

Members' Pay: An International Comparison

February 2025

This paper considers how legislatures across the UK and internationally set rates of pay for Members and additional office holders.

This paper forms part of the evidence base for the Independent Remuneration Board's review of Members' Remuneration and Personal Support.

Direct comparison of the monetary value of salaries is challenging, as the roles and responsibilities of parliamentarians vary significantly, each parliament or remuneration body makes decisions related to the economic context in which they operate and the relative 'purchasing power' across countries and regions¹, and the currency conversion rates are subject to change. This comparison, however, can support discussions about how members' pay is decided upon, which additional office holders should receive additional payments and the approach to benchmarking and annual indexation.

¹ Regional 'purchasing power' measures are not available for the UK and whilst 'purchasing power parity' (PPP) statistics are available via Parline, there are issues with the quality of the data held and the calculation of PPP

Contents

1. Executive Summary	4
Setting levels of pay and indexation	4
Challenges: Pay freezes, waiving salary increases and public perception	7
Additional Office Holders	8
2. Introduction	9
3. UK Legislatures	10
Senedd.....	10
Indexation.....	10
Additional Office Holders	10
UK Parliament	11
Indexation of MP and Committee Chair salaries	11
Additional Office Holders	12
Scottish Parliament	14
Indexation.....	14
Additional Office Holders	15
Northern Ireland Assembly	16
Indexation.....	16
Additional Office Holders	16
Summary of key differences	16
4. International Examples	18
Oireachtas, Ireland	18
Indexation.....	18
Additional Office holders.....	19
New Zealand	20
Indexation.....	20
Additional Office Holders	21

Victoria, Australia.....	23
Indexation.....	23
Additional Office Holders.....	24
Germany.....	26
Norway.....	27
Denmark.....	27
Finland.....	28
Sweden.....	30
Austria.....	30
Canada.....	31
5. Annex A: UK Comparison	33
6. Annex C: Members' Salary Comparison	35
7. Annex D: Indexation Comparison.....	36

1. Executive Summary

In most parliaments it is common for members and additional office holders to be paid. While direct comparison between international examples is not without challenge, consideration of how different legislatures take decisions about parliamentarians' pay, the indices used to benchmark and update pay and the types of additional office that are remunerated can help to inform decisions ahead of the Seventh Senedd.

Setting levels of pay and indexation

The parliaments reviewed for this comparison paper all take different approaches to setting and indexing members' pay.

- The level of discretion that remuneration bodies have around annual indexation also varies. The Remuneration Board must set salary levels and annual indexation only once per term, in advance of the Senedd term to which it applies (unless there are exceptional circumstances), whereas annual indexation is set on an annual basis in the Scottish and UK Parliaments. In New Zealand, the salaries for each year of the three year parliamentary term are set out in the Determination published shortly after the election, while others such as Victoria have a fair degree of latitude to assess current economic and pay conditions to inform their decisions.
- Some legislatures link members' pay to other public sector roles, such as particular civil service grades or federal judges (e.g. Germany). In Ireland, Austria and Finland members' pay levels are directly linked to the civil service salary scale.
- Some legislatures, such as the Senedd and Scottish Parliament, link changes in members' pay to average earnings indices such as ASHE or AWE. The UK Parliament previously used the KAC9 index, which tracked changes in public sector pay, but this was replaced for the 2024-25 financial year due to distortions caused by one-off payments that made the measure less reflective of underlying public sector pay trends. Instead, MPs' pay was increased by 5.5%, aligned with the pay award for the Senior Civil Service.²
- Some models have a less prescriptive approach to indexation, with remuneration panels having to make decisions based on set principles or, in the case of Victoria, consideration of a specified range of factors and evidence.

² Supporting_Democracy_MPs_pay_report_2024_IPSA.pdf

- It appears to be common practice in the Nordic nations for the salary of Ministerial roles and Speaker/ Deputy Speaker roles to be set at the same level.
- Across the examples in this paper, there are different approaches to the setting of additional office holder salaries. Some, like the Senedd, note an additional payment that office holders receive in addition to their basic member pay. Others note a full salary for additional office holders or a percentage increment paid in addition to their basic salary.
- In some of the example legislatures, a distinction is made between additional office holders from the official opposition and those of other non-governmental parties represented in the parliament. In these examples, office holders from the official opposition are paid at a higher rate.

While there are challenges in comparing salary levels across international examples in particular, Table One below provides a summary of pay levels for 2024-25 converted into sterling³. Table Two provides a summary of indexation models.

Table One

Legislature	2024-25 Annual Salary (Local Currency)	2024-25 Annual Salary (Sterling)
Senedd	£72,057	£72,057
UK Parliament	£91,346	£91,346
Scottish Parliament	£72,196	£72,196
Northern Ireland Assembly	£52,003	£52,003
Oireachtas, Ireland	€ 113,679	£94,501
New Zealand Parliament	\$168,600	£76,729
Parliament of Victoria	\$205,798	£103,949
Bundestag, Germany	€ 134,726	£111,998
Storting, Norway	NOK 1,171,000	£83,609
Eduskunta, Finland	€ 85,644	£71,195
Riksdag, Sweden	SEK 900,000	£66,717
Austrian Parliament	€ 233,650	£194,233
House of Commons, Canada	\$203,100	£113,594

³ Currency conversion was undertaken using the Google converter 17.02.2025, rounded to the nearest pound

Table Two

Legislature	Indexation Method	Annual Increase for 2024-25
Senedd	Annual increase based on ASHE median pay	3.0%
UK Parliament	Annual increase based on 5.5% pay award for Senior Civil Service workers and medium-term public sector pay growth of 5.3%.	5.5%
Scottish Parliament	Annual increase based on AWE public sector pay	6.7%
Northern Ireland Assembly	Annual increase of £500 applied if CPI for the previous September exceeds 1%.	0.5%
Oireachtas, Ireland	Annual increase tied to civil service pay uplift	~5.86%
New Zealand Parliament	Annual increase to figure detailed in the Determination, based on the application of a set of guiding principles including fair relativity with comparable positions; the need to be fair both to the individuals whose pay is being set, and to taxpayers; the requirements of the job; the need to recruit and retain competent individuals; any prevailing adverse economic conditions (which may lead the Authority to set remuneration at a rate lower than might otherwise have been the case)	2.9%
Bundestag, Germany	Annual increase based on Nominal Wage Index	6.0%
Folketing, Denmark	Pay is set in relation to the civil service salary scale	Not Available
Althing, Iceland	The Statistical Office of Iceland will annually calculate adjustments to correspond to the proportional change in the average salary of civil servants in the past 12 months.	6-6.3%
Parliament of Victoria, Australia	Annual review with any uplift based on the application of a set of guiding principles including any statement of policy issues by the Government of Victoria which is in force with respect to its wages policy; the financial position and fiscal strategy of the State of	3.5%

	Victoria; current and projected economic conditions and trends; submissions received in relation to the proposed determination.	
--	---	--

Challenges: Pay freezes, waiving salary increases and public perception

A number of the legislatures reviewed had encountered challenges related to Members' pay.

- A period of pay freezes and a subsequent 3% cap on annual indexation were introduced by the Remuneration Board from the start of the Sixth Senedd term, given the economic consequences and implications of the Covid-19 pandemic
- In Scotland, Ministers have voluntarily taken pay freezes for Ministerial pay since April 2009⁴ and UK Ministers have taken pay freezes since May 2010.⁵
- In Ireland, where salaries are tied directly to civil service pay, there has previously been substantial media coverage of proposed pay increases over successive years. Additionally, some members have opted to waive their salary increases, resulting in a complex situation where, in practice, members may be paid differing levels of pay.
- A number of examples – Scotland, New Zealand and the Senedd – have also had periods where pay has been frozen. Often taken in response to economic conditions, the result can be a significant cliff edge when members' pay is then reviewed.
- New Zealand also had to reverse a change in the methodology applied when setting Members' pay in 2015. A shift to a model that based pay and indexation on average public sector pay, resulted in a larger than envisaged pay increase being proposed. Parliament went on to pass an Act that restored the previous approach whereby the Remuneration Tribunal based decisions on consideration of wider range of principles.

⁴ <https://www.snp.org/nicola-sturgeon-publishes-tax-return> [Accessed 13.02.25]

⁵ <https://commonslibrary.parliament.uk/research-briefings/cbp-9514> [Accessed 13.02.25]

Additional Office Holders

The range of additional offices that are remunerated differs across the legislatures; some include a lists setting out differing levels of additional pay for ministerial and parliamentary roles, e.g. Victoria and Canada. Others, provide for a smaller range of roles, such as the Scottish Parliament and Senedd.

A number of roles are commonly remunerated across most example legislatures. This includes:

- Prime Minister / First Minister
- Ministers
- Speaker/Presiding Officer and Deputy Speaker of the parliament
- Leaders of opposition parties
- Committee chairs
- Government and opposition whips
- Attorneys/ Solicitors General

The methodology and models of additional pay also differs. Many legislatures or remuneration bodies provide for a set additional salary to be paid to office holders, and some provide for an additional salary based on a percentage of the basic member salary (Sweden and Austria). Some legislatures also differentiate between roles held by members of the official opposition and third/ other parties, e.g. Canada, while in New Zealand the number and salary for party leaders and whips is linked to the number of members in a party's parliamentary group. Many note that should any member hold more than one additional office they will receive only one additional salary, the higher of the available payments.

2. Introduction

As part of the Independent Remuneration Board's thematic work ahead of the Seventh Senedd, a review of Members' pay and personal support has been undertaken. This paper forms part of the evidence base for this workstream and sets out rates and models of Members' pay across UK and international legislatures.

Direct comparison of the monetary value of salaries is challenging, as the roles and responsibilities of parliamentarians varies significantly, each parliament or remuneration body makes decisions based on the economic context in which it operates, the relative 'purchasing power' across countries and regions⁶, and fluctuating currency conversion rates.

This comparison however, can support discussions about how members' pay is decided upon, which additional office holders should receive additional payments and the approach to benchmarking and annual indexation.

The paper begins with a comparison of the UK legislatures, where more direct comparison is possible. Chapter Three looks at a number of international parliaments, covering a range of different electoral systems.

An at-a-glance comparison of basic rates of pay for members across the examples included in this report is presented at [Annex C](#), and a similar comparison of indexation methods is included at [Annex D](#).

⁶ Regional 'purchasing power' measures are not available for the UK and whilst 'purchasing power parity' (PPP) statistics are available via Parline, there are issues with the quality of the data held and the calculation of PPP

3. UK Legislatures

This chapter provides a summary of how pay is set for members and additional office holders in the UK's four legislatures.

Senedd

The Independent Remuneration Board is responsible for setting levels of pay for members and all additional office holders, including both Senedd and government roles.

Under the National Assembly for Wales (Remuneration) Measure 2010, the Remuneration Board may make a single Determination on Members' salaries per term, unless there are exceptional circumstances. This was set out in an Exceptional Determination in March 2021⁷.

In 2024-25, Members received a salary of £72,057 per annum.

Indexation

In 2009, prior to the Remuneration Board's establishment, the Senedd agreed a Determination which stated that Members' salaries should be equal to 82% of the salary of an MP. This link to MPs' salaries was subsequently broken following the National Assembly for Wales (Remuneration) Measure 2010 and the establishment of the Board. Indexation was linked to the Annual Survey of Hours and Earnings (ASHE) ahead of the Fifth Senedd (taking effect in 2016). Senedd Members' pay has been subject to freezes and caps in recent years, reflecting periods of economic volatility in Wales. For the Sixth Senedd, Members' and additional office holders' pay increased annually, linked to ASHE, capped at 3% and with a floor of 0%.

Additional Office Holders

For 2024-25 additional office holder pay was set as follows:

Table Three

Role	Additional Salary	Total Salary
First Minister	£85,567	£157,624

⁷ <https://senedd.wales/media/i0ubqfql/gen-ld14246-e.pdf>

Welsh Minister	£40,531	£112,588
Counsel General	£40,531	£112,588
Deputy Minister	£23,644	£95,701
Presiding Officer	£46,160	£118,217
Deputy Presiding Officer	£23,644	£95,701
Senedd Commissioner	£14,636	£86,693
Committee Chair (Higher)	£14,636	£86,693
Committee Chair (lower)	£9,751	£81,808
Business Committee Member	£9,751	£81,808
Leader of a Political Group not in Government	£14,636 + £1,126 per Member up to £40,536	Up to a maximum of £112,588

UK Parliament

Pay for members of the UK Parliament and some parliamentary roles are set by the Independent Parliamentary Standards Authority (IPSA).

The payment of salaries and severance to UK Government Ministers and several parliamentary office holders are provided for through legislation, the two most significant pieces of legislation being *Ministerial and other Salaries Act 1975* and *Ministerial and other pensions and salaries Act 1991*.

IPSA is responsible for setting a smaller range of additional office holder salaries than the Remuneration Board. IPSA sets out the additional salaries for Select Committee Chairs only, in addition to MPs' salaries and pensions.

For 2024-25 MPs base salary is **£91,346**. Select Committee Chairs receive £18,309 additional salary.⁸

Indexation of MP and Committee Chair salaries⁹

⁸ [MPs' pay & pensions](#) | IPSA [Accessed 06.12.2024]

MPs' salaries have previously been indexed annually using the **Average Weekly Earnings KAC9** data set, which sets out public sector, year on year, three month average growth.

However, due to exceptional payments made during 2023, particularly one-off cost of living payments made to some frontline workers, the KAC9 measure overstated the pay increase received by the majority of the public sector.¹⁰ For 2024-25, IPSA therefore adopted an alternative index and MPs received a 5.5% pay increase, effective from 1 April 2024, which aligned with the pay rise awarded to the Senior Civil Service, as recommended in the Forty-Fifth Annual Review on Senior Salaries.¹¹

Additional Office Holders

Under the *Ministerial and other Salaries Act 1975*, the Speaker, Ministers of the Crown, the Leader of the Opposition and Opposition Whips receive a salary which can be and has been amended by Order in Council, following a resolution of both Houses, or in the case of the Speaker by a resolution of the Commons.¹²

The most recent publicly available data on salary levels is dated **April 2022**, and is as follows¹³:

Table Four

Role	Entitled Additional Salary	Claimed Salary ¹⁴
Prime Minister	£80,807	£75,440
<ul style="list-style-type: none"> Chancellor of Exchequer 	£72,454	£67,505

¹⁰ [Supporting Democracy MPs pay report 2024 IPSA.pdf](#)

¹¹ [Forty-Fifth Annual Report on Senior Salaries 2023](#)

¹² Erskine May "Additional salaries paid to certain members – Paragraph 4.40"

<https://erskinemay.parliament.uk/section/6022/additional-salaries-paid-to-certain-members> [Accessed 06/12/2024]

¹³ "Salaries of members of His Majesty's Government: April 2022"

<https://www.gov.uk/government/publications/ministerial-salary-data/salaries-of-members-of-his-majestys-government-april-2022-html> [Accessed 23.10.23]

¹⁴ Over a number of years increases in ministerial pay have been permitted under the Act but have not been claimed: ministerial salaries have been frozen and remain so in 2022-23. The salary table therefore shows both the amounts to which ministers are entitled and the actual amounts claimed or paid in 2022-23.

<https://www.gov.uk/government/publications/ministerial-salary-data/salaries-of-members-of-his-majestys-government-april-2022-html>

<ul style="list-style-type: none"> • Chancellor of the Duchy of Lancaster • Secretary of State • Lord Chancellor • Lord President of the Council and Leader of the House of Commons • Minister of State (if Cabinet member) 		
<ul style="list-style-type: none"> • Chief Secretary to the Treasury • Financial Secretary to the Treasury • Parliamentary Secretary to the Treasury and Chief Whip • Treasurer of HM Household and Deputy Chief Whip • Minister of State 	£34,742	£31,680
Parliamentary Secretary (including any minister described as Parliamentary Under-Secretary of State and the Exchequer Secretary to the Treasury)	£27,947	£22,375
Attorney General	£100,819	£94,450
Solicitor General	£62,368	£57,962
<ul style="list-style-type: none"> • Comptroller of HM Household (Government Whip) • Vice-Chamberlain of HM Household (Government Whip) • Junior Lord of the Treasury (Government Whip) • Assistant Whip 	£20,261	£17,917

The current salaries for Opposition Whips, Speaker of the House of Commons and Deputy Speakers could not be found on the UK Parliament website¹⁵. However, the following are the 2024 figures from the Institute for Government:

Table Five

Role	Entitled Additional Salary^{16 17}
Opposition Whips	£33,490
Speaker of the House of Commons	£79,760
Deputy Speakers	£37,705

Scottish Parliament

Decisions about Members' pay in the Scottish Parliament are taken by the Scottish Parliament Corporate Body. In 2023-24, MSPs salaries were set at £72,196.¹⁸

Indexation¹⁹

The Scottish Parliament Salary Scheme sets out "any salary payable by virtue of the Scheme shall be amended to reflect any increase in the index for the mean annual earnings of public sector full time workers in Scotland as provided for by the Annual Survey of Hours and Earnings produced by the Office of National Statistics, or such other index as the Parliamentary Corporation may from time to time deem appropriate."

Prior to 2015-16 MSPs' salaries were linked to House of Commons pay, set at 87.5% of MPs' salary. This link to MPs' salaries has since been broken and ASHE has been used as the annual

¹⁵ <https://erskinemay.parliament.uk/section/6022/additional-salaries-paid-to-certain-members>

¹⁶ <https://erskinemay.parliament.uk/section/6025/salaries-of-leader-of-opposition-and-opposition-whips> [Accessed 14.02.25]

¹⁷ <https://www.instituteforgovernment.org.uk/explainer/mps-pay-and-second-jobs> [Accessed 14.02.25]

¹⁸ <https://www.parliament.scot/msps/msp-salaries> [Accessed 06.12.24]

¹⁹ Information gathered from SPCB colleagues in January 2024.

indexation of MSP pay, aside from 2021-22, where pay was frozen in light of the economic circumstances post-pandemic.

For 2024-25, the decision has been taken to use a different index to ASHE, as ASHE fell substantially below other wage and inflation indicators. The SPCB therefore agreed to use Average Weekly Earnings (AWE) at 6.7%. For 2024-25, the salary for MSPs was £72,195.

Additional Office Holders

A number of office holders receive additional salaries²⁰:

Table Six

Role	Additional Salary	Total Salary
First Minister	£104,584	£176,780
Cabinet Secretary	£54,256	£126,452
Minister	£33,989	£106,185
Presiding Officer	£54,256	£126,452
Deputy Presiding Officer	£33,989	£106,185
Lord Advocate	£70,881	£143,077
Solicitor General for Scotland	£51,257	£123,453

Since 2008/09, a voluntary pay freeze has applied to Scottish Ministers, therefore actual pay for Ministers remains at 2008/09 levels.²¹ Conveners (chairs of parliamentary committees) are not remunerated unlike in the Senedd and UK Parliament.

²⁰ Ibid.

²¹ "Pay rise for MSPs takes salary to more than £72,000" BBC, 16th January 2024 <https://www.bbc.co.uk/news/uk-scotland-scotland-politics-67995886> [Accessed 15.02.24]

Northern Ireland Assembly

In Northern Ireland, Members' salaries continue to be provided for under the Part 1 of the Assembly Members (Salaries and Expenses) Determination (Northern Ireland) 2016.²² As of 01/04/2024, Members are paid a basic salary of £52,500.

Indexation²³

Member and additional office holder salaries are indexed at an increase of £500 each year on the 1 April, if inflation criteria were met - that CPI for the September of the previous year was 1% or greater.

Additional Office Holders

A number of office holders received higher salaries as follows²⁴:

Table Seven

Role	Salary for the y/c 1 April 2024
Member of the Commission	£58,500
Chairperson or a Statutory Committee or Public Accounts Committee	£64,500
Speaker	£90,500
Principal Deputy Speaker or Deputy Speaker	£58,500
First Minister or Deputy First Minister	£124,500
Other Ministerial office	£90,500
Junior Minister	£58,500

Summary of key differences

An area of greatest divergence between the UK legislatures is which additional office holder roles receive salaries:

²² [Salaries and Expenditure Rates 2022-2027](#) [Accessed 14.02.25]

²³ Ibid.

²⁴ Ibid.

- The Scottish Parliament does not provide for additional salaries for Conveners (Chairs) of Committees, unlike the Senedd and UK Parliament. Northern Ireland only provides for salaries to chairs of statutory committees.
- In the UK Parliament, salaries are allocated for Group Whips. In Scotland, the role of Group Whip was replaced by the Minister for Parliamentary Business, who receives a Junior Minister salary.

The legislatures also take a different approach to annual indexation, both in terms of which index is used and the frequency at which annual indexation can be reviewed; the annual indexation of Members of the Senedd and Northern Ireland Assembly is set before the term to which it applies (unless, in the case of the Senedd, there are exceptional circumstances) whilst it is reviewed on an annual basis in the Scottish and UK Parliaments by the SPCB and IPSA respectively.²⁵

²⁵ IPSA (2021) *Consultation report: mechanism for updating MPs' salaries*

4. International Examples

This chapter provides a summary of pay for members and additional office holders from a number of international legislatures. The legislatures chosen for inclusion are those for which relevant information is readily available. There are different electoral systems in operation across the examples, from first-past-the-post, to MMP to party lists systems; the electoral system is noted for each example.

An at-a-glance comparison of basic rates of pay is provided at [Annex C](#) and of indexation models at [Annex D](#).

Oireachtas, Ireland

Responsibility for members' pay and allowances sits with the Department of Public Expenditure, NDP Delivery and Reform.

Teachtaí Dála (TDs), (Members of Dáil Éireann) receive a basic salary, currently set at **€113,679**.²⁶ (£94,604)²⁷ Members may choose to waive receipt of some salary or allowances. Since 2009 there have been a number of occasions where this has occurred.

Indexation

In 2000, it was recommended that the rate of salary for TDs be linked to the ordinary maximum of the grade of principal officer in the civil service.²⁸ Pay increases for TDs are decided through agreements between the government and public service unions.²⁹ These agreements set specific percentage or fixed amount increases over certain periods, ensuring that pay changes are predictable and match the overall public sector pay policies. For instance, between 2024 to 2026, scheduled increases include a 2.25% rise or a €1,125 (£936)³⁰ increase on 1 January 2024.³¹

²⁶ [Pay of Members of the Oireachtas & Certain Ministerial & Parliamentary Officeholders](#)

²⁷ Based on Google currency converter 17.02.25

²⁸ N. Dickinson and N. Bolleyer (2019) *Compensation of Political Work in Ireland*

<https://ora.ox.ac.uk/objects/uuid:1e990419-2cff-484f-a5bd-779a6bc7c741/files/s7w62f846q>

²⁹ [Building Momentum - PSA 2021-2022 - agreed amendment](#)

³⁰ Based on Google currency converter 17.02.25

³¹ [Public Service Agreement 2024-2026](#)

Additional Office holders

A number of additional office holders are provided with an 'additional salaried allowance'. Details of the salaries for offices within the House of the Oireachtas are as follows^{32 33}.

Table Eight

Position	Additional Salaried Allowance
Ceann Comhairle (Speaker of Dáil Éireann)	€141,834 (£118,034)
Leas-Cheann Comhairle (Deputy Chairperson of the Dáil)	€61,892 (£51,506)
Assistant Government Whip	€17,191 (£14,306)
Other party whips	€6,875 - €11,458 (£5,721 - £9,535)
Other party assistant whips	€3,439 - €10,888 (£2,862 - £9,061)
Chairperson of Committee	€10,888 (£9,061)
Commission Members	€10,888 (£9,061)

Where a Member is Chairperson of more than one committee they are eligible for one allowance.³⁴

Ministerial roles are also provided with additional salary levels, these are as follows³⁵:

Table Nine

Position	Additional Salaried allowance
Taoiseach	€130,216 (£108,366)
Tánaiste	€111,294 (£92,619)
Minister	€92,938 (£77,343)

³² "Salaries" <https://www.oireachtas.ie/en/members/salaries-and-allowances/salaries/>

³³ Conversions based on Google currency converter 17.02.25

³⁴ Ibid.

³⁵ <https://www.gov.ie/pdf/?file=https://assets.gov.ie/270728/050d5d5f-4480-4acb-b177-dac2fc82a171.pdf#page=null> [Accessed 02.02.24]

Attorney General ³⁶	€205,372 (£170,910)
Minister of State	€45,846 (£38,153)
Certain Ministers of State (Ministers of State who attend Cabinet)	€13,145 (£10,939)

Since 2020, members of the Government and Ministers of State have 'gifted' 10% of their remuneration (Ministerial and TD pay) to the State on an annual basis.³⁷

New Zealand

Indexation

MPs' pay is reviewed and set by the Remuneration Authority. The criteria that it must consider when setting MPs' salaries is set out in the Remuneration Authority Act and is as follows³⁸:

- Fair relativity with comparable positions
- The need to be fair both to the individuals whose pay is being set, and to taxpayers
- The requirements of the job
- The need to recruit and retain competent individuals
- Any prevailing adverse economic conditions (which may lead the Authority to set remuneration at a rate lower than might otherwise have been the case)

New Zealand MPs' salaries are set out in the Parliamentary Salaries and Allowances Determination, which is updated every three years after a general election. Following a six-year freeze, the 2024 Determination implemented a 'green-fields approach' to review MP salaries.

³⁶ A TD element is not listed for this position, so this can be read as being the full salary not merely the additional office holder element

³⁷ "Pay of Oireachtas Members and Office Holders" <https://www.gov.ie/en/publication/a8bc7-pay-of-oireachtas-members-and-office-holders/> [Accessed 02.02.24]

³⁸ "How is the pay of MPs and Ministers set?" <https://www.parliament.nz/en/get-involved/features/how-is-the-pay-of-mps-and-ministers-set/> [Accessed 02.02.24]

The Remuneration Authority reviewed various factors, including making comparisons to other parliamentary systems and senior roles in both the public and private sectors. The Authority also completed an evaluation of the suitability of various indexation methods, including the Labour Cost Index (LCI), average wage, and New Zealand Consumer Price Index (CPI).

The review led to a 2.8% increase (equivalent to £2,121) for the current year and subsequent increases of 2.9%, 2.4%, and 2.0% over the next few years. Salary adjustments were also made for specific roles like the Prime Minister, Ministers, and party leaders to reflect changes in their responsibilities.³⁹

Additional Office Holders

Salaries are paid to a number of additional office holders. The figures below are the total salary payable to these office holders. Unlike some other examples, rather than note an additional salary, the salary for each office is set, and MPs receive the higher of the salaries they are entitled to.

Table Ten

Role⁴⁰	Salary⁴¹
Prime Minister	\$520,500 (£236,723)
Deputy Prime Minister	\$369,800 (£168,185)
Executive Council members who are Ministers who attend cabinet	\$313,100 (£142,398)
All other Executive Council members	\$230,300 (£104,740)
Parliamentary Under-Secretary	\$205,600 (£93,507)
Speaker of the House of Representatives	\$313,100 (£142,398)
Deputy Speaker	\$221,600 (£100,784)
Each Assistant Speaker	\$190,100 (£86,457)

³⁹ Parliamentary Salaries and Allowances Determination 2024 (SL 2024/121). Explanatory memorandum – New Zealand Legislation [Accessed 09.12.24]

⁴⁰ Parliamentary Salaries and Allowances Determination 2024 (SL 2024/121) – New Zealand Legislation [Accessed 09.12.24]

⁴¹ Conversions based on Google currency converter 17.02.25

Leader of the Opposition	\$302,300 (£137,486)
Chairpersons of select committees	\$190,100 (£86,457)
Deputy Chairpersons of select committees	\$178,800 (£81,318)

The Authority decided to maintain the ratios between the salary of an ordinary MP and the salaries of the Prime Minister, Ministers, and most other positions with additional responsibilities as paid under previous determinations. The only positions where different decisions were made were those of the Leader of the Opposition, party leaders, deputy leaders, co-leaders, and party whips.⁴²

Table Eleven

<p>Other Party Leaders</p> <ul style="list-style-type: none"> - with less than 5 members in the house of representatives \$201,100 - with 5 or more members in the House of Representatives \$208,400 - with 10 or more members in the House of Representatives \$224,600 - with 25 or more members in the House of Representatives \$239,200 	
<p>Co-leaders (limited to maximum of two per party)</p> <ul style="list-style-type: none"> - with less than 5 members in the House of Representatives \$195,600 - with 5 or more members in the House of Representatives \$200,700 - with 10 or more members in the House of Representatives \$216,900 - with 25 or more members in the House of Representatives \$232,700 	<p>Deputy Leaders (for a party with no co-leaders)</p> <ul style="list-style-type: none"> - with less than 5 members in the House of Representatives \$190,100 - with 5 or more members in the House of Representatives \$193,100 - with 10 or more members in the House of Representatives \$209,200 - with 25 or more members in the House of Representatives \$226,200
<p>Whips</p>	<p>Junior Whips</p>

⁴² Parliamentary Salaries and Allowances Determination 2024 (SL 2024/121) Explanatory memorandum – New Zealand Legislation

<ul style="list-style-type: none"> - with 5 or more members in the House of Representatives \$193,100 - with 10 or more members in the House of Representatives \$209,200 - with 25 or more members in the House of Representatives \$226,200 - The Whip who is designated the Senior Government Whip \$234,500 	<ul style="list-style-type: none"> - One Junior Whip for a party with 25 or more members in the House of Representatives \$190,100 - One further Junior Whip for a party with 45 or more members in the House of Representatives \$190,100 - One further Junior Whip for a party with 65 or more members in the House of Representatives \$190,100
---	---

Victoria, Australia

Salaries for members of the Parliament of Victoria are set out in the Members of Parliament (Victoria) Determination, which is set by the Victorian Independent Remuneration Tribunal.

The 2023 Determination sets the basic salary at **\$205,798** (£103,907)⁴³.

Indexation

The Victorian Independent Remuneration Tribunal is responsible for setting remuneration for MPs, local councillors and executives in the Victorian public sector.⁴⁴ The Tribunal set a Determination and make annual adjustments of salaries and allowances in July of each year.

When setting salaries and allowances, the Tribunal must consider a number of legislative requirements⁴⁵:

- Any statement of policy issues by the Government of Victoria which is in force with respect to its wages policy.
- The financial position and fiscal strategy of the State of Victoria.
- Current and projected economic conditions and trends.

⁴³ Based on Google currency converter 17.02.25

⁴⁴ "About the Victorian Independent Remuneration Tribunal" <https://www.vic.gov.au/about-victorian-independent-remuneration-tribunal> [Accessed 02.02.24]

⁴⁵ Victorian Independent Remuneration Tribunal *Members of Parliament (Victoria) Determination No. 01/ 2023* <https://content.vic.gov.au/sites/default/files/2023-06/Members-of-Parliament-%28Victoria%29-Determination-No.-01-2023.pdf>

- Submissions received in relation to the proposed determination.

The Tribunal must also:

- Comprehensively review the existing salaries, additional salaries, work-related parliamentary allowances and other funding and superannuation and pension arrangements provided to MPs.
- Not set the basic salary at a rate that is higher than the basic salary of Members of the Parliament of the Commonwealth.
- Take into account the salary and allowances for, and the roles and responsibilities of, Members of the Parliaments of the Commonwealth and other States and Territories.
- Take into account existing guidelines and rulings governing the use of work-related parliamentary allowances and the Budget, including any relevant rulings by the Australian Taxation Office.
- Ensure that individual members are in an overall position that is no less favourable than the arrangements that are in place before the making of the determination taking into account the basic salary, additional salary, the Electorate Office & Communications Budget, work-related parliamentary allowances and superannuation and pension arrangements.

The 2024 Determination offers a comprehensive analysis of the considerations that underpinned the Tribunal's decision regarding MP salary levels. The Tribunal carefully examined current and projected economic conditions, the financial health and strategic objectives of the State of Victoria, the prevailing Wages Policy, and pertinent submissions. Additionally, salary adjustments implemented in other jurisdictions and the upward trajectory of the National Minimum Wage were duly considered. In light of these factors, the Tribunal determined a 3.5% increase to the base salary for Victorian MPs, as well as to the supplementary salaries and expense allowances allocated to designated parliamentary office holders.⁴⁶

Additional Office Holders

⁴⁶ [Members-of-Parliament-\(Victoria\)-Annual-Adjustment-Determination-2024.pdf](#)

A number of specified parliamentary office holders are provided with additional salaries and expense allowances. The range of office holder roles that are remunerated include Premier, Deputy Premier, Ministers, Leader of the Opposition, Deputy Leader of the Opposition, Leader of the Third Party, Cabinet Secretary, Shadow Ministers, Government Whip, Opposition Whip, Whip of the Third Party, Committee Chairpersons, Party Secretaries (Government, Opposition and Third Party).⁴⁷ The additional salaries for a selection of these roles is as follows:

Table Twelve

Specified Parliamentary Office Holder	Additional Salary from 1 July 2024 (per annum)⁴⁸
Premier	\$229636 (£115966)
Deputy Premier	\$194212 (£98077)
Any other responsible Minister of the Crown	\$172982 (£87356)
Leader of the Opposition	\$172982 (£87356)
President	\$151100 (£76306)
Speaker	\$151100 (£76306)
Deputy President	\$58057 (£29319)
Deputy Speaker	\$58057 (£29319)
Deputy Leader of the Opposition in the Assembly	\$82752 (£41790)
Leader of the Opposition in the Council	\$82752 (£41790)
Leader of the Third Party (unless they are also the Leader or Deputy Leader of the Opposition or a Minister of the Crown)	\$82752 (£41790)
Cabinet Secretary	\$82752 (£41790)
Parliamentary Secretary to the Premier	\$58057 (£29319)
A Shadow Minister	\$17983 (£9081)
Government Whip in the Assembly	\$37043 (£18707)
Deputy Government Whip in the Assembly	\$20579 (£10392)
Deputy Leader of the Opposition in the Council	\$37043 (£18707)
Deputy Leader of the Third Party (unless they are also the Leader or Deputy Leader of the Opposition or a Minister of the Crown)	\$37043 (£18707)
Government Whip in the Council	\$22638 (£11432)
Opposition Whip in the Assembly	\$22638 (£11432)

⁴⁷ Ibid.

⁴⁸ Conversions based on Google currency converter 17.02.25

Opposition Whip in the Council	\$22638 (£11432)
Whip of the Third Party in the Assembly	\$22638 (£11432)
Whip of the Third Party in the Council	\$(£4157))
Secretary of the Party forming the Government	\$8232 (£4157)
Secretary of the Opposition Party	\$8232 (£4157)
Secretary of the Third Party	\$8232 (£4157)
Chairperson of the Public Accounts and Estimates Committee	\$41160 (£20,778)
Chairperson of the Scrutiny of Acts and Regulations Committee	\$30870 (£15,583)
Chairperson of the Integrity and Oversight Committee	\$30870 (£15,583)
Chairperson of a standing committee appointed under standing order of the Assembly or the Council	\$20579 (£10,388)
Chairperson of a Joint Investigatory Committee within the meaning of the Parliamentary Committees Act 2003 (Vic) which is not otherwise provided for in this table	\$20579 (£10,388)
Chairperson of joint select committee when resolution establishing committee so provides that chairperson is entitled	\$10290 (£5,194)
Deputy chairperson of the Public Accounts and Estimates Committee	\$8232 (£4,156)
Deputy chairperson of the Scrutiny of Acts and Regulations Committee	\$8232 (£4,156)
Deputy chairperson of the Integrity and Oversight Committee	\$8232 (£4,156)

Germany

Members of the German Bundestag receive €11,227.20 per month, which equates to **€134,726.40**⁴⁹ (£112,052)⁵⁰ per year.

As set out in legislation, Members of the Bundestag are "entitled to remuneration which is adequate to ensure their independence."⁵¹ "The level of Members' remuneration is based on the emoluments payable to holders of offices subject to similar responsibilities and burdens. The 30th Act to Amend the Act on the Legal Status of Members of the German Bundestag, which

⁴⁹ "Remuneration of Members of the German Bundestag" <https://www.bundestag.de/en/members/remuneration> [Accessed 10.12.2024]

⁵⁰ Based on Google currency converter 17.02.25

⁵¹ Ibid.

came into force on 16 July 2014, cites the income of ordinary judges at the highest federal courts as a benchmark."⁵²

Pay levels are adjusted annually, and are based on the nominal wage index calculated by the Federal Statistical Office.

Norway

MPs pay and other financial rights are laid down in the Act concerning the Remuneration for Members of the Storting.⁵³ Recommendations are made to the Storting by the Remuneration Committee, which assesses MPs' pay annually.⁵⁴

As of May 2022, the basic salary for an MP is **NOK 1,171,000** (£83,609)⁵⁵ per annum (approximately £86,654).

A number of additional office holders receive higher salaries⁵⁶:

- The Prime Minister and President of the Storting are remunerated at the same level, as set out in legislation. This is currently NOK 2,057,177 per annum (£146,882.44).
- For other members of the government, salaries are set at NOK 118,100.78 per annum (£8,432.40).
- The First Vice President of the Storting has an additional allowance of 14% of an MP's fixed annual remuneration. Other vice presidents and the chairs of the standing committees are paid 7% of the fixed annual remuneration. These percentages are also set out in legislation.⁵⁷

Denmark

According to the Parliamentary Election Act of Denmark⁵⁸, Members of Parliament (MPs) are obliged to receive basic remuneration and weighting, i.e. they cannot refuse to accept

⁵² Ibid.

⁵³ MPs' pay, allowances and other arrangements" <https://www.stortinget.no/en/In-English/Members-of-the-Storting/Financial-support/> [Accessed 10.12.24]

⁵⁴ Ibid.

⁵⁵ Based on Google currency converter 17.02.25

⁵⁷ Act 2011-12-16 NO. 61: Act pertaining to Remuneration of Members of the Storting (the Storting Remuneration Act) <https://www.stortinget.no/globalassets/pdf/english/the-storting-remuneration-act.pdf>

⁵⁸ Folketing (Parliamentary) Elections Act <https://elections.im.dk/parliament-elections/folketing-parliamentary-elections-act>

remuneration for their work. The amount of MPs' remuneration is also laid down in the Parliamentary Election Act of Denmark.

Weighting I is paid to MPs who reside in Denmark and is tax-free.

Weighting II is paid to MPs elected in Greenland and the Faroe Islands and is also tax-free.^{59 60}

Table Thirteen

Amount in DKK as of 01/10/2024	Per month	Per year
Basic remuneration	62.805,00 (£7,003)	753.660 (£84,033)
Weighting I *)	6.076,08 (£677)	72.913 (£8,130)
Weighting II *)	8.101,42 (£903)	97.217 (£10,840)

According to data from the IPU Parline global data site, additional salaries are paid to the Speaker, equivalent to the Prime Minister's salaries, but not to committee chairs.⁶¹ Salaries for members are set in reference to the civil service salary scale.⁶²

Finland

MPs' pay in Finland is set by the Remuneration Committee, which consists of three members none of whom may be an MP or a parliamentary civil servant.⁶³

MPs in Finland are paid a salary of **€7,137 per month/€85,644 per annum** (£5,938 per month/£71,256 per annum).⁶⁴ This increases based on length of service, increasing to €7,494/€89,928 per annum (£6,235 per month/£73,988 per annum) after four years, and to

⁵⁹ [Remuneration and Pensions / The Danish Parliament](#) [Accessed 10.12.24]

⁶⁰ Conversions based on Google currency converter 17.02.25

⁶¹ [Denmark | The Danish Parliament | Parliamentary mandate | IPU Parline: global data on national parliaments](#) [Accessed 10.12.24]

⁶² Ibid.

⁶³ MPs' salaries and pensions" <https://www.eduskunta.fi/EN/kansanedustajat/palkkiot-ja-kulukorvaukset/Pages/default.aspx> [Accessed 02.02.24]

⁶⁴ Ibid.

€7,993 per month/€95,916 per annum (£6,650 per month/£79,802 per annum) after twelve years.⁶⁵

A number of parliamentary office holders receive higher annual salaries⁶⁶:

Table Fourteen

Role	Per Month	Per Annum
Speaker	€ 14,448 (£12,021)	€ 173,376 (144,245)
Deputy Speakers	€ 11,266 (£9,373)	€ 135,192 (£135,112)
Committee Chairs	€ 803 (£668)	€ 9,636 (£8,017)
Sub Committee Chairs	€ 530 (£441)	€ 6,360 (£5,292)
Committee Chairs (Grand Committee, Constitutional Law, Foreign Affairs, Finance and Audit)	€ 1,323 (£1,101)	€ 15,876 (£13,209)
Sub-Committee Chairs (Grand Committee, Constitutional Law, Foreign Affairs, Finance and Audit)	€ 803 (£668)	€ 9,639 (£8,020)

Ministerial pay and allowances are also defined in the act on the Members of Parliament's salary. Ministers salaries are equal to that of the Deputy Speaker, and the Prime Minister's salary is equal to that of the Speaker.⁶⁷

Ministers are entitled to their MP salary and expenses in addition to their ministerial pay, but by convention forfeit half of their MPs salary and expense allowance.⁶⁸

⁶⁵ Ibid.

⁶⁶ Ibid.

⁶⁷ "Ministerial pay and allowances and ministers' private interests" <https://valtioneuvosto.fi/en/governments/pay-allowances-and-private-interests> [Accessed 02.02.24]

⁶⁸ Ibid.

Sweden

Salary levels for members of the Swedish Riksdag are set by the Riksdag Remuneration Board. Members receive a basic, monthly rate of **75,500 SEK** (906,000 SEK per annum; £67,162⁶⁹).⁷⁰ Increments are paid to some additional office holders.

A committee chair receives a 20% increment, a deputy chair a 15% increment.⁷¹

The Speaker receives the same pay as the Prime Minister, of 184,000 SEK per month (2,208,000 SEK p/a; £163,679⁷²).⁷³ The deputy speaker receives a 30% increment of the pay of a member.⁷⁴

Austria

Remuneration of members of the Austrian Parliament is laid down in the Federal Remuneration Act 1997, which introduced a uniform system of remuneration and ceiling for federal and provincial levels.⁷⁵ National Council Members (lower chamber) currently receive a monthly salary of **€8,755.80** (€105,069.60 per annum / £87,396 per annum⁷⁶).⁷⁷

Details of the pay of additional office holders is set out in the Federal Emoluments Act. These are calculated as being a percentage of the basic pay to members⁷⁸:

- Vice-Chancellor in charge of a ministry 220%

⁶⁹ Based on Google currency converter 17.02.25

⁷⁰ "Members' pay" <https://www.riksdagen.se/en/members-and-parties/the-members-pay-and-conditions/members-pay/> [Accessed 02.02.24]

⁷¹ Ibid.

⁷² Based on Google currency converter 17.02.25

⁷³ "Members' pay" <https://www.riksdagen.se/en/members-and-parties/the-members-pay-and-conditions/members-pay/> [Accessed 02.02.24]

⁷⁴ Ibid.

⁷⁵ "Members: Members of Parliament and their responsibilities" <https://www.parlament.gv.at/en/explore/members-and-entities/the-national-council/members#:~:text=The%20Remuneration%20of%20Members&text=Gross%20monthly%20salaries%20of%20National,employing%20one%20to%20two%20assistants>. [Accessed 05.02.24]

⁷⁶ Based on Google currency converter 17.02.25

⁷⁷ "Members: Members of Parliament and their responsibilities" <https://www.parlament.gv.at/en/explore/members-and-entities/the-national-council/members#:~:text=The%20Remuneration%20of%20Members&text=Gross%20monthly%20salaries%20of%20National,employing%20one%20to%20two%20assistants>. [Accessed 05.02.24]

⁷⁸ "Federal Emoluments Act" <https://www.parlament.gv.at/en/explore/making-laws/legal-bases/page/index.html> [Accessed 05.02.24]

- Vice-Chancellor not in charge of a ministry 200%
- President of National Council 210%
- President of the Court of Audit 180%
- Second and Third Presidents of the National Council 170%

Should someone be entitled to two additional office holder benefits, they would receive the higher value.⁷⁹

Canada

Members receive a basic sessional indemnity, with some offices receiving additional pay as set out in the Parliament of Canada Act, the Salaries Act, the Ministries and Ministers of State Act and the National Security and Intelligence Committee of Parliamentarians Act.⁸⁰

The current basic sessional indemnity for members of the House of Commons is **\$203,100** (£113,533).⁸¹ A large number of additional office holders are eligible for additional pay as follows⁸²:

Table Fifteen

Role	Additional Salary
Prime Minister	\$203,100 (£113,625.72)
Speaker of the House of Commons	\$96,800 (£54,166.56)
Leader of the Opposition in the Senate	\$45,800 (£25,629.36)
Minister	\$96,800 (£54,166.56)
Minister of State	\$96,800 (£54,166.56)
Secretary of State	\$72,400 (£40,515.68)
Leader - Other Parties	\$68,600 (£38,364.32)
Chair of Committee	\$13,700 (£7,660.04)
Vice-Chair of Standing Committee	\$6,700 (£3,747.64)
Deputy Speaker of the House of Commons	\$50,100 (£28,020.92)
Opposition House Leader	\$50,100 (£28,020.92)

⁷⁹ Ibid.

⁸⁰ "Indemnities, Salaries and Allowances" https://lop.parl.ca/sites/ParlInfo/default/en_CA/People/Salaries [Accessed 10.12.24]

⁸¹ Based on Google currency conversion 17.02.25

⁸² Indemnities, Salaries and Allowances

Members' Pay International Comparison

Chief Government Whip	\$36,000 (£20,131.20)
Chief Opposition Whip	\$36,000 (£20,131.20)
Parliamentary Secretary	\$19,600 (£10,964.32)
Assistant Deputy Speakers	\$19,600 (£10,964.32)
House Leader - Other Parties	\$19,600 (£10,964.32)
Deputy House Leaders - Government and Official Opposition	\$19,600 (£10,964.32)
Whip - Other Parties	\$13,800 (£7,715.76)
Deputy Opposition Whip in the Senate	\$3,300 (£1,845.36)
Caucus Chair - Government and Official Opposition	\$13,800 (£7,715.76)
Chairs of standing, special, standing joint and special joint committees	\$13,800 (£7,715.76)

Across parliamentary roles a distinction is made between the official opposition and other parties, with higher salaries for members of the official opposition.

5. Annex A: UK Comparison

Table Sixteen

Legislature	Basic Pay (2024-25)
Senedd	£72,057
UK Parliament	£91,346
Scottish Parliament	£72,196
Northern Ireland Assembly	£52,500

Table Seventeen

Additional Office Holders	
<p>Senedd</p> <ul style="list-style-type: none"> • First Minister • Welsh Minister • Counsel General • Deputy Minister • Presiding Officer • Deputy Presiding Officer • Senedd Commissioner • Committee Chair (Higher) • Committee Chair (lower) • Business Committee Member • Leader of a Political Group not in Government 	<p>UK Parliament</p> <ul style="list-style-type: none"> • Committee Chairs • Prime Minister • Chancellor of Exchequer • Chancellor of the Duchy of Lancaster • Secretary of State • Lord Chancellor • Lord President of the Council and Leader of the House of Commons • Chief Secretary to the Treasury • Financial Secretary to the Treasury • Parliamentary Secretary to the Treasury and Chief Whip • Treasurer of HM Household and Deputy Chief Whip • Minister of State • Parliamentary Secretary • Attorney General • Solicitor General • Comptroller of HM Household (Government Whip) • Vice-Chamberlain of HM Household (Government Whip) • Junior Lord of the Treasury (Government Whip) • Assistant Whip

<p>Scottish Parliament</p> <ul style="list-style-type: none"> • First Minister • Cabinet Secretary • Minister • Presiding Officer • Deputy Presiding Officer • Lord Advocate • Solicitor General for Scotland 	<p>Northern Ireland Assembly</p> <ul style="list-style-type: none"> • Member of the Commission • Chairperson or a Statutory Committee or Public Accounts Committee • Speaker • Principal Deputy Speaker or Deputy Speaker • First Minister or Deputy First Minister • Other Ministerial office • Junior Minister

6. Annex B: Members' Salary Comparison

The table below provides an at-a-glance comparison of basic pay for members of a number of legislatures included in this evidence paper. Data has been included for 2024-25, and a conversion to sterling has been presented alongside the local currency.⁸³ Caution should be exercised when using this comparison, legislatures will be making decisions on pay relevant to their political and economic context, as well as in relation to distinct and differing roles, budgets and legislative competencies. Additionally, conversion rates are changeable.

Table Eighteen

Legislature	2024-25 Annual Salary (Local Currency)	2024-25 Annual Salary (Sterling)
Senedd	£72,057	£72,057
UK Parliament	£91,346	£91,346
Scottish Parliament	£72,196	£72,196
Northern Ireland Assembly	£52,003	£52,003
Oireachtas, Ireland	€ 113,679	£94,501
New Zealand Parliament	\$168,600	£76,729
Parliament of Victoria	\$205,798	£103,949
Bundestag, Germany	€ 134,726	£111,998
Storting, Norway	NOK 1,171,000	£83,609
Eduskunta, Finland	€ 85,644	£71,195
Riksdag, Sweden	SEK 900,000	£66,717
Austrian Parliament	€ 233,650	£194,233
House of Commons, Canada	\$203,100	£113,594

⁸³ Currency conversion was done using the Google converter 17.02.25, rounded to the nearest pound

7. Annex C: Indexation Comparison

Table Nineteen

Legislature	Indexation Method	Annual Increase 2024-25
Senedd	Annual increase based on ASHE median pay	3.0%
UK Parliament	Annual increase based on 5.5% pay award for Senior Civil Service workers and medium-term public sector pay growth of 5.3%.	5.5%
Scottish Parliament	Annual increase based on AWE public sector pay	6.7%
Northern Ireland Assembly	Annual increase of £500 applied if CPI for the previous September exceeds 1%.	0.5%
Oireachtas, Ireland	Annual increase tied to civil service pay uplift	~5.86%
New Zealand Parliament	Annual increase to figure detailed in the Determination, based on the application of a set of guiding principles including fair relativity with comparable positions; the need to be fair both to the individuals whose pay is being set, and to taxpayers; the requirements of the job; the need to recruit and retain competent individuals; any prevailing adverse economic conditions (which may lead the Authority to set remuneration at a rate lower than might otherwise have been the case)	2.9%
Bundestag, Germany	Annual increase based on Nominal Wage Index	6.0%
Folketing, Denmark	Pay is set in relation to the civil service salary scale	Not Available
Parliament of Victoria, Australia	Annual review with any uplift based on the application of a set of guiding principles including any statement of policy issues by the Government of Victoria which is in force with respect to its wages policy; the financial position and fiscal strategy of the State of Victoria; current and projected economic	3.5%

	conditions and trends; submissions received in relation to the proposed determination.	
--	--	--