



BOARD PAPER	
Paper ref:	IPSA/160120/5
Agenda item:	8

**TO:** IPSA Board **DATE:** 20 January 2016

**FROM:** [NAME REDACTED]

**TEL:** 020 7811 6467

**SUBJECT:** **Pay for Specified Committee Chairs (Chairs of Select Committees and Members of the Panel of Chairs)**

**ANNEXES:**

- A. Salaries for Members of the Panel of Chairs from introduction to present day**
- B. Motion on Pay for Chairmen of Standing Committees (13 July 2005)**
- C. House of Commons resolution on entitlement to additional salary (March 2013)**
- D. IPSA's Determination on the Additional Salary for Specified Committee Chairs (December 2013)**
- E. Specified Committee Chairs as at January 2016**

---

## Issue

1. IPSA has a duty to determine the level of pay for Chairs of Specified Committees (certain chairs of Select Committees and for Members of the Panel of Chairs).
2. In the MPs' Pay and Pensions Final Report (December 2013), the Board made a commitment to conduct a full review of the current arrangements for pay for Chairs of Specified Committees in the first year of the new Parliament.
3. This paper provides background information and some initial findings on the current arrangements, as part of the review. This is given in advance of the Board's being asked in February 2016 to agree proposals, which we would consult the public on in March.

## Timing

4. Routine - for discussion at the Board meeting on 20 January 2016.

## Recommendation

5. That the Board notes:
  - the background information provided in this paper; and
  - that we will return to the Board on 24 February with further information and to seek agreement to proposals for consultation.
6. That the Board, in light of the information contained in this paper, provides a steer on the following questions:
  - Is the Board prepared to consider changes to the current arrangements for the Additional Salary that is paid to Chairs of Specified Committees?
  - If the Board is prepared to consider such changes, what evidence should be brought to bear in order to inform the decision?
  - Is there any other information that the Board wishes to see in conjunction with our proposals in February?

## Background

### *IPSA's responsibilities*

7. As well as being responsible for setting MPs' basic pay, we have a duty to determine the level of pay for specified chairs of Select Committees and for Members of the Panel of Chairs.
8. In our consultations on MPs' remuneration during 2012 and 2013, we sought views on how we should determine the level of pay for Chairs of Specified Committees. We received no strong arguments for changing the existing structure of payments. Most respondents agreed with the principle behind these payments, but we did not consider that we had enough information to determine whether the current level of pay or payment structure was appropriate, or how it might be changed. The principal suggestion that we received was from Rt Hon Lindsay Hoyle MP (Chairman of Ways and Means) regarding the arrangements for Members of the Panel of Chairs, which is discussed in more detail in paragraph 45 below.
9. In our final report on MPs' pay in December 2013, we recommended that the pay for Chairs of Specified Committees be increased by 1% in April 2015. We made a commitment to conduct a full review of the arrangements in the first year of the 2015 Parliament, once we had completed our statutory review of MPs' basic pay.
10. We plan to conduct a consultation on any proposed changes to the level of pay for Chairs in March 2016. We aim to publish a new determination in May 2016, to be implemented in June 2016.

*Chairs of Specified Committees*

11. Chairs of Specified Committees (described at Annex C) carry out two distinct roles. They receive a different salary:

- **Chairs of Select Committees** – MPs who are chosen to chair Select Committees, who receive an additional salary of £15,025. 33 MPs are currently Chairs of Select Committees. Parliament set the level of this salary at the same rate as that paid to a Parliamentary Under-Secretary, though “somewhat reduced to reflect the lower time commitment”.<sup>1</sup>
- **Members of the Panel of Chairs** – MPs who are placed into a pool (i.e. the “Panel”) and selected to chair Public Bill Committees, General Committees, and debates in Westminster Hall, formerly referred to as Chairmen of Standing Committees, who currently receive a salary that is dependent upon their length of service (see Table 1 below). 38 MPs are currently on the Panel. Parliament established a tiered structure for the salary for Members of the Panel of Chairs on the basis that the time commitment that individual Chairs were asked to make was highly variable.<sup>2</sup>

12. The introduction of the Additional Salary was designed to reward the additional work that is done by MPs as Chairs of Committees, in addition to their existing parliamentary duties. It was also designed to promote an alternative career structure other than a role on the frontbench.

13. Responsibility for setting the Additional Salary passed to IPSA in 2011. IPSA does not have the power to add new Committees to the list of those whose Chairs are entitled to receive the Additional Salary. Furthermore, only MPs who act as Chairs, and not other members of a Committee, receive an additional salary.

14. Our determination in December 2013 of the Additional Salary for Specified Committee Chairs states that an individual specified by the House of Commons in a resolution under Section 4A(2) of the Parliamentary Standards Act (2009) will be paid an additional salary in respect of a period that:

- begins with the day on which the Member becomes Chair of such a Committee; and
- ends on the day on which the Member ceases to be Chair.

15. Furthermore, no Specified Committee Chair shall:

- receive more than one Additional Salary under this determination, or

---

<sup>1</sup> *Pay for Select Committee Chairmen* (SSRB: July 2003), para. 2.26

<sup>2</sup> *Pay for Committee Chairmen in the House of Commons*, SSRB (June 2005), p.VII

- receive an Additional Salary for any period, or part thereof, if the specified Committee Chair is also entitled to a further salary by virtue of any provision of the Ministerial and other Salaries Act 1975.<sup>3</sup>

16. Committee Chairs entitled to receive the Additional Salary are specified under a 2013 resolution of the House of Commons. The full text can be found at Appendix C.

## Chairs of Select Committees

### *Cost of Additional Salaries*

17. The Additional Salary for Chairs of Select Committees was initially set at £12,500 following a report by the Committee on Standards and Privileges in 2003.<sup>4</sup> The subsequent House resolution made provision for the salary to be uprated in line with MPs' basic pay.<sup>5</sup>
18. With effect from April 2011, the Additional Salary was frozen for a two year period at £14,582, and was subsequently uprated to:
- **£14,728** for the **2013-14** financial year;
  - **£14,876** for the **2014-15** financial year; and
  - **£15,025** for the **2015-16** financial year.
19. Since responsibility for administering the pay of MPs was transferred to IPSA in 2010, 38 MPs have been paid the Additional Salary in their capacity as Chairs of Select Committees.
- For the period May 2010 to March 2015, the total cost of this Additional Salary was **£2.3 million**.
20. In total, half of Chairs of Select Committees have received the full salary payable to them by IPSA during the period May 2010 to March 2015.
- One Chair's salary exceeded the stipulated amount because, as Chair of the Committee of Selection which has responsibility for appointing all other Chairs of Select Committees and Members, his period of service commenced first, and so his salary was paid from an earlier date.
  - 18 Chairs were paid less than this amount, as their starting date commenced part way through the period. The latest starting date was October 2014.

---

<sup>3</sup> As set out at paragraph 5(a) and (b), Annex B, MPs' Pay and Pensions, Final Report, December 2013.

<sup>4</sup> Pay for Select Committee Chairman, October 2003

<sup>5</sup> Chairs receive **one** Additional Salary. A Select Committee Chair who is also a Member of the Panel of Chairs will only receive the Additional Salary in respect of the former role.

*Attendance at sittings*

21. There are no standard records of attendance publicly available for Select Committees of the House of Commons. Individual Select Committees record the attendance of their Chairs and Members at their own discretion, though a substantial majority of Committees do record formal minutes and attendance on their parliamentary webpages.<sup>6</sup>
22. To achieve an overall picture of attendance at Select Committees by MPs who, as Chairs, receive the Additional Salary, the 2013-14 parliamentary session has been selected, as attendance records were mostly complete.<sup>7</sup>
23. For the 2013-14 parliamentary session (during which 34 MPs received the Additional Salary), average attendance by Chairs at sittings of their Committees was **95.6%**.
  - Half of Chairs during the period had a recorded attendance of **100%**.
  - 11 Chairs had a recorded attendance of above **90%** (seven of these had more than 95% attendance).
  - 3 Chairs had a recorded attendance rate of between **80-90%**.
  - 1 Chair had a recorded attendance rate of **64%**.
24. Irrespective of attendance, all Chairs received the Additional Salary from the date of their appointment until they cease to be a Chair.
25. When a member of the Committee replaced an appointed Chair, this Member was not paid by IPSA.
26. It is important to note that the formal minutes also record visits to external organisations and locations that were made by Chairs and Members of Committees, in addition to sittings.
27. For example, during the 2013-14 session, the Culture, Media, and Sport Committee made five external visits; none was scheduled to take place on the same day as a sitting of the Committee. It does not appear that Chairs having to prepare for Committee sittings through, for example, making external visits, is a cause of low attendance.
28. Comprehensive data on the number of sittings held by all Select Committees are not consolidated publicly and are therefore hard to obtain.
29. The Select Committee on Education, as a Committee that sits on a regular basis, has been chosen as an illustration. During the 2013-14 financial year, the Education Committee sat on 40 occasions, from 14 May 2013 to 19 March 2014.

---

<sup>6</sup> The two exceptions are the Finance Committee, and the Committee of Selection (which has responsibility for appointing the Chairs and Members of other Select Committees).

<sup>7</sup> For the following Select Committees, records for the 2013-14 session were not available and so records from other parliamentary sessions have been used: Joint Committee on Human Rights (2012-13), International Development Committee (2014-15), Regulatory Reform Committee (2010-12), Committee on Standards (2012-13), and Transport Committee (2012-13).

## OFFICIAL- SENSITIVE

- As parliamentary sessions and financial years are sometimes not aligned, a further five sittings of the Committee occurred in the first two months of the next financial year, though they apply to the same parliamentary session.
- The Education Committee did not have any sessions where it sat in both the morning and the afternoon of the same day, unlike some Committees.

30. On average, the Education Committee sat on fewer than four occasions per month.

31. The Chair of the Committee presided over 84% of the sittings. In the Chair's absence, a member of the Committee chaired the meeting for the duration of the sitting.

### *Scope for change*

32. It is within our remit to alter the rules relating to payment of the Additional Salary to Chairs of Select Committees (as Chairs of Specified Committees), if it is felt that a change is warranted or desired. Any changes will require a public consultation and a new determination.

33. The Additional Salary for Chairs of Select Committees was introduced by a House of Commons resolution in 2003. Further to this resolution, responsibility for determining MPs' pay transferred to us in 2010-11.

34. After our first determination, the Additional Salary was paid in accordance with sections 4, 4A, and 4A(2) of the Parliamentary Standards Act 2009 (as amended).

35. Although the Act makes provision for IPSA to pay all MPs' salaries, we only pay the Additional Salary to the chairs of those committees laid out in a March 2013 House of Commons resolution (i.e. Chairs of Committees who are *specified*).

36. IPSA has the authority to determine both the level of the salary, and the manner in which it is paid.

37. The Additional Salary could be paid on the basis of a number of criteria, including:

- attendance at sittings of Committees;
- the amount of time spent on Committee work; or
- the amount of work undertaken by a particular Chair.

38. Alternatively, the Additional Salary could continue to be paid regardless of the various criteria advanced.

## Members of the Panel of Chairs

### *Cost of Additional Salaries*

39. Under the same provisions set out earlier at paragraph 14-15 of this report, Members of the Panel of Chairs shall be paid an Additional Salary from the day on which they are appointed to the Panel, until they cease to be Members.<sup>8</sup>
40. The House of Commons passed a motion in 2005 that allowed for a tiered salary for Members of the Panel of Chairs, according to the following:
- less than 1 year of service;
  - 1 – 3 years;
  - 3 – 5 years;
  - at least 5 years.
41. Table 1 below shows the tiers for Members since responsibility was transferred to IPSA in 2010. We began paying the salaries of Members in July 2010 (the levels of salaries for all years since 2005 are recorded at Appendix A).
42. During the period May 2010 – March 2015, 42 MPs have received the Additional Salary in their capacities as Members of the Panel of Chairs.
43. The total cost of this Additional Salary was **£1.7 million**.
44. 39 MPs either began receiving or were already in receipt of the salary at the start of 2010-11. 90% of these were Members at March 2015.
- 15 Members were re-appointed to the Panel at the start of the 2010 parliamentary session. 8 Members had reached the fourth tier before 2010, and stayed at this level for the entire period to March 2015.
  - 26 Members were appointed to the Panel during or after the 2010-11 financial year. 4 Members were appointed to and left the Panel in 2010-11.
  - The latest appointment to the Panel during the last Parliament occurred in November 2013.

---

<sup>8</sup> The Panel of Chairs have responsibility, *inter alia*, for chairing Bill Committees, and are only appointed to a committee when it is established following the introduction of a particular Bill to Parliament. The Committee lasts for the period of the Bill's passage to law, and are named after the Bill itself, for example, the Committee on the Welfare Reform and Work Bill.

**Table 1** – tiered salaries (£) for Members of the Panel of Chairs since 2010, effective from April of each year

	2010	2011	2012	2013	2014	2015
<b>Less than 1 year (Tier 1)</b>	2,910	2,910	2,910	2,940	2,970	3,000
<b>1 – 3 years (Tier 2)</b>	8,166	8,166	8,166	8,248	8,331	8,415
<b>3 – 5 years (Tier 3)</b>	11,082	11,082	11,082	11,193	11,305	11,419
<b>At least 5 years (Tier 4)</b>	14,582	14,582	14,582	14,728	14,876	15,025

*Cost of proposed alternatives to the four tier structure*

45. In his response to our 2013 public consultation on MPs’ Pay and Pensions, Rt Hon Lindsay Hoyle MP argued that the structure of the tiers did not accurately reflect the nature of the work done by Chairs.
46. He contended that a two tier model was preferable because a shorter probationary period was justified. Members should receive the lowest available salary during their first year of service, but should automatically progress to the highest salary after the first year.<sup>9</sup> Mr Hoyle reiterated his preference for a two tier model at a meeting with IPSA colleagues on 15 December 2015.
47. Table 2 displays the total actual cost of the Additional Salary over the last 2 financial years, as compared to the projected cost that would have resulted if Mr Hoyle’s alternative model had been implemented.

<sup>9</sup> When the motion establishing tiered salaries for Members of the Panel of Chairs was passed in 2005, Mr Hoyle’s predecessor as Chairman of Ways and Means, Sir Alan Haselhurst, proposed an alternative three tier system for Members of the Panel according to the following periods: 1 year; 4 years; and 7 years. The Government’s four tier proposal, at Table 1, was preferred.



**Table 2** – actual versus projected cost of current and alternative models for Panel Chairs' salary

Financial year	Actual cost (£)	Projected cost (£)	+/- (%)
2013-14	393,000	499,000	26.9
2014-15	429,000	508,000	18.4

**Table 3** – projected annual costs of current and alternative models for Panel Chairs' salary tiers

Financial year	Current model (£)	Alternative model (£)	+/- (%)
2015-16	338,000	391,000	15.7
2016-17	449,000	516,000	14.9

48. Table 3 shows the projected costs of the current model against Mr Hoyle's alternative structure if either was implemented for the 2015-16 and 2016-17 financial years.<sup>10</sup>

49. The slight projected fall in cost between the 2014-15 and 2015-16 financial years is due to the impact of the General Election, where 10 Members of the Panel of Chairs were replaced.<sup>11</sup> The projected cost of Mr Hoyle's alternative model in 2016-17 is greater than in other years because some Panel Members who started in 2015-16 and received the lowest salary would then proceed directly to the top tier in the following year under this model.<sup>12</sup>

<sup>10</sup> Three assumptions have been made in producing this data:

a) that Mr Hoyle's alternative model had been implemented at the start of 2015-16;  
b) that the 2016-17 salary will be increased by 1% along the lines of previous years;  
c) that all Chairs served for the duration of each financial year.

<sup>11</sup> A further replacement occurred in 2014-15 due to the death of a Chair, bringing the total to 11.

<sup>12</sup> Average annual turnover of Members of the Panel of Chairs since 2010 and before the General Election year was one.

*Attendance at sittings*

50. Attendance records for Chairs and Members at sittings of public bill committees (to which Members of the Panel of Chairs are appointed) are recorded on the Committee's parliamentary webpages.<sup>13</sup>
51. It is important to note that, in the majority of cases, MPs share Chairmanship of public bill committee sittings. Therefore, while average attendance may be low, Committee sittings are always presided over by an appointed Chair. For example:
- The Public Bill Committee on the Health and Social Care Bill (2013-14) sat on 15 separate occasions; two MPs were appointed to the Committee, and chaired 7 and 8 sittings respectively.
52. There is no minimum number of occasions on which an appointed Chair *must* preside over a Committee.
53. "Attendance" is therefore an imprecise term because the number of times a Chair is actually required to attend is not mandated. It may not therefore necessarily be an indicator of the amount of work that is done for a particular Committee.
54. The mechanism whereby MPs receive the Additional Salary from the day of their appointment to the Panel *rather than* from the day on which they are appointed to Chair a bill committee means that Members receive the Additional Salary for the whole of the financial year.
55. Sittings appear to form only a proportion of the work that Members of the Panel of Chairs routinely do (in addition to official visits and gathering evidence).
56. However, it is not clear whether the assumption that a Member who is not appointed to Chair a Committee therefore has no Committee-related work (though is still in receipt of the Additional Salary) is reasonable or not. This will be examined further.
57. To use the 2014-15 financial year as an example, 35 MPs received the Additional Salary as Members of the Panel of Chairs.
- **12** received the fourth tier salary;
  - **2** received a proportion of the third and fourth tier salaries<sup>14</sup>;
  - **19** received the third tier salary alone;
  - **1** received the second tier salary; and
  - **1** received a proportion of the first and second tier salaries.

---

<sup>13</sup> The attendance of Chairs and Members at sittings is recorded in the minutes of Committee sittings, which are available on the parliamentary webpages of each Committee.

<sup>14</sup> When a Member completed a full year of service during the course of a financial year, they received a pro-rated amount of two salary tiers.

58. Median attendance by appointed Chairs at sittings of relevant committees in 2014-15 was **50%**.
59. **8** Members did not chair **any** committees in 2014-15, but received a salary for the full period:
- **3** received the fourth tier salary;
  - **1** received a proportion of the third and fourth tier salaries; and
  - **5** received the third tier salary.
60. 1 Member was mistakenly paid the additional salary at the third tier rate for a further three months following his death.<sup>15</sup>
61. The total cost of these nine additional salaries was **£111,000**.
62. For Members who did chair committees in 2014-15, the number of sittings attended and the total number of sittings that took place was varied, with no clear, general patterns.
63. The highest number of sittings which an individual Member could attend was 21, while the lowest was 1 (other than those who did not Chair a Committee).
64. Attendance varied slightly according to the number of sittings that appointed Members could have attended. The total attendance rate among Members with 10 or fewer possible sittings was **55%**, while the rate for those with more than 10 was **45%**.
65. 5 Members attended every sitting of a committee to which they were appointed Chair in 2014-15. 3 of these committees sat on 1 occasion only. The median number of sittings was 3.
66. Attendance also varied according to the salary tier of Members.
- Median attendance among those who received the highest salary was **38%**.
  - Median attendance among those who received the third tier salary was **50%**.<sup>16</sup>
67. The provision that MPs receive the Additional Salary from the day of their appointment as Members appears to discriminate against those with higher levels of attendance as compared to those with either relatively low attendance, or who did not attend at all.

---

<sup>15</sup> The Member died in early September 2014, and received an entire salary for September, in addition to three further payments in October, November, and December.

<sup>16</sup> Only two Members received the second or lowest salary tier in 2014-15; their attendance rates were 55% and 100% respectively.

*Scope for change*

68. As with Chairs of Select Committees (paragraphs 32-38 above), IPSA has the authority to make changes to the manner in which the Additional Salary is paid to Members of the Panel of Chairs (as Chairs of Specified Committees).
69. The Additional Salary for Members of the Panel of Chairs was introduced under a House of Commons motion in July 2005 (the full text of which can be found at Appendix B).
70. Sub-paragraph (c) of the motion states that the period for which a Member shall receive the Additional Salary
- should begin... on the day on which the Member is appointed to the Panel... and end on the day on which the Member ceases to be a member of the Panel.
71. Prior to January 2013, we paid salaries in accordance with motions and resolutions of the House.
72. However, following our first determination, salaries were paid in accordance with sections 4 and 4A(2) of the Parliamentary Standards Act 2009 (as amended).
73. Section 4A(2) of the (amended) Act states that
- a determination may provide for higher salaries to be payable to members while holding an office or position specified for the purposes of this subsection in a resolution of the House of Commons.
74. The relevant resolution of the House was passed in March 2013 (see Appendix C), and simply states that Members of the Panel of Chairs are “specified, for the purposes of section 4A(2) of the Parliamentary Standards Act 2009”.
75. The level of the salary paid to Members of the Panel of Chairs could be set according to the same criteria set out earlier in paragraph 37 in relation to Chairs of Select Committees.
76. It should be noted that the role of Panel Chairs is both less precise and less structured than the work of a Chair of a Select Committee. Identifying criteria on which to base variations in salary may therefore be difficult.

**Financial/resource implications**

77. The Board will receive details on any financial and resource implications of the review, which may be substantial, at the meeting scheduled for 24 February 2016.

**Strategic risk implications**

78. As the review continues and further evidence is gathered, we will identify and seek to mitigate any risks, such as the potential for a deterioration in our relationship with

MPs, their staff, and the House of Commons in the event that contentious changes are proposed.

### **Operational impact assessment**

79. The Board will be updated on any significant operational ramifications arising during or as a result of the review.

### **Communications and media handling**

80. The consultation document relating to the review, as well as details of its impact, will be presented to the Board at the meeting scheduled for 24 February 2016.

### **Board engagement and sign-off arrangements**

81. The Board will consider the issues discussed in this paper again, as well as a draft formal consultation document, on 24 February 2016.

**[NAME REDACTED]**

**13 January 2016**

**Annex A** <sup>17</sup>**Salaries for Members of the Panel of Chairs from introduction to present day*****(a) Salary determined in accordance with resolutions of the House of Commons***

£ per annum	Length of service			
	Less than one year	1-3 years	3-5 years	At least 5 years
from 1 November 2005	2,615	7,340	9,960	13,107
from 1 April 2006	2,642	7,414	10,060	13,239
from 1 November 2006	2,668	7,487	10,160	13,370
from 1 April 2007	2,708	7,600	10,313	13,571
from 1 November 2007	2,737	7,679	10,421	13,713
from 1 April 2008	2,802	7,862	10,669	14,039
from 1 April 2009	2,867	8,045	10,918	14,366
from 1 April 2010	2,910	8,166	11,082	14,582
from 1 April 2011	2,910	8,166	11,082	14,582
from 1 April 2012	2,910	8,166	11,082	14,582

***(b) Salary determined by the Independent Parliamentary Standards Authority***

£ per annum	Length of service			
	Less than one year	1-3 years	3-5 years	5 years or more
from 1 April 2013	2,940	8,248	11,193	14,728
from 1 April 2014	2,970	8,331	11,305	14,876
from 1 April 2015	3,000	8,415	11,419	15,025

Sources: Independent Parliamentary Standards Authority, [Reviewing MPs' Pay and Pensions: A First Report](#), January 2013, Annex A; Independent Parliamentary Standards Authority, [MPs' Pay and Pensions – Final Report](#), December 2013, Annex B

<sup>17</sup> *Public Bill and General Committees: pay for Chairs*, (2014), House of Commons Library, [http://www.legco.gov.hk/general/english/library/stay\\_informed\\_parliamentary\\_news/pay\\_for\\_chairs\\_bills\\_committee.pdf](http://www.legco.gov.hk/general/english/library/stay_informed_parliamentary_news/pay_for_chairs_bills_committee.pdf), accessed on 25/11/2015

**Annex B** <sup>18</sup>**Motion on Pay for Chairmen of Standing Committees (13 July 2005)**

The text of the motion, tabled by Geoffrey Hoon, the Leader of the House, to enable the House to reach a decision on whether to introduce a salary, in addition to that received as a Member, for the chairmen of standing committees:

**PAY FOR CHAIRMEN OF STANDING COMMITTEES**

Mr Geoffrey Hoon

That this House—

- (1) takes note of the Report of the Review Body on Senior Salaries on Pay for Standing Committee Chairmen in the House of Commons presented to Parliament on 6th July (Cm 6566); and
- (2) expresses the opinion that—
  - (a) with effect from 1st November 2005, the salary of a Member should be higher by the amount specified in sub-paragraph (b) than the figure determined in accordance with the provisions of the Resolution of the House of 10th July 1996 in respect of any period during which the Member has been nominated by the Speaker to act as a temporary chairman of committees in accordance with the provisions of Standing Order No. 4 (Chairmen's Panel) ('a member of the Panel'), other than to the extent that the provisions of sub-paragraph (d) apply;
  - (b) for a Member who has served on the Panel for less than one year, the additional amount should be £2,615; for a Member who has served on the Panel for at least one year but less than three years, the additional amount should be £7,340; for a Member who has served on the Panel for at least three years and less than five years, the additional amount should be £9,960; and for a Member who has served on the Panel for at least five years, the additional amount should be £13,107; and for the purposes of this sub-paragraph length of service should include membership of the Panel before 1st November 2005 and should be calculated irrespective of breaks in service;
  - (c) a period should begin for the purpose of sub-paragraph (a) on the day on which the Member is appointed to the Panel, or on 1st November 2005, whichever is the later; and end on the day on which the Member ceases to be a member of the Panel;
  - (d) there should be disregarded for the purpose of sub-paragraph (a) any period in respect of which the Member is receiving additional payment as Chairman of a Select Committee;
  - (e) the provisions of paragraph (2) of the Resolution of the House of 10th July 1996 relating to Members' Salaries (No. 2) should apply, with effect from 1st April 2006, to a salary determined in accordance with sub-paragraphs (a) and (b) as they apply in relation to a salary determined in accordance with the provisions of that Resolution; and
  - (f) the Speaker should have authority to interpret these provisions.

---

<sup>18</sup> Public bill and general committees: pay for chairs (2014), available at <http://researchbriefings.files.parliament.uk/documents/SN03718/SN03718.pdf>, accessed on 01/12/2015



**Annex C** <sup>19</sup>

**House of Commons resolution on entitlement to additional salary (March 2013)**

(1) Subject to paragraphs (2) and (3), the following offices or positions are specified for the purposes of section 4A(2) of the Parliamentary Standards Act 2009, with effect from 1 April 2013—

(a) the Chair of a select committee appointed under Standing Order No. 152 (Select Committees related to government departments), the Administration Committee, the Backbench Business Committee, the Environmental Audit Committee, the European Scrutiny Committee, the Finance and Services Committee, the Liaison Committee, the Political and Constitutional Reform Committee, the Select Committee on Procedure, the Committee of Public Accounts, the Select Committee on Public Administration, the Regulatory Reform Committee, the Committee of Selection, the Committee on Standards, the Joint Committee on Human Rights or the Joint Committee on Statutory Instruments; and

(b) a member of the Panel of Chairs appointed under Standing Order No. 4 (Panel of Chairs), other than a member who is the Chair of a committee specified in sub-paragraph (a) or a member who is entitled to an additional salary by virtue of any provision of the Ministerial and other Salaries Act 1975.

(2) If a Member already holds an office or position referred to in paragraph (1)(a), then any other office or position referred to in paragraph (1)(a) is not specified for the purposes of section 4A(2) of the Parliamentary Standards Act 2009 in respect of any period for which that other post or position is held by that Member.

(3) Any office or position referred to in paragraph (1)(a) for the purposes of section 4A(2) of the Parliamentary Standards Act 2009 is not specified for the purposes of that section in respect of any period in which it is held by a Member who is also entitled to an additional salary by virtue of any provision of the Ministerial and other Salaries Act 1975.

(4) Any reference to any committee in paragraph (1)(a) shall, if the name of the committee is changed, be taken to be a reference to the committee by its new name.<sup>64</sup>

---

<sup>19</sup> Modernisation: Select Committees – pay for chairs (2014), available at <http://researchbriefings.files.parliament.uk/documents/SN02725/SN02725.pdf>, accessed on 01/12/2015



## **Annex D**

### **IPSA's 2013 determination on the Additional Salary for Specified Committee Chairs**

1. This determination was made by IPSA under Section 4 of the Parliamentary Standards Act 2009 on 5 December 2013 and comes into effect on that date.
2. The holder of an office or position specified by the House of Commons in a resolution under Section 4A(2) of the Parliamentary Standards Act 2009 (collectively called "specified Committee Chairs") shall be paid a salary per annum (referred to as an "Additional Salary") by IPSA in accordance with this determination in addition to the MP Salary he or she shall be entitled to receive as a Member of Parliament.
3. The amounts of Additional Salary per annum from 1 April 2014 and 1 April 2015 are shown in Table 1.
4. No specified Committee Chair shall:
  - i. receive more than one Additional Salary under this determination, or
  - ii. receive an Additional Salary for any period, or part thereof, if the specified Committee Chair is also entitled to a further salary by virtue of any provision of the Ministerial and other Salaries Act 1975.

#### ***Chairs of Select Committees***

5. The Chair of a Select Committee specified by the House of Commons in a resolution under Section 4A(2) of the Parliamentary Standards Act 2009 shall be paid the Additional Salary in respect of a period that:
  - i. begins with the day on which the Member becomes Chair of such a Committee (or the day on which the Committee is constituted, if later); and
  - ii. ends on the day on which the Member ceases to be Chair (or, if he or she is Chair of more than one such committee, he or she ceases to be Chair of the last of those committees).
6. If the name of a specified Select Committee is changed, this will be taken to be a reference to the Committee by its new name.
7. If the functions of a specified Select Committee become functions of a different Committee, this will be taken to be a reference to the Committee by whom the functions are for the time being exercisable.

***Members of the Panel of Chairs***

8. A Member of the Panel of Chairs shall be paid an additional salary in respect of any period served as a Member of the Panel of Chairs. The period shall begin on the day on which the Member is appointed to the Panel and end on the day on which the Member ceases to be a member of the Panel.
9. The level of salary shall be based on the length of time served as a Member of the Panel of Chairs, as set out in paragraph 10 and Table 1.
10. Length of service shall include membership of the Panel before 8 January 2013 (the date of IPSA's first determination under Section 4) and shall be calculated irrespective of breaks in service.
11. For the purposes of determining which level of additional salary a Member is entitled to, the following salary tiers based on length of service shall apply:
  - i. less than one year;
  - ii. for at least one year but less than three years;
  - iii. for at least three years and less than five years; and
  - iv. for at least five years.

**Annex E****Specified Committee Chairs as at January 2016****Members of the Panel of Chairs**

Adrian Bailey	David Crausby	Madeleine Moon
Alan Meale	David Hanson	Mark Pritchard
Albert Owen	David Nuttall	Mike Gapes
Andrew Percy	Edward Leigh	Nadine Dorries
Andrew Rosindell	Fabian Hamilton	Nigel Evans
Andrew Turner	Gary Streeter	Peter Bone
Angela Watkinson	George Howarth	Phil Wilson
Anne Main	Geraint Davies	Philip Davies
Charles Walker	Graham Brady	Philip Hollobone
Cheryl Gillan	Graham Stringer	Roger Gale
Christopher Chope	Hywel Williams	Stephen McCabe
Clive Betts	James Gray	Valerie Vaz
David Amess	Karen Buck	

**Chairs of Select Committees and their Committees**

Andrew Tyrie	<i>Treasury</i>
Angus MacNeil	<i>Energy and Climate Change</i>
Bernard Jenkin	<i>Public Administration &amp; Constitutional Affairs</i>
Bill Cash	<i>European Scrutiny</i>
Bill Wiggin	<i>Selection</i>
Bob Neill	<i>Justice</i>
Charles Walker	<i>Procedure</i>
Clive Betts	<i>Communities &amp; Local Government</i>
Crispin Blunt	<i>Foreign Affairs</i>
David Davies	<i>Welsh Affairs</i>

OFFICIAL - SENSITIVE

Derek Twigg	<i>Statutory Instruments</i>
Frank Field	<i>Work &amp; Pensions</i>
Helen Jones	<i>Petitions</i>
Huw Irranca-Davies	<i>Environmental Audit</i>
Iain Wright	<i>Business, Innovation, &amp; Skills</i>
Ian Mearns	<i>Backbench Business</i>
Jesse Norman	<i>Culture, Media, &amp; Sport</i>
Julian Lewis	<i>Defence</i>
Keith Vaz	<i>Home Affairs</i>
Kevin Barron	<i>Standards</i>
Laurence Robertson	<i>Northern Ireland Affairs</i>
Louise Ellman	<i>Transport</i>
Maria Miller	<i>Women &amp; Equalities</i>
Meg Hillier	<i>Public Accounts</i>
Neil Carmichael	<i>Education</i>
Neil Parish	<i>Environment, Food, &amp; Rural Affairs</i>
Nicholas Brown	<i>Finance</i>
Nicola Blackwood	<i>Science &amp; Technology</i>
Paul Beresford	<i>Administration</i>
Pete Wishart	<i>Scottish Affairs</i>
Robert Syms	<i>High Speed Rail (London-West Midland)</i>
Sarah Wollaston	<i>Health</i>
Stephen Twigg	<i>International Development</i>