

What's Democracy Worth?

IPSA's response

January 2026



Introduction

IPSA has been responsible for setting MPs' pay and funding since 2010.

We were set up in the wake of a crisis of public trust and since then we have worked to improve confidence that MPs spend their money in the right way, on the right things. Today we know through effective regulation that the vast majority of MPs comply with the principles and rules we set and make use of the funding we give them to fulfil their parliamentary duties.

However, in the fifteen years since IPSA was created, our direct engagement with the public has been limited. As a result, we feel that there is a degree of misunderstanding about how MPs are funded and how their pay is set, as well as about our role as a regulator and what MPs do.

At the start of this new Parliament, IPSA set out to engage our stakeholders and ask an important question: What's Democracy Worth? As one of the organisations operating in the wider standards landscape, we have a responsibility to support trust in democracy – and it is one of our key strategic objectives. Fifteen years after we were first set up, we wanted to take a step back and reflect on the way in which we undertake our statutory duty.

This project had several strands, which this report summarises.

In 2025 we convened a series of roundtables with experts, including academics and journalists, to discuss how the current model of funding MPs works. We also commissioned a series of essays in a green paper to explore themes such as the relationship between MPs and their constituents, how their offices function, how AI can transform Parliament and the crisis of abuse and intimidation in public life. These have been published on [our website](#).

In September 2025 we ran a Citizens' Forum on MPs' pay and funding, the first of its kind for IPSA. Over four evenings and weekend sessions, 23 people from across the UK and from all walks of life came together to learn about the role of an MP and discuss the future of their pay and funding. We commissioned New Citizen Project, an independent organisation specialising in participatory processes, to design the Forum. We asked those 23 people – a randomly selected, demographically representative sample of the public – a question: how should our MPs be paid and funded to best support democracy?

We subsequently consulted on MPs' pay and reflected some of the main recommendations arising from the Forum. We also ran our first consultation focused solely on staffing in an MP's office.

The Forum and the wider consultation work carried out under the theme of What's Democracy Worth? was IPSA's most ambitious listening exercise yet. This work was aimed at providing IPSA's Board with fresh thinking for how we fulfil our remit and how we can play our part to support trust in democracy.

The Forum was a landmark exercise for IPSA and one that reminded us of the power of making decisions with people, and not merely for people.

This report contains our response to the recommendations the Forum made. We acknowledge that not every recommendation is within IPSA's remit but people do not experience the topic of MPs' pay and funding in isolation from the wider democratic challenges we face as a country and globally today. Our Forum was designed to give people space to air their concerns and anxieties about the future – and through deliberation to become an exercise of hope.

Our commitment is that IPSA will work with the public more often and ask them to shape solutions with us. For IPSA the answer to the question we set out at the start of the year lies in the value of the funding we provide to MPs and their staff, and in what that funding is there to achieve.

We believe MPs play a vital role in our democracy and our role is to be enablers through the funding we provide. We give MPs the budget and salary they need so that anyone can choose to become an MP and the role is not restricted to those who have private wealth. MPs rely on IPSA funds to pay their staff and run their office so that they can represent their constituents.

IPSA is on a journey to improve and modernise through streamlining our regulatory approach, improving the service we provide to MPs and supporting trust in our democracy.

"We, as members of the Citizens' Forum on MPs' pay and funding, are ordinary people from all walks of life and political persuasions."

"Bringing citizens together in forums like these will rebuild trust."

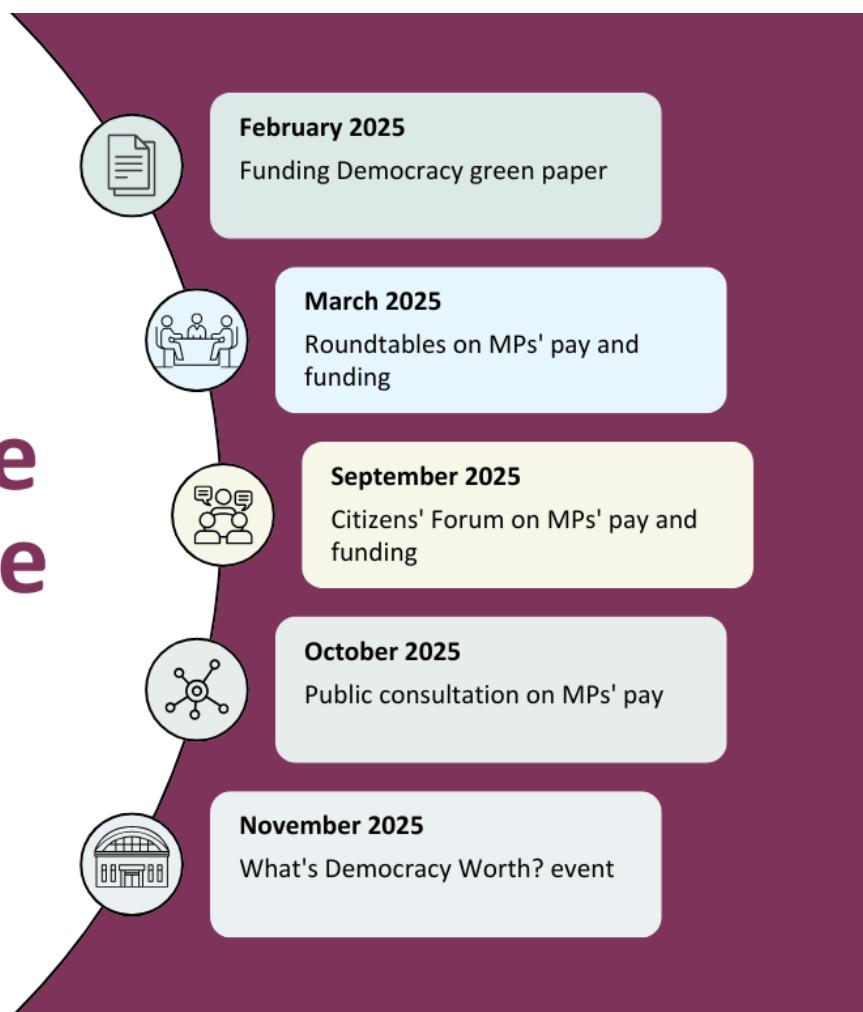
"We have determined that there is a crucial role for appropriate funding to support MPs' work."

IPSA's approach to consulting on MPs' pay and funding

Under the Parliamentary Standards Act 2009, IPSA is required to review MPs' salaries within the first year of a new Parliament. To do this we usually hold a public consultation where we seek views from the public, stakeholders and wider civil society. However, our direct engagement with the public has traditionally been limited.

In line with our objective to support trust in democracy, we wanted to engage a wider group of interested bodies and citizens on how we set pay and funding, to explain the value behind the way we fund democracy and to discuss how we should carry out this statutory duty in the future. We also carried out a wide-ranging listening exercise through commissioning a collection of essays in a green paper, holding roundtables and an event with experts and representatives of civil society, running a deliberative democracy exercise and holding two public consultations.

How we got here



Green paper

Fifteen years ago, IPSA was created to rebuild public trust and confidence in the use of public money to support MPs' work. Since then, the social, economic and technological context within which MPs serve their constituents has changed dramatically. Looking forward, technological developments such as advances in AI have the potential to further transform the way MPs and their staff go about their duties.

We commissioned a collection of essays from academics, policymakers, representatives of civil society groups and former MPs' staff to shine a light on what an MP's work entails and how this has changed over time, what workplace conditions are like for MPs' staff, how the public perceives an MP's work and how technology can transform Parliament. The essays also provide an insight into how this compares internationally.

We are grateful for the authors' contributions, which can be read on [our website](#). Gathering different perspectives is vital to effective and evidence-based policymaking. These insights were the starting point to our wider consultation and provided valuable food for thought for IPSA as it considers how to set MPs' pay and funding for the future.

Roundtables

In 2025 we hosted five roundtables held under the Chatham House Rule with participants including former MPs and former MPs' staff as well as experts. The roundtable participants were provided with the essays before taking part to encourage conversation and big-picture thinking. At each roundtable, the following questions were considered:

1. Is the current funding model fit for purpose?
2. Is the current level of pay for MPs right?
3. What is IPSA's role in improving trust in democracy?

The roundtable findings on how IPSA carries out its work can be summarised as below:

Our democracy should be well-funded but within the constraints of the public purse

- A democracy that functions well requires an adequate funding model that enables MPs to carry out their parliamentary role while recognising that it is up to each MP how they carry out their role in the constituency and in Parliament. There was a sense that the current model is not sufficiently well funded, leading to resource stretch, lower levels of service and ultimately lower levels of trust.
- MPs' funding should be transparent.

Greater flexibility without over-complicating the model

- A more flexible funding model that recognises and adapts to each MP's needs and experience as well as the needs of the constituency. However, these flexibilities need to be built in without resulting in a complex, constituency-specific funding model that is poorly understood and difficult to enact.
- IPSA could try and play a bigger role to support MPs to direct constituents to the right channel, for instance through partnership with organisations that can support MPs in their casework. Attendees reflected on the impact that the decline of local services has on casework levels for MPs.

Optimising service provision without constraining MPs' ability to deliver

- IPSA could fund and hold centralised contracts for certain services such as constituency office utility bills and stationery. This would improve efficiency and reduce costs, yet risks reducing MPs' autonomy, negatively affecting their agency, flexibility and responsiveness.

Professionalising to bring Parliament more in line with public and private sector standards of employment without destroying MPs' employer autonomy

- Attendees recognised the need for appropriate training and structures to support MPs to be better employers and professionalise their staffing arrangements. This could include providing centralised resource for some support roles to ensure continuous provision and high quality of service while reducing the cyclical drain of experienced staff.
- There could also be more tailored training for MPs and their staff. Providing executive coaching and managerial training could improve staff experience and retention.

Balancing cost transparency with minimising abuse and adverse behavioural impacts

- MPs report higher volumes of abuse after IPSA publishes MPs' business costs. IPSA should continue proactive, transparent reporting and contextualisation of MPs' costs while recognising the impact this can have on offices. This can lead MPs and their staff to exercise excessive caution and fear-driven behaviour as they hesitate to claim legitimate business costs.
- Introducing thresholds below which business costs are aggregated and not itemised.
- Contextualising absolute levels of MPs' pay, not just pay rises, by comparing with other public sector roles.

Harnessing AI to make parliamentary services more efficient without eroding public trust or losing the human element

- To ensure Parliament keeps pace with systemic change, without risking the erosion of public trust there is space for IPSA to take responsibility for providing guidance and training to MPs and staff on using AI in fulfilling parliamentary duties, pegged to government guidelines. This needs to be thought through carefully and well-communicated to navigate the risks, and constituents must not feel less supported by MPs as a result.

Engaging, informing and correcting to build trust in democracy

- Attendees were positive about the changes IPSA has already made to the way it communicates and reports data. Attendees encouraged IPSA to use data journalists to provide more balance to the sensationalist media reporting.
- Attendees thought there should be a more coordinated effort with other parliamentary bodies to build trust in democracy, focusing on engaging the public in events, building awareness of the role of MPs and the funding model, and addressing misinformation.
- Attendees said IPSA needs to reach groups not currently engaged.

Citizens' Forum on MPs' pay and funding

The roundtable discussions identified the need for more effective and informed engagement with members of the public on what MPs do and how offices are funded. The Citizens' Forum was set up with that in mind.

We commissioned New Citizen Project (NCP) to deliver our first ever Citizens' Forum on MPs' pay and funding. The aim of the Forum was to provide us with recommendations that IPSA's Board could consider as part of the wide-ranging evidence at its disposal.

The convening question 'How should MPs be paid and funded to best support our democracy?' was deliberately worded. The intention was not to discuss a figure or a formula for calculating pay but rather to encourage Forum members to think about MPs' roles in supporting the democracy they want to see and to consider how funding could enable that. A key part of this question was the distinction between pay and funding, which is often misunderstood and not considered.

The process was independently designed and facilitated by NCP with oversight from an advisory group. Participants were selected using stratified random sampling with 10,000 letters sent to homes across the UK, out of which 23 participants completed the process. There were eighteen hours of collective learning and further deliberation in smaller groups. Twelve speakers provided diverse perspectives across key content areas.

The Forum highlighted that:

- **Funding emerged as the key lever for change, not pay levels.** Members focused on how funding could better support MPs' work, increase accountability and enable the democracy they want to see.
- **Opinion on pay shifted significantly.** Before the Forum, 65% of members thought MPs were paid too much. After deliberation, 67% viewed MPs' pay as about right - reflecting deeper understanding of the role's demands and complexities.
- **Citizens want more participation.** Throughout the process, Forum members said democracy should offer more ways for citizens to engage beyond voting. They want ongoing ways to engage not only with their MPs but with democratic decision-making more broadly.

The Forum was enlightening for us at IPSA, NCP and for the Forum members, and has shown us the impact we can have by educating people and aiding their understanding of the importance of democracy. We have taken the first steps towards more participatory decision-making. The full report on the Forum, prepared by NCP, is available on [our website](#) and this report outlines our response to the recommendations.

Public polling on MPs' pay

In preparation for the Forum, in August we carried out polling through YouGov to gauge opinions on MPs' pay. The results showed that[†]:

- 58% of respondents thought MPs' pay and funding was either a little or far too high.
- Just under a quarter (24%) of respondents considered pay to be about the right level.
- 35% knew IPSA sets pay and funding, and 31% were unsure. The most common misconception was that MPs themselves set pay (19%) or the government (12%).

[†] All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 2,016 adults. Fieldwork was undertaken between 14-15 August 2025. The survey was carried out online. The figures have been weighted and are representative of all UK adults (aged 18+).

- When presented with a range of options, respondents considered average pay in the UK (45%) and average public sector pay (44%) to be the most important considerations when setting MPs' pay. This was followed by the performance of the government (40%) and the economic health of the country (31%). Factors such as how MPs in other countries are paid (9%) were considered less important.

There was a significant difference between the opinions gathered through polling and the opinions of the Forum members after completing the process. As referenced in the [report](#) by NCP, following the Forum's completion, 67% of members viewed MPs' pay as about right. For IPSA, this showed us the importance of continuing to work to raise awareness of what we do, our role in independently setting and regulating MPs' pay and funding, as well as what MPs are responsible for. As referenced in the post-Forum report, the change in Forum member opinion reflects deeper understanding of the role's demands and complexities.

Public consultations on MPs' pay and staffing in an MP's office

Consulting on MPs' pay

The outputs from the Citizens' Forum have reinforced our view about the importance of transparency over decision-making on MPs' pay. They also demonstrated the need for such decisions to be grounded in the real-world data about pay for comparable roles and the experience of other working people.

In October 2025 we published a [consultation](#) on MPs' pay which reflected the main recommendations on pay from the Forum. We proposed that for the remainder of this Parliament, IPSA makes an annual decision taking into account a range of information, data and commentary on pay settlements, earnings statistics and the outlook for the UK economy and wider public sector pay policy. Based on the recommendations from the Forum, this would specifically include benchmarking against comparable roles in the public sector and the pay of parliamentarians in other democracies as well as consideration of an MP's salary compared with UK average household income.

Consulting on proposals to professionalise working for an MP

The Forum members recognised the important role staff play in an MP's office and some of their recommendations focus specifically on staffing. They have recommended that MPs are effectively resourced and supported, including by making sure staff are paid fairly, have good working conditions and receive adequate training.

In the last few years we have worked with the Unite and GMB unions and staff groups such as the Members' and Peers' Staff Association (MAPSA) and the Wellness Working Group (WWG) to seek feedback and develop proposals aimed at improving the working lives of MPs' staff. The next phase of this work aims to professionalise the career pathway of working for an MP while supporting MPs to be good employers and optimise value for money for taxpayers.

In October 2025 we published a [consultation](#) that set out the long-term ambition of introducing a competency-based pay and career progression framework for MPs' staff to improve transparency and consistency of pay across MPs' offices. In the shorter term, we made several proposals including structural changes to the pay ranges and the introduction of a new 'Leadership' staff role on a pilot basis.

While this work had already started before the Citizens' Forum took place, the Forum members' recommendations on staffing align with this work and our full response is contained within this report.

IPSA event: What's Democracy Worth?

In November 2025 we co-organised an event with the Centre for British Democracy at King's College London to discuss the Citizens' Forum, debate the crisis of trust and division facing our democracies in the UK and around the world, and discuss what citizen engagement can look like in the future.

The event was an opportunity for IPSA to bring together organisations at all levels, from regulators to wider civil society, to discuss the objective that unites us all – supporting trust in democracy – and how we can work together to achieve it. It was a recognition of the fact that not all the recommendations of the Forum are within IPSA's remit, and that IPSA alone does not have the ability to effect change in the standards landscape. We believe it is by working with others that we can make a meaningful contribution.

Forum recommendations and IPSA's response

This report is our response to the wide range of activities carried out in 2025 to consult on how we pay and fund MPs, including the Citizens' Forum on MPs' pay and funding.

The Forum gave us a lot to consider. As this was the first exercise of its kind for IPSA, we did not want to artificially restrict Forum members' conversation to only covering the way we fund and pay MPs when we know they do not experience this topic in isolation from our democracy as a whole.

As mentioned elsewhere in the report, not every recommendation is within IPSA's immediate remit. The table below sets out our approach to considering the recommendations. What follows in this report is our detailed response to each of the recommendations, grouped as provided to us by NCP.

When considering our response to each recommendation, we have tried to go beyond the current complexities of the parliamentary standards landscape. Even where we cannot act directly in response to a recommendation, we have looked at the principles and objective behind each recommendation and considered how these could inform the way we work. Our rationale is explained within the commentary section of each response.

Response	Code
Accept	IPSA accepts this recommendation. The explanation may provide additional nuance on IPSA's action. Not all recommendations that are accepted can be actioned immediately.
Reject	IPSA does not agree with this recommendation. The comments provide reasoned justification.
Under consideration (medium/long term)	Some aspects of a recommendation are possible and within IPSA's remit but require further work and consideration, as well as collaboration with other organisations in some cases. The comments summarise our reasoning.
Not for IPSA	A recommendation does not fall directly within IPSA's remit or may be more appropriately addressed by another body at this time. The comments provide context as to IPSA's work to raise awareness of the recommendations with relevant bodies where possible. In some instances, we have looked at the principle behind the recommendation and considered whether it could improve the way we work.

Executive summary: IPSA's response to the Forum recommendations

Overall, we have accepted thirteen recommendations. Eleven recommendations are under consideration for the medium or longer term. We have rejected one recommendation. Sixteen recommendations are not directly within our remit or are better addressed by another body at this time.

Where possible, for these sixteen recommendations, we will raise these with the appropriate organisations and inform them of the Forum members' views. In addition, as explained above, even where we cannot act directly in response to a recommendation, we have looked at the issues raised by Forum members that led them to make that recommendation and considered whether there are learnings for us.

Below we have provided an overview grouped by the main themes from the Forum:

Principles for MPs' pay and funding

Under this theme, which we have taken to encompass the principles on pay, funding and achieving a representative Parliament, we have accepted eight recommendations and two are under consideration.

IPSA is independent of both Parliament and government, and since 2011 we have been responsible for setting MPs' pay and funding. Before that, pay was a matter for Parliament. The way we make decisions considers several factors, including our key principles:

- We believe MPs play a vital role in our democracy and this should be reflected in their pay.
- MPs should be paid fairly for the responsibility and for the unseen work they do in helping their constituents.
- We are committed to supporting a Parliament that reflects society, where people from all walks of life can become an MP.

Balanced against these principles is our commitment to ensure that we consider the lived reality of working people across the UK and of wider economic pressures. The Forum members' recommendations align with our principles and in some cases go further, challenging the concept of 'one size fits all' funding for MPs. We welcome the support that Forum members have given to our wider commitment that we should fund and pay MPs appropriately.

Accountability and transparency

We have also heard Forum members' desire for greater transparency and accountability. We have accepted two recommendations that fall under this category. Three recommendations are under consideration. In this section, we have one recommendation that we reject.

We believe we have a significant role to play in ensuring more people understand how MPs are funded and how that funding is regulated. For instance, there is still a widespread belief that MPs have significant 'expenses' even if this is based upon a misconception.

We provide MPs with the funding they need to carry out their parliamentary duties. This is similar to other public sector jobs and indeed with private sector roles, and we believe it is essential to meeting our principles – and the Forum members' recommendations – to have a diverse and representative Parliament.

Most of the funding provided to MPs is not in the form of 'expenses'. Instead they are allowed to request funding from specific, capped budgets and to receive reimbursement for parliamentary business costs.

For 2024-2025, 79% of MPs' budgets went towards paying their staff, 9% went towards running their office (eligible costs such as heating, electricity, rent for the office), 6% went towards their work accommodation (to enable MPs to work from two locations) and 2% was spent on other costs including non-payroll contingency costs and payments made for removals at the end of MPs' office tenancies.

Four per cent of MPs' funding in this financial year was spent on travel and subsistence for 650 MPs and their staff, for costs such as travel between Westminster and their constituency, as required by their role. This is an uncapped budget, recognising that costs for travel vary across MPs. However, limits apply to individual costs such as train tickets and hotel stays.

This, alongside MPs' ability to request funding for modest subsistence costs in very specific circumstances, is the closest our current funding model still resembles an expenses-based model. £7m was spent on travel and subsistence across all 650 MPs (which also includes MPs' staff travel costs) in 2024-2025.

We are committed to simplifying the way in which we regulate and to better explain this to the public. There are also significant improvements we can make to the system to make it fairer – to MPs and staff, but also to the taxpayer – and more flexible.

Transparency over how public funds are spent in support of MPs' parliamentary functions is vital for public trust and confidence.

IPSA routinely publishes information in line with our publication policy about the financial support we provide to help MPs carry out their duties. In recent years we have produced more contextual and explanatory information to accompany the publication of this data. There is more we can do to provide more meaningful transparency for the public and we are exploring how best to do this, for example through more data visualisation and better functionality including interactivity on IPSA's website.

We hold MPs to account for how they spend from the budgets we give them. One of our fundamental regulatory principles (alongside parliamentary purpose, value for money and integrity) is accountability.

- MPs are accountable for their decisions and must be prepared to explain how they have assured themselves that their actions are in line with IPSA's rules, guidance and regulatory principles.
- MPs must accept their responsibilities as employers, adhering to good employment practices and seeking expert advice as needed.
- MPs are responsible for overseeing the actions of their staff members and, to the extent that could reasonably be expected, ensuring their staff use IPSA funding in line with IPSA's rules, guidance and regulatory principles.
- MPs must deal with IPSA in an open and cooperative way and must provide information relating to their staffing and business costs that IPSA would reasonably need to perform its statutory functions.

We will continue to work with MPs to ensure that they consider what the public rightly expects of them in terms of transparency and accountability.

Modernisation and participation

The way in which MPs work and how Parliament works is ultimately for Parliament to decide. IPSA is independent of Parliament but our founding statute requires us to enable MPs to do their jobs within the framework of how Parliament works.

There are committees in Parliament, such as the Modernisation Committee, that consider reforms to House of Commons procedures, standards and working practices. For example, the Modernisation Committee in its [December 2025 report](#) has made recommendations to improve accessibility in the House of Commons. Where possible, we will raise the Forum's recommendations with this Committee.

Separately, the [House of Commons' Administration Committee](#) has two inquiries open at the time of writing this report, on general election planning and on the health and wellbeing services available to those working in Parliament.

The Forum has also made specific recommendations on how MPs can engage with constituents. At IPSA we provide MPs with funding to support them to communicate with constituents and ensure they are aware of the parliamentary work they do. We are mindful of ensuring that we do not inadvertently provide an advantage to incumbent MPs as a result of this funding but we believe it is important for MPs to be able to communicate with constituents.

As the detailed response outlines, we are supportive of exploring ways in which we can help MPs restore public trust and communicate and engage effectively.

However, at this time we believe that MPs and staff should be the ones to decide the best methods of engagement and communications. We know MPs and staff are concerned about abuse and intimidation and the most recent [Speaker's Conference report on the security of MPs, candidates and elections](#) brings this to light. Indeed the Forum members also heard from the Jo Cox Foundation on the impact this has on MPs and their staff.

In this section we have accepted one recommendation and three are under consideration.

MPs' staffing

We have accepted two recommendations on staffing in an MP's office while three are under consideration.

The work of staff in MPs' offices often goes unrecognised but they play a significant role in supporting democracy. We were pleased to see the Forum members themselves recognised this and it was also a theme that came through in the green paper with many essays referencing the important role staff play. This further strengthened our views about the importance of IPSA's ongoing work to support and professionalise MPs' staffing.

Since 2022 IPSA has been delivering a project aimed at improving the working lives of MPs' staff following feedback from MPs, their staff and staff representatives. This initiative aligns with the recommendations from the [Speaker's Conference on the employment of Members' staff](#), which emphasised the need to foster and create a culture that 'recognises and values the work that they do'.

While the House of Commons has taken significant steps to enhance and improve conditions for staff, further progress is needed to address workplace culture and practice, office suitability, and safety and security for both MPs and their staff. IPSA has implemented all the recommendations within its remit from the Speaker's Conference with a strong emphasis on measures to improve staff retention.

For the last few years, our work to improve the working lives of staff in MPs' offices has led to significant changes. This includes the ability for MPs' staff past service with another MP to be recognised, similar to the provision on continuity of service found within employment law, and stronger support for paid family leave.

To support MPs to discharge their legal responsibilities as employers and balance this alongside their constituency and legislative role, we are working to professionalise the career pathway of working for an MP while securing value for money for the taxpayer.

Next steps for IPSA

Decisions on MPs' pay

IPSA's public consultation on MPs' remuneration closed on 31 October 2025. Over the coming years the IPSA Board will be considering the responses to the consultation as part of its deliberations for adjustments to MPs' pay over the duration of the current Parliament. These decisions will be published on [our website](#).

Decisions on funding for MPs' offices

A common theme highlighted throughout this project has been the importance of funding and particularly having sufficient staffing resource to help MPs carry out their roles effectively.

Budgets

Each year IPSA undertakes a review of the budgets provided to MPs' offices for staffing, office running costs and parliamentary accommodation (if the MP represents a constituency outside London). This is important for ensuring that budgets continue to reflect an appropriate amount of funding so that MPs and staff can do their jobs with the tools and resources they need.

We gather evidence from our data on MPs' spending, inflation data and the wider economic context, rental market data, and energy and transport prices among other factors, and we listen to feedback from MPs and their staff about whether pressures in certain areas are having an adverse impact. The IPSA Board considers all these factors in the round to decide on the appropriate level for budgets for the coming financial year. Budgets are announced before the end of March each year and will be published on [our website](#).

Staffing

We agree with the Forum members about the importance of having well-qualified, knowledgeable and fairly rewarded staff to support the work of MPs. Our recent consultation on the further professionalisation of the career pathway for MPs' staff set out our long-term ambitions for a competency-based pay and progression framework, which we believe would support staff retention, learning and development, as well as help staff step into new roles outside Parliament when they are ready to move on. We are considering the huge number of responses on this topic.

IPSA's detailed response to each recommendation

The Forum members developed a set of recommendations comprising principles for how IPSA should approach pay and funding alongside six areas for change spanning MPs' staff, modernisation and more. We have responded in detail to all the recommendations.

Principles on MPs' pay

MPs' pay and funding should allow all MPs to fulfil their role effectively and safely, ensuring the position is accessible to people from all income backgrounds and that factors such as disability or gender are not barriers.

Response	Explanation
Accept	<p>This recommendation reflects a longstanding outcome IPSA has set out to guide its decisions about MPs' remuneration: we aim to ensure that we enable MPs to fully and effectively carry out parliamentary duties and that the pay is fair for all MPs, given the diversity of MPs who may be elected by voters.</p> <p>The recommendation also refers to factors such as disability. This is covered in our response to a specific recommendation on accessibility funding later in the report.</p>

MPs' pay should reflect the demanding nature of the role. Fair pay, rest and holidays are essential to prevent burnout and ensure Parliament functions effectively for democracy.

Response	Explanation
Accept	<p>We agree and this is reflected in two of IPSA's guiding principles for MPs' remuneration:</p> <ul style="list-style-type: none"> • MPs should be fairly remunerated for the work they do and the total cost to the taxpayer should be affordable and fair. • MPs' overall remuneration should be considered as a whole package reflecting the breadth and nature of their responsibilities. <p>We know that MPs are committed to their jobs and for many it is an all-consuming role with long hours and a difficulty to ever fully 'switch off'. The UK's parliamentary democracy and constitution mean that no one else can take the place of an elected MP, but IPSA has a role to play to ensure that MPs are adequately supported by knowledgeable, experienced staff.</p>

MPs' pay should be tied to clear minimum performance standards, independently assessed and publicly reviewed, with opportunities for communities to provide feedback and hold their representatives accountable.

Response	Explanation
Not for IPSA	<p>While each MP can choose to carry out their role as they see fit, rules and conventions do apply. There is no statutory job description for an MP but there is a Code of Conduct that “provides a set of rules to which Members must adhere”. One of the Seven Principles of Public Life is accountability and it states that “holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.”</p> <p>The main way in which people hold MPs to account is of course through their vote. We know the Forum members called for additional ways in which to hold MPs to account, and in some respects IPSA already does this through its commitment to transparency and regulation. There are other recommendations related to how IPSA can improve this process that are addressed further in this report. IPSA does not have the legal or constitutional remit to set MPs' performance standards.</p>

MPs' pay should be benchmarked against comparable roles in the public service and similar democracies, reflecting the skills needed and responsibilities you take on.

Response	Explanation
Accept	<p>We agree that IPSA's periodic assessment of the appropriate level of MPs' pay should be grounded in the external context, including pay for other roles in the public sector as well as pay for elected representatives in other democracies.</p> <p>We need to balance this against the fact that an MP's job is unique and therefore finding comparable roles to benchmark against can be challenging and open to debate. This is reflected in the recent consultation on the mechanism for MP pay decisions held in October 2025, in which we sought views about what other professions the IPSA Board should look to as comparators, as part of a range of data and metrics.</p>

MPs' pay should be linked in part to national average household income, making it more representative, fair and connected to the realities faced by the people they serve.

Response	Explanation
Accept	We agree. As part of our recent consultation on the mechanism for adjustments to MPs' pay during the remainder of the Parliament, we have proposed that annual decisions should consider the MP salary with reference to UK average household income and average wages.

MPs' primary duty should be to their constituents, with second jobs capped in hours and never allowed to undermine their minimum requirements and responsibility as MPs.

Response	Explanation
Not for IPSA	<p>IPSA has the statutory responsibility to set and pay MPs a salary to support them in their parliamentary work through funding and to regulate the use of that funding.</p> <p>The question of 'second jobs' for MPs has long been a topic of debate. The House of Commons' Committee on Standards held an inquiry into outside employment and interests, for which the Committee on Standards in Public Life (CSPL) gave evidence highlighting that "outside interests must be in keeping with and not detrimental to MPs' parliamentary responsibilities, coupled with enhanced transparency about the nature of, and time spent on them". The current Modernisation Committee has returned to this topic and this has been taken forward by the Committee on Standards. IPSA awaits the outcome of this work.</p>

Principles for MPs' funding

MPs' office funding should be flexible and reflect both constituency and parliamentary needs, with expenditure reviewed to ensure it delivers real impact for constituents rather than being based on a fixed, one-size-fits-all amount.

Response	Explanation
Under consideration	<p>IPSA provides MPs with the budgets they need to employ staff and to operate a constituency office, which includes normal running costs like paying for rent, heating, lighting and office equipment. Sometimes where there are exceptional circumstances such as an unforeseen event that requires additional resource to help constituents, IPSA can also provide targeted additional funding. We are considering improvements to this process to ensure that financial support can be provided in a timely and efficient way.</p> <p>As part of work to evolve IPSA's regulatory approach, we have also considered ways in which additional flexibility can be introduced in the process of budget-setting. It is challenging to set criteria for differential budgets without IPSA having to make judgements about which types of parliamentary activity are most important or in need of support.</p>

There should be support for MPs and their offices in how to make effective use of funding and resources, including things like inductions, refresher training and information sharing between MPs' offices enabled via central IPSA resources.

Response	Explanation
Accept	<p>IPSA supports MPs and their proxies (nominated staff members who can act on an MP's behalf for most IPSA business) to adhere to the regulatory principles, make decisions within the flexibility provided by the Scheme and make effective use of their budgets. This support is provided in several ways:</p> <ul style="list-style-type: none"> • Each MP has a named IPSA account manager who can develop strong working relationships with the office and provide tailored support. • IPSA publishes detailed guidance on operational processes including tools for budget planning and forecasting. • IPSA provides induction training for MPs and proxies, as well as webinars on specific topics. We are constantly looking at ways in which this training can be improved and professionalised to better support offices and ensure

	<p>proxies have access to the necessary learning and development for their roles.</p> <ul style="list-style-type: none"> • We support information sharing and peer-to-peer learning through engagement sessions led by the House of Commons (including a weekly MPs' office managers call) as well as running our own periodic proxies and office managers forum. <p>IPSA continually seeks feedback through our day-to-day interactions with MPs' offices, regular engagement sessions and satisfaction surveys.</p>
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MPs should openly share how funding is spent with an integrated, consistent and transparent system for public discussion, suggestions and scrutiny. This openness is important to build trust, bring communities closer to their MPs and engage younger constituents.

Response	Explanation
Accept	<p>While this recommendation is not directed at IPSA, we agree that transparency as to how public funds are spent in support of MPs' parliamentary functions is vital for public trust and confidence. This is reflected in our strategic objective of supporting trust in democracy.</p> <p>Since creation, IPSA has routinely published information in line with our publication policy about the financial support we provide to help MPs carry out their duties. In recent years we have produced more contextual and explanatory information to accompany the publication of this data including the annual Supporting Democracy report, which we share with MPs and their staff to support them in responding to queries about their published data from members of the public and the media.</p> <p>We believe there is still more to be done to provide more meaningful transparency for the public and are exploring more data visualisation and better functionality including interactivity on IPSA's website.</p>

The Forum's six areas for change

These sections cover the Forum members' ideas for change in MPs' pay and funding. We have also responded to their recommendations on the broader vision for our democracy.

MPs' staffing

Increase staff pay scales and wider benefits such as incremental pay rises and increased holiday allowance to improve calibre, reduce turnover and make parliamentary work an attractive career.

Response	Explanation
Under consideration	<p>IPSA is committed to working with MPs, the House of Commons, unions and other staff representatives to continue to improve working conditions for MPs' staff members. This includes ensuring pay scales keep up with market rates and that staff are paid fairly for the work they do.</p> <p>In October 2025 IPSA published a consultation setting out its ambition to support the further professionalisation of MPs' staffing through a competency-based pay and career progression system. The consultation also proposed a number of shorter-term aims around a more logical structure for the pay bands while continuing to ensure they are in line with market rates for similar roles.</p>

Funding to equip staff with training in areas such as ethics, digital literacy (including digital security) and communications.

Response	Explanation
Accept	<p>IPSA supports training and development for MPs and their staff through dedicated funding. Until now, this funding has been included in the staffing budget. However, we have recently consulted on the creation of a separate ring-fenced 'staff development budget' that could be accessed to support staff learning.</p> <p>We believe this will provide staff with more opportunities for development as MPs will not need to decide on 'trade offs' between training and bringing in additional resource during busy periods.</p> <p>The House of Commons also provides a suite of training for both MPs and their staff to access.</p>

Funding for dedicated staff leads in the constituency and Westminster enabling MPs to concentrate on complex issues and people-facing tasks.

Response	Explanation
Accept	<p>IPSA provides MPs with a staffing budget, intended to support an average staffing complement of five full-time equivalent staff members, including senior-level office manager and parliamentary researcher roles. MPs have scope to make decisions about how to structure their offices within the budget provided.</p> <p>We agree that it is important for MPs to be supported by experienced and knowledgeable staff in what is a complex and multi-faceted role. In its recent consultation, IPSA has proposed the creation of a new 'leadership' level role, to support the MP in discharging their legal, employment and regulatory responsibilities. A person in this role would be supported with training and development in order to demonstrate the necessary skills, confidence and competencies.</p>

Explore central staffing arrangements that are less politicised, more independent and draw on parliamentary expertise to provide a counterbalance to MPs' political perspectives.

Response	Explanation
Under consideration	<p>The Speaker's Conference 2022-23 looked closely at the issue of central employment of MPs' staff and concluded that "the nature of the work of an MP, and the close working arrangements and personal loyalty between Members and their staff mean that Members should continue to be the employers of their staff."</p> <p>The House offers significant support services to MPs and their staff, and this includes the House of Commons Library, which provides politically neutral expertise on a vast array of topics.</p> <p>We are always open to understanding from MPs and their staff how we can better support them and we are thinking ahead to the support we can provide to future MPs too.</p>

More permanent roles to reduce turnover, ensure consistency and strengthen trust with constituents.

Response	Explanation
Under consideration	<p>IPSA offers a range of contract types – including full- and part-time, permanent and fixed-term, office- and home-based, and hybrid contracts – recognising the diverse needs and circumstances across the 650 MP offices.</p> <p>While we agree that retention of experienced and skilled staff is important to supporting efficiency in MPs' offices, we also believe that MPs should retain some flexibility over how their offices are structured.</p> <p>Fixed-term contracts can be the most appropriate choice where resource is required temporarily, for example for a specific time-bound project or to support a short-term busy period. Offering different types of contracts, including fixed-term and part-time, means that MPs can have access to a more diverse pool of candidates and create a workplace where people can work flexibly around other commitments, like caring responsibilities.</p> <p>The Members' HR Service in the House of Commons provides advice to MPs on their role as employers, including on the appropriate contract type to use depending on the nature of resource required.</p> <p>For the future IPSA is considering how best to promote better employment practices and terms and conditions to reduce staff turnover.</p>

Recruitment of staff locally to support local economies and build community connections.

Response	Explanation
Not for IPSA	<p>While we do not believe it is IPSA's role to influence how staff members are recruited in terms of geography, we have a role to play in supporting MPs to be good employers, including in the way staff are paid.</p> <p>In addition, our data shows that most MPs do employ staff to work in their constituency, with around 65% of MPs' staff based outside of London. As a result, this recommendation is already a reality for many MPs' offices.</p> <p>MPs are individual employers and retain a degree of autonomy over who they recruit as staff members.</p> <p>IPSA provides funding for the employment of staff and sets out parameters including a template employment contract and pay ranges. The House of</p>

Commons provides HR advice and best practice guidance to MPs through the Members' HR service. This includes advice on recruitment and retention, managing staff effectively and ensuring MPs are fulfilling their employer obligations.

We aim to make sure that regardless of the roles MPs choose for their office, they have the funding to pay their staff fairly for the challenging jobs that they do.

Use of technology

Investment in shared information management systems for constituency offices to enable efficiencies and learnings between MP offices.

Response	Explanation
Under consideration	We are committed to finding ways of supporting efficiencies and reducing the administrative burden for MPs' offices. We are exploring how IPSA can facilitate access to commonly used services, including digital services and software, through centralised contracts.

MPs and staff becoming more digitally competent, with dedicated funding for digital literacy and tech training.

Response	Explanation
Accept	IPSA supports training and development for MPs and their staff through dedicated funding. Until now, this funding has been included in the staffing budget. However, we are consulting on the creation of a separate ring-fenced 'staff development budget' that could be accessed to support staff learning. We believe that this will provide staff with more opportunities for development as MPs will not need to decide on 'trade offs' between training and bringing in additional resource during busy periods. The House of Commons also provides a suite of training for both MPs and their staff to access.

Adoption of AI-enabled tools and more online practices across Parliament to replace archaic procedures and reduce some of the need for travel.

Response	Explanation
Not for IPSA	While parliamentary procedures are outside of our remit, we know that AI-enabled tools feature increasingly as part of the world of work. MPs may decide to use IPSA funding to access technology that can help them run their offices efficiently with support from Parliament. While parliamentary procedures are outside of IPSA's remit, we are working collaboratively to ensure we support MPs and their staff to adapt to the challenges as well as take advantage of the opportunities that new technologies will bring.

Houses of Parliament to adopt more digital tools and ways of working to improve efficiency and collaboration between other MPs and the wider public.

Response	Explanation
Not for IPSA	<p>This recommendation is aimed at the House of Commons itself but IPSA does provide support where we can and within our remit on funding.</p> <p>The House of Commons digital services team has issued guidance to MPs on the use of AI, and the parliamentary authorities are exploring opportunities for the responsible use and application of AI to support MPs in discharging their parliamentary duties and the administration of the House.</p>

More digital opportunities for people to safely share views and participate, to share challenges and shape solutions through open-sourced platforms, referenda and secure online voting.

Response	Explanation
Not for IPSA	<p>The Forum members expressed a keen desire for greater participation and this is something we are exploring in the way IPSA carries out its work in future.</p> <p>However, the wider ambitions of this recommendation, concerning more general issues around how members of the public can safely engage in political debate and share views with their elected representatives, are for Parliament itself.</p>

More participation

Ring-fenced funding set aside for additional engagement activities such as drop-ins, and group sessions and participatory processes like Citizen Assemblies or open-sourced policymaking.

Response	Explanation
Under consideration	<p>The Citizens' Forum members were clear about the huge value they saw in citizen engagement activities, including participatory processes and how these can support public trust in Parliament and MPs.</p> <p>IPSA provides funding to MPs to support parliamentary work with their constituents, which could include communications and engagement activities. In line with IPSA's regulatory principles, such activities must be parliamentary in nature and not party political or aimed at electoral campaigning.</p> <p>Organisations such as Demos are planning to pilot new engagement methods with MPs in two constituencies. We are open to exploring whether and how we can further support participatory processes within constituencies. We need to balance this against the possibility that specific funding for this work might be perceived as unduly benefitting incumbent MPs.</p>

MPs demonstrating how they are consulting the public on local and national issues in a way that's comparable with other MPs (league tables).

Response	Explanation
Not for IPSA	<p>This recommendation is outside of IPSA's remit as it relates to how MPs should carry out their role and consult with their constituents.</p> <p>While this recommendation is outside of our remit, we do not believe that league tables or direct comparison between MPs is a good approach.</p> <p>We have made changes recently to our publication of business costs data to provide the necessary context about the diverse needs of constituencies and the different ways that MPs can choose to do their jobs within the regulatory framework and funding provided by IPSA.</p>

Set expectations for MP participation and with clear guidance on what is considered meaningful participation.

Response	Explanation
Not for IPSA	<p>IPSA does not have expertise in participatory engagement methods but there are organisations that can support MPs if they wish to carry out these types of activities.</p> <p>As mentioned in a previous response, organisations such as <u>Demos are planning to pilot new engagement methods with MPs in two constituencies.</u></p>

Exploration of new voting methods such as proportional voting, where voting numbers reflect the number of MPs, to ensure every vote counts.

Response	Explanation
Not for IPSA	<p>This recommendation falls outside of IPSA's remit. Only Parliament can decide to change the parliamentary voting system in the UK.</p>

More in-person, hybrid and digital options including podcasts, live Q&As, local forums, citizens' assemblies and dedicated initiatives for young people.

Response	Explanation
Under consideration	<p>MPs can use funding provided by IPSA for engagement activities including constituency surgeries and meetings, as well as various types of communications. As mentioned in a previous response in this section, we are open to exploring different ways in which we can support MPs to engage with constituents beyond the current funding arrangements.</p> <p>Likewise, at IPSA we are working to improve the way we engage with and communicate our role to the public. The Citizens' Forum was a landmark exercise for us and a first step towards more direct engagement with members of the public. We are considering what future engagement looks like and how we can target young people and other groups that may be less engaged with democracy.</p>

Greater accountability

Setting minimum standards for performance and financial penalties if they fall short. This will be maintained through annual regular appraisals.

Response	Explanation
Not for IPSA	<p>IPSA does not have the legal or constitutional authority to create or assess performance standards for MPs. Under the UK constitution, MPs are accountable in terms of their performance to their constituents through elections.</p> <p>However, we do seek to promote employment best practices and make access to funding for staff conditional on the use of IPSA template contracts. Following recommendations made in a recent Standards Committee report and our ongoing work to improve the working lives of MPs' staff, we are looking at ways in which we can further improve this in collaboration with the House of Commons.</p>

Stronger limits on second jobs with caps on outside earnings and strong restrictions on conflicts of interest to ensure MPs' time and efforts are dedicated to their role.

Response	Explanation
Not for IPSA	<p>As outlined in a response to a previous recommendation, IPSA has the statutory responsibility to set and pay MPs a salary, to support them in their parliamentary work through funding and to regulate the use of that funding.</p> <p>The question of 'second jobs' for MPs has long been a topic of debate. The House of Commons' Committee on Standards held an inquiry into outside employment and interests, for which the Committee on Standards in Public Life (CSPL) gave evidence highlighting that "outside interests must be in keeping with and not detrimental to MPs' parliamentary responsibilities, coupled with enhanced transparency about the nature of, and time spent on them".</p> <p>The current Modernisation Committee has returned to this topic and this has been taken forward by the Committee on Standards. IPSA awaits the outcome of this work.</p>

Funding for more forums and engagement that ensure MPs listen to constituents and provide feedback on progress.

Response	Explanation
Under consideration	This recommendation is similar to previous ones on the way in which MPs engage with their constituents. In addition to previous responses, we are currently considering further flexibility for MPs to decide how to use funding on parliamentary engagement activities within their constituencies.

Consider whether Ministers should see their baseline MP pay reduced when they get into position to reflect reduced time in role as an MP.

Response	Explanation
Reject	IPSA is not responsible for ministerial pay and we do not believe it would be appropriate to introduce a pay structure that interacted in this way with decisions, which are rightly the Government's, about which MPs should take on ministerial roles.

Clearer, more accessible information about MPs' work and finances, 'league tables' or 'dashboards' to compare activity and use of funding, and safeguards to prevent misuse.

Response	Explanation
Under consideration	<p>IPSA is committed to transparency about the funding we provide to MPs. We know there is still more we can do to make the data and information we publish clearer and more meaningful for the public, and we have plans to do this including through more visualisation, contextual information and better functionality on IPSA's website.</p> <p>However, we do not agree that 'league tables' comparing MPs against one another is the right approach. Blunt comparisons do not provide any accurate reflection of 'performance' or the necessary context about the diverse needs of constituencies or the different ways that MPs can choose to do their jobs with the regulatory framework and funding provided by IPSA.</p>

Creating easier ways to complain, greater awareness of recall processes and potential mechanisms to revoke and reallocate votes.

Response	Explanation
Not for IPSA	<p>This recommendation is largely outside of IPSA's remit. However, the Compliance Officer for IPSA is an independent officeholder that is responsible for investigating complaints regarding MPs' staffing and business costs paid to MPs by IPSA. The Compliance Officer can investigate complaints from members of the public regarding MPs' use of funding.</p> <p>The way in which we vote in the UK's democracy and electoral law is rightly for Parliament to determine. The House of Commons produces a wide array of educational material on Parliament, the role of MPs and relevant processes.</p> <p>The Ethics and Integrity Commission is creating a website that will make it more straightforward for members of the public to know which standards body their particular complaint should be raised with. This follows on from a recommendation made by the House of Commons Committee on Standards in its report on the UK parliamentary standards landscape. Recall rules are determined by Parliament.</p>

More independent and informed

MPs having access to an existing bank of experts (consultants, academic experts) to inform their work and decision-making.

Response	Explanation
Accept	<p>IPSA provides funding for MPs to access 'pooled services', which provide research and briefing materials to assist MPs and their staff with responding to constituent correspondence and with understanding and engaging on different policy areas.</p> <p>MPs may also use the funding provided by IPSA to source expert consultancy, research, project management and other services (which we call collectively 'bought-in services'), for example to help them with a specific policy issue affecting their constituents.</p> <p>The House of Commons Library also provides expert, independent research on policy issues to help inform MPs' work and deliberation of topics before Parliament.</p>

There is accountability set up to ensure that this provides value for money for MPs.

Response	Explanation
Accept	<p>Value for money is one of IPSA's regulatory principles that guide our decisions and which we expect MPs to consider in all spending decisions they make.</p> <p>IPSA periodically reviews MPs' spending on pooled and bought-in services, areas of spend which have been subject to audit in recent years. Following recent audit reports, IPSA introduced new pooled staffing services guidance in 2025-26 that includes consideration of value for money through assessment of fees charged, services rendered and content produced.</p> <p>In addition, a new requirement, also implemented in 2025-26, for MPs to register bought-in service providers before requesting funding seeks to improve IPSA's oversight of this area and to encourage best practice in selecting suppliers and managing any potential conflicts of interest.</p>

Exploring centralised staffing - having a pool of skilled, impartial staff with parliamentary experience to provide independent support and act as a counterbalance to party influence.

Response	Explanation
Under consideration	<p>As noted above, MPs have access to pooled research services as well as the House of Commons Library, which provides impartial research.</p> <p>In addition, we know from our work with MPs' offices about the value of having experienced, skilled staff able to manage and lead the office on an MP's behalf. We are currently considering ways of further professionalising the MPs' staff career path so that staff members can develop the necessary knowledge and leadership skills to support MPs in this way.</p> <p>We will also explore how we can, within our remit, help new MPs after the next General Election to access and benefit from the vast experience and skills that exist within the parliamentary community.</p>

MPs empowered to convey their constituents' views more strongly rather than being constrained by party ideology.

Response	Explanation
Not for IPSA	This recommendation is about how individual MPs should carry out their parliamentary role of representing their constituents and relates to party structures and so this falls outside of IPSA's remit.

Consider new models to promote greater depth of knowledge and independence such as having two MPs or a deputy MP per constituency working together - one more focussed on local constituency matters, one on legislating and scrutiny.

Response	Explanation
Not for IPSA	While IPSA is open to creative ideas to increase depth of knowledge and independence within MPs' offices where this falls within our remit, proposals such as the creation of a second MP for each constituency are for Parliament to determine.

More representative Parliament

Funding to support accessibility needs.

Response	Explanation
Accept	<p>IPSA has a role in supporting MPs with a disability to remove any barriers to carrying out their role effectively. We fund reasonable adjustments to support MPs and their staff in the workplace.</p> <p>The House of Commons is responsible for accessibility on the parliamentary estate. We work closely with the House to ensure we are collaborating effectively to support MPs in all aspects of their role.</p> <p>The Modernisation Committee has published a report in December 2025 following its inquiry into accessibility provisions in the House of Commons and has made a number of recommendations in this area.</p>

Provision to support childcare and caring responsibilities (e.g. childcare settings within or close to Parliament).

Response	Explanation
Under consideration	<p>IPSA provides funding to support MPs with caring responsibilities to undertake their parliamentary role, including while living and working in two locations. For instance, MPs who do not live in London but need work accommodation to represent their constituents in Parliament can receive additional funding so that dependants can stay with them. Dependents can refer to children under 18 or a family member that is cared for by the MP.</p> <p>They can also request funding for their dependants to travel between the constituency and London.</p> <p>IPSA does not provide funding for MPs' childcare costs. Our longstanding position is that such costs should be covered personally by the MP as is the case for most other working parents in the UK. There is a creche available on the parliamentary estate for the children of MPs. It is paid for like other childcare settings.</p> <p>We recognise that an MP's job has unique pressures. We are open to considering whether support for MPs with caring responsibilities should be broadened, potentially to include childcare costs in specific circumstances.</p>

More modern and flexible ways of working to attract and support MPs including those with accessibility needs and caring responsibilities (e.g., hybrid ways of working).

Response	Explanation
Not for IPSA	<p>While we understand the objectives behind this recommendation, MPs have scope to organise their work as they wish and to work from whichever location suits them – from Westminster, their constituency office or from home.</p> <p>However, according to parliamentary rules, in order to vote and take part in debates and committees they must attend Westminster in person (unless they have a proxy voting arrangement in place, for example due to maternity or ill health).</p> <p>As stated above, we provide funding to support MPs with certain accessibility requirements. While this recommendation is not for us, the previous one is under consideration.</p>

MPs drawn from all walks of life with a mix of age, experience and background.

Response	Explanation
Accept	<p>We agree that it is fundamental to our representative democracy that MPs' pay and funding is set in such a way that MPs from all walks of life, including those with a variety of financial circumstances, can seek election to Parliament.</p> <p>Being an MP should not be reserved for those with personal wealth or outside income. This is a fundamental objective for IPSA in the way that it decides on MP remuneration and funding.</p> <p>IPSA makes decisions independently about MPs' pay so that it is fair and reflects the level of responsibility and challenges faced in the role. Additionally, the way that we regulate is designed to ensure that MPs are neither financially disadvantaged nor advantaged as a result of funding provided for their parliamentary work.</p>

Expectation that MPs have served in public services or similar roles, bringing practical understanding of people's lives and values.

Response	Explanation
Not for IPSA	<p>We understand the objective behind this recommendation is to ensure MPs have a variety of experience and therefore an understanding of their constituents. However, IPSA as a body operating in the parliamentary standards landscape does not have any influence over the selection of candidates and we are unable to action this recommendation.</p>

IPSA

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