005.
Do the public have access to Members' expense information upon request? (as above)

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? No
Are such persons eligible for state unemployment benefits? Eligible for same benefits that are available to all residents of Jersey

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No
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### 10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

Figures relate to payments from 1st January 2005 onwards
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## KENYA

**CURRENCY USED:** Kenyan Shillings

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	2,400,000
Cabinet Minister's salary:	2,400,000
Leader of the House: (usually, but not always, the Vice President)	3,600,000
Leader of the Opposition:	2,400,000
Government Whip:	2,400,000
Opposition Whip:	2,400,000
Speaker:	3,600,000
Deputy Speaker:	2,400,000
Committee Chair:	2,400,000 (entitled to higher sitting allowance only when committees meet)
Clerk:	Ranges from 180,660 – 428,448 per month

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? No.
---

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? Ranges from 12,730 – 36,120 per month
What is the salary paid to the Head of a Civil Service Ministry? 200,000 per month
What is the average salary paid to a skilled factory worker? 6,700 per month
Is there a legal minimum wage in your country?      Yes If so, what is it? 4,900 per month

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?      Yes
Is income tax paid on allowances?      No

## KENYA

### 3. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	42,320 per month (MPs)      50,400 per month (Speaker)
At what age can the pension be drawn?	At any time after losing election, a member can access his contributions (refund) plus employers contribution plus interest
How long is a Member required to serve prior to qualifying for a pension?	2 terms and be 50 years old
Does the pension plan provide ongoing benefits to Member's dependents?	No
Are there any limitations on Membership of the pension scheme? (please define):	No

### 4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum: 5,000 per sitting attended (8,000 per sitting for chairman)	
Subsistence allowance:	Only payable when out of the country
Housing allowance:	840,000 per annum
Do Members receive a loan/duty-free concession to purchase a vehicle?	Receive a grant of 3,300,000 per 5 years and a maintenance allowance of 900,000 per annum. They also enjoy duty free car facility
Entertainment allowance:	720,000 per annum
Constituency allowance:	600,000 per annum
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	Funds channelled to the newly created constituency development committees and not to MPs
Travel allowance claimed.:	Yes
for parliamentary sittings/business:	Yes
for constituency business:	No
for overseas travel:	No
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	Yes
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail:	No. Use facilities provided by parliament
Allowance for stationery:	No
Allowance for equipment:	No
Payments for committee service:	Yes, 5,000 per sitting

## KENYA

### 5. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?

The Parliamentary Service Act, 2000 requires that terms and conditions of service be reviewed from time to time

Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? No

Expected date of next revision? Unknown

Who/what body revises salaries and allowances? An independent body of experts appointed by the Parliamentary service commission

### 6. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:

National Assembly Remuneration Act (CAP – 5) Laws of Kenya

Is there any public disclosure or reporting for Members' salaries and expenses?

The Act is a public document

### 7. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? Person contributions if he doesn't qualify for person i.e. serving for two terms and having attained the age of 50 years

What is the tax treatment of these benefits? Not taxable

Are such persons eligible for state unemployment benefits? No.

To whom are such allowances payable: The member of the next of kin

Please outline the nature of such payments:

Please specify which legislation or body controls this: Retirement Benefits Authority

### 8. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

### 9. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

MPs are members of a contributory group personal accident insurance scheme with various benefits payable to the member or next of kin in the case of death. Death benefits under the scheme amount to 10 million

### 12. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

1 January 2003



## LESOTHO

**CURRENCY USED:** MALOTI/SOUTH AFRICAN RANDS

### 1. UPPER HOUSE - SENATE

Member's <u>basic</u> salary per annum:	M 82, 428
Cabinet Minister's salary:	M 132, 936
Minister not in the Cabinet:	M 116, 112
Whip:	M 82, 428
President:	M 157, 788
Deputy Speaker:	M 143, 796
Committee Chair:	M 82, 428
Clerk:	M 130, 716 – M 175, 896
Deputy Clerk:	M 112, 692 – M 151, 644

### 2. LOWER HOUSE: NATIONAL ASSEMBLY

Member's <u>basic</u> salary per annum:	M 94, 426
Cabinet Minister's salary:	M 132, 936
Minister not in the Cabinet:	M 116, 112
Leader of the House:	M 132, 936
Government Whip:	M 94, 426
Opposition Whip:	M 94, 426
Speaker:	M 160, 344
Deputy Speaker:	M 145, 884
Committee Chair:	M 94, 426
Clerk:	M 130, 716 – M 175, 896
Deputy Clerk:	M 112, 692 – M 151, 644

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? No
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## LESOTHO

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	M 27, 492 – M 32, 640
What is the average salary received by a senior lawyer in the civil service?	M 186, 848 (Attorney General)
What is the salary paid to the Head of a Civil Service Ministry?	M 130, 716 – M 175, 896
What is the salary paid to senior judge in the Supreme Court and High Court?	M 186, 948
What is the average salary paid to a skilled factory worker?	M 650
Is there a legal minimum wage in your country? If so, what is it?	M 655

### 4. INCOME TAX

Is income tax paid on the basic Member's salary?	YES, M2, 284
Is income tax paid on allowances?	NO

### 5. PENSIONS

Do Members receive a pension?	YES
If so, is this a contributory pension scheme?	NO
If so, what is the level of contribution?	N/A
At what age can the pension be drawn?	NOT SPECIFIED
How long is a Member required to serve prior to qualifying for a pension?	A MEMBER IS REQUIRED TO SERVE FOR 2 CONTINUOUS TERMS.
Does the pension plan provide ongoing benefits to Members' dependents?	YES
Are there any limitations on Membership of the pension scheme? (please define):	THE ONLY LIMITATION IS THAT FAMILY MEMBERS OF THE MEMBERS OF PARLIAMENT DO NOT GET ANYTHING AFTER THE DEATH OF AN MP SINCE THE PENSION CEASES.

## LESOTHO

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	M 27, 000
Housing allowance:	M 1, 500
Do Members receive a loan/duty-free concession to purchase a vehicle?	YES
Entertainment allowance:	NONE
Constituency allowance:	M 300 (LOWLANDS) M 600 (HIGHLANDS)
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	THE OFFICE DOES NOT PROVIDE FOR THIS. HOWEVER, SOME COOPERATIVE PARTNERS SUCH AS UNDP DO PROVIDE FUNDS FOR DEVELOPMENTAL PROJECTS THROUGH THE GOVERNMENT.
Travel allowance claimed:	
for parliamentary sittings/business:	M 150 PER SITTING
for constituency business:	M 150 PER DAY
for overseas travel:	110%
Do family members benefit from any of these travel allowances?	NO
Do Members have access to free medical facilities?	NO
Are Members covered under a medical plan?	NO
Allowance for postage:	NONE
Allowance for telephones/faxes/Internet/E-mail:	YES – M 344
Allowance for stationery:	NONE, BUT THEY DO GET STATIONERY FROM THE OFFICE.
Allowance for equipment:	NO
Payments for committee service:	M 150 PER DAY.

## LESOTHO

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	YEARLY
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? YES - INFLATION	
Expected date of next revision?	MARCH 2005
Who/what body revises salaries and allowances?	CABINET

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: MEMBERS OF PARLIAMENT SALARIES ACT 1998	
Is there any public disclosure or reporting for Members' salaries and expenses?	NO
Do the public have access to Members' expense information upon request?	NO

## PERLIS, MALAYSIA

**CURRENCY USED:** Ringgit Malaysia (RM)

### 1. LOWER HOUSE UNICAMERAL STATE LEGISLATURE

Member's <u>basic</u> salary per annum:	RM49, 353.48
Cabinet Minister's salary:	RM73,311.48
Speaker:	RM73,311.48
Deputy Speaker:	RM18,000.00
Clerk:	RM46,198.56

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary? Yes

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? RM36,000.00 p.a.
What is the average salary received by a senior lawyer in the civil service? RM60,000.00 p.a.
What is the salary paid to the Head of a Civil Service Ministry? RM72,000.00 p.a.
What is the salary paid to senior judge in the Supreme Court and High Court? RM84,000.00 p.a.
What is the average salary paid to a skilled factory worker? RM24,000.00 p.a.
Is there a legal minimum wage in your country? No

### 3. INCOME TAX

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

**PERLIS, MALAYSIA**

**4. PENSIONS**

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
At what age can the pension be drawn?	50Years
How long is a Member required to serve prior to qualifying for a pension?	36 Months
Does the pension plan provide ongoing benefits to Member's dependents?	Yes
Are there any limitations on Membership of the pension scheme? (please define):	No

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Attendance allowance per annum:	RM75.00 per day of official meetings
Subsistence allowance:	RM110.00 per day on official duties
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Entertainment allowance:	RM3000.00 p.a.
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	Yes, RM50,000.00 p.a.
Travel allowance claimed.:	for parliamentary sittings/business: Economy Class Air Travel, RM110.00 per day  for food and daily Living Allowances, maximum RM180.00 per day for hotel stay  for overseas travel: Economy Class air Travel, RM290.00 per day for food and daily Living Allowance, Actual receipt for hotel stay.
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	Yes, First Class Single Room in Government Hospital
Are Members covered under a medical plan?	No
Allowance for postage:	RM1200.00 p.a.
Allowance for telephones/faxes/Internet/E-mail:	RM2,400.00 p.a.

## PERLIS, MALAYSIA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Every 2 years
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	No
Expected date of next revision?	2006
Who/what body revises salaries and allowances?	State Legislature

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Members of the Administration and the State Legislative Assembly (Remuneration) Enactment 1980.	
Is there any public disclosure or reporting for Members' salaries and expenses?	No
Do the public have access to Members' expense information upon request?	No

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	Yes
What is the tax treatment of these benefits?	Tax Free
Are such persons eligible for state unemployment benefits?	No such Benefits

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	No
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### 10. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:	
Entertainment Allowance – RM3000.00 p.a.	Special Allowance – RM6000.00 p.a.
Travelling Allowance - RM1800.00 p.a.	Driver's Allowance - RM3000.00 p.a.
Free on Rail and Ferry Travel, Personal Car Road Tax, Water and Electricity supply	

### 12. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

1 January 2004
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## SARAWAK, MALAYSIA

**CURRENCY USED:** Ringgit Malaysia

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	RM 54,000
Cabinet Minister's salary: Asst. Minister:	RM7,000
Speaker:	RM 4,000
Committee Chair:	RM 4,000

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? Yes
---

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	RM 2,500
What is the average salary received by a senior lawyer in the civil service?	RM 8,000
What is the salary paid to the Head of a Civil Service Ministry?	RM 6,000
What is the salary paid to senior judge in the Supreme Court and High Court?	RM 15,000
What is the average salary paid to a skilled factory worker?	RM 1,000
Is there a legal minimum wage in your country?	No

### 3. INCOME TAX

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

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
How long is a Member required to serve prior to qualifying for a pension?	36 months
Does the pension plan provide ongoing benefits to Member's dependents?	Yes



## SARAWAK, MALAYSIA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	RM 50 per day during sitting
Subsistence allowance:	RM 50 per day during travelling only
Housing allowance:	Only for Ministers, Speaker, and Asst. Ministers
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Entertainment allowance:	No
Constituency allowance:	No
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	Yes, minor rural project fund
Travel allowance claimed.:	No
for parliamentary sittings/business:	Yes
for constituency business:	Members paid fixed monthly travelling allowance
for overseas travel:	Yes
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	Yes
Are Members covered under a medical plan?	Yes
Allowance for telephones/faxes/Internet/E-mail:	Yes

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	No Fixed Period
Expected date of next revision?	Unknown
Who/what body revises salaries and allowances?	Government and passed in Parliament/Assembly

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Members of Legislation and Administration Ord.	
Is there any public disclosure or reporting for Members' salaries and expenses?	No
Do the public have access to Members' expense information upon request?	No

**SARAWAK, MALAYSIA**

**8. BENEFITS AFTER LEAVING PARLIAMENT**

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? Yes (Pension and Gratuity)

Please specify which legislation or body controls this: Legislation and Administration Ord.

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs  
ex-Members/Ministers can pursue? No

Is there a time limit? Unknown

**10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

1 January 2003

## TERENGGANU, MALAYSIA

**CURRENCY USED:** Ringgit

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	RM 66,646.80
Leader of the Opposition:	RM44,866.80
Government Whip:	RM44,866.80
Opposition Whip:	RM44,866.80
Speaker:	RM66,646.80
Clerk:	RM60,224.85 (civil servant)

### 2. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	Certain Allowances Only

### 3. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	Half of basic salary
At what age can the pension be drawn?	50 years old

## TERENGGANU, MALAYSIA

### 4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Housing allowance:	RM 12,000.00 per annum
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Entertainment allowance:	Yes (RM12,000.00 per annum)
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	Yes (RM100,000.00 per annum)
Travel allowance claimed.:	Yes
for parliamentary sittings/business:	Yes
for constituency business:	Yes
for overseas travel:	Yes
Do family members benefit from any of these travel allowances?	No
Allowance for postage:	Yes
Allowance for telephones/faxes/Internet/E-mail:	Yes
Allowance for stationery:	No
Allowance for equipment:	No
Payments for committee service:	No

### 5. REVISION OF SALARIES AND ALLOWANCES

Who/what body revises salaries and allowances?	Parliament of Malaysia
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### 6. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? No
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## MALAWI

**CURRENCY USED:** Malawi Kwacha

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	K104,400.00
Cabinet Minister's salary:	K 350,000.00
Minister not in the Cabinet:	K 350,000.00
Leader of the House:	K 350,000.00
Leader of the Opposition:	K 250,000.00
Government Whip:	K 350,000.00
Opposition Whip:	K 87,000.00
Speaker:	K 350,000.00
Deputy Speaker:	K 250,000.00
Committee Chair:	K 87,000.00
Clerk:	K 64,747.00

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? K 20,364.00 per month
What is the average salary received by a senior lawyer in the civil service? K 99,000.00 per month
What is the salary paid to the Head of a Civil Service Ministry? K90,000.00 to K103,950.00
What is the salary paid to senior judge in the Supreme Court and High Court? K99,000.00 per month
What is the average salary paid to a skilled factory worker? K4,656.00
Is there a legal minimum wage in your country?      Yes

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?      Yes
Is income tax paid on allowances?      No

## MALAWI

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	10% from government                      5% from the basic pay of the MPs
At what age can the pension be drawn?	65 years of age or when the member loses in election or dies in service
How long is a Member required to serve prior to qualifying for a pension?	Member is eligible up to joining the contributory superannuation scheme if he/she is below 55 years of age at the time of being elected as member of parliament
Does the pension plan provide ongoing benefits to Member's dependents?	Yes, but applicable only to contributory pension
Are there any limitations on Membership of the pension scheme? (please define):	Yes, but not eligible beyond age 55

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	None
Subsistence allowance:	K8,000.00
Housing allowance:	None
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Entertainment allowance:	None
Constituency allowance:	K40,00.00 per month
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	None
Travel allowance claimed.:	Yes, K61.62 per running kilometre, when travelling on duty other than for the constituency
for parliamentary sittings/business:	Yes, K8,000.00 (per diem)
for constituency business:	None
for overseas travel:	Yes – 232.50 US\$ per day
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	No, contributory to MASM
Are Members covered under a medical plan?	Yes, on MASM
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail:	Yes, it is inclusive in utility allowance
Allowance for stationery:	No
Allowance for equipment:	No
Payments for committee service:	Yes – Subsistence allowance (per diem) and mileage claims at the rate of K61.62 per running kilometre when committees meet.

## MALTA

**CURRENCY USED:** Maltese Lira (Lm)

### 1. LOWER HOUSE: – Unicameral

Member's <u>basic</u> salary per annum:	6,761 (honorarium)
Cabinet Minister's salary:	14,875
Parliamentary Secretary:	14,199
Leader of the House:	14,878
Leader of the Opposition:	13,522
Government Whip:	10,141 (honorarium)
Opposition Whip:	10,141 (honorarium)
Speaker:	13,522
Deputy Speaker:	10,141 (honorarium)
Committee Chair:	10,141 (honorarium)
Clerk:	11,420

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? NO
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## MALTA

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	6,993
What is the average salary received by a senior lawyer in the civil service?	8,575
What is the salary paid to the Head of a Civil Service Ministry?	12,470
What is the salary paid to senior judge in the Supreme Court and High Court?	15,513
Is there a legal minimum wage in your country? If so, what is it?	Yes, 2,893 per annum

### 3. INCOME TAX

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

### 4. PENSIONS

Do Members receive a pension?	YES
If so, is this a contributory pension scheme?	YES
If so, what is the level of contribution?	One-tenth of salary
At what age can the pension be drawn?	65 years for serving MPs and 61 years for ex-MPs
How long is a Member required to serve prior to qualifying for a pension?	65 months.
Does the pension plan provide ongoing benefits to Members' dependents?	NO
Are there any limitations on Membership of the pension scheme? (please define):	NO



## MALTA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Do Members receive a loan/duty-free concession to purchase a vehicle?	NO
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	NO
Travel allowance claimed:	
for parliamentary sittings/business:	Lm10 for each sitting attended (given to Gozitan MPs)
for overseas travel:	According to rates established by Management and Personnel Office in the Office of the Prime Minister
Do family members benefit from any of these travel allowances?	NO
Do Members have access to free medical facilities?	YES
Are Members covered under a medical plan?	NO
Allowance for postage:	Lm364 per annum
Allowance for telephones/faxes/Internet/E-mail:	
Free telephone, fax, internet and e-mail service	

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	
Allowances last revised beginning of 2004. MPs receive an honorarium	
Expected date of next revision?	
Allowances - No firm date for revision	
Who/what body revises salaries and allowances?	
Honoraria revised by Ministry of Finance and allowances revised by Cabinet.	

### 7. LEGISLATION

Is there any public disclosure or reporting for Members' salaries and expenses?	
NO	
Do the public have access to Members' expense information upon request?	
NO	

**MALTA**

**8. BENEFITS AFTER LEAVING PARLIAMENT**

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	Two air tickets, limited free telephone service
What is the tax treatment of these benefits?	Taxable
Are such persons eligible for state unemployment benefits?	YES
To whom are such allowances payable: They are payable to all those registered as unemployed	
Please specify which legislation or body controls this:	Social Security Act

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	NO
Is there a time limit?	NO

**10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

Various
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## NEW ZEALAND

**CURRENCY USED:** New Zealand Dollars (NZD)

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$113,300
Cabinet Minister's salary:	\$202,800
Minister not in the Cabinet:	\$171,600
Parliamentary Secretary:	\$134,500
Leader of the House:	\$226,700 Deputy Prime Minister
Leader of the Opposition:	\$202,800
Government Whip:	\$159,970
Opposition Whip:	\$144,390
Speaker:	\$202,800
Deputy Speaker:	\$144,900
Committee Chair:	\$124,200
Deputy Chair:	\$116,440
Clerk:	\$210,000 - \$220,000
Others: Prime Minister	\$317,200

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary? No.

### 2. COMPARATIVE SALARIES

<p>What is the average salary paid to a secondary school teacher? \$54,627 <i>Source: Table A23: Mean salary of regular state school teachers by school type, 1999-2003 Report of the Minister of Education on the compulsory schools sector, 2003.</i></p>
<p>What is the salary paid to senior judge in the Supreme Court and High Court? Supreme Court Judge - \$313,900 + \$6,500 expenses allowance. High Court Judge - \$291,000 + \$5,600 expenses allowance. <i>Source: Judicial Salaries &amp; Allowances Determination 2003</i></p>
<p>What is the salary paid to the Head of a Civil Service Ministry? Ranges from \$200,000-\$399,999</p>
<p>What is the average salary paid to a skilled factory worker? Between \$25,000 and \$45,000.</p>
<p>Is there a legal minimum wage in your country? If so, what is it? Adults aged 18 and over - \$9.00 per hour. Youth rate 16-17 years - \$7.20 per hour. <i>Source: Department of Labour</i></p>

## NEW ZEALAND

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

### 4. PENSIONS

Do Members receive a pension? If they contribute to a registered superannuation scheme.	
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	Member contribute 8%, with top up of 20%
At what age can the pension be drawn?	Depends upon scheme chosen
How long is a Member required to serve prior to qualifying for a pension?	No minimum.
Does the pension plan provide ongoing benefits to Members' dependents?	No
Are there any limitations on Membership of the pension scheme? (please define):	No

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	Part Of Basic Expense Allowance of \$12,815
Subsistence allowance:	Part Of Basic Expense Allowance of \$12,815
Housing allowance:	Reimburse up to \$20,000 per year, on production of receipt.
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Entertainment allowance:	Part Of Basic Expense Allowance of \$12,815
Constituency allowance:	We reimburse Mileage based on a log book.
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No

## NEW ZEALAND

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Travel allowance claimed:	
for parliamentary sittings/business:	Unlimited domestic air travel, access to taxis and rental cars on Parliamentary Business
for constituency business:	Unlimited domestic air travel, access to taxis and rental cars on Parliamentary Business
for overseas travel:	Travel on Parliamentary Business can be a full charge to the members Leaders Office, else the use of rebated international travel after 1 complete term.
Do family members benefit from any of these travel allowances? Yes	
If so, please specify:	Spouse has same entitlement as member. Limited domestic travel for dependents (4 trips for under 18yrs old).
Do Members have access to free medical facilities? No	
Are Members covered under a medical plan? No	
Allowance for postage: Each member has a support budget. \$66,000 for constituent members and \$42,000 for list member. Can be used for rental of office, postage, printing, equipment, stationery, advertising etc.	
Allowance for telephones/faxes/Internet/E-mail: Entitlement to a fixed number of lines.	
Allowance for stationery: Each member has a support budget. \$66,000 for constituent members and \$42,000 for list member. Can be used for rental of office, postage, printing, equipment, stationery, advertising etc.	
Allowance for equipment: Each member has a support budget. \$66,000 for constituent members and \$42,000 for list member. Can be used for rental of office, postage, printing, equipment, stationery, advertising etc.	
Payments for committee service: not as a member over and above salary	

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? Annually	
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? No	
Expected date of next revision?	As at 1 July 2005
Who/what body revises salaries and allowances? Remuneration Authority	

## NEW ZEALAND

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
Civil List Act

Is there any public disclosure or reporting for Members' salaries and expenses?  
The determination is a public document.

Do the public have access to Members' expense information upon request? No.

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

3 months salary. Members first elected before 1999 have rebated travel entitlements for life.

What is the tax treatment of these benefits? Fully taxable.

Are such persons eligible for state unemployment benefits? Yes

To whom are such allowances payable: Only to the member of Parliament

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

Is there a time limit? No

### 10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

1 July 2004

## NEVIS ISLAND

**CURRENCY USED:** Eastern Caribbean Dollar

### 1. LOWER HOUSE

Cabinet Minister's salary:	\$102, 000 per annum
Leader of the House:	\$120,000 per annum
Leader of the Opposition:	\$30,000 per annum
Speaker:	\$36, 000 per annum
Clerk:	\$6, 240 per annum allowance

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary?	NO
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### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	\$24,540 p.a.
What is the average salary received by a senior lawyer in the civil service?	\$43,140 p.a.
Is there a legal minimum wage in your country? If so, what is it?	\$6. 25 per hour

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	NO
Is income tax paid on allowances?	NO

### 4. PENSIONS

Do Members receive a pension?	YES
If so, is this a contributory pension scheme?	YES
If so, what is the level of contribution?	2.5%
At what age can the pension be drawn?	50 years
How long is a Member required to serve prior to qualifying for a pension?	8 years
Does the pension plan provide ongoing benefits to Members' dependents?	YES
Are there any limitations on Membership of the pension scheme? (please define):	NO

**NEVIS ISLAND**

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Attendance allowance per annum:	NO
Housing allowance:	NO
Do Members receive a loan/duty-free concession to purchase a vehicle?	Duty free concession
Entertainment allowance:	NO
Constituency allowance:	\$26, 400 per annum
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	NO
Travel allowance claimed:	\$6000/\$4 800 per annum
for parliamentary sittings/business:	NO
for constituency business:	NO
for overseas travel:	YES
Do family members benefit from any of these travel allowances?	NO
Do Members have access to free medical facilities?	YES
Are Members covered under a medical plan?	NO
Allowance for postage:	NO
Allowance for telephones/faxes/Internet/E-mail:	YES
Allowance for stationery:	NO
Allowance for equipment:	NO
Payments for committee service:	NO



## NEVIS ISLAND

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	There is presently no set time
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	NO
Expected date of next revision?	Unavailable
Who/what body revises salaries and allowances?	Commission appointed by Parliament

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:	
Is there any public disclosure or reporting for Members' salaries and expenses?	YES
Do the public have access to Members' expense information upon request?	YES

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	No
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### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	NO
Is there a time limit?	NO

## NIGERIA

**CURRENCY USED:** Naira (N)

### 1. UPPER HOUSE

Member's <u>basic</u> salary per annum:	N1,016,700
Cabinet Minister's salary:	N1,194,600
Minister not in the Cabinet:	N1,016,700
Leader of the House:	N1,194,600
Leader of the Opposition:	N1,194,600
Government Whip:	N1,194,600
Opposition Whip:	N1,194,600
Speaker:	N1,938,000
Deputy Speaker:	N1,403,700
Committee Chair:	N1,016,700 + 5% Annual Basic Salary as Responsibility allowance
Clerk:	N470,640

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	N865,200
Cabinet Minister's salary:	N1,194,600
Minister not in the Cabinet:	N1,016,700
Leader of the House:	N1,016,700
Leader of the Opposition:	N1,016,700
Government Whip:	N1,016,700
Opposition Whip:	N1,016,700
Speaker:	N1,649,400
Deputy Speaker:	N1,194,600
Committee Chair:	N865,200 + 5% Annual Basic Salary as Responsibility allowance
Clerk:	N470,640

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? N/A
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## NIGERIA

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	N26,000 Per month
What is the average salary received by a senior lawyer in the civil service?	N22,000 P.M.
What is the salary paid to the Head of a Civil Service Ministry?	N865,200 P.A.
What is the salary paid to senior judge in the Supreme Court and High Court?	
Senior Judge Supreme Court	- N1,403,700
Senior Judge High Court	- N1,016,700
What is the average salary paid to a skilled factory worker?	- N7,500
Is there a legal minimum wage in your country? If so, what is it?	Yes/N7,500

### 4. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

### 5. PENSIONS

Do Members receive a pension?	N.A
Are there any limitations on Membership of the pension scheme? (please define):	
Permanent and pensionable appointment. Must have served minimum of 10 years and not below 45 years of age. Must not be mentally incapacitated.	

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Housing allowance:	100%
Entertainment allowance:	10% of basic Salary
Constituency allowance:	50% of basic Salary
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No Standing regulation

## NIGERIA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Travel allowance claimed: for constituency business:	Senators N23,000 Hon. Members – N21,000
for overseas travel:	9,000 USD +Estacode of 600 USD for Senators and 550 USD for Hon. Members
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	Yes
Allowance for postage:	Contingency
Allowance for telephones/faxes/Internet/E-mail:	Allowance:N1,400,000
Allowance for stationery:	(varies from time to time)
Allowance for equipment:	N500,000
Payments for committee service:	N1,799,000

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Irregular
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	No
Expected date of next revision?	Not Standardized
Who/what body revises salaries and allowances?	The Federal Government of Nigeria/National Salaries and Wages Commission.

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:	None
Is there any public disclosure or reporting for Members' salaries and expenses?	Yes
Do the public have access to Members' expense information upon request?	Yes

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	Yes
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**NIGERIA**

**10. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

**11. OTHER INFORMATION**

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

Security  
Welfare Package

**12. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

1<sup>st</sup> May, 2000

## SOKOTO, NIGERIA

**CURRENCY USED:** NIGERIAN Naira (₦)

### 1. UPPER HOUSE (where applicable) STATE HOUSE OF ASSEMBLY

Member's <u>basic</u> salary per annum:	(N534,840.00) P.A.
Cabinet Minister's salary: (Commissioner)	N534,840.00) P.A.
Leader of the House:	(N534,840.00) P.A.
Leader of the Opposition:	(N534,840.00) P.A.
Government Whip: GRADE LEVEL (GL) 10 in the Civil Service Salary.	
Opposition Whip:	(N534,840.00) P.A.
Speaker:	(N655,920.00) P.A.
Deputy Speaker:	(N578,400.00) P.A.
Committee Chair:	As stipulated in the Government minimum wage.
Clerk:	(N428,000.00) P. A.

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	N8,300.00
What is the average salary received by a senior lawyer in the civil service?	N65,000.00
What is the salary paid to the Head of a Civil Service Ministry?	N165,000.00
What is the salary paid to senior judge in the Supreme Court and High Court?	N230,000.00
What is the average salary paid to a skilled factory worker?	N17,000.00
Is there a legal minimum wage in your country? If so, what is it?	Yes, N5,500.00

### 2. INCOME TAX

Is income tax paid on the basic Member's salary? Yes	Is income tax paid on allowances? Yes
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## SOKOTO, NIGERIA

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
If so, what is the level of contribution?	10% of Basic salary
After the expiration of their tenure How long is a Member required to serve prior to qualifying for a pension?	Four (4) years
Does the pension plan provide ongoing benefits to Members' dependents?	No
Are there any limitations on Membership of the pension scheme? (please define):	Yes, Ten (10) years after resignation or withdrawals.

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	300% of their basic salary
Housing allowance:	100% of their basic salary
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Entertainment allowance:	5% of their monthly basic salary
Constituency allowance:	100% of their annual basic salary
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	Yes, Through Budgetary Allocations.
Travel allowance claimed:	Yes
for parliamentary sittings/business:	No
for constituency business:	No
for overseas travel:	Yes
Do family members benefit from any of these travel allowances?	Yes
Do Members have access to free medical facilities?	
Yes Are Members covered under a medical plan?	Yes
Allowance for postage:	Yes
Allowance for telephones/faxes/Internet/E-mail:	Yes
Allowance for stationery:	Yes
Allowance for equipment:	No, provided by government.
Payments for committee service:	Yes

## SOKOTO, NIGERIA

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?

To be determined by Revenue Mobilisation, Allocations and Fiscal Commission.

Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? Public Service

Expected date of next revision? 2007

Who/what body revises salaries and allowances?

Revenue Mobilisation, Allocations and Fiscal Commission.

### 7. LEGISLATION

Is there any public disclosure or reporting for Members' salaries and expenses? Yes

Do the public have access to Members' expense information upon request? Yes

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? Yes

What is the tax treatment of these benefits? Nil

Are such persons eligible for state unemployment benefits? No

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? Yes

Is there a time limit? No

### 10. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

Members of the State House of Assembly, Sokoto in particular do receive other allowances which were not covered by this questionnaire, such as:

1. Meal subsidy – Monthly
2. Rent Allowances - Monthly
3. Transport Allowances – Monthly
4. Leave Grant - Annually.



## BALUCHISTAN, PAKISTAN

**CURRENCY USED:** Pakistan Rupee

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	Rs. 120,000/-
Cabinet Minister's salary:	Rs. 420,000/-
Leader of the House:	Rs. 360,000/-
Leader of the Opposition:	Rs. 240,000/-
Speaker:	Rs.3,84000/-
Deputy Speaker:	Rs.3,24000/-
Clerk:	Rs.1,76520

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	Rs.45,660/-
What is the average salary received by a senior lawyer in the civil service?	Rs.144,000/-
What is the salary paid to senior judge in the Supreme Court and High Court?	Rs.859248/-
What is the average salary paid to a skilled factory worker?	Rs.60,000/-
Is there a legal minimum wage in your country?	Rs.30,000/-

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Rs. 12,000/-
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### 4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	Rs.5,000,000/-
Travel allowance claimed.:	Rs. 50,000/-
for parliamentary sittings/business:	Rs. 500/- per day
Do Members have access to free medical facilities?	Yes
Are Members covered under a medical plan?	Yes
Allowance for telephones/faxes/Internet/E-mail:	Rs.60,000/
Allowance for equipment:	Rs. 3,000/-

## BALUCHISTAN, PAKISTAN

### 5. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?

By amending such Salaries Act from time to time.

Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? NIL

Who/what body revises salaries and allowances? Provincial Assembly

### 6. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
Members Salaries, allowances and Privileges Act, 1975.

### 7. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?

No time limit.

## NORTH WEST FRONTIER PROVINCE, PAKSITAN

**CURRENCY USED:** Pakistan Rupees (Rs)

### 1. LOWER HOUSE – NWFP Assembly, Pakistan

Member's <u>basic</u> salary per annum:	Rs. 96000/-
Cabinet Minister's salary:	Rs.1800/- PM
Leader of the Opposition:	Rs216000/-
Speaker:	Rs. 243000/-
Deputy Speaker:	Rs.216000/-
Clerk: (Secretary)	Rs.27000/-

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	Rs. 5439/PM.
What is the salary paid to senior judge in the Supreme Court and High Court?	Rs.71604/- PM.
What is the average salary paid to a skilled factory worker?	Rs.2500/-PM.
Is there a legal minimum wage in your country?	Rs.2200/- PM.

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	Sumptuary Allowance Taxable.

### 3. PENSIONS

Members do not receive a pension.

## NORTH WEST FRONTIER PROVINCE, PAKSITAN

### 4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	
Member can only identify the development Project which are out by the concerned executing Agencies.	
Travel allowance claimed.:	
for parliamentary sittings/business:	@Rs.2/- Per Kilometer.
for overseas travel:	Economy class by air
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	Yes
Are Members covered under a medical plan?	Yes
Allowance for telephones/faxes/Internet/E-mail:	Rs.48000/- per annum.
Payments for committee service:	
Session Allowance For Assemble Session @ Rs.650/- per day plus three days immediately proceeding the Commencement of Session and three days immediately following till end of Session.	
For Committee meetings @Rs.650/- per day plus two days immediately preceeding the Commencement of business of Committee and two days immediately following the conclusion of business of the Committee.	

### 5. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	No specific Time.
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? No	
Expected date of next revision?	Unknown
Who/what body revises salaries and allowances?	Through ACT

### 6. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: The provincial Assembly of NWFP (salaries and Allowances of Members) ACT, 1974	
Is there any public disclosure or reporting for Members' salaries and expenses?	Nil
Do the public have access to Members' expense information upon request?	Yes

## NORTH WEST FRONTIER PROVINCE, PAKSITAN

### 7. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

Office maintenance Allowance for Members Rs.48000/- Per Annum  
Sumptuary Allowance for Members Rs.24000/- Per Annum  
Sumptuary Allowance for Leader of Opposition Rs. 72000/- Per Annum  
Telephone Allowance for Leader of Opposition Rs 48000/- Per Annum  
Honorarium Allowance for Leader of Opposition Rs. 24000/- Per Annum  
House Rent Allowance for Leader of Opposition Rs. 192000/- Per Annum  
If official accommodation not provided by Government.  
Sumptuary Allowance for Speaker Rs.72000/- Per Annum  
House Rent Allowance for Speaker Rs. 192000/- Per Annum if official accommodation not provided by Government  
Sumptuary Allowance for Deputy Speaker Rs. 72000/- Per Annum  
House Rent Allowance for Deputy Speaker Rs. 192000/- Per Annum if official accommodation not provided by Government

### 8. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

Different Dates.

## PUNJAB, PAKISTAN

CURRENCY USED: Rupee

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	Rs. 120,000
Cabinet Minister's salary:	Rs. 420,000
Parliamentary Secretary:	Rs. 240,000
Leader of the House:	Rs. 468,000
Leader of the Opposition:	Rs. 420,000
Government Whip:	Rs. 420,000
Speaker:	Rs. 444,000
Deputy Speaker:	Rs. 420,000
Committee Chair:	Rs. 258,000
Clerk:	Rs. 256, 320

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? No
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### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? Rs. 4,140/per month
What is the average salary received by a senior lawyer in the civil service? Rs. 6,698/per month
What is the salary paid to the Head of a Civil Service Ministry? Rs. 15,798/ per month
What is the salary paid to senior judge in the Supreme Court and High Court? Rs. 687,961/ per annum
What is the average salary paid to a skilled factory worker? Rs. 4,000/per month
Is there a legal minimum wage in your country? Rs. 1,500/per month

## PUNJAB, PAKISTAN

### 3. INCOME TAX

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

### 4. PENSIONS

Members do not receive a pension.

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	Rs. 550/per day
Housing allowance:	Rs. 1,500/ per day (accommodation allowance when on duty)
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Entertainment allowance:	Rs. 36,000/per annum
Constituency allowance:	Rs. 60,000 (office maintenance allowance)
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	
Yes. They may identify schemes costing within .5 million during a year	
Travel allowance claimed.:	
for parliamentary sittings/business:	Rs 3/per kilometre on actual distance
for constituency business:	Additional Travelling Allowance Rs. 40,000/ per annum)
Do family members benefit from any of these travel allowances?	Yes
If so, please specify: From the Additional Travelling Allowance	
Do Members have access to free medical facilities? Yes	
Are Members covered under a medical plan? No	
Allowance for postage:	No
Allowance for telephones:	Rs. 60,000/per annum
Allowance for stationery:	No
Allowance for equipment:	No
Payments for committee service:	No

## PUNJAB, PAKISTAN

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	In 1988, 1995 & 2002
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	No.
Expected date of next revision?	2007
Who/what body revises salaries and allowances?	By the Assembly through amendment in the Salary, Allowances and Privileges Acts

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:
The Punjab Provincial Assembly (Salary, Allowances and Privilege of Members) Act, 1974. The Punjab Provincial Assembly Speaker (Salary, Allowances and Privileges) Act, 1975 The Punjab Provincial Assembly Speaker (Salaries, Allowances and Privileges) Ordinance, 2002.
Is there any public disclosure or reporting for Members' salaries and expenses? Yes, they are required to give annual declaration of their assets
Do the public have access to Members' expense information upon request? No.

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? No.
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### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No
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## SAINT LUCIA

**CURRENCY USED:** EC Dollars

### 1. UPPER HOUSE (Where Applicable)

Member's basic salary per annum: \$13,229.96

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$40,827.96
Cabinet Minister's salary:	\$7,761.75

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary?	No
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### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	\$3,445.81
What is the average salary received by a senior lawyer in the civil service?	\$4,763
What is the salary paid to the Head of a Civil Service Ministry?	\$7,200
What is the salary paid to senior judge in the Supreme Court and High Court?	\$6,300
What is the average salary paid to a skilled factory worker?	\$572
Is there a legal minimum wage in your country?	No

### 4. INCOME TAX

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

### 5. PENSIONS

Do Members receive a pension?	Yes
At what age can the pension be drawn?	60 years
How long is a Member required to serve prior to qualifying for a pension?	2 terms or 4 years
Does the pension plan provide ongoing benefits to Member's dependents?	No

## SAINT LUCIA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	Nil
Housing allowance:	Yes
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Entertainment allowance:	Yes
Constituency allowance:	\$30,000
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	Yes, through annual budgetary allocation
Travel allowance claimed.:	
for parliamentary sittings/business:	Parliamentarians receive a monthly travel allowance of \$1,000
for constituency business:	
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	No
Allowance for postage:	No
Allowance for telephones:	Yes
Allowance for stationery:	No
Allowance for equipment:	No
Payments for committee service:	No

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? At any such time, at the request of the Prime Minister
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? No
Who/what body revises salaries and allowances? Salaries Review Commission Ministry of the Public Service

## SAINT LUCIA

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
Salaries Review Commission Act No. 5 of 1998

Is there any public disclosure or reporting for Members' salaries and expenses? Yes

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? Gratuity

What is the tax treatment of these benefits? 25%

Are such persons eligible for state unemployment benefits? No

To whom are such allowances payable: The Member

Please outline the nature of such payments: Payments made in cash

Please specify which legislation or body controls this: Treasury Department

### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

## ST HELENA

**CURRENCY USED:** ST Helena Pounds – Equivalent to Sterling

### 1. UPPER HOUSE (Where Applicable)

Member's <u>basic</u> salary per annum:	£6,420 for Executive Councillors
Minister not in the Cabinet:	£4,740 per annum
Speaker:	*£2,000 per annum
Clerk:	*£7,596 per annum
Others:	

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	£4,740 – Legislative Councillor
Speaker:	* See above
Clerk:	* See above

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	£4,740
Is there a legal minimum wage in your country? If so, what is it?	No

### 4. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

### 5. PENSIONS

Members do not receive a pension.

## ST HELENA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	Miscellaneous minor works
Travel allowance claimed.:	60p per mile for using privately owned vehicles
for parliamentary sittings/business:	as above
for constituency business:	as above
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	Yes
Are Members covered under a medical plan?	Yes
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail:	£15.50 per month
Allowance for stationery:	Provided by St Helena Government
Allowance for equipment:	No
Payments for committee service:	No

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	In practice when there is an increase in Civil Service Pay
Expected date of next revision?	Not known
Who/what body revises salaries and allowances?	H.E. the Governor

### 8. LEGISLATION

Is there any public disclosure or reporting for Members' salaries and expenses?	Yes
Do the public have access to Members' expense information upon request?	Yes

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	No
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### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	No
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### 11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

1 <sup>st</sup> September 2005
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## SAMOA

**CURRENCY USED:** Samoan Tala (\$SAT)

### 1. LOWER HOUSE - Unicameral Parliament

Member's <u>basic</u> salary per annum:	\$22,050
Cabinet Minister's salary:	\$71,875 plus free phone, free postage, vehicle, phone allowance \$3,600 and vehicle
Prime Minister	£109,400 plus Residence, free phone, free postage & vehicle
Parliamentary Under Secretary	\$37,577
Leader of the Opposition:	\$53,400 plus free phone, and free postage
Speaker:	\$55,500 plus free phone, free postage & vehicle
Deputy Speaker	\$42,577 plus phone Allowance £3,600, plus vehicle
Clerk:	\$72,514 plus vehicle
Others:	Deputy Prime Minister/Minister for Finance & 4,080 plus Free phone, free postage and vehicle

OFFICE	BASIC SALARY	EXPENSE ALLOWANCES	TOTAL	OTHER
Prime Minister	92,400	17,000	\$109,400	Residence, Free phone, Free postage and Vehicle
Minister of Finance Deputy Prime Minister	57,330	16,750	\$74,080	Free phone, Free postage & vehicle
Other Ministers	55,125	16,750	\$71,875	Free phone, free postage and vehicle
Speaker of the House	46,200	9,300	\$55,500	Free phone, free postage and vehicle
Leader of the Opposition	44,100	9,300	\$53,400	Free phone and free postage
Deputy Speaker	35,000	7,577	\$42,577	Phone allowance \$3,600 vehicle
Parliamentary Under Secretaries	30,000	7,577	\$37,577	Phone allowance \$3,600 Vehicle
Other Members of Parliament	22,050	5,400	\$27,450	

## SAMOA

### SITTING ALLOWANCES

Savii	\$302.00 per week
Upolu	£200.00 per week
Late Sitting All Members	£3.50 per hour

### COMMITTEE ALLOWANCES

Chairman	\$10.00 per hour
Deputy Chairman	\$8.50 per hour
Members	\$7.00 per hour

## 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	\$7,765
What is the average salary received by a senior lawyer in the civil service?	\$28,148
What is the salary paid to the Head of a Civil Service Ministry?	\$66,230
What is the salary paid to senior judge in the Supreme court and High Court?	\$70,915
Is there a legal minimum wage in your country? If so, what is it?	\$1.60 per hour

## 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

## 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	10% Member 10%Government
At what age can the pension be drawn?	65 (retirement age)
How long is a Member required to serve prior to qualifying for a pension?	10 years (2 terms)
Does the pension plan provide ongoing benefits to Member's dependents?	No
Are there any limitations on Membership of the pension scheme? (please define):	Members of Parliament only

## SAMOA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	Only for overseas travel on official business
Housing allowance:	No
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Entertainment allowance:	No
Constituency allowance:	No
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance:	
Attendance allowance per annum for parliamentary sittings/business:	\$200 weekly \$302 weekly (off-island travel)
for constituency business:	No
for overseas travel:	Subsistence allowance
Do family members benefit from any of these travel allowances	No
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	No
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail:	No
Allowance for stationery:	No
Allowance for equipment:	No
Payments for committee service:	\$7.00 per hour

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Irregular
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	No
Expected date of next revision?	Unknown
Who/what body revises salaries and allowances?	Legislative Assembly



**SAMOA**

**7. LEGISLATION -**

Please specify the major legislation which deals with Members' salaries and allowances:	
Remuneration Tribunal Act 2003	
Is there any public disclosure or reporting for Members' salaries and expenses?	No
Do the public have access to Members' expense information upon request?	No

**8. BENEFITS AFTER LEAVING PARLIAMENT**

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	Parliamentary Pension
What is the tax treatment of these benefits?	Tax Free

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	No
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**10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT**

11 <sup>th</sup> March 2003
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## SINGAPORE

**CURRENCY USED:** Singapore Dollars

### 1. LOWER HOUSE

Member's <u>basic</u> allowance per annum:	Elected MPs: \$143,000.00 *(see below)
Cabinet Minister's salary:	Not available
Parliamentary Secretary:	Not available
Speaker:	\$526,180.00
Deputy Speaker:	\$63,140.00
Committee Chair:	Nil
Clerk:	\$167,610.00
*Nominated MPs and Non-Constituency MPs: \$21,460.00	

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's allowance?  
Yes

### 2. COMPARATIVE SALARIES – (Annual Salaries)

What is the average salary paid to a secondary school teacher? \$40,000 (estimate)
What is the average salary paid to a skilled factory worker? \$18,000 (estimate)
Is there a legal minimum wage in your country? If so, what is it? No.

### 3. INCOME TAX

Is income tax paid on member's salary & allowances?  
Yes

## SINGAPORE

### 4. PENSIONS

Do Members receive a pension? Only for Members elected before 1995. Members elected after 1995 are under the Central Provident Fund scheme which is a compulsory saving scheme. Contributions are from both employer and employee
If so, is this a contributory pension scheme? (For MPs elected before 1995) Partly contributory
If so, what is the level of contribution? The contribution varies between the age groups
At what age can the pension be drawn? 50
How long is a Member required to serve prior to qualifying for a pension? Not less than 9 years reckonable service
Does the pension plan provide ongoing benefits to Members' dependents? Yes, medical benefits only
Are there any limitations on Membership of the pension scheme? (please define): Only for Members elected before 1995.

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	Yes, only for attending overseas conferences and official visits.
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed:  for overseas travel:	Only for Conferences and Official Visits
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities? No	
Are Members covered under a medical plan? Yes, they are entitled to \$350.00 of medical benefits per year.	
Allowance for postage:	Postage pre-paid envelopes are provided to Members

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? Yes, it is pegged to the administrative service's salary scale in the civil service.	
Expected date of next revision?	Usually July every year
Who/what body revises salaries and allowances?	Prime Minister's Office

## SINGAPORE

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
Parliamentary Pensions Act deals with a member's pension.

Is there any public disclosure or reporting for Members' salaries and expenses?  
Member's salaries and allowances were discussed in Parliament and reported in Hansard.

Do the public have access to Members' expense information upon request?  
Members have no expenses account.

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

Yes, if he is a pensioner, and qualifies for pension under the Parliamentary Pensions Act

What is the tax treatment of these benefits?

Pension is tax exempt.

Are such persons eligible for state unemployment benefits?

There are no state unemployment benefits.

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

Is there a time limit? No

### 10. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

MP's Staff Allowances

1. Secretarial Assistant: \$350.00 per month

2. Legislative Assistant: \$1,000.00 per month

## SOUTH AFRICA

**CURRENCY USED:** Rand & Cents

### 1. UPPER HOUSE (where applicable)

Member's <u>basic</u> salary per annum:	R403 606, 00
Cabinet Minister's salary:	R791 327, 00
Minister not in the Cabinet:	None
Leader of the House:	R453 738, 00
Leader of the Opposition:	R529 868, 00
Government Whip:	R529 868, 00 (Chief Whip)
Opposition Whip:	R472 755,00 (Chief Whip)
Speaker:	R791 327, 00
Deputy Speaker:	R643 171, 00
Committee Chair:	R487 796, 00
Clerk:	None

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	R388 709, 00
Cabinet Minister's salary:	R643 171, 00
Minister not in the Cabinet:	None
Parliamentary Secretary:	R747 582, 00 (Including allowances)
Leader of the House:	R403 608, 00
Leader of the Opposition:	R472 755, 00
Government Whip:	R487 798, 00 (Chief Whip)
Opposition Whip:	R453 738, 00 (Chief Whip)
Speaker:	R643 171, 00
Deputy Speaker:	R503 410, 00
Committee Chair:	R472 755, 00
Clerk:	None
Others:	None

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? NO
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## SOUTH AFRICA

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? Between R68163,00 and R18362,00 per year depending on seniority and qualification
What is the average salary received by a senior lawyer in the civil service? Ranging from R485058,00 to R522539,00 per year
What is the salary paid to the Head of a Civil Service Ministry? R643 171, 00 per year
What is the salary paid to senior judge in the Supreme Court and High Court? R633 825, 00 per year
What is the average salary paid to a skilled factory worker? Eg. R26776,00 per year Clothing factory and R57660, 00 per year Steel factory
Is there a legal minimum wage in your country? If so, what is it? Yes, the wage differs from sector to sector and from urban to rural areas e.g. R20709,00 Clothing factory per year and R28252,00 per year Steel factory

### 4. INCOME TAX

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

### 5. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	7,5 % of Basic salary
At what age can the pension be drawn?	Any age from 50 years add
How long is a Member required to serve prior to qualifying for a pension?	No time limit
Does the pension plan provide ongoing benefits to Members' dependents?	No
Are there any limitations on Membership of the pension scheme? (please define):	Restricted to elected members of the Legislatures (Both National and Provincial) including all Ministers up to Deputy Executive President

## SOUTH AFRICA

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	R40 000 per year (included in Basic Salary)
Subsistence allowance:	No
Housing allowance:	No
Do Members receive a loan/duty-free concession to purchase a vehicle? No, however receive a motor vehicle allowance	
Entertainment allowance:	No
Constituency allowance:	No
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed: Parliament pays travelling expenses when Members come to Parliament between their homebase and nearest airport	
for parliamentary sittings/business:	No
for constituency business:	No
for overseas travel:	Yes [non-monetary allowance travelling facilities are granted to MP's and their immediate families and dependants]
Do family members benefit from any of these travel allowances?	No
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	Yes
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail: No allowance – non-monetary telephone facilities	
Allowance for stationery:	No allowance – non –monetary stationery provided
Allowance for equipment:	No, non monetary allowance – Laptop + printer provided
Payments for committee service:	Yes

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? Yes, CPI	
Expected date of next revision?	April 2005
Who/what body revises salaries and allowances? Commission of remuneration for Political Office Bearers	

## SOUTH AFRICA

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
Section 3 (i) of the remuneration of Public Office Bearers Act, 1998 (Act No 20 of 1998)

Is there any public disclosure or reporting for Members' salaries and expenses? Yes

Do the public have access to Members' expense information upon request? No

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

Yes, special allowance equal to one month's salary for electoral defeat

What is the tax treatment of these benefits? Fully taxable

Are such persons eligible for state unemployment benefits? No

To whom are such allowances payable: After electoral defeat

Please outline the nature of such payments: One months salary as a lumpsum

Please specify which legislation or body controls this: Presidents Office

### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No



## FREE STATE, SOUTH AFRICA

**CURRENCY USED:** SOUTH AFRICAN RAND

### 1. LOWER HOUSE - FREE STATE PROVINCIAL LEGISLATURE

Member's <u>basic</u> salary per annum:	R282,689
Cabinet Minister's salary:	R467 765
Leader of the House:	R293,527
Leader of the Opposition:	R343,822
Government Whip:	R293,527
Opposition Whip:	R293,527
Speaker:	R467,765
Deputy Speaker:	R366,120
Committee Chair:	R343,822
Clerk:	R473,019

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	+ - R84 000 p/annum
What is the average salary received by a senior lawyer in the civil service?	+ - R615 000 p/annum
What is the salary paid to the Head of a Civil Service Ministry?	+ - R700 000 package
What is the salary paid to senior judge in the Supreme Court and High Court?	+ - R633 000 p/annum
What is the average salary paid to a skilled factory worker?	+ - R60 000 p/annum

### 3. INCOME TAX

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

**FREE STATE PROVINCE, SOUTH AFRICA**

**4. PENSIONS**

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	7.5% employee and 17.5% employer
At what age can the pension be drawn?	55 years or whenever a member is not re-elected.
How long is a Member required to serve prior to qualifying for a pension?	5 years
Does the pension plan provide ongoing benefits to Members' dependents?	Yes

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Attendance allowance per annum:	None
Subsistence allowance:	R65 p/day for official business outside of the city
Housing allowance:	No
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Entertainment allowance:	No
Constituency allowance:	Yes. The constituency allowance does not form part of a member's salary and gets paid directly to his/her political party.
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No, the primary object for constituent allowances is to establish a basic infrastructure in the constituency area, i.e. office, telephone, copier, fax etc.
Travel allowance claimed:	A km rate is paid for official travel
for parliamentary sittings/business:	No, except if there is a special sitting during recess
for constituency business:	Political parties is responsible for payment of any travel claims relating to political business.
for overseas travel:	
Should a member travel overseas in his / her capacity as Committee Member, the Legislature will borne the expense of travel, accommodation as well as a fixed daily allowance for incidental expenses.	
Do family members benefit from any of these travel allowances?	
No, but provision is made for Cabinet Ministers and Speakers to allow their respective spouses to accompany them. In the latter cases, travel allowances payable to spouses is similar to those received by the Minister or Speaker.	

## FREE STATE PROVINCE, SOUTH AFRICA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	Yes
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail: Yes. Members of the Legislature receive a fixed monthly allowance which provides for office, mobile and residential phones.	
Allowance for stationery:	Yes
Allowance for equipment:	Yes
Payments for committee service: Travel claims are paid if the member travel to rural areas or attend meetings outside the Legislature.	

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? The CPIX is a guideline, although the President determines increases in line with the % increase for civil service.	
Expected date of next revision?	September/October 2005
Who/what body revises salaries and allowances?	Commission on Remuneration for Political Office-bearers

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Remuneration of Public Office Bearers Act, 1998 (Act No 20 of 1998)	
Is there any public disclosure or reporting for Members' salaries and expenses? Yes, a Government Gazette gets published and media reports disclose salaries of politicians in detail.	
Do the public have access to Members' expense information upon request? Yes.	

**FREE STATE PROVINCE, SOUTH AFRICA**

**8. BENEFITS AFTER LEAVING PARLIAMENT**

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

A member receives whatever pension he accumulated during his reign and have the option to continue to be a member of the medical scheme of Parliament.

What is the tax treatment of these benefits? No special treatment.

Are such persons eligible for state unemployment benefits? No

**9. EMPLOYMENT AFTER PARLIAMENT**

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? None

## LIMPOPO, SOUTH AFRICA

**CURRENCY USED:** South African Rand

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	282 689 ; 291 174 ; 310 966
Leader of the Opposition:	343 822 ; 367 888 ; 378 204
Opposition Whip:	293 527 ; 314 082 ; 322 884
Speaker:	467 765 ; 491 157 ; 514 537
Deputy Speaker:	366 120 ; 391 751 ; 402 728
Committee Chair:	373 822 ; 367 888 ; 378 204
Premier :	575 504 ; 604 289 ; 633 062
Executive Council Member :	467 765 ; 491 157 ; 514 537
Chief Whip of Majority :	354 774 ; 379 603 ; 390 237
Deputy of Chief Whip :	329 995 ; 346 493 ; 362 991

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? Yes
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### 2. INCOME TAX

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

### 3. PENSIONS

Do Members receive a pension?	YES
If so, is this a contributory pension scheme?	YES
If so, what is the level of contribution?	18% OF BASIC SALARY
How long is a Member required to serve prior to qualifying for a pension? AFTER TERMINATION OF SERVICES	
Does the pension plan provide ongoing benefits to Members' dependents?	NO
Are there any limitations on Membership of the pension scheme? (please define):  YES BECAUSE ALL THE MEMBERS BELONGS TO POLITICAL OFFICE BEARERS PENSION FUND	

## LIMPOPO PROVINCE, SOUTH AFRICA

### 4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Constituency allowance:	96 000 per annum
Travel allowance claimed:	Yes
for parliamentary sittings/business:	Yes
for constituency business:	Yes
for overseas travel:	Yes
Do family members benefit from any of these travel allowances?	No
Are Members covered under a medical plan?	Yes
Allowance for telephones/faxes/Internet/E-mail:	24 000 ; 42 000 ; 66 000 ; 72 000

### 5. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	Consumer Price Index
Expected date of next revision?	April 2005
Who/what body revises salaries and allowances?	Independent Commission for the Remuneration of Public Office Bearers

### 6. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: Act No.20 of 1998, Section 6(1)	
Is there any public disclosure or reporting for Members' salaries and expenses?	Yes
Do the public have access to Members' expense information upon request?	Yes

### 7. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	No
Are such persons eligible for state unemployment benefits?	No

## NORTHERN CAPE, SOUTH AFRICA

**CURRENCY USED:** South African Rand

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	
Newly elected Member:	R282,689.00
Re-Elected Member:	R291,174.00
Re-Elected Member in same position/higher > 24 months:	R310,966.00
Cabinet Minister's salary:	
Newly elected Member:	R467,765.00
Re-Elected Member:	R491,157.00
Re-Elected Member in same position/higher > 24 months:	R514,537.00
Parliamentary Secretary:	R380,699.00
Leader of the House: Depends on position of Member. No additional Compensation.	
Leader of the Opposition:	
Newly elected Member:	R343,822.00
Re-Elected Member:	R367,888.00
Re-Elected Member in same position/higher > 24 months:	R378,204.00
Government Whip:	
Newly elected Member:	R354,774.00
Re-Elected Member:	R379,603.00
Re-Elected Member in same position/higher > 24 months:	R390,237.00
Opposition Whip:	
Newly elected Member:	R293,527.00
Re-Elected Member:	R314,082.00
Re-Elected Member in same position/higher > 24 months:	R322,884.00
Speaker:	
Newly elected Member:	R467,765.00
Re-Elected Member:	R491,157.00
Re-Elected Member in same position/higher > 24 months:	R514,537.00
Deputy Speaker:	
Newly elected Member:	R366,120.00
Re-Elected Member:	R391,751.00
Re-Elected Member in same position/higher > 24 months:	R402,728.00
Committee Chair:	
Newly elected Member:	R293,527.00
Re-Elected Member:	R314,082.00
Re-Elected Member in same position/higher > 24 months:	R322,884.00
Clerk:	
Salary Scale: Minimum – R103,777.00 Maximum – R132,448.00	
Others: Premier	
Newly elected Member:	R575,504.00
Re-Elected Member:	R604,289.00
Re-Elected Member in same position/higher > 24 months:	R633,062.00

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? No, it is a completely different package.
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## NORTHERN CAPE, SOUTH AFRICA

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	R110,000.00
What is the average salary received by a senior lawyer in the civil service?	R231,359.00
What is the salary paid to the Head of a Civil Service Ministry?	R360,000.00
What is the average salary paid to a skilled factory worker?	R23,000.00

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes.
Is income tax paid on allowances?	Some, and according to the tax structure.

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	17% - Legislature 7,5% - Member
At what age can the pension be drawn?	50 years
How long is a Member required to serve prior to qualifying for a pension?	Immediate Qualification
Does the pension plan provide ongoing benefits to Members' dependents?	No
Are there any limitations on Membership of the pension scheme? (please define):	Not at this stage.

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	None
Subsistence allowance:	R173.00 per day
Housing allowance:	None
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Entertainment allowance:	None
Constituency allowance:	R5,000.00 per Member p.a
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	None



## NORTHERN CAPE, SOUTH AFRICA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Travel allowance claimed:	
for parliamentary sittings/business:	R1.53 per km (or as per Department of Transport Guidelines)
for constituency business:	Same as above
for overseas travel:	As determined by Department of Foreign Affairs
Do family members benefit from any of these travel allowances? Member's Travel discretionary fund – R140,000.00 p.a	
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	Yes – Parmed Medical Aid Scheme for Political Office Bearers
Allowance for postage:	Paid by Administration
Allowance for telephones/faxes/Internet/E-mail:	Paid by Administration
Allowance for stationery:	Paid by Administration
Allowance for equipment:	Paid by Administration
Payments for committee service:	Each Committee has separate budget.

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? The Independent Commission for the Remuneration of Political Office-Bearers surveys and recommends to the Presidency using several indicators, amongst others CPIX.	
Expected date of next revision?	October 2005 – With effect from 01 April 2005
Who/what body revises salaries and allowances? The Independent Commission for the Remuneration of Political Office-Bearers surveys and recommends to the Presidency.	

## NORTHERN CAPE, SOUTH AFRICA

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
Remuneration of Public Office-Bearers Act, 1998 (Act 20 of 1998)

Is there any public disclosure or reporting for Members' salaries and expenses?

Member's Salaries are published in the Provincial Gazette

Do the public have access to Members' expense information upon request? No.

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

Relocation Allowance of R10,000.00. Other payments – in past one month's salary – as per proclamation of the President.

What is the tax treatment of these benefits? Unknown

Are such persons eligible for state unemployment benefits? No

To whom are such allowances payable: All non re-elected Members

Please specify which legislation or body controls this:

Standing Committee on Rules of the Northern Cape Provincial Legislature Office of the Presidency

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

### 10. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

Each Member receives a Political Allowance of R40,000.00 per annum

Members receive car allowances based on their respective levels and depending on whether they are newly elected, re-elected or re-elected and holding the same/higher office for a period exceeding 24 months.

## SRI LANKA

**CURRENCY USED:** Rupees

### 1. LOWER HOUSE

Member's <u>basic</u> salary per annum:	Rs. 265,200
Cabinet Minister's salary:	Rs. 357,780
Minister not in the Cabinet :	Rs. 357,780
Parliamentary Secretary:	Rs. 345,000
Speaker:	Rs. 381,600
Deputy Speaker:	Rs. 345,000
Committee Chair:	Rs. 345,000
Clerk/Secretary General:	Rs. 276,000

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary? No.

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	Rs. 8,000
What is the average salary received by a senior lawyer in the civil service?	Rs. 20,000
What is the salary paid to the Head of a Civil Service Ministry?	Rs. 25,000
What is the salary paid to senior judge in the Supreme Court and High Court?	Rs. 35,000
What is the average salary paid to a skilled factory worker?	Rs. 7,000
Is there a legal minimum wage in your country?	No

### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	No
Is income tax paid on allowances?	No

### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
At what age can the pension be drawn?	At any age
How long is a Member required to serve prior to qualifying for a pension?	5 years
Does the pension plan provide ongoing benefits to Member's dependents?	Yes
Are there any limitations on Membership of the pension scheme? (please define):	No

## SRI LANKA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	500 (per number of sitting days)
Subsistence allowance:	No
Housing allowance:	No
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Entertainment allowance:	Rs. 100/per month
Constituency allowance:	No
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	No
Allowance for cellular phone:	Rs. 2,000

### 6. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	No
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### 7. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:  For Members:  Staff Travelling Allowance: 1,000/per month Driver Allowance : 3,500 per month Fuel Allowance (based on distance from Colombo to the electoral district represented) : 10,000/month – 22,500 /month
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## TRINIDAD AND TOBAGO

CURRENCY USED: TT Dollar

### 1. UPPER HOUSE

Member's <u>basic</u> salary per annum:	\$90,000
Cabinet Minister's salary:	\$264,000
Minister not in the Cabinet:	\$234,000
President of the Senate:	\$ 204,000
Vice-President of the Senate:	\$126,000
Committee Chair:	Public Accounts (Enterprises) Committee - \$300

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	\$ 126,000
Cabinet Minister's salary:	\$264,000
Minister not in the Cabinet:	\$ 234,000
Parliamentary Secretary:	\$162,000
Leader of the Opposition:	\$ 204,000
Speaker:	\$204, 000
Deputy Speaker:	\$126, 000
Committee Chair:	(Public Accounts Committee) - \$300

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? No
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### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	\$72,000
What is the average salary received by a senior lawyer in the civil service?	\$180,000
What is the salary paid to the Head of a Civil Service Ministry?	\$240,000
What is the salary paid to senior judge in the Supreme Court and High Court?	\$210,000
What is the average salary paid to a skilled factory worker?	\$42,000
Is there a legal minimum wage in your country? If so, what is it? Yes- \$8/hr	

## TRINIDAD AND TOBAGO

### 4. INCOME TAX

Is income tax paid on the basic Member's salary?	30 %
Is income tax paid on allowances?	No

### 5. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	6%
At what age can the pension be drawn?	55
How long is a Member required to serve prior to qualifying for a pension?	8 yrs
Does the pension plan provide ongoing benefits to Members' dependents?	Yes - Widows and children 21yrs
Are there any limitations on Membership of the pension scheme? (please define):	Yes -in receipt of Prime Minister's pension

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum:	None
Subsistence allowance:	\$100 per day travel on official business 16 km outside of Port of Spain \$US 50 per day travel abroad on official business Also- \$12,000 (Ministers) \$9,000- (Leader of the Opposition, Parliamentary Secretaries)
Housing allowance:	\$96,000 – (Prime Minister, Speaker, President of the Senate, Ministers )
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Entertainment allowance:	Yes- Official Entertainment Votes- amounts vary
Constituency allowance:	Yes
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed:	
for parliamentary sittings/business:	None
for constituency business:	None
for overseas travel:	None
Do family members benefit from any of these travel allowances?	No

## TRINIDAD AND TOBAGO

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Do Members have access to free medical facilities?	Yes
Are Members covered under a medical plan?	No
Allowance for postage: (Constituency) – stationery and janitorial	- \$18,000
Allowance for telephones/faxes/Internet/E-mail:	(Constituency) – \$18,000 (Residential & Mobile) - \$7,200
Allowance for equipment:	(Constituency) – maintenance - \$3,600
Payments for committee service:	None

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	No fixed schedule. However a review is undertaken every three years.
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	No
Expected date of next revision?	2005
Who/what body revises salaries and allowances?	Salaries Review Commission

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: The Report of the Salaries Review Commission, with its recommendations for salaries and allowances, is required by Law to be laid in Parliament. Subsequently, a Minister of Finance Circular will authorise the implementation of the revised salaries and allowances.	
Is there any public disclosure or reporting for Members' salaries and expenses?	Yes
Do the public have access to Members' expense information upon request?	Yes

## TRINIDAD AND TOBAGO

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? Yes- after more than 8 years aggregate service

What is the tax treatment of these benefits? Gratuity - No  
Pension- Yes- 30%

Are such persons eligible for state unemployment benefits? Yes

To whom are such allowances payable:

Legislators who have served more than an aggregate of 8 years, who have attained the age of 55 and ceased to be legislators or have provided medical proof of inability to perform the duties of legislator.

Please outline the nature of such payments:

- > 8 yrs one-quarter of one year's salary
- >10 yrs one third of one year's salary
- > 15 yrs one-half of one year's salary
- >18 years two-thirds of one year's salary

Please specify which legislation or body controls this:

Retiring Allowances (Legislative Service) Act  
Comptroller of Accounts

### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No

### 11. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

Retiring Allowances (Legislative Service) Act- 1976  
67<sup>th</sup> Report of the Salaries Review Commission-March 2003  
Constituency Allowances- October 2003



## TURKS AND CAICOS

### CURRENCY USED:

#### 1. LOWER HOUSE

Cabinet Minister's salary:	105,000.00
Leader of the Opposition:	40,000.00
Speaker:	35,000.00
Deputy Speaker:	31,500
Clerk:	33,600

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary?	No
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#### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?	\$24,228.00
What is the average salary received by a senior lawyer in the civil service?	\$52,500
What is the salary paid to the Head of a Civil Service Ministry?	\$120,000
What is the salary paid to senior judge in the Supreme Court and High Court?	\$150,000
Is there a legal minimum wage in your country?	\$4.50

#### 3. INCOME TAX

Is income tax paid on the basic Member's salary?	No
Is income tax paid on allowances?	No

#### 4. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	No
If so, what is the level of contribution?	No
At what age can the pension be drawn?	50 years
How long is a Member required to serve prior to qualifying for a pension?	Two full parliamentary terms
Does the pension plan provide ongoing benefits to Member's dependents?	Only if Member dies in service the widow/widower
Are there any limitations on Membership of the pension scheme? (please define):	No

## TURKS AND CAICOS ISLANDS

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Attendance allowance per annum: Members other than Ministers receive a sitting allowance of \$300.00 and if live in Grand Turk \$150.00	
Housing allowance:	Ministers receive an allowance of \$18,000.00
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Entertainment allowance:	None. Ministers can claim expenses
Constituency allowance:	No
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	
Not specifically but each Island receive an amount for Community Projects	
Do Members have access to free medical facilities?	Yes
Are Members covered under a medical plan?	No
Allowance for postage:	None

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? Bi annually or beginning of new Parliament following general elections.
Who/what body revises salaries and allowances? Local CPA Branch and Government

### 7. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?	None
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## UGANDA

**CURRENCY USED:** United States Dollars

### 1. UPPER HOUSE (where applicable)

Member's <u>basic</u> salary per annum:	10,313
Cabinet Minister's salary:	10,313
Minister not in the Cabinet:	10,313
Speaker:	24,212
Deputy Speaker:	20,118
Committee Chair:	10,313
Clerk: -	14,019

### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? US\$ 3,414 PER ANNUM (P/A)
What is the average salary received by a senior lawyer in the civil service? US\$ 13,784 P/A
What is the salary paid to the Head of a Civil Service Ministry? US\$ 15,848 P/A
What is the salary paid to senior judge in the Supreme Court and High Court? US\$ 18,618 P/A
What is the average salary paid to a skilled factory worker? US\$ 916 P/A
Is there a legal minimum wage in your country? If so, what is it? NO

### 3. INCOME TAX

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

### 4. PENSIONS

Members do not receive a pension.

## UGANDA

### 5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	US\$ 22,024
Housing allowance:	NO
Do Members receive a loan/duty-free concession to purchase a vehicle? YES. NON-REPAYABLE LOAN	
Entertainment allowance:	NO
Constituency allowance:	US\$ 8,612 P/A
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	NO
Travel allowance claimed:	
for parliamentary sittings/business:	NO
for constituency business:	YES: 14,416 P/A
for overseas travel:	YES: US\$240 PER NIGHT
Do family members benefit from any of these travel allowances?	NO
Do Members have access to free medical facilities? THEY RECEIVE MEDICAL ALLOWANCE	
Are Members covered under a medical plan?	NO
Allowance for postage:	NO
Allowance for telephones/faxes/Internet/E-mail: NO: SERVICES ARE PROVIDED BY PARLIAMENT	
Allowance for stationery:	NO
Allowance for equipment:	NO
Payments for committee service:	US\$ 6 PER SITTING

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	EVERY TWO AND HALF YEARS
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	YES
Expected date of next revision?	JULY 2006
Who/what body revises salaries and allowances?	PARLIAMENT

## UGANDA

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:

- THE CONSTITUTION
- THE ADMINISTRATION OF PARLIAMENTS ACT 1997

Is there any public disclosure or reporting for Members' salaries and expenses? NO

Do the public have access to Members' expense information upon request? YES

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat? NO

### 9. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? NO

## UNITED KINGDOM

**CURRENCY USED:** Great Britain Pound (£)

### 1. UPPER HOUSE (where applicable)

Member's <u>basic</u> salary per annum:	None – expenses are received
Cabinet Minister's salary:	£101,668
Minister not in the Cabinet:	£79,382 (Minister of State); £69,138 (Parliamentary Under Secretary)
Leader of the House:	£101,668 (member of the Cabinet)
Leader of the Opposition:	£69,138
Government Whip:	£79,382 (Govt. Chief Whip); £69,138 (Govt. Deputy Chief Whip); £63,933 (Govt. Whip)
Opposition Whip:	£63,933 (Opposition Chief Whip)
Speaker:	There is no speaker in the House of Lords
Clerk:	£155,404 (linked to Judicial Salary Group 4)
The Chairman of Committees	£79,382
Principal Deputy Chairman	£74,265

### 2. LOWER HOUSE

Member's <u>basic</u> salary per annum:	£59,095		
Cabinet Minister's salary:	£74,902		
Minister not in the Cabinet:	£38,854		
Parliamentary Secretary:	£29,491		
Leader of the House:	£74,902 (Cabinet Minister)		
Leader of the Opposition:	£68,662		
Government Whip:	£74,902 (Govt. Chief Whip); £38,854 (Govt. Deputy Chief Whip); £25,005 (Govt. Whip and Assistant Govt. Whip)		
Opposition Whip:	£38,854 (Opposition Chief Whip); £25,005 (Opposition Deputy Chief Whip and Opposition Assistant Whip)		
Speaker:	£74,902		
Deputy Speaker:	£38,854 (Chairman of Ways and Means); £34,148 (1st and 2nd Deputy Chairmen)		
Committee Chair:	£13,107 (Select Committee)		
Clerk:	in the range £ 150,000 to £155,000		
Others:			
from 1 November 2005 salaries have been paid to the Chairmen of Standing Committees, according to length of service:			
	£ per annum		
	£ per annum		
Less than one year	2,615	1-3 years	7,340
3-5 years	9,960	At least 5 years	13,107

## UNITED KINGDOM

Are Ministerial and Presiding Officers' salaries in addition to the basic Member's salary?  
Yes

### 3. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher?  
Since 1 April 2005, a teacher in England and Wales receives between £19,023 and £27,801 pa. The outer London range is £21,384 to £30,159 pa. The inner London range is £22,611 to £31,518 pa

What is the average salary received by a senior lawyer in the civil service?  
The Treasury Solicitor's Department recruits lawyers of various grades into their legal division. The current salary range is £31,834 - £52,627 pa.

What is the salary paid to the Head of a Civil Service Ministry?  
The salary ranges for Permanent Secretaries in the Civil Service at 1 April 2005 was £130,350 to £264,250 pa.

What is the salary paid to senior judge in the Supreme Court and High Court?  
The salary of a High Court Judge at 1 April 2005 was £155,404 pa

What is the average salary paid to a skilled factory worker?  
In April 2005, the median wage of full-time employees in 'Skilled Trades Occupations' in the UK was £21,366 pa (Source: ONS, *Annual Survey of Hours and Earnings*, April 2005).

Is there a legal minimum wage in your country? If so, what is it?  
Since October 2005 the National Minimum Wage for workers age 22 and over has been £5.05 per hour. The rate for 18-21 year olds is £4.25 per hour. The rate for 16-17 year olds is £3.00 per hour.

### 4. INCOME TAX

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

Is income tax paid on allowances? Some – basically on aspects of the Incidental Expenses Provision, London supplement and travel

## UNITED KINGDOM

### 5. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	Either 6% or 9% of gross salary
At what age can the pension be drawn?	Normally 65
How long is a Member required to serve prior to qualifying for a pension? There is no minimum length of service.	
Does the pension plan provide ongoing benefits to Members' dependents?	Yes.
Are there any limitations on Membership of the pension scheme? (please define): It is only available to Members of Parliament (Members' staff and staff of the House have separate pension schemes).	

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

The allowances available to Members of Parliament do not correspond directly to those in the list. Members of the House of Commons can claim allowances:

**Table 1: Summary of current rates: House of Commons**

With effect from April 2005

Members' Parliamentary Salary	<b>£59,095</b>
Staffing Allowance	<b>£84,081</b> (maximum)
Incidental Expenses Provision (IEP)	<b>£20,000</b>
IT equipment (centrally provided)	[worth circa <b>£3,000</b> ]
Pension provision for Members' staff	Group Stakeholder Arrangement
London Supplement	<b>£2,613</b>
Additional Costs Allowance	<b>£21,634</b>
Winding up Allowance	<b>£34,694</b> (maximum - one third of staffing provision plus IEP)
Car Mileage First 10,000 miles	<b>40p</b> per mile
In excess of 10,000 miles	<b>25p</b> per mile
Motorcycle allowance	<b>24p</b> per mile
Bicycle allowance	<b>20p</b> per mile

Source: House of Commons Library Research Paper 05/42, *Pay and Allowances*, 9 June 2005



**UNITED KINGDOM**

**6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)**

Attendance allowance per annum:	see list above
Subsistence allowance:	No specific allowance but subsistence can be claimed when visiting other parliaments or as part of official delegations.
Housing allowance:	The additional costs allowance allows MPs to pay mortgage interest or rent and other expenses associated with staying overnight, usually in London, as a result of parliamentary business.
Do Members receive a loan/duty-free concession to purchase a vehicle?	No.
Entertainment allowance:	No.
Constituency allowance:	see IEP above.
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No.
Travel allowance claimed:	There are various travel allowances which include motor mileage, bicycle allowance, travel by rail and air, etc, available on parliamentary business.
for parliamentary sittings/business:	The House funds travel costs associated with parliamentary business, including travel to and from Westminster, the constituency and home.
for constituency business:	Members may claim for travel within their constituency and within 20 miles of the constituency boundary. A breakdown of such travel must be provided if the Member drives 350 miles or more per month.
for overseas travel:	Up to three visits a year on parliamentary business to EU institutions or capitals of EU or EFTA member states or EU applicant/candidate countries
Do family members benefit from any of these travel allowances? If so, please specify:	Yes. Up to 30 single journeys a year between London and the constituency or Member's home for married partner or children under 18.
Do Members have access to free medical facilities?	Under the UK National Health Service, almost all medical facilities are provided free of charge to all British citizens. Members of Parliament can use the services of Parliament's occupational health service, and an emergency general practitioner [GP] service if they cannot see their own GP.
Are Members covered under a medical plan?	No

## UNITED KINGDOM

### 6. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY (continued)

Allowance for postage: Members may claim for the cost of postage associated with the use of stationery with pre-paid postage ordered from the central supplier for use in direct connection with a Member's parliamentary duties.
Allowance for telephones/faxes/Internet/E-mail: Provided free of charge at Westminster.
Allowance for stationery: Members may order stationery items free of charge from a central supplier. This includes stationery with pre-paid postage which may only be used in direct connection with a Member's parliamentary duties.
Allowance for equipment: In 2004/05 each Member could claim, on loan from central funds: 4 x PC, 2 x printer, 1 x laptop for use either in the constituency or Westminster
Payments for committee service: Pay is available for select and standing committee Chairmen only – worth up to approx £13,000 a year

### 7. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? Annually, either in line with inflation or as a result of recommendations from the tri-annual Senior Salaries Review Body review.
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? Allowances are increased in April, in line with the annual change in the retail price index (measured in the previous December)
Expected date of next revision? April 2006
Who/what body revises salaries and allowances? Salaries and allowances are periodically reviewed by the Senior Salaries Review Body. Changes to Members' salaries and allowances are sanctioned by resolutions of the House.

## UNITED KINGDOM

### 8. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
Members' salaries and allowances are set by resolution of the House of Commons. Ministerial salaries are set in accordance with the *Ministerial and other Salaries Act 1975*.

Is there any public disclosure or reporting for Members' salaries and expenses?  
Details of salaries are in the public domain.

Do the public have access to Members' expense information upon request?  
In October 2004 both Houses of Parliament released details of the expenses claimed by Member for the financial years 2001/02, 2002/03 and 2003/04; and in October 2005 details of expenses claimed for the financial year 2004/05 were published on the Parliamentary website.

Totals received by each Member, under the following headings, were published by the House of Commons authorities:  
Additional Costs Allowance or London Supplement, Incidental Expenses Provision, Staffing allowance, Members' travel, Members' staff travel, centrally purchased stationery, central IT provision, and other central budgets (such as the winding up allowance or temporary secretarial allowance).

### 9. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?      Yes.

What is the tax treatment of these benefits?      First £30,000 is tax exempt.

Are such persons eligible for state unemployment benefits?

Unemployed people who are "available for and actively-seeking work" may claim Jobseeker's Allowance (JSA). Contribution-based JSA is payable for the first six months, provided the person has made sufficient National Insurance (i.e. social insurance) contributions. Thereafter (or from the outset, where the person has insufficient contributions), JSA is means-tested. The legislation governing JSA is the *Jobseekers Act 1995* and the *Jobseeker's Allowance Regulations 1996* (SI 1996/207)

People who receive certain "compensation payments" at the end of their employment can however be treated as still in work for a period following the actual termination of the employment, and are therefore not entitled to JSA for that period. In a job where there is no period of notice due to an employee, the period is calculated using a standard formula. The total compensation payment is divided by the weekly amount the person would have been entitled to under employment protection legislation. This current weekly amount (from 1 February 2005) is £280 a week.

There is however no specific mention in social security regulations or case law of how the Resettlement Grant is to be treated for benefits purposes, and the Commons authorities are not aware of any cases involving former Members who have claimed JSA, so it cannot be confirmed whether the Resettlement Grant would indeed be treated in this way.

## UNITED KINGDOM

### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?  
For Ministers only

Is there a time limit? Two years

### 11. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by this questionnaire:

Members receive a winding up allowance on retirement or defeat which allows them to pay staff redundancies, wind up their offices etc. This is worth 1/3 of annual sum of SA and IEP – currently approx £35,000)

### 12. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

The allowances have been brought in over a number of years.

## SCOTLAND, UNITED KINGDOM

**CURRENCY USED:** Great Britain Pound (£)

### 1. UPPER HOUSE (where applicable) – Unicameral Parliament

Member's <u>basic</u> salary per annum:	£50,300
Cabinet Minister's salary:	£37,798
Minister not in the Cabinet:	£23,675
Leader of the House:	£72,862
Speaker:	£37,798 (Presiding Officer)
Deputy Speaker:	£23,675 (Deputy P.O)

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary? No
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### 2. COMPARATIVE SALARIES

What is the average salary paid to a secondary school teacher? £27,596 (Mean weekly average for "teaching professionals")
What is the average salary received by a senior lawyer in the civil service? £46,000 (Mid point (Value for range) for Government solicitors at Principal Grade)
What is the salary paid to the Head of a Civil Service Ministry? £129,352 (Mid point (Progression Target Rate) for Head of Government Department)
What is the salary paid to senior judge in the Supreme Court and High Court? £150,878 (for High Court and Court of session (Inner House) judges)
What is the average salary paid to a skilled factory worker? £15,334 (Mean weekly average for "textiles, printing and other skilled trades")
Is there a legal minimum wage in your country? If so, what is it? £4.85 per Hour

### 3. INCOME TAX

Is income tax paid on the basic Member's salary? Yes
Is income tax paid on allowances? – It can be depending on the nature of the purchase made and the travel costs reimbursed.

**SCOTLAND, UNITED KINGDOM**

**4. PENSIONS**

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	6 per cent
At what age can the pension be drawn?	65
How long is a Member required to serve prior to qualifying for a pension?	2 years
Does the pension plan provide ongoing benefits to Members' dependents?	Yes
Are there any limitations on Membership of the pension scheme? (please define):	No

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Attendance allowance per annum: - None
Subsistence allowance: Costs reimbursed on basis of actual expenditure incurred up to the following limits:-  Overnight Edinburgh - £ 100.29 per night Overnight London - £112.26 per night Overnight Elsewhere UK - £89.73 per night
Housing allowance: - £10,200 per annum to cover the costs of renting or purchasing of property in Edinburgh. Costs reimbursed on basis of actual expenditure incurred but only for the following items:-  (a) the rent payable for the lease of the property; (b) the interest on the capital required to purchase the property; (c) the conveyancing fees and outlays, and the surveyors' fees, incurred in the purchase of the property; (d) council tax; (e) factoring charges; (f) the provision of utilities; (g) building and contents insurance; (h) TV Licence; (i) reasonable removal costs; and (j) reasonable costs of securing the property such as:  the provision of door/window locks; the installation and maintenance of an intruder alarm; the installation and maintenance of external security lighting; but not major capital items such as security cameras nor the hiring of security guards.
Do Members receive a loan/duty-free concession to purchase a vehicle? - No
Entertainment allowance: - No
Constituency allowance: - £54,300 per annum for constituency members to employ staff and establish and run a local office. Regional Members allowance is dependent on the number of Members returned for the region.

**SCOTLAND, UNITED KINGDOM**

**5. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY**

Are funds provided to Members to finance development projects in their constituencies? If so, please specify. - No	
Travel allowance claimed:	49.3p per mile car mileage allowance 24p per mile motor cycle mileage allowance 20 p per mile pedal cycle mileage allowance
for parliamentary sittings/business:-	As above
for constituency business: -	As above
for overseas travel: -	Actual expenditure
Do family members benefit from any of these travel allowances? Yes	
If so, please specify: 12 single journeys per family member per year at same rate as Members.	
Do Members have access to free medical facilities? – Not through the Parliament's Allowances Scheme	
Are Members covered under a medical plan? – Not through the Parliament's Allowances Scheme	
Allowance for postage:	Pre-paid Envelopes are provided.
Allowance for telephones/faxes/Internet/E-mail:	Rental costs are included as part of allowances already listed.
Allowance for stationery:	Headed and blank paper provided.
Allowance for equipment:	Equipment provided from agreed list up to agreed limits – no set allowance amount.
Payments for committee service: No addition payments made.	

## SCOTLAND, UNITED KINGDOM

### 6. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised? – Allowances rates paid are revised annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? – No. Allowances are uprated in line with indices the SPCB considers appropriate.
Expected date of next revision? 01-4-05
Who/what body revises salaries and allowances? This is determined by the SPCB with any changes requiring to be agreed by a Resolution of the Parliament. (87.5 percent of Westminster's MP's salaries)

### 7. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances: - Section 81 of the Scotland Act 1998
Is there any public disclosure or reporting for Members' salaries and expenses? - Allowances Expenditure by Members is currently published annually. Yes SPCB Annual Report
Do the public have access to Members' expense information upon request? – Yes under the Freedom of Information legislation.

### 8. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?	
Ill health retirement grant for ill health retirement or re-settlement grant in the case of electoral defeat.	
What is the tax treatment of these benefits?	Non-taxable
Are such persons eligible for state unemployment benefits?	Yes but it would depend
To whom are such allowances payable:	Former MSPs
Please outline the nature of such payments:	One-off lump sums
Please specify which legislation or body controls this:	
S1 no 1081/1999 The Scotland Act 1998 (Transitory and Transitional Provision) (Grants to Member and Office Holders) Orders 1999	

### 9. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

2004
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## WALES, UNITED KINGDOM

**CURRENCY USED:** Great Britain Pound £

### 1. LOWER HOUSE - National Assembly for Wales

Member's <u>basic</u> salary per annum:	£45,232
Cabinet Minister's salary: First Minister	£74,903
Other ministers	£38,853
Leader of the House:	£38,853
Leader of the Opposition:	£38,853
Speaker:	£38,853
Deputy Speaker:	£24,448
Committee Chair:	£5,661
Clerk:	£93,139 - £132,586

Are Ministerial and Presiding Officers' salaries <u>in addition</u> to the basic Member's salary?	Yes
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### 2. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	On some according to legislative rules

### 3. PENSIONS

Do Members receive a pension?	Yes
If so, is this a contributory pension scheme?	Yes
If so, what is the level of contribution?	6 per cent or 10 per cent depending on accrual rate chosen
At what age can the pension be drawn?	65 but may be taken earlier subject to meeting certain conditions
How long is a Member required to serve prior to qualifying for a pension?	Immediately eligible
Does the pension plan provide ongoing benefits to Members' dependents?	Yes
Are there any limitations on Membership of the pension scheme? (please define):	No

## WALES, UNITED KINGDOM

### 4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Housing allowance:	£3,600 per year lower rate £11,700 per year higher rate
Do Members receive a loan/duty-free concession to purchase a vehicle?	No
Constituency allowance:	£13,500 to run a constituency office
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	No
Travel allowance claimed:	
for constituency business and parliamentary sittings/business:	40 p per mile for first 10,000 miles 25 p per mile thereafter
for overseas travel:	Actual costs only subject to meeting criteria for visit
Do family members benefit from any of these travel allowances? Yes	
If so, please specify:	
Member may claim 12 single journeys per year for specified family members to visit Assembly	
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	No
Allowance for postage:	Included in office costs allowance
Allowance for telephones/faxes/Internet/E-mail:	Included in office costs allowance
Allowance for stationery:	Included in office costs allowance
Allowance for equipment:	Included in office costs allowance

### 5. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Reviewed every three years – increased annually according to specified formula
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)?	Retail Prices Index for most allowances, Average Earnings Index for Staff Salaries
Expected date of next revision?	2007
Who/what body revises salaries and allowances?	The Assembly after receiving recommendations from the Senior Salaries Review Body

## WALES, UNITED KINGDOM

### 6. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
Sections 16 & 18 of Government of Wales Act 1998. Details set out in Assembly  
Determination

Is there any public disclosure or reporting for Members' salaries and expenses?  
Totals disclosed in House Committee Annual Report

Do the public have access to Members' expense information upon request?  
Some detail provided under Freedom of Information Act

### 7. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral  
defeat?

Yes – lump sum calculated by reference to age and length of service

What is the tax treatment of these benefits?  
First £30,000 not subject to tax – remainder taxable

Are such persons eligible for state unemployment benefits? Yes

To whom are such allowances payable:  
Members who leave at an Election or on Ill Health Grounds

Please specify which legislation or body controls this: National Assembly for Wales

### 8. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue?  
No

### 9. OTHER INFORMATION

Please specify any important monetary or non-monetary allowances which are not covered by  
this questionnaire:

Staff Salaries Allowance enabling AMs to employ 2.5 full time equivalent staff

### 10. DATE ON WHICH THE ABOVE CONDITIONS CAME (COME) INTO EFFECT

1 April 2005

## ZAMBIA

**CURRENCY USED:** Zambian Kwacha

### 1. UPPER HOUSE (Non Applicable)

Member's <u>basic</u> salary per annum:	20,072,676
Cabinet Minister's salary:	21,490,524
Minister not in the Cabinet:	21,490,524
Leader of the House:	27,976,260
Leader of the Opposition:	21,490,524
Government Whip:	21,490,524
Opposition Whip:	20,072,676
Speaker:	24,685,260
Deputy Speaker:	21,490,524
Committee Chair:	20,072,676
Clerk:	52,941,645
Others:	
Deputy Clerk:	48,224,487
Assistant Clerk:	46,752,231
Head of Department:	40,841,658

### 2. INCOME TAX

Is income tax paid on the basic Member's salary?	Yes
Is income tax paid on allowances?	No

### 3. PENSIONS

Members do not receive a pension.

## ZAMBIA

### 4. PARLIAMENTARY ALLOWANCES IN ADDITION TO MEMBERS' BASIC SALARY

Subsistence allowance:	150,000 per day
Do Members receive a loan/duty-free concession to purchase a vehicle?	Yes
Constituency allowance:	15,000,000 per annum
Are funds provided to Members to finance development projects in their constituencies? If so, please specify.	Constituency Development Fund (Through the local governments)
Travel allowance claimed.:	
for parliamentary sittings/business:	320,000 per day
for constituency business:	
for overseas travel:	US \$275 per day
Do family members benefit from any of these travel allowances?	No.
Do Members have access to free medical facilities?	No
Are Members covered under a medical plan?	No
Allowance for postage:	No
Allowance for telephones/faxes/Internet/E-mail:	No
Allowance for stationery:	No
Allowance for equipment:	No
Payments for committee service:	Yes

### 5. REVISION OF SALARIES AND ALLOWANCES

How often are salaries and allowances revised?	Annually
Is the value of allowances automatically tied in any way to other measures (i.e. Consumer Price Index, Public Service Collective Bargaining increases, Judges salaries etc.)? No	
Expected date of next revision?	January
Who/what body revises salaries and allowances?	Standing Orders Committee

## ZAMBIA

### 6. LEGISLATION

Please specify the major legislation which deals with Members' salaries and allowances:  
Ministerial & Parliamentary Act (Emoluments)

Is there any public disclosure or reporting for Members' salaries and expenses? No

Do the public have access to Members' expense information upon request? No

### 7. BENEFITS AFTER LEAVING PARLIAMENT

Are any payments made to Members who leave Parliament upon retirement or after an electoral defeat?

Yes, on dissolution of the house or upon death

What is the tax treatment of these benefits? Nil

Are such persons eligible for state unemployment benefits? No

Please outline the nature of such payments: Gratuity

Please specify which legislation or body controls this: Standing orders committee

### 10. EMPLOYMENT AFTER PARLIAMENT

Are there any limitations on the types of jobs ex-Members/Ministers can pursue? No