

# IPSA

Independent Parliamentary  
Standards Authority

## Facilitating democracy Funding the 2024 General Election

January 2025



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# Foreword

On Friday 5 July 2024, 2,373 people lost their job.

2,023 people who worked for Members of Parliament were effectively made redundant after 218 sitting MPs lost their seat, and a further 132 stood down.

In the four months which followed, IPSA's role was to support the thousands of newly-unemployed workers and facilitate the transition between parliaments.

An MP's office is like a small business: they are the employer, and any MP not returned in the 2024 General Election had until 4 November to close down their office entirely.

This entails more than 11,000 individual tasks - including ending lease agreements, returning property, and making members of staff redundant.

Whilst there is an inevitable financial cost to this process, last year's Election was a once-in-a-generation event: in 2019 there was a 24% turnover in MPs, in 2024 it was 51%. In 2019 460 staff members lost their jobs, in 2024 it was 2,023.

IPSA is proud of its role in supporting a representative parliament, where people without private finances shouldn't be prevented from becoming an MP - or working for one.

We are also proud of the hard work our own team members put in to ensuring the 2024 General Election led to a smooth and stable transition of power, both in Westminster and in the 303 seats which changed hands.

**Richard Lloyd**



**Richard Lloyd**  
Chair, IPSA

# The human impact of the election

An MP's office essentially operates as a small business.

So, when 350 MPs left their seat at the 2024 General Election, 350 small businesses needed to be closed down.

Rental agreements had to be terminated, outstanding payments had to be made, and more than 2,000 people had to be made redundant.

Around a third of the total cost to IPSA of the 2024 UK General Election was spent on redundancy payments for staff.

That's slightly more than in previous years, partly because the almost-unprecedented turnover of MPs means more people working in constituency offices lost their job.

In the UK a new MP - and, in this case, a new government - takes office almost immediately.

This is in contrast to other countries, for example the USA, where federal elections are held in November and newly-elected politicians begin their term of office in January.

To allow for a more seamless transition period, at the 2024 UK General Election MPs were given four months to close down their office, an increase from the previous two.

This meant staff could hand case work over effectively, and ensure a smooth transition to new MPs and caseworkers over the summer.

Further, before IPSA was able to sign-off on the closure of an individual MP's office, 11,000 tasks had to be completed. The additional timeframe was to ensure this work could be carried out accurately and effectively.

**Departing members had four months to close down their office, complete 11,000 tasks individually, and begin and run the redundancy process for more than 2,000 people.**

# Loss of Office vs Winding-Up

When a General Election is over, former MPs may be eligible for two different types of payment: the Loss of Office Payment (LOOP) and Winding-Up Payment.

There are also Winding-Up Costs which are inevitable in the transition between MPs, and there are separate criteria for each of these.

## Loss of Office Payment

Former MPs are eligible to receive a loss-of-office payment (LOOP) if they were an MP on the day before the dissolution of Parliament and a candidate for re-election but were not re-elected.

They must also have held office for a continuous period of two years before then.

The amount of the loss-of-office payment is equal to double the statutory redundancy entitlement.

## Winding-Up Payment

Former MPs receive a winding-up payment if they leave Parliament at a general election, regardless of whether they stand unsuccessfully or stand down.

A winding-up payment is of a value equivalent to four months' salary after the deduction of tax and National Insurance.

This is to compensate for the work former MPs are required to do in closing down their parliamentary affairs.

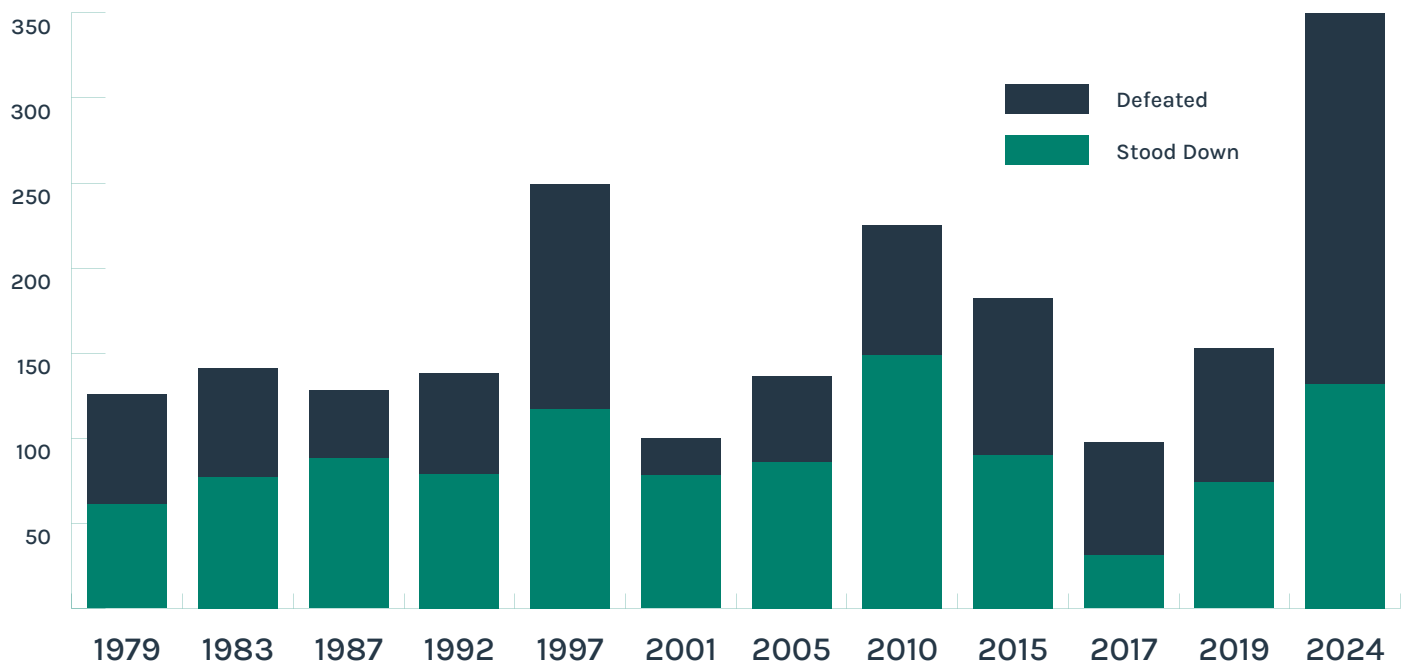
## Winding-Up Costs

Departing MPs are given four months to wind-up their constituency office and parliamentary affairs.

During this four-month period they can continue to be reimbursed for costs incurred during the closure of their office. These payments could cover staff salaries, outstanding rental fees, removals, and cleaning.

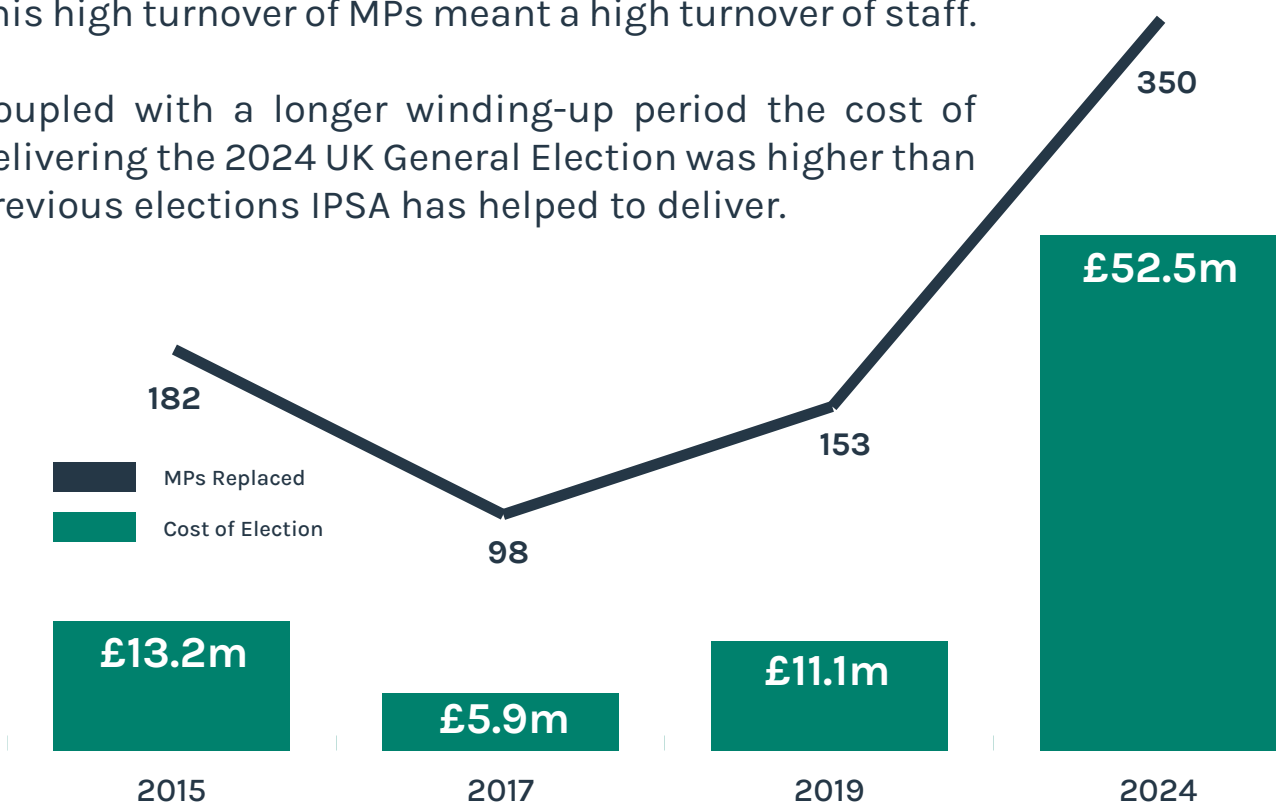
# In figures: the 2024 UK General Election

The 2024 UK General Election was a once-in-a-generation event, with more MPs leaving office than at any General Election in the last fifty years.



This high turnover of MPs meant a high turnover of staff.

Coupled with a longer winding-up period the cost of delivering the 2024 UK General Election was higher than previous elections IPSA has helped to deliver.



350 MPs left office at the 2024 General Election, meaning 2,023 staff members were made redundant.

At the 2019 General Election 154 MPs were replaced, with 460 members of staff also being made redundant.

This means the number of people supported by IPSA after losing their job at the election rose by 286%.

2,373

£52.8m

The total additional cost to IPSA of delivering the 2024 UK General Election was £52.8m.

This includes just over £52.5m spent on helping former MPs close down their offices and new MPs set theirs up, and around £267,000 of additional costs at IPSA.

An average of £35,200 was spent per MP on redundancy payments to both departing MPs and their staff.

Additionally, around £60,300 was spent on parallel-running costs, where new MPs hire staff over a period where outgoing workers remain on a former MP's payroll.

£35,200

The average expenditure per MP is calculated by dividing the cost of the election to IPSA between the number of MPs who were either newly-elected or returned in a different constituency.

Average expenditure per MP	2019	2024
Staff redundancies	£19,900	£35,200
Winding-up payments	£8,300	£17,300
Tax on winding-up payments	£0	£16,700
Parallel-running costs	£25,600	£60,300
Loss of Office Payments	£7,100	£10,800
Start-up costs	£5,800	£6,000
PILON	£5,800	£0
Other	£0	£1,800
<b>Total cost to IPSA</b>	<b>£11,100,000</b>	<b>£52,500,000</b>

At the 2024 General Election 355 MPs fitted this criteria: 350 were newly-elected, and 5 were returned in a different constituency.

This is more than double the total figure for the 2019 General Election.

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