



## **The Independent Panel on Financial Support for Assembly Members**

### **Briefing Paper**

#### **Purpose**

1. This paper will give Panel Members a flavour of the issues they will need to consider, the context of the review and the opportunity to read more widely on the subject. It will set out the legal framework and include examples of the type of comparative information and advice which can be provided, enabling the Panel to decide upon areas of enquiry and to suggest further areas of evidence and advice.

#### **Legislative Background**

2. The Government of Wales Act 2006 (“the 2006 Act”) created new devolved institutions in Wales, with enhanced powers, which allow Wales to make primary legislation (the equivalent of Acts of Parliament) in defined areas. Previously, the National Assembly for Wales (a corporate body which included both Government and Legislature) was allowed to make only secondary legislation, of the sort that a Westminster Secretary of State would be able to make alone. The new institutions created by the 2006 Act are:-
  - The National Assembly for Wales (the Assembly), which consists of all 60 Members of the Assembly and is the primary legislature for matters devolved to Wales;
  - The Welsh Assembly Government (the Government), which consists of the First Minister, Welsh Ministers and the Counsel General;
  - The National Assembly for Wales Commission (the Commission), a corporate body consisting of five Assembly Members, chaired by the Presiding Officer, which has the power to provide facilities and services for the purposes of the Assembly.
3. The 2006 Act contains provisions which allow the Assembly to:-
  - Pay salaries to Assembly Members, in their capacity as such and as office holders (for example as Ministers, Presiding Officer, etc);
  - Make pension provision for Assembly Members;
  - Pay allowances to Assembly Members to enable them to perform their functions;
  - Make payments to political groups to which Assembly Members belong to assist them in the performance of their functions.
4. The Assembly’s Standing Orders allow the Assembly Commission to decide all the above matters, except the level of payments to political groups which must be decided by the Assembly itself.



5. There is no statutory or Standing Orders requirement to seek independent advice on these matters, but it is generally recognised as good practice to do so.

## **Context**

### **Purpose of the Review Panel**

6. The legislation provides for Assembly Members to make decisions on matters in which they have a personal interest. Although the Assembly Commission retains authority to make decisions in these matters, the views of a Panel largely made up of independent people will inform the decisions. The Commission sought to invite individuals from a range of backgrounds to form the Panel, including business, human resources, Parliamentary service, academic and current political life, to try and give a cross-section of views and experience to its deliberations.

### **Aims of the Commission**

7. The Assembly Commission has established a strategy for the support and services it provides for the Assembly. The strategy is attached as **Annex A**. The Panel may wish to have regard to the Commission's Strategy when considering the recommendations it makes for financial support for Assembly Members. In particular, the need to respond positively to constitutional change in the support the Commission gives to Members is a key reference point for the Panel's work.

### **Determination**

8. The current scheme of financial support for Assembly Members is set out in a Determination, made by the Assembly in November 2006. A link to the [Determination](#) is attached for reference. The Determination sets out the levels of salaries payable to Assembly Members and their staff as at November 2006.

### **Senior Salaries Review Body (SSRB)**

9. The basis of the current scheme of financial support was the last report of the Senior Salaries Review Body (Report No. 58 National Assembly for Wales – Review of Pay and Allowances 2004). This is [attached](#) for background purposes. The report indicated that Assembly Member salaries should be set at 76.5% of those of Members of Parliament
10. The report of the SSRB in respect of financial support for Westminster MPs will be published very shortly. The Commission has agreed that Assembly Members' salaries will be adjusted to 76.5% of the new MPs' salary level agreed as a result of the expected SSRB



recommendations. The Panel will receive details of the revised salaries when they are available.

### **Future of the Assembly**

11. The Assembly's new coalition Government has agreed that:-

“There will be a joint commitment to use the Government of Wales Act 2006 provisions to the full under Part III and to proceed to a successful outcome of a referendum for full law-making powers under Part IV as soon as practicable, at or before the end of the Assembly term.

Both parties agree in good faith to campaign for a successful outcome to such a referendum. The preparations for securing such a successful outcome will begin immediately.

We will set up an all-Wales Convention within six months and a group of MPs and AMs from both parties will be commissioned to set the terms of reference and membership of the Convention based on wide representation from civic society. Both parties will then take account of the success of the bedding down of the use of the new legislative powers already available and, by monitoring the state of public opinion, will need to assess the levels of support for full law-making powers necessary to trigger the referendum.” (*One Wales – a Progressive Agenda for the Government: an agreement between the Labour and Plaid Cymru Groups on the National Assembly for Wales of 27 June 2007*)

12. It is, therefore, likely that proposals for further enhancement of the devolution process will emerge at an appropriate point within the next four years, subject to levels of public opinion. The group of AMs and MPs to settle terms of reference for the Convention has been established. It is likely, therefore, that the 2006 Act is another staging-post in an ongoing process of devolution.

### **Priority Areas**

13. This section summarises what are likely to be the main issues arising in respect of salaries for Assembly Members and their staff. No views or judgments are expressed on the strength of the case.

### **Assembly Members' Salaries**

14. As indicated in the draft programme for the Panel, the Commission seeks a recommendation from the Panel in late January or early February 2008, in order to allow any revised sum to be backdated to the date upon which Members assumed their new responsibilities (May 2007).



15. All Assembly Members receive a salary, those with special responsibilities (Ministers, Presiding Officer, Chairs of Committees etc) are paid an additional amount to reflect this. Comparisons of the current salaries payable to Assembly Members against those paid in the other UK Parliaments and Assemblies is at **Annex B**. A historical series of salaries paid to Assembly Members is at **Annex C**.
16. In order to obtain a fuller picture, a comparison of broadly equivalent offices in Canadian Provincial Legislatures is at **Annex D**. However, comparisons may prove difficult as there is a wide variation in salaries paid and it is difficult to compare the cost of living in these areas with that of the UK. Comparable figures for Australian state legislatures were not readily available when this paper was being prepared but could be sought if the Review Panel felt it appropriate.
17. The following is a summary of the issues which are likely to be raised in evidence on this subject.

(a) *Increase in activity*

Previous reviews of Assembly Members' salaries (undertaken by the SSRB) have assessed the role and responsibilities of Assembly Members using Job Evaluation methodologies under such headings as:

- Job Complexity
- Intellectual Demand
- Interpersonal Communication
- Skills
- Knowledge
- Nature of Responsibility

As can be seen, no allowance is made for the volume of work undertaken by individual Assembly Members. This has been a source of some frustration amongst Assembly Members as they have experienced a volume of casework which they believe is far greater than that experienced by their Westminster counterparts.

Also, Members have seen a significant increase in the number of Committee meetings they attend, and in the hours spent in formal Assembly meetings, to deal with enhanced legislative and scrutiny duties. The Report of the Richard Commission on the Powers and Electoral Arrangements of the National Assembly for Wales of Spring 2004 contained a digest of time spent in formal meetings by Members at that stage:

<http://www.richardcommission.gov.uk/content/template.asp?ID=/content/finalreport/index-e.asp>



Similar information will be produced for the Panel showing the position since May 2007.

(b) Changes to responsibility and relativities

The initial recommendation of the SSRB in 1999 said that Assembly Members should receive a salary of around 74.3% of that of a Member of Parliament. That assessment was revised to 76.5% in the 2004 SSRB report, before the advent of new powers for the Assembly under the 2006 Act.

Following the 2007 Election, the weighting of the role of Assembly Members compared to that of a Member of Parliament should be reviewed to take account of these new responsibilities. The responsibilities are set out in broad terms above, under **Legislative Background**.

Members who are Ministers in the Welsh Assembly Government now carry the responsibility for making secondary legislation and will, over time, have a wider range of executive powers as devolution grows. There may be evidence suggesting a link with Westminster equivalents. The responsibilities of the Presiding Officers and Committee Chairs have also changed as a result of the new responsibilities and will require consideration. The Assembly Commission itself is a new grouping which had not previously existed in the Assembly and may need to be reviewed. There have also been proposals that the responsibilities of Members with particular roles within party groups, such as party leaders and whips, should be considered.

(c) Level of insecurity

By its very nature, holding office as an Assembly Member is an insecure occupation as each Assembly Member has to submit to the will of the electorate every four years. As a consequence, Assembly Members may argue that the remuneration should adequately reflect the risk they face of not being returned at a subsequent election.

(d) Diversity

Assembly Members are also likely to argue that the remuneration package needs to be sufficiently attractive to attract a wider range of candidates to seek election rather than employment in fields where the reward is greater. This might include, in particular, younger candidates with family responsibilities, although one possible area for exploration here might be improved severance arrangements to allow an orderly resettlement following electoral defeat.



## Assembly Members' Support Staff

### Background

18. Under the terms of the Staff Salaries Allowance, Assembly Members are able to claim a Staff Salaries Allowance to cover the costs to them of people employed by them in an administrative, clerical or secretarial capacity or to undertake research, where those costs are wholly, exclusively and necessarily incurred in connection with their duties as a Member of the Assembly.
19. Since 1 April 2007, an Assembly Member may claim the costs of three full time staff, no more than one from each of Bands 1 and 2, the remainder from Band 3 below:-

Band	Posts typically covered
1	Office Managers
2	Senior Secretaries Senior Caseworkers Research Assistant Press Officer
3	Caseworker Junior Secretary

20. Party leaders may also employ staff under the Party Leaders' Allowance in the following manner:
  - A party group may claim an allowance to cover the salary and related Employer's National Insurance Contributions for up to 4.0 full-time equivalent staff. No more than 1.0 full-time equivalent staff may come from Band 1 as defined below. No more than 3.0 full time equivalent staff may come from Band 2 and the remainder from Band 3.
  - A group of 10 Members or fewer which is not represented by a Member in the Assembly Cabinet may appoint in addition up to 2.0 full-time equivalent staff. No more than 1.0 full-time equivalent staff may come from Band 4 as defined above. No more than 1.0 full time equivalent staff may come from Band 2 and the remainder from Band 3.
  - A group of more than 10 Members which is not represented by a Member in the Assembly Cabinet is entitled to the staff mentioned in paragraph 18.4.2 but for each additional 5 Members of the group (or part thereof) may appoint in addition up to 1.0 full-time equivalent staff. No more than 1.0 full-time equivalent staff may come from Band 2 as defined above and the remainder from Band 3.



21. The current AMSS pay scales are shown in **Annex E**. They are revised on 1 April each year in line with the increase in the Average Earnings Index for the preceding December.

#### Staff Retention

22. Assembly Commissioners have indicated that Members are experiencing problems with staff retention, because longer-serving staff have reached the top of their scales and are looking elsewhere. They feel that it is appropriate to review the scales at this stage, particularly in the light of the increased responsibilities of Members, which may require their staff to take on additional burdens. There has been a suggestion that the scales could be lengthened, but this may have implications under the new age discrimination legislation which would need to be considered.

#### Market conditions

23. It is clearly important that the salary levels need to be set at a level which will allow Assembly Members to recruit and retain staff of the appropriate quality and ability. A comparison between the salary scales payable by Assembly Members with those of comparable staff employed by Members of Parliament is at **Annex F**. In terms of more local comparison, there may also be a case for examining the scales and responsibilities against those of staff employed by the Assembly, with whom AMSS work closely.
24. It is important that the scales are tested against the market periodically and it would seem appropriate for this to be undertaken as part of the review of Assembly Members' Pay and Allowances.

#### Bonuses

25. For completeness, it should be noted that in addition to the 3.0 full-time equivalent staff which an Assembly Member is entitled to employ, they may also claim an amount of up to £5,400 to cover the costs of overtime, training, travel, bonuses etc (including the additional Employer's National Insurance Contributions relating to any such payments). This amount could be used to reward examples of particularly deserving work by an individual.

#### Recommendation

That the Panel consider what further information and evidence they require in relation to the priority areas.



## ANNEX A

### **ASSEMBLY COMMISSION AND ASSEMBLY PARLIAMENTARY SERVICE STRATEGY FOR THE THIRD ASSEMBLY 2007 TO 2011**

#### **OUR PURPOSE**

**To make the Assembly an accessible and effective parliamentary body that inspires the confidence of the people of Wales**

#### **OUR GOALS**

##### **We will promote and widen engagement in devolution**

The next four years must demonstrate that the Assembly is working for all citizens and encouraging greater and more active participation in the democratic process. We will emphasise the positive impact of the Assembly upon the lives of people in Wales. There will be greater incremental devolution through the 2006 Act, and there may be a referendum for greater legislative competence, we will be ready to grasp these challenges enthusiastically.

##### **We will show unity, leadership and a bold response to constitutional change**

The Assembly will show confidence and competence in embracing its new powers. We are united in securing scrutiny and legislation of the best quality, and in supporting Members in all that they do as elected representatives.

##### **In all our work, we will demonstrate respect, probity and good governance**

All that we do must be capable of intense external scrutiny, be transparent and should reflect the diverse nature of Wales and its languages in how it deals with and involves the citizen.

##### **We will work sustainably**

We will show leadership in how we manage our work and estate, and we aim to provide the highest achievable level of sustainability in both.

##### **We will ensure that the Assembly has the best service, provided in the most effective way**

We will take the services provided for Members and the people of Wales to a higher level, while demonstrating wise and effective use of its resources and





value for money. The ethos of service, to Members and anyone who engages with the Assembly, drives everything that we do.

## OUR VALUES

The Assembly Commission and its staff:-

- Always act in the best interests of the Assembly
- Maintain high standards and deliver what we say we will
- Are professional and innovative
- Work openly and collaboratively
- Treat everyone with respect

Others are able to see that we:-

- Demonstrate a shared commitment to succeed
- Show pace and passion in the way that we work
- Build strong relationships and act as ambassadors
- Lead by example

## HOW WE WILL DELIVER

Our goals will be translated into operational planning and personal objectives by individuals, teams, services and directorates within APS. We will make sure that all those who supply us with services are aware of our priorities and work towards them. It will be the responsibility of the Executive Board to secure delivery, and to make sure that the Commission has the support and advice it needs to set, monitor and adjust the strategic direction.

## LOOKING FORWARD

The Third Assembly has an **enhanced and growing legislative competence**, giving it huge opportunities and responsibilities in terms of producing effective and high quality legislation. The significant majority held by the Government may facilitate an increased amount of legislation produced rapidly. The Commission's role is to secure the best standards of legislative scrutiny to ensure that that legislation is improved by its passage through the Assembly. The challenge will be to ensure that the best support is in place to enable Assembly Members to achieve this.

The Commission must ensure that Assembly Members are supported in their role as **scrutineers** of the Government. In so doing, the quality of decision making will be improved and made transparent to the people of Wales.

The Government has given a commitment to seek a positive result in a **referendum on full law making powers**. The Commission has statutory powers to promote public awareness of elections and the current or any



pending system of devolved government in Wales. There is scope for the Government and the Commission to work together in encouraging participation in the Referendum, ensuring the people of Wales are well informed when they come to make a choice.

**To make the Assembly more open than ever before**, the Commission will need to promote and support services that encourage public participation in and understanding of the Assembly. It will inform people, young and old, of its work, seeking to engage them directly in scrutiny and legislative processes and ensuring that everything we do is as transparent as possible.

The Assembly Commission has statutory duties to promote **sustainable development, equality of opportunity and to give effect to the principle that the English and Welsh languages should be treated equally**. Environmental sustainability will be a key issue in the management of the Commission's estate. Sustainability in its workforce will depend upon how creatively the Commission secures diversity and creates attractive and interesting opportunities for those who provide its services. The Assembly will be expected to show leadership in all these areas.

**Resources** may become more limited. We will need to ensure that we demonstrate value for money, deploy our resources well in line with this Strategy, manage our contracts to best effect and with high standards of governance to ensure that the growing needs of the Assembly are met within an acceptable resource framework.

The **good reputation of the primary democratic institution in Wales** is vital if the Assembly is to match its promise, develop and grow with the support of the citizens of Wales. A major challenge will be to build upon our links with citizens, both individually and through their institutions and wider civic society. Resources will be targeted to demonstrate the positive impact of the Assembly and to deal skilfully with challenging media coverage.

## **WHAT COULD GO WRONG?**

To deliver this challenging agenda means that we will need to take risks. This will not inhibit achievement – well managed risk taking, encouraging “what if?” questions and good planning will help us to be innovative and forward-thinking, without damaging the Assembly's reputation or resources. The following high level risks have been identified:-

- Safety and security of the estate threatened and business disrupted as a result of terrorist attack or unplanned events like fire, flood, or epidemic;
- Business disrupted and reputation damaged as a result of IT and/or business continuity failure;
- Deterioration in services caused by failure to retain and attract staff, poor planning, inappropriate rate of change or inadequate resources;



- Defective legislation or a failure to hold the Government to account, as a result of poor advice or inadequate process;
- Loss of reputation caused by failure to comply with legal requirements, poor governance, lack of probity or mismanagement of resources, or failure to deliver against stated objectives;
- Poor services caused by inadequate procurement and bad contract or project management.

The Commission will take a particular interest in monitoring those risks which provide a significant threat to services to citizens and Assembly Members and those which could have a serious impact upon the Assembly's reputation.



## ANNEX B

### COMPARISON OF MEMBERS' SALARIES 2007-08

	National Assembly for Wales	House of Commons <sup>1</sup>	Scottish Parliament <sup>2</sup>	Northern Ireland Assembly <sup>3</sup>
Member	£46,496	£60,675	£53,091	£43,101
Members' salary as % of MP salary	76.6%	N/A	87.5%	71.0% <sup>4</sup>
Members who are also Members of Parliament or Members of the European Parliament	£15,499	N/A	£17,697	£14,367
Prime Minister	N/A	£128,174	N/A	N/A
First Minister	£76,996	£76,904 <sup>5</sup>	£76,907	£71,434
Deputy First Minister	£39,939	N/A	N/A	£71,434
Minister	£39,939	£39,893 <sup>6</sup>	£39,987	£37,801
Presiding Officer/Speaker	£39,939	£76,904 <sup>7</sup>	£39,987	£37,801
Leader of the largest party Without an Executive role	£39,939	£70,497 <sup>8</sup>	N/A	N/A
Deputy Presiding Officer/Deputy Speaker	£25,121	£39,893 <sup>9</sup> £35,061 <sup>10</sup>	£24,989	£8,499
Deputy Ministers	£25,121	£30,280 <sup>11</sup>	£24,989 <sup>12</sup>	£19,609 <sup>13</sup>
Government Chief Whip	N/A	£76,904	N/A	N/A
Government Deputy Chief Whip	N/A	£39,893	N/A	N/A
Government Whip	N/A	£25,673	N/A	N/A
Assistant Government Whip	N/A	£25,673	N/A	N/A
Opposition Chief Whip	N/A	£39,893	N/A	N/A
Deputy Opposition Chief Whip	N/A	£25,673	N/A	N/A
Member of Assembly Commission	N/A	N/A <sup>14</sup>	N/A <sup>15</sup>	£11,331

<sup>1</sup> Awaiting publication of SSRB Review of MPs Pay and Allowances

<sup>2</sup> Independent review of Allowances but not salaries in process

<sup>3</sup> SSRB Review of Pay and Allowances in process

<sup>4</sup> The SSRB recommended in both 2001 and 2002 that the relativity between an MLA and an MP should be set at 82 per cent – however this linkage has become eroded during the period in which the Northern Ireland Assembly was suspended

<sup>5</sup> Cabinet Minister

<sup>6</sup> Minister of State

<sup>7</sup> Speaker

<sup>8</sup> Leader of the Opposition

<sup>9</sup> Chairman of Ways and Means

<sup>10</sup> First Deputy Chairman of Ways and Means and Second Deputy Chairman of Ways and Means

<sup>11</sup> Parliamentary Under Secretary of State

<sup>12</sup> Junior Minister in Scotland

<sup>13</sup> Junior Minister in Northern Ireland

<sup>14</sup> House of Commons Commission

<sup>15</sup> Scottish Parliamentary Corporate Body



	<b>National Assembly for Wales</b>	<b>House of Commons<sup>1</sup></b>	<b>Scottish Parliament<sup>2</sup></b>	<b>Northern Ireland Assembly<sup>3</sup></b>
Chairs of Scrutiny Committees/ Chair of Audit Committee/ Chair of Finance Committee	£5,819	£13,459 <sup>16</sup>	N/A	£11,331 <sup>17</sup>
Deputy Chairs of Committee	N/A	N/A	N/A	£5,667 <sup>18</sup>
Chairs of other Committees	N/A	N/A	N/A	£11,331 <sup>19</sup>
Counsel General	£39,939 <sup>20</sup>	£67,008 <sup>21</sup>	£52,123 <sup>22</sup> £37,960 <sup>23</sup>	N/A

<sup>16</sup> Select Committees only

<sup>17</sup> Statutory Committees

<sup>18</sup> Statutory Committees only

<sup>19</sup> Non-Statutory Committees

<sup>20</sup> If also an AM, if not AM receives salary equivalent to total of AM salary and Counsel General salary

<sup>21</sup> Solicitor General's salary included, information awaited as to salary of Attorney General

<sup>22</sup> Lord Advocate

<sup>23</sup> Solicitor General



**ANNEX C**

**HISTORICAL SEQUENCE OF ASSEMBLY MEMBERS' SALARIES**

From	To	Assembly Member	Assembly Member who is also MP/MEP	First Minister	Welsh Minister Presiding Officer/ Leader of largest party not in Cabinet	Deputy Presiding Officer	Deputy Minister	Subject/ Scrutiny Committee Chair	Audit Committee Chair	Finance Committee Chair
07/05/99	31/03/00	£34,438	£11,479	£64,308	£33,360	£17,305	N/A	N/A	N/A	N/A
01/04/00	31/03/01	£35,437	£11,812	£66,173	£34,327	£17,807	N/A	N/A	N/A	N/A
01/04/01	31/03/02	£38,000	£12,667	£68,158	£35,357	£22,145	N/A	£5,150	N/A	N/A
01/04/02	31/03/03	£41,500	£13,833	£69,862	£36,241	£22,700	N/A	£5,280	N/A	N/A
01/04/03	31/03/04	£42,434	£14,133	£71,434	£37,056	£23,211	N/A	£5,399	N/A	N/A
01/04/04	31/03/05	£44,000	£14,428	£72,863	£37,797	£23,675	N/A	£5,507	£5,507	N/A
01/04/05	31/03/06	£45,232	£15,077	£74,903	£38,853	£24,438	N/A	£5,661	£5,661	N/A
01/04/06	31/03/07	£46,191	£15,397	£76,491	£39,677	£24,956	N/A	£5,781	£5,781	N/A
01/04/07	03/05/07	£46,496	£15,499	£76,996	£39,939	£25,121	N/A	£5,819	£5,819	N/A
04/05/07	31/03/08	£46,496	£15,499	£76,996	£39,939	£25,121	£25,121	£5,819	£5,819	£5,819



**ANNEX D**

**SALARIES PAID TO MEMBERS OF CANADIAN PROVINCIAL LEGISLATURES**

	<b>Alberta</b>	<b>British Columbia</b>	<b>Manitoba</b>	<b>Newfoundland &amp; Labrador</b>	<b>Northwest Territories</b>	<b>Nova Scotia</b>	<b>Prince Edward Island</b>
Member	\$49,836	\$98,000	\$74,982	\$92,580	\$90,199	\$81,805	\$62,500
Additional Tax Free Allowance	\$24,918	N/A	N/A	N/A	Up to \$10,797	N/A	N/A
Premier	\$77,784	\$88,200	\$49,527	\$68,252	\$68,602	\$83,682	\$68,000
Deputy Premier	N/A	N/A	N/A	N/A	N/A		
Speaker	\$61,140	\$49,000	\$30,957	\$52,497	\$39,260	\$44,963	\$36,800
Minister with portfolio	\$61,140	\$49,000	\$30,957	\$49,484	\$48,275	\$44,963	\$43,700
Minister without portfolio	\$27,156	\$34,300	\$24,765	N/A	N/A	\$44,963	
Leader of the Opposition	\$61,140	\$49,000	\$30,957	\$52,497	N/A	\$44,963	\$43,700
Deputy Speaker	\$30,588	\$34,300	\$8,670	\$26,246	\$6,352	\$22,482	\$18,400
Assistant Deputy Speaker	N/A	\$34,300	N/A	N/A	N/A	N/A	N/A
Chairman of Committees	\$30,588	\$14,700	\$3,718	\$26,246	\$5,628	N/A	N/A
Deputy Chairman of Committees	\$15,288	\$9,800	\$3,098	\$13,123	N/A	N/A	N/A
Leader of a recognised opposition party	\$27,156	\$24,500	\$24,765	\$18,367	N/A	\$22,482	N/A
Official Opposition House Leader	\$13,008	\$19,600	\$6,193	\$26,246	N/A	N/A	\$4,450
Third Party House Leader	\$10,404	\$9,800	\$4,956	\$18,367	N/A	N/A	\$3,500
Chief Government Whip	\$10,404	\$24,500	\$6,193		N/A	N/A	N/A
Assistant Government Whip	\$7,788	\$14,700	N/A		N/A	N/A	N/A
Chief Opposition Whip	\$7,788	\$24,500	\$4,956	\$13,123	N/A	N/A	\$3,500
Assistant Opposition Whip	\$6,492	\$14,700	N/A		N/A	N/A	N/A
Third Party Whip	\$6,492	\$9,800	\$3,718	\$13,123	N/A	N/A	N/A
Member of Commission (or equivalent)	N/A	N/A	N/A	\$200 per day	N/A	N/A	N/A



NOTE: No information readily available for New Brunswick, Ontario, Nunavut or Yukon

	<b>Quebec</b>	<b>Saskatchewan</b>
Member	\$82,073	\$66,113
Additional Tax Free Allowance	N/A	\$5,535
Premier	\$86,177	\$59,718
Deputy Premier	\$28,726	\$47,776
Speaker	\$61,555	\$35,830
Minister with portfolio	\$61,555	\$41,804
Minister without portfolio	N/A	N/A
Leader of the Opposition	\$61,555	\$41,804
Deputy Speaker	\$28,726	\$12,218
Assistant Deputy Speaker	N/A	N/A
Chairman of Committees	\$20,518	\$12,218
Deputy Chairman of Committees	\$16,415	\$6,109
Leader of a recognised opposition party	\$28,726	\$20,902
Official Opposition House Leader	\$28,726	\$12,218
Third Party House Leader	\$28,726	\$6,109
Chief Government Whip	\$28,726	\$12,218
Assistant Government Whip	\$16,415	\$6,109
Chief Opposition Whip	\$24,622	\$12,218
Assistant Opposition Whip	\$16,415	\$6,109
Third Party Whip	\$16,415	\$6,109
Member of Commission (or equivalent)	\$12,311	N/A





## ANNEX E

### Support Staff Salaries

<b>Band 1</b>	<b>2007-08</b>
Point 1	£19,761 p.a.
Point 2	£21,578 p.a.
Point 3	£23,562 p.a.
Point 4	£25,728 p.a.
Point 5	£28,094 p.a.

<b>Band 2</b>	<b>2007-08</b>
Point 1	£16,805 p.a.
Point 2	£18,534 p.a.
Point 3	£20,441 p.a.
Point 4	£22,545 p.a.
Point 5	£24,865 p.a.

<b>Band 3</b>	<b>2007-08</b>
Point 1	£15,171 p.a.
Point 2	£16,383 p.a.
Point 3	£17,692 p.a.
Point 4	£19,104 p.a.
Point 5	£20,630 p.a.

<b>Band 4 (Available to party groups only)</b>	<b>2007-08</b>
Point 1	£26,763 p.a.
Point 2	£28,159 p.a.
Point 3	£29,628 p.a.
Point 4	£31,172 p.a.
Point 5	£32,799 p.a.



## ANNEX F

### Comparison of Support Staff Salaries payable by Assembly Members with those payable by Members of Parliament

<b>Band 1</b>	<b>Assembly Member Support Staff</b>	<b>Member of Parliament Support Staff</b>	<b>Member of Parliament Support Staff (excluding London weighting*)</b>
Minimum	£19,761 p.a.	£20,559 p.a.	£20,559 p.a.
Maximum	£28,094 p.a.	£38,623 p.a.	£31,000 p.a.

<b>Band 2</b>	<b>Assembly Member Support Staff</b>	<b>Member of Parliament Support Staff</b>	<b>Member of Parliament Support Staff (excluding London weighting*)</b>
Minimum	£16,805 p.a.	£16,821 p.a.	£16,821 p.a.
Maximum	£24,865 p.a.	£28,656 p.a.	£23,700 p.a.

<b>Band 3</b>	<b>Assembly Member Support Staff</b>	<b>Member of Parliament Support Staff</b>	<b>Member of Parliament Support Staff (excluding London weighting*)</b>
Minimum	£15,171 p.a.	£13,705 p.a.	£13,705 p.a.
Maximum	£20,630 p.a.	£24,296 p.a.	£20,000 p.a.

<b>Band 4 (Available to party groups only)</b>	<b>Assembly Member Support Staff</b>	<b>Member of Parliament Support Staff</b>	<b>Member of Parliament Support Staff (excluding London weighting*)</b>
Minimum	£26,763 p.a.	£26,789 p.a.	£26,789 p.a.
Maximum	£32,799 p.a.	£38,623 p.a.	£33,600 p.a.

\* Estimate of London weighting arrived at by calculating difference in minimum starting salary between London and elsewhere