

REPORT

ON

PARLIAMENTARIAN'S EMOLUMENTS

BY

THE COMMITTEE APPOINTED

BY

THE HONOURABLE MINISTER OF LABOUR

AND THE PUBLIC SERVICE

JAMAICA

MARCH 1981

REPORT OF
THE SPECIAL CONFIDENTIAL COMMITTEE
ON
SALARIES AND ALLOWANCES

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REPORT OF THE SPECIAL CONFIDENTIAL COMMITTEE
ON
PARLIAMENTARY SALRIES AND ALLOWANCES

INTRODUCTION

- 1.1. On December 17, 1980, the Minister of Labour and the Public Service appointed us “to examine the emoluments of Parliamentarians and to make recommendations as to the adjustments which should be made to the salaries and allowances”.
- 1.2. Parliamentary salaries and allowances were last reviewed in May 1972 by an independent committee appointed by the then Prime Minister. Its recommendations were implemented in the main in April 1973. (Appendix 1A). Since that time there have been increases in allowances. (Appendix 1B).
- 1.3. Prior to 1973, the previous review was undertaken in 1964. It will thus seen that the intervals between the last two reviews have been nine and eight years. During the latter period the country suffered high double digit inflation and as a result all Sectors of the workforce benefited from increases in remuneration. In our view, current salaries and allowances paid to Parliamentarians are grossly out of line with private and public sector income scales. Further, they bear no relationship whatever to real living costs and the type of expenditures normal to the offices they hold. We therefore consider that immediate adjustments are now required and moreover machinery be promptly put in place to conduct these review on a more structured basis.

PARLIAMTARY SALAIAS AND ALLOWANCESSALARIES

	Prior May 1972 \$	Review May 1972 \$	Revision April 197.3 \$	Currently \$
SALARIES				
Prime Minister	12,000 p.a.	20,000 p.a.	22,000 p.a.	22,000p.a.
Deputy Primer Minister				16,000p.a.
Minister of Finance	6,500 p.a.	14,000 p.a.	16,000 pa.	16,000p.a.
Cabinet Ministers	6,000 p.a.	13,000 p.a.	14,052 p.a.	14,052p.a.
Ministers of State	5,500 p.a.	11,000 p.a. (if whole-time) 11,000 p.a. (if whole-time) 9,000 p.a.	12,000 p.a.	12,000p.a.
Ministers without Portfolio	4,500 p.a.	9,000 p.a. (if not whole-time)		
Parliamentary Secretaries	5,000 p.a.	10,000 p.a.	11,000 p.a.	11,000p.a.
Speaker	5,000 p.a.	11,000 p.a.	11,000 p.a.	12,000p.a.
Deputy Speaker	3,800 p.a.	8,000 p.a.	8,500 p.a.	8,500p.a.
Leader of the Opposition	4,500 p.a.	10,000 p.a.	11,000 p.a.	11,000p.a.
Leader of the House	+200p.a. to) M.P's) Salary)	+800 p.a. to) to salary)		+800 p.a.) to salary)
Member of Parliament	3,800 p.a.	7,000 p.a.	7,500 p.a.	7,500 p.a.
President of the Senate	2,000 p.a.	3,000 p.a.	3,000 p.a.	3,000 p.a.

PARLIAMTARY SALAIAS AND ALLOWANCES

SALARIES

	Prior May 1972	Review May 1972	Revision April 197.3	Current
PRIME MINISTER				
Travelling				
- official business		Official car	Official car	Official car
- constituency	500	1,300	1,300	2,925
- motor car depreciation	572	1,000	11,000	2,250
- mileage commuted	-	-	-	-
Subsistence	-	-	-	-
Entertainment	4,000	4,000	4,000	4,000
Housing	Provided	Provided	Provided	Provided
Constituency office expenses	3,000	6,000	6,000	10,200
Drivers		P O L I C E	D R I V E R S	
 MINISTERS, MINISTERS OF STATE & PARLIAMENTARY SECRETARIES				
Travelling				
- official business	1,000	1,000	11,000	2,250
- constituency	800/1,000	1,300 1,300	2,925	
- motor car depreciation	572	1,000	1,000	2,250
- mileage commuted	550 (1)	550(1)	550(1)	2,700(1)
				10,125
Subsistence	2,600	2,600	2,600	
3,900(2)				
Entertainment	1,000	2,000	1,000	1,000(3)
	600 (5)	1,500 (5)	600(5)	600
Housing	-	4,200	4,200 (from 1972)	4,200
Constituency office expenses	1,600 1,400	6,000	6,000	10,200
Drivers	2,900	2,380	2,900	6,242
 MEMBERS OF PARLIAMENT				
Travelling				
- official business		-	-	-
- constituency	800/1,000	1,300	1,300	2,925
- motor car depreciation	572 1,000	1,000	2,250	
- mileage commuted	225 (1)	(1) 225	(1)225	1,100(4)
				6,275

- (1) Estimate based on 8.70 and 4.10 per mil-e for 52 sittings at 120 miles average per trip.
(2) \$1,980 for Speaker
(3) \$600 for Parliamentary Secretaries.
(4) Estimate based on 8.70 and 430 per mile for 22 sittings at 120 miles average per trip-
(5) Parliamentary Secretaries.

	Prior May 1972 \$	Review May 1972 \$	Revision April 1973 \$	Current \$
Subsistence	880	(10)1,320	1,320	1,980
Entertainment	600	1,000	600	600
Constituency office expenses	1,200	3,000	4,500	8,700
Drivers	2,280	2,020	2,280	5,572
SPEAKER AND DEPUTY SPEAKER				
Travelling				
- official business	-	-	-	
- constituency	1,000	1,300	1,300	2,925
- motor car depreciation	572	1,000	1,000	2,250
- mileage commuted	(4) 225	(4) 225	[4) 225	(4) 1,100 6,275
Subsistence	aso	10) 1,320	1,320	1,980
Entertainment	600	2,000	600	600
Housing		(8) 1,000	(7) 4,200	(7) 4,200
constituency office expenses	4,200 8) 1,200	4,500 (8) 3,000	6,000 (8) 4,500	10,200 (8)8,700
Drivers	2,900	2,080	2,900	(6)6,242
LEADER OF THE OPPOSITION				
Travelling				
- official business	-	1,000	1,000	2,250
- constituency	1,000	1,300	1,300	2,925
- motor car depreciation	572	1,000	1,000	2,250
- mileage commuted	(4) 225	(4) 225	(4) 225	(4) 1,100 8,525
Subsistence	880	-	1,320	-
Entertainment	600	2,000	600	600
Housing	-	-	-	-
Constituency office Expenses	-	5,000	6,000	10,200
Driver	1,443	2,380	2,900	6,242
(6)	\$5,572 for Deputy Speaker			
(7)	Speaker only			
(8)	Deputy Speaker			
(9)	Excludes Allowances \$800 p.a. Leader of the House - Government \$1000 p.a. Deputy <u>Prime</u> Minister \$300 p.a. Leader of the House - Opposition			
(10)	If out of Kingston Constituency			

SOURCES OF INFORMATION

2.1 In examining the present structure of salaries and allowances of Parliamentarians we sought information from present and past Parliamentarians of both parties as well as the Clerk to the Houses of Parliament (who was also the Secretary of the previous committee) a member of the previous committee and a Senator.

2.2 We have also acquainted ourselves with the current ranges of salaries and allowances paid to Parliamentarians in other Commonwealth Caribbean Countries (Appendix IIA).

2.3 As well, we have had the opportunity of examining and discussing with private sector officials the most recent reviews of salaries and allowances paid to comparable levels ranging up to top Executive Directors in Industry and Commerce. (Appendix IIB).

2.4 In view of the impact of inflation, reference has been made to the official Price Indices. Cognizance was also taken of the scale of pay in the Civil Service.

PARLIAMENTARY SALARIES AND ALLOWANCESCOMPARISONS WITH OTHER COMMONWEALTH CARIBBEAN COUNTRIES

(SALARIES ONLY)

All converted to Jamaican Dollars.-

	Jamaica	Bahamas	Barbados	Guyana(2)	Trinidad
Prime Minister	22,000	129,800	54,900	16,700	93,200
Deputy Prime Minister	16,000	112,000	47,100	15,900	
Minister of Finance	16,000				
Cabinet Ministers	14,052	94,100	43,200	12,400/ 15,100	75,500
Ministers of State	12,000			10,500	
Parliamentary Secretaries	11,000	58,500	26,300	6,300	40,000
Speaker	12,000	60,300	35,500	6,300	53,300
Deputy Speaker	8,500	30,000	17,700	4,200	31,100
Leader of the opposition	11,000	58,500	29,300	10,000	53,300
Members of Parliament	7,500	28,300	13,100	2,900	26,700
President of the Senate	3,000	16,500	16,700		53,300
Deputy President of Senate		14,500	(3)6,900	unicameral Legislature	31,100
Senator		12,600	(3)5,300		22,200

(1) Tax Free

(2) Not revised since 1964

(3) Duty Allowance only

PARLIAMENTARY SALARIES AND ALLOWANCES

COMPARISON WITH PRIVATE SECTOR

		(Thousand of Dollars)				
		BASIC SALARY				<u>Benefits</u>
Managing Director	PM	22	70	-	100	Usually comprises provision of car, superannuation, overseas vacation travel and sometimes housing.
Executive Director	CM	14	50	- 60	Usually same as above for + sometimes bonus of 10%- 20%	Managing Director.
Managers						
Senior	MP	7.5	35	-	45	As above.
Middle			22	-	28	Less than those of a Senior Manager.
Junior			15	-	22	
Top Secretary			15	-	18	

Note:

PM - Prime Minister
CM - Cabinet Minister
MP = Member of Parliament

RATIONAIE

3.1 The preceding Committee considered that, in the public interest, the remuneration of Parliamentarians should bear comparison with outside scales of remuneration and should be sufficient to enable them to maintain standards of living compatible with their position in the community to ensure their independence from outside pressure of all kinds.

We concur fully with this concept. In addition, we consider that the allowances necessary for Parliamentarians to fulfil their duties, should be completely divorced from their salaries and be of an adequacy that does not require them to utilize their own resources or to rely on outside benevolence to finance such expenditure.

3.2 - The previous committee also expressed the view that although their remuneration should be comparable with outside scales, it should perhaps be at a somewhat lower level. At this time, taking all factors into account, our approach has been to increase the present ranges of salaries and allowances so that they are realistic and in line with the norm of today. Whilst the salaries recommended are by no means competitive with the scale offered in private endeavours, we consider it to be a meaningful start in the right direction. This aspect deserves further study on the occasions of future reviews.

3.3 In general, as a result of minor improvements in salaries since 1973, and inadequate adjustments in the various allowances since then, the present level of salaries and allowances must be regarded as ridiculous when compared to other salaries and allowances currently enjoyed by the community.

3.4 Appendix III shows the national level of salaries had they been indexed to the rise in the Consumer Price Indices up to December 1977 and the wage guidelines applied from January 1978. In summary, it can only be concluded that past and present anomalies in remuneration must have been the cause of severe financial stress on Members of Parliament.

3.5 The Office of a Member of Parliament as structured is a whole-time and demanding occupation. In addition, it is a convention of long-standing that Ministers are not allowed to accept employment of a private nature for reward.

3.6 Even when a Member of Parliament is self-employed, the demands on his time such that he can, place little reliance on income from private employment.

3.7 From information disclosed to us, it is clear that Parliamentarians have had to commit themselves to debt in order to survive. This is a highly undesirable posture for elected Government Officials.

It should require no reminder from this Committee that Parliamentarians must be properly remunerated in order to carry out their functions effectively and to perform with the respect, dignity and integrity expected of their office.

PARLIAMENTARY SALARIES AND ALLOWANCES

COMPARISON OF SALARIES APRIL 1973 WITH ADJUSTMENT
FOR INFLATION APRIL 1973 - DECEMBER 1977 AND APPLICATION
OF GOVERNMENT'S WAGE GUIDELINES FROM JANUARY 1978

	Revision April 1973	Inflation Adjustment	Wage Guide- lines Adjustment	Total
Prime Minister	22,000	48,048	1,544	71,592
Deputy Prime Minister	16,000	34,944	1,544	52,488
Minister of Finance	16,000	34,944	1,544	52,488
Cabinet Ministers	-14,052	30,688	1,544	46,284
Ministers of State	12,000	26,208	1,544	39,752
Parliamentary Secretaries	11,000	24,024	1,544	36,568
Speaker	12,000	26,208	1,544	39,752
Deputy Speaker	8,500	18,564	1,544	28,608
Leader of the Opposition	11,000	24,024	1,544	36,568
Members of Parliament	7,500	16,380	1,544	25,424
President of the Senate	3,000	6,552	1,544	11,096

SALARIES

The Prime Minister, Ministers and other Office holders

4.1 The Government is of such a size and complexity that most Ministries are as large, or larger than many big businesses in the country. Their successful operation require or the Ministers, hard work, whole-time attention and considerable talent. Ministers are executives of the highest level and should be compensated accordingly.

The job of the Prime Minister is the most difficult, complex and responsible in the country.

4.2 Current Parliamentary salaries in Jamaica are approximately 30% of the salaries adjusted for inflation using the official Consumer Price Indices for the years 1972 and 1977 and applying the Government Wage Guidelines from 1978. (Appendix III).

Our calculations revealed that current Parliamentary salaries are approximately 25% of comparable positions in the private sector (Appendix IIB).

A comparison with other Commonwealth Caribbean countries shows that these are from 70% to 570% in excess of our present range (Appendix IIA) .

4.3 It is therefore our well considered recommendation that revised salaries to Parliamentarians elected to Government should be as follows:

	<u>Per Annum</u> \$
Prime Minister	60,000
Deputy Prime Minister	50,000
Minister of Finance	45,000
Cabinet Ministers	40,000
Ministers of State	35,000

Parliamentary Secretaries	30,000
Speaker	30,000
Deputy Speaker	27,000
Leader of the Opposition	30,000

We do not propose that there should be any inter-relationship between the salaries of Parliamentarians and Civil Servants.

Members of Parliament

We recommend that their new salaries should be \$25,000per annum.

ALLOWANCES AND BENEFITS

5.1 In considering the following categories of allowances, it should be emphasized that these payments represent reimbursement of expenses which become necessary in carrying out the inherent duties of a Parliamentarian and must be viewed as being separate and apart from their salaries. It should -also be borne in mind that the allowances and benefits must bear a true relationship to cost if they are to be meaningful in offsetting real expenditure and it is on this basis that our recommendations are made.

5.2 Travelling

Existing custom requires that Parliamentarians use their own cars for official and constituency travelling. The related allowances are designed to cover the cost of operating their cars for both purposes. By independent discussion, it is the consensus that in the course of a year many travel an average **of at** least 30,000 miles.

Using the tables prepared by the ministry of the Public Service (Appendix IV) as a basis, the **estimated annual** operational costs of a motor car would be -

Cars under 1450c.c.	\$17,000
Cars over 1450c.c.	\$22,000.

The total maximum allowances for travelling (Appendix IB) are currently \$10,125p. a. It will there fore be seen that there are gross shortfalls of between \$7,000 and \$12,000 which, under present arrangements, will have to be personally funded by Member of Parliament. often this is accomplished to the detriment of meagre resources or the incurring of debt.

Recommendation

- (1) Travel allowances be increased to recognize the realistic cost of operating motor cars (Appendix IV) on the basis computed by the Ministry of the Public Service and that the existing four (4) allowances be consolidated into one as set out in Appendix VII.
- (2) In view of the current high replacement cost of cars (\$32,000 and upwards) and the consequent difficulty of Parliamentarians in financing such purchases, we recommend that the Government consider:
 - for Cabinet Ministers, Ministers of State, Parliamentary Secretaries and the speaker.-
 - the provision of a free motor car fully maintained by Government for the purpose of travelling on official business. for all other Members of Parliament
 - interest free loans every five (5) years, repayable over five years, to purchase motor cars free of import and other duties.
- (3) The present facility for Parliamentarians to travel free by Air Jamaica internally should continue and be expanded to include travel by Trans-Jamaican Airlines.

5.3 Accommodation

Accommodation is provided for the Prime Minister, Cabinet Ministers, Ministers of State, Parliamentary Secretaries and the Speaker. In situations where a house is not provided by Government, an allowance of \$4,200p.a. is given (this allowance is subject to tax) .

Except for the Prime Minister, the cost of all other utilities apart from telephone is currently borne by the occupants. The Speaker does not, enjoy the telephone facility. Where a rental allowance is applicable, the occupant has to meet the difference (out of taxed income) if the rental is in excess of the allowance.

Recommendation

All the above persons should be provided with houses, whether or not Government owned, and the cost of all utilities is borne by Government. In addition, the value of the accommodation should be free of income tax. We also propose that Government consider acquiring as many residences as possible together with the renovation of those they already own. We understand that private sector financial institutions are willing and able to provide the necessary mortgage financing.

In instances where a house is not, or cannot be provided as recommended, the annual allowance should be increased to \$10,200 free of income tax as proposed in Appendix VII.

5.4 Entertainment

In the case of ministers, Ministers of State and Parliamentary Secretaries, the cost of official entertaining is borne by Government.

Entertainment is an important and inescapable part of a Parliamentarians duties. In particular, it is a means of coordinating Government's business with private sector interests.

The entertainment allowance is for the purpose of covering personal and casual entertaining. We have not dealt with what could be termed as Constituency Entertaining(section 5.6.1).

Ministers, Ministers of State, Parliamentary Secretaries and the Leader of the Opposition, usually entertain at their **homes**, on a reciprocal basis and for business reasons. This is a normal expectation of their duties and at the current costs of food and drink we consider that the existing **allowances are grossly inadequate.**

Whilst Members of Parliament will not usually be required to entertain at the same level and with the same frequency as Ministers, Ministers of State and Parliamentary Secretaries, they also have to face the current high costs and we consider **that their allowances are also inadequate.**

Recommendation

	<u>Per Annum</u> \$
Prime Minister	8,000
Deputy Prime Minister	5,000
Minister Of Finance	5,000
Cabinet Minister	4,000
Ministers of State	3,500
Speaker	3,000
Parliamentary Secretaries	3,000
Leader-of the opposition	4,000
Deputy Speaker	3,000
Members of Parliament	2,000

5.5 Subsistence

This is intended to Cover

- In the case of Ministers, Ministers State and Parliamentary Secretaries representing constituencies outside of the Corporate Area –
the cost of maintaining two houses.
- In the case of Members of Parliament representing constituencies Outside of the Corporate Area
reimbursement of expenses for accommodation in Kingston to attend sittings of the House of Representatives.

In so far as the maintaining of two houses is concerned it has proven nearly impossible to apply a mean measurement to this cost as the circumstances of each Member of Parliament differ.

Recommendation

In the light of the uncontrollable rise in living costs:-

- (a) the current allowance of \$3,900 p.a., which was last revised in April 1979, be increased to \$5,000 p.a.;
- (b) the allowances for the Speaker and the Deputy Speaker are increased from \$1,980 p.a. to \$2,500 p.a. (Appendix VII).

Accommodation expenses in Kingston

The last revision in April 1979 was based on attendance at 22 sittings (of 4 days each) of the House each year at \$22.50 per sitting. Payment on the same basis is made for sittings in excess of 22 per annum.

our inquiries revealed that at some Corporate Area Hotels, room costs (summer rates) are in the range of \$26 - \$50 per day and meals cost (three meals) \$18 \$56 per day.

Recommendation

The payment is made on the basis of actual attendance at sittings of the House and that the allowance be increased to \$75.00 per day.

5.6 Constituency Office Expenses

This is intended to cover the cost operating an office to enable a Member of Parliament to better serve his Constituents. We consider that this office should be separate from his party office. The current allowances as follows ere last revised in 1979:

- Ministers, Ministers of State, Parliamentary Secretaries, Speaker, Deputy Speaker and Leader of the Opposition. \$10,200p.a.
- Members of Parliament \$ 8,700p.a.

The level of staffing of a constituency office appears to depend largely on whether or not the Member of Parliament is a Minister, Minister of State, Parliamentary Secretary or a floor member. In the first case, those Members with ministerial responsibilities are absent most of the time from their constituencies and will normally require more staff to operate their offices than the floor members who are able to spend more time in their constituencies.

We have been advised that these offices should

- comprise at least two rooms; be staffed by two or three persons (see above);
- be provided with telephone or where not available, radio communication;

The Clerk to the Houses of Parliament has informed us that it is his duty to inspect constituency offices to ensure that they are properly set up but it has not been possible for him to do so extensively.

The cost of accommodation and staffing also varies from one constituency to another. The persons whom we interviewed indicated that at current costs, a properly staffed and equipped office could Cost from \$13,000 to \$20,000 per annum to operate.

Recommendation

In the light of current costs constituency office expenses be increased as follows

- Ministers, Ministers of State, Parliamentary Secretaries, Speaker, Deputy
Speaker and Leader of the Opposition. \$17,000p.a.
- Member of Parliament \$12,500p.a.

5.6.1. Constituency entertaining and financial assistance to constituents.

Members of Parliament, also find that -

- to uphold their standing they have to entertain their constituents and to donate to numerous causes in their constituencies;
- they are universally regarded as "godfathers", as well as the source of last resort in cases of financial hardship and distress of their constituents

We were advised that these expenses conservatively range from \$5,000p.a. to \$7,500p.a. This area causes great financial distress to members of Parliament who have to meet these unavoidable expenditures out of taxed income or from other sources. To recognize this situation officially may well be institutionalizing what is already an undesirable practice and place even more financial pressure on Members of Parliament.

Recommendation

Notwithstanding our observations above, we consider that there should be some alleviation of this financial burden placed on Members -of Parliament and accordingly, we recommend that they be granted a special addition to their constituency office expenses of \$5,000 p.a. for this purpose (Appendix VII).

SPECIAL ALLOWANCES

5.7 At present there are a number of special allowances which are

Deputy Prime Minister allowance	\$1,000 p.a.
Leader of the House Allowance	\$ 800 p.a.
Opposition House Leader Allowance	\$ 400 p.a.
secretarial assistance	\$1,000 p.a.

Deputy Prime Minister Allowance

We understand that this arose out of special circumstances in the past and was in effect additional salary.

In the context of this review, we do not consider that it should be continued.

Leader of the House Allowance

We understand that this is in effect additional salary to the Member of Parliament who is Leader Of the House for additional work and responsibility associated with this Position.

Opposition House Leader Allowance

We understand that this is similar to that of the Leader of the House.

Opposition House Leader – Secretarial Assistance Allowance

This is intended to cover the cost of secretarial 'assistance which the Opposition House Leader requires for the proper execution of his duties and which is not available through the Civil Service as is the case of the Leader of the House.

In the light of current costs the present allowance of \$1,000p.a. is completely unrealistic.

Recommendation

Deputy Prime Minister allowance	- To be discontinued
Leader of the House	\$3,000 p.a.
Opposition House Leader – Allowance	\$2,000 p.a.
Secretarial Assistance allowance	\$5,000 p.a.

5.8 DRIVERS

We consider that the Present levels of remuneration and allowances are adequate. They can be reviewed by the Government from time to time has been the practice in the past.

Salary and Duty

The Present levels are

Ministers, Ministers Of State, Parliamentary Secretaries, Speaker and Leader of the Opposition	\$6,242 p.a.
Members Of Parliament and Deputy Speaker	\$5,572 p.a.

At present, drivers wear attire of their of their choice. Generally their appearance is not in keeping with the dignity of the Office of Parliamentarians. Accordingly, we consider that the drivers of Ministers of State, Parliamentary Secretaries, the Speaker and the Leader of the uniformed., the cost of which Opposition should be should be borne by the Government.

Recommendation

- (1) Salaries and Allowances - no change.
- (2) Uniforms to be provided by Government for drivers of Ministers, Ministers of State, Parliamentary Secretaries, the Speaker and the Leader of the Opposition.

RESEARCH FACILITIES

6. Members of Parliament should be supported by adequate research assistance. As a start there should be a properly equipped and staffed library situated at the Houses of Parliament.

The 1972 Committee made a similar recommendation. We are informed that -this recommendation has not yet been fully implemented.

Recommendation

The recommendation made by the Ashenheim Committee in 1972 that a properly equipped and staffed library at the Houses of Parliament be fully-implemented.

7.1 This was recommended by the 1972 Committee but not implemented in the 1973 review. The Committee recommended that Members of Parliament who lost their seats in an election should be paid a terminal grant equivalent to one-quarter of the annual salary fixed for a Member of Parliament.

7.2 In December 1974, legislation was passed which entitled employees made redundant, to redundancy payments. Under the Income Tax Law a part or the whole of these payments maybe paid free of Income Tax. We do not see any reason why Members of Parliament should be in a less privileged position than the rest of the society.

7.3 Appendix V reproduces the recommendations of the 1972 Committee.

Recommendation

We endorse the 1972 recommendations and further recommend that the severance payments be made free of income tax.

Extract from the Report of the Ashenheim
Committee on Parliamentary Salaries and
Remuneration

27(8)

Although not strictly coming under the heading of retiring allowances, we point out that no provision is made to assist members who suffer financial loss on losing their seats. General Elections sometimes occur with little notice, and in any event, members are often not in a position to forecast the results of the *polls*. As their salary ceases from the date of dissolution, members may suddenly find themselves without any regular *source* of income, and -in view of the uncertainties attached to the holding of a parliamentary seat,, and the difficulties in many cases of obtaining alternative earnings immediately, we recommend that a Severance Payment should be available to all members who lose their seats at a general election. This should take the form of a terminal grant equivalent to one-quarter of the annual salary fixed for an M.P., and should be payable immediately after polling day to those re who wish to claim it. We think also that members should continue to be paid throughout the period of dissolution.

PENSIONS

8. We were not asked to cover this in our review.

Recommendation

Notwithstanding this we consider that in light of the long period since the last review and the severe effects of inflation, that pensions should be linked to the current salaries of Members of Parliament.

SENATORS

9.1 Excluding Senators who are paid office holders, for example, Ministers, Ministers of State and Parliamentary Secretaries, the present salaries and allowances of Senators are -

	Salary	Travelling on Official <u>Business</u>	Motor Car Deprecia- <u>tion</u>	Subsis- tence	Enter- tain- ment
President of the Senate	3,000	-	-	-	400
Government Senators	-	-	(1)43¢ per mile	(2)30.per night	-
Opposition Senators	-	-	(1)43¢ per mile	(2)30 per night	-

Note: (1)and (2) applicable' only to Senators resident outside Of the Corporate Area.

9.1 We do not subscribe to the viewpoint that the Position of Senators is one of honour and as such need not be remunerated. Senators are mostly all persons engaged full-time in making a livelihood. Attendance at Senate sittings including – in the case of country Senators - travelling to and from Kingston as well as time involved in researching proposal legislation, reduce their earning time for which they should be compensated. In addition, there is also likely to be a further time strain on the President in exercising ceremonial functions. It is of interest to note that in four other bicameral legislatures (Bermuda, Bahamas, Barbados and Trinidad) all Senators are remunerated by salaries and/or allowances (Appendix IIA) and that no distinction is made between Government and Opposition Senators.

9.2 We consider that Senators should be paid salaries and given allowances to cover expenditure of the types which they are likely incur in the execution of their duties. We are also of the opinion that there should be no difference in the amounts paid to Government and Opposition Senators.

Recommendations

- Salaries for all Senators
- Payment of travelling (mileage) for all Senators residing out of Kingston and free internal air travel as for Members of Parliament
- Subsistence for all Senators residing out of Kingston on the same basis, which we have recommended for Members of Parliament An entertainment allowance for all Senators detailed below:

	Salary	Travelling (mileage) (1)	Subsistence	Entertainment and Duty Allowance
	\$	\$	\$	\$
President of the Senate	7,500	1.00 per mil (2)		2,000
Deputy President of the Senate	4,000	As above (2)	For out of Kingston Senators same as recommended for MPS(75.00 per day)	1,500
Senators	2,500	As above(2)	As above	1,250

Note: (1) For attending sittings of the Senate. Payable to Senators resident outside of Kingston.

(2) See Appendix IV.

THE PARLIAMENT BUILDING

10.1 The vital need for and lack of necessary and adequate facilities at the Parliament Building was dealt with in the report of the 1972 Committee and is reproduced at Appendix VI.

10.2 The Clerk to the Houses of Parliament has informed that the only improvement which has since taken place is in respect of the restaurant and bar facilities.

Recommendation

We endorse the recommendations of the 1972 Committee that urgent action must be taken to provide proper conditions under which Parliamentarians have to work.

Extract from Report of the Ashenheim
Committee on Parliamentary Salaries
and Remuneration May 29, 1972

Part VII

The Parliament Building

31. Inherent in the consideration of the remuneration of Parliamentarians is a review of the conditions under which they work, and this brings us to the facilities provided in the Parliament Building at Gordon House. The conditions are in many respects deplorable, due, we are told, to the fact that it was conceived and-constructed some twelve years ago as a temporary home for the Legislature, pending the provision of a satisfactory permanent home. With the exception of the actual Chamber, which is quite acceptable, the rest of the accommodation falls far short of a tolerable standard. For example, there is no office accommodation for the Leader of the Opposition, and-the offices provided for the Prime Minister, the Speaker, the Leader of the House and the President of the Senate are small and have no separate accommodation for a secretary. There are no conference rooms for the use of Ministers and Members, other than one room for all Government members and another room for all Opposition members. There are no committee rooms for use by Select Committee, there is no accommodation for secretarial assistance to M.P's and Senators, and the accommodation for the Clerk of the Parliament and his staff, including the Marshall and Orderlies, leaves much to be desired. The Library and its-accommodation and contents are far from adequate, and the facilities for the Hansard Staff and for the press and other publicity media leaves much to be desired. No provision is made for Members who may lie taken ill, and the visitors' accommodation is far too restricted.

32. The restaurant and bar facilities require @ paragraph of their Own. They are unbelievably bad. The restaurant consists of a dingy little room with two wooden tables covered with dirty oil cloth, the crockery and cutlery would be out of place in a third-class eating house, and we were unable to find any accommodation that could properly be called a bar or rest area. It is not too much to say that if such accommodation were provided by a private company for the lowest class of its workers it would have the trade unions threatening the most drastic action in default of immediate improvement.

33. We do not know what, if anything, can be done to improve the conditions at Gordon House, but drastic improvement is urgent and necessary. In our opinion, the Parliament House for Jamaica should incorporate the following as minimum requirements, in addition to a dignified, comfortable and well equipped legislative chamber.

- (1) enlarged visitors accommodation;
- (2) good sized and well equipped private offices for Minister, the Leader of the Opposition, the Speaker, the Leader of the House and the President of the Senate, each with an adjoining office for the accommodation of a Secretary;
- (3) two large and well equipped lounges and meeting room one for Government Members, and one for Opposition Members;
- (4) four or five smaller private conference rooms for Use by Ministers and Members in interviewing members of the public;
- (5) a good sized committee room for use by Select Committees
- (6) proper office accommodation for the Clerk of Parliament and his staff, Marshall and Orderlies;
- (7) adequate Library accommodation with an adequate supply of books and a library staff;

- (8) Proper reserved accommodation in close proximity to the Chamber for the Hansard staff and for press and other publicity media, and a press room with adequate telephonic communications;
- (9) greatly improved lavatory facilities;
- (10) a well equipped room for use in the event of illness;
- (11) a commodious and pleasant restaurant with acceptable furniture and equipment including crockery and cutlery, with good kitchen facilities attached and a proper staff of cooks and waitresses for the use of members and their guests;
- (12) the provision of bar facilities of adequate standard;
- (13) adequate accommodation for staff, and visitors.

FUTURE & REVIEWS AND METHODS OF RECORDING

11.1 From the evidence which we have heard, we understand that since the 1973 review, Parliamentarians were desirous of revising their salaries and allowances but were hesitant to-do so because of possible public criticism. Moreover, we consider that in the light of rapidly increasing inflation, the period between revisions is too long and protracted.

11.2 We recommend the establishment of a permanent independent non Parliamentary body to review Parliamentary. Salaries on a bi-annual basis. This will help to relieve the House of the undesirable public reaction to the idea of Parliamentarians fixing their own salaries.

11.3 Further, it appears that persons seeking election as Parliamentarians are not aware of the financial implications involved. This also needs to be remedied by the political parties.

11.4 It also appears that the public is not knowledgeable as to the levels of salaries and allowances of Parliamentarians and the ways in which these are revised from time to time. We support

the recommendations of the preceding- Committee that:

- these should be clearly recorded at all times in a form which is readily accessible to members of the public;
- all modifications or changes should be approved by Parliament and similarly recorded;
- use could be made of the Gazette for purposes of publication.

Recommendations

The re-establishment of a permanent independent non-Parliamentarian body to conduct reviews on a bi-annual basis.

The need for greater knowledge of salaries and allowances of Parliamentarians

by:

- prospective Parliamentarians the public.

ESTIMATED COST OF RECOMMENDATIONS

12.1 The recommendations which we have been able to quantify estimated to cost an additional 4.2 million dollars approximately, for a full year.

These costs are exclusive of the costs which emanate from our recommendations on:

- Severance arrangements (Section 7)
- Pension adjustments (Section 8)
- Parliament Buildings (Section 10)
(Capital and increased recurrent costs)

12.2 Our appointment indicated that provision would be made in the 1981/82 Budget to implement our recommendations. If, because of the country's present financial constraints it is not found possible to provide in full for the additional costs in this budget, then we urge that a decision be taken now to implement the recommendations in specific stages.

SUMMARY OF RECOMMENDATIONS

Having regard to the facts presented to us and from our analysis of the data, it is clear that the present levels of Parliamentary Salaries and Allowances are completely unrealistic and inadequate. As such they have caused, and if not immediately revised, will continue to cause severe financial stress and hardship on previous and present Parliamentarians. It may well be that such financial stress and hardship could have had an adverse effect on the performance of Legislators. We are also advised of several cases of ex-Parliamentarians who are now in a state of penury.

Accordingly, we urge that our recommendations be the subject of early and urgent study and that the proposed revisions be made without delay.

In summary our recommendations are -

		<u>Reference</u>
1.	Increase in salaries and allowances	Sections 4,5 and 9
2.	Provision of research facilities	Section 6
3.	Provision for severance payments	Section 7
4.	Adjustment of pensions	Section 8
5.	Improvement of working conditions at the Parliament Building	Section 10
6.	Establishment of machinery for future reviews and recording.	Section 11

In closing, we wish to record our thanks to the several persons who appeared before us to provide a background us the benefit of their views without for our study and to give which this review, supported by our recommendations, might not have been meaningfully accomplished. And last but not least, to our Secretary, Mr. C.G. Levy, for his knowledge and guidance and the efficient manner in which he carried out his duties.

RICHARD SASEO - CHAIRMAN

CARROLL THORBURN - MEMBER

DR.CARL STONE - MEMBER

DATED THIS. 18TH DAY OF MARCH 1981.

PARLIAMENTARY SALARIES AND ALLOWANCES

SUMMARY OF RECOMMENDATIONS

	Salary	Travelling	Accommoda- tion	Entertain- ment	Subsis- tence	Constituency Office Expenses	Speical Allow- ance	Drivers
	\$	\$	\$	\$	\$	\$	\$	\$
HOUSE OF PARLIAMENT								
Minister	60,000	Provided	Provided	8,000	-	22,500	-	6,242
Prime Minister	50,000	22,000	10,200 p.a	5,000	5,000	22,5000		6,242
Minister of Finance	45,000	22,000	tax free as above	5,000	As above	22,500		6,242
Minister of State	35,000	22,000	as above					
Parliamentary Secretaries								