



## **Reviewing MPs' Pay & Pensions:**

A First Report - January 2013

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## Foreword by the Board of IPSA

This framework for the determination of MPs' remuneration is the last substantive publication from the first term of IPSA prior to the departure of the four ordinary Board members. The circumstances which have prompted this have been amply recorded elsewhere but we – the Chair and fellow Board members - would like to take this opportunity to summarise the last three years and to offer some advice to IPSA's principal stakeholders.

When IPSA was established by the Parliamentary Standards Act in 2009, British democracy was reeling from the shock of the MPs' expenses scandal. The Speaker himself described the damage to Parliament as the greatest in recent history, "with the possible exception of when Nazi bombs fell on the chamber in 1941." The public, uncertain whether to be more angry about "flipping" or duck houses, wide-screen TVs or moat cleaning, turned away in anger.

Restoring confidence in Parliament was a national priority – one endorsed by the leaders of the three main political parties and the majority of MPs.

We were appointed by a wholly independent panel, endorsed by both Houses of Parliament, received our Royal Warrant and, in January 2010, set about creating a regulator with responsibility to oversee the business costs and expenses and the administration of the payroll of 650 MPs and some 2500 staff – a sum amounting to just under £130 million of taxpayers' money in the first financial year. To minimise the potential disruption to the workings of Parliament, we intended to have everything in place by the next election, but that date was not known with certainty until early April when the Prime Minister announced 6 May as election day.

One year after the Daily Telegraph had first published details of MPs' expenses and four months after our appointment IPSA – having consulted widely with the public – introduced a completely new expenses regime with the promise that it would be fair, workable and transparent.

In pursuing that promise, we were careful to base our decisions on the strength of the evidence and the power of the argument rather than on the volume of its delivery. This led us to take what were, in some quarters, unpopular decisions. For example, we resisted calls to ban the employment by MPs of family members on the grounds that there was little documented evidence of abuse, the employees in question provided trusted support and often good value for money, and it was a common practice amongst British businesses (many of which are family owned).

We also went to great pains to ensure that our system was fair to both the public and MPs. On one hand, the system now in place will be familiar to anyone whose employment requires them to claim for the reimbursement of expenses but on the other, our scheme is also designed to support MPs with special health, security or family needs, so that they can conduct their parliamentary duties effectively.

Behind the scenes our dedicated executive team led by Andrew McDonald had created a new organisation, secured accommodation and commissioned an online claims system. The Office of Government Commerce – the part of Government charged with helping public-sector organisations ensure greater value for money - declared: “the impossible has been delivered.”

Research told us that the public reacted positively to the changes but, rather than embracing the new system as a way of putting the scandal behind them, many Members of Parliament were either silent or hostile. So great was the reaction of some that we were compelled to erect signs in Portcullis House warning those attending our induction workshops that aggression towards our staff would not be tolerated.

Some of the Westminster opposition was overt and specific – an unwillingness to claim expenses online, resistance to registering their accommodation, a view that untested budget limits were too small, the rules too restrictive, the publication of claims unfair.

Some MPs, apparently determined to put the clock back to the days when expenses were administered by servants of the House, used their privileged powers to attack IPSA generally and some of us personally. In our first year and a half of existence, we were subjected to reviews by the Speaker’s Committee on IPSA; by the National Audit Office and the Public Accounts Committee; and by a newly revived Committee on Members’ Expenses.

We welcome accountability – transparency is an important value to us – but this was unusual, to say the least, for a new regulator which now employs less than 50 people and costs not much more than the House of Commons food and drink subsidy.

Of course we faced challenges, especially in the early months. The volume of transactions, telephone calls and emails, was surprisingly high – and they have not really fallen. We acknowledged that some of the rules on business costs and expenses were restrictive, and amended them when we had the opportunity in April 2011. We brought in measures to help MPs with cash flow – loans, direct payment facilities with landlords, extensions to MPs’ payment cards. We made the online claims system simpler, responding to comments from its users. Slowly but surely the attacks from within Westminster became more muted.

Outside Westminster we received encouraging survey data that showed we were making progress in restoring the public’s confidence in the expenses system. Unfortunately the various prosecutions and convictions of MPs who had abused the pre-IPSA rules served to remind the electorate of the scale of the scandal and so impeded the increase in confidence.

It is to be hoped that the passage of time will convince the public that a problem caused by a few should not be allowed to influence the appreciation of the many.

In 2011, in a sign that the Government and Parliament recognised that we had successfully charted our way through the turbulent waters of business costs and expenses, we were given the powers to set MPs' pay and determine their pensions.

This challenge has been described as "the Big Exam Question" – what should a legislator in a 21<sup>st</sup> century democracy be paid? – and it is the first time in our nation's history that it will be answered by an independent body in consultation with the electorate.

Last summer, we commissioned detailed research into public attitudes on MPs' pay and pensions prior to launching a formal consultation in October 2012. We found the public sceptical of change that did not mirror their own experiences, but willing to listen when presented with evidence. But we discovered a weakness at the heart of our democracy – many members of the public have little knowledge about what MPs do, especially when they are at Westminster. Addressing that knowledge deficit is an important prerequisite to winning public support for changes to MPs' remuneration.

We see contributing to the restoration of public confidence in the MPs' pay, pensions, costs and expenses as a fundamental responsibility of IPSA.

Our democracy is a precious national asset and to appreciate its value we need only look to events outside the UK in the years since the expenses scandal rocked our collective confidence.

A barometer of the electors' confidence in the elected is provided by the way in which the latter manage taxpayers' money – especially when it benefits themselves. That is why the expenses scandal had such a profound effect on our country and why we should celebrate the progress that has been made over the last three years.

As four of us make way for our successors – the Chair remains - we close with a message to our three principal stakeholders.

Parliamentarians: It is our experience that the vast majority of MPs are decent, honest, hard-working people committed to providing a service in which they believe. We hope our departure provides the stimulus for that hitherto silent majority to play an active and constructive role in realising the vision encapsulated in the Parliamentary Standards Act.

Press: Without the Press and its persistence, the expenses scandal may never have come to light. It should take pride in having catalysed a current scheme which has consigned flipping, duck houses and moat cleaning to the archives. The IPSA website now publishes every MP's expenses down to the smallest item. Therefore ridiculing the reimbursement of legitimate business costs and expenses does no one any good. It is time to acknowledge the change and to move on.

Public: The UK now has one of the most transparent expenses system in the world. Soon – and for the first time in our history – our MPs’ pay and pensions will be determined by an independent body and not by MPs themselves. This is something of which we should all be proud and helps to restore our claim to be a leader amongst democratic nations.

As we prepare to hand over to our successors we pay tribute to IPSA’s dedicated staff who, often in very difficult circumstances, have consistently met their key performance indicators and ensured that MPs and their staff have been paid and their business costs and expenses reimbursed in an accurate and timely manner.

We wish them, and the new Board, well in their task.

Helping to restore the public’s faith in Parliament and democracy is no small prize.

<b>Professor Sir Ian Kennedy</b>	<b>Sir Scott Baker</b>	<b>Jackie Ballard</b>	<b>Ken Olisa OBE</b>	<b>Professor Isobel Sharp CBE</b>
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# Introduction

1. This is the report on the first consultation in our Review of MPs' Pay and Pensions. It ran from 15 October 2012 to 7 December 2012 and was an important step in the process of determining MPs' pay and pensions independently of Parliament, Government or political parties for the very first time.
2. This task, of considering and determining the appropriate level of remuneration for MPs, goes beyond an attempt to fit a sum of money to a job. It requires us to consider a much deeper issue: the status and standing of Parliament and of MPs in our society. MPs sit at the very centre of our democracy. Their role has several dimensions: considering legislation, representing their constituencies, holding HM Government to account and, increasingly, helping to solve practical problems for individual constituents. Our research has shown that members of the public often have little understanding of the wide range of MPs' responsibilities in Westminster (although they are aware of and value their work locally). Moreover, many still view MPs and Parliament through the lens of the expenses scandal. We are, of course, conscious of this history, but have not allowed the failures of the past to affect our approach to this new question. We have, in fact, explicitly separated any question of business costs and expenses from this Review. In our view the question of the support required to perform the role should be distinct from the personal reward for doing so.
3. Our approach to this Review is shaped by the legislation which governs us. The Parliamentary Standards Act 2009 and the Constitutional Reform and Governance Act 2010 grant us the power to make and implement determinations on pay and pension benefits without further reference to Parliament.<sup>1</sup> Our role is to take a view on what is in the public interest. Some decisions we make may not be popular with MPs, or with the public. But the principle behind the legislation, that these matters should be no longer be determined by MPs, is fundamental and is not open to compromise.
4. The legislation requires us to consult and take evidence before we make any decisions on pay and pensions. While we are only required to consult a small number of individuals, throughout our Review we have sought views and evidence from as many citizens, organisations, MPs, academics and experts as possible. In addition to our formal consultation we hosted blogs on our website from commentators and members of IPSA's Board and executive members, we consulted academics through our Panel of Experts, we held seminars in partnership with the Institute for Government and we took advice from external reward consultants and actuaries. We also directly engaged with the public, through local radio phone-ins, surveys, citizens' juries, polling on our website and through the consultation itself. We did so because we regard it as crucially important that we hear from the public. We caution, however, that in our deliberations, we are

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<sup>1</sup> Although rightly we need the agreement of the Trustees of the Pension Fund before we can make changes to its administration.

interested in reasoned argument and evidence rather than in who or how many shout loudest. We met many MPs, both individually and through the political parties, interested groups such as the All-Party Parliamentary Group on Pensions and the Trustees of the Parliamentary Contributory Pension Fund. We have conducted an anonymous survey of MPs through a polling organisation (the results of which are annexed to this report).

5. Some respondents criticised our decision to press ahead with our Review at this time, bearing in mind the state of the economy. As our consultation document showed, there is never a good time to do this work. There have always been reasons to delay. But we are at the mid-point of the electoral cycle: we aim to resolve this complex and vital issue well before the next election, expected in 2015. In that way, candidates for the election will know what the remuneration package comprises and will be able to make an informed decision about standing for Parliament. Moreover we would hope and expect that, once determined, considerations of level of remuneration will not become a political football as in the past.
6. Behind any consideration of MPs' remuneration lie the questions: what do they do and what are we paying for? We have already noted the public's limited understanding of MPs' role. We must also make clear that it is not for us to tell MPs how to do their job, not least because it is not one job but many. That is a matter for MPs and for Parliament. But the absence of a clear understanding of the responsibilities borne by MPs makes consideration of their remuneration that much more difficult.

### **What does this report do?**

7. This first stage of our Review sought views on the principles and basis of a future remuneration package for MPs. We did not ask, in our consultation document, for views on salary levels nor specific pension benefit designs. This report therefore does not propose a detailed new remuneration package for MPs, but instead sets out a framework for future work.
8. In this report, we have sought to assist the next IPSA Board by analysing the key issues raised during the consultation. We have assessed the public's views on the key questions (expressed through polls, online comments and responses to the consultation) and have identified some should be resolved in the near future. Equally, we have concluded that there are some issues that we do not think are likely to be part of any ultimate solution. We discuss our thinking in this report. Our consultation also raised two short-term measures – whether to implement a short-term pay rise for MPs in line with those in the public sector and whether to extend the interim resettlement payment policy. Our conclusions on these issues are set out on page 29.
9. The work to develop and determine the full long-term remuneration package for MPs will now proceed, informed by the advice and evidence that we have received from the public and others. Those proposals will be presented for further public consultation in the spring, with a view to announcing IPSA's decision in the autumn. Implementation will follow the general election.



## What do MPs Currently Receive?

All MPs currently receive a basic annual salary of £65,738, which is paid monthly in arrears. Like other employees, MPs pay income tax and national insurance through the PAYE system. MPs who take on extra responsibilities as Select Committee Chairs or Members of the Panel of Chairs receive extra payments of up to £14,582. Some MPs also become ministers and receive extra payments from HM Government. In total 169 MPs receive extra payments for being a minister, Committee Chair, Speaker or Deputy Speaker, or Opposition Leader or whip.

MPs are entitled to join the MPs' Pension Scheme, which provides a pension from age 65 (or when the MP leaves Parliament, if later). MPs pay contributions to the pension scheme, depending on the rate at which they accrue benefits. MPs accruing at 1/40ths pay 13.75% of their gross pay. Those accruing at 1/50ths pay 9.75% of gross pay and those accruing at 1/60ths pay 7.75% of their gross pay.

Under our interim resettlement payment policy, if MPs leave Parliament voluntarily they do not receive any payment. However, if they are defeated at an election they are entitled to claim a resettlement payment of one month's salary for every year served, up to a maximum of six months. This is treated, for tax purposes, in the same way as a normal redundancy payment and no tax is payable on the first £30,000. This should be distinguished from the costs of winding up their Parliamentary functions (for which a budget of up to £56,250 is provided) from which they do not personally benefit.

MPs also receive other benefits, such as salary sacrifice childcare vouchers, subsidised meals etc. We have not quantified these benefits for this report, but we recommend that they are taken into account when developing the total reward package.

## Chapter 1: Analysis of Responses

10. Our consultation received 100 responses which directly addressed the questions. Of these, 69 were from members of the public, 18 were from MPs, one from the Parliamentary Labour Party, one from the Conservative Party's 1922 Committee and one from HM Government. A further eight were from organisations including the Senior Salaries Review Body (SSRB) and the TaxPayers' Alliance. We also received 600 responses to our online survey. These are summarised at Annexes B and C.
11. In addition to these, we received many responses that were not formally considered as they solely addressed issues such as business costs and expenses which were not covered by our consultation document.
12. We have grouped all responses under the appropriate question. Not every respondent answered every question and in some cases they did not directly answer the question itself.

### Q1: Do you have any views on the guiding principles for our Review?

#### Our Guiding Principles

- A. MPs should be fairly remunerated for the work they do and the total cost to the taxpayer should be affordable and fair.**
- B. Remuneration should be seen as a whole – with pay, pension and resettlement payments considered together for the first time.**
- C. It should be simple to explain, understand and administer.**
- D. It should be sustainable, without the need for major changes in the near future.**
- E. As far as is practicable MPs' remuneration should be determined in the same way as that for other citizens.**

13. Our guiding principles were designed to help us develop the new remuneration package for MPs and engage with interested parties throughout the Review. Most respondents did not express any views on the principles, but several, including the 1922 Committee and HM Government, expressed overall support for the principles.
14. The principle which attracted the most individual comment was *E: As far as is practicable MPs' remuneration should be determined in the same way as that for other citizens*. Several respondents felt that the job of an MP was unique, meaning that the determination of MPs' pay and pensions would inevitably differ from the method used in other occupations. The SSRB suggested that "IPSA should seek to find a method of setting MPs' pay which is generally accepted as reasonable and appropriate for their particular

circumstances.” We agree with this and believe that it is consistent with our guiding principles and our overall approach to the Review. While there will inevitably be some aspects of the determination which will be distinct and particular to the circumstances of MPs, the methods used should as far as possible resonate with normal public experience.

**Q2: Are there any factors which may affect the equality and diversity of the House of Commons which you think IPSA should take into account when reviewing MPs’ pay and pensions?**

15. In our consultation document we noted that there is little evidence to date that the levels of pay and pensions have an impact on the diversity of the House of Commons, but that we would seek to ensure that our proposals did not unduly deter particular groups from standing for election. Some respondents said that factors such as “selection/election of candidates and the perceived attraction/unattraction of being an MP” (Richard Graham MP) are more likely to affect the diversity of the House of Commons than pay levels. Few responses brought further evidence to our attention, but one important question raised was the question of whether restraint on pay has led (or would lead in the future) to service as an MP being attractive only to those who do not need a salary or those currently on low incomes. The Rt Hon Cheryl Gillan MP noted that this could lead to a “weakening [of] Parliament itself and government if there is not a sufficient reservoir of capable/experienced people in Parliament.” Professor Matthew Flinders from the University of Sheffield went on to say that “my sense is that there is a growing feeling that a career in politics is increasingly something that requires an independent income and a level of financial security that is not common in society.” It could be argued that such an outcome is undesirable for our democracy and any remuneration package must avoid it.
16. If it is alleged that the remuneration package does in fact have an effect on the diversity of the House of Commons, we propose that this matter is regularly reviewed as part of future pay determinations.

## Pay for MPs

**Q3: Should there be a differential basis to MPs’ pay? If so, on what basis should IPSA vary MPs’ pay?**

17. Our consultation document asked whether, and if so how, we could introduce different or variable salaries for MPs, based on different characteristics. Differential pay, based on performance or time served, is of course common in both the public and private sectors, and some respondents were very much in favour of the idea. For instance the Wirral Older Peoples’ Parliament suggested “a two-tier pay system so that those MPs who only work part-time in Parliament and have lucrative jobs outside, are paid less.” AR Walker, a

member of the public, agreed with performance related pay saying that MPs “should be paid on results... judged by an independently elected body of citizens.”

18. We identified a number of types of differential pay based on outside activities, job performance, the region represented, the time served as an MP or previous salary. Each found some favour with respondents to the consultation and the majority of respondents were in favour of some form of differential pay. However, these results were not mirrored by the results of our online survey, which found that 77.9% of the respondents were opposed.
19. Some respondents to our consultation argued against differential pay, citing practical or fairness concerns. Others were opposed to differential pay on principle. The Speaker of the House of Commons (Rt Hon John Bercow MP) noted that he was opposed to differential pay and that in his view under the Parliamentary Standards Act 2009, it would not be possible for IPSA to introduce different levels of pay, other than for Chairs of Select Committees and for Members of the Panel of Chairs. The Parliamentary Labour Party and HM Government both suggested that differential pay would produce different classes of MP, which they believed should be avoided.
20. Some respondents argued that most employers do not prohibit staff from taking on additional work in their own time and ordinary citizens were therefore free to do extra work as long as it did not interfere with their usual duties. The Rt Hon Jack Straw MP noted that there was “no evidence that those MPs who do have outside earnings (including those with substantial earnings) are any less full time than MPs who do not have such earnings.” The 1922 Committee pointed out that “it would seem punitive and out of step with usual practice for IPSA to reduce Members' Parliamentary salaries in the event of them having outside interests.”
21. In light of these arguments, we do not believe that the subject of mandatory differential pay should be pursued further. However, we believe that there is merit in exploring whether it would be possible to allow MPs to opt voluntarily for a lower salary in light of outside commitments they may have.
22. Our proposed approach is discussed further at paragraph 83.

**Q4: To what extent should IPSA consider the salary levels of other occupations when determining what MPs should be paid? What other occupations/legislators do you consider to be comparable to the role of MPs?**

23. In the past, MPs' pay has often been set in relation, or indexed, to the pay of other occupations. As we said in the consultation document, we have our doubts as to whether pay for other occupations should be used actually to determine pay for MPs, although it may provide useful context.
24. Three-quarters of respondents to our consultation document and our online survey agreed that IPSA should consider the salary of other comparable occupations. Many respondents cited reasons such as fairness and argued that such a system would be easy

to understand and administer. Most of those in favour suggested public sector comparators such as a police Chief Superintendent, GP, head teacher, and/or senior civil servant, while a few mentioned private sector comparators (middle to senior managers, senior executives or lawyers). Others pointed to other, relatively low-paid, jobs such as hospital nurses, lorry drivers, ticket inspectors and parking attendants.

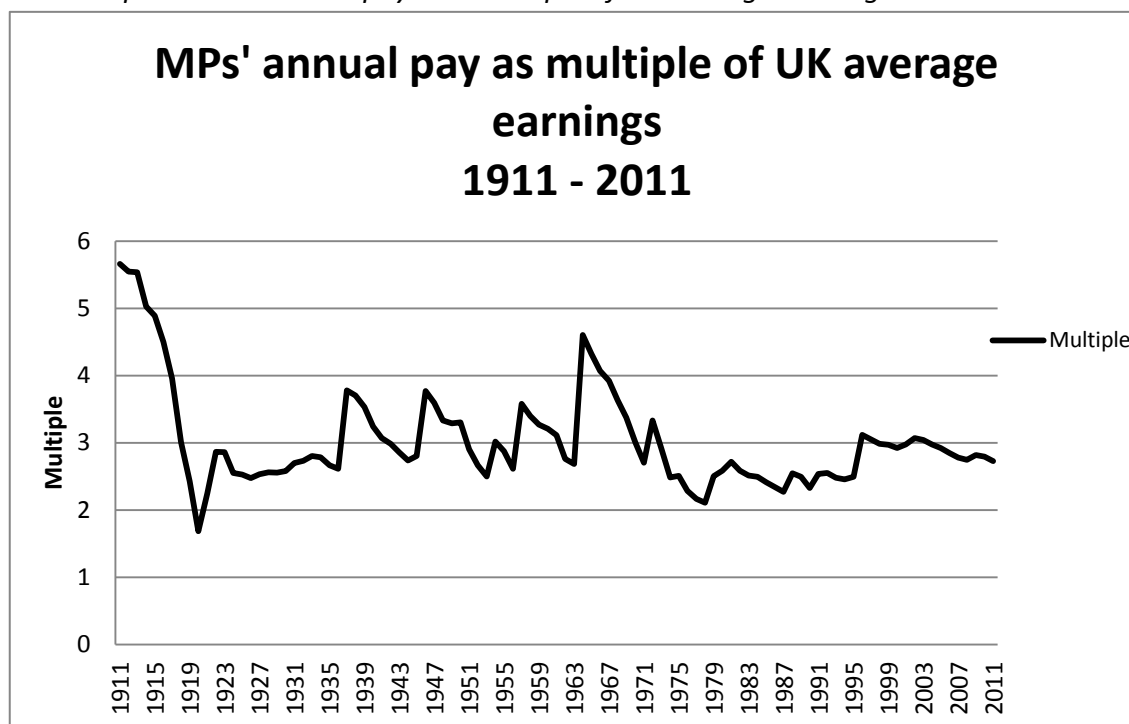
25. The SSRB noted that it had previously used a job-evaluation system to measure the job weight of a number of MPs and had been advised that “suitable comparators then were a head teacher, police chief superintendent, pay band 1 senior civil servant, second tier county council officer, colonel and HR director in a NHS organisation.”
26. Inevitably, any formal mechanism linking pay with specific jobs has problems. A job evaluation exercise would not be able to take into account the diversity of approaches taken by MPs to their Parliamentary functions. And suggestions of comparisons are bound, to some extent, to be affected by an anticipation of the salary that such comparisons might produce.
27. Some respondents argued that pay for other legislators, both in the Devolved Administrations and overseas, might provide useful context. Prof Matthew Flinders said: “A...comparator might be with the figures paid to other parliamentarians around the world.” But other respondents were more sceptical, with one anonymous member of the public saying: “If those countries wish to overpay their politicians that is their affair, it has no impact on us.”
28. We said in our consultation document that we have our doubts about whether comparators should be used to set pay. Several respondents argued that they should not be used mechanistically, on the grounds that the role of an MP is unique and not comparable and that other occupations require different skills, qualifications, experience, and/or levels of responsibility. We also noted that a linkage might not be fair, transparent or sustainable, particularly as the comparators’ roles and pay may change over time. However, we do believe that comparators can provide useful context for the determination of pay. The next IPSA Board may wish to consider using the evidence we have gathered in this manner.

<p><b>Q5. Should we link MPs’ pay to a multiple of average earnings? If so, what would be an appropriate multiple to establish the level of pay?</b></p>
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29. As the consultation document discussed, some commentators have suggested that MPs’ pay be set as a multiple of national average earnings, to create a relationship between the salaries of MPs and those of average citizens. Two-thirds of respondents agreed that MPs’ pay should be linked to a multiple of average earnings. Again, this was mirrored in the online survey. Most of those in favour were members of the public and the suggested multiples ranged from one (i.e. the same as average earnings) through to about four.
30. Some respondents (including several MPs, the 1922 Committee, the Parliamentary Labour Party and the SSRB) were strongly opposed. They argued it would be difficult to explain publicly, would not reflect market practice and inevitably the choice of the

multiple would be arbitrary. As the graph reproduced here shows, in recent times the pay of MPs has been around three times national average earnings and we suggest that this is worthy of further consideration.

*Graph 1: MPs' annual pay as a multiple of UK average earnings: 1911 - 2011<sup>2</sup>*



**Q6. Is the public service component of the job a requirement of the role or something which should attract a reward?**

31. This question probed whether the element of job satisfaction many MPs receive from serving the public should be rewarded, or whether it was part of the job and already rewarded sufficiently. All respondents to this question stated there should be not be any additional reward on the basis of public service, as it is a requirement of the role.
32. Prof Matthew Flinders stated that “the public service component of being an MP is probably the most important and rewarding element of the role. It is not something that should be rewarded in financial terms and I suspect very few MPs would want to be rewarded in this manner.” We agree with this analysis.

<sup>2</sup> The multiples graph above shows the relationship between MPs' pay and UK average earnings in money of the day.

**Q7. Are there any other issues that we should consider when determining MPs' pay?**

33. This question attracted a wide variety of views, all of which will be considered when developing the full remuneration package for MPs.
34. Several respondents told us that pay should be at a level that encourages the recruitment, retention and motivation of MPs of an appropriate quality, and recognises MPs' level of responsibility and workload. The SSRB noted the difficulties of this question when it said: "We believe the question IPSA should address, although we recognise the difficulty of obtaining clear evidence, is what salary is necessary to encourage sufficient numbers of suitably equipped people to stand for Parliament and to serve for a reasonable period having been elected." This, of course, begs the further question: what are "suitably equipped" people? The 1922 Committee noted that these would be "high calibre people, capable of making a meaningful contribution to public life."
35. This raises various practical and constitutional difficulties for IPSA to consider. It is not within our remit to determine the types of people who should be attracted to service in Parliament (although we have said that we would seek to avoid deterring unduly any group) and nor is it for us to determine how long MPs should serve. As we have noted before, the composition of Parliament is likely to be influenced more by the party selection process and the fortunes of the political parties themselves than the remuneration package.
36. Some other respondents made the point that it will be difficult to determine pay without a clear job description. We agree, but it is not within IPSA's power to determine a job description for MPs, nor would it be appropriate for us to do so. Attempts in the past to collate one have produced documents so broad (encompassing all activities undertaken by all MPs) that they are not useful in determining pay. However, we believe that it would be useful to continue to work with the parties to develop a set of agreed core responsibilities to help set the public context for the remuneration package.
37. Other respondents argued that our approach to "total reward" meant that MPs' business costs and expenses should be included in the determination of salaries, either as a lump-sum allowance attached to the salary, or as part of the salary itself. We have already set out why we believe business costs and expenses should remain separate from remuneration.

**Q8: Should MPs' pay be linked to an economic index or salary levels of comparable occupations so that, in the future, their pay would be revised each year between pay reviews? If so, to which index or occupations should MPs' pay be linked?**

38. In the past, MPs' pay has, from time to time, been linked to an index in an attempt to avoid the historic pattern of stagnation of salary followed by large uplifts to catch up with comparators. Most recently, the salary was raised each year according to a formula based on increases in a basket of public sector occupations. While three-quarters of the

respondents who addressed Question 8 said that MPs' pay should be linked to an external measure regularly to adjust their pay, this was not supported by the online survey, which found that nearly 60% of respondents were opposed.

39. Sir Nick Harvey MP set out his argument for indexation: it would be "objective and automatic and not require IPSA to make a judgement or even a computation. An automatic system of up-rating – over which there should be no interference or manipulation – is the best way of minimising the reputational damage to both IPSA and Parliament, constraining the media to one major outburst every five years, at the periodic review." We agree that indexation would, to some extent, take the politics out of MPs' pay.
40. Respondents proposed several different indices to which salaries could be linked, but there was no overall consensus. These included CPI, average earnings (in the whole economy or alternatively the public sector only), a basket of national statistics and international comparators such as employment rates and national debt.
41. Some respondents however did not support annual indexation, including on the grounds that automatic annual pay rises were no longer common practice in the public or private sectors.

**Q9: Should IPSA continue the current structure of additional pay (a flat-rate for Select Committee Chairs and incremental payments for Members of the Panel of Chairs based on length of service) to recognise Chairs' additional responsibilities?**

42. As we said in the consultation document, we have not so far heard strong arguments for changing the current arrangements for paying the Chairs of Select Committees and Members of the Panel of Chairs. There were relatively few responses to this question and of those who did respond, almost all agreed that Chairs should continue to receive additional pay to recognise their additional responsibilities. For example The TaxPayers' Alliance said: "The additional pay for those chairing Select Committees is entirely reasonable and consistent with the additional responsibilities they hold. Whilst chairing some Select Committees will be more time intensive than others, the roles are all pretty comparable and we would not seek to change the current arrangement of a flat-rate of additional pay."
43. There were some calls for changes to the structure of payments for Members of the Panel of Chairs. Some respondents felt that the current automatic increments for longer service, which are unrelated to the number of sessions chaired, was inappropriate and that either a flat structure or one based on time spent on the duties should be introduced. However, the Chairman of Ways and Means and Deputy Speaker the Rt Hon Lindsay Hoyle MP, who is responsible for the Panel of Chairs, wished to maintain the current incremental structure, with some amendments. "My own personal view is that consideration should be given to establishing a two tier structure with new Panel Members serving a 'probationary period' at a lower salary (to give them the opportunity both to obtain the basic experience needed to support work as a full Panel Member, and



to let them assess whether the work and workload is for them), before moving up to a full salary for all those chairs able to serve as a 'full' Member of the Panel. This would be a fairer reflection of the realities of the Panel."

## MPs' Pensions

**Q10: Do you have any views on the guiding principles for reforming MPs' pensions?**

- **The MPs' Pension Scheme should, as far as possible, seek to be more equitable between MPs of different ages, backgrounds and income levels.**
- **The MPs' Pension Scheme must have an appropriate and fair balance of costs and risks between the member and the taxpayer.**
- **The MPs' Pension Scheme must be sustainable and affordable in the short and long term and not require significant amendment for at least 25 years.**
- **Any reforms to the MPs' Pension Scheme should protect accrued rights.**

44. The guiding principles for reform of the MPs' Pension Scheme were set out at paragraph 182 of our consultation document. They sought to provide an agreed basis for any reform, which would provide an appropriate pension in retirement, balance risk and costs between the taxpayer and MPs, put the pension scheme on an affordable and sustainable footing, seek to be equitable between MPs and protect accrued rights.
45. Several respondents supported IPSA's guiding principles, but some specific suggestions for simplification or amendment were made. For example, the Trustees of the Parliamentary Contributory Pension Fund (the "Trustees") said: "Whilst we agree that MPs' pensions must be appropriate, we consider that the principle might additionally refer to pension provision being adequate ... Whilst we agree that pensions must be sustainable and affordable in the short and long term ... We are particularly concerned that the contributions payable by MPs should remain consistent over time and should not become subject to inequitable fluctuations from year to year driven by investment performance (or underperformance)."
46. Some respondents disagreed with some of the guiding principles we put forward. Most notable was disagreement with the principle that there must be an "appropriate and fair balance of costs and risks" by suggesting that all the risk should be transferred to the MP. "Since MPs are cushioned from most of the economic factors that affect the general public, their pensions should be fully-funded by their own contributions." (Telford Moore, member of the public).
47. Having considered the arguments put forward, we remain of the view that the guiding principles, as set out in our consultation document, are appropriate for the development of the long-term pension package.

48. This question also provided the opportunity for respondents to make general comments about MPs' pension arrangements. Some of these were based on a general perception that the current scheme is too generous and/or costly, while others made more detailed points. Several MPs raised questions about the timeframe for reform and the interaction with pay. In particular, it was noted that MPs who retired at the 2010 election and have had their pensions increased by CPI each year since then, will have a higher annual pension than those who retire at the 2015 election on the same length of service, due to the absence of any increases in salary since 2010. While we have sympathy for those in this position, this situation is not unique and occurs in other pension schemes where indexation of pensions in payment is higher than real wage increases. Conversely, where pay increases faster than pension indexation, members who retire later would gain a higher pension.
49. In its response, HM Government noted the interrelationship between pay and pensions. "In making decisions about future pay levels, HM Government is concerned about the impact this might have on past pension benefits that are calculated with reference to final salary, and notes that the decisions to be taken on the long-term settlement for MPs' pay are not in isolation. IPSA will be aware that decisions on pensionable pay will have an effect on the cost of providing final salary pension benefits." This highlights that any increase in pay in the future could create extra liabilities for the pension fund, by creating large, unearned increases in pension provision for MPs with past service under the current final salary scheme. We will consider this issue further in the coming months.

**Q11: Should the MPs' Pension Scheme be reformed using a Career Average Revalued Earnings (CARE) scheme in the same way as other public service schemes? Or should another model be adopted?**

50. Our consultation document set out various potential models (and some benefits illustrations) for the future of the MPs' Pension Scheme. One of these was a CARE Scheme, based on HM Government's Reference Scheme, used to reform the other public service pension schemes. Almost all respondents to our consultation agreed that the MPs' Pension Scheme should be reformed to be more in line with public service schemes and most agreed that the move towards a CARE scheme was the best option. The SSRB commented that "we recommended a CARE scheme for MPs in our 2010 report and we continue to believe that is the best option, particularly in the light of the Hutton report and subsequent changes to other public sector pension schemes... We think MPs' pensions should be treated as closely as possible in line with those of the vast majority of public sector workers." HM Government agreed with this proposition, saying that "whichever pension scheme IPSA proposes to introduce for MPs, it should move away from a link with final salary for future service... The Government commends the Reference Scheme to IPSA as a building block for any future Defined Benefit (DB) scheme." This also attracted support from several MPs and the Parliamentary Labour

Party. However in our survey of MPs, only 36% of MPs agreed with the move to a career average and 35% felt that it should remain a final salary scheme. In our online survey of the public, 68% of respondents felt that a CARE scheme was appropriate for MPs.

51. Others felt that an approach more commonly found in the private sector should be adopted. Several argued that MPs should move to “a Defined Contribution scheme [which] is now becoming the norm in the real world...Under no circumstance should the scheme continue as a Defined Benefit Scheme.” (Mike Wynne-Powell, member of the public).
52. The Trustees are responsible for the investment and administration of the current pension fund. They chose not to specify a preference for any model “[while] there are key questions around pay structure/levels that are at this stage undecided... Should this model (CARE) become the preferred choice for future pension provision in the MPs' scheme, we would fully expect to see the elements within this Reference Scheme model being tailored to best fit the circumstances of MPs.” We are happy to agree with this proposition and we have said in the past that should a CARE model be adopted, we would be willing to discuss with the Trustees and other interested parties whether there are certain elements of the Reference Scheme that should be adapted. However, any such adaptations would need to meet our guiding principles and not increase the overall cost of the scheme.

<b>Q12: Should MPs be offered flexibility in their pension provision, such as reduced contributions in return for reduced benefits?</b>
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53. MPs have told us that they value the flexibility the current MPs' Pension Scheme offers. However, as we said in the consultation document, this is not a common feature of public service schemes and we are not convinced that such a high degree of flexibility is necessary. About two-thirds of respondents agreed with offering MPs flexibility in their pension provision, partly on the grounds that “MPs' employment is different from many others – the job is only guaranteed for the length of a Parliament, if that. As a consequence flexible arrangements need to be in place to enable MPs to make plans that are suitable for their individual circumstances” (Parliamentary Labour Party). The SSRB and HM Government were both opposed to such flexibility. They made the point that this would provide MPs with flexibility not found elsewhere in the public sector. In particular, the suggestion that MPs may be able to trade pension contributions for higher earnings found no favour with HM Government. It stated that this “would be inconsistent with the commitment to encourage workplace pension provisions currently being introduced. This might cause difficulties if auto-enrolment provisions were extended to cover MPs.”
54. There is clearly further work to do in this area. We said in the consultation document that we thought the flexibility offered to members of the Local Government Pension Scheme might be useful to MPs and we suggest this and other more flexible options are investigated further.

**Q13. How should we determine the appropriate proportion of contributions from the MP and the taxpayer?**

55. Almost all respondents to this question believed that IPSA should determine the MPs' contribution rate by making comparisons with other occupational schemes' arrangements. John Baron MP commented that "as for the appropriate proportion of contributions from the MP and the taxpayer, again I stress that MPs should not be treated favourably – we should be setting the example." The SSRB said that "the cost of MPs' pensions should be shared between MPs and the Exchequer broadly in line with the average ratio of members' and employers' contributions in the main public sector schemes."
56. Some MPs, including the 1922 Committee, noted that the pension contributions were already high and that this should be taken into account when setting the proportions in future. While this is important context, it is not directly relevant to the new pension scheme design. The current contribution level applies to the current Scheme with its high costs and benefits. Any new scheme will have a new basis and so MP and taxpayer contributions must be calculated afresh.

## **Immediate Decisions**

**Q14: Do you believe that IPSA should follow the public sector pay policy and increase MPs' pay by one percent in 2013 and 2014?**

57. Public sector pay settlements for the next two years are to be held to an average of one percent. We proposed that, in light of the fact that there has been no increase in MPs' pay since 2010, we should follow the public sector pay policy and increase MPs' pay by one percent in April 2013 and April 2014. Most consultation respondents agreed with this position, as did 64% of respondents to our survey of MPs.
58. This increase is discussed further at paragraph 99.

**Q15: Should MPs leaving Parliament after defeat at an election continue to receive resettlement payments?**

59. In our consultation document we proposed to extend our current resettlement payment policy (which provides for up to six months' salary in the event an MP is defeated at a general election). Most respondents agreed with this proposal. As the Parliamentary Labour Party said: "We have heard no argument against this and note that across the public and private sector arrangements exist for loss of employment." Some respondents, however, felt that the maximum six months' pay was too generous and was out of step with ordinary citizens' experience. "If an MP is voted out it is the same as being sacked, therefore one months notice, one month's pay, that is fair and the same as the rest of us would get." (Neil Duckworth, member of the public). Others felt that no

payments should be made at all, given that MPs are now “essentially on fixed-term contracts” following the passage of the Fixed Term Parliaments Act 2011.

60. MPs, including the Parliamentary Labour Party and the 1922 Committee, raised concerns that MPs who leave the House of Commons voluntarily (i.e. who stand down, retire or lose their seat for a reason other than following an election defeat) are no longer eligible for resettlement payments and called for this to be reconsidered. HM Government noted that one way to solve the problems caused by other possible extensions to eligibility was to extend the payment to all MPs. The Parliamentary Labour Party and the 1922 Committee both noted that MPs do not have the same flexibility to leave the House of Commons at retirement age. This is because MPs feel constrained, in effect, to leaving at the election before or after their normal retirement age. Extending the resettlement payment to these MPs would, they argued, alleviate the difficulties this causes. In our MPs’ survey, 54% of respondents disagreed with the proposition that they should only receive resettlement payments if they lose their seat at an election.
61. As discussed at paragraph 105 below, we believe that the issue of resettlement payments should now be considered as part of the determination of the total remuneration package. The current Board is not convinced by the argument that all MPs who leave the House of Commons should be eligible for resettlement payments.

**Q16: Do you agree that, in the event that the boundary changes are introduced before the general election due in 2015, we should extend the eligibility criteria for resettlement payments to include MPs who seek candidacy or election for another seat and are unsuccessful?**

62. This question was predicated on the expectation that the boundary changes will be introduced before the next election. That prospect may have now receded, which has reduced the urgency of resolving this issue. Respondents who addressed this question mostly took the view that the eligibility criteria should be extended, agreeing with our proposal that this was, in effect, leaving the House of Commons involuntarily.
63. Some respondents thought that there was a risk of MPs benefiting unduly from the system. Others, including several members of the public, disagreed with the extension. Many of these respondents also disagreed with providing resettlement payments at all.

**Q17: Do you believe that we should provide outplacement support in addition to the resettlement payment for eligible MPs?**

64. We proposed providing outplacement support for MPs, such as interview training, in addition to any resettlement package for which they may be eligible. The majority of respondents disagreed with providing MPs with this kind of support, even though it is common practice in some sectors. Some MPs were also opposed to the proposal. Mark Field MP commented that “Parliament is not responsible for the future employment of its past members. Using public money to help ex-members is inappropriate.”

65. However, some respondents, including the Speaker, thought that some ex-MPs may welcome this support and we continue to believe that it may be useful to some MPs (who would not be obliged to claim) and there may be a case for providing it. We suggest it is examined further, and the views of the Association of Former MPs are sought on the matter.

## **Conclusion**

66. Inevitably, it has not been possible to summarise all the responses, nor all the issues raised in this document. However, all the responses we received have been considered and will be discussed further as our proposals for the remuneration package are developed. A fuller summary of the responses is attached at Annex B.
67. The responses will all be published on our website in the near future.

## Chapter 2: A Framework for Further Consultation

68. This report and the consultation on which it is based are just one step in the independent determination of a new remuneration package for MPs. The next phase will involve further analysis of the results, discussions with interested parties and, of course, development of the details of the new pay and pensions arrangements for MPs. The work will be based on the guiding principles we set out in our consultation document and the evidence we have received. It will be carried out by the new IPSA Board, which takes office on 11 January 2013.
69. While all the questions and issues we raised in the consultation document remain valid, this Chapter is an attempt further to assist the new Board by suggesting areas of focus and issues that we consider should not be carried forward.
70. That new Board will of course take its own view, basing its deliberations and proposals on this body of evidence and analysis. The research and consultations we have conducted, the discussions we have held and the evidence we have received will we believe provide a sound basis for their deliberations.

### Pay for MPs

71. **How and to what extent should we use comparisons with other occupations in setting MPs' pay?** Throughout our Review, we have questioned the usefulness of occupational comparators in directly setting pay levels for MPs. Even if it were possible to find suitable comparators in the short term, in the medium term the comparators are likely to change (as job weights and definitions for both MPs and other occupations change). Hence this would not provide an enduring solution. And of course, there are no exact comparators – the job of an MP is unique and it has no agreed job description. The most commonly suggested comparators, such as GPs and head teachers, have jobs that require different skills and have different responsibilities. It is not clear to us, for example, that the responsibilities of doctors, who are perceived to make “life and death” decisions about individual patients, are comparable to those of MPs, who make crucial, but collective, decisions on NHS policy.
72. Our consultation did provide advice and evidence from many respondents (including the SSRB and the HR advisers Mercer) that such comparisons could be useful and would be used in setting pay in the private sector. While some respondents felt that such comparisons should be determinative – in other words, that MPs' pay should be directly linked to the pay of other senior public sector employees - we continue to regard a mechanistic link to other professions as problematic. But we agree that, public sector pay, including that of other elected office holders such as council leaders and Assembly Members, should be taken into account as useful context when setting MPs' pay. The

question of how close the link should be, and what comparators should be used is clearly critical.

73. We raised the concern in the consultation paper that MPs' pay may have fallen behind comparators used to set pay (or used as benchmarks) in the past. For instance, in 2007 the SSRB suggested that occupations in the public sector with comparable job weights were "head teacher, police chief superintendent, pay band 1 senior civil servant, second tier county council officer, colonel and HR director in a NHS organisation" (SSRB response to the consultation), although the pay level for MPs set by Parliament was not, in the end, directly linked to these occupations. As we showed in the consultation document, the average increase in these salaries in the intervening years has been 10.7%, while MPs' pay has increased by 9.1% over the same period.
74. Over previous years, where MPs' pay has fallen behind supposed comparators, there have been calls for a significant increase in pay in order to catch up. We believe that such a pattern - of stagnation, followed by large increases - is not appropriate and one of the challenges we face is how to bring it to an end.
75. **Should MPs' pay should be linked to their status or standing in the community?** MPs are at the heart of our system of representative democracy. In addition to their work at Westminster, they routinely deal with very senior business people, council officers, head teachers and others and have a significant influence on important local issues (such as investment decisions). While the public perception of the status of MPs is inevitably still influenced by the expenses scandal, individual citizens are often respectful and supportive of their own local MP and the work they do in and for the constituency.
76. We received anecdotal evidence from some MPs that in some instances MPs' pay is lower than that of the local figures they routinely work with. This, it is argued, does not reflect the status which we (as a society and as individual communities) attach to the role and, indeed, creates the impression that the value of the role is lower than that of other figures.
77. If MPs' pay was to be linked in some way to their standing in the community, how would this be measured? It is likely to be subjective and therefore variable. Should salary be used to increase perceptions of value? In retail sales, manufacturers often use higher prices to create a perception of higher quality in certain products. It has been put to us that this sometimes also applies in senior private sector pay, with higher salaries being paid for positions that employers wish to be perceived as important or high status. We are not aware of evidence that this translates to public sector pay.
78. **Does pay have an impact on the diversity of the House of Commons?** We said in our consultation document that we would seek to ensure that the remuneration package did not unduly deter certain groups from seeking to enter the House of Commons. But we also noted (as did some respondents) that the diversity of the House of Commons itself had more to do with party politics and candidate selection than the remuneration package. Several respondents (including the Parliamentary Labour Party and the 1922 Committee) suggested that the remuneration package may prove discouraging either to



wealthy individuals who would not be willing to take a pay cut to enter the House of Commons, or to the middle classes who would not be able to afford to bear the extra costs of being an MP. The logic of both of these positions suggests that the remuneration package should be increased to a level which is capable of attracting those earning almost any salary, however high. We must be conscious of the competing pressures on public expenditure and of what is in the public interest. Just as it would be damaging were anyone put off from seeking to enter the House of Commons for fear of financial hardship, it would also be a mistake to put in place a system which encouraged citizens to seek election for the money alone.

79. We suggest that the next IPSA Board seeks further evidence from the political parties and others on whether individuals have been dissuaded from standing by the remuneration package and if so, consider what the remedies might be.

80. **What is affordable and how far should pay be affected by public opinion and confidence in Parliament?** Our programme of public engagement showed us that the issue of MPs' pay and pensions can provoke strong reactions from citizens. While the public understanding of the work and role of MPs in under-developed, the public does have a sense of what remuneration is perceived to be fair. This is inevitably influenced by levels of confidence in Parliament and politics more generally. We therefore have a particular challenge: how to ensure that the remuneration package attracts and sustains public confidence over the long term, in the face of this scepticism. Our guiding principles state that the package must be affordable and fair. Several respondents pointed out that these are somewhat subjective terms. We agree, and note that the public might regard a package as affordable while MPs do not regard it as fair.

81. Our role, an independent one, is to balance the issues of affordability, supporting MPs appropriately and gaining popular approval. IPSA, MPs and Parliament must work together to ensure that public understanding is increased and that any new package is explained carefully.

82. **There are some issues related to MPs' pay raised in the consultation document that we see little merit in pursuing further.** During our initial phase of research the public and other interested parties raised several potentially controversial issues such as differential pay. We sought views on whether these issues could or should be applied to MPs and their remuneration, but having analysed the evidence from the consultation, we now believe that there is little merit in pursuing some of these when developing the full remuneration package, as discussed in more detail below.

83. **Differential pay.** This proposal, discussed at paragraph 17 above, would see the end of the current, flat-rate pay structure for MPs. MPs would be paid a different amount based on time served, the region they represent, or their performance in the role. While this received some support from the public, there was very strong opposition from Parliament, including from the 1922 Committee and the Parliamentary Labour Party. These and other responses indicated that the principle that all MPs were paid the same basic salary was an important one and that any differential pay system would be

unworkable and unfair. We do not agree that a differential pay system is necessarily unfair, but we are persuaded by the further argument that any such system would require us to get involved in matters that are rightly the responsibility of Parliament itself. We believe that the current flat-rate structure (except for MPs who take on extra responsibility as a Committee Chair or minister) should be retained.

84. **Pay based on outside activities.** As we have previously noted, a number of MPs have income arising from other activities. While the number of MPs with substantial amounts of outside income is low, this is consistently a matter of public comment. It is not for IPSA to determine whether MPs should be allowed to have outside income, but we did discuss whether any such income should affect their parliamentary salary. Some respondents argued that any differential pay based on these would create a barrier to members of certain professions bringing their skills and experience to Parliament. Others, including Rt Hon Jack Straw argued that it was possible for outside activities to be undertaken in non-working time. We found this persuasive and accordingly do not believe mandatory pay based on outside activities should be pursued further. However, as discussed at paragraph 21, we do believe that there is merit in exploring whether it would be possible to allow MPs to opt voluntarily for a lower salary in light of outside commitments they may have.
85. **Performance-related pay.** Our consultation document stated that we do not, of course, have the power to determine what MPs do and on that basis it is inappropriate for IPSA to attempt to set performance measures for MPs. While some respondents to the consultation were in favour of performance pay, we have not received evidence to change our position and we see little merit in pursuing this issue further.

## Pay for Committee Chairs

86. We said in our consultation document that we had received no strong evidence for changing the current structure of payments for Chairs of Select Committees and Members of the Panel of Chairs. Most MPs and others who corresponded with us before and during the consultation agreed with the principle of these payments, but few directly stated whether the current level is appropriate or how it might be changed.
87. However, in his response, the Chairman of Ways and Means (Lindsay Hoyle MP) who is responsible for the Panel of Chairs, suggested that the current incremental structure for those payments did not always reflect the work undertaken, with “junior” members often taking on complex and lengthy bill work. While we continue to believe that significant change is not required, the new Board may wish to consider Mr Hoyle’s response and whether the current increments should be compressed.
88. While we do not propose significant change to these payments at this stage, we recommend that the question of whether further reform is required be examined in more detail when the next statutory pay determination is made.

## MPs' Pensions

89. Like many other pension schemes, the scheme for MPs is getting more expensive as life expectancy increases. The current arrangements, where all the extra costs lie with the taxpayer, is not sustainable. In similar circumstances, the other public service schemes are being reformed by moving to a career average basis (from a final salary) and reducing the accruals rate. Our consultation suggested a similar move for MPs. While a move to a career average basis would not have a major effect (given the flat salary structure), there are larger savings to be gained from reducing the accruals rate.
90. The overwhelming view from respondents was that the changes to public service pensions should be reflected in reform of the pension for MPs. But the evidence we received suggested several other issues that should be considered as a final pension scheme is developed. We are conscious that not all the consequences of reform will be apparent at this stage and resolution of these and other issues will require further discussion with the Trustees, the Government and others over the coming months.
91. **Should private sector developments (such as a move to a defined contribution style scheme) be ruled out?** This type of scheme transfers more of the financial risk to the employee and is the most common in the private sector. Other types of schemes, such as cash-balance, also share the risks more effectively than the current MPs' Scheme, although they are less common. Our consultation document showed that, based on illustrations provided by the Government Actuary's Department, these schemes would (for most MPs) produce a lower pension for the same level of contributions. In light of this evidence, and the support for a public service career average style scheme, we think it unlikely that a private sector style scheme will be suitable for MPs' pensions. However, the new Board may wish to consider the matter further.
92. **What are the right accrual and revaluation rates?** We used HM Government's Reference Scheme as a starting point for comparing the pension scheme models. The Reference Scheme assumes accruals at 1/60<sup>th</sup> of salary each year, revalued by earnings increases while active and by CPI while in deferment and payment. While the other public service schemes have used these as a starting point, they have chosen different accruals and revaluation rates to suit their particular members. Given that MPs serve on average 10-12 years in Parliament, the new Board will need to consider (with the Trustees of the Pension Fund) whether a different accrual and revaluation rate should be used, while remaining within the same overall cost as the Reference Scheme.
93. Linked to this is the question: **what is the appropriate level of payments from the taxpayer?** The Government Actuary's Department has valued the cost of the Reference Scheme at 24.5% of current payroll costs.<sup>3</sup> While this compares well with the current cost (32.4% of payroll, albeit calculated on slightly different assumptions), it is slightly above

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<sup>3</sup> This cost is only indicative. The actual contribution level from the taxpayer and MPs will be assessed by the Government Actuary before the revised Scheme is introduced.

the costs of many other public service schemes. While the new schemes for the Police and Fire Services are higher, the NHS, Civil Service, Teachers' and Local Government Schemes will all have lower total costs. These differences in cost reflect the different membership of the Schemes and the different levels of ancillary benefits (which will remain the same in the new public service schemes as those available to new entrants in the current schemes). While we used the same methodology as HM Government to determine the cost of the revised MPs' Scheme, the ancillary benefits will remain higher than in many other schemes, which contributes to the higher total cost. The new Board will want to consider whether these should be reduced to cut this cost further.

94. The new Board will also need to take a view on **whether further protections for the taxpayer are appropriate**. The other public service schemes will have an Exchequer contribution "ceiling and floor", which will keep the taxpayer contribution within two percentage points of the initial contribution level. Where the cost increases above the ceiling, there will be a consultation with scheme members on how to respond. This could be a reduction in benefits to reduce the costs of the scheme – but could also be an increase in the member contributions. Where it reduces below the floor, members will receive increased benefits or contributions could be reduced. These arrangements will fulfil HM Government's commitment not to make changes within 25 years unless costs change significantly. We believe that such arrangements may also be appropriate for the MPs' Pension Scheme. The views of the Trustees of the Pension Fund should be sought on this specific point.
95. Several respondents, including the Speaker of the House of Commons and the Trustees, raised **the question of transitional protection**. In the other public service schemes, employees within 10 years of their Normal Pension Age (NPA) will be protected from the reforms and will be able to remain in their current pension schemes. Scheme designs also include mechanisms to provide some protection to those who were between 10-14 years from their current NPA on 1 April 2012. This protection may attract a cost which is being borne centrally rather than by members. We agree that such protection (on the same terms as is available within other schemes) may be appropriate and should be considered as part of the development of the new pension scheme and in the context of the total reward package
96. As we noted at paragraph 54, **the question of flexibility** will also need to be addressed. Our consultation document raised the prospect that MPs could be offered flexibility in their contributions, perhaps allowing them to be reduced for a period, in return for reduced benefits (as will be introduced by the Local Government Pension Scheme). While respondents broadly welcomed this idea, others also suggested that MPs who wish to opt out of the scheme should be able to receive payments into another pension, or perhaps into a different investment vehicle, or perhaps simply a higher salary. We are conscious of our obligations both towards the current pension fund (ensuring that it receives sufficient income to meet its liabilities) and towards MPs, in ensuring that they have sufficient pension provision. Moreover as HM Government noted, this flexibility is not

available to the rest of the public service workforce. This leads us to have doubts that these proposals would be appropriate, but the new IPSA Board will wish to consider them in light of the evidence we have received.

97. Finally, the new Board will also need to address **how, in the new total reward package, the pension element interacts with pay**. In particular, it will need to tackle the question of whether it is fair that any increase in pay for MPs after 2015 would create an unearned pension bonus to those MPs with service in the current final salary scheme, as opposed to those with service only in a new career average scheme. This would create a level of unfairness between MPs of different generations, and potentially a significant extra liability for the pension fund, both of which are undesirable. Schemes in other industries have addressed similar issues by making an element of any future pay increases non-pensionable. While such an approach would be complex, we suggest that the new Board examines this and other options to ensure that any unfairness (or perception of unfairness) and additional liabilities are minimised.

## Immediate Decisions

98. In our consultation document we also sought views on two changes that we proposed to apply to incumbent MPs before the main remuneration package is implemented after the next election. These were on the matter of an interim pay increase and the question of resettlement payments.

### Pay Increases

99. HM Government has announced that public sector pay deals will be held to an average of one percent for the two years following the current pay freeze. MPs' pay has not been increased since April 2010 and so, like many other public sector workers, they have been subject to a pay freeze since then. We therefore proposed to increase MPs' pay by 1% in April 2013 and another 1% in April 2014. We do not propose to increase salaries in April 2015, because we anticipate the new remuneration package will be implemented in May 2015, following the general election.
100. The increase would apply to both the base salary and also to the increased salaries for Committee Chairs. This proposal gained strong support from respondents and we have determined (using the powers available to us under section 4A of the Parliamentary Standards Act 2009) that the salary levels for MPs (and the additional salaries for Select Committee Chairs and Members of the Panel of Chairs) will be as set out in the table below.

	Current	April 2013	April 2014
Basic Pay	£65,738	£66,396	£67,060
<i>Additional Pay</i>			
Chair of a Select Committee	£14,582	£14,728	£14,876
Member of the Panel of Chairs	£2910	£2940	£2970
Less than one year			
Member of the Panel of Chairs	£8166	£8248	£8331
1-3 years			
Member of the Panel of Chairs	£11,082	£11,193	£11,305
3-5 years			
Member of the Panel of Chairs	£14,582	£14,728	£14,876
5 years or more			

101. These salary levels are slightly higher than those proposed in the consultation document, due to rounding. This consultation report constitutes publication of our determination of pay as required by s4A of the Parliamentary Standards Act 2009.

### Resettlement Payments

102. Our consultation document also asked about the provision of resettlement support to MPs in the form of cash payments and training. We had intended to come to an early view on this matter, with a decision announced in January 2013. As we said in the consultation document, this was to ensure that MPs who were considering their position in light of the proposed boundary changes would know as soon as possible whether they would be entitled to a resettlement payment. Following the consultation we do not believe those plans remain appropriate.
103. We received some responses and evidence indicating that our proposed position, of providing resettlement payments only to MPs who leave the House of Commons involuntarily, would create unfairness in some circumstances. The Parliamentary Labour Party and the 1922 Committee both argued that the normal five-yearly cycle of elections means that MPs do not have the same flexibility as normal employees to retire at their pension age. They argued that those MPs due to reach pension age in the next Parliament would therefore face the prospect of retiring early (and either taking a lower pension or seeking other employment, which is likely to be more difficult to find in the few years before retirement), or seeking election for another term and working for some period past their normal pension age. This is in contrast to ordinary citizens, who are not

constrained from retiring at normal pension age in the same way (although of course they may retire early or later if they wish or need to). The parties argued that extending the resettlement payment to all MPs leaving the House for whatever reason would solve this problem.

104. We are not convinced that providing payments to all MPs leaving the House of Commons is right. As we said in the consultation document, most employees do not receive payments when they leave a job voluntarily. And it seems unlikely that providing a payment of up to six months' salary (at present £32,869) would solve the problem identified by the parties, as it would be unlikely to provide sufficient income for an ex-MP until retirement age.
105. It is clear that this is a complex issue. The problem, and possible solutions, deserve further examination. In addition, the prospect of the boundary changes has receded. This means that there is less urgency in announcing a position now. We therefore recommend that the new IPSA Board considers the question of the resettlement payment (and other support as outlined in the consultation) as part of the new remuneration package, which will be the subject of consultation in the spring. This is in keeping with our principle of viewing pay, pensions and resettlement payments as a total reward package.

### **Chapter 3: What Happens Next?**

106. The composition of the IPSA Board will change this week, when the four ordinary members complete their terms of office and four new members join the Board. The Chair will remain in post until November 2014.
107. We believe that this consultation, which focussed on principles and context, provides a firm basis for taking the work forward. The task now is to come up with a package which recognises the responsibility of MPs, rewards them adequately for their work and provides an appropriate pension in retirement. That package will be the subject of a further consultation, as public confidence in the new system is vital. We believe that the new settlement for MPs should come into effect after the next general election, expected in 2015.



## Annex A: Determination of MPs' Salaries, January 2013

On 8 January 2013, the IPSA Board determined (within the meaning of s4A of the Parliamentary Standards Act 2009, as amended) to increase MPs' salaries with effect from 1 April 2013 and 1 April 2014. The increase will be equal to one percent of the previous salary in each year, rounded to the next whole pound.

This determination was made following the consultation required by s4A of the Parliamentary Standards Act 2009 and is published on the IPSA website [www.parliamentarystandards.org.uk](http://www.parliamentarystandards.org.uk). The necessary supporting statement is included within the document "Reviewing MPs' Pay and Pensions: A First Report", which is also published on the IPSA website.

The increase will apply to both the base salary (paid to all eligible MPs) and additional payments made to Select Committee Chairs and Members of the Panel of Chairs. The specific posts attracting these additional payments are to be specified in a resolution of the House of Commons.

The salaries currently payable and payable from 1 April this year and next are set out in the table below.

	Current	April 2013	April 2014
Basic Pay	£65,738	£66,396	£67,060
<i>Additional Pay</i>			
Chair of a Select Committee	£14,582	£14,728	£14,876
Member of the Panel of Chairs	£2910	£2940	£2970
Less than one year			
Member of the Panel of Chairs	£8166	£8248	£8331
1-3 years			
Member of the Panel of Chairs	£11,082	£11,193	£11,305
3-5 years			
Member of the Panel of Chairs	£14,582	£14,728	£14,876
5 years or more			

## Annex B: Summary of Consultation Responses

### Q1: Do you have any views on the guiding principles for our Review?

1. The majority of respondents did not express any views on the guiding principles for the review. Of those that did respond, several expressed overall support for IPSA's principles.

*...the 1922 Committee endorses IPSA's intention of producing a fair remuneration package that both stands the test of time and is easy to explain, understand and administer.* 1922 Committee

*The Government supports the guiding principles and approaches which IPSA sets out...* HM Government

2. Others expressed support for specific principles.

**A. MPs should be fairly remunerated for the work they do and the total cost to the taxpayer should be affordable and fair.**

*We think IPSA needs to define what it means by 'fair' and 'fairly remunerated'...* Senior Salaries Review Body (SSRB).

**B. Remuneration should be seen as a whole – with pay, pension and resettlement payments considered together for the first time.**

*We believe the appropriate measure is total reward. This should include all quantifiable elements of the reward package... However, we agree with IPSA that reimbursement of necessary expenses is a completely separate matter...* SSRB

*I fundamentally disagree... Expenses are part of the total package... Taking MP's expenses completely out of the picture is unrealistic.* Mike Wynne-Powell, member of the public

*In making decisions about future pay levels, the Government is concerned about the impact this might have on past pension benefits that are calculated with reference to final salary, and notes that the decisions to be taken on the long-term settlement for MPs' pay are not in isolation. IPSA will be aware that decisions on pensionable pay will have an effect on the cost of providing final salary pension benefits.* HM Government

**C. It should be simple to explain, understand and administer.**

*...C talks about explanation, and that is a very fair comment. But the role of an MP is not clearly defined with [a] clear job description so it becomes unclear as to what is expected of an MP.* Mark Garnier MP

**D. It should be sustainable, without the need for major changes in the near future.**

*We agree in principle while noting that even the near future is hard to foresee. The last Government's system of indexing MPs' pay to the median of a basket of public sector groups collapsed after only two years... SSRB*

**E. As far as is practicable MPs' remuneration should be determined in the same way as that for other citizens.**

This principle generated the most discussion. Many disagreed with it, arguing that the role of an MP is unique and not readily comparable with other occupations.

*I agree with all the principles save the last... An MP's job is clearly qualitatively different from others and the method of determining reward needs to be bespoke.*  
Steve Ford, member of the public

*I don't think that MPs pay should follow the same principles as other citizens, as being an MP is an elected office - this fact should make it distinct from mainstream jobs.* Chris Ffelan, member of the public

*IPSA's emphasis on determining MPs' pay in the same way as that for other citizens needs to be qualified.* Prof Matthew Flinders, University of Sheffield

*...IPSA should seek to find a method of setting MPs' pay which is generally accepted as reasonable and appropriate for their particular circumstances.* SSRB

*...remuneration should be determined in relation to other public servants not citizens as a whole.* Anonymous member of the public

Some other respondents agreed with Principle E.

*MPs are just like anyone else doing a job. They are self selected representatives, they should be treated the same as everyone else so that they can properly represent everyone...* Mr F Biard, member of the public

**3. Other respondents made broader comments about IPSA's Review.**

- **Issues relating to the economic crisis and timing of the review.**

*There could hardly have been a more insensitive time for you to be considering awarding Members an increase in salary.* Mr DW Jukes, member of the public

*In addressing the question of how much MPs should be paid, IPSA must keep in mind that we remain in the midst of a deep economic crisis and families, councils and central government alike are all having to find ways of making savings. And with our politicians (rightly) intent on trying to keep public spending down, it is essential that they adhere to – and are seen to be adhering to – the same discipline in respect of their own pay and pensions...* The TaxPayers' Alliance

*Your first consideration perhaps would be to reflect on the sustained austerity currently being imposed on the public sector at large, and the Chancellors very recent reiteration of "togetherness" Mr JR McAvoy, member of the public*

*I share the view of IPSA that "the current situation is unsustainable." IPSA is also right to note that whilst "the history of this issue teaches us that there is never a good time [to consider it]", now is as good a time as any. Rt Hon Jack Straw MP*

- **Matters relating to IPSA being responsible for setting MPs' pay.**

*The Government fully endorses the principle of ensuring the independent determination and administration of MPs' pay, pensions and expenses... the Government values IPSA's independent status: the principle of independence, itself underpinned by transparency, is fundamental in ensuring continued public confidence in the system. It is right that MPs no longer decide their own pay and pensions arrangements. HM Government*

*We believe we should repeat here our position that it remains something of an anomaly that IPSA now sets MPs' pay. MPs get to vote on how much of our money they take in tax, how they spend it and whether or not the country goes to war and so on – and on all those issues, they are then held accountable by their voters at election time. It therefore strikes us as odd – and it certainly goes against the historic tradition of parliamentary sovereignty – that MPs no longer decide their own pay, since it would simply be another matter on which voters would be able to call their representatives to account at the ballot box. The TaxPayers' Alliance*

**Q2: Are there any factors which may affect the equality and diversity of the House of Commons which you think IPSA should take into account when reviewing MPs' pay and pensions?**

4. The majority of respondents did not express views on equality and diversity. Of those that did address this question, a range of issues were raised.

- **The possible relationship between level of pay and ensuring that candidates stand for election from a range of backgrounds and of an appropriate quality.**

*If pay is too low it will only be attractive to wealthy individuals and/or individuals with low income capacity, thus weakening parliament itself and government if there is not a sufficient reservoir of capable/experienced people in parliament. Rt Hon Cheryl Gillan MP*

*It is vital, as IPSA identifies, that the opportunity to serve as an MP should not return to the previous system of being available only to those with independent means; nor should particular groups of people be deterred from standing for parliament. HM Government*

*The basic pay of an MP is relatively high when compared against other social indicators but arguably less so when the actual workload of the job is taken into account or the need to maintain two homes. My sense is that there is a growing feeling that a career in politics is increasingly something that requires an independent income and a level of financial security that is not common in society.*

Prof Matthew Flinders, University of Sheffield

*Might an incentive be engineered into the mechanism for determining MP's pay that recognises the decisive disadvantage that small party and Independent candidates face?* Steve Ford, member of the public

*We should aim to attract into Parliament individuals who would otherwise fill demanding professional jobs at a senior level. It is reasonable to assume that, in answering a vocation to public service, such individuals willingly sacrifice the chance to rise to the pinnacle of their professions. But it is not reasonable to expect them to make such an enormous financial sacrifice that their families are severely and permanently disadvantaged as a consequence of their service in Parliament... If the salary is not high enough to attract the individuals described above at Q1 then Parliament risks being denied a significant slice of modern society as Members. If there are equality issues to do with overcoming disadvantage those should probably be addressed through additional support.* Sir Nick Harvey MP

*For my part, I fervently believe that for public confidence to be restored in politics and politicians, we need a system that attracts as many applicants from as many backgrounds as we can... Of the highest quality, and therefore of the highest integrity...* Simon Hart MP

- **Initiatives such as allowing job sharing.**

*The ability to job-share might be a good way of promoting a more diverse parliament, but appreciate there are implications about how people are elected if this were the case.* Chris Ffelan, member of the public

- **The risks of introducing differential pay on equality and diversity (there was some overlap with responses to Question 3 below).**

*An MPs' pay should not be dependent on: Gender, Age, Length of service, Whether the MP is married, Whether the MP is in a civil partnership, Whether the MP supports a child or children, The level of other income received by the MP (that can include earnings from additional jobs, personal income from any source of savings or investments).* Mark Field MP

*The diversity of MPs is an issue more to do with the selection/election of candidates and the perceived attraction/unattraction of being an MP than remuneration issues. There will always be some commercial high flyers put off by a drop in earnings: the*

*balancing act is not to put off people motivated for quality public service. The same salary is one form of equality. Richard Graham MP*

## PAY

**Q3: Should there be a differential basis to MPs' pay? If so, on what basis should IPSA vary MPs' pay?**

5. Of the respondents who addressed Question 3, most agreed there should be a differential basis to MPs' pay. There was a range of suggestions about how pay could be varied, mostly based on the ideas put forward in the consultation paper.

- **Reducing an MP's pay if they had outside earnings or introducing differential pay based on measures of time, such as working hours, attendance in the House, or "part-time vs full-time MPs".**

*The respondent understands that IPSA does not have the power to stop MPs taking on outside interests, and there is some logic in MPs having such interests. Having two alternative rates of pay, full-time and part-time, would not be appropriate and would give entirely the wrong message to constituents. The respondent would like to propose introducing a "withdrawal rate" whereby, for every extra pound of external earnings, an MP's salary was reduced by a certain number of pence. Mohammed Amin, member of the public*

*I suggest that what they earn from other work should be deducted from their MP's salary... The scheme would be similar to means-tested benefits, where you lose a pound of benefit for every pound you earn, after a small disregard. It might be quite educational for some MPs, and help them to sympathise with their poorer constituents... Jim Haigh, member of the public*

*...a two-tier pay system so that those MPs who only work part-time in Parliament and have lucrative jobs outside, are paid less. Wirral Older People's Parliament*

- **Introducing a mechanism for measuring performance and achievement.**

*A salary range to reward excellent/outstanding performance. Brian D Saville, member of the public*

*[MPs] should be paid on results... judged by an independently elected body of Citizens. A.R. Walker, member of the public*

- **Introducing an incremental pay system based on length of service as an MP or previous work experience.**

*There could... be some form of differential that reflects the experience of the individual so that, for example, a newly appointed MP starts at a lower remuneration than a long standing MP. Anonymous member of the public*

*There should be small increments to reflect the number of times an MP has been re-elected up to a maximum salary... Simon Hughes MP*

- **Regional pay (minimal support for this).**

*[There is] the case for considering whether lesser amounts should be paid to MPs to represent the devolved regions of the UK because the range of issues on which MPs in these regions represent their constituents is less than that of MPs in England.*

*Mercer (remuneration consultants)*

6. Several others disagreed with differential pay (including HM Government, several MPs and the SSRB).

- **Practical issues with how to measure, apply and administer relevant factors.**

*In theory, I would like to see MPs be appraised on a yearly basis by their constituents that they represent. However in practical terms this is not possible. Mike Clare, member of the public*

*It would be incredibly difficult to administer and impossible to control and rationalise... Jon Millbanks, member of the public*

*SSRB supports performance-related pay, where appropriate. However, we cannot envisage any objective way of evaluating MPs' performance. Consequently we do not see a case for any kind of differentiation other than for Ministers, certain front bench Opposition positions, the Speaker and Deputy Speakers and Committee chairmen who have significant additional responsibilities. SSRB*

*Adjusting the MP's salary by reference to the level of outside earnings would be unworkable because substantial earnings can be generated with a relatively small time commitment. Mercer*

*Without a proper employment contract, it is hard to see how outside interests can be managed. I subscribe to the view that an outside interest is important as it gives real world view to an MP – something that they come if a great deal of criticism of not having! Mark Garnier MP*

*There are two fundamental objections to the concept of a two-tier "full-time" / "less than full time" salary structure for MPs. The first is that there is absolutely no evidence whatever that those MPs who do have outside earnings (including those with substantial earnings) are any less full-time than MPs who do not have such earnings... The second fundamental objection to having a split salary structure is the "elephant in the room", not mentioned in the Consultative Document: that of Ministers. Rt Hon Jack Straw MP .*

- **Issues relating to fairness, equality and diversity.**

*We believe that an MP's basic salary should be the same, whatever their previous job and previous earnings were and whatever their constituency. It is the nature of*

*parliamentary democracies that all MPs are elected to represent their constituents. They are in this respect all of equal worth. Parliamentary Labour Party*

*MP's pay should be a flat and wholly transparent rate. Because of their potentially diverse backgrounds it would not be appropriate to have different starting levels. Jon Millbanks, member of the public*

*Pay is for being an MP, differentials are discriminatory... Mike Wynne-Powell, member of the public*

*I do not support differential pay... I consider it a fundamental principle that in the House of Commons all Members are equal. The Speaker of the House of Commons*

*None of the possible differentials mentioned seems to be viable. Regional disparity would be absurd; length of service ignores professional maturity at the point of entry and could not work satisfactorily. Sir Nick Harvey MP*

*I don't think there should be a differential to MPs pay, they've got equal voting power, regardless of length of service. Chris Ffelan, member of the public*

*Remuneration should be the same for everyone. Once there is a special case the flood gates will open. Mr F. Biard, member of the public*

*The Government believes that we should avoid creating different 'classes' of Member of Parliament. For this reason, except in the cases where an additional payment is made to recognise service as Chair of a Select Committee or a member of the Panel of Chairs as agreed by the House, we do not support the notion of differential pay. In particular, the Government considers that it would be difficult to introduce a differential based on the characteristics considered in the consultation paper, while still meeting the guiding principle of fairness. HM Government*

*As an MP with an income external to parliament I would like to comment as to the suggestion that such MPs should be paid a lower amount. I would have no objection to this, but would not wish for it to be said that I am working less than the average MP who does not have an external income. John Hemming MP*

- **That may not match market practice (particularly relating to outside earnings).**

*...most employers do not prevent employees from having outside earnings providing these do not interfere or provide conflicts with their main job. Mercer*

*It would seem odd to single out only MPs and not thousands of others on the public pay roll who perfectly legitimately earn additional income by doing jobs outside normal working hours... Simon Hart MP*

*There are many vocations and professions, in both the public and private sector, where people are allowed to take on additional work in their "own time"... it would seem punitive and out of step with usual practice for IPSA to reduce Members'*



**Q4: To what extent should IPSA consider the salary levels of other occupations when determining what MPs should be paid? What other occupations/legislators do you consider to be comparable to the role of MPs?**

7. Of the respondents who addressed Question 4, three-quarters agreed that IPSA should consider the salary of other “comparable” occupations. Amongst those in favour of job comparators, many cited reasons such as fairness, that it was easy to understand and administer, and would help keep MPs’ pay in line with that for “similar” occupations.

*Assessing MPs' "worth" in comparison to other jobs and professions is the only way of arriving at a fair and publicly acceptable system. Rt Hon Ben Bradshaw MP*

*This is the only sensible basis on which IPSA can reasonably arrive at a judgement on what MPs should be paid. Sir Nick Harvey MP*

*What... is important is that the pay should have a rough comparability with other appropriate groups. At present it does not... It is, I think, comparable with some comparators for those in their late twenties or thirties, but much less so for those who are older. Rt Hon Jack Straw MP*

8. Most of those in favour of this option suggested public sector comparators such as police (Chief Superintendent), GP, Head Teacher, and/or Senior Civil Servants (SCS), while a few mentioned private sector comparators (such as middle to senior managers, senior executives or lawyers).

*MPs' salaries should be set so that their total reward... is approximately equal to the average total reward of the public sector comparators with similar job scores. When our predecessors on the SSRB carried out their review in 2007, they were advised that suitable comparators then were a head teacher, police chief superintendent, pay band 1 senior civil servant, second tier county council officer, colonel and HR director in a NHS organisation. However, relativities may have shifted and the calculation would need to be repeated using up to date job evaluations to establish the most appropriate comparators today. SSRB*

*IPSA might like to look at... the pay of Grade 5 civil servants (the band to which previous reviews have tried to link Members' pay); and... the pay of those senior professionals that Members deal with in their constituencies [Chief Executives of Councils, Chief Executives of NHS Trusts, University Vice-Chancellors, school Head Teachers and Chief Constables]. 1922 Committee*

*...any comparison against other professions is problematic for a wide variety of reasons but if one were to adopt a comparator...it should be with a General Practitioner, the head teacher of a large school or with a public servant on the lower*

*bands of the Senior Civil Service. This would lead to a figure of around £85,000-90,000 a year. Prof Matthew Flinders, University of Sheffield*

*This is the only sensible basis on which IPSA can reasonably arrive at a judgement on what MPs should be paid. Sensible public sector comparators would be with the sort of jobs the SSRB previously used, such as a secondary school head teacher (not primary!), a chief superintendent of Police, a colonel in the army, a departmental director of a county or unitary council (but not the chief executive), an executive director of an NHS Trust, a senior civil servant and similar. Sensible private sector comparators would be a partner in a solicitor or accountancy firm (though not perhaps the senior or managing partner), a company director (though not the chief executive), and a GP or hospital consultant (the latter being private/public sector hybrids). All of these are the sort of people MPs hold to account on behalf of the public, so while MPs' pay need not slavishly match theirs we would not want them regarding MPs as their hierarchical inferiors. Sir Nick Harvey MP*

*A Chief Superintendants wage would seem to be a good base level for a basic MP's salary. It carries a similar level of commitment, hours and responsibility. Jon Millbanks, member of the public*

*Salaries should be compared to average salaries for middle managers in the private sector EXCLUDING all public sectors from any comparison. David R Reynolds, member of the public*

9. A few respondents also suggested international comparators (e.g. the mean of international parliamentary salaries or the same as MEPs). But some noted this should just provide context rather than a fixed link.

*IPSA might like to look at the pay awarded to those sitting in other national legislatures... 1922 Committee*

*The rate we already pay to one group of elected Members of (the European) Parliament should be comparable to the other group of elected (UK) Members of Parliament... If you prefer to keep the rate within the UK, 38.5% of a Justice of the Supreme Court's salary would be approx £80,000. Trisha Tomlinson, member of the public*

*You could use the average pay of all the "MPs" in lower house of all parliaments of EU countries. Favour using % of national average pay. Mr F. Biard, member of the public*

*A more robust comparator might be with the figures paid to other parliamentarians around the world. Prof Matthew Flinders, University of Sheffield*

*Within the UK the role of an MP is unique and therefore it is difficult to find comparators without looking at other political bodies elsewhere outside the UK. Anonymous member of the public*

10. A few people mentioned other jobs that are relatively low-paid.
11. Those who disagreed with using job comparators, suggested a number of reasons why this may not be a viable option.

- **An MP's role is "unique".**

*I don't think MPs should be compared to other professions, their role is quite distinct...* Chris Ffelan, member of the public

*...the work by its nature is unique, comparison is useless.* PWB, member of the public

*A bespoke solution is required... Ignore all other comparators.* Steve Ford, member of the public

*MPs carry out a very wide range of responsibilities, and each Member's approach to the work will vary according to the different nature and requirements of the constituency. It is difficult to find a comparator which will reflect the complexity of this model... If comparators should be used, it will be necessary to make sure that the relevance of those comparators is regularly reviewed.* The Speaker of the House of Commons

- **Other occupations require different skills, qualifications, experience, and/or levels of responsibility.**

*No consideration should be given to salary levels of other occupations. MPs are in no way [comparable] to other occupations. They are not wealth creators, nor do they perform jobs that the general public benefit from e.g. fire fighters, service [personnel] and/or medics.* Mike Clare, member of the public

*Head teachers are mentioned but they are in charge of millions of £s, many staff, hundreds of pupils and large buildings and services - there is no comparison. They have many years of experience in the job.* Susan Bates, member of the public

- **It may not be easy to determine or administer, fair, transparent or sustainable.**

*The argument against doing it is that the comparator may be subject to unexpected factors unrelated to MPs which make them no longer a fair comparator... If a comparator is used, it should therefore be a basket of professions, not just one.* Anonymous member of the public

*It is misleading to try to compare salaries in the Private Sector as they will not have the same access to expenses and benefits as an MP. The question is loaded to salary... not considering the total package.* Mike Wynne-Powell, member of the public

- **Comparators may not be relevant (particularly international comparators).**

*There is no point in comparing their remuneration with that of politicians in other countries... If those countries wish to overpay their politicians that is their affair, it has no impact on us.* Anonymous member of the public

*International comparisons are not helpful because there are very corrupt practices elsewhere...* David Feldman, member of the public

*Regarding comparisons with other parliaments, we agree with the conclusions of the SSRB that "precise comparisons are near impossible" and for that reason would not be in favour of using other legislators as a model. We share IPSA's concerns about using other occupations as a comparator, in part because the public are often as uninformed about what GPs or Local Authority Chief Executives earn and do day-to-day as they are about MPs' pay and role... [We] do not believe it would be appropriate to link MP pay to these roles as long as the current trend for changing attitudes and misunderstanding exists.* The Members' and Peers' Staff Association

*It should not be an issue of how are MPs paid in comparison to other countries, but what MPs have achieved for the UK populace.* Telford Moore, member of the public

<p><b>Q5. Should we link MPs' pay to a multiple of average earnings? If so, what would be an appropriate multiple to establish the level of pay?</b></p>
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12. Of the respondents who addressed Question 5, two-thirds agreed that MPs' pay should be linked to a multiple of average earnings. Most of those in favour were members of the public and the suggested multiples ranged from one (i.e. the same as average earnings) through to about four.

- **Reasons for choosing a particular multiple included following historical trends or "fairness".**

*As it is the job of an MP to represent his or her constituents, it would be appropriate if an MP earned nearer what an average person earns... Twice average earnings - around £52,000 - would be about right in my view.* Andrew Fagg, member of the public

*Average times three is simple and follows historic trend.* Mr F. Biard, member of the public

*MPs pay is too low, they should be paid 4x average wage.* PR Carter, member of the public

- **Some also suggested using a different calculation, rather than a simple multiple of a national average earnings index.**

*Personally I agree with fixing MPs salary to the average national salary (ANS), but at 2.5 times the ANS, not around 4 times, but if they are going to introduce local wages for public sector workers then they too should be place[d] on the multiple of the local*

*average wage times the multiplier for their constituency. Stephen Hollinshead, member of the public*

*Yes - but not just national average pay. That ignores the poor to whom MP's bear equal responsibility at the very least. I recommend using a multiple of the midpoint between national average and national minimum pay. Approximately: £25K + £12K /2 = £18.5K x 5 = £92.5K... Steve Ford, member of the public*

13. Respondents who disagreed were mostly MPs. Reasons mentioned included that it may not be considered fair, would not be easy to explain publicly, would be arbitrary, was not market practice, and there were simply other preferable alternative options.

*No, we are strongly opposed to this suggestion. It is difficult, if not impossible, to determine the "appropriate" multiple. It would be a highly contentious and controversial idea. Parliamentary Labour Party*

*Linkage to a multiple of average earnings would be arbitrary. We are not aware of any other workers whose pay is set in this way, so it would treat MPs differently from the rest of the population. SSRB*

*No, it would be meaningless. Mark Field MP*

*This is a flawed approach and should not be pursued. Sir Nick Harvey MP*

*Multiple of average earnings? No, go with a system based on public sector employees. Mark Garnier MP*

*Why should MPs be paid as four times as much as an average worker? Wirral Older People's Parliament*

*"Multiple"? No & NO again. The last 4 decades have shown they are worth no more than the "average earner". Capt Bryn Wayt, member of the public*

<p><b>Q6. Is the public service component of the job a requirement of the role or something which should attract a reward?</b></p>
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14. Of the respondents who addressed Question 6, all stated there should be not be any additional reward on the basis of "public service", as it is a requirement of the role.

*Public service is an inherent part of the role. It should not attract a reward. SSRB*

*Public service is a requirement of the job and already part of the reward. Mark Garnier MP*

*The role is that of a public servant, if they need extra reward for serving the public, what is their basic wage for? Chris Ffelan, member of the public*

*The public service component of being an MP is probably the most important and rewarding element of the role. It is not something that should be rewarded in*

*financial terms and I suspect very few MPs would want to be rewarded in this manner.* Prof Matthew Flinders, University of Sheffield

*The public service component of an MP's role is at the heart of that role. If there is no commitment to public service by the individual then they should not be an MP. As such, this element is a core component, a basic requirement that should carry no specific reward.* Anonymous member of the public

*We do not believe the public service requirement of the job should directly impact on the pay decision.* Mercer

*This element of the role should not be rewarded specifically, but neither should it be used as some sort of perverse justification for under-paying MPs.* Sir Nick Harvey MP

**Q7. Are there any other issues that we should consider when determining MPs' pay?**

15. Of the respondents who addressed Question 7, most agreed that there were other issues that we should consider when determining MPs' pay. Many of the responses overlapped with those to Question 3 about differential pay, such as considering regional differences, performance assessments, outside earnings, previous work experience, and length of service, as well as to Question 1 on principles and Question 2 on equality and diversity.

- **We should take account of expenses when determining salaries.**

*The approach of considering the package as a whole is the right one and should include all allowances as well as pay, pension etc.* Anonymous member of the public

*If MPs are given the massive increase in salary then they should be barred from claiming any expenses except for those for running a constituency office.* Stephen Hollinshead, member of the public

*...in order to reduce the overall cost to the taxpayer, I suggest all expenses should be cancelled, and a proportion of the total of this saving [to include bureaucracy savings from a reduced IPSA] to be added to MPs salary – perhaps tailored to reflect constituency distances from London. The only expense function that IPSA would retain is that of staff salaries.* John Baron MP

- **We should set pay at a level that encourages the recruitment, retention and motivation of MPs of an appropriate quality and recognises MPs' level of responsibility and workload.**

*...the level of remuneration should be sufficient to attract and retain individuals of the required caliber to the role of an MP.* Mercer

*...for pay review bodies such as SSRB the key issues in setting pay are recruitment, retention and motivation. We believe the question IPSA should address, although we recognise the difficulty of obtaining clear evidence, is what salary is necessary to*

*encourage sufficient numbers of suitably equipped people to stand for Parliament and to serve for a reasonable period having been elected. SSRB*

*Clearly, in deciding this figure IPSA will need to weigh up a number of factors which might include a) the type of responsibility that comes with serving in a national Parliament; b) the level at which Members are expected to operate within Parliament and their constituencies and c) the need to attract and retain high calibre people, capable of making a meaningful contribution to public life. 1922 Committee*

*I believe no Member of Parliament seeks election in order to achieve personal enrichment, but it is proper that the salary reflects a respect for the importance of the role and is comparable to other responsible positions within the public sector.*

Mark Field MP

*Other issues which warrant attention are the disruption to outside careers which is entailed in getting elected to Parliament, the precarious tenure, and the practical difficulties of resuming other careers after a spell in Parliament. The long hours and demands of the job are also significant, even measured against the comparators. Sir Nick Harvey MP*

*We would want to re-emphasise three important factors. Firstly, maintaining the health of our democracy. Secondly, the importance of attracting people from a range of backgrounds into Parliament. It should not be the preserve of the wealthy as Parliament once was. Thirdly, it is important that the public have confidence in the system... It should also be noted that before the power to determine MPs' pay was given to IPSA, MPs' decisions on their own pay has meant that real growth in their pay has fallen behind that of UK average earnings. Parliamentary Labour Party*

**Q8: Should MPs' pay be linked to an economic index or salary levels of comparable occupations so that, in the future, their pay would be revised each year between pay reviews? If so, to which index or occupations should MPs' pay be linked?**

16. Of the respondents who addressed Question 8, three-quarters agreed that MPs' pay should be linked to an external measure regularly to adjust their pay.

*It is essential to link MPs' pay to some index or other, and that in itself is more important than the decision over which index to link to... It should all be objective and automatic and not require IPSA to make a judgement or even a computation. An automatic system of up-rating – over which there should be no interference or manipulation – is the best way of minimising the reputational damage to both IPSA and Parliament, constraining the media to one major outburst every five years, at the periodic review. Sir Nick Harvey MP*

*The Government recognises the argument that previous failure to successfully index MPs' pay led to stagnation and erratic increase. That, in turn, inevitably led to criticism of the system and dissatisfaction from MPs. The Government supports attempts to take the 'politics' out of the decision-making process. Whether this can be achieved through the re-introduction of annual indexation, and if so, which linking mechanism could best achieve that, is a matter for IPSA. HM Government*

*While a system of regular reviews is essential to avoid a recurrence of previous "erratic trends" in Members' pay, I recognise also that IPSA will wish to avoid unnecessary bureaucracy... Indexing over the five year period between statutory reviews might therefore be an alternative way to achieve the balance of interests in those intervening years. The Speaker of the House of Commons*

17. Amongst those who were in favour, most suggested a specific index or occupation(s) to which MPs' pay could be linked (although there was no clear consensus).

- **Linking to inflation (or another economic index)**

*MPs are keen... for wages and pensions to be linked to the CPI, so it's only fair that their pay is linked to that. Chris Ffelan, member of the public*

*...if the MP's are supposed to reflect the people that they represent, then pay rises should be linked to the CPI. JF Carter, member of the public*

*Like many people, I believe that the role of individuals in Government is so important that their remuneration must be attractive, even generous. This view would be even more widely accepted by the electorate if an element of that remuneration reflected the country's economic performance. Michael Sheehan, member of the public*

- **Linking to average earnings**

*...future changes should be pegged to changes in average public sector pay. The TaxPayers' Alliance*

*...if "average salaries" increase, then MPs' salaries could increase also, and, if "average salaries" decrease, then MPs' salaries could decrease also. Telford Moore, member of the public*

*The most appropriate would be either the whole economy average earnings index, or the public sector average earnings index. Sir Nick Harvey MP*

- **Linking to a basket of 100 national statistics such as employment rates, national debt.**

*When MPs fail the nation, by permitting the decline of key national factors, they should suffer directly and in proportion. Steve Ford, member of the public.*



18. Some respondents did not support annual indexation. For example, some preferred that we only review MPs' pay every five years and there was some overlap with answers to Question 14 on possible interim one percent pay increases in 2013 and 2014.

*MPs' pay should remain the same through the period of time between general elections...* Mike Clare, member of the public

*No. Set pay levels on the basis of it running for an entire parliament.* Mark Garnier MP

**Q9: Should IPSA continue the current structure of additional pay (a flat-rate for Select Committee Chairs and incremental payments for Members of the Panel of Chairs based on length of service) to recognise Chairs' additional responsibilities?**

19. Of those who responded to Question 9, almost all agreed that Chairs should continue to receive additional pay to recognise their additional responsibilities.

*It seems right that where MPs take on additional responsibilities this should be recognised through remuneration.* Anonymous member of the public

*The justification for the additional payments should be that MPs with these roles have a clearly different level of responsibility within the House than those who do not.* Mercer

*I believe the current system of rewarding MPs who take on significant backbench functions is right (select committee chairmen etc)...* Mark Garnier MP

*The additional pay for those chairing Select Committees is entirely reasonable and consistent with the additional responsibilities they hold. Whilst chairing some Select Committees will be more time intensive than others, the roles are all pretty comparable and we would not seek to change the current arrangement of a flat-rate of additional pay.* The TaxPayers' Alliance

*The Government considers that the original calculation of the additional pay for Select Committee Chairs, following a job evaluation exercise conducted by the Senior Salaries Review Body, is still an appropriate benchmark. The conclusion that the additional pay should be equal to that of a Parliamentary Under-secretary, mitigated to take account of the time commitment, remains valid... The Government does not believe that either the raising of the profile of select committee work, or the evidence of increased workloads, justify any significant adjustment to the current level of additional pay for these roles. The consultation paper raises the options of payment based either on a calculation of time commitment, or a responsibility-based payment based on the perceived 'importance' of each committee. We agree with earlier suggestions, that it would be hard to identify and quantify the factors to justify differentials, and consider that a move to either system would introduce an*

*unnecessary level of bureaucracy to the administration of the payment, including the need for regular review. HM Government*

20. Others agreed with paying Chairs an additional amount but suggested adopting a slightly different pay structure.

*I wholeheartedly support the principle of an additional salary for Members of the Panel of Chairs... The current payment system consists of four tiers, based on years served on the Panel. Although I believe this works better than either of the two alternative options presented in the consultation document, I am not sure that it is necessarily the best arrangement. My own personal view is that consideration should be given to establishing a two tier structure with new Panel Members serving a 'probationary period' at a lower salary (to give them the opportunity both to obtain the basic experience needed to support work as a full Panel Member, and to let them assess whether the work and workload is for them), before moving up to a full salary for all those chairs able to serve as a 'full' Member of the Panel. This would be a fairer reflection of the realities of the Panel... Lindsay Hoyle MP (Chairman of Ways and Means and Deputy Speaker)*

*Differences between Chairs relate more to individuals than any needs of structure; therefore differential payments simply based on longevity of involvement seem to have little justification... Dai Havard MP*

*Flat rate for extra work done, no increments for "serving time". Mr F. Biard, member of the public*

*We are ... less comfortable with the current incremental pay structure for Members of the Panel of Chairs. It takes no account of the actual number of Bill Committees or sittings in Westminster Hall chaired by the individual MPs on the Panel. We believe that the total pay for Members of the Panel (currently around £370,000) would be far better divided according to the amount of chairing duties undertaken by those individuals. The TaxPayers' Alliance*

*Chairs of Committees should have a small additional payment, depending on how often the Committee sits and the importance of the Committee. Mike Clare, member of the public*

21. A few respondents also suggested that Chairs could even be paid more than currently.

*The 1922 supports the practice of paying Committee Chairs, as these payments recognise the important role they play in the work of Parliament and the exercise of our democracy... Indeed, there is an argument that the pay of Chairs should be linked more closely to that of Ministerial office holders... it is the case in most enlightened working environments that pay is linked to the level of responsibility, not the hours worked. 1922 Committee*

*The demands of chairing a select committee have increased in recent years and, if anything, the additional payment should probably be increased.* Prof Matthew Flinders, University of Sheffield

*The current system seems about right, though initial rates for panel chairmen are pretty parsimonious and potentially off-putting given the heavy time commitment.* Sir Nick Harvey MP

22. There were a small number of respondents (members of the public) who disagreed with paying additional amounts to Chairs.

*There should be no extra pay for MPs that take on extra responsibilities. If taking on those responsibilities is only motivated by money, then the MPs are the wrong people to hold those responsibilities.* Chris Ffelan, member of the public

*No. It is part of their jobs that they are already paid for.* Telford Moore, member of the public

## PENSIONS

**Q10: Do you have any views on the guiding principles for reforming MPs' pensions?**

23. Of the respondents who made comments which related to the guiding principles under Question 10, a range of views were expressed and there was no clear consensus.

24. Several respondents supported some or all of IPSA's guiding principles.

*We agree with those principles, which largely coincide with the terms of reference we followed for our Review of the Parliamentary Contributory Pension Fund 2010.* SSRB

*We agree with the guiding principles that are set out.* Mercer

*We are broadly supportive of the principles as set out in the consultation. It is important to recognise the unique role of an MP in relation to their pension arrangements.* Parliamentary Labour Party

*I support the guiding principles for MPs' pensions... I welcome IPSA's commitment to accrued rights.* The Speaker of the House of Commons

*...the Hutton Commission was asked to make recommendations for "pension arrangements that are sustainable and affordable in the long term, fair to both the public service workforce and the taxpayer and consistent with the fiscal challenges ahead, while protecting accrued rights." These are all principles which should apply to the reform of the MPs' pension scheme.* HM Government

25. Several respondents suggested some or all of the principles could be revised or simplified.

*1. Whilst we agree that MPs' pensions must be "appropriate", we consider that the principle might additionally refer to pension provision being "adequate"... 2. We agree with this statement, but not with the inference that the current system is inequitable between MPs of different ages, backgrounds and income levels... 3. Agree. 4. Whilst we agree that pensions must be sustainable and affordable in the short and long term ... We are particularly concerned that the contributions payable by MPs should remain consistent over time and should not become subject to inequitable fluctuations from year to year driven by investment performance (or underperformance). We are very concerned... that IPSA considers it may be necessary to re-examine the package it comes up with shortly before the General Election in 2015 as "economic circumstances may change". 5. We strongly agree that accrued rights must be protected... We note that the Public Service Pensions Bill currently includes a provision which seeks to alter that accrued rights protection so as to enable 'normal pension age' in a future MPs' scheme to uprate automatically in line with changes to State Pension Age... Trustees of the Parliamentary Contributory Pension Fund*

*I know of no pension scheme which tries to differentiate for 'background'. Richard Graham MP*

*The arrangements should also... take some account of the short Parliamentary career of the average MP, and the career interruptions before and after spells in Parliament. Sir Nick Harvey MP*

*The guiding principles are simple – they should be no different to those being applied to other public sector workers. Anonymous member of the public*

26. Some respondents expressed views which broadly were contrary to some of the guiding principles put forward in the document. For example, a few people disputed the principle that there must be an appropriate and fair balance of costs and risks between the member and taxpayer.

*Since MPs are cushioned from most of the economic factors that affect the general public, their pensions should be fully-funded by their own contributions. Telford Moore, member of the public*

27. Several respondents made general comments about MPs' pension arrangements which did not specifically answer the pensions questions but which provide useful context for our Review.

- **The timeframes for implementing reform and the package being fair in comparison to 2010 leavers (several MPs raised these concerns).**

*...any decisions should be made on the basis that they apply to the sitting Members of Parliament even if the impact is for the Parliament elected in 2015 [including for pension purposes].* David Blunkett MP

- **Specific arrangements for those close to retirement.**

*Other aspects worth review is the absence of the usual rule allowing increased pension for later retirees, and the absence of cost of living adjustments for the period between an MP losing his seat and actual retirement.* Anonymous member of the public

- **The general perception that the current scheme is too generous.**

*...their pension is unsustainably high and generous.* Jon Millbanks, member of the public

*The parliamentary scheme is one of the most generous in the public sector when taken at 1/40th and 1/50th rates. It is certainly more generous than the private sector norm...the public will not tolerate MPs enjoying gold-plated deals that are unavailable to most of the rest of us.* The TaxPayers' Alliance

*The current scheme is way out of line when compared to the majority of the workforce of this country.* Mike Wynne-Powell, member of the public

*Changes to the Parliamentary Pension should take heed of the changed pension climate in both the private and public sectors, without pandering to urban myths about MPs getting "gold plated pensions".* Sir Nick Harvey MP

- **The notion that MPs' pay could be increased to "compensate" for pension changes.**

*Why should MPs receive higher pay in return for pension cuts?... No one other than 'our' MPs will be impressed by the idea.* Wirral Older People's Parliament

- **The use of international comparisons.**

*We believe that [international] comparison should be made and the outcome should form part of IPSA's deliberations.* Trustees of the Parliamentary Contributory Pension Fund

- **The costings used in the review.**

*I believe these costings are grossly understated and that the real cost of MPs' current pensions, and the "Reference Scheme" is much higher.* John Ralfe, member of the public.

**Q11: Should the MPs' Pension Scheme be reformed using a Career Average Revalued Earnings (CARE) scheme in the same way as other public service schemes? Or should another model be adopted?**

28. Of the respondents who addressed Question 11, almost all agreed that MPs' pension scheme should be reformed to be more in line with public service schemes. Of those, most agreed that the move towards a CARE scheme was the best option.

*Their pension should be... changed from a final salary to a career average scheme.*  
Wayne Hick, member of the public

*We recommended a CARE scheme for MPs in our 2010 report and we continue to believe that is the best option, particularly in the light of the Hutton report and subsequent changes to other public sector pension schemes... We think MPs' pensions should be treated as closely as possible in line with those of the vast majority of public sector workers.* SSRB

*...whichever pension scheme IPSA proposes to introduce for MPs, it should move away from a link with final salary for future service... The Government commends the Reference Scheme to IPSA as a building block for any future Defined Benefit (DB) scheme... It will be for IPSA to consider whether, and what, adjustments might be appropriate to reflect the particular circumstances of the scheme membership.* HM Government

*CARE should be the standard. MP's are no different from other workers... Let's not bother wasting time searching for "another model".* Capt Bryn Wayt, member of the public

*The present MPs pension scheme should be reformed to follow best practice in other public service schemes, i.e. to use career average revalued earnings or a similar scheme rather than a final salary scheme.* Simon Hughes MP

*Yes CARE definitely right for MPs. Flat hierarchy. You could argue that is what we have already in practice.* Richard Graham MP

*While recognising the differences of views among MPs, on all sides of the House, we can see the case for moving to a Career Average Re-valued Earnings if it is in line with the rest of the public sector.* Parliamentary Labour Party

*... MPs' pensions should be broadly in line with those of senior civil servants... In future pensions should be based on a career average formula. There should be no change to accrued rights which remain final salary benefits and payable from existing retirement ages.* The Association of Former MPs

*Reforms to public sector pensions to make them more affordable should apply to the parliamentary scheme, too.* The TaxPayers' Alliance

29. Some respondents raised concerns with using a CARE model (or, more generally, with continuing defined benefit) and some suggested that another model could be adopted.

*While in some circumstances a CARE model is effective...I do not think it appropriate for MPs. It is worth noting, also, that CARE is most relevant in organisations with a large dispersion of salary levels, and where there is career progression. Neither of these applies to MPs, so in many ways (in fact most ways) CARE and Final Salary are the same thing here. So CARE might be a device to reduce the accrual rate, but otherwise it has no merits in this context. Neil Record, member of the public*

*I am not sure how a career average scheme would work for MP's as it is my understanding they are all on the same amount ... On balance though I think MP's pension should be as proposed for the rest of the public sector and be a career average scheme. Gareth Latham, member of the public*

*Little practical benefit would derive from moving to a CARE scheme, on account of the career structure being flat... However, there might be a presentational dividend to be derived from following the general public sector trend. Sir Nick Harvey MP*

*The MP's should move immediately to a Defined Contribution scheme as is now becoming the norm in the real world. As this and the previous Government has introduced the NEST Scheme, it would lead the way if MP's adopted this scheme...Under no circumstance should the scheme continue as a Defined Benefit Scheme. Mike Wynne-Powell, member of the public*

*MPs should not be regarded in the same way as other public sector employees. The role of an MP is quite different and a much higher level of independence of mind is required... The independent mindset required of MPs is most consistent with having a defined contribution pension scheme where all of the key decisions and risks ultimately rest with the individual and not with the employer... Mohammed Amin, member of the public*

30. Some respondents chose not to specify a preference for any model at this stage.

*...it is very difficult to give a firm view of which pension model should be used when there are key questions around pay structure/levels that are at this stage undecided... We agree with the Independent Public Service Pensions Commission Report by Lord Hutton that public service pensions should continue to be provided on a defined benefit basis... We do not believe that the recent and continuing rise in the use of a defined contribution model in the private sector is of itself consistent with the guiding principles driving IPSA's review... Should this model (CARE) become the preferred choice for future pension provision in the MPs' scheme, we would fully expect to see the elements within this Reference Scheme model being tailored to best fit the circumstances of MPs. Trustees of the Parliamentary Contributory Pension Fund*

31. Several others suggested that the MPs' pension scheme should be set by reference to those of others.

*I would recommend totally scrapping the present system and bring MPs into line with the system recently introduced for the general public [workplace pension scheme].*

Mike Clare, member of the public

*Their pensions should perhaps reflect a Civil Servant's on similar pay.* John Baron MP

*...similar to those now usual in the private sector.* Susan Bates, member of the public

<p><b>Q12: Should MPs be offered flexibility in their pension provision, such as reduced contributions in return for reduced benefits?</b></p>
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32. Of the respondents who addressed Question 12, about two-thirds agreed with offering MPs flexibility in their pension provision.

*I believe pensions generally should offer maximum flexibility in their pension provision, such as reduced contributions in return for reduced benefits. I personally prefer ISAs to pensions as a vehicle for savings and investment.* John Baron MP

*There is a strong case to be made for flexibility over contribution and accrual rates, given MPs' vastly differing ages, length of service, career histories and other financial and personal circumstances.* Sir Nick Harvey MP

*I agree there should be continuing flexibility in the MPs' pension scheme... The future maintenance of a range of options should not be particularly difficult... I hope that IPSA will consider the question of transitional protection for MPs nearing retirement... The Speaker of the House of Commons*

*We recognise the additional complexity that this involves and this is something not frequently found in the pension arrangements of other professions... However, as noted, MPs' employment is different from many others – the job is only guaranteed for the length of a Parliament, if that. As a consequence flexible arrangements need to be in place to enable MPs to make plans that are suitable for their individual circumstances.* Parliamentary Labour Party

*This is clearly helpful to MPs and seems to have no adverse consequences for the Exchequer, so yes.* Anonymous member of the public

*There may be some MPs who would welcome such flexibility, particularly those who may have significant accrued rights in previous pension schemes and where the main MPs' scheme design may result in breaching annual allowance and lifetime allowance limits.* The Association of Consulting Actuaries

33. Others raised concerns with offering MPs more flexibility.



*In this respect we also believe MPs should as far as possible be treated in the same way as other public sector workers and we understand that such flexibility is not a feature of most public schemes. Administrative complications inevitably come at a cost. We had proposed a single accrual rate (1/60ths) for MPs, with the possibility to make additional voluntary contributions on a DC basis. It should of course be possible for MPs to opt out of the pension scheme. SSRB*

*There should be no more flexibility than elsewhere in the public sector – i.e. take part or don't. If increased flexibility is a good thing then it should be available to all public servants or none. David Feldman, member of the public*

*The Government does not believe it would be appropriate to offer MPs the option to trade their pension for higher earnings. This approach is not available to the public service workforce and would be inconsistent with the commitment to encourage workplace pension provisions currently being introduced. This might cause difficulties if auto-enrolment provisions were extended to cover MPs. HM Government*

**Q13. How should we determine the appropriate proportion of contributions from the MP and the taxpayer?**

34. Of the respondents who addressed Question 13, almost all believed that IPSA should determine this by making comparisons with other occupational schemes' arrangements. Of those that favoured comparisons, most respondents suggested comparisons with other public sector schemes, other parliamentary schemes and/or those of the "general public".

*The Treasury contribution should be limited in the same way as proposed for other public sector pensions. Anonymous member of the public*

*...we believe the cost of MPs' pensions should be shared between MPs and the Exchequer broadly in line with the average ratio of members' and employers' contributions in the main public sector schemes, possibly excluding those for the uniformed services... SSRB*

*...IPSA will wish to be aware the Government intends to reform the Ministerial Pension Scheme, and will be consulting on its proposals in the coming months. The proposals will include the consideration of member contributions, and IPSA may wish to take this into consideration before making final decisions on what level and what share of contributions should be made by MPs towards their pension scheme benefits. HM Government*

*The cost of MPs' pensions is split between the taxpayer and Commons members. The amount paid by the taxpayer has risen significantly in recent years. At the last estimate, in 2009-10, taxpayers contributed £13.5 million to the cost of MPs' pensions. Members themselves contributed £5.3 million. This cost has increased since*

*2003 from £9.8 million for taxpayers and £3.6 million for Members... Reforms to public sector pensions to make them more affordable should apply to the parliamentary scheme, too. The TaxPayers' Alliance*

*As for the appropriate proportion of contributions from the MP and the taxpayer, again I stress that MPs should not be treated favourably – we should be setting the example. John Baron MP*

*It should follow the same proportions of most other workplace pension schemes. Chris Ffelan, member of the public*

35. A small number suggested comparisons with private sector schemes.

*... level of contribution to be exactly the same as the majority of private sector workers. Mr G Chadwick, member of the public*

36. A few people, however, raised concerns about making comparisons between schemes.

*We note the difficulty of making comparisons between the contribution made by the individual and the taxpayer across a range of public sector jobs. As IPSA notes pension schemes are unique and comparisons are difficult. Parliamentary Labour Party*

*The comparison table shows how hard it is to compare accrual/contribution rate/pensionable age etc. More research on a sensible comparison formula needed! Richard Graham MP*

37. Several MPs and parliamentary groups suggested that the high level of the current contribution rates should also be taken into account when making determinations.

*...in recent years the differentials in pay between Members of Parliament and other senior professionals have further widened, while contribution rates towards the pension have risen by nearly 40% (currently 13.85% of salary). The Committee asks IPSA to take this into account when setting the level of Members' future remuneration. 1922 Committee*

*It must be an absolute acceptance that we pay one of the highest contribution rates in the Public Sector. Stephen Hammond MP*

*The Government believes it is right for IPSA to consider both the overall costs and the balance of costs between the scheme member and the Exchequer in the future. HM Government*

38. A handful of people suggested moving to a defined contribution scheme instead.

*Since I advocate a DC scheme, MPs should be free to contribute whatever they wish, subject to existing HMRC rules. Neil Record, member of the public*

## IMMEDIATE DECISIONS

**Q14: Do you believe that IPSA should follow the public sector pay policy and increase MPs' pay by one percent in 2013 and 2014?**

39. Of those respondents who addressed Question 14, most agreed that IPSA should follow the public sector pay policy and increase MPs' pay by one percent in 2013 and 2014.

*Yes. This seems a sensible, fair and coherent step forward.* Prof Matthew Flinders, University of Sheffield

*Any pay increases should follow that of public sector workers.* David Feldman, member of the public

*It is right that MPs have been subject to the public sector pay freeze to which many of their constituents will also have been subject. MPs should now be subject to the public sector pay policy going forward, which should mean... that their pay should change in line with average public sector pay.* The TaxPayers' Alliance

*Yes - unless back in recession. We should shrink and expand together...* Richard Graham MP

*The Government recognises that an interim uplift to MPs' pay of no more than one percent in 2013-14 and 2014-15 is in line with pay deals in the public sector, which are being held to an average of one percent for the two years following the pay freeze.* HM Government

40. Some respondents noted some concerns or suggested specific caveats that could apply.

*We believe IPSA should increase MPs' pay by 1 percent in 2013 and wait to see whether the Government's public sector pay policy remains the same in 2014.* SSRB

*We do not believe IPSA should explicitly tie itself into public sector pay policy because this would compromise its independence. However, it is unlikely that there would be public support for increases at a higher level than others that apply in the public sector, and for this reason IPSA may need to limit increases, unless there is a strong case to do otherwise.* Mercer

*... an increase of 1% as currently proposed seems appropriate assuming that MPs pensions are also in line with the public sector i.e. consider the remuneration package as a whole in deciding whether an increase in pay is appropriate.* Anonymous member of the public

*No. They should have no increase. They should not receive any increase until... the method ... re their salaries, is implemented.* Telford Moore, member of the public

**Q15: Should MPs leaving Parliament after defeat at an election continue to receive resettlement payments?**

41. Of the respondents who addressed Question 15, most agreed that MPs leaving Parliament after defeat at an election should continue to receive resettlement payments.

*MPs who lose their seats at an election should be entitled to a resettlement grant.*

*We have heard no argument against this and note that across the public and private sector arrangements exist for loss of employment.* Parliamentary Labour Party

*An MP who loses their seat deserves some form of 'redundancy' payment the same as any other worker.* Anonymous member of the public

*Yes – it's a difficult time because unlike most jobs there is no other employer offering the same job - it's like working in a company town and losing a job with that company...* Anonymous member of the public

*There is nothing "voluntary" about losing one's seat. It is a depressing, unpleasant experience, and can often lead to extended periods of unemployment or under-employment.* Rt Hon Jack Straw MP

42. Some respondents agreed that defeated MPs should receive some form of payment, but suggested alternative ways that payments could be calculated (currently it is one month's pay for each year of service up to a maximum of six years, regardless of age or length of service, and following election defeat only).

*Yes, but arguably only for a maximum of three months rather than the current six... should only be provided to those who lose an election and are therefore involuntarily made redundant by the public.* Prof Matthew Flinders, University of Sheffield

*The payments should reflect the number of terms served and the nearness in age of the retiring MP to the state pension age.* Simon Hughes MP

*If an MP is voted out it is the same as being sacked, therefore one months notice, one months pay, that is fair and the same as the rest of us would get. When an MP stands down for whatever reason other than being voted out, they should get nothing, it is their decision.* Neil Duckworth, member of the public

*Being an MP is not a "job for life" and the overly generous resettlement grants which have hitherto existed... are no longer acceptable to the general public (not that they ever were)... it would be wrong to continue with the level of resettlement grant introduced on an interim basis, which provides for up to six months' pay as a resettlement grant. That is indeed an overly generous scheme... We remain of the view that any MP unsuccessfully seeking re-election should be awarded one month's pay.* The TaxPayers' Alliance

43. Several respondents, particularly MPs and remuneration experts, raised concerns that other MPs who leave (i.e. who stand down, retire or lose their seat for a reason other than following an election defeat) are no longer eligible for resettlement payments and that this should be reconsidered.

*We believe the issue of resettlement grants for MPs who chose to stand down is something IPSA should look at again. Parliamentary Labour Party*

*Not only should those defeated in elections continue to receive resettlement grants, but so too should those who choose – or for one reason or another feel obliged – to take the once-every-five-years window of opportunity to stand down. Sir Nick Harvey MP*

*The consultation paper clearly presents the concerns IPSA has about the operation of its current resettlement payment scheme, particularly with regard to perverse behaviour encouraged by the eligibility criteria and the nature by which MPs leave the House. The Government recognise that one way to mitigate against such risks is to reintroduce the system of payments that existed before 2010, to all MPs leaving the House of Commons. That is a matter for IPSA. Should IPSA decide not to extend the eligibility criteria, the Government would expect it to propose adequate steps to mitigate, as far as possible, the risks it has identified, paying particular attention to any evidence received from the political parties on this point. HM Government*

*...the Committee strongly supports the retention of a reasonable resettlement payment when a Member of Parliament leaves office at the moment of a General Election - regardless of length of service or whether this departure is at the behest of the electorate, The Boundary Commission or for reasons of retirement... It should be understood that a Member approaching retirement age cannot readily choose to leave Parliament at normal pension age but is constrained by the dates of General Elections. 1922 Committee*

*MPs leaving parliament should receive appropriate resettlement payments if they stand down at the end of a parliament or are defeated at a general election, provided they have served in at least two parliaments. Simon Hughes MP*

44. A few members of the public disagreed entirely with resettlement payments for any departing MPs.

*For all intents and purposes they have been 'sacked' by their constituents because they have not served the voters as promised or expected. Mike Clare, member of the public*

*Why do MPs expect remuneration after they leave office, they are essentially on fixed-term contracts, once they are over that is it. Stephen Hollinshead, member of the public.*

**Q16: Do you agree that, in the event that the boundary changes are introduced before the general election due in 2015, we should extend the eligibility criteria for resettlement payments to include MPs who seek candidacy or election for another seat and are unsuccessful?**

45. Of those respondents who addressed Question 16, most agreed that the eligibility criteria should be extended. Of those who agreed (most of whom were MPs), there were a range of reasons cited.

*Resettlement arrangements for those seeking nomination (rather than retiring) should be no different than if they had lost their seat through the ballot box.* Mark Field MP

*...it would be completely unacceptable for those retiring (with or without a cloud) in 2010 to have proper resettlement whilst those who face... completely changed boundaries are faced with total uncertainty...* David Blunkett MP

*Yes. Any MP who was an MP and then is not should be able to have some sort of resettlement allowance in exactly the same way that any public or private sector employee would have, irrespective of how this came about.* Mark Garnier MP

*Yes. I think it's possible to overstate the risk of MPs gaming the system by fake candidacies elsewhere.* Anonymous member of the public

46. Some agreed in principle but noted that, in practice, there may be difficulties in administering such a payment.

*We believe that MPs who leave the house as a result of boundary changes should be entitled to a resettlement grant and that there is also a case for payment where an MP is deselected. However, devising objective rules that addresses all of the issues is going to be very challenging and ultimately IPSA may need to find a way [to] apply its discretion as to whether or not a payment should be made, reviewing each case on its merits...* Mercer

*In principle, yes, but we share IPSA's concern that such a provision could be open to abuse.* SSRB

*We support the proposals on resettlement for MPs whose seats disappear as a result of boundary changes (were they to be implemented). Nonetheless we recognise the proposals IPSA are considering are complex and this is a consequence of the decision to restrict resettlement grants...* Parliamentary Labour Party

*IPSA should not try to make a science of determining such things. All MPs leaving should be entitled to resettlement.* Sir Nick Harvey MP

47. Some respondents disagreed with resettlement payments following boundary changes.

*No. People have to move to get jobs. The redundancy package gives what everybody else gets.* Mr F Biard, member of the public

*NO, I do not agree. Boundary changes are not made to assist MP's staying on in their cushy job so altering the goal-posts just for them is not an option.* Capt Bryn Wayt, member of the public

*As far as those whose seat "disappears" after a boundary review are concerned, it is difficult to argue that they should be entitled to any resettlement grant if they do not seek election in another constituency (as has often been the case after a redistribution in the past). The argument still applies that they were elected for a fixed term five-year contract and that if they are not selected to stand somewhere else, then they have time enough to prepare for life outside Parliament. We do not believe that those unsuccessful in seeking another seat elsewhere after failing to get selected for part of their existing seat should be entitled to a resettlement grant.* The TaxPayers' Alliance

**Q17: Do you believe that we should provide outplacement support in addition to the resettlement payment for eligible MPs?**

48. There was a wide range of opinions amongst those who responded to Question 17, but the majority disagreed with providing MPs with outplacement support. Most of the responses were from the general public.

*No, absolutely not. The MPs had sufficient skill and intelligence to get themselves elected. They have not operated in a vacuum for the duration of their service, therefore courses such as this are superfluous and an unnecessary form of expenditure.* Jon Millbanks, member of the public

*No. Parliament is not a private corporate entity. Parliament is not responsible for the future employment of its past members. Using public money to help ex-members is inappropriate.* Mark Field MP

*We find the idea that defeated MPs should be eligible for £1,000 of taxpayers' money to help them with writing CVs and interview skills ('outplacement support') completely preposterous. Any ex-MP worth their salt ought not only to be literate and replete with good inter-personal skills, but they will also be far better connected than most people, with a first class contacts book relating to their areas of geographical or topical interest.* The TaxPayers' Alliance

*Outplacement support should not even be considered... Too much effort is being placed on the welfare of MPs.* Mike Clare, member of the public

*They should get one or the other, not both.* Chris Ffelan, member of the public

49. Some respondents agreed with providing outplacement support (including most MPs).

*When losing their seats, MPs should get retraining grants and help with finding another job, unless they have been convicted of fiddling their expenses.* Mr G Chadwick, member of the public

*Within a reasonable cash envelope this is probably a very good idea.* Sir Nick Harvey MP

*The induction and training schemes for new MPs have increased in quantity and quality in recent years and it therefore seems only logical to offer some form of support for outgoing MPs.* Prof Matthew Flinders, University of Sheffield

*Some form of Outplacement Support equivalent to that received by senior civil servants seems appropriate.* Anonymous member of the public

*Good employers do this.* SSRB

*...MPs should not be denied that which is available to any public or private sector employee.* Mark Garnier MP

## GENERAL COMMENTS ABOUT PAY

50. Of those that expressed a view about the specific level of pay of MPs, in addition to the consultation questions, most said MPs should be paid the same or less than currently.

*I think the current salary - at £65,000 - is too high... Twice average earnings - around £52,000 - would be about right in my view.* Andrew Fagg, member of the public

*The current salary for a backbench MP seems about right...* Anonymous member of the public

*I am extremely doubtful whether the UK electorate would stomach a large increase in MPs' salaries.* Anonymous member of the public

*In view of the fact that many MPs do not regularly attend debates in the House of Commons, have school holidays, and get very generous accommodation and other allowances, courtesy of the taxpayer, and when evaluating their personal conduct, personal qualities and level of employability over the years, not to mention their fiddling of expenses. I believe therefore that their current salary scale is more than generous.* Mr G Chadwick, member of the public

*...we maintain, like the British public, that £65,738 is indeed a fair salary...we believe that there can be absolutely no justification for IPSA to hike MPs' salaries when it concludes its deliberations... We believe the current level is just about right...* The TaxPayers' Alliance

51. A smaller number stated that MPs should be paid more than currently.



*MPs' pay is too low. It should be raised to 4 times the average pay.* PR Carter, member of the public

*£240,000 per year but from that they must pay their own office costs, travel expenses, housing costs, meals etc. Clearly the figure I have mentioned may not be enough and will need to be varied.* Simon Keswick, member of the public.

## Annex C: Online Survey Responses

We conducted a public survey on our website [www.parliamentarystandards.org.uk](http://www.parliamentarystandards.org.uk) from 15 October to 7 December 2012. Free text responses are included in full and have not been edited. Responses were anonymous and do not constitute IPSA's views or policy.

### Question 1: Please let us know if you are a member of the public, an MP or work for an MP.

	Counts and Base % of Respondents
	Total number of respondents: 635
I am a member of the public	608 95.7%
I am an MP	6 0.9%
I work for an MP	21 3.3%

### Question 2: Do you think we should consider the pay for other jobs when setting pay for MPs?

	Counts and Base % of Respondents
	Total number of respondents: 632
Yes	479 75.89%
No	132 20.9%
Don't Know	21 3.3%

### Question 3: Should we link MPs' pay to a multiple of average earnings?

	Counts and Base % of Respondents
	Total number of respondents: 618
No: MPs' pay should not be set as a multiple of average earnings	200 32.4%
Yes: 1 times average earnings (£23,000)	151 24.4%
Yes: 2 times average earnings (£46,000)	157 25.4%
Yes: 3 times average earnings (£69,000)	94 15.2%
Yes: 4 times average earnings (£92,000)	16 2.6%
<p>Yes: some other multiple (free text responses):</p> <ul style="list-style-type: none"> <li>• Middle management rates which at present are about GBP 65,000 Europe wide.</li> <li>• NB £23,000 is considered a low wage for a London-based job. If this system was used MPs, like many other jobs, should have a London weighting</li> <li>• I think that this is potentially a good idea - depends on the totality of the remuneration package.</li> <li>• Should be pegged to average levels for Civil Service - G7 with no committee responsibilities, G6 with committee responsibilities.</li> <li>• yes 2.5 times</li> <li>• in the range of 2.5 to 3.0 times average wage</li> <li>• There seems a strong argument that MPs, reflecting their constituents' experience, should be paid in some relation to the average movement in pay, but not necessarily average pay. Pay at a multiple of 2.5 - 2.75 average earnings seems about right to me.</li> <li>• Pay should be adjusted in line with the annual pay increases given to nurses, teachers and others at the lower end of the public sector pay scale</li> <li>• It should be set by their constituents after their first term in office. For the first term it should be the average wage (£23,000)</li> <li>• MP's pay should be set at a multiple of the minimum wage, probably 5 times.</li> <li>• MPs receive such obscene benefits from other sources in expenses that their lifestyle is assured even if they received no wage. They should receive a wage of a middle ranking civil servant or a police officer. Perhaps then they would ensure fair pay for these people.</li> <li>• yes no more than 2.5</li> <li>• 2.5 as an average earning</li> <li>• I think it should be 1.5 times the average (£34,500)</li> <li>• 2 times average earning but it should be means tested so if you are receiving alternative</li> </ul>	

income including from savings it should be reduced potentially by up to 50%

- Setting MPs' pay as a multiple of average earnings is far too simplistic.
- Some years ago, an attempt was made to link MPs' pay with a civil service grade (then, Senior Executive Officer, as the type of work and responsibility level were thought approximate. That was abandoned after several years, as Civil Service pay at the time had been frozen. MPs thereupon awarded themselves a considerable pay rise, and the link was broken. The theory holds true, however, and a similar linkage could be established, and this time maintained.
- But there should be less MPs (far less) and zero expenses and those requiring London accommodation should be put up in a State hotel as in Sweden - the room (a nice and basic 2 bed flat type place) is allocated to the constituency and whoever is the MP has right of residence and when they lose their seat, resign, retire it passes to the next MP. None of this second home portfolio paid for by the taxpayer nonsense.
- Abolish all expenses and allowances. No external employment. Reduce the number of MPs to 300. Then pay them around £90000
- MPs in general do not hold significant responsibility - the role of a normal MP is no more responsible than say a senior clerk
- 1.5 times average earnings
- 2.5
- Perhaps MP's should not be paid at all! If MP's were not voted for, but taken on rotation period of 4 years, with 25% of the MP's changing each year, similar to the Jury Service system, the MP's would be general members of the public with true independent opinions, they would vote the way the general public would vote on issues & consider what their neighbours would want, not what the men with the money want. Based on this, they would stay employed and paid by their current employer, just having extended leave for the government service. This would keep local peoples voices heard, reduce the cost of running government, reduce the expenses of government officials, & probably reduce unemployment!
- But this should be reviewed in terms of the whole package, including expenses
- 2.5 times average earnings giving around £57500 currently. This is a reasonable level and should help MPs focus on improving the economy thereby raising average earnings and their pay.
- Based on results and made responsible for any failures.
- But with no other employment allowed, i.e. full time MP!
- 2.5%
- 2.5 as we enter a totally different economic environment where salaries will be decreasing due to the mess our government has allowed.
- This question cannot be seen in isolation because basic pay does not represent all the remuneration an MP can expect. They enjoy significant benefit from membership of the House itself, their status opens up invitations to sporting, cultural and social events. Their position gives unrivalled access to business and employment opportunities not available to the general population. They have access to generous expenses on top of basic salary to run an office and carry out their duties. Taken together these represent an extremely attractive remuneration package.

- The proposed link to other senior public servants, such as Head teachers, GPs, etc makes more sense in terms of attracting and retaining experienced professionals familiar with the public sector. I wouldn't necessarily make too many comparisons with the private sector as the motivations are different.
- 5times average earnings
- Each MP should have standard pay for the AREA they are in EG: suffolk £20k, and this pay should reflect there effort in the community also and what time they spend in working hours.
- I think that MPs, as leaders of the country, should earn considerably more than the average teacher or accountant. A salary of over £100,000 would attract more able candidates into politics, as currently the vocation is suffering, in part, from offering a modest pay package.
- should be no more than 2 times
- 23,000 plus expenses plenty I'd say
- stick with 2.9
- Pay MP's the national minimum wage
- MP's should have a salary based upon the average public sector salary across the UK.
- Members of the cabinet 3.5 and the PM and Chancellor 4 times
- 2.5 times
- This question does not appear to take into account expenses. Something the average earner is not entitled too
- They should be paid average earnings or in line with other public sector workers, why should they be on multiples
- At a time when regional pay is much in the public domain and vaunted by those in government, I would suggest that this be the way forward for MP's. Those representing the South West or North East for instance would earn 20% less than their colleagues in London or the Home Counties.
- They should be paid no more than the average of National earnings. Everyone works hard many in dangerous professions many work shifts as well which shorten their lives. Lets not exaggerate what they do. Yes its important work, however not more so than many other jobs.
- Although it should be the average civil servant wage
- They should also have to show that they are working hard for their constituents and if they do not attend parliament, their pay should be decreased pro rata
- MP pension should reflect the national schemes need to build it up over a long period and should be an average similar to what is getting forced on others
- I appreciate some MPs have responsible jobs but I do not consider them as vital or important as, suggested above, a GP or SENIOR teacher. As a result it is difficult to quantify a multiple, however their conditions are far too favourable.
- Unless the MP's expenses are fully controlled then they continue to 'take home' too much money. Money they say the country can not afford so in turn cut Police, NHS, military
- The multiple should be applied to the average salary acheived in the Constituency that elects them. This will tie their fortunes more closely to that of those they represent
- 2 x average is more than adequate for what should be public service. 1.5 would be more

appropriate.

- Getting the multiple right is difficult but by relating it to average earnings it links MPs pay to that of the constituents they represent. I presume by "average" you mean "median" gross pay for all full time employees excluding overtime?
- The pay, pension and conditions of MPs' should be directly linked to those of in the public sector/armed forces.
- I think if you paid say £35000 for a basic MP (not Minister) plus reasonable expenses you would attract genuine dedicated people from the ranks of the masses who consider being a Politician as a vocation and not a 'gravy train'.

#### Question 4: Should there be different rates for MPs' pay?

	Counts and Base % of Respondents
	Total number of respondents: 594
No: they should all be paid the same	463 77.9%
Yes: longer serving MPs should get more	102 17.2%
Yes: pay should be based on earnings before they entered Parliament	29 4.9%
Yes: some other basis (free text responses): <ul style="list-style-type: none"> <li>• Yes, some other basis</li> <li>• Pay should reflect length of service, responsibilities etc and any other outside earnings</li> <li>• what qualifications do they have for the post they have been given, if none less pay</li> <li>• I believe that MP's pay should be based on their involvement in Parliament</li> <li>• pay based on earnings is very unfair towards the people we should be encouraging into politics</li> <li>• I would want to financially help those with lower incomes to transition to the role of MP.</li> <li>• MP's should be paid according to their authority, responsibilities and committees attended.</li> <li>• Second/third/fourth salaries MUST be taken in to account and deducted from MP wage</li> <li>• They should be paid according to the duties and work expected of them as a House of Commons MP.</li> <li>• MPs should receive uniform pay, except where secondary employment dictates it be paid pro-rata.</li> <li>• different rates of pay based on whether they have earnings from outside activities,</li> </ul>	

- start at 2 x ave wage for first 5 year term , 2.5 x for next two 5 year terms, 3x thereafter
- Based on regional earnings in the area where they are MPs
- They should lose some money if they receive payment for outside interests
- If they get outside income, this should be offset against their MPs salary. Can't do two+ jobs well.
- See reply to question 3
- MPs should have sufficient income and expenses to live like normal UK residents.
- MP with other responsibilities & full or part time MPs should be reflected in pay differences.
- There should be an element of regional pay for MPs
- They should be paid a flat rate to allow for transparency.
- MP's should be paid for knowledge and training and NOT time served as they've stressed for other oc
- They should not be able to have outside earnings other than those which have been previously approved
- based on how long they've worked outside politics. more time outside politics = higher pay
- Same starting salary, small annual increments, ?more for committee chairmen
- Only variation based on responsibilities to the house (e.g. committees etc)
- Yes - should be based on whether it is being done on a full time or part time basis.
- There is no basis for differential pay rates other than for regional pay rate in the NHS for example
- Pay should be means tested, those with large wealth should get less than those who don't.
- It would be totally wrong to set the salary according to previous earnings
- MPs pay should vary according to experience and length of service like with any job.
- They should all be paid the same and then bonused on performance
- If everyone else is getting a pay freeze , Then so should Mp's.
- Long service awards were deemed not fair and removed from me when I worked in the public sector!
- Two flat rates with no expenses: one for local commuter MPs and one for others.
- They should have regional pay. They should have to prove their competency to get paid more
- If an MP is a millionaire and has an outside income, then the MP should receive a small salary.
- for every £1 they earn over the pay they get from being mp it should be deducted from mp wages
- Pay should be based on performance. This would cut wages bill and make enormous saving.
- New MPs should be paid less than the going rate.
- Pay should be based on responsibilities and experience
- Yes - those who receive other paid income should receive less
- It should be based on performance as is most of the working public's pay.

- Specific extra allowances for committee work etc might be appropriate.
- Length of service is discounted in other roles by MP's, so why should it be relevant to MP's
- Performance related pay, ie attendance at parliament,, what they have actually done
- Size of constituency
- Pay should be performance based, ie. time spent in Parliament, public surgeries, etc.
- Except cabinet, chancellor and PM as per my previous answer
- However I do think there should be a two year pay freeze in line with the rest of the civil service
- They should be paid based on how many votes they receive
- They should be paid on the same basis as those they represent. Market value in the area they work.
- this IPSA survey is written in such a way it does not allow more robust answers.
- It should be based on the civil service pay. They should be willing to lead by example.
- Flat salary and stop the expenses abuse which has become an obscene joke which is turning the masses
- Yes: pay should be based on experience, ability, effort and performance.
- The government are set in applying regional pay on public servants if that is the case MP pay should
- The ones who do work outside of being an MP should have pay reduced by the no. days not being an MP
- Just because someone is long in service it doesn't mean they work harder than someone newer.
- Outside activities should be taken into account, they cannot be devoting all their time to MP duties
- THEY SHOULD BE PAID ACCORDING TO THE TIME ACTUALLY SPENT IN PARLIAMENT AND CONSTITUANCY AND NO MORE
- Their pay should be a mix of experience and how competent they are.
- There should be a competency based incremental scale also external earnings should be factored
- The harder they work, the more they get
- Based on average earnings achieved in the constituency they represent.
- regionalised pay
- Previous pay should have no bearing. If its about money they are doing it for the wrong reasons.
- In some occupations, extra pay on the basis of time served was found to be discriminatory
- Those in senior roles should have a higher rate, defence, home office, health, education etc.
- long service pay was regarded as unfair by my employer to those you had joined.
- Should be performance related based on sittings, questions asked and answers and MPs surgeries held.
- Maximum of £65.738 including all other income
- Performance related pay.
- Long service increments have been stopped in other professions.



**Question 5: Should MPs' pay be revised each year between pay reviews?**

	Counts and Base % of Respondents
	Total number of respondents: 636
Yes	230 36.2%
No	379 59.6%
Don't know	27 4.2%

**Question 6: Should IPSA reflect the public sector reforms in the MPs' Pension Scheme or should another model be adopted?**

	Counts and Base % of Respondents
	Total number of respondents: 635
Move to a career average basis	429 67.6%
Move to a private sector style defined contribution basis	151 23.8%
Move to a hybrid cash balance basis	13 2.5%
Don't know	42 6.6%

**Question 7: Should IPSA treat MPs as other public sector workers and increase pay by 1% in 2013/14 and 2014/15?**

	Counts and Base % of Respondents
	Total number of respondents: 634
Yes	445 70.2%
No	180 28.4%
Don't know	9 1.4%

**Question 8: How much do you agree or disagree with the proposition that MPs should only receive resettlement payments if they lose their seat at an election and not if they stand down voluntarily?**

	Counts and Base % of Respondents
	Total number of respondents: 635
Strongly Agree	399 62.8%
Agree	92 14.5%
Disagree	31 4.9%
Strongly Disagree	92 14.5%
Don't know	21 3.3%

**Question 9: Do you have any other comments on MPs' pay and pensions?**

Free text responses:

- In response to the above question , how on earth can you justify MPs receiving any kind of redundancy payment.They already earn three time average pay and this is without taking into consideration thousands of pounds of expenses they claim.If they lose their seat or step down their should be no golden handshake.I would also like to know how much they contribute in pension contributions towards their gold plated scheme.This figure should be set at 14%-15%.
- MPs loose their seats because they are not considered to have done a good enough job whilst in power they should not be rewarded for failing to do the job properly. Outside earning should be taken in to account and their salary paid pro rata - for every hour they work outside parliamentary business their MPs salary should be deducted the hourly pay. In addition ALL additional income should be paid PAYE so there can be no tax dodging.
- MPs' can not be said to do more than a middle managers job, therefore salaries should reflect this. There is no justification for MPs' to be paid above this grade, even more so in view of the fact it is not a full time job; and MPs rarely represent their constituents when party policy takes precedence; MPs and indeed ministers do not bother to read the bills they vote on in Parliament; Debates in Parliament are held on party lines and give the wrong messages to the electorate; The Electorate do not understand or see the work of select committees, within which many committee members are ill informed; Accountability is a word which no longer applies to those elected to power. So why pay for more than is delivered which is minimal, with a few exceptions who take their job seriously. As far as pension is concerned MPs' pension should be based on the same as managers in the private sector with similar contributions from the individual and the tax payer. To base pensions on the civil service rates is unrealistic, since civil service pensions are unsustainable now, not to mention in the longer term. .
- I think that unlike other sectors,M.P.s are the only persons that go in unqualified take on a job i.e secretary of health for which they have had no formal training,yet their pay does not reflect this,unlike junior doctors,nurses,soliders etc,when the cabinet has a re-shuffle they are again in a job they have no training for,i think that if they want to be an m.p. they should do some training in the sector they want to have a lets say seat in parliament in,let the pay scheme show that,they should not have other jobs but be solely responsible for their constituency,attend council meetings,meet with them to discuss problem areas,meet with the police and pool together for the area they are supposed to care about,we see them in parliament,mostly just laughing at what is going on or worse still sleeping,i for one what a government that has studied for the job they want to do,otherwise it is like saying to a mechanic it is ok to go straight into brain surgery and you can get paid for it,would not happen there so why do we let members of parliament take votes for us with no training,their pay should match this.Even the prime ministers. Lets face it the civil servants do all the work,the m.p.s are just the puppets rereading the scripts they have been given,they do not care for the general public,all they want is what they can get for their 4 yrs before a next election,which is why they take such high paid second jobs,that should be stopped as it carries the focus away from what should be their normal day's work,if they have enough time for a second job,then they are not concentrating on the welfare of the public in their areas needs...
- Simply - I think that it should be a condition of election that MPs should not be allowed any other employment during the period of their service.
- MP's are paid far too much in comparison to other public sector workers. Their pay and benefits far outstrip those of other public sector workers and should be brought in line. I suggest a flat

salary of no more than £37,000 pa and the removal of all benefits, subsidies and expenses. A Career average pension scheme should be brought in as soon as possible.

- MP's and cabinet minister pay should be transparent and aligned to general public servant pay including the police, nurses. MPs are not comparable to Local Government CEO's or head teachers they are more on a par with Deputy head teachers and Senior Staff Nurses.
- It is too cushy a number for just being lobby fodder - it's not as if most MPs even have the support of the majority of their electorate. All most MPs have to do is cosy up to their selection committees - and vote as the whips tell them - it is not exactly taxing and in terms of job comparability is probably level with being cabin crew in an aircraft (but without the safety responsibilities).
- I would not increase MPs pay by 1% in the next two years as I favour a link to average earnings. I would expect too see an annual revision based on changes to average pay. I am disappointed that this survey has not covered expenses and office costs - the totality of remuneration needs to be considered to avoid any fudging and spin.
- It is essential that salaries and constituent running costs be firewalled from one another to avoid conflict. Ensure that an MP cannot benefit at all to avoid any scandal. Second home costs etc need to be limited to interest on mortgages. Any improvements need to be at the MP costs not paid for by the system.
- MPs' pay could be based on or linked to the system for Senior Civil Servants or other staff in senior public sector roles. There could be some pay progression each year of a parliament, but this could be agreed in advance for the 5-year period (c.f. 3-year deals elsewhere in the public sector). It would be interesting to consider whether there could be an element of performance-related pay - this would obviously not be straightforward but, for example, the level of participation (in debates etc) could perhaps be one factor which could be taken into account.
- They should have a reasonable pay, but the pension should reflect the amount of time they have been an MP, and not be excessive.
- It is absolutely shameful that MPs are being offered a pay rise to contribute more to their pension and to take their pension later, when everyone else is being offered that but with a pay CUT or FREEZE. The role of an MP is full time, any member who undertakes second/third/fourth jobs should have their wage reduced by e.g. 20%/30%/40% for each subsequent wage. If an MP does undertake other work, then their MP wage should be part-time pro-rata. I am fed up of MP scandals, pensions, wages, expences and it is absolutely wrong to say "we must pay x amount to attract a certain type of candidate", when the same is not true in the rest of the public sector. I am currently unemployed. The law says I can survive on £70 a week Job Seekers Allowance. I get no other benefits. If the law says that is a good enough amount of money for me, then why not MPs too.
- Should increase the number of years service to obtain full pension ( it is 40 years in NHS why not the same for MP's?). Significant restrictions should be placed on outside earned income whilst serving because it is supposed to be a full time job requiring long hours.Perhaps note should be made of attendance because a significant minority of MP's take the salary but have poor attendance ( consider a performance related element).
- MPs have enjoyed gold plated pensions, over generous redundancy payments and other perks, that the rest of the country can only dream of. It is about time that they were introduced to the real world and felt the same financial pain as the rest of us. I do not know of any other section,

within the public sector, that enjoys such benefits, if I was sacked because I failed in my work, I would not be given a year's wage I would be issued with my cards and shown the door. This continuance of MPs' cosseted perks is why they are so out of touch with the people. Their luxurious pension scheme and generous redundancy payments which in reality is sack pay, should be addressed and brought into the same financial world as the rest of us!

- Pay and pensions, together with expenses, should be linked to the civil service. Just because they are appointed by popularity (or popularity of their party) rather than on merit, they should not be treated different to other government employees. This would also make them think twice before treating civil service pay as purely a budget line to be reduced as needed.
- HMRC legislation that states words to the effect "MP's are exempt from such legislation", such as IR35, should be lifted. An MP's salary should be paid on equal tax terms to those covered by every other employee in the country. The pay should be banded as the NHS model i.e. starting salary £25k. Further more, it should also be paid pro-rata, in the instance that an MP spends time working on another job, that days pay should be deducted from their salary.
- MPs pay, pensions and conditions should be sustainable and affordable for taxpayers. These variables should be subject to exactly the same rules as for other public sector workers and it should be the norm that a pay freeze on the public sector means for MPs too; an increase in pension contributions, a requirement to work longer and a reduced annuity should apply equally to MPs as it does to other public sector workers. I do not believe that MPs pay, conditions or pension arrangements should be linked to those in the private sector. This would be likely to be more costly for taxpayers in the long term and, in any case, since MPs are public servants, they should receive remuneration appropriate to that role. In short, they should be asked to share the pain.
- ALL Public Sector defined benefit pension schemes (whether career average or final salary based) need to end NOW. Alternatively, such schemes need to be extended to all those in the private sector (such as myself). The current public/private sector disparity in pension provision is unsustainable and unfair. Until MPs take the lead on this, the whingeing Union leaders have an easy response to calls for reform of unaffordable public sector schemes. Pay MPs MORE, but give them defined contribution pensions to set an example to all.
- I think that consideration should be given to reducing MPs pay from the public purse if they have income from elsewhere. The job of an MP is a full-time position and therefore they should be discourage from devoting time to other employment.
- They should recieve a pension pro rata of the number of years served for e.g. 1 five year term in office equates to 5/40 of a potential 40 yesr service. This is how armed forces pension is related. their pension and their pay should be the same as other public sector workers e.g. nhs pay awards. They should not be allowed to claim for any second home expenses but should live in barracks like armed forces
- An MP is a demanding role & should be very highly paid & therefore completely transparent. I feel the fact that MP's are not paid enough has contributed to the issues such as the expenses scandal. This is probably a minority view but I stringly beleive MP's should be paid much more on a strictly PAYE basis.
- MPs should be redesignated as employees for both income tax and NI purposes.Civil service expenses scheme should apply to MPs.Treasury should only match contribution of MPs into pension and not be solely liable for any shortfall.The responsibilities of MPs has declined due to the joining of the EU and the creation of the separate Scottish Parliament and Welsh

assembly. All service should be based on five year contracts. MPs should be accountable for decisions made. MPs pension age should be the same as for the state pension. MPs change to pension entitlement should not activate a pay rise as this was not offered to other public sector employees. Length of service should not apply to any payments received by MPs.

- MP's should be reminded that they chose to take the job and if they are unhappy they can always get another job more to their liking
- Yes they should be cut, like they have done with the rest of us. Why should they live the high life out of our tax paying money. It's time they lived in the real world!
- We are constantly being told to "tighten our belts", we are "all in together" ....therefore MP's should practice what they preach. I have been a Civil Servant for 32 years, I strongly disagree with pay freezes and increased pension contributions when they are piggy-backed on 'work longer, get less out. As Mervyn King said - the people who are bearing the brunt of these austerity measures absolutely did not cause it. MP's should be setting an example, especially after the expenses scandal. 'IF' we are all in together then let them pay more into a career average pension, work longer and get less out. I appreciate this opportunity to express my views because my local MP Charlie Elphicke just doesn't seem to understand the depth of feeling amongst "us" ..... "The Squeezed Middle" !!!!!!!!!!!!!
- MPs will never understand the pain that private pension holders have gone through as a result of (a) the tax raid on pension funds started by Gordon Brown in 1997 and continuing today, (b) the market risk of investing in a private fund, with associated costs and (c) most importantly the huge destruction in annuity rates wrought by Government and Bank of England policy to adopt ultra-low interest rates and QE. It is undemocratic for our elected rulers to adopt policies that they themselves are fully insulated from. It creates a feudal kind of system whereby those who rule can do what they like in the knowledge that they are unaffected by their own policies. I strongly urge that their pay be linked to twice average earnings and that they save for their own pensions. Anything else and they will continue to enjoy valuable remuneration and pensions that are denied the vast majority of their constituents.
- If an MP has another paying job and clearly not devoting 100% of his time to his constituents, then pay should be reduced accordingly
- MP's should be more accountable to as the time they spend on doing the job. They should have working hours defined so that we can see how they spend their working time. This information including attendance times at Parliament, in the constituency and on other related work should be published for each MP.
- Link MPs' pay and pensions to those people working at a corresponding level in the Civil Service. Thereafter MPs' pay and pensions would be subject to whatever terms and conditions applied to other public servants.
- MPs pay and pensions should be sufficiently attractive to encourage talent to want to become an MP. The erosion of MPs pay and conditions leads to the unhealthy situation whereby only the well off will consider standing for election. The HoC is currently overstaffed with inherited wealth and this situation should be rapidly reversed by encouraging applicants from all walks of life. In particular I'd like to see sufficient financial encouragement to entice the talented 'entrepreneur' type. MPs remuneration should also be sufficient to compensate for a successful business person's break from their career to 'try a stint' as an MP for 5 years without wrecking their personal finances.

- I think MPs should get the right rate for the job. Some work harder than others but it is difficult to differentiate. Taking on extra duties (select committee etc) should attract more pay. To avoid another expenses scandal it is important that the rate of pay is not too low and thus I would be cautious about any scheme that restricted the opportunity for the less well off to fulfill their duties.
- 1. Although I agree that there should be an annual review of pay to take account of inflation and wider workforce pay settlement, until a review of the level of MPs' pay is completed, one cannot determine whether the average 1% public sector award should be implemented in case salary is deemed more than adequate or even generous. 2. No consideration of salary can be discrete from the perception of generous allowances. If salary increases beyond 1%, I suggest that the public would expect allowances to be re-examined and possibly cut as a 're-balancing' of the total package of salary, allowances and pension. 3. There can be no justification for a more generous pension scheme formula than that which other public sector workers receive, following 'reform'. 4. If salary increases significantly, the public will certainly expect that MPs remunerated from other sources will be limited in how much time they may devote to 'moonlighting' - as is the case for the vast majority of workers doing an ostensibly full-time job.
- MP's pay and pensions should have been the first to be reviewed and changed prior to all other public sector schemes. This would have shown other public sector workers that everyone was sharing the burden from the outset. Instead MP's have tried to hang on with dear life to their pay, pensions and expenses whilst eroding those benefits of others. For too long MP's salaries have averaged around 3 times the national average. These salaries are too high to begin with. MP's are supposed to work for the people so they should be paid like the people they represent. My proposals: - Lower salaries to reflect the 'normal' worker - Less expenses (although I do agree that MP's living outside London should be entitled to some reimbursements for the cost of travelling to Parliament) - More pension contributions by MP's - all public sector workers are paying increased contributions, in respect of the police theirs are going up to 13.7% - MP's should be on similar lines. - No remuneration for voluntarily giving up their seat - No remuneration for losing their seat at a general election (this would encourage them to work harder to obtain the vote of their constituency and would be the price they paid for losing the backing of the electorate they are representing)
- MPs should have reductions in their pay based on time spent in other paid employment. An MP's occupation should be regarded as a full time occupation. A teacher, for example, is not allowed to take time off at their own discretion to pursue other occupations.
- I'm disgusted that MPs can have second jobs and directorships as well as an MP's salary. They enter politics for the public good and this should be their sole focus and only income.
- Hgfhf
- The subsidising of MP's food and drink in Parliament should stop. MP's 2nd home expense allowance should NOT include groceries - surely they would have to eat wherever they were. The double standards displayed by MP's around issues such as pensions and expenses when compared with the rest of the public sector is a disgrace.
- All in it together is what they say. This should have been the first pension and pay review overhaul.

- A MPS JOB IS A FULL TIME JOB.IF THEY HAVE ANY INCOME FROM OTHER JOBS THEY PAY TAX AT 85p IN THE POUND IF THEY GET PAID IN GIFTS THESE ARE TAXED AT 90p IN THE POUND.IF THEY TRY TO GET THESE PAYMENTS VIA A 3 PARTY THEY PAY 1.20 IN THE POUND.THIS MIGHT
- MPs do not live in the real world as they are paid far more than the average voter and even then, still claim extra on "expenses". They don't deserve a pay rise (most have lucrative sidelines outside Parliament) and should have expenses curtailed.
- They should not be permitted to undertake any paid consultancy or other work whilst MPs - it's supposed to be a full-time job & remunerated as such. They should also have to "reform" their own pay and conditions first before imposing similar on others to show that we're all in it together. Like every other public servant, they should only receive a standard level of "redundancy" if they lose an election. They should never be entitled to claim for food (they'd have to buy it whether an MP or not) and the maximum housing subsidy should be set at the maximum housing benefit level. Like other public servants, they should only be able to claim standard class travel. Any furnishings for their 2nd homes should be met from their own pockets (just as would be the case for me). STOP THEM BEING PARASITES.
- MP's pensions should be the same as they are implementing in the rest of the public sector.
- MP's are paid to represent the people, that should be their sole role nothing else. If they do not want this then resign or have a mechanism to put their holdings into a blind trust etc. BUT MP's should only represent the people. They cannot serve 2 masters. Also, question 8 lump sum payments are being phased out of lots of companies, why should MP's get anything more? They are being paid for what they do. Q8 was not a very clear question as it seemed to ask a question to get an answer but not how I wanted to answer. Where was the "Give them nothing for losing or resigning" answer?
- MP's pay also needs to have their expenses reconsidered as they are over the top
- MPs have been feather-bedded in terms of salaries, provisions for their families, golden goodbyes and pensions, whilst the pathetic system that allowed them to claim expenses for items that no other workers could dream of - to the extent that describing it as "snouts in a trough" was not unfair. It seems ridiculous to me that IPSA are even airing the possibility the salaries of MPs (who need no qualifications to be elected, let alone needing to demonstrate any experience of any sort) with highly qualified "other workers" who have had to succeed in demanding work.
- it is very difficult for members of the public to trust MPs, and it is difficult to give the impression that they are not setting their own salaries. As long as they genuinely have the interests of the country as a whole in mind
- At the moment MPs' are pretty much insulated from the financial effects of the decisions they make. They should be full time MP's and not having second jobs, strange, they are normally complaining that they work too many hours. Most people's pensions were destroyed, why should MPs' pensions be guaranteed no matter what. I don't get a lump sum if I resign, why on earth should they? I also don't get subsidised bars and restaurants.
- MPs' pay needs to be reduced so that those who stand for Parliament see it as an honour and privilege to serve. It should be a vocation and not a job. Setting a rate of pay equivalent to a Police Sergeant would be appropriate. Given that MPs are all currently paid the same, it does not matter whether they get a final salary pension or a career average pension as they will be virtually identical once you allow for inflation.



- Overpaid, corrupt and contribute little too society
- MPs lump sum on losing their seat should depend on time being elected. If an MP has been sitting for 20 years they have been out of the 'job market' for longer and so deserve a larger lump sum than an MP that has only been sitting for 5 years.
- They don't deserve pay
- My MP has been caught taking bribes and suspended from the House. He uses Parliament to further the ends of a 3rd party and takes payment for doing so. He is disinterested in his constituents. He has converted his Allowances into a £6,000,000 London property empire. He takes more in petty cash expenses than I live on. I rather think whatever We pay him it is more than the value his constituents receive from Him. Personally I wouldn't give him a pension or a golden parachute, I would banish him from the realm, forfeiting all assets derived from his time milking his position as a member of Parliament.
- I am a firefighter who feel like my pension has been mis-sold. I think MP's pensions should move to a 60th scheme not 40th
- To receive a full pension a MP should have to work the same number of years as expected of any other public servant
- MP's pay and pensions are an absolute disgrace. How these people believe they are worth the sums they are earning is unbelievable. They are SUPPOSEDLY public servants, but the only people MP's serve is themselves. Treat the MP's pay and pensions in the same way that the Police, Fire Service, Teachers and NHS staff have been treated. A "ground floor up" review of MP's pay and pensions is what this country needs.
- Why is this such a difficult issue to address? These are publicly funded posts so make the remuneration in line with other public sector remuneration packages. Evaluate the job (via a robust and recognised HR system) and the outcome is what their contribution is worth. Assess this every 5 years and inbetween review their pay as all other public workers are reviewed. Why should MPs be any different?
- MPs are our representatives and should work fulltime for us. They should not be employed elsewhere or this will lead to a conflict of interest. It would also allow Parliament to run more social hours.
- Though the job is unique it is geared to representing the people. It is for that reason i agree with average earnings. You could argue if they were doing a decent job average earnings would rise. So increasing their own pay. It could be interpreted as performance related. As public sector workers they should be no different to them in regards pensions. I agree with redundancy payments but they set the law for these payments so they should apply to themselves. I am in favour of the extra responsibilities being rewarded with extra income
- I think they should be treated just the same as other public sector workers. They are very well paid for the hours per annum they actually work! Some of them even have two or more jobs. Lucky them! They are not a "special case", despite them thinking they are. I also think they should pay for their food etc..and not get it back as part of expenses, no other pulic worker does! It's about time they entered the real world not the "Westminster Bubble". The recent expenses scandal shown them up for what they are, liars, hypocrites and thieves.
- Most 'expenses' costs should be built into an MPs salary, reducing the amount of claimable expenses. Currently additional claiables significantly inflate an MPs salary and are far beyond

what other Non-MP employees are entitled to claim for. People are aware of the the job of an MP entails when they stand for the position.

- MPs should not do the job because of attractive salaries, but in order to serve the people. Therefore they should not receive more pay, expenses, pensions etc than other public servants e g teachers, nurses.
- MPs should have similar terms as their staff: sick pay for set periods only. MPs should provide sick notes or other proof for absences. Parliament should publish this, although for sickness publishit "sick note received". MPs should sign contract to give certain gurantees of levels of service, including number of days and events in constituency, number of days spent abroad on foreign trips, votes attended, all of which should be publisehd.. There should not mandatory training as some MPs do not know the basics about the benefits syetem etc. Councillors are expected to attend training sessions.
- MP's are well paid when you include all the "extras". A much offered mantra by employers ( in this case us, the public ) when employees are requesting pay rises is " you are paid well and have a job that many many people would do for less". This applies for MP's. I'll do it for the £28k I get now and more than likely do a better job. Your survey is slanted anyway. "public sector employees are ELIGIBLE for a 1% rise" for instance. How many are actually going to receive it? Also MP's have NOT had to endure a 3 year pay freeze. I'm of the opinion IPSA is just another bluff to con the public into believing they have a say.
- There are significant issues where MPs have other incomes, and particularly other jobs. Given that one of the arguments for the House of Lords is that it enables its members to maintain other work, perhaps the House of Commons should expect its members to be full-time MPs for their pay. Additional income should perhaps be forfeited, or at least made highly visible to the public.
- Yes, MP's should not receive any payment at all for leaving their job. If they fail to do a good job and are not elected then why should they be rewarded. It's rewarding failure and incompetence. Of which there is much evidence.
- Pay should be based on Responsibility Level on the relevant national pay scales (calculable from data from IDS large surveys of over 600 pay scales). For Westminster MPs, in mid-2012, that means a salary of £81.8k. The review every five years should identify where MPs' pay should be on this scale; during the Parliament the pay should be adjusted annually up or down by changes in RPI (or CPI), Plus an adjustment to move to that reference point over 3 years. That way decoupled from specific link with individual other jobs influenced by Government pay policies and historical accident and their changing Responsibility Levels.
- FAR TO MANY MPS DO OTHER WORK AWAY FROM WESTMINSTER THIS MEANS THEY ARE ONLY PART TIME MPS AND THEIR PAY SHOULD BE SET FOR PART TIME WORKING
- If an MP loses their seat they should recieve no payment whatsoever.
- Question number 8 is completely flawed. Mp's should not get ANY lump sum when they step down or lose their seat, beyond three months redundancy pay to allow them to look for another job. They should be appropriately qualified to do something else, otherwise what the hell were they doing in Parliament making laws that affect the rest of the country.
- MPs pay and pensions should be effected the same as ordinary people with no special provisions.increases should not be automatic or inflation proof.Pay should be at no more than 2.5 times average earnings to ensure that there decisions are also made to enrich all, average

earnings fall so does MPs pay earnings rise so does MPs. No special categories like office holder that gives advantage for expenses and employee status for pension. No special terms with the HMRC or NI. As the availability of work for MPs has changed due to the increase of lobby groups quangos and many more opportunities due to the EU redundancy payments should be at a minimum.

- MP's shouldn't be given any redundancy payment. They're voted in, they're voted out. If they're voted out, why should the tax payer pay for them? It's the risk of a well paid job. The government repeatedly tell us "we're in this together" but MP's don't seem to be part of this Royal "We"
- Resettlement payment should be set at the statutory redundancy level
- They should not be allowed to hold other jobs - being an MP should be a full-time job in itself. Pay should be set at twice national average and rise annually. Pension should be no more generous than any other public sector scheme. Redundancy should be set at statutory level.
- The pay and pensions should reflect the way other public sector workers have had their terms and conditions changed - after all, we are 'all in this together'.
- One of your selection buttons on the multipliers question doesn't work. The last one.
- I have heard that MP's plan to try and get a pay increase to offset any increase in pension payments as they would be worse off if they didn't. This is a despicable idea as the same is not given to any other public sector worker who work just as hard, are paid less anyway and have to get on with less take home pay. MP's are public sector and should be treated exactly the same.
- In this economic troublesome time when Public sector workers especially the Police, Teachers, Nurses, Fireman etc.. are getting hammered there is no way that MP's deserve a pay rise. This country we are being told is still in a recession so why should they earn more and take more money from the tax payer!
- The pay and conditions should reflect those of other public servants after all they are no different. If MP's are to be viewed as fair then they should be subject to the same conditions they impose on other public services.
- I truly believe even the MP's are capable of judging the mood of a nation. I do not think Scottish and Welsh MP's should be funded by English taxpayers. I also feel that with the increasing role of the European Parliament the influence of domestic politicians is dwindling. Their pay should reflect this.
- The lower pay I support should be backed up with strictly-controlled allowances for London accommodation and travel expenses so that far-flung MPs don't suffer.
- Exception to (8) should be if family or health problems cause MP to stand down. MPs should receive higher pay if they've spent longer in the "real world" (i.e.) being an MP before entering politics. So if spent 5 years employed in a job other than being an MP, they get paid a lot less than MP's who have spent 10 or more years outside in another job. This should discourage career politicians. MPs pay should only go up if average pay goes up, and down if average pay goes down. But it should not be a multiple of average earnings. It should not be linked to public sector pay, as it also needs to represent private sector workers. MPs pensions should be the same scheme as the majority of the people in the country. MPs should not expect to live in grandeur in retirement when the rest of us won't.
- please remember that individual MPs do not have a great deal of responsibility like senior managers in Industry, who are responsible for cash generation or large numbers of people. In addition they have the resource of the Civil service to fall back on. I consider that their general

remuneration is already adequate and should not receive greater increases than other in the public service ie the current inflation basis. Current salaries with the added adjustments are more than most people can aspire to!

- MPs and other people working in politics should be treated as civil servants and so a drain on the public purse to be cut as a cost saving measure. possibly there is a need for fewer MPS to further reduce the wage bill.
- MPs should not be able to automatically employ family members at taxpayer's expense. Members of the public should be given equal opportunity to do the job.
- MP's are by definition public workers and should be treated as such. Pension changes/reductions suffered by public workers should also apply to all MP's.
- MPs are happy to tell us that we're "all in it together". As a police officer, it has been decided that I can and should pay a 15% contribution for my pension which will soon change to the career average scheme. It makes me very angry that MPs protect themselves whilst inflicting financial burdens on other public sector workers. They need to remember who they are working for.
- MPs should not receive a payment when they lose a seat. They have a five year term to serve just like if I sign a contract for five years. It would be extended (MP Re-elected) or it would end without a lump sum for me!
- I do not work for the public sector but see many "normal" public sector workers getting pay cuts or pay frozen for a long time (pay cut in fact) why should MPs get better T and Cs than other workers, they are not special just because they are MPs.
- They are paid too much. They already claim numerous expenses and still have a fabulous pension. They need to understand the fact that the majority of the public feel they have too many benefits already. They need to 'fall in line' with everybody else and remember the phrase 'we are all in this together'!
- It is thoroughly disgraceful when the country is being forced through painful "austerity" cuts to public services and yet suggests a 50% increase in salary for MPs burdening the state with a further £22million wage bill. £65k is MORE than enough for an MP salary.
- MPs should receive THE SAME pay increase as the smallest rise in public sector pay so if the freeze pay in Local government but increase it in other areas then MPs pay should be frozen. At no time should they ever award themselves more than other public sector workers get.
- No regard should be taken of "outside earnings". It would be better if we had more "citizen legislators" rather than a well-paid class of professional politicians who are often out-of-touch with most citizen's lives. MPs should expect to earn in addition to their role (to discourage ex-researchers and other professional politicians) as this gives them continuing experience of business and the economy. Hence my preference for salaries limited to twice average earnings for what should not be a full-time job anyway. The more time MPs spend in Parliament, the more unnecessary laws and red-tape they generate to justify their existence.
- I think it is very important that MPs are not seen to benefit unfairly relative to other sectors of the workforce. Having imposed tight limits on other public sector workers' pay and pensions, (for example pay freezes, moves to career average scheme and indexing to CPI) I think it is absolutely vital that the SAME constraints are applied to MPs.
- They should run their offices out of their own pay, as I have to do with my small business. No lump sum payments for messing up and losing your seat. No additional expense account, pay for

everything out of your own pocket as I do to promote my business. End the gravy train where ALL MPs think they have a divine right to charge for anything out of the Public purse.

- MPs should be treated and paid as senior professionals (e.g. paid £80k plus). However, in return, their job and its requirements (e.g. analytical and decision-making skills) need to be clearly defined and publicised. There needs to be a robust, objective procedure by which would-be candidates are screened for their skills, qualifications and experience before they get to stand for Parliament.
- MP's should not be allowed to accept other paid employment while serving as an MP in order that he/she is not subject to outside partisan interests and if appointed a Minister should not be allowed to accept any paid or voluntary employment within that, or a related, sphere of interest or influence for at least 5 years after ceasing to be an MP. MP's are elected by individual electors and should not be allowed payments or hospitality from lobbyists or commercial interests.
- Your questions are based on a pre-assumed answers and very leading. Comparability - i would suggest their pay be benchmarked (but not set by) against other democratic representatives in economies/ countries similar to the UK. Level of pay - multiples of average earnings is the most daily mail chasing nonsense I have seen in some time. Completely irrelevant. In my opinion the level of pay for MP should be roughly doubled, and all outside interests & complex expenses banned. Prime Ministers pay similarly raised significantly. (And this would put a stop to the ridiculous comparisons between Prime Ministers pay and that of other senior individuals (e.g. BBC DG, senior finance roles, NHS manager etc) who can choose private or public sector employment....)
- I believe it is extraordinarily arrogant to be even considering pay increases for MP's. For which most of whom an MP's salary is a second income, or, are already multi millionaires. If they truly believe they represent the people they should be subject to the same attacks on Pay and Pensions that I as a Civil Servant have had to endure for the last 3 years, and many years to come.
- The crucial factor is to establish a fair rate for the job and to maintain that link. To my personal knowledge (and I have had direct dealings with a number of MPs), the work load and level of responsibility of a rank and file MP, with no extra responsibility such as membership of a standing committee are no higher than that of a middle-grade Civil Servant.
- There are far too many MPs. A far fewer number should be paid more. There should be no expenses - except travel expenses. The idea that an MP is involved in things like buying a desk or a computer or hiring staff is ridiculous. No MP should be allowed to own a second home or office paid for by the taxpayer. Their office should be in a building on the high street etc already owned by the public such as the DMP office. Their 'home' should be in their constituency not London and they should not own a London property- why should the taxpayer be funding a capital asset for MPs that they can sell for huge profit later on. They should have a defined contribution salary because the potential for MPs to earn extra money is far greater than a regular public 'servant'. They should be required to publish tax returns.
- If MPs want to be treated as self employed then it should be a simple contract payment (e.g. £100k pa full-time), with no allowances for expenses, pensions, resettlement etc and they pay their own tax - i.e. in line with standard self-employment practice. However, if MPs are treated as employees, then they are subject to the rules of their employer. Their pay should be a simple amount based on a full-time role (reduced if they have other employment), They should not be able to claim expenses other than for (travel, subsistence etc (i.e in line with expense claims in

local government). Pay should be linked to CPI or average public sector pay, and pensions should also be in line with public sector pensions, or simply roll out a defined contribution scheme (with employer contributions being comparable to public sector pension contributions). The Public have no issue paying an MP a fair salary for the work they do, but the continuing issues of inappropriate expense claims, inflated pensions etc, creates greater mistrust and resentment. Ultimately a person chooses to become an MP, as a 'calling' to make a positive difference for their community and not for the money! If they don't like it then they have a choice to go into a different career.

- I'd prefer MPs to be paid £100,000 a year + but no expenses
- MP's should not receive any resettlement payment if they lose their seat due to not being elected. If they are incapable of doing the job then they receive nothing, like the rest of the working world.
- As a tax payer and a pensioner, I am dismayed by the fact that many of our MP's are self-serving thieves. Those found guilty of fraud, should be sacked, lose their pension and any other financial 'golden-handshake', and be thrown in Jail. It beggars belief that this once proud nation, has been brought to its knees by those who only seek to serve themselves - not their country. SHAME ON THEM!
- IPSA really does need to get a grip on MP's expenses. Yet again they have shown how corrupt they are. Any other public servant would lose their job if they tried to get away with these "bogus rent claims". My respect for MP's is non-existent! They MUST be treated like other public servants. Pay more for longer to receive less. They are not a special case! They are well paid for the amount of time spent doing their job, unlike a lot of other public servants.
- There is obviously a balance to be struck to attract suitably qualified candidates and secure value for the taxpayer. I am concerned with the number of MPs who have external employment in addition to their role as MP, some of which adds materially to their income - this would not be allowable to an employee in the private sector and prompts several questions including: (i) can the role as MP be performed effectively on a part time basis/is the MP role a full time commitment and (ii) if individuals are not devoting themselves "full time" to their MP duties, is it correct they receive a full time salary. I think MPs should earn a multiple of average earnings, and think the current level is about right. What I do not find transparent is the multitude of allowances that are available to MPs which augment their incomes - which is why I don't think a direct linking of salary to other senior public sector professions would be equitable. To improve transparency, I would prefer a higher salary with removal of benefits and allowances - more in line with private sector. Similarly, in general terms I believe the final salary public sector pensions should be removed. Public sector salaries in general have increased markedly over the past 10-15 years and in many cases are now higher than similar private sector jobs - maintaining final salary pensions now on top of re-based salaries is unfair on the private sector employees who contribute to it through their taxes.
- MP's are public servants, and should serve their public, and carry out their public's views and bidding. MP's should claim and be paid the minimum hourly rate of pay, as they have set for the public. How dare the MP's rent out their taxpayer paid for and funded properties, and claim for another rental property, whilst renting out their taxpayer funded properties. No wonder there is a serious housing shortage for homeless people and families, when MP's have 4 properties/homes for them to live in. Ordinary people are paid a pittance, and have to fund their own cost of living expenses. How wonderful for the rest of the 70 million plus people of the UK, if

they were paid £67,000.00+ per year, and never need to spend any of it, no travel costs, no food bills, no energy bills. Everything paid for as are our wonderful MP masters/hypocrits? Where is the fair play and all rules and regulations and laws for everyone, applied equally and fairly to everyone. MPs' details are not being allowed to be accessed by the public. MP's are greedy and only in parliament for themselves and the money. IPSA are wrong to censor the MPs' expenses claims. IPSA should publish MP's expenses claims receipts. Better still, sack IPSA. Let the public monitor the MP's claims, and pay each MP accordingly, as to how much the MP's work has been done for their public. MP's should be paid a fixed standard salary of £20,000.00 per year, not a penny more, full stop. Wouldn't be any of the current serving MP's left in parliament if this were to be the case! Why does the UK have a parliament, when the UK parliament has sanctioned the EU parliament? Give the UK people a referendum on the EU, to exit the EU or not to exit the EU.

- As said before, expenses and allowance should be abolished, outside employment prohibited, MP numbers reduced to 300, then an higher salary could be paid.
- The pay and pensions of all MP's should be treated as other public servants are treated. One settlement should apply to all.
- MPs are not a special case, they should be treated in the same way as any other low grade public sector worker in the NHS for example. MPs in general have very little responsibility and their skill-sets are risible. They are overpaid. Question 8 above does not allow the correct response. Resettle payments should only extend to redundancy costs for their staff who also lose their employment if they leave Parliament as a result of losing their seat. MPs should only receive statutory minimum payments applicable to redundancy.
- Yes. I think that the Government should have lead by example and taken the initiative by reforming their pensions first before making the changes to other public sector workers pensions and pay. Yet again this has left peoples opinions of MP's even lower than it was before all these changes, if that is possible.
- I'd be in favour of a salary that had to cover additional living expenses. There should be a cap on resettlement and pension combined and those with additional careers/poor attendance and voting records should face financial sanctions. Pension reform is vital, cannot expect public sector staff to bear increased costs and reduced benefit whilst they continue to enjoy this. Annual review board should have lay personnel on it.
- MPs pay, conditions, expenses and pensions should be much more closely aligned to those of the private sector. MPs should be required to work hours at least as long as people working in the private sector. MPs should not be able to take up employment elsewhere while they are a serving MP as that would interfere with their role and duties as an MP. MPs expense allowances and expense claims still appear to be ridiculously high and there are some who appear to continue to exploit every conceivable loophole in the system. MPs should only be entitled to a Statutory Payment in the event that they lose their seat in an election. There should be no such thing as a "Resettlement" Payment in the evnt of an MP losing their seat or standing down, the rest of the UK population do not have this gold plating when they leave their job. MPs should know exactly what they are signing up to whn they become an MP and there should be no "special privileges" for them, they are there, after all, to serve the UK public and be financially rewarded accordingly, not given or taking every opportunity to line their own pockets. Payments should also be related to the amount of time that MPs actually spend in the chamber and within the confines of Westminster when they are supposed to be actually there. Judging by the level of attendance at some debates, one wonders just where the bulk of the MPs actually are. The

whole question of MPs pay, pensions, expenses and benefits should actually be decided by a totally independent body drawn from the business world and not from circles which are too close to the Establishment, MPs, civil service and government as a whole.

- MP's are already paid very well for what they do. They get a lot of holidays (when parliament is not sitting) They are paid extra for doing a minister job. They should not get any more money than they already do (apart from annual pay rises in line with public sector pay rises) MP's also claim lots of expenses for travel when normal workers are expected to make their own way to work. Normal workers don't get any subsidised food as MP's do. I have to pay full price at the supermarket to take a pack up to work. Pensions are also too generous and MP's get to choose their contribution levels unlike all other public sector employees including fire fighters, nurses, police etc.
- I think that the suggestion that M.P.'s should be compensated by an increase in salary to compensate them for having to pay an increased contribution for their pensions is absurd. Health service employees earning over £21,000.00 have a pay freeze and are having to pay for a reduced pension with no compensation provided for them. Why should M.P.'s be treated any more favourably than other public sector employees
- Current MP pay is too high and should be reduced as soon as possible to the national average. Expenses should be limited to work related costs and not housing. MP's should not vote on their own pay.
- MPs are not made redundant. It is more comparable to those on fixed terms contracts. The MPs are on a contract with their constituents until the next election, if those constituents decide not to renew that contract, then they should go their separate ways and the constituents owe no further duty or remuneration to the MP. Being MP is supposed to be a duty, not a career. The rise of pay and pensions has led to career politicians who never work a single day in their life or understand the real world, they go from being a Spad to MP (as will all the leaders of the main parties). MPs should receive a living wage so they can live whilst doing this important work not see it just as another career like being a banker. If you reduced MPs pay it would no longer attract those who see it as a career and whose cunning pushes out the truly dedicated. We should strive to return to a time of Churchills, Beavans and Atlees not continue you the rot of casting more MPs in the mold of Blair, Cameron and Clegg.
- Question 8. If an MP has to stand down for health grounds, a resettlement payment similar to MPs losing their seats should be paid. Any MP standing down because of criminal proceedings or other personal misconduct should get no exit payments. Q9. MPs who have never worked in positions where pay has to cover all living expenses & travel (as people on low wages do) may find it difficult to understand how difficult life is for the poorest of their constituents, but I'm not sure how this could be addressed. It's important as MPs set minimum wage levels, local housing allowances and social security benefit rates; can they realistically do this without any experience of living with neither expense accounts nor relatives who can give financial assistance (including free board or practical gifts, which cost the giver money)?
- I clicked "don't know" for Question 8 because there is no option to say "it depends on why they are leaving". I think a lump sum payment could be appropriate if the MP is retiring due to ill health, but not if they are going to a highly paid new post or resigning because they have behaved inappropriately. Apart from that, I really want to say that MPs should NOT be allowed to claim expenses for a 2nd home in London. No other worker is permitted to claim assistance with the



cost if they need a home close to work, why should an MP? Their salary is more than enough to pay for renting a home in London if they need one.

- As they have no job description there is no control. All aspects of the MP's world is peculiar to them alone, Employment ie office holder not self employed expense advantage but also deemed employee pension advantage, Treasury pay twice as much into pension and have responsibility for shortfall. Tax paid on some expenses loopholes reference renting out property owned, travel first class if cheaper than standard availability of expenses to nearly 200000 pounds and much room for manoeuvre due to lack wording. All aspects concerning their employment should be no more than what the majority have to abide by
- It is time that the whole package was looked at, not just salary. A reasonable salary should be paid, otherwise only the rich would be able to be MPs. However, all the other expenses add up to a great deal of public money and this should be dealt with in the same way as other public expenditure. MPs should understand that they are in receipt of state handouts just as much as any other welfare recipient.
- If an MP loses their seat in parliament, they should consider themselves sacked not made redundant, as someone else has taken their job. On this basis, no MP should get a lump sum payment, regardless of the reason they leave parliament.
- They should not receive any expenses - most other workers don't, so why should MP's?
- Sweep out the greed and stop them from doing other jobs outside Parliament which degrades their effectiveness. Close the loopholes that exist in the present system (rent homes to each other). Buy a hotel especially for MP's and stick them all in there, and NOT let them claim for hotels when they have homes in London. Let them buy their own T/V licences and don't let them hire Office staff that costs the taxpayer in excess of £100,000/year in some cases.
- given the variable nature of how individual MPs interpret the job, the present rate is about right. it should not increase other than in line with inflation and only then at the rate that public sector workers are paid. the resettlement grant should be paid on Years of Service with a cut-off point at the age an MP is entitled to draw their pension and should include those who lose their seats through boundary changes.
- I THINK THEY ARE GREEDY AND SHOULD LOOK AFTER THE WELFARE OF THIS COUNTRY STARTING FROM THE TOP THE GREEDY CATS TAKE MONEY OFF THEM NT THE UNEMPLOYED OR POOR FAMILIES. STOP PICKING ON THE POOR COUNCIL HOUSING RENTS SHOULD NOT RISE IN APRIL STOP GIVING MONEY TO FOREIGN COUNTRIES AND GET OUT THE EU. AND GET OUT THE LEGAL IMMIGRANTS WHO ARE MILKING THIS COUNTRY DRY AND KICK THEM ALL OUT. STOP PICKING ON THE ENGLISH BORN AND BRED WHO HAVE HAD FAMILY MEMBERS FIGHT FOR THIS COUNTRY. I SURE DONT FEEL PROUD TO BE ENGLISH DISGRACE I KNOW BUT THATS HOW I FEEL AND WHY DOES THE BLACK COUNTRY AND THE MIDLANDS ALWAYS GET AFFECTED NEVER LONDON. YOU ARE NOT CREATING ENOUGH JOBS
- They are public servants so should be treated like all the other public sector. No pay rises, less pension, work a full week every week. Too many holidays!!
- I do not have an objection to MPs being paid a decent amount of money e.g. 70-90 thousand as this is reflective of the very hard job that being a good MP is. However, if MPs are to receive more money than they do at present they need to realise that the public will not stand for the kind of expenses they claimed till a few years ago-and indeed that some of them are still trying to claim. It is not acceptable to 'top-up' their income with expenses ever. It is also not acceptable

for them to rent from one-another. I do not have a problem with first class rail travel for MPs, as long as it is available to all of them not just cabinet ministers. I do have a problem with George Osborn thinking he can just sit in first class and not have to pay. Parliament as an institution should buy a range of properties, enough for about 2 thirds of MPs given some will already have their own London houses and give allocate these to MPs at the start of each parliament instead of paying for mortgages or rent for individual MPs. Whilst i am happy for MPs to be paid more than they are i like the idea of them being paid the average wage for the rest of the UK. This would certainly incentivise them to get the economy moving!

- MPs work should be more of a vocational nature and not on a 'how much can I make out of this system'. They should be paid a fair wage that reflects what the average pay is. Some MPs it seems can't be trusted to be honest in all their claims for reimbursement. They either keep finding loop-holes in all legislation that is supposed to be the law that protects them from exploiting the very system that should control their claims. It seems a great disgrace, that some cannot be trusted to be honest, when there are people out there, that daily have to wonder where their next penny is going to come from! Some MPs seem to think that the public purse is there for them to draw from as and when they need some money!
- I think it is ludicrous that my MP's salary is half that of my GP. My doctor works 4 days a week, my MP 7, including weekends and evenings, which my GP never does now. And my MP is far, far more accessible and his staff far, far more courteous and helpful than at my health practice.
- MPs pay should be closely tied to average pay and they should be treated exactly the same as other public sector workers in every other way. Doing so is the best way to ensure MPs are paid on results - using the economic prosperity of the average citizen as the yard stick.
- MPs outside earnings should be taken into account when looking at what an average MP earns. The question for me would be if an MP is doing other jobs then how are they able to do a full time job. I feel there needs to be a basic salary if we are not taking into account outside earnings and the MP makes up full salary by doing outside work for which they are paid. This would be a similar model to commission based work. It is not fair that they are getting paid a high salary to do a full time job and then they do other jobs for which they are also paid for - the big question is if this is not taken into account where do they find the time to do the extra work?
- I believe it would be fair to increase MPs' pay in line with civil service rises. However, this should only happen if MPs' salaries remain at the current pay level. Consideration needs to be given to the fact that civil servants have seen no pay increase whatsoever for the last two years. If you were to raise MPs' salaries following this review, and then further increase their salary by 1%, this would be unjustifiable, especially when you consider how many people are struggling in the current economic climate. In addition, if you're intending on making MPs' salaries a multiple of the average wage, a further thought would be to discount wages in the private sector completely and base it solely on the average civil service wage, where the work is more directly comparable to an MP's than any other profession. It is also worth noting that wages in the public sector are significantly lower than the private sector, and one of the reasons for this is that they are paid from the public purse - just like MPs. According to the PCS Union website, " average civil service pay is £22,850 a year, compared to £24,970 in the private sector."
- I love to see some kind of performance related pay. Either linked to manifesto pledges or time spent in Parliment.
- I believe that just looking at pay and pensions and not the whole package including expenses is meaningless. MP's are effectively running a small business - that of being an MP. If someone

runs a self employed business they have to pay for everything, staff, travel etc and expenses can only be offset against earnings. MP's Expenses are effectively a boost to their earnings. I have just read the October review - Summary paper, where it states the overall cost of MP's pension (from payroll is 32.4%, this is somewhat misleading as it misses out the exchequer (tax payers money) to cover the deficit of a further 8.5% (see Standard Note SN 01844 House of Commons Library dated 27.10.11).

- They should NEVER receive larger increases in salary or pension or benefits than the public do. People work for much less with no extras, e.g. expenses, travel costs, etc.
- The role of an MP is an important and responsible job but is one of public service and therefore should be linked to the pay and pension conditions of all public servants. An MP should be required to be a full time MP and not be able to undertake other employment. The Report details the hours "worked" by MPs and if these are to be believed how is there time for the outside employment roles? The salary comparison with LA CEO seems unrealistic as these individuals have a much more responsible and demanding job. The other benefits enjoyed by MPs, the subsidised bars, restaurants, the free overseas trips etc do not seem to be taken into consideration. It is pleasing at last that there is an organisation such as ipsa and it is essential that it is not bullied by MPs as by their past and even present attitudes they will endeavour to feather their own nests and show contempt for true public service.
- When setting the expenses policy, please try to examine others in both the public and private sector. I think what frustrates the public more than anything is seeing MPs get entitlements that are way out of touch with those in other work areas. For example, fully flexible tickets are used very rarely in the (dozens) of private sector firms I have worked for. I can understand why a business meeting in Europe might require such a ticket, but why does your weekly commute to your constituency in the UK?
- In all honesty, MP pay is about right. IT is also unfortunate that the review is taking place at a time of austerity and even though the issue needs to be addressed once and be done with it would be absurd to massively increase their pay when the rest of us have to suffer. If the review took place post war then their pay would be adjusted according to the times, not some idealistic vision of the future. If they keep telling us there is no money how can you justify and increase? On top of that, their pay is about right. Their job is important but one that can be done without any qualifications. Linking pay to, say, GPs who study for some 7 years is unjustifiable. Peace.
- I don't feel that mp's should get a lump sum payment as they will already have a job, and being an mp is voluntary
- We need to encourage MPs to consider the wider good for the country, not just their own pockets. The system where they decided their own pay and pensions was completely out of touch with what happens to other workers in the country and bringing in a link to average earnings will help encourage them, whatever their political persuasion, to look at how to boost the national economy and earnings. In the current economic climate this is more important than ever.
- MPs and doctors are similarly taxing, responsible and well-rewarded professions. MPs have forcibly changed the pension contribution of doctors and should have the honour to make the same contributions themselves.
- None

- Expenses are used routinely by many MPS to augment their pay and only the most rigorous audit & examination regime will prevent them from being exploited. The regime also needs to be robust enough to detect abuses when they occur. Many MPS justify their dishonesty viz expenses on the grounds that they consider themselves to be underpaid. When setting pay levels do not be beguiled into thinking that they won't abuse their expenses if salaries are increased substantially. For many, irrespective of pay levels, abuse of expenses will always be business as usual. IPSA must always be vigilant and alert - don't forget many MPs operate under the cover of darkness.
- I think that, at every election, there should be a box to tick on the voting paper to pay a bonus (of a few pounds per voter, pro-rated if there is a by-election) to the outgoing MP (whether or not he/she is re-elected). This would give MPs an added incentive to represent their constituents' interests. It would also provide a gauge of how far an MP (and, in aggregate, a party) has genuine support rather than merely being seen as 'better than the other lot'.
- Q5 seems to suggest that pay rises would be automatic, so I said no. However I think that MPs salaries should be REVIEWED each year and any change (up OR down) should be in line with the average pay across the country. There is no reason for MPs to see automatic increases if the electorate are having a pay-freeze or cut. Q8 - Mere mortals don't have the option of taking a pay-off if we don't want to do the job any more. MPs already enjoy too much preferential treatment and should be brought into line with the treatment they have legislated for the rest of the country.
- I think MP's need to contribute more to the pension scheme other public sector workers will have to pay increased contributions of up to 14.2%. Also MPs get various expenses that in other occupations you don't get expenses for!
- MPs' pay and pensions should be brought strictly in line with other public sector workers' pay and pensions. There should be no material difference at all, despite MPs' job being unique. Doctors are unique; police officers are unique etc. Most public servants are unique in their own way. The resettlement payments should be nowhere near as high as they are currently. Other professions within the public sector do not have such generous payouts. MPs should not expect any preferential treatment in this regard. If they retire, they should collect a pension, but NOT a resettlement payment also. They must have pay increases worked out along the same lines as other public servants and no more. They have been able to treat themselves far too generously for too long, despite imposing swingeing cuts and pay freezes on other public servants.
- MPs pay and pension must reflect that of other public sector workers. In particular the pension contributions made by MPs personally need to be raised significantly to reduce the burden on the taxpayer. commutation should be a 12:1 in line with the rest of the public sector.
- Mps should not be treated any different to other employees. If an Mp stands down he should not get any lump sum. If i packed my job in i would not expect a pay off, Why should they be any different. They are employed by the public and should be restricted to the same pay freeze as anyone else. The loopholes in their expenses system need to be sorted, It cannot be right that an Mp can own a house in London and rent it out whilst claiming expenses for a second home.
- For far too long the pensions and conditions of service including severance pay has been out of kilter with the rest of the public sector and any settlement must reflect the conditions and expectations of us all!! MP's should be paid for the role they carry out and work a full time role and not have numerous outside interests which take there focus from being an MP!

- Yes, If any MP feels hard done by with their wages, they should try living on a normal pension which many pensioners nowadays receive, paying their National Insurance Stamp and due Taxes (which we cannot fiddle). Have worked from the age of 15 until 65 and hey when we reach 80 years the Government condescendingly showers us with a princely sum of 80 pence. There is no fair playing field in this country, you pays your dues and get shafted but, MPs' should be paid on their merit jobwise or lose part of their wage if not working fully as we the taxpayer demands. MPs' could be reduced by half and we wouldn't even miss them.
- They should not get any pay or benefit increase above 1% as is the case with all other Public Sector workers. The Government is very fond of saying "we are all in this together " in respect of the austerity measures - they should practice what they preach.
- They should have the percentage they pay towards the pensions increased in line with other public services. They currently pay very little compared to the police. Voluntary resettlement should not be funded by the tax payer. Renting out tax payer funded second homes should definatly not be allowed either. Like the police our MP's should have the highest standards of integrity and morality.
- Question 8. I strongly disagree with paying a redundancy payment at all. You have omitted from your considerations one category to worker who appears across the entire cross-section of the working population. That is the self employed person. And it is to the self employed that I consider an MP most corresponds. No MP is ever "re-elected", the constituency Returning Officer only ever declares that "X" has been elected to represent the constituenct, even if the successful candidate is the incumbent Member. In effect, an MP enters into a short term contract of up to five years, at the end of which or at a general election if earlier, his/her contract ends. An MP only needs to aged 18 or over and to be a British citizen. There are no educational requirements, previous employment or work experience. I leave it your imagine if a FTSE 100 company were to appoint its lower to middle management personnel on this basis. I consider that in addition to age and citizenship there should be an educational requirement, preferably a minimum of 3 A levels, which must include English and Mathematics. The candidate should also be able to provide evidence of a minimum of ten years in a managerial position - Civil Service, local government and gopher to a sitting MP would not count.
- No mention is made concerning over generous personal expenses, subsidised meals & facilities within the Houses of Parliament, travel & accommodation costs. In the real world, if an individual chooses to work away from home, and commute weekly, his/her employer does not pay for accommodation or travel, this is paid for by the employee. Therefore why should MP's have these costs paid for them by the taxpayer?
- Don't agree with the way that this survey is worded. There should be a question on whether or not we agree with MP's getting pensions at all when they take such a vast amount of time off and they do not do the same amount of time as a civil servant does to get their pension. MP's pensions are far higher than that of a civil servant and unjustly so. MP's pensions should also come in to the pension reforms after all they too are civil servants. It is wrong that MP's get so much from different incomes whilst the rest of the civil service are penny pinching and families are struggling to make their way. When I joined the civil service I accepted that my wages would be lower than that of the private sector on the understanding that my pension would be better. Yet another promise renaged on by the government, it is dispicable.

- MPs are paid too much and to compare them to doctors is ridiculous. A doctor will spend years learning their trade and sit numerous exams etc.- you can be an MP just by being popular with the local party and then have a safe seat for life. I'm tired as well of them pushing back on expenses since the last election- there should be two flat rates with zero payments beyond that. Those that live within 90mins or so of central London should get one, lower rate; the rest should get a slightly higher rate. Their pay could easily be reduced and strike a better balance between ensuring that less well off people can afford to give up their jobs to become MPs and only rich people of principle stand for election. Our existing MPs are in politics for the wrong reasons and are a disgrace. Between £40-45k is more than enough for now and, going forward, the public should have a much greater say in such matters. I hope that the results of this consultation- whether they match my views or not- are binding.
- I suspect that MPs are still getting benefits beyond any acceptable norm.
- MPs should have to publish weekly work schedules to show that they are using the time paid for by the taxpayer to work as an MP. At the moment constituents do not know how much of their time an MP spends on Parliamentary business.
- MPs should NOT be allowed to have shares in private companies or interests in private companies. It should be declared as a business interest. They have the power to change law, health and this could affect the markets thereby increasing share prices. It shouldn't be allowed.
- MPs pay and pensions is not being treated with the same contempt as other public service workers, specifically police. MPs pay and pensions should be treated the same way as they are treating the worst off public sector pay and conditions. MPs should not be able to 'sneak' cut pay and pensions back through expenses etc. MPs should not be entitled to redundancy unless they lose their job through job cuts - if they leave parliament after losing a seat, that is their choice and they should not be paid for it. Expenses need to be reviewed - this is seen as a way of 'topping up' pay. This should stop. Second home allowances must stop - if MPs live more than 2 hours travel away then they should be entitled to a (cheap) overnight stay at a hotel. Nothing more. They should not be allowed to buy a home in their constituency on tax payers money - they chose to work in that area so they should fund it themselves. If I chose to move from my current public service job to the same job in London, I would not be given a second home, funded by tax payers so why should MPs.
- MPs should not be paid to resign. Their pay should be tied to public sector constraints e.g pay freezes. Their job as an MP should be their only or main job a common condition in the private sector. Any measurement of inflation should be CPI. The accrual rate for the pension is outrageous and this is reflected in the 30%+ payroll contribution. A career average scheme should be paying 50% salary after 40 years i.e 1/80th accruals. As a general point MPs are paid too much ~3x average earnings, whilst Ministers, Cabinet Ministers the Prime Minister and those with responsibilities on Select Committees should get more.
- Our government are changing the pensions for public sector workers, after they have entered their individual pension contracts, and having been subject to those terms for years. This apparently being the best for our country and the budget deficit. It is therefore only fair that these terms be imposed on our MPs who are also public sector and surely subject to the same scrutiny in order to safeguard the public purse. MPs pension contributions should be increased to make their scheme more affordable, and their scheme should be changed to a CARE scheme also. Pay more and receive less, like everyone else.

- They should be given free 2nd class travel between their constituency and parliament. They should be given accommodation in somewhere like the Olympic village. No more payments for 2nd homes and no more flipping. All mp's should show solidarity with the country in times of austerity and agree to use no tax avoidance techniques for more than £1,000 per annum.
- pay and conditions should mirror the people they serve. there is no shortage of people fighting for place in parliament
- Why should an MP receive additional money to purchase groceries, when the average working person has to pay for such items out of their monthly salary. MP's should receive a smaller salary but then be entitled to overtime for the additional hours they work over an 8 hour day. The overtime must be at the current public sector rate or that of a Police Officer. MP's are not worthy of a large salary compared to the stresses and dangers that the public sector and NHS workers endure.
- any new pension scheme should apply to existing members no matter how long they have served.....all in it together remember.
- it is blatantly obvious that people choose to be members of parliament to feather their own nests, just as everyone else who works, so why should they receive any special treatment? I would love to be able to earn the average wage but in the midlands most people earn nowhere near that figure\_ this is obviously distorted by the excessive amounts a small minority pay themselves and their friends. get back in the real world and try and survive on the minimum wage or just above it!!!!
- MPs should expect to be treated in exactly the same way as other public sector workers with salary freezes and small increases when necessary for the nation's economic welfare
- They should only receive a similar statutory redundancy payment as anyone else if they lose their seat ie based on salary and service provided they only have a this one job. Their gold plated pension should be exactly the same as any other civil servant, but only if their only income is their salary. ie a full time MP otherwise both salary etc and pension is reduced proportionately if they have other employment of any kind inc p/t directorships /consultancy income, tv + media income etc
- They should benefit from the same level of pension as any ordinary public sector worker, if they want a larger pension then they earn enough to fund it themselves. Any so called redundancy payment should be based on the statutory payment allowed to any other worker, i.e. one weeks pay for every year worked. They've lost their seat because they have failed their constituents and have been sacked. I don't need to highlight how their greed has diminished their reputation and undermined democracy, as a body they disgust me. It is time to end the payments made as life time annuities to the Prime Minister, The Speaker, The Lord Chancellor etc., their pension should be sufficient, similarly the recent practice of making payments to past Prime Ministers. My M.P happens to be The Speaker, a salary as such should be sufficient, he is not able to carry out the full duties of an M.P. and should not command the extra salary of one. There is a good case for the Speaker resigning his/her seat and another M.P. standing to represent the constituency. I suspect this exercise is one of absolute humbug and there will be no change to the situation of Honourable Members and they wonder why people are disengaged from politics.
- An MP should only get 50% of the full MP's salary as a consequence of being parachuted into a safe seat, the remainder should be paid by the respective Party. This practice needs to cease. MP's should have lived in their constituency for a minimum of 10 years.

- Question 6 asked Should IPSA reflect public sector reforms in the MP's Pension scheme or should another model be adopted? In Public Sector Schemes (using PCS as example) those within 10 years of retirement as of 1st April 2012 are still able to accumulate pension on the same accrual rate. Would you be considering the same? From the nature of the question and the option for answers one must infer you will not be keeping the pension scheme arrangements that are currently in place. In the Consultation you provided details of "Comparisons of MPs' salaries in selected legislatures overseas" on the same basis you should also have compared Pension Contribution Rates (both employer and employee) and details of pension arrangements in those selected legislatures.
- as mps have no job description there pay should be set using no comparisons as there are none,mps are paid even if they are not in the country and are in tv reality shows.loss of office payments should come with strings attached so that if they find a job within the paid for time period due to how many years they have worked they have to return part or all.all payments to mps for salary,pension.committee member should be at a level that if the citizens of the country prosper then so do mps,if the country does not prosper therefore citizens and mps should also suffer,payments should be able to equally reduce as well as increase.mps have no responsibility for any public money that they have approved to spend regardless of outcome.
- MP's pay should be in line with general public. They should contribute to their pension scheme the same as millions of other workers.
- IPSA should emphasis, far more, the particular nature of MPs role, duties and thus the rationale for particular pay, and pension. To enable IPSA realize this, MPs should define their role, duties and IPSA should publish the range of definitions against party if MPs continue to evade agreeing a definition.
- MPs should be given exactly the same treatment and subjected to the same disciplines as other public sector workers as far as pensions are concerned. Furthermore, these disciplines should be backdated to 2011/12 when changes to public sector pensions were imposed by this Government. They cannot treat themselves differently in any way.
- expenses should be limited not allow to profit on second homes.Subsidised restaurants to be stopped and MPs bars to be closed so as to fall in line with the rest of employees. they earn enough to pay full prices for food and drink.
- MP's should have to earn their pay the same as other public employees they should not have the right to large pay increases in their pay and pensions. All public employees should be treated the same.
- Need to stop taking about FAIRNESS - it is indefinable and more a figment of the beholder's imagination. Their increases, once basics have been established, should be no more than the lowest annual award to other groups in monetary terms. Percentages serve only to widen the differential gap.
- MPs' pay should be capped to reflect the average salary in the regions they serve - not national. If an MP's gross total earnings are in excess of 1.5 of the national average the salary should be withdrawn on a £1 for £1 basis, in line with other benefits. - In return for a salary cut to the average they should have access to publically funded staffed constituency offices, staffed office space in London, hostel accommodation in London, and a 75% contribution to a season ticket.
- While I understand the scope of this consultation is just on pay and pensions, the whole vexed issue of expenses is linked. In particular, if (say) one decides to have a lean system of having NO



expenses and pay an MP well and allow them to sort out their own expenses from that. In which case, one could easily argue that pay (as asked earlier in this survey) should be a multiple of four or five. Ie two times for the MP, an allowance/assumption that expenses be about one and the need to employ staff up to (in quantity, hours or pay) equivalent to one or two average wage. In short: expenses is a mess and a radical solution is needed and, I believe that solution will impinge and impact MPs pay and pension

- Yes. I don't think they have any idea how ordinary people exist. Their pensions are too generous and should be the same as ordinary private sector workers. They should not be entitled to claim such generous expenses and ALL expenses should have receipts. In business expenses for even small amounts are not paid without a receipt. MPs should have a fixed, more generous basic salary and be paid a small amount, enough to cover staying in a basic hotel, while they are in London. The public should not be paying for their second homes, when many members of the public can't even afford one home, either to rent or buy.
- MPs who stand down due to be found out in a police or Standards Committee investigation should be treated as sacked and receive no pension or benefits. MPs who are not available for work at Parliament should not receive salary for the days they are not available. MPs must be available in the commons for a minimum of 42 weeks per year - no more long shut down periods.
- MPs who serve only one term should get no pension; others should get a pension rising with their length of service and subject to good conduct.
- An MP who has income beyond his/her public service salary should either pay that salary into the public purse (for example, by donating it to the NHS) or should forego the MP salary if it is less than the other salary. Being an MP should be a vocation, a career dedicated to the public good. No-one should be allowed to stand for Parliament if they have not worked in "the real world" for at least FIVE years. The main problems of graft, fraud and other corruptions which have been exaggerated during the last twenty years have been hugely magnified by the "intern"/party-apparatchik career pathway favoured by the political "class". These people haven't got a clue about the lives of "real" - i.e. "ordinary" people. To be honest, I don't know why I am bothering to write all this; I was a teacher in "bog-standard comps" for thirty-seven years and tried my best to help young people to get better lives. I succeeded, perhaps, with a handful. I sent my two sons to a bog-standard primary in Handsworth, Birmingham, where they were members of a tiny "white" minority - because I believed honestly that it was the right thing to do. What a waste! The political "class" make sure that their children get a head-start on everybody else - the "Socialist" Blair being one of the best examples. I was betrayed - and now would only vote in an election if paid to do so. I am university-educated, cognisant of social issues - but no way will I vote for time-serving trough-snuffling nonentities. And if I feel like that, how on earth will anyone ever persuade proletarian Britain (for want of a better description) to turn out on election day? In England since 1972, I come from Northern Ireland originally. I tell you this - at the age of 66, I can FEEL the violence to come. I can feel that in ordinary English people there is a violence growing which will burst out on the streets as it did in Northern Ireland in 1966 and then horribly in 1969. You hear it in the pub. You hear it while talking to the middle-class man next door pushing his manual lawnmower across the lawn. I have heard it while waiting for an ultrasound ECG at Liverpool Heart and Chest Hospital. People are ready for the Spanish/French/Italian/Greek street activity. An old man's fancy? - I don't think so. Read Chesterton's "Secret People" poem. Ignore the fact that he may well have been an anti-Semite -

he was nobody's fool. The English upper classes are walking blindly into their worst nightmare - on a European-wide front. Mind you, most of you lot will simply decamp to your foreign properties and leave the rest of us to drown in the cesspit that you have helped to dig.

- Mp's, who make decisions which affect the general public must be subject to the same consequences of those decisions as the general population. This concentrates minds and improves outcomes. Mp's enjoy significant benefits apart from their basic salary which, in the private sector would be acknowledged as reflecting the total remuneration package. For MP's these benefits are significant and include membership of an exclusive club in the heart of one of the world's leading capital cities; invitations to major social, sporting and cultural events; access to business, investment and employment opportunities; an unrivalled contact list; world travel; expenses to run their office; an excellent pension those of us running a business can only dream of; the ability to project ego via the media; All these incalculable benefits go with the status of having 'MP' after one's name. In the general economy, market forces would match pay with availability. There is no shortage of candidates for the position of MP. If salaries were reduced, positions would still be hotly contested because the benefits are huge. The job of an MP requires no qualifications and it is insulting to suggest that a nurse or legal aid lawyer would not make a good MP. They would be thrilled with the remuneration package. Mp's are elected as a result of political party allegiance. This is more likely to affect the make-up of the House than the remuneration package. Arguments based on attracting the right quality of people must be resisted as self serving.
- IF MPs want to have any moral authority with the public in this matter then they should have the same pension as another public service, such as the new police service pension scheme, i.e. contribution rate of 13.7% career average scheme with the pension paid at 60.
- I think that any increases in MPs' salaries should be reflected in their staffing budgets so that their staff can have a corresponding pay increase.
- Lots of capable people would not be able to consider a career in politics, particularly women, because senior professionals would have to take a pay cut. This means lots of either independently wealthy people (ex-City people) or trade union sponsored MPs dominate Parliament. A higher salary to reflect the similarities in other lines of work would go some way to helping attract higher calibre MPs from a broader gender balance.
- In regard to 8); The issue would be it would disincentivise those who maybe should resign from doing so; without a right of recall MPs can't really be sacked so the distinction between resigning/sacking as in other jobs isn't really there. MPs salary should be significantly higher to reflect the work they do; it doesn't compare to most other jobs. What should be stopped is some of the expense mechanisms that can exist in regard to those who have bought a second home on expenses then renting out to someone else and claiming rent again from taxpayer on a new address. Requirement should be to sell that home, with profits paid back and then rent issued for new address.
- MPs salaries are absurdly low for people with their responsibilities and work loads. Unless we start to pay them properly, we will continue increasingly to have inadequate MPs.
- Although I would agree that MP's pay should be similar to other professionals, I think you need to not just cherry pick the highest earning professions, e.g. why should their salary be similar to "senior teachers" instead of the mean, median or mode average pay of all teachers and/or health professionals (including nurses) and/or higher education professionals. However, seeing the way that MPs have (and it would seem continue) to abuse the system, a multiple of the UK's

average salary is probably the easiest way to reduce the abuses and encourage MPs to ensure everyone earns a living wage. Considering the number of people willing to stand as MPs I don't believe MPs can claim that they need high salaries to attract people - otherwise the arts, charities, academia etc would have no one working for them.

- Reference to question 8 - They should not receive any payment for losing their seat as it is a democratic decision made by the public. MP's should not be allowed to have any involvement in other businesses either directly or indirectly. The ridiculous situation of bullies (whips) allowed to operate and dominate agendas should be banned. Each MP should vote according to the needs and desires of the constituents he represents. Manifestos should be legally binding and a large number of public interests removed from political involvement - i.e energy, water, health. legislate for a maximum wage - say £ 100,000 per year and remove all bonuses paid for just doing their job.
- Whilst it cannot be easy being an MP of a constituency a fair way from Westminster, MP's appear to have put themselves on a pedestal when it comes to their expenses. Many individuals have high powered jobs who only claim expenses per the HMRC rules and this is how MP's should have their expenses dealt with. The expenses have become a feeding trough for numerous MP's who hide behind the excuse of Being within the guidelines without giving any thought about the moral implications of what they are doing. I think that MP's have brought a great deal of shame on themselves for their behaviour yet they still just don't get it.
- I dislike the wording of some of the surveys questions. No person who enters politics to be an mp should do so for financial considerations, we all make choices based on our career path so why should mps be given resettlement payments when they lose their seats?
- Stop the funding of second homes via payments to cover mortgages for properties that then stay in the personal possession of publically funded figures. Or stipulate that if purchased rather than rented upon losing their seat the property reverts to public ownership rather than becoming a personal possession. I would think the £60k plus wage is more than recompense without boosting personal profit by making publically funded and purchased properties a personal possession.
- Yes, provide accomodation for MP's in housing blocks rather than allowing for second home allowances
- Pay should be linked to salary MP received before coming into Parliament. Then the best business people would be attracted to help run the country without having a huge fall in income as it is currently. Only business people with personal wealth can afford such a drop in salary.
- I disagree with being given redundancy pay, if they stand down especially on expenses or bribery they should not receive a pay off.
- It is wrong that all MP's receive the same pay, as some constituencies are larger than others. Some only work part time as MP's, working in highly paid rolls in corporate bodies, which also bring large pensions. It is also wrong that MP's receive large pensions when some have only been MP's for a short length of time. In normal employment, no member of the public would ever be able to achieve this scale of pension, it is obscene that the general taxpayer should fund this.
- MPs should be paid a much higher salary, to reflect the fact that they the leaders of our nation. Parliamentarians should be amongst the best and brightest in the country, but sadly many do not view politics as a possible career due to the modest pay and far more lucrative opportunities

in other sectors. In recognition for higher pay however, MPs should have to adhere to a stricter code of conduct, enjoy less personal expenses (for second home furnishings and towels for example) and should not be allowed to engage in other forms of paid employment.

- The idea of paying long-serving MPs more than new MPs would give a financial advantage to those MPs representing safe seats and therefore should not be considered.
- no
- no job description, all mps know that their term of employment is max 5 years all mps payments should be as per all citizens of the uk and not amended to their advantage mps expenses etc should be at the lowest available to british citizens to make them aware of what is going on. pay should be awarded knowing that the uk is in deep financial trouble due to their neglect and therefore should be at a lower level as the economy is at best going to be level over the next years as per mr king or lower so an increase is not acceptable mps have enjoyed an advantage over the years as they voted for their own increases they are not special as their job is to represent the people of the uk and not themselves which they seem to have ignored. they need to be associated to the prosperity of the people
- ALL PUBLIC SERVANTS SHOULD HAVE THE SAME PENSION SCHEME INCLUDING MP'S IF WE ARE ALL IN THIS TOGETHER NO DOUBLE STANDARDS , ONE PENSION FOR ALL
- The package must be generous enough to allow people without independent means to live well & support their families. It must also be generous enough to encourage newcomers to stand for Parliament in the knowledge that they will be able to sustain themselves and perhaps save a little for rainier days. The package also needs to be substantial enough to stand as compensation for unsociable hours, stress and incessant public scrutiny.
- I find it appalling that MPs will vote to cut jobs and freeze public sector pay, yet demand more for themselves. Getting expenses for renting 2nd homes, especially when renting from each other is fraudulent.
- They should not be able to rent out existing or new properties if they already have a suitable property which they could use for Westminster. They are simply making money from houses bought with help from the taxpayer. It certainly didn't take long for them to find that loophole (Francis Maude) And why does Helen Grant need to rent an expensive flat in Westminster at public expense when she has a perfectly good family house near Westminster. If she has security concerns at night she can get a taxi home like other workers have to do.. I also thought it was an appalling example for her to deny sick pay to an employee and claim she was saving public money. If she is so keen to save public money let her give up the flat in Westminster for which she claims every last penny! Do they still get RPI on their pensions? If so it should be changed to CPI like all other public workers' pensions.
- where is the vote for no resettlement payment for both of the above?.
- MP's salaries used to be on a par with teacher's salaries and this is where they should currently fall. most of them do not work in any kind of management role and do not have line management responsibilities. They should therefore not be paid a salary equivalent to a senior manager in the public sector.
- Regarding question 8 I don't agree that it is a similar situation to being made redundant. Surely if they lose their seat it's similar to being sacked ? In which case no redundancy would apply ? I also believe that MP's should not have second jobs and that some form of performance related pay system (PRP) should be put in place. PRP is commonly used amongst other groups of public

sector workers (of which MP's form part) and would assist in making them more accountable to their constituents needs and also enable their constituents to express their views on how they feel they have performed as their elected representative. I would also declare that I only came across this survey by accident and as an individual who is interested in politics I can only assume that this consultation has not been widely, or appropriately, advertised. The incentive for completing the above is that I heard Sir Ian Kennedy's interview on Radio 4, AM 22/11/12, and would suggest that, if he was genuinely expressing his thoughts on where we are now, that he may be a little bit out of touch with public opinion. I think the common public viewpoint is that as one door closed with the setting up of IPSA another has opened up since. We almost appear to be back to where we were in 2009, perhaps on a smaller scale but this could be a question of time, and whilst some of the 'vagaries' of the present system may be classed as legal they can at the same time be regarded as immoral.

- With regard to question 8 - If they leave as the result of losing seat, they are sacked and if they step down they have chosen to leave. They are not redundant. There should also be an opportunity to remove MPs mid term when they break the law, or are not fulfilling the role that they have been elected to perform, i.e making themselves unavailable to undertake attendance at parliament, or just not attending! There should also be a ruling on how many "jobs" an MP is allowed to have, e.g. holding several Directorships with Companies.
- The contributions that MP's make towards their pensions should be higher to be in line with other public sector workers
- I fully expect their pension contributions to rise to 14% like other public sector workers. Can an 'independent' authority really claim that there is no other job like an MP? Rubbish. Try examining what unbelievably good work nurses do, what soldiers pay with limbs and lives for and finally what Police officers sacrifice (family life restrictions etc) to serve the public. All with jumping through hoops for the most minor of expense claims. And yet MPs are rewarded hand over fist with expenses and subsidised canteen / bar facilities... ? Disgraceful.
- If 'we are all in this together' then MP's have to bear their proportion of cuts and pay freezes.
- Other public sector workers are losing their final salary pensions for existing members. MP's must follow suit and any new scheme for MP's must also be for existing members, not just new ones.
- Any person who wishes to become an MP should realise that if they do not make a career out of it then they do not get any resettlement payment lump sum, nor should they receive any other sort of bonus payment. They are there to serve their constituents and are remunerated to do so for the period they remain the MP. They are in the service of the public. Any pension entitlement may thus be accrued and protected BUT ONLY be available to them at normal pensionable age which is to be around 67 years of age. Too many MP's are seen to either stand down or leave by either resigning or being voted out only then to receive what are deemed to be very lucrative lump sums golden handshakes and gold plated immediate pensions. THEY MUST NOT BE SEEN TO BE ANY DIFFERENT TO ANY OF THE PROFESSIONS THEY ARE PRESENTLY REFORMING e.g. Police, Judges, Teachers, Doctors etc. The most important is that they can only receive their pension at 67, as is for the rest of the population and the lump sum payment must be withdrawn.
- MPs pay should reflect society in general, but should not reward poor performance. If inflation were to get out of control, what incentive would MPs have for reducing it if their pay were linked directly? If other public sector workers suffer a pay freeze, MPs should too. Pay freezes imposed for a period during a Parliament and relaxed at the end of it should be taken into

account - when the current public sector pay restraint ends public sector workers will have had rises of about 2% in 4 years, so the MP pay review at the end of this Parliament should not be much more than 2%. Equally, if the country is performing well and can afford decent pay rises for the public sector, then MPs should benefit too. This would help retain people of sufficient calibre in Public Service.

- Cut it like everyone else's pay and pensions are being cut!
- MPs' do a difficult job and their pay and pension should reflect this, but I do not feel that MPs' pay, pensions and conditions are transparent enough to the public. MPs should have to declare their earnings and expenses annually so the taxpayer can see what they are getting for their money. I also strongly believe that the changes to public sector workers' pensions should also affect MPs' pensions; I would accept and understand the changes to my public sector pension if I knew that EVERY public servant was having the same treatment. As it is, I feel that MPs are 'some are more equal than others'
- They are one of the only public sector service that have not been reformed and need to be so that their pay and pensions are open, transparent and accountable
- MP's should not receive a lump sum payment if they lose their seat in an election, this is utterly wrong. It is indicative of the current culture of rewarding failure, which permeates the private and public sector. I would rather MP's are reasonably well paid, but they go into it knowing the risks.
- Any expenses paid should be for items involved in their work. Why are MP's paid for clothing and household goods? Also no second home allowance. There should be properties purchased that are used by numerous MP's and returned upon leaving Parliament.
- I no longer vote as I have lost trust in Parliament and think that MPs line their own pockets and have no concept of how difficult it is in the real world.
- All pay and pensions should be transparent and available to the public for scrutiny. They are public servants and should endure the same pay and pension reviews as the other public services. There is much distrust of politicians pay and pensions.
- MP's work for the public. They should not expect special treatment under these times of austerity. They are imposing massive change on other public sector workers and cannot expect to be left alone.
- they need to pay more and receive less and retire at 60 in line with other public sector workers
- MP's are paid far too much for what they actually do. All expenses claims should be stopped and living expenses funded from salary, just like any other job. Pension should be paid after 40 yrs service or the age of 65yrs. If MP's lose their seat it is effectively a vote of no confidence and they should leave with nothing. Just like the private sector.
- mps pay should not have an automatic increase and should be linked to the average citizens circumstances. high salary does not equate to excellence as already shown by the mess this country is in. bank of england. bbc. bankers utility companies therefore a salary that equates to the average is more than suitable. mps should not have a career path as this is against what an mps is about and attracts the career politician. mps have no job description so they can do as much or as little as they can get away with. today's parliament sits for less time and less late night sittings. pensions should be no more generous than to the average citizen as there are more job openings due to the expansion of lobbyist firms and quangos in westminster. all payments should have conditions attached to stop payments when they walk straight into another situation.

- MPs should be placed upon a career average pension scheme from April 2015. They should not be paid a lump sum for leaving parliament as this rewards failure in representing constituents. Salary should be based upon average public sector salaries to reflect the fact that they are funded by taxpayers.
- Any MP that is payed to do a job, should attend parliament and represent there constituents, and not participate in television shows for cash or any other excuse.
- It's time MPs started to show that "we truly are all in this together" when it comes to their pay, expenses & pensions.
- They are paid far too much for what they do. They should be subject to independent pay review, not by any group that has anything to do with Parliament. They should be treated as the Police have been treated with regards to pay and pensions.
- 1. 2nd home allowance should be scrapped. When an MP is elected and that constituency is outside the London tube network then MPs should have access to a constituency owned/controlled rented property for the duration of their term in office to aid their position in Westminster. Work around what is suitable should be carried out and a 'ceiling' set at a 'reasonable' rate for the individual, i.e. if single, married, married with Children etc etc. On termination of their role the property is handed back to the constituency. 2. Free public transport travel within London. Part-Free 'overland' rail travel to up to 80 miles outside London with a yearly contribution from salary to cover VAT only. 3. Basic Wage set by the constituency and bonus payments based on productivity as deemed suitable by an independant group of non politically affiliated individuals. 4. Pension should reflect the rest of the country. Career average with option of AVC's not payable until current retirement age. Minimum of 13.5% of pay to be contributed by the individual. 5. Professional accreditation qualification and yearly exam covering UK & World economics, Political knowledge, Law, Diversity and if a minister their current area of business. Independantly assessed. Pay set inline with professional accreditation. Nobody said it was going to be easy..... but this will show that 'We are all in it together'
- Should not be eligible to a full pension after a single term. Any pension should be paid for from their earnings and be proportional to the length of service.
- The time has gone for all the jolly little perks and benefits. Why should we find second homes etc, is70 odd grand a year plus numerous other sources of income not enough already? Basic wage, no expenses of very strictly capped expenses as emergency contingency if stuck late at night at a debate etc. I for one am sick of my Pay and conditions being brutalised and then patronised by mps saying we're all in it together. We clearly are not. Pay freeze, same public sector pension, no expenses. Remember who you work for, you are only civil servants there to serve us, not the other way round.
- Mp's should receive no 'redundancy' payment if they lose their seats. What other job gives the employee a severance package at the end of a 5 year contract? Their pensions should be reformed for all current mp's and not new joiners - they intend imposing this on serving police officers so they should not be treated any differently. Mp's are public sector workers and should be treated the same as every other public sector employee.
- MP's pensions should entirely mirror those of the public sector, with the same accrual rates and contributions
- MP's pay and pensions should fall in line with all other public sector workers. It is not right that they can destroy police, teacher, fire brigade pensions yet get to keep theirs intact.

- The pension rules should follow the same basis as police and NHS pensions
- They should not get any form of lump sum if they lose their seat either voluntarily standing down or losing at an election or even being sacked from ministerial responsibility etc. It appears to me to be a reward for failure. If they are no good at their job and PM sacks them or the public vote them out why should they get a massive cash lump sum?
- They shouldn't receive a lump sum. They already receive excessive expenses and 2nd home incomes
- Yes make them work 35 in the role to actually get it. If they are sacked they should receive it at national pension age 66.
- MP's should get a fixed amount of £100k at the beginning of each financial year. All costs, etc would come out of this money so it would teach MP's to live with their means
- There shouldn't be any golden handshake. MPs know the risk prior to running for election. If MPs perform well they are more likely to retain their seat.
- As they like to tell others "we are in this together". You cannot have one rule for us and another for MP's. Get your own house in order before you pull down the pants of the ordinary working man are my thoughts on the matter. It should be called the house of common greed.
- It needs to be brought in line with other public sector workers giving what they are facing at the moment. We have a big government in The UK which is fine, but I think there are too many MP'S in their job for the pay packet/pension and not because they want to run the country to the best of their ability on behalf of the citizens. If the pay/pension was decent but not over excessive (as I believe it currently is, especially with their "claims") then I think more honest people that want to do the job for the right reasons would become involved.
- MPs pay should be comparable to all public sector workers. Expenses should be abolished for 2nd homes and parliamentary flats owned by the public purse should be available for use if working late etc. No other public sector worker can claim expenses so neither should an MP
- MP's should not be rewarded for losing their seats! Every other public sector worker is having to contribute more to their pensions and so should MP's!
- Should not get a pay off as they know it's a temporary position. It's a short term contract effectively.
- MP's are not special or different from any other public sector workers and they should therefore be subject to the same austerity measures as the rest of the country and similar levels of pay. MP's who are not ministers should only receive similar pay to a mid-top level civil servants as they do not have any more power really. Expenses should also be brought into line with the rest of the public sector (where it is nigh-on impossible to claim for anything) as MP's do not need anything special other than a (reasonably-priced) residence in London.
- MP,s should in my humble opinion be paid a flat rate which would be sufficient to cover all their work related outgoings. There should be no Expenses payable for anything. MP,s pensions should follow the route of public sector pensions. MP,s should not be allowed to claim any pension if for example they were voted out of parliament after 4 years. They could of course be entitled to transfer the pension accrued to another scheme. MP,s pay and pensions need to be transparent and fair. At the moment the system is complicated and much of it is hidden from public scrutiny. Currently being a Member of Parliament is probably the most dis-trusted occupation in the country.



- Should on a level with the people they represent. MPs can't change public sector pensions for the worse and leave there own alone. If its cuts then we are all in it together!!!!!!!
- Under the new pension scheme it only applies to new entrants, they are quick to call themselves public servants therefore there pension should reflect this and all mps pensions should be changed like they are to police and fire
- They should move in the negative before any cuts to other public services take place. Any problems in the economy are created by the action of MP's, and as such they should always seek to set the example and take their fair share of cuts.
- its about time the MP's stopped being so greedy and led by example. public and private sector pensions are being decimated yet MP's leave theirs untouched... disgraceful
- MPs are public sector workers and should be on the same pay and conditions in terms of pensions and wages and there pay should be linked to average public sector wages. Additional responsibility should be given the same credence as with the rest of the public sector.... If they change rules for public sector employees these rules should immediately be reflected in the MPs pay and conditions.
- Though perhaps outside of the remit of pay I believe expenses pay, pension and most importantly expenses should be public. I feel that expenses should as they would be in private business only be costs that are wholly and exclusively carried out in their duties as an employee.
- I believe that the pay and pensions of MZp's should be reformed before any other public sector! I also believe that due to the nature of work that MP's do they should not be allowed a second income or be able to recurve incentives from lobiists! They are their to serve the public and not the people with the biggest wallet that currently have free reign over Westminster!
- If an MP loses their seat (sacked by public vote) why should the receive any payment? If I get sacked what payment should I expect from my employer? Should I expect a resettlement payment. MP's pay should be linked to the same model as the old age pension by ways of increases and multiples of.
- They should not get paid as much as other public sector workers such as police and health care etc Mps allowances are ridiculous as is the amount of annual leave and pay for what they do.
- I have expressed my views on pay, but you should also focus on expenses, there is an intrinsic link.
- It must be fair to the public purse and to the individual MP. They can't expect to be treated any different from any other public sector worker. Therefore career average pension and 1% increases in pay are fair.
- Every other public sector worker is having pay cut and pensions slashed. It's unfair if those responsible for this (MPs) do not take cuts as well. The majority of the public think that MPs are only looking out for themselves. By taking pay cuts MPs will show that they to are in touch with current affairs. I also believe their pensions should be reviewed in line with the brutal action taken on police pensions this year. MPs also currently earn far more money than most of the working public, yet they are entitled to a second property in London on the tax payer. This in my eyes is unacceptable in our current financial climate. Every other person who works in London has to travel and pay for that travel themselves, why should MPs be any different?
- They get paid too much! Their expenses need to be reined in and only ever paid following the production of a receipt. Their housing expenses are far too excessive. They should pay more into

their pension schemes, like everyone else has too. They are too much 'Don't do what I do, do what I say' and not enough 'Lead by example' It's about time they fell on their swords a bit!!

- MP's do not do an extraordinary job. They have advisors to think for them and a ridiculous protection racket that prevents them from being prosecuted when they do criminal acts. Their pay is inflated way beyond their talent or ability. If the public sector workers are put below the poverty line with governmental changes to pay and conditions then politicians need to practice what they preach and take their share of the cuts. We are not all in this together. The Police, Fire and Ambulance services work 24/7 365 days a year for rubbish pay and conditions, which have been stripped back further by this government and the one before. It is insulting that MP's can lie and commit criminal offences without fear of prosecution and still draw double the pay of a hardworking police officer on the poverty line. Ipsa, you need to bring the MP's pay and pensions in line with that of the public sector.
- MP's are very similar to other public sector roles. Therefore their pension scheme should be brought in line with for example the Police. Increased contributions, career average pay. They should also have to work until they are 60. If they leave early then they can get access to their pay at state pension age.
- Their pension arrangements should be the same as other public sector workers. Their pay should be frozen at the same rate as public sector workers.
- MP's pay should be incremental like the Public Service. They should only be entitled to a pension and lump sum proportional to the number of years they do 30 years for full pension ie 30/30th equals full pension so if they do 5 years contributory pension (14% Contribution) they are only entitled to 5/30th only payable when they get to retirement age 67.
- Any notion that an MP should derive a benefit they have deprived a public sector worker of is not acceptable.
- MPs should not earn as much as they do, as the people who work in government who are not MPs do most of the work and the MP is only the face in front of the real workers. Emergency services and other public sector workers should be paid more.
- Their pay should be in line with other public sector workers and they should be paid on their position within the party on a pay grade basis or dependant on votes received
- Police pay review under Winsor states Police Officers shouldn't be have their pay increased due to length of service so why should MP's? This is the kind of double standards that the public hate so much. MP's pensions should be in line with the rest of the public sector and if an MP loses his / her seat then they should NOT be entitled to a lump sum. Losing a seat means they are not doing the job well and in any other walk of life that would not lead to a reward. Contributions made should either be frozen or transferred to another pension scheme like others public sector workers would have to do.
- Age at which it can be drawn should be the same as every other public sector worker 67/68. They should lead by example!
- MP's should suffer the same treatment that they have dished out to other professions, I.e the police. This means the same in pension contributions, the same increase in the time they have to serve, less payments for expenses (to coincide with the changes to police overtime rates) and a starting salary for new MP's of only 19k

- The whole country is suffering pay freezes and pensions increases during very difficult and uncertain economic times. This MUST be the same for everyone, and MUST include MP's pay and conditions.
- They should have pay freezes and not be paid so much. They work for the public sector and their pension and pay should be the same as what they have inflicted on other public sector workers
- They are paid too much, taking into account the fact that they claim expenses for almost everything. What do they spend their wages on?
- It's time to reform MPs pensions in line with other public sector jobs. If it's good enough for us then it's good enough for them.
- MPs pay and pensions should be directly linked to other public sector schemes, career average and accumulate at the same rate as others in public service. There should be no right to maximum pension payouts including prime minister pensions until a number of years have been served (the same as other public sector schemes). All pension schemes should be contributory at the same rate and percentage of pay, again reflecting public sector schemes. There should be no mechanism for MP's to vote higher pay awards than those awarded to other public sector schemes, nor should there be any mechanism that allows MP's to vote on their own pension or pay awards. In short, MPs pensions and pay should mirror those awarded to public sector workers in every way.
- MP's are public sector workers in that they are paid by the public purse. Therefore they should have the same pay and pension structure as the rest of the public sector. If we are all in this together as Mr Cameron keeps saying then it is vital that MP's lead by example particularly when it comes to their terms of contract. They MUST regain the trust of the public. We still have not forgiven the expenses "scandal"
- I feel that parliament are not in tune with both public and private sector pay and pension benefits. It seems to me that MP's receive overly generous pension provision for what they pay into it and the length of time they are required to contribute. There appears to be a marked difference which is proving unhelpful and divisive in the current economic and political climate.
- Singularly the most atrocious survey I have ever completed. What about having an answer to question 8 such as no one should get any resettlement payments. How about making sure that MPs are recruited on their life experiences and not on their previous work as a researcher for an MP or for a think tank or some other tiresome role. We need MPs with a background in every sector from the lower echelons of life not just Lawyers, Barristers and Business! No wonder they are out of touch! No wonder no one votes any more there is no point.
- Decent accommodation should be provided in central London for MPs so taxpayers do not have to subsidise their purchase of properties in the capital which the members make profits on. Equally there should be no assistance for constituency homes. If I successfully applied for a job in another part of the country I would have to finance the relocation there myself.
- MP's pay and pensions should be reduced, just like has happened to every other public sector worker. MP's pensions and pay are far too high, and it is not fair that they are cutting everyone else's pay but their own!
- MPs expenses should be limited and linked to pay. Pensions contributions should be equal to those of highest public sector contributors (police officers 13.7%)
- We need to do our bit in these times of austerity.

- As a front line member of staff in the NHS I make decisions and perform interventions which ultimately make the difference between people living and dying, yet my salary is considerably less than that of an MP. Although they do have responsibilities which have a huge impact on society I do not believe they are worth more money than that which is earned by my peers and colleagues.
- An MP's job is unique, however the same could be said for doctors, police officers, nurses and others. MPs should be paid at a rate that recognises their position as effectively a senior manager, however they should get no preferential treatment to their terms and conditions behind what is given to the rest of the Public Sector. In response to question 8, this wasn't an option given but I don't believe they should get a lump sum payment if they lose their seat. This is effectively rewarding them for losing their constituents support; no other job rewards you for not performing well enough so why should MPs. Finally as regards pensions they should have a pension under the same terms, and paying the same rate, as other public sector employees.
- Why should they receive any lump sum payment on either losing their seat (which suggests they haven't done a good job), or if they stand down. They should also ONLY be given a pension if they serve as an MP for 30 years, just like all the other public services. We have to do 30/40+ years to get our full pension. Why should they get a generous pension after just 5 or 10 ?
- MPs should not differ from any other public sector worker. In either pension or pay, they choose politics as their vocation much like a nurse or fire officer. Expenses are appalling and although not illegal they are being abused, anyone that has a house with an hours travel of London should not be recompensed for another property, they should use hotels in the locality.
- If MP's pensions are to be reformed, the changes should apply to existing members of the pension scheme as well as new joiners. This is how the government are treating other members of public service pension schemes such as police and fire service. The same should apply to MP's pensions. They should pay more and work longer for less money, as they have done to the police.
- An MP should be offered use of a taxpayer owned property in London rather than the second home scheme that sees MPs cashing in at the expense of the taxpayer. These would be allocated based on the area they represent and as Crown property they would be handed over to the new holder of a post should they lose their seat as done with Downing Street whilst this is not a pay / pension issue it falls under the financial benefits that they are receiving and this should be taken into account. Furthermore when standing for an election they are standing for a fixed term so why are we giving them compensation when they lose their seat. This is like the handouts to bankers and BBC management when they have failed. A fixed term employee does not get these benefits and therefore in a time of austerity it is shocking that our politicians are rubbing their hands with payouts and property sales profits when low grade civil servants and public sector employees are being made redundant, having pay freezes on the lowest pay and attacks against the pay and conditions of their employment and pension deals. Credibility must be made to the public by politicians - this is as a result of the pay and conditions plus the unruly behaviour at PMQs reduces the perception of politicians who should lead by example, with respect and modesty (financially). Furthermore the MP in "I'm a celeb get me out of here" should have benefits suspended whilst unable to perform her elected duties.
- Too many politicians have secondary occupations that bring a wage that equals or exceeds the pay they receive as an MP. Most other occupations would not allow secondary work that

conflicts interests of time or interest with their "main" job. It should be devised on an attendance at both house of commons and constituency work. Allowances MUST be reviewed what right do MPs have to claim 2nd homes, I can be posted 40-60 miles away and have to drive there daily , yet they can claim 2nd houses nearby, the pay and benefits are out of touch with the society they purport to represent.

- There should be a fixed salary as well as the provision of a constituency office and flat. Each maintained to a suitable standard and expensed by the central office. This should be in replacement of second home allowance and expenses.
- Their pension contributions should be same as the big hikes police officers etc. have had. Shouldn't expect to dish out increases without expecting it themselves.
- Modern day crooks.
- Should only go up with inflation
- MP's pay and conditions and pension rules should be based on those of all other public sector workers.
- MP's should not receive ANY payout if they lose their seat, it is an occupational risk. Furthermore, any pension should be paid based solely on time served - i.e. 5 years, equals 5 years pension rights. Also, if an MP resigns or otherwise loses their seat, they should not be entitled to receive any pension until normal state pension age (68 years). Finally, if any MP has a net worth of more than £2million (including property), they should only be entitled to minimum wage, based on a 40hr week.
- They should not be paid if they lose their seat, they lose because they are not up to the job. MP's are criminals they are free to be corrupt and commit crime whilst they bleed the rest of society for their own gain.
- They are corrupt, they make the rules to suit themselves. Time for reform and accountability to the public.
- They are paid far too much doing far too little work, they should have to take their fair share of the cuts starting with a 50 percent cut in pay, increased pension contributions and have to work longer to get less pension like every other public sector employee.
- Their pension contributions should be increased and they should have to work a lot longer to receive less, like they are making other public sector workers. Any changes to their entitlement should affect all MPs and not just new MPs-they are happy to force this on other public sector workers-their conditions should reflect those that they work for.
- MPs salary increases in the 5 year review should be based on public sector restrictions ie wage freeze, 1% annual increase
- The allowances that MPs receive are way too generous. These need to be reduced and/or ended. If I 'flipped' properties like the MPs have and still do I would be in prison. When public sector workers are seeing their pensions reduced and the legislation protecting those pensions being ignored and re-written the MPs should be treated the same and have their pensions reduced. They are a bunch of crooks.
- I believe they should not get a full pension after two terms when the honest hard working person gets a pension after working many years not eight MP pensions are too generous they have it good for doing a job they choose to do with many perks and unnecessary expenses.

- They should be paid a proportionate wage, and also want to do the job for that wage. No get paid huge amounts and not have to work. If they do not attend parliament , then they should not get paid. No freebees or extras.
- They should lead by example. What they impose on others is what they themselves should be subjected to. They should have a parachute payment but in line with civil service rates. Similarly pensions should be the same, that is, 40% after 40 years.
- Their pension should be like any other civil servants - down to their length of service and the amount they pay in. You need to deal with expenses as they can't be trusted to have any (On the whole) and use this as a means to double / treble their pay (Or worse).
- They should reflect the pensions of all other public sector workers
- Why is it at the End of the last shower of a Labour Party. Spent all the money on hair brained schemes They had their lovely little vote to protect their final salary pension and yet I along with every other public sector worker have been shafted. My pay has been frozen I contribute more for less in all intense and purposes I have had an equivalent of a 20% pay cut so to be honest I really don't give a sod about a load of corrupt liars.
- MPs pay and pensions must reflect those of the Public sector workforce.
- its time they led by example.
- Mps seem to keep getting spoilt, and they should be put into the same situation as public sector staff. Lets have their pensions cut in line with other staff, and their pension contribution increased
- Most MP's receive other salaries unlike most public sector workers. IE the are non executive directors or on the board of this firm or that. If MP's had careers prior to being in parliament they should have a proper career ... Career politician are self serving people and should be encouraged to have a proper job prior to going into parliament .....
- they should be treated a same as normal public servants
- They should follow the public sector full in respect of when it can be paid , length of service and career average. If convicted of a criminal offence that should lose that pension as a public servant they should be morally above reproach and therefore penalised if they drop below an acceptable standard. Just like police officers.
- MP 's salary should be performance-based like other public sector employment. If they stand down due to dishonesty/ failure then they should not get a pay off
- We are supposed to be all in this together, it doesn't feel like it. MPs should not have subsidised housing in London, after all, police officers, firefighters and nurses don't. MPs should travel on public transport, again just like other public sector employees. MPs should provide receipts for ALL expenses and only up to an agreed limit, no more expensive restaraunts, hotels. If we are really in it together then prove it.
- Please stop the obscenity that is the running joke that is their inordinate expenses. Why is Parliament unable, or unwilling to see how this issue is inextricably linked to the publics current loathing of mp's and parliament. Sort the expenses issue out ASAP. Nobody else gets paid to travel to work, their food for the week (free), or discounted food/beverages. Why should MP's be any different?
- mps have been responsible for their part in the financial mess we now find ourselves in and as they say we are all in this together their pay and pension should refect this situation and be at a minimum in all respects as we are in a debt situation not seem in our lifetime and there fore we

can only afford at best the minimum.mps should have no more entitlement than the lowest in our society as if they produced plans to improve the lowest entitlement then their entitlement would increase which would be a step in the right direction to improving our situation.mps should receive payments with conditions as their are so many opportunities for them in quanques lobbying firms that are now available that payments are not applicable.

- They should be reviewed the same as the Police have.
- One rule for themselves, one rule for everyone else, particularly their pensions, I have never been so disillusioned with politics and particularly MP's.
- MP's should be FORCED to accept the same pay as they would get if they were on JSA - or have the MAXIMUM wage limit as the NATIONAL MINIMUM WAGE!!! Ideally I would like to see Parliament abolished as the MP's are completely out of touch with reality!
- I was made aware of this survey on twitter, being asked "Fed up of MPs milking system getting paid for nowt? IPSA survey on....." I believe we need to encourage people with the business acumen of the very top quality businessmen/women to become MPs. Remuneration & pension packages MUST reflect this.
- Before MPs request any sort of improved wage they need to restore their ruined reputations. The Bristish public have no faith in them & are losing what little respect remains of the parliamentary system. Widespread abuse of the MPs allowances has caused a great deal of resentment amongst ordinary working people especially during this time of austerity. It seems that the only people not stuggling financially are high-end criminals and Members of Parliament, some might say they are the same.
- MP's are paid 2.9 times the national average, yet can still claim almost unlimited expenses. I would like to see Expenses eliminated. They are well paid, and should travel to and from work using their own cash. Similarly, with accomodation... if an MP lives too far away from work to commute everyday, then they should be accomodated in 'Halls of Residence', i.e. an accomodation block exclusively for MP's. They should not be allowed to purchase homes in London, with Public Cash. Additionally, some element of Pay should also be linked to attendance. MP's are paid well to represent their constituents, and yet they are not present at every vote. This should change, and there should be an incentive for attendance. MP's represent the UK, and as such they should lead through example with the changes they implement. Pensions, above average wages, and expenses, are all areas that have been seriously changes (for the worse) for the average worker. MP's seem to feel they are a special case, but they are not. Therefore the system badly needs reform. Therefore i hope this feedback is taken seriously. MP's will only listen to the public when they have a financial incentive to do so. Thank you,
- Treat them the same as they treat other public sector workers. New MP's should start on a lower wage and work themselves up to the higher pay scale
- At present their pay is "out of touch" with many constituents. Radical reform is needed like has been done to many public sector workers. Lead by example.
- MP's terms and conditions should be brought into line with all other public sector workers.
- MP's' pay, pension and terms should be in line with the rest of the public. If our pensions are to be drastically changed then the same should happen to all MP's'. This is also true of their pay. They need to lead by example!
- As shown by the recently aired Despatches program on television, there are MP's that are clearly STILL milking the payment system for absolutely everything they can get out of it. The whole pay

system and expenses system should be made totally transparent and they should have to provide receipts for everything like most normal workers do. Until this happens the public will never trust them as they have already proved by their own actions that they can not be trusted.

- They must be treated the same as 'average' public sector workers in pay pension and conditions
- The system of expenses is part of the MP package and the expenses package should be rigorously regulated. The MP's as public servants and should be leading cuts to public sector packages from the front and should not consider themselves above the public sector. If they were to demonstrate clearly their willingness to show that "we are all in this together" then public sector cuts would be tolerated by many more!
- Pay and pension should reflect what is getting forced on others
- Expenses should also be looked at to ensure they are fair, as well as any extra benefits such as bank holiday pay. As a public sector worker, nearly every benefit I have ever had is being reduced or abolished entirely. MPs should also have to face cuts to any benefits they receive.
- MPs' pay and pensions should be no different to any other public sector worker as that is what they are. They should pay the same rate of contributions as they are imposing on the Fire Service and Police Service and should be subject to the same changes. The changes should also be imposed on existing MP's as that is what they are imposing on everyone else. They are not a special case and should be treated no differently.
- The lump sum should be based on the amount of time an MP serves
- The MPS pay and conditions should mirror the one that they are forcing onto other public sector workers, their expenses should be drastically cut and why do they need a second home paid for at the public expense. It is time that mps pay and conditions are under the microscope, instead of focusing on the pay and conditions of the NHS, TEACHERS, POLICE, ARMED FORCES & FIRE FORCE
- I believe that MP's are workers in the service of the public and should therefore be treated the same. I wouldCovent to see their pay and conditions including pensions fall into the same structure and negotiations as all other public servants. I believe if the lose their seat for any other reason than at an election they should t get their pension.
- The ones who do work outside of being an MP (e.g. as non-exec directors on lobby groups) should firstly be investigated where there is a clear conflict of interest (e.g. Tim Yeo), and then have their annual salary reduced in proportion with the time they spend not being an MP. MPs are supposed to represent the people and so a salary linked to average UK salary is a good idea. Also please consider aligning their range of expenses & allowances to be in accordance with other employers in the public and private sector. These are still a very lucrative part of their reward package and often used to top up salary significantly, so looking at salary alone would not be meaningful. Finally give MPs an option in their contract whether or not they would like a salary, so they can easily take the decision to waive it (I'm thinking of the multi millionaires that are supposedly in it for the public service rather than the money).
- Regional pay based on the location of their seats should be linked to the proposals for public sector regional pay.
- MP's are just public sector employees, they should be treated the same as any other public sector administrators, they are only responsible for gathering and presenting the views of the public in parliment



- MPs are completely overpaid compared to other public sector workers. The rules they apply to other public sector workers never seem to be applied to them. MPs have far too many benefits, expenses and privileges - all at the tax payer's expense. What is good for the goose is good for the gander.
- It only seems fair that MPs pay and conditions are reviewed as with other public sectors, Fire, Police, teachers etc. The past 30 odd years with ridiculous perks (expenses/benefits/bonuses) have helped get the Country in the poor economic state it is in. If the pensions other public sector careers are reviewed and reduced then it is only right and proper that the same is done for MPs. Have their pension contributions increased inline with other jobs? Have their conditions been reviewed too?
- The current proposals to reform MPs pay will only affect those that take up their seats after 2015 as I understand it. This preserves the position of all those currently in post. If MPs are set on reforming public sector pensions then why do they not adopt the same position for themselves as they are enforcing upon others ie it is affecting currently serving teachers, police and NHS staff and not just for new joiners? This is not equitable and is protectionist. This damages confidence and public morale.
- THE MP'S SHOULD BE FORCED TO CONTRIBUTE 15% TOWARDS THEIR PENSION THE SAME AS THEY WANT TO IMPLEMENT FOR THE POLICE.
- Although I understand the unique nature of MP's role I believe that MP's pay and pensions should be in-line with other public sector workers. It might make MP's think long and hard about reform for the sake of it or for a political stand AND they can also share the pain when their policies go wrong and the economy takes a dive.
- To date they are a mystery to the public ... the MPs are riding rough shod over the public sector without leading by example. They are over paid, over pensioned and over expensed. They make a mockery of austerity measures.
- The way that any MP "caught out" claiming huge, inappropriate sums on expenses claims that they were obeying the rules discredits the whole process. Those rules should be scrutinised and amended to reflect the privations visited on the rest of the population in the name of being "all in this together."
- They should be in line with all proposals being made to other public sector workers ie the police. What is being done to the public sector should also be put in place for MPs
- Any loss an MP suffers as a result of changes to their pensions, in line with other public sector changes must NOT be offset by an increase in pay/conditions OR expenses.
- Time to wise up MP's. As a serving Police Officer I am getting hammered financially by Westminster. Time for you lot to take a hit with the rest of us. WE ARE ALL IN THIS TOGETHER.....yeah, right!
- MP's pay and pensions need to be reviewed and set by some organisation totally independent from Parliament, so that there is transparency and trust in the process. Personally I have no trust in MP's following various expenses scandals and the amount of spin MP's use. In the current climate of austerity measures MP's must be seen to doing their bit instead of giving the impression that they are lining their own pockets at the expense of the Tax payer
- I am of the opinion that MP are no better than the people they serve. If they hack and slash at public sector pay and pensions then they MUST suffer the same fate. I do not believe that any MP has their MP income as their sole income, unlike most other members of society. If they

lose their post at any election then I do not believe that any lump sum should ever be paid. After all they only serve at the request of the public..If they no longer deserve that position and are deemed not to deserve it by the electorate, then why should the public purse pay anything extra just to see them leave. Hard times are being felt by ALL. That should include the people that, in some cases, make the laws that put us there.

- Regarding questions on pay rises and resettlements - no options exist to disagree with all the options and propose alternatives. There is something of Morton's fork about this exercise.
- They are paid well, why should they get a resettlement payment even when losing their seat? I wouldn't get one if I lost my job
- MP's should be paid the same and elect whether to contribute to a pension scheme or not. Twice the annual salary is sufficient, any additional expenses can be met from the expense claim procedure.
- MP'S pensions should have been reformed long before those of other public service workers. It is grossly unfair that this is only being looked at now.
- In relation to the resettlement payment, why should this be paid at all. The currently salary of an MP is already above what it should be. As a Police Officer I have lost five thousand in salary over the next two years. How many MP's are losing that amount. there is no need to increase MP's pay at all. They know the salary when they go in to the job, they are providing a public service to some extent but do not face anything like the daily tribulations of other Public Sector workers. Paying MP's more than they are paid now would be utterly disrespectful to ALL Public Sector workers and would show just how out of touch with people they are. I would like to know who the people are that make up IPSA.? Are these people put in to the post by MP's, if so how can they be Independent.?
- they should be sharing the pain the rest of the public sector are with regards to pension reform and pay freezes.
- I feel it is inherently unfair that given the axe that is swinging over Public sector Pensions affecting both existing and new members these same reforms do not apply to those who serve us, the public, within the house of commons. If all public sector pension reforms are to be based on career average earnings for new and existing members, these should apply equally to MP's. It does sound very much like do what we say and not what we do. As for MP's pay, I am aware that there is a strong opinion that public sector pay be partly based on the average earnings in that particular part of the country. It is my suggestion that MP's pay reflect the average earnings of the constituency they represent. The costs of living are different in their constituency's thus they do not require the same salary.
- the changes to mp's pensions should not just affect new joiners, all currently employed should have their pensions changed as like other public sectors. on pay, they should have to pay for their living not claim expenses, if you want to be an mp and you will have to go to london, you will be subsidised but not be able to claim ridiculous amounts from the public purse.
- Stop the expenses
- The Government are currently slamming the pensions of public sector workers, particularly the police. The MP's should feel the same pain as everyone else. Their expenses should also be greatly reduced, as they are currently ripping off the tax payer and committing offences under the fraud act in most cases!!!!

- MPs have to bare the brunt of the financial cut backs just as much as the rest of us do. The prime minister says that we are all in this together. I dont see that myself. They dont suffer the way that the rest of the country suffers.
- Greedy.
- MP's are nothing more than Civil Servants and should be paid as such; including pensions. They take the work on a fixed 5 yr term; loose the seat or stand down should not attract any lump sum/
- the public sector has been hit very hard with the current reforms, the police more so than any other service with their current contribution of 11%. No other publci sector pays more than 6% yet it is the police that are called on and many other emergency services will not attend unless police are there so i fail to see why they pay more than any other service. The new reforms will seriously deprive public sector workers and make it financially hard to survive yet MPS will still be looked after by the hard working tax payer who fund their plush lifestyle. It is of fault of the MP's that this country is in a dire state yet they can sit comfortably in their 2nd home paid for by the poor workers. It's about time they too were hit hard with these cuts and i would like to see them contribute 13.7% of their wage for thier own pension. I seriously doubt that they will be brought in line and bare the same brunt as it would appear the government discrimiates hard working people and takes more money from them to pass to the likes of MP's and those on benefits who have never worked in their life (through pure laziness) and yet have a better lifestyle than those who work. It's no wonder the working public have no trust in MP's, i for one would not trust them and nor does anyone i know!
- Expenses should be capped and more control is needed over what is claimed for. e.g.. £5 for coathangers (genuine claim, I kid you not!!!)
- MPs pay should be decided by the people who would reward them when they believe they are serving the country well. They should also pay more into their pension, and only receive pro rata what they put in
- At a time when all public sector workers are having a severe review/cut in pensions along with increased contributions i believe that this decision would have been far more acceptable had MP'S had their pensions reviewed publicly first. We are most definitely not "all in it together." £65000 a year plus expenses and a large degree of second incomes and they still have a vastly superior pension while cutting others is fundamentally unfair.
- The redundancy payment should be small. MP's and other public sector workers need to be sacked more regularly (I am a public sector worker).
- Pensions should be fully in line with other public sector - ie only fully payable with 35 years service. Under no circumstances should an MP receive a payment if they chose to leave their job, no other public sector worker does. MPs are still using the system to pay mortgages despite recent changes. MPs should be given a 'housing loan' to pay towards a mortgage, that should be paid back when the property is sold.
- They should be more accountable for expenses, have a carear average pension and get nothing if not re elected
- I find the current status of MP pay, benefits, pensions and conditions to be abhorrent. They are singularly isolated from all other public sector cuts and reforms, and when all is said and done, they ARE public sector!!! They erode other "individual" job identities, claiming all workers are equal, yet seek at all costs to preserve their uniqueness, their rights to be treated as special. This

needs to end NOW!! The conditions and wages are out of touch and offensive to mainstream public sector workers That alienation is becoming more and more apparent; a level of supported and imposed hypocrisy that beggars belief.

- They should more closely reflect the pay and conditions of other public sector workers. The reforms being imposed on the public sector should also be imposed upon MP's
- They should suffer the same sort of devastation to their pay and conditions as every other public sector worker and be treated with the same contempt as the rest of us. Nearly £66k per year is an obscene amount of money for the amount of work I have seen put into responding to my questions posed to MP's about my pay and conditions.
- Treat them the same way they have treated the public sector, slash funding, increase pension contributions, reduce pension payout, impose fixed term contract, do not allow any outside interests.
- MP's should remember that they are elected to serve and they therefore ought to start practising what they are preaching to the rest of us when it comes to these austere times ... NO PAY RISE ... PENSIONS LIKE ALL OTHER PUBLIC SECTOR EMPLOYEES !!
- At present we have MP's who are voting to destroy public sector workers accrued pension rights for a short term gain whilst more or less proposing that their own pensions are changed but only for new comers. This is disgusting and two faced. What is good for the goose is good for the gander. They too are public servants and they should have the same changes made to their pensions as that for other public servants. There can then be no grounds or future calls of unfairness.
- MP's should not receive a lump sum payment at all if they lose their seat.
- The early statement that the job of an MP is unlike any other and the suggestion that MP's pay structure should reflect this flies in the face of this Governments ongoing proposals for Public Sector workers, in particular the Emergency Services. There should not be one rule for one and not the other. They have to be fair!! MP's claim their basic salary is justified to attract suitable candidates and again this is not reflected in their proposals for the rest of the Public Sector. We are as they repeatedly say 'all in this together' and they should also feel the pain of the ongoing cuts the rest of the country is facing.
- Being an MP is something an individual enters voluntarily. The job is no more unique than many others that have recently been treated as 'just like any other'. They should be paid a sensible wage commensurate with being a public servant. They should not get a golden handshake when they leave particularly as many lose their seats because they have represented their constituents poorly.
- No.
- I have read recently that the MP's are to receive a 40% pay increase, which I think is absolutely disgusting when you take into account the state of the economy and the pay freeze other public sector workers are being forced into. The MP's have proved they cannot be trusted and should be overhauled as the Police have.
- They need to sort the rest of the UK out before considering an increase in MP's pay. I work in public sector and have seen my pay freeze, in real terms I can not afford a mortgage that when I commenced 4 years ago I could afford. The cost of living is increasing so if Public sector pay does not increase then why should MP's. In other Public sector when we have to work away we are told where to stay, when to eat and how to travel. This is sourced centrally and organised to

keep cost down. WHY ARE YOU NOT DOING THIS FOR MP's? MP's should not be able to control this and then claim it all back. Stop embracing yourselves with a survey that MP's will answer with an increase and everyone else in the UK will tell you it needs to be decreased.

- Standing for an MP should be done as a calling, not as a job. To treat MP's remuneration in the same way as those of other 'jobs' would ignore this. Remuneration should not be used as an enticement for people to stand for Parliament. It may entice the wrong people
- It's about time they joined the real world where people are paid just a salary without "fringe benefits" The fringe benefits they have been getting are a disgusting waste of public money. That said I think they all should receive a salary that means they don't have to rely on directorships (thus excluding ordinary people) for income. In fact I think an independent salary or wealth should automatically bar them from standing, because it allows the insidious element of vested interests to come in otherwise. The most important benefit of this would be that people are there for the genuine good of all, not to pander their own egos & abuse power.
- I have great concerns about the expenses that Mps receive on top of their salary. And more concerning is the reports that MPs are, or are reported to be, fighting the reforms that IPSA are trying to implement
- MP's should not receive a lump sum settlement if they are either cast out or voted out. This philosophy would be similar to performance related pay (a performing M.P. should not be voted out). Their pensions should reflect their level of service and as they are demanding of other public pensions, they should make an appropriate contribution commensurate with their remuneration package. MP's pensions should be reflected in a similar manner to the other public sector pensions in that they should earn a proportion of a pension per annum to a maximum. If they are voted out, then they should receive their pension at normal pension age as per the scheme, but should they stand down then they should be classed as a deferee and be paid at normal state pension age. Should they be removed from office, then they should lose all pension rights and be refunded their basic contributions made.
- I do not believe there should be any severance payment ( lump sum ) unless it is the same as redundancy ( including qualifying period ) as for any other worker.
- It was not mentioned the length of service that MP should have to do to acquire a full pension or at what age. They should be treated as other public servants not getting their pension or lump sum until the official retirement age
- My pension as a Police Officer is apparently unaffordable to the country hence the impending changes. My contributions are rising to a staggering 13.7% - I suggest MP's endure the same accrual rates and average salary pensions. These terms should be declared by way of statute but it should also be made clear that they can be altered at any time and that any promised returns will be subject to the whims of the party of the day. I would also suggest that their allowances are also unaffordable to the general public - London lodging allowances of just under £20,000 per annum should be removed and replaced with the purchase of a publicly owned residence which could be made available at a fraction of the cost. Police Officers are in future to be paid according to whether they use their "powers" on the street. The same could be applied to MP's according to how much time they actually spend attending Parliament and voting.
- MPs should not have a resettlement payment at all for losing their seat or standing down. MPs are over paid and underworked.
- I think there should be a fixed retirement age for MPs and their staff.

- MP pensions are very generous when compared with other public sector employees. Perhaps there should be comminality across all public sector groups.
- MP's are already paid too much and when the public sector is being hit they should be treated with the same impositions on their pay and pensions; ie any scheme brought in should be brought in for all MP's current and new, and \*\* not \*\* just new joiners. This is what is happenign in the public sector and it should not be one rule for everyone else and another for the MP's as currently seems to be happening.
- They should be set as a result of a detailed analysis of what MP's do and what sort of person we are trying to attract. they should not be set on the basis of media commentary or public opinion.
- mps have been advantage over many years due to very broad interpretation of all rules to their favour therefore in this time of austerity all mps pay and pension should be at the minimum as the period 2000 to 2010 has been one of excess in all pay settlements as everybody thought they were entitled to the the pay accorded to big business when there own responsibilities were no where near compatible.mps pay and pension should be at best the minimum of all criteria due to the excess of previous decades
- - Lack of equality/diversity of MPs is largely product of voting system. Pay is irrelevant. - Pay should not be linked to multiple of average earnings; it should reflect the nature of the job. - MEP's and other European MP's pay is relevant in setting pay level. - Other jobs are relevant to some extent, but there are no direct equivalents. Few other jobs involve the same level of evening and weekend/constituency work. Are many jobs paying the same or even more which require smaller overtime and weekend commitment.
- as george osborne says all benifits should be cut so should mps pay and pension entitlement as we are in an austerity period that will last until a least 2018.all previous pay and pension has been based on a false state as the period from 2000-2010 were based on a false premise of there being no more boom or bust and we have had the biggest bust of all times enabled to happen by the lack of supervision by mps and many other public paid persons who had no care for any body than there own advancement.everything should be recalibrated to a much lower level so as to be affordable into the future and not be a burden on the public purse and be fair to the plight of the general public it has to start from the the top and with no special interprtations which is what has happened in the past
- i cant see how this is even being considered when public sector workers have had pay freezes, increased pension contributions and less pension. how can the rest of the country be told to put up and shut up but the people who are making those decisions are looking at increasing their own wages pensions and benefits
- They should be more transparent about their expenses.
- There is no definitive answer to MPs pay and pensions but if principles of transparency, understandable, simplicity, and sustainable are maintained it should help. Not sure what principle "MPs remuneration should be determined in the same way as that for other citizens" means. Process-wise it can't be but if you mean related to pay of "other citizens" then that needs to be clarified. Good luck
- MPs should be following the same rules that they are imposing on other public sector workers.
- MPs' pay pension and conditions of service should directly correspond to those paid by the public purse. they should also be means tested for the very rich.

- The whole system needs overhauling. They should fall in line with other public servants and any changes should be made by independent bodies. The proposed changes by the independent bodies should then be voted on by the public. I would also like the public to have more influence on other areas of MP's conditions.
- The MP's pension scheme should be brought into line with all other public sector pension schemes. Particularly with respect to accrual rates (1/60th per year would be acceptable), contributions (schemes which give comparable benefits to the MP's scheme will be requiring contributions of about 13% from 2015, so I think the MP's scheme should reflect that), and also removing the ability to vary contribution rates for varied benefits.
- They should pay more in to their pension, have to wait longer to get it and get less out when they do. Just like the rest of us are having to.
- It should be amalgamated into all other public sector pension structures
- Pay and pensions should be mirrored by the proposals that are being implemented across the public sector. Wage rise ? With the wage freeze then the increase in pension contributions and the changes to tax credits cost of living etc. MP's should be taking the same hit after all "we're all in it together" Although to the man in the street, some more than others.
- MP's expenses should be looked into again, and claiming for something that you are not entitled to is fraud and should be treated as such.
- I think all Pay & Pension attributes should mirror the policies within the rest of the public sector. They are the leaders of this country so should be leading by example.
- I think MP's pensions should be broadly similar to the so called gold plated pensions of the public service, if it is good enough for a Police officer or a Firefighter, it should be good enough for an MP! Pensions are transferrable and if necessary can be taken with them if they lose their seat. After all "We are all in this together"!
- MPs should not be paid based on length of service because it may create an advantage to MPs in very safe seats and disadvantage those in less safe seats.
- MPs set other public servants' pay, pension, allowances and benefits. As they have consistently argued that in the current climate "we are all in this together", they should reflect on their position and show leadership, integrity, honesty and openness by setting an example, showing restraint and taking the same medicine they have forced on other public servants. They also have the opportunity and sufficient free time to receive payment for external appointments, therefore they are even more able to weather the current financial climate than members of the general public. Finally, MPs should remember that they ARE public servants and that the public pay their rather attractive salaries, allowances and benefits.
- Should be inline with other Civil Servants
- Hammer their pensions like they are doing to the rest of the public sector, most of the MPs are already wealthy anyway
- In view of the Chancellors predictions today and the next 5 years of austerity and welfare reforms, MP's need to be a bit more responsible and humble!!!
- The pay is a small part of the MP's package. I don't have a problem with paying them a reasonable salary but the blatant manipulation of the expenses system, whilst not as bad as it previously was, is clearly continuing. This must be stopped if Parliament is going to connect with the populace again.

- MPs have had it too good for a long time with their pensions. Their contributions do not pay for their pension pot it is subsidized by the taxpayer. I suggest they change their pensions first so they are affordable then trial it for three years to see if it works. Then release this to the public sector to bring the cost of their pensions down to what the taxpayer can afford.
- It's time they joined the real world. If they are cutting public service workers pensions and wages, they should also be cutting their own.
- Paid too much, too many holidays. overly generous pensions and lump sum on leaving posts
- MPs salaries should be a complete package. no travel expenses. no accommodation expenses. no family members employed. share staff like the Lords do. they should be paid on minimum wage through November every year.
- Resettlement allowances need to account for the fact that MPs fulfill their duties until the time when they lose the election. There is no notice period, the roles and responsibilities need to be discharged. Whilst many MPs report having found new sources of income after losing their seats, these tend to be ex ministers. backbench MPs will often struggle. We need to be very careful that we do not make Parliament the preserve of the rich or sponsored but all changes since the expenses scandal are pushing towards pricing ordinary people out of the role.
- Paid too much, pension far too good for little input, should be based on fire and police officers pay
- Paid too much & receive a pension that does not reflect the level of contributions they make, which I believe is nil.
- MPs need to practice what they preach when it comes to pay and pensions. I can not express clearly enough how disillusioned British citizens are with MP culture and practice. Heed the warning, political parties who pose a new approach will get the vote. As for pensions - show some respect for public service employees and honour their pensions further, I am not suggesting total protection but definitely beyond the proposed 10 years.
- MPs are public servants and should be given the same terms and conditions as any other public sector employee. It would help towards the mantra they keep telling us 'we're all in this together'
- MP pay and pensions should accurately reflect the pay and pensions of other public sector workers to whom they serve. pay should be in line with comparable skills and responsibility of other workers in the public sector and be raised in line with inflation yearly. pensions should be based on care principles and should reflect the amount of contributions the MP makes to the scheme. length of service as an MP and total amount of contributions (pay more-get more) should be the defining factors for the scheme.
- Take into account the expenses available to them that's on top of their salary, thus giving a more realistic figure of what sort of money they receive. Pensions should be in line with Public sector.
- Politicians are elected to serve the public and choose to enter parliament. They should not be paid if they lose their seat because the electorate are unhappy with how they perform this is a rewarding for failing. They choose to take the excellent pay and conditions and like everyone else should save and plan for the eventuality. Their pension scheme should be amended to career average and they should only get a pension pro rata on their contributions not a final salary scheme when they have served one term only. This is massively unfair compared to the changes they are imposing on every other public sector worker.
- Pay and pensions of MPs require reform consistent with other public sector (taxpayer funded) professions



- Resettlement payments should reflect length of service in parliament, number of occasions elected, and nearness of age of end of parliamentary career to age of payment of state pension.

# Independent Parliamentary Standards Authority MPs survey

November 2012



# Background

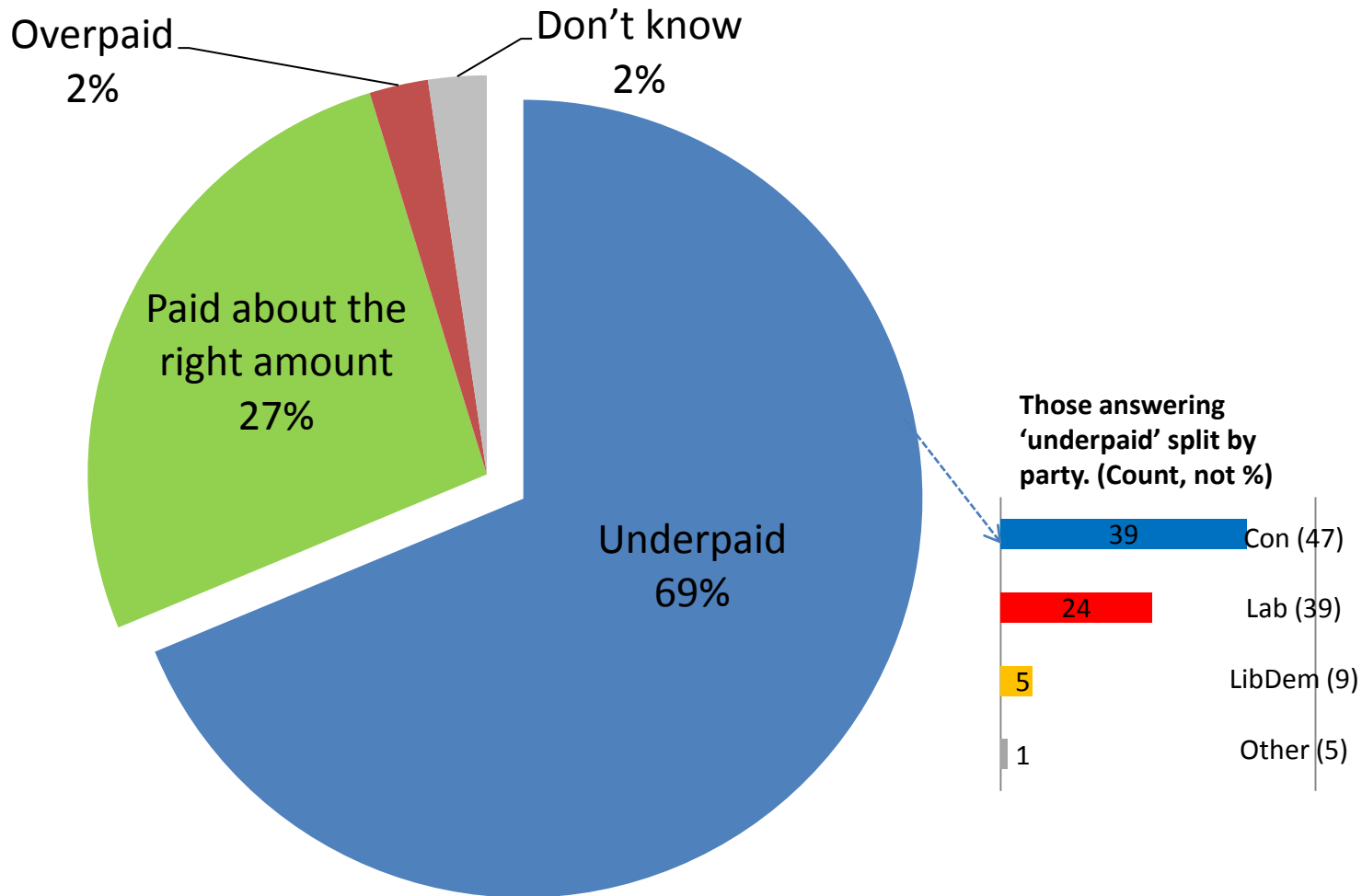
- ★ YouGov completed online interviews with 100 Members of Parliament;
- ★ The surveys were completed between October 17<sup>th</sup> and November 2<sup>nd</sup> 2012;
- ★ A small weighting have been applied to ensure the sample is representative of the House of Commons according to each MP's party, gender, electoral cohort, and geography;
- ★ All results are based on a sample and are therefore subject to statistical errors normally associated with sample-based information. Results for all MPs are correct to +/-9% at the 95% confidence level;
- ★ Any percentages calculated on bases fewer than 50 respondents must only be reported with care due issues with statistically reliability. If reporting MPs by party please refer to the actual number of MPs from that party compared to the number interviewed, rather than using percentages. NB: these charts show overall percentage of MPs but splits by party are shown using actual numbers of MPs and not percentages.



# Results



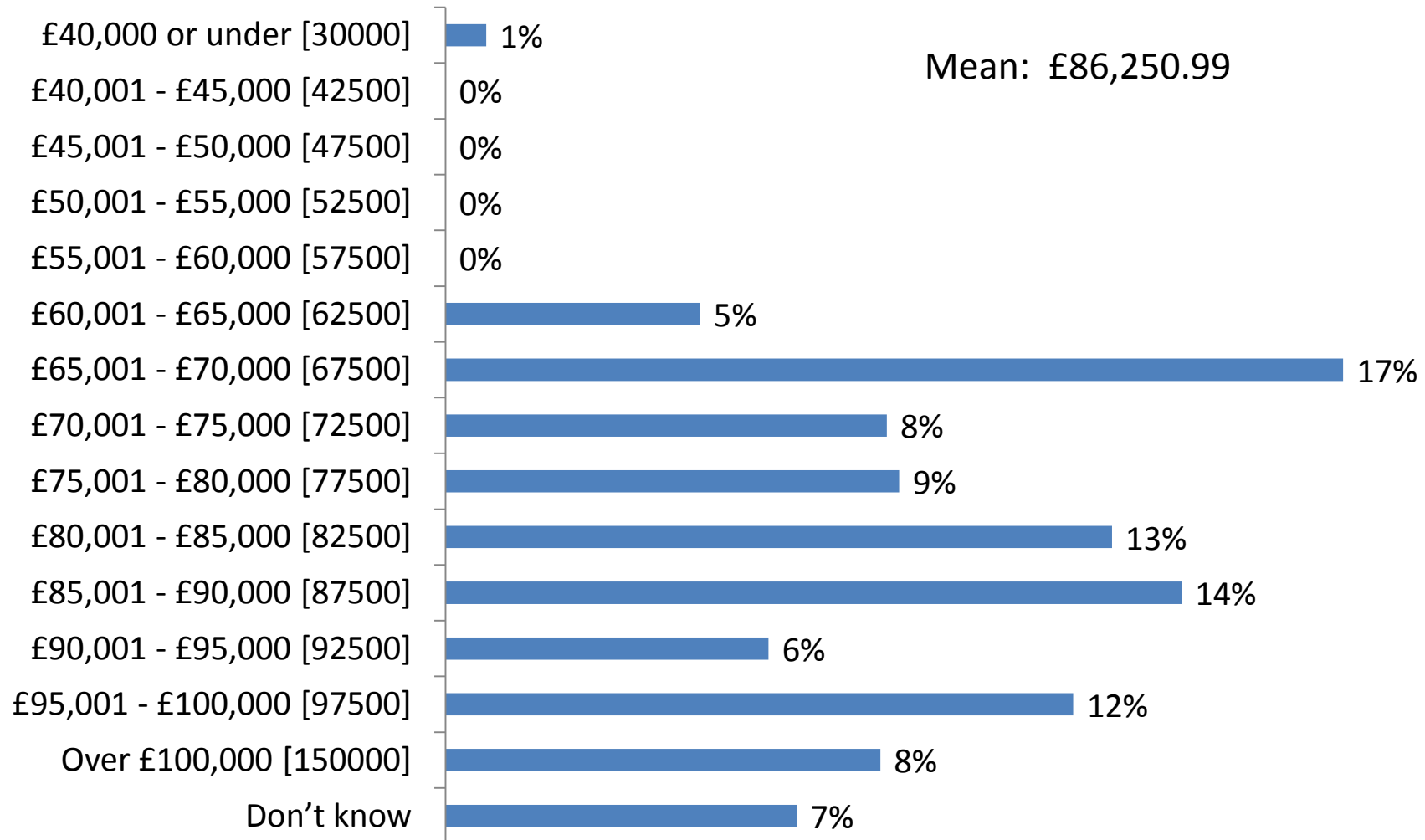
# IPSA1: Do you believe MPs are currently underpaid, paid about the right amount, or overpaid?



All MPs n=100

Weighted sample sizes: Con 47, Labour 39, LibDem 9, Other 5

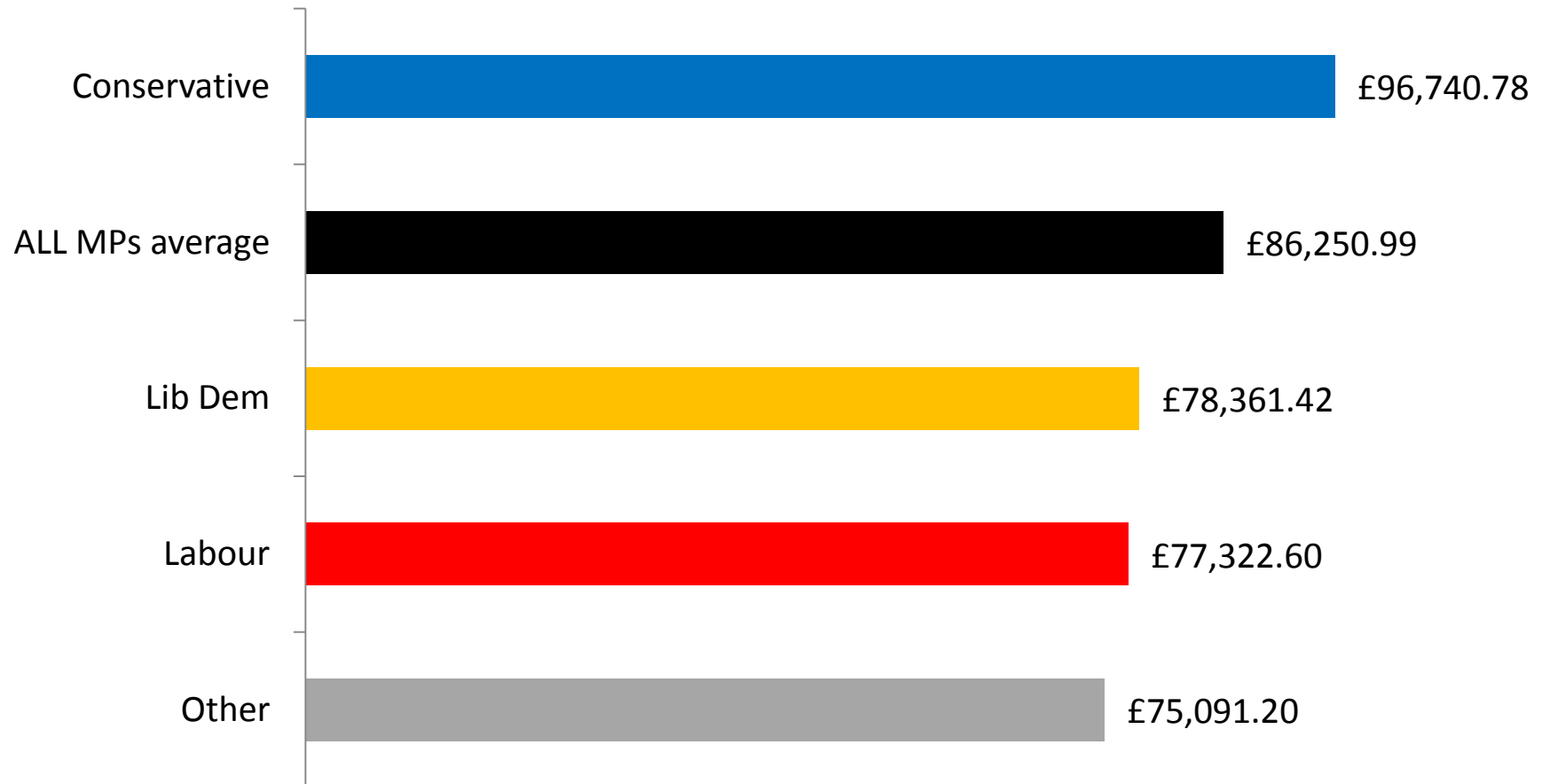
# IPSA2: How much do you believe MPs should be paid annually?



All MPs n=100

# IPSA2: How much do you believe MPs should be paid annually?

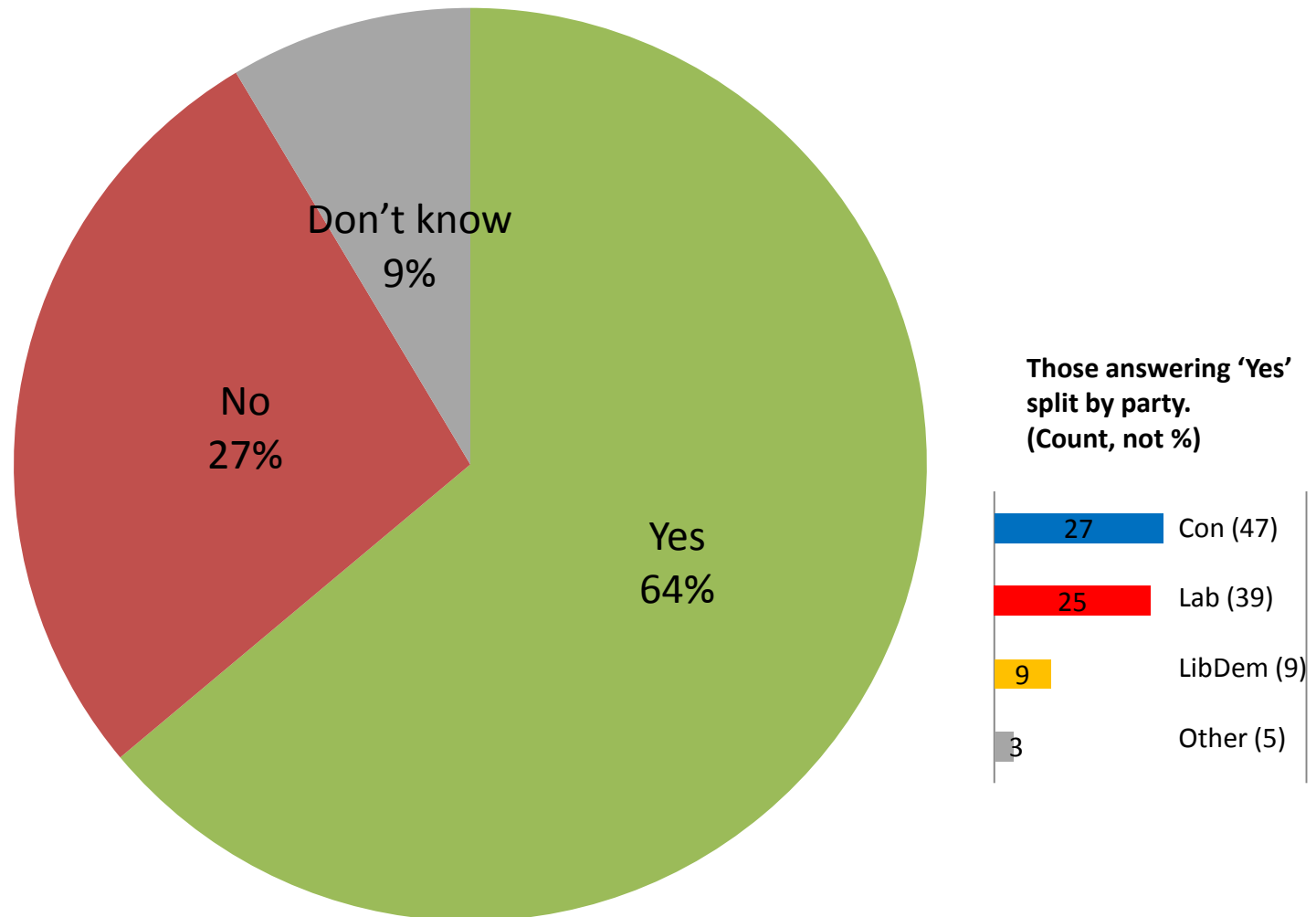
Chart shows mean amount split by party



All MPs n=100

Weighted sample sizes: Con 47, Labour 39, LibDem 9, Other 5

**IPSA3: Public sector workers will receive a pay increase of up to 1% in the two years following the end of the current pay freeze. Should the Independent Parliamentary Standards Authority (IPSA) treat MPs as other public sector workers and increase pay by 1% in 2013/14 and 2014/15?**

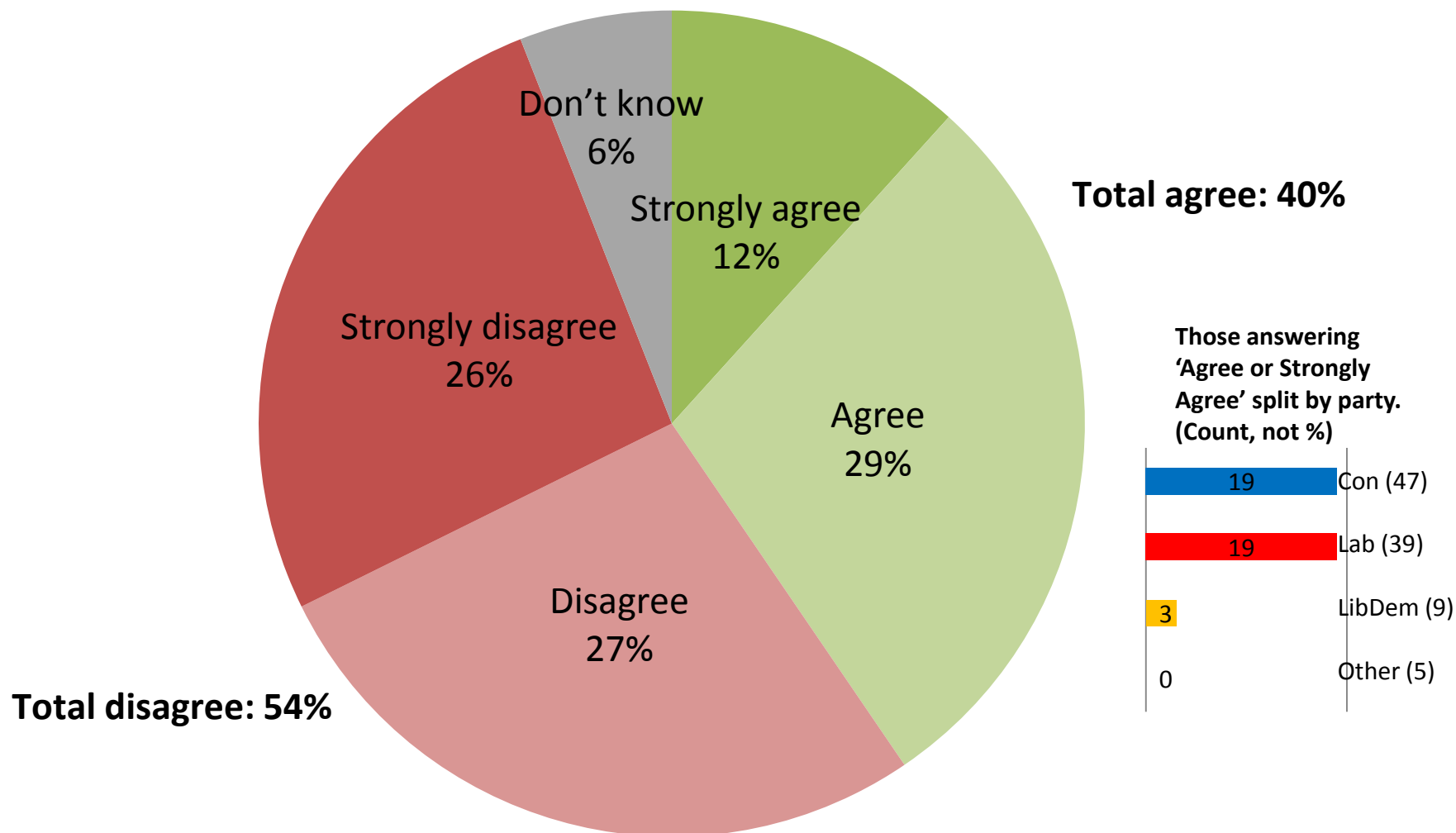


All MPs n=100

Weighted sample sizes: Con 47, Labour 39, LibDem 9, Other 5



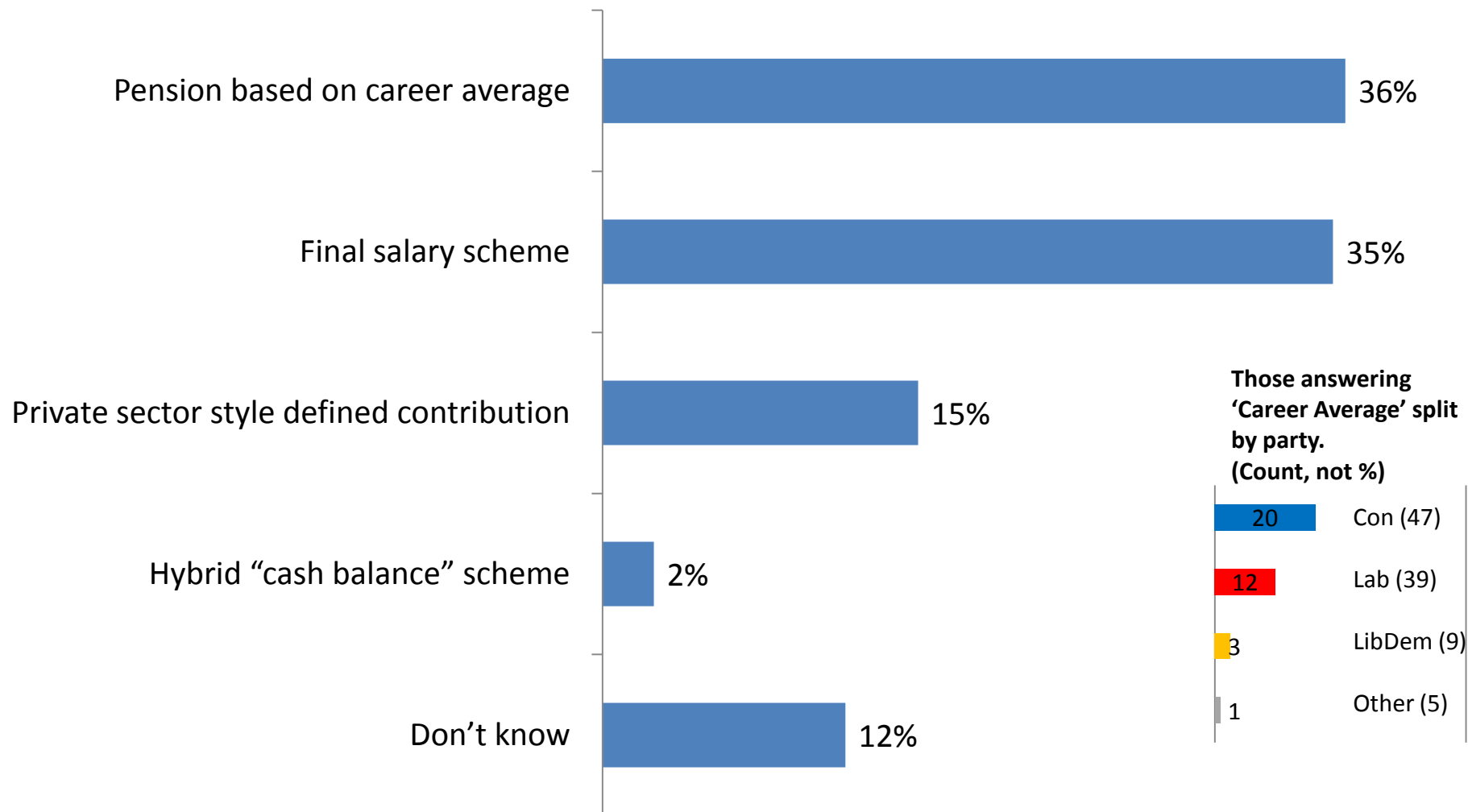
# IPSA4: How much do you agree or disagree that MPs should only receive resettlement payments if they lose their seat at an election and not if they stand down voluntarily?



All MPs n=100

Weighted sample sizes: Con 47, Labour 39, LibDem 9, Other 5

# IPSA5a: What pension system should MPs have?



All MPs n=100

Weighted sample sizes: Con 47, Labour 39, LibDem 9, Other 5

# IPSA6: Do you have any other comments on MP pay and pensions?

*Open-ended question – full list of answers in ‘Verbatims’ sheet of tables.*

- Media commentators should shadow a week in the life of an average MP to understand the pressure, breadth of knowledge and social skills that are required to do the job. They have no idea.
- There needs to be a realistic debate, there is too much media hype and too little real information about MPs salaries. A multiplier of average salary would be a welcome step.
- MP's pay has been cut dramatically in real terms over the last 5 years and is now considerably below comparators both in this country and abroad. The IPSA consultation process acknowledges that there is very little understanding of an MP's job and yet is using public views as a basis to determine future salary levels. I cannot think of any other profession in either the private or public sector where this is done. I believe that the pensions should remain defined benefit and be determined by the level of contributions. The public subsidy should be no more than the average for the public sector. If the scheme is fundable there should be no requirement to bring it in line with other schemes as a sop to public opinion.
- A range of comparators is the only sensible way to set pay for MPs. All MPs should receive the same.
- Given the hours we do what sector would be in this position.
- They should not be set by IPSA they should be covered by the SSRB as they were before and if MPs joined the commons on a different basis to that which exists now those terms and conditions should still be honoured ie severance pay and pensions
- Parliament's main priority now is to restore public trust. MPs pensions should not be more generous than those paid in other occupations.
- The costs associated with doing the job should be recognised. For example, we receive endless requests for raffle donations, breakfasts, teas, dinner, lunches etc. We frequently have to entertain people. And we spend money on things which cannot be claimed back.
- An MP earns less than a deputy headteacher in the bigger schools in their constituencies, every pharmacist, GP, Police Area Commander, in my case 7 employees of the local Council. And this is all before you consider the substantial costs that an MP is unable to recover - including entertaining.
- We are moving towards a situation in which only those with private means will stand for parliament: MPs are now subsidising the taxpayer through the advance payment of office costs and other expenses
- If MPs were paid more there is less likelihood of them needed to take second jobs. The quality of MP will reduce if the pay does not improve and if the public continue to despise them
- The debate is about "pay and pensions" - what is not being talked about is the urgent need for an increase in the amount of financial support for MPs' offices and staff. We need additional support because of the additional workload brought about by greater demands from constituents. The National Audit Office estimates that 92 per cent of MPs are now subsidising their work. This cannot be right.
- Media need to explain the facts rather than fiction there is no mention about our high level of contributions



# YOUNGOV MPs SURVEY

October 2012

