



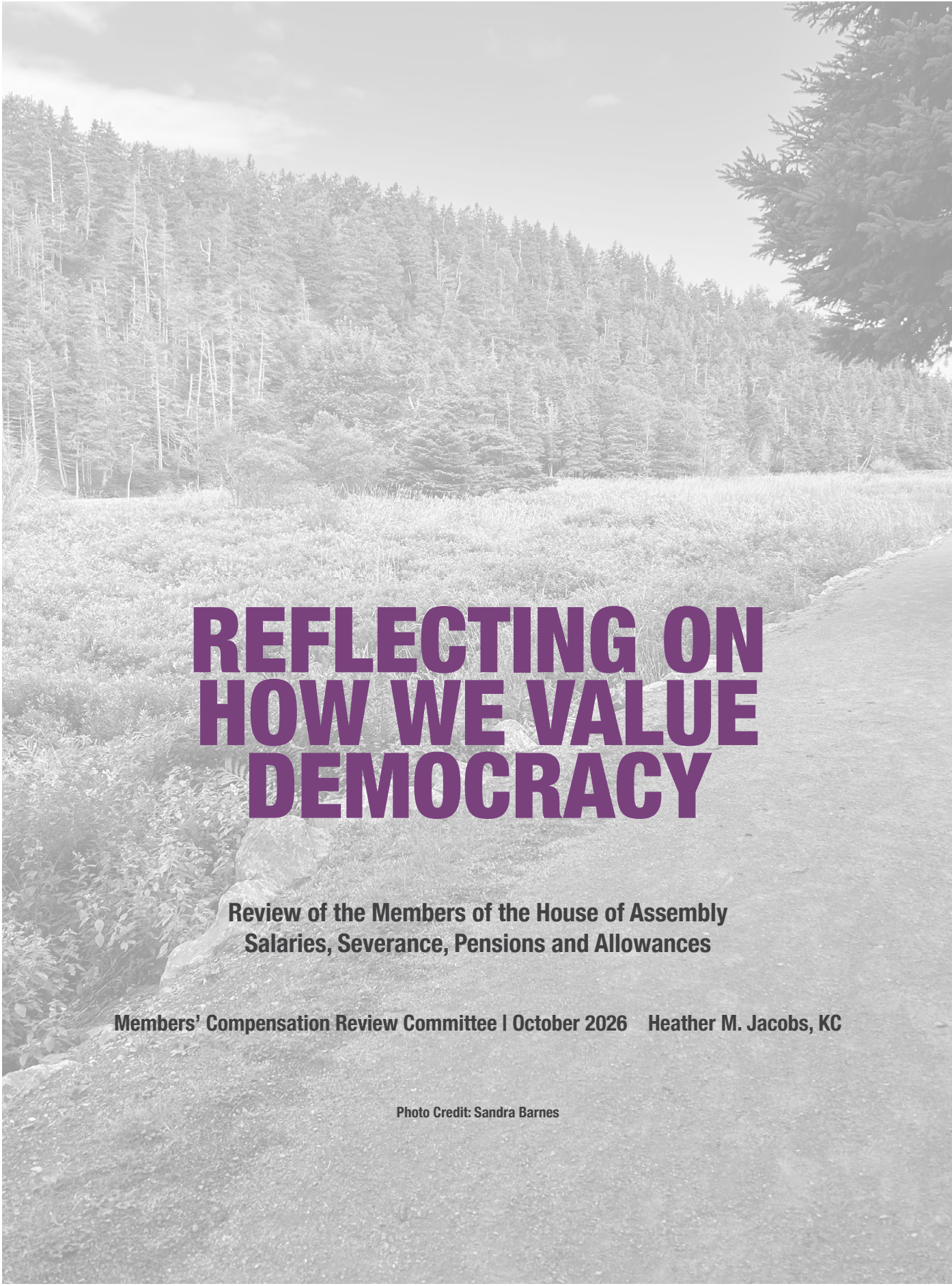
REFLECTING ON HOW WE VALUE DEMOCRACY

MEMBERS' COMPENSATION REVIEW COMMITTEE
Heather M. Jacobs, KC

2026



HOUSE OF ASSEMBLY
Newfoundland and Labrador



REFLECTING ON HOW WE VALUE DEMOCRACY

**Review of the Members of the House of Assembly
Salaries, Severance, Pensions and Allowances**

Members' Compensation Review Committee | October 2026 Heather M. Jacobs, KC

Photo Credit: Sandra Barnes



HOUSE OF ASSEMBLY
Newfoundland and Labrador

Members' Compensation Review Committee

October 8, 2026

HAND DELIVERED

The Honourable Paul Lane
Speaker of the House of Assembly of the Province of
Newfoundland and Labrador
House of Assembly
Confederation Building
St. John's, NL

Speaker,

In accordance with my mandate, given to me by the House of Assembly on June 2, 2026, I deliver the 2026 Members' Compensation Review Committee report, titled Reflecting on How We Value Democracy, with my recommendations regarding salaries, severance, pensions and allowances including the rationale for the conclusions. Given this report comes less than three years after the March 2024 report, it updates, revises or replaces previous recommendations as appropriate. In addition, the 2026 report does not repeat contents in the 2024 report unless necessary.

I was honoured to serve once again the Legislature. I remain available for six months to the House of Assembly Management Commission for consultation.

Respectfully submitted,

A handwritten signature in blue ink that reads "Heather Jacobs".

Heather M. Jacobs, KC

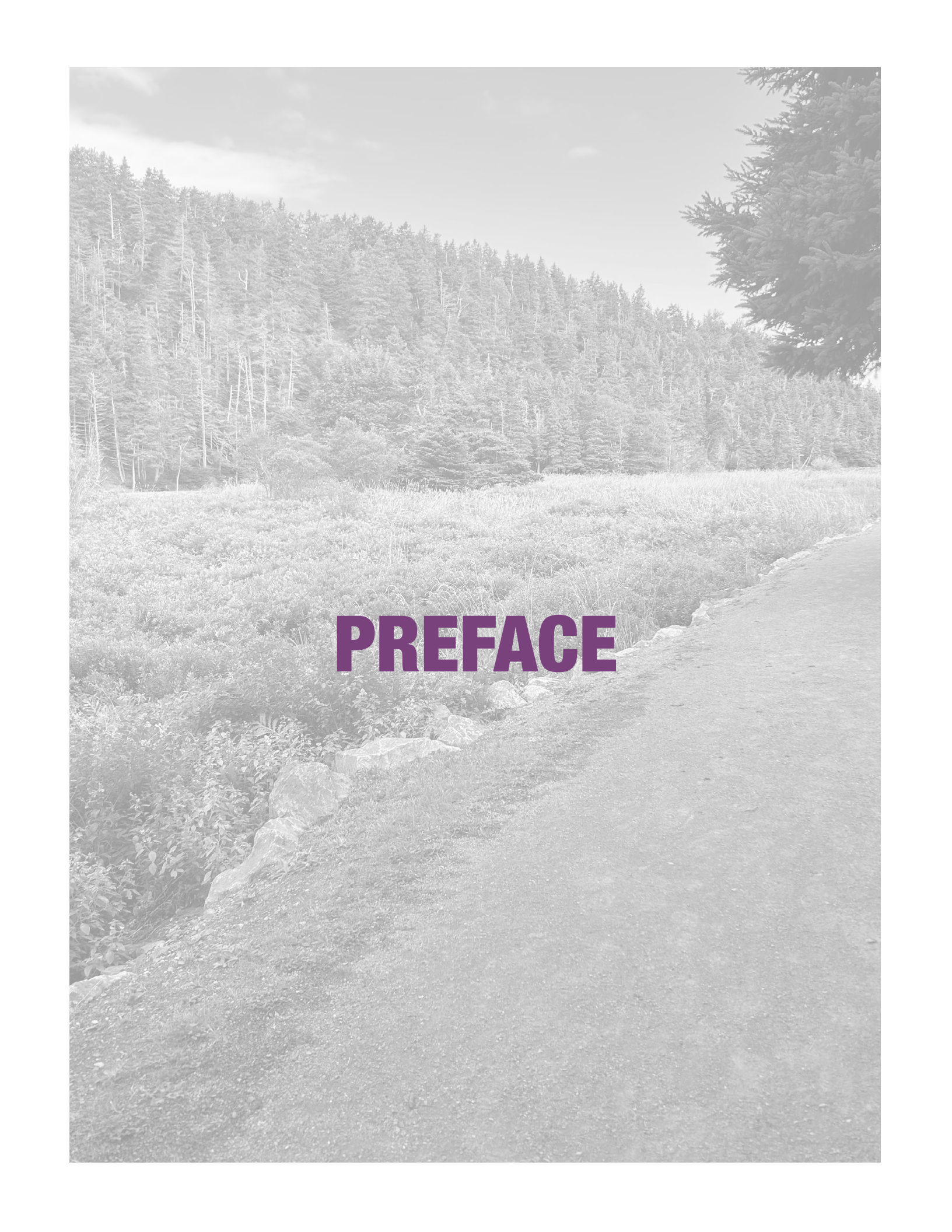
A grayscale photograph of a forest landscape. In the foreground, a dirt path curves from the bottom right towards the center. To the left of the path is a rocky, grassy area with some low-lying plants. In the background, a dense forest of tall, thin trees covers a hillside. The sky is visible at the top, showing some clouds. The word "CONTENTS" is overlaid in the center in a bold, purple, sans-serif font.

CONTENTS

ACKNOWLEDGEMENTS	1
EXECUTIVE SUMMARY	5
Mandate	6
Review Process	7
Conclusions	8
Other Matters	9
Summary of Recommendations	10
<i>Respecting salaries</i>	10
<i>Respecting salary-adjustment formula</i>	11
<i>Respecting severance</i>	11
<i>Respecting pensions</i>	11
<i>Respecting allowances</i>	12
<i>Respecting other provisions</i>	14
<i>Respecting commencement</i>	14
FAIR & REASONABLE COMPENSATION	15
FACTORS	17
MHA ANNUAL SALARY	19
Background	20
Analysis	20
Summary	25
Recommendation	27
ADDITIONAL COMPENSATION	29
Background	30
Analysis	31
Summary	36
<i>Positions currently remunerated</i>	37
<i>Positions not currently remunerated</i>	38
<i>Government house leader and deputy government house leader</i>	39
<i>Committees and Management Commission</i>	40
<i>Clarification</i>	41
Recommendations	41
SALARY-ADJUSTMENT FORMULA	43
Background	44

Analysis	44
Summary	46
Recommendation	47
SEVERANCE	49
Background	50
Analysis	51
Summary	53
Recommendation	53
PENSIONS	55
Background	56
Analysis	57
Summary	62
Recommendations	63
ALLOWANCES	65
Background	66
Analysis	69
Summary	74
Recommendations	74
IMPLEMENTATION DATE	79
Recommendation	80
IMPLEMENTATION CONSIDERATIONS	81
Financial Implications	82
Legislative Implications	83
Regulatory Implications	84
Policy Implications	86
OTHER MATTERS	87
RECOMMENDATIONS	93
<i>Respecting salaries</i>	94
<i>Respecting salary-adjustment formula</i>	95
<i>Respecting severance</i>	95
<i>Respecting pensions</i>	95
<i>Respecting allowances</i>	95
<i>Respecting other provisions</i>	97
<i>Respecting commencement</i>	97

COMPARISON OF 2024 & 2026 MCRC RECOMMENDATIONS	99
CLOSING REMARKS	109
APPENDICES	111
APPENDIX A: Review Process	112
APPENDIX B: Assistant Deputy Minister & Deputy Minister Salaries	114
APPENDIX C: Standing Committee Meetings Since 2016	115
APPENDIX D: Caucus Leaders & House Leaders Remunerations	117
APPENDIX E: Committee Remuneration	118
APPENDIX F: Eckler Ltd. Memo	119
APPENDIX G: Review of Overall Allowance Categories & Expenditures	122
APPENDIX H: Salary Calculations	131
APPENDIX I: Cost of Allowance Recommendations	136
APPENDIX J: Codification of Salaries	145

A grayscale photograph of a landscape. In the foreground, a dirt path curves from the bottom right towards the center. To the left of the path is a rocky, grassy slope. In the background, a dense forest of tall, thin trees covers a hillside under a cloudy sky. The word "PREFACE" is overlaid in the center in a bold, purple, sans-serif font.

PREFACE

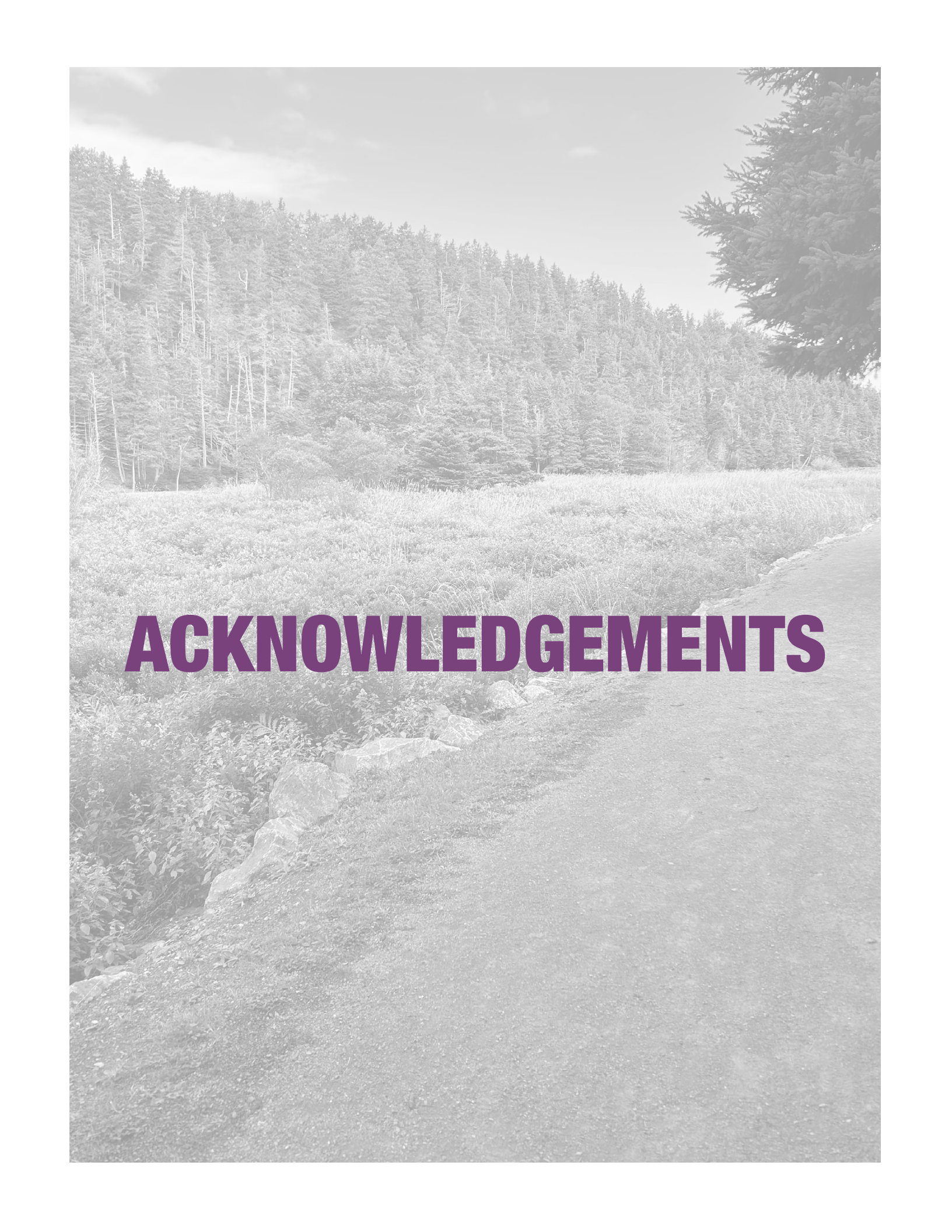
In *Through the Looking Glass*, Lewis Carroll's sequel to *Alice in Wonderland*, Alice finds every path she takes brings her back to where she started. Undeterred, she sets out "once more down the path"¹ and finds her way to her ultimate destination. Similarly, I have approached the review of MHA compensation by examining what paths previous reviews have taken to identify the best way forward.

In deciding which path to take, my work was guided by these questions: what does it mean to value the people we elect to protect our democracy? And how do we ensure what is offered values appropriately the contributions of those who serve as our elected representatives?

In the *2024 MCRC Report*, the iceberg image served as a reminder that what is visible above the waterline doesn't accurately reflect the vastness of what lies beneath. The *2026 MCRC* balances the complexity of determining what is fair and reasonable compensation for our elected representatives with a need for decision-making that supports effective, diverse and engaged representation.

If we do not value the people we elect to protect and promote our democracy, we will only achieve the democracy we deserve. With this in mind, this report sets out again "once more down the path."

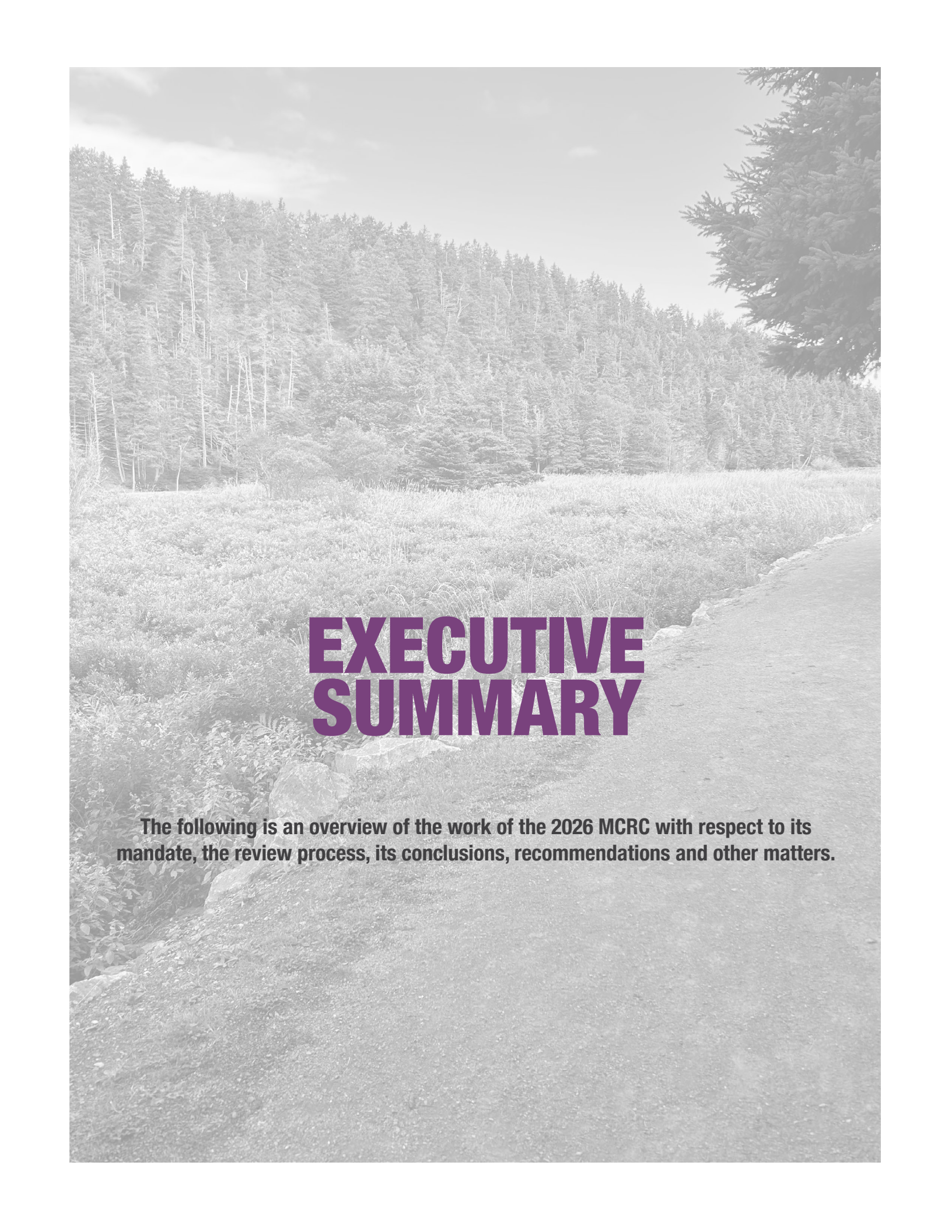
1 Carroll, Lewis. *Through the Looking-Glass, and What Alice Found There*. London: Macmillan and Co., 1872.

A grayscale photograph of a forested hillside. In the foreground, a dirt path leads from the bottom right towards the center. To the left of the path, there is a rocky, vegetated embankment. The middle ground is a field of tall grass or reeds. The background is a dense forest of tall, thin trees covering a hillside under a cloudy sky. The word "ACKNOWLEDGEMENTS" is overlaid in the center in a bold, purple, sans-serif font.

ACKNOWLEDGEMENTS

I would like to thank the following people for their invaluable assistance:

- The 2026 MCRC team of Sandra Barnes and Maureen McCarthy;
- Martha Muzychka, Praxis Communications, for editing and formatting the *2026 MCRC Report*;
- Employees of the House of Assembly Service who assisted with the 2026 MCRC office set-up, including retaining staff, creating the website, issuing news releases, gathering information, providing input and supporting, as necessary. I would like to thank Kim Hawley-George, Clerk; Sabrina Barnes, Evan Beazley, Karen Chaytor, Kim Hammond, Andrea Hyde, Kaylie Madden, Sarah Martin, Wanda Lee Mercer, Michelle Mitchelmore, Megan Neal, Nicole Norman, Kim Puddester, Bobbi Russell, Kimberly Ryan, Wanda Strowbridge and Ian Tucker;
- Ann Chafe, Commissioner for Legislative Standards (Acting);
- Philip Churchill, Eckler Ltd., for pension and actuarial expertise;
- John McGrath, James Doody and Dean Batten of the Treasury Board Secretariat for providing human resource data and pension information;
- Matthew Sweetapple and Brian Keeping of OCIO for system and computer support;
- Officials of other Canadian legislatures for responses to requests for jurisdictional information;
- The members of the public who provided their views; and
- The Members of the House of Assembly (MHAs) who expressed their issues and concerns.



EXECUTIVE SUMMARY

The following is an overview of the work of the 2026 MCRC with respect to its mandate, the review process, its conclusions, recommendations and other matters.

Mandate

Subsection 16(1) of the *House of Assembly Accountability, Integrity and Administration Act*² (HOAAIAA) requires the appointment of an independent committee, named the Members' Compensation Review Committee (MCRC), to conduct an inquiry and prepare a report respecting salaries, allowances, severance and pensions to be paid to MHAs.

On June 2, 2026, the House of Assembly appointed the Members' Compensation Review Committee for the 51st General Assembly by order of reference, with an effective date of June 15, 2026.³ The order of reference mandated that the report be delivered to the speaker within 120 days. This is the fifth independent committee; the first four reports were delivered in 2009,⁴ 2012,⁵ 2016,⁶ and 2024.⁷

The order of reference appointed Heather M. Jacobs, KC to the 2026 MCRC. Jacobs previously served as the sole member of the 2024 MCRC.

In particular, the order of reference mandated the 2026 MCRC to:

1. Recommend the annual salary for MHAs;
2. Review and make recommendations regarding additional-salary provisions for positions identified in subsection 12(1) of the *House of Assembly Accountability, Integrity and Administration Act*;
3. Recommend a formula or means for making annual salary adjustments for salary amounts referenced in 1. and 2. above;
4. Review and make recommendations regarding the current transitional allowance policy for MHAs;
5. Use the *2024 MCRC Report* for the 50th General Assembly, titled *How We Value Democracy*, as the basis of its report for the 51st General Assembly;
6. Review, update, revise or replace the 2024 MCRC recommendations, where appropriate; and
7. Ensure consultation is completed including current MHAs, former MHAs and any other interested parties.

As mandated by the order of reference the *2024 MCRC Report* is the basis of the *2026 MCRC Report*. As a result, the 2026 MCRC shall update the *2024 MCRC Report* and does not repeat the contents unless necessary.

2 Online: [SNL2007 CHAPTER H-10.1 - HOUSE OF ASSEMBLY ACCOUNTABILITY, INTEGRITY AND ADMINISTRATION ACT.](#)
3 Online: [Members' Compensation Review Committee.](#)
4 Online: [Microsoft Word - MCRC Report - October 2009 #1.doc.](#)
5 Online: [Microsoft Word - MCRCReport2012.NOV21.](#)
6 Online: [Review of MHA Salaries, Allowances, Pensions & Severance.](#)
7 Online: [MCRCReport2024.pdf.](#)

The *2024 MCRC Report* contained 32 recommendations, which the Management Commission considered at a meeting on May 21, 2024.⁸ The Commission accepted all recommendations and further directed that:

- Policy amendments required to give effect to those recommendations with policy implications be prepared and brought forward to the Commission for consideration at a future meeting; and
- Legislative amendments required to give effect to those recommendations with legislative implications be prepared and brought forward to the House of Assembly for consideration.

Some matters contained in the *2024 MCRC Report* were considered by the Management Commission but matters required to be considered by the House of Assembly were not addressed before the end of the 50th General Assembly.

Review Process

The 2026 MCRC identified five key components of the work involved in meeting the mandate for compensation review:

Document review – Reviewed all available and relevant documentation including previous MCRC reports; Management Commission agendas, briefing materials, minutes, and transcripts; Hansard transcripts; legislation; and comparable materials from other Canadian jurisdictions relating to compensation and benefits for members of legislative assemblies. The 2026 MCRC reviewed the ministerial expense reimbursement policy, the Treasury Board policies regarding meal per diems and travel, pension reports, financial statements, expense and salary data, and other fiscal documents of the Government of Newfoundland and Labrador.

Public input – Solicited commentary from the public using traditional and social media. The committee analyzed and incorporated its analysis of public contributions in their deliberations and the final report as appropriate and relevant.

MHA input – Consulted with MHAs through email, in-person meetings, virtual meetings and telephone conversations.

Public service consultations – Met with staff from the House of Assembly, the Commissioner for Legislative Standards(A), and the Pensions Division and Executive of the Treasury Board Secretariat.

Jurisdictional consultations – Consulted with the Clerks of all provincial and territorial legislative assemblies.

A complete report of all activities undertaken in support of the 2026 MCRC's activities is contained in Appendix A: Review Process.

8 Online: [24-05-21\(HOAManagementCommission\).pdf](#).

Conclusions

After considering the input received and following extensive research and analysis, the 2026 MCRC has concluded:

- The annual salary for MHAs must be increased;
- Salary increases are warranted for the additional-salary positions of speaker, deputy speaker and chair of committees, leader of the official opposition, official opposition house leader, third party leader, third party house leader, chair of the Public Accounts Committee, and vice chair of the Public Accounts Committee;
- The positions of deputy chair of committees, deputy opposition house leader, party whip and caucus chair should be compensated for their additional duties;
- The government house leader and deputy government house leader positions should be added as additional-salary positions;
- Members of committees of the House and the Management Commission should be compensated for their additional duties;
- The *House of Assembly Accountability, Integrity and Administration Act* should stipulate that an MHA who simultaneously holds an additional-salary position, a ministerial position or a committee membership is entitled to only the additional salary or per diem of the highest compensated position;
- The annual salary, additional-salary positions, committee per diems, and committee maximums should be adjusted annually based on the percentage change to the Consumer Price Index and the executive pay plan;
- The 2024 transitional allowance policy for members should continue;
- No changes are recommended to the 2017 Severance Policy which was effective for the period of November 30, 2015, through to March 31, 2024, inclusive;
- Pension benefits should be reinstated for all MHAs first elected on November 30, 2015, to what they were at the time of their election;
- Adjustments are necessary to mileage and meal provisions, including provisions respecting conducting meetings in eating establishments, intra- and extra-constituency travel, extraordinary travel and locations of constituency offices;
- Adjustments are necessary to office operations and constituency allowances to clarify eligible expenses and improve flexibility in allowance use;
- Provisions should be made for travel and living expenses for caucus meetings in recognition of the MHA's role as a member of caucus; and

- Recommendations should come into force as follows:
 - a. Salaries April 1, 2027;
 - b. Salary adjustment formula July 1, 2027; and
 - c. Allowances on a date to be determined by the Management Commission on the advice of the Clerk and the Chief Financial Officer of the House of Assembly.

Other Matters

There were three matters raised during the consultations that in the view of the 2026 MCRC are outside its mandate but would benefit from a review in the future. The 2026 MCRC felt it to be prudent to bring these matters to the attention of the Management Commission. These matters are:

- Voting on MHAs' compensation;
- Impact of an MCRC review on the compensation of the Executive Council and parliamentary assistants/secretaries; and
- Frequency of MCRC reviews.

Summary of Recommendations

Based on these conclusions, the 2026 MCRC makes the following recommendations:

Respecting salaries

1. Set the annual salary for an MHA, detailed in section 11 of the *House of Assembly Accountability, Integrity and Administration Act*, to \$117,000;
2. Set the salaries for the additional-salary positions, detailed in section 12 of the *House of Assembly Accountability, Integrity and Administration Act*, as follows:
 - a. speaker: \$61,000;
 - b. deputy speaker and chair of committees: \$25,000;
 - c. leader of the official opposition: \$61,000;
 - d. official opposition house leader: \$25,000;
 - e. leader of a third party: \$33,000;
 - f. third party house leader: \$15,000;
 - g. chair of the Public Accounts Committee: \$15,000; and
 - h. vice chair of the Public Accounts Committee: \$10,000;
3. Add the following additional-salary positions to section 12 of the *House of Assembly Accountability, Integrity and Administration Act*:
 - a. deputy chair of committees: \$15,000;
 - b. deputy opposition house leader: \$9,000;
 - c. government party whip: \$5,000;
 - d. official opposition party whip: \$5,000;
 - e. third party whip (if caucus is five or more MHAs): \$5,000;
 - f. government caucus chair: \$10,000;
 - g. official opposition caucus chair: \$10,000;
 - h. third party caucus chair (if caucus is five or more MHAs): \$10,000;
 - i. government house leader: \$25,000; and
 - j. deputy government house leader: \$9,000;
4. Amend the *House of Assembly Accountability, Integrity and Administration Act* to pay the chairs of committees of the House other than the Public Accounts Committee a \$200 per diem per meeting;

5. Amend the *House of Assembly Accountability, Integrity and Administration Act* to pay the members of the Management Commission and the committees of the House other than the vice chair of the Public Accounts Committee a \$150 per diem per meeting;
6. Amend the *House of Assembly Accountability, Integrity and Administration Act* to establish the maximum that can be received by an individual for meetings referenced in 4. and 5. above cannot exceed a combined total of \$5,000 in a fiscal year;
7. Amend the *House of Assembly Accountability, Integrity and Administration Act* to require that:
 - a. The committee per diem can be claimed by either the committee member or the substitute that attends the majority of the meeting;
 - b. Vice chairs, with the exception of the vice chair of the Public Accounts Committee, receive the committee per diem unless they substitute as chair for the majority of the meeting, in which case they should receive the committee chair per diem; and
 - c. No partial per diems are permitted;
8. Amend the *House of Assembly Accountability, Integrity and Administration Act* that if an MHA holds an additional-salary position, a ministerial position or committee membership at the same time, they are entitled to only the additional salary or per diem of the highest compensated position;

Respecting salary-adjustment formula

9. Amend the *House of Assembly Accountability, Integrity and Administration Act*, commencing on July 1, 2027, to adjust annually the MHA annual salary, additional-salary positions, committee per diems, and committee maximums by the percentage change in the consumer price index in Newfoundland and Labrador (*all items*) on December 31 of the previous calendar year to a maximum of the percentage increase provided in the executive pay plan for the current calendar year;

Respecting severance

10. Continue the 2024 transitional allowance policy for members that came into effect on April 1, 2024;

Respecting pensions

11. Continue pension provisions for MHAs elected after the November 30, 2015 general election;
12. Amend the *Members of the House of Assembly Retiring Allowances Act*, with retroactive effect, to provide the pension benefit accrual rate and retirement eligibility under the MHA pension plan as it existed on November 30, 2015 for all MHAs elected for the first time on November 30, 2015 to the pension benefit accrual rate and retirement eligibility that existed on November 30, 2015;

Respecting allowances

13. Reimburse all MHA mileage claims at the Treasury Board designated rate, provided the designated rate is not greater than the basic reasonable per-kilometre allowance permitted by the Canada Revenue Agency, in which case the Canadian Revenue Agency basic rate should be used;
14. Remove the restriction on claiming mileage within the 60-kilometre commuting zone by MHAs from outside this zone for House in session and House not in session travel;
15. Remove the prohibition on claiming parking expenses on MHAs' private vehicles when availing of rental vehicles under the intra- and extra-constituency allowance;
16. Provide all districts in the capital region as well as the districts of Corner Brook, Harbour Grace – Port de Grave and Labrador West the option to avail of the \$200/month vehicle allowance;
17. Provide authority to the Management Commission, in the *Members' Resources and Allowances Rules*, to designate in extraordinary circumstances that travel and living expenses may be considered an extra-constituency expense and charged against the intra- and extra-constituency allowance;
18. Adopt the Treasury Board meal rates as the per diem meal rates for MHAs;
19. Prorate the eligibility to claim meal expenses in accordance with the Treasury Board policy;
20. Prohibit claiming meal expenses while on travel status, where meals are included as part of another reimbursable item;
21. Reimburse MHAs when travelling on House in session or House not in session status and staying in temporary accommodations the reasonable expense of meals, exclusive of the purchase of alcoholic beverages, based on a combination of receipts and per diem charges, as appropriate, to a maximum of \$75 (HST included) daily;
22. Allow MHAs on approved international travel to claim meal per diems as stipulated in the federal Treasury Board's *Travel Directive* without seeking further approval;
23. Provide for MHAs on travel status outside the province but within Canada to claim a combination of receipted meal purchases and per diems, as appropriate, to a maximum of \$100 (Canadian HST included) per day;
24. Eliminate the Office Allowances – Office Start-up Costs;
25. Integrate the Constituency Allowance with the Office Allowances – Office Operations in accordance with the following:
 - a. Provide a funding allocation of \$15,000 (HST included), consisting of the \$12,000 (HST included) from the office operations allowance and the \$3,000 (HST included) from the constituency allowance;
 - b. State eligible expenses in broad categories, allowing purchasing of the normal goods and services in reasonable quantities generally required to operate the office and the constituency;

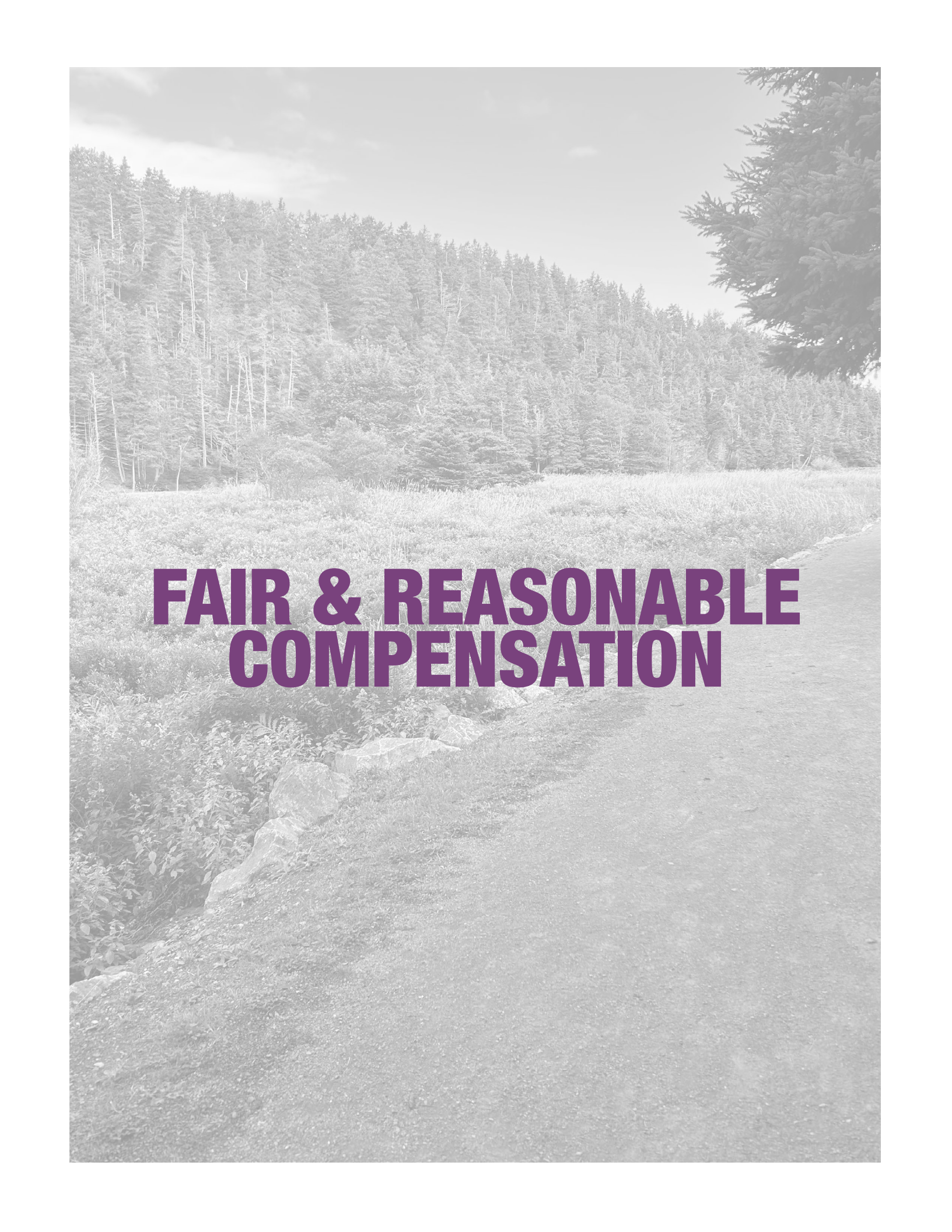
- c. Continue the established prohibitions on donations, sponsorships, use of funding for political purposes and purchases of gifts, personal items, alcohol and cannabis;
 - d. Add the expensing of meals in eating establishments for the purpose of conducting constituency-related meetings as an eligible expense;
 - e. Clarify that, for events for which the MHA provides hospitality, the MHA may attend either in-person or virtually, providing that the virtual attendance is interactive;
 - f. Require the Management Commission to issue a document providing guidance regarding normal office and constituency expenses and what constitutes reasonable quantities;
 - g. Continue the Management Commission's authority to issue directives regarding the use of the allowance; and
 - h. Require the audit committee of the Management Commission to review the nature of purchases of this allowance on an annual basis and make recommendations to the Management Commission regarding MHAs' use of the allowance;
26. Allow MHAs to claim travel and living expenses to attend a caucus meeting twice per year, subject to:
- a. The travel and living expenses will be charged as House not in session expenditures;
 - b. Meals and accommodation will be expensed in accordance with the established policies;
 - c. Travel shall be expensed as a return trip by the most economical means to and from the caucus meeting location and in accordance with the travel funding policies for House not in session travel. The meeting location may necessitate that House not in session travel be made available to those MHAs who would not normally be eligible;
 - d. These trips will not count toward the MHAs allotted House not in session trips;
 - e. The caucus chair must advise the Clerk and the Chief Financial Officer of the House of Assembly of the location and dates of the caucus meeting which will provide authorization for MHAs to charge these expenses; and
 - f. The meeting travel must be related to the MHAs legislative responsibilities and not political matters;

Respecting other provisions

27. Amend the *Members' Resources and Allowances Rules* respecting constituency offices to be operated in government-owned/leased space, if available, to exclude Confederation Building Complex from government owned/leased space; and

Respecting commencement

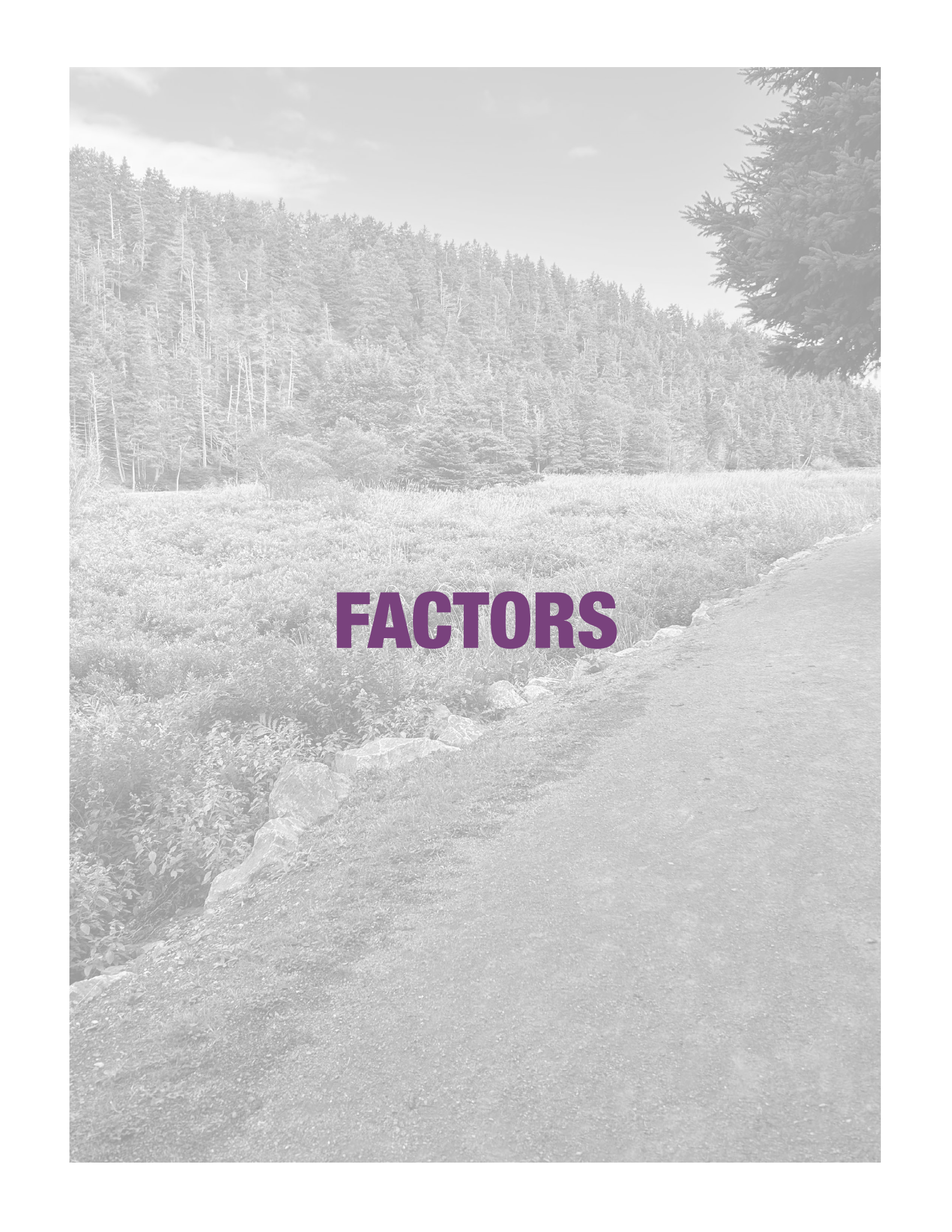
28. Bring into force the recommendations as follows:
 - a. Salaries April 1, 2027;
 - b. Salary adjustment formula July 1, 2027; and
 - c. Allowances on a date to be determined by the Management Commission on the advice of the Clerk and the Chief Financial Officer of the House of Assembly.



FAIR & REASONABLE COMPENSATION

The *House of Assembly Accountability, Integrity and Administration Act* does not set out the principles to be considered when determining appropriate salaries, severance, pensions and allowances. All the reviews across Canada, including the most recent ones since the *2024 MCRC Report*, have stressed fairness and reasonableness. Salaries should be at a level to attract qualified individuals, but not at a level where it is an inducement to run for office.

The 2026 MCRC believes fair and reasonable compensation will assist in ensuring that people with diverse backgrounds and experiences are encouraged to seek public office.

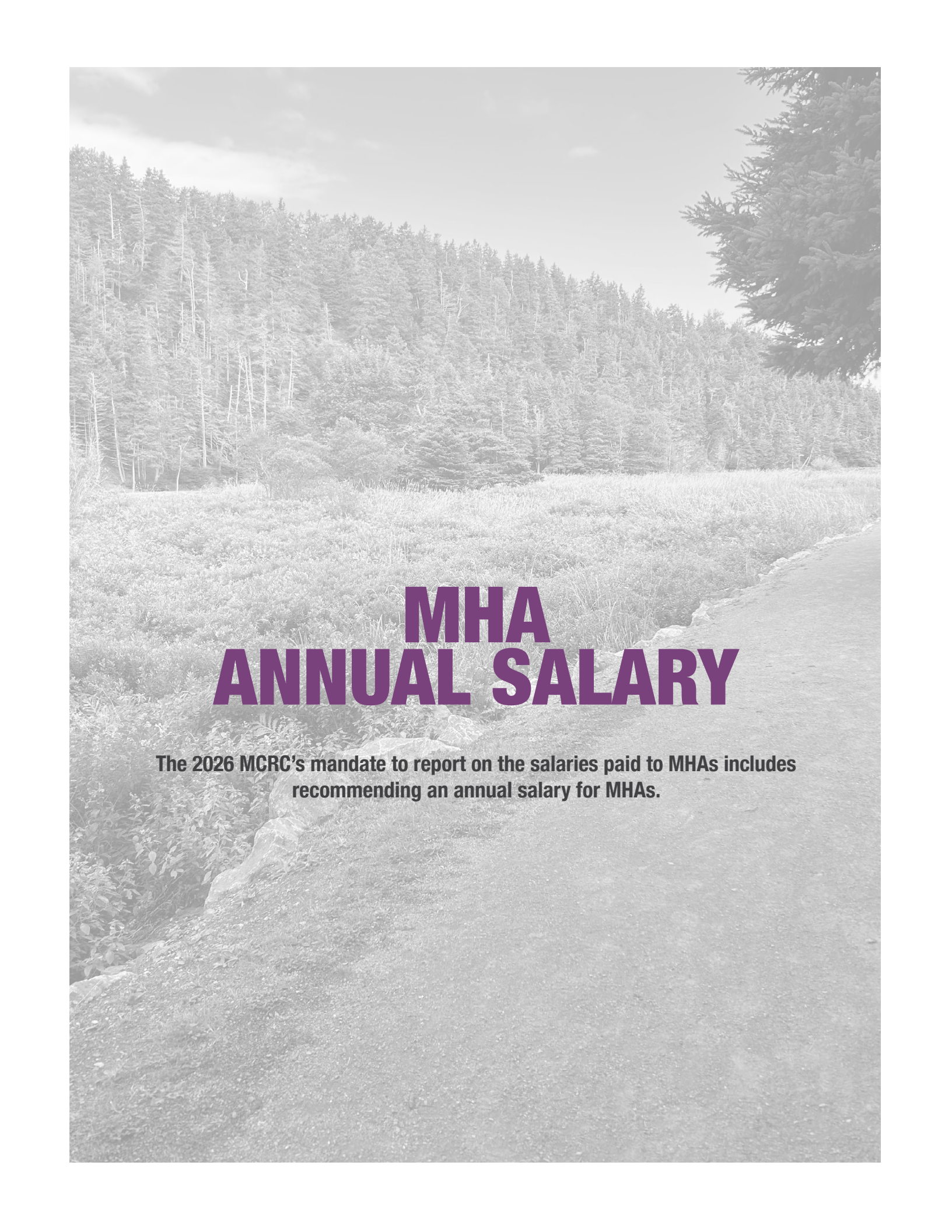
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FACTORS

The 2024 MCRC considered factors to determine fair and reasonable compensation, including:

1. The roles and responsibilities of MHAs, additional-salary positions and members of committees and the Management Commission;
2. Member salaries, additional-salary position salaries, per diems, severance, allowances and pensions in other Canadian jurisdictions;
3. The salaries of core public service assistant deputy ministers and deputy ministers of Newfoundland and Labrador;
4. The public sector wages, allowances, pensions and severance;
5. The benefits under the MHA pension plan;
6. The financial status of the MHA pension plan;
7. The membership of the current MHA pension plan;
8. The actual allowance usage over the fiscal 2016-17 to 2025-26 periods;
9. The ministerial allowances provided by the executive branch;
10. The public's opinion respecting fair and reasonable compensation of MHAs;
11. The MHAs' opinions respecting fair and reasonable compensation for their profession;
and
12. The province's economic position and fiscal capacity.

These factors remain relevant and have been applied to arrive at the recommendations of the 2026 MCRC. The weight placed on each factor will depend on the circumstances and no one factor is determinative.



MHA ANNUAL SALARY

The 2026 MCRC's mandate to report on the salaries paid to MHAs includes recommending an annual salary for MHAs.

Background

The 2024 MCRC Report details the history of the current MHA annual salary of \$95,327 which has been in place since 2009. This salary is separate and apart from any additional compensation earned from serving in other roles.

The 2024 MCRC recommended setting the annual salary for an MHA, detailed in section 11 of the *House of Assembly Accountability, Integrity and Administration Act*, to \$120,000. The Management Commission accepted this recommendation;⁹ however, the House of Assembly did not consider the amendment to the *House of Assembly Accountability, Integrity and Administration Act* before the end of the 50th General Assembly.

As a result, 17 years later, the MHA annual salary remains frozen at the 2009 level of \$95,327.

Analysis

To determine whether the existing MHA annual salary is fair and reasonable, the 2026 MCRC considered:

1. Roles and responsibilities of MHAs

With respect to roles and responsibilities of MHAs, the 2024 MCRC agreed with the New Brunswick 2022 Independent Review Committee report, which says:

“Few positions are more important to our status as a free and democratic society than that held by our elected representatives.” Citizens want and deserve to be led by the best and brightest. We want leaders in their fields to run for election at all levels of government. We should also want diversity, in all its incarnations.¹⁰

...

There are four principal aspects to an MLA’s job:

- a. Sitting in the Legislature;
- b. Sitting on legislative committees;
- c. Working in caucus;
- d. Working in their constituency.¹¹

The 2026 MCRC agrees with this assessment of the importance of elected officials. The 40 MHAs are the stewards of the Government of Newfoundland and Labrador, an almost \$12-billion entity. As a result, it must be managed responsibly and sustainably. The magnitude of this responsibility guides the 2026 MCRC in providing recommendations that would assist in attracting skilled and diverse leaders to the role of MHA.

9 Online: [24-05-21\(HOAManagementCommission\).pdf](#).

10 Online: [Microsoft Word - Final Eng. Sept 28 2022](#), p.3.

11 Ibid p.12.

2. Jurisdictional comparison of annual salaries¹²

The 2026 MCRC updated the national jurisdictional scan of salary information in the *2024 MCRC Report*. To ensure the annual salary for Newfoundland and Labrador MHAs was comparable to those across Canada, the MHA annual salary was compared to the average and median across Canada excluding Newfoundland and Labrador.

Jurisdiction	Members' Annual Salary (at the time of 2024 MCRC)	Members' Annual Salary (effective April 1, 2026)
Alberta	\$120,936 (effective date April 1, 2023)	\$127,677
British Columbia	\$119,533 (effective date April 1, 2024)	\$122,043
Manitoba	\$102,998 (effective date April 1, 2023)	\$112,273
New Brunswick	\$93,126 (effective date November 1, 2024)	\$96,900
Newfoundland & Labrador	\$95,357 (frozen since December 22, 2009)	\$95,357 (frozen since December 22, 2009)
Northwest Territories	\$117,986 + \$8,502 non-taxable allowance (effective date April 1, 2023)	\$126,293 + \$9,430 non-taxable allowance
Nova Scotia	\$89,235 (frozen since January 1, 2013)	\$117,300
Nunavut	\$112,942 + \$30,607 taxable allowance (effective date October 1, 2023)	\$123,107 + \$33,362 taxable allowance
Ontario	\$116,550 (frozen since March 26, 2009)	\$163,275
Prince Edward Island	\$82,116 (effective date April 1, 2024)	\$86,924
Quebec	\$131,766 + \$20,256 taxable allowance (effective date June 7, 2023)	\$146,375 + \$21,831 taxable allowance
Saskatchewan	\$106,384 (effective date April 1, 2023)	\$113,442
Yukon	\$93,067 + \$23,261 taxable allowance (effective date April 1, 2024)	\$98,254 + \$24,557 taxable allowance

12 Compiled from information provided by Canadian legislatures in June 2026. Salary information from the House of Commons and the Senate is not included.

In 2007, the annual salary of MHAs in Newfoundland and Labrador ranked fifth of all the provinces and territories in Canada.¹³ In 2024, MHA salaries ranked ninth. Today, the salary of this province's elected representatives is second last, just ahead of Prince Edward Island.

All jurisdictions have implemented increases in member annual salaries since the *2024 MCRC Report*, except for Newfoundland and Labrador:

- Three provinces voted for increases in their respective legislatures: New Brunswick, Nova Scotia and Ontario.¹⁴
- Six jurisdictions increased compensation using a legislated formula: British Columbia, Saskatchewan, Northwest Territories, Nunavut, Quebec and the Yukon.
- Two jurisdictions – Manitoba and Prince Edward Island – increased salaries based on binding recommendations issued by a statutory body.
- Alberta – a Special Standing Committee on Member Services increased the base salaries in 2025 and subsequently the salaries have increased based on an adjustment formula.

The annual salary of our provincial MHAs is 80% of the national average in 2026, a reduction of 9% from the 2024 national average. To equal the national average, the MHAs would require an adjustment of \$24,162.¹⁵

Despite performing the same legislative and constituency duties as the other provincial and territorial representatives, the Newfoundland and Labrador MHA is one of the lowest paid in Canada.

3. Salaries of core public service assistant deputy ministers and deputy ministers

The salaries paid to assistant deputy ministers and deputy ministers are a useful comparator for MHA salaries. The 2024 MCRC reported the average annual salaries of assistant deputy ministers and deputy ministers were \$142,899 and \$176,305 respectively. Currently, the average annual salaries of assistant deputy and deputy ministers are \$152,872 and \$189,221.¹⁶

The disparity for the MHA annual salary of \$95,327 in the *2024 MCRC Report* was equal to 67% of the average assistant deputy minister's salary and 54% of the average deputy minister's salary. The gap has increased to 62% of the average assistant deputy minister's salary and 50% of the average deputy minister's salary.

13 Online: [Government of Newfoundland and Labrador - Green Report](#), p. 9-9.

14 The increase in both Ontario and Nova Scotia has been significant since 2024 specifically 40% and 31.5% respectively. Ontario like Newfoundland and Labrador had been frozen since 2009 and Nova Scotia since 2013. The increases passed in the legislatures in both Ontario and Nova Scotia with all party support. The original increase in Ontario was 35% (\$157,350) and in Nova Scotia 29% (\$115,000).

15 In 2024, the salary median, excluding Newfoundland and Labrador, was \$109,663. In 2026, the salary median has increased to \$119,672. The average member salary across Canada in 2026 is \$119,489 excluding Newfoundland and Labrador, with a significant disparity of \$163,275 in Ontario to \$86,924 in Prince Edward Island. In 2024 the average was \$107,220 and the range was \$131,766 in Quebec to \$82,116 in Prince Edward Island.

16 [Appendix B](#) is a chart with the data supplied by the Treasury Board Secretariat to calculate the average salaries.

4. Public sector wages

Even though MHA salary increases have not been aligned with increases set by the General Service Collective Agreement since 2009, it is an important factor in setting fair and reasonable compensation for MHAs.

The passage of the *House of Assembly Accountability, Integrity and Administration Act* in 2007 set the annual salary of MHAs at \$92,580 including an annual salary adjustment reflecting the increases in the executive pay plan, which are also aligned with the increases negotiated under the General Service Collective Agreement.

If the MHA annual salary and adjustment formula in 2007 had continued in concert with public service wage increases, the MHA annual salary in 2026 would now be \$137,075.¹⁷

The 2024 MCRC reported the MHA annual salary had dramatically fallen behind increases in annual salaries for the executive in the core public service and this decline has continued to date. In 2025 and 2026, executive salaries increased 2% each year, increases which are funded by the public purse.

Union representatives who shared their views with the public after the release of the *2024 MCRC Report* said 15 years of zero increases is a legitimate grievance, but they said a large, one-time “catch-up” increase would be unusual for the public sector.

Multiple public sector collective agreements expire in 2026, and the province is currently in collective bargaining with unions.

5. Public opinion

The following presents key themes arising from the submissions the 2026 MCRC received in response to its request for public feedback on the matter of MHA compensation.

The 2026 MCRC solicited public opinion through a variety of mechanisms and considered all submissions received in its analysis. It should be noted public participation was limited despite the issuance of three news releases and a social media blitz. In addition, there were no media inquiries.

Respondents in favour of an increase said:

- the MHAs’ salary should reflect the responsibility of the role;
- 17 years without a pay increase is unreasonable;
- the low pay could be a barrier to recruiting a broader range of candidates (women, younger people, or those without independent wealth); and
- it is unfair to require MHAs to vote on their own raise(s).

17 Online: [MCRCReport2024.pdf](#), Appendix D is a table calculating MHA salary using the formula originally legislated in the 2007 HOAAIAA.

Public feedback from those opposing an increase said:

- a salary increase could not be supported while there are ongoing public concerns regarding the province's debt load, the high tax burden, the impact of the Muskrat Falls development, and household cost-of-living pressures;
- MHAs are already well compensated relative to the actual demands of the job; and
- it is a matter of priorities (healthcare and working families over MHA salaries).

Recently, the Canadian Taxpayers Federation released a report in which the organization asserted Canadian provincial legislators are higher paid than their American state counterparts without corresponding results. The analysis was focused on taxation levels.

6. MHAs' views

Almost 90% of the 40 MHAs in the House of Assembly provided feedback to the 2026 MCRC. MHAs raised the following concerns:

- many do not believe the salary is fair and reasonable;
- MHA salaries have been effectively red circled for 17 years without any increase compared to the public and private sectors;
- they were concerned low salaries could have a potentially negative effect on candidate recruitment, and limit the candidate pool to the independently wealthy, retired, or those already established in well-paying careers;
- MHAs also said the job carries heavy personal costs, citing safety concerns, sometimes a hostile work environment including being harassed, minimal work-life balance, and career interruption;
- the influence of social media has increased expectations from the public for immediate attention from MHAs; and
- MHAs were unsure as to whether the increase should be immediate, retroactive, phased, or deferred to the next general assembly.

MHAs expressed concerns regarding the existing mechanism for setting salary increases (a House of Assembly vote). MHAs were also concerned about the perceived conflict of interest in the House of Assembly process.

Some MHAs suggested future increases be tied to the cost-of-living index or public service benchmarks to remove self-interest; however, there was no real consensus on a fair, non-self-serving approach. Some MHAs who spoke with the 2026 MCRC disagreed with the 2024 recommendation of \$120,000 per year as an annual salary. Some said it was too low, some said it was a reasonable increase, and some said it was a good starting point. A few MHAs said they would struggle to support an increase, citing public opinion and optics, while others said MHAs need to collectively vote for an increase for the sake of democracy.

The 2026 MCRC notes that when the *2024 MCRC Report* was released, several MHAs publicly supported an increase, but not one of the magnitude recommended by the 2024 MCRC.

7. Economic position and fiscal capacity

The economy is a key factor when considering fair and reasonable compensation for MHAs. A deficit may justify a cautionary approach while new growth or increased employment opportunities may justify an optimistic approach. To understand the province's economic position and fiscal capacity, the 2026 MCRC reviewed Budget 2026,¹⁸ the Budget 2026 news release,¹⁹ the fall fiscal and economic update news release,²⁰ and an article published by TD Economics concerning Budget 2026.²¹

The province has a mixed fiscal picture in its future: it is both the most indebted province in Canada, and it is also projected to have the strongest economic growth.

Positive indicators: Newfoundland and Labrador is projected to have the strongest forecast of Gross Domestic Product growth of any province (5.5%), due to its natural resources sector (oil, mining, and fishing). The province could also see modest employment growth. Compared to other urban Canadian centres, the province has a relatively affordable cost of living. Retail sales and household disposable income are rising, the public sector has received salary raises despite the deficit, and conservative oil price assumptions leave room for increased revenues in the future.

Negative indicators: The government faces a \$688.5 million deficit for 2026-27, its third consecutive deficit year. Newfoundland and Labrador carries the highest debt load among the provinces; unemployment ranks above the national average; and inflation is rising (1.4% to 2.7%).

Summary

As indicated above, Newfoundland and Labrador is near the bottom of the scale when it comes to the annual member salaries nationally. All jurisdictions, excluding Newfoundland and Labrador, have increased salaries for elected legislative representatives since the *2024 MCRC Report*.

Newfoundland and Labrador clearly lags behind other provinces and territories. MHAs are reluctant to take steps to catch up with other jurisdictions because of the optics of the current process to approve salary increases in the House of Assembly.

While there are some members of the public who do not agree with pay increases for MHAs, these views must be balanced with the views of those who believe MHAs should be compensated fairly and reasonably. MHAs have a unique and important role in our society. As far back as 1989, the *Morgan Report* said:

(if) we want good and effective government and decisions that affect our daily lives to be made by competent and well qualified men and women, we must be prepared to pay for it.²²

18 Online: [The Economy 2026](#).

19 Online: [Budget-2026-News-Release.pdf](#).

20 Online: [Provincial Government Provides Its First Fall Fiscal and Economic Update - News Releases](#).

21 Online: [TD Economics - 2026 Newfoundland and Labrador Budget](#).

22 Dr. M.O. Morgan, (1989), Report of the Commission on Remuneration to Members of the House of Assembly, p.34.

To address this 17-year freeze, the 2026 MCRC recommends an increase in the MHA annual salary from \$95,327 per year to \$117,000 for the following reasons:

- The roles and responsibilities of an MHA are critical to our democratic government;
- The current MHA annual salary of \$95,327 is one of the lowest paid in Canada;
- Since 2024, all jurisdictions excluding Newfoundland and Labrador have increased the member annual salary. In Ontario (40%) and Nova Scotia (31.5%) the two-year jumps were significant due to long-term freezes;
- The recommended jump for Newfoundland and Labrador is 23%, which addresses the gap of 17 years without an increase;
- Since 2024, the MHA annual salary has fallen from ninth to twelfth provincially and territorially;
- The median salary nationally excluding Newfoundland and Labrador is \$119,672;
- The average salary nationally excluding Newfoundland and Labrador is \$119,489;
- The Nova Scotia annual salary is \$117,300;
- The salary gap between deputy ministers/assistant deputy ministers and MHAs is significant, and has widened since 2024;
- MHA salaries have fallen behind the public sector since 2009;
- Public sector increases indicate that government is prepared to pay higher wages; and
- MHAs believe a salary increase would reflect the time commitment and expectations of the position and would support recruitment efforts for future candidates.

The 2026 MCRC believes an increase in Newfoundland and Labrador's MHA annual salary to \$117,000 is fair and reasonable compensation. This would move its ranking to second in Atlantic Canada and eight out of the 12 other Canadian jurisdictions in total annual compensation. Such an increase would put the MHA's annual salary at 77% of the average assistant deputy minister's salary of \$152,872 and 62% of the average deputy minister's salary of \$189,221.

The 2026 MCRC has reduced the MHA annual salary recommendation in the 2024 MCRC Report by \$3,000 in the hope this is more palatable politically and publicly.

The 2026 MCRC would be remiss if it did not point out that the salary recommendation could be reduced or implemented incrementally by the House of Assembly; however, the Deloitte report attached to the 2025 Nova Scotia MLA Remuneration Review²³ states on page 10:

The Province may wish to consider whether this increase should be implemented as a one-time measure, or gradually over multiple years. Based on Deloitte's experience, adjustments of more than 10% are regarded as significant, and are often phased over multiple years. However, we note that it is rare for organizations to have wage freezes for a decade, which may influence the relevance of such comparatives.

While the 2026 MCRC stands by the salary recommendation of \$120,000 in the *2024 MCRC Report*, it also recognizes this recommendation was not received favourably by both the public and MHAs. There are obvious concerns in Newfoundland and Labrador with the economy and the size of the deficit, unemployment, and inflation. However, there are also prospects for growth and hope for the future.

The MCRC recommends an increase to \$117,000, an annual salary that is below Nova Scotia, the national average, and the national median.

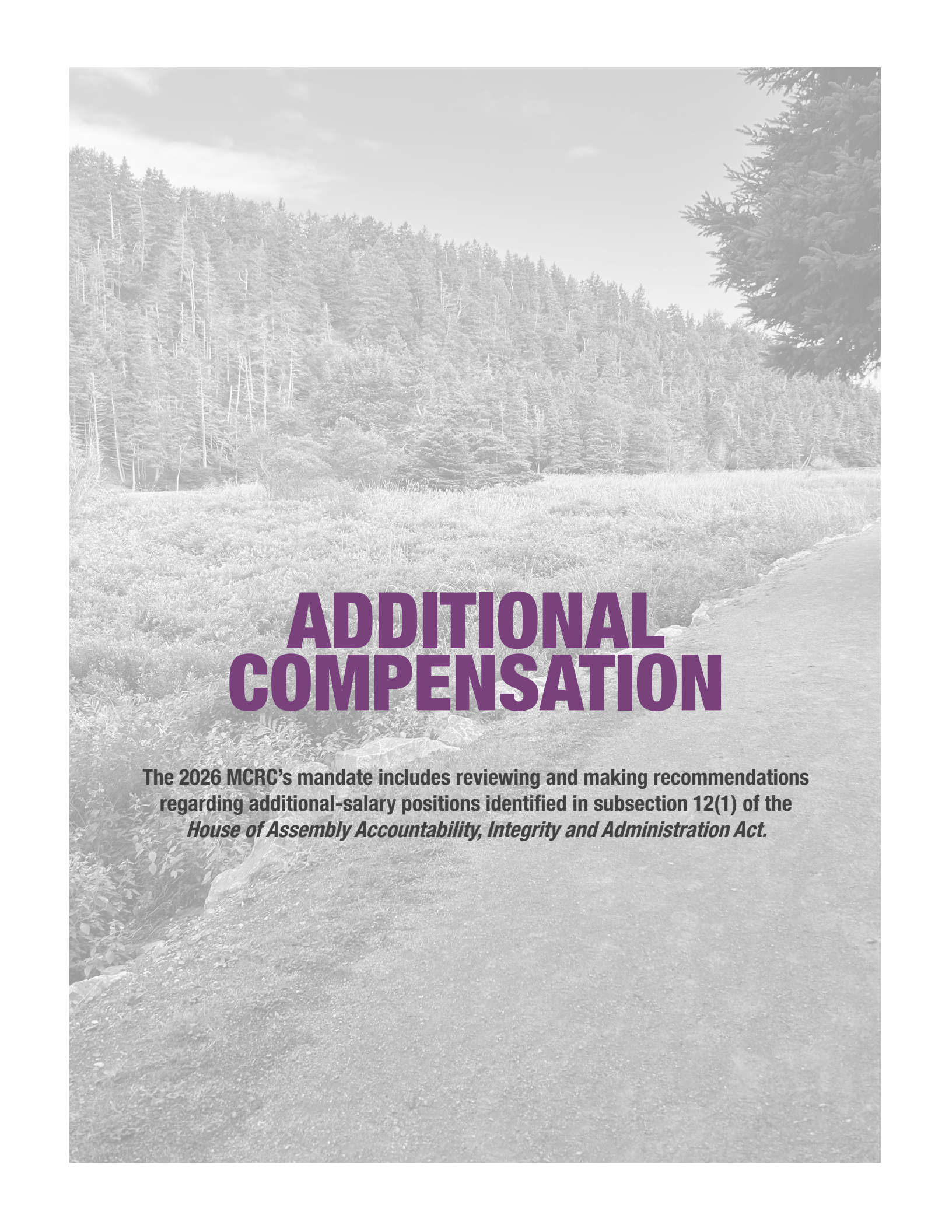
Recommendation

The 2026 MCRC makes the following recommendation:

- Set the annual salary for an MHA, detailed in section 11 of the *House of Assembly Accountability, Integrity and Administration Act*, to \$117,000.²⁴

23 Online: [MLARemunerationReview2025.pdf](#).

24 The annual salary in Recommendation 1 of the 2024 MCRC Report was \$120,000.

A grayscale photograph of a forested hillside. In the foreground, a dirt path or road curves from the bottom right towards the center. To the left of the path is a field of tall grass or weeds. The background is a dense forest of evergreen trees covering a hillside under a cloudy sky. A large evergreen tree is visible on the right edge of the frame.

ADDITIONAL COMPENSATION

The 2026 MCRC's mandate includes reviewing and making recommendations regarding additional-salary positions identified in subsection 12(1) of the *House of Assembly Accountability, Integrity and Administration Act*.

Background

The 2024 MCRC Report²⁵ outlines the background of additional-salary positions, and it is not repeated here. The 2024 MCRC recommended on page 49:

- Salary increases for the additional-salary positions of speaker (\$55,000), deputy speaker and chair of committees (\$25,000), leader of the official opposition (\$55,000), official opposition house leader (\$25,000), leader of a third party (\$30,000), third party house leader (\$15,000), chair of the Public Accounts Committee (\$15,000) and vice chair of the Public Accounts Committee (\$10,000) is warranted;
- Compensation for the positions of deputy chair of committees (\$15,000), deputy opposition house leader (\$9,000), party whip (\$5,000) and caucus chair (\$5,000) given their additional duties;
- Designate the government house leader (\$25,000) and deputy government house leader (\$9,000) positions as additional-salary positions;
- Compensate members of committees of the House and the Management Commission other than the vice chair of the Public Accounts Committee with a \$150 per diem per meeting when the House is not in session;
- Compensate chairs of committees of the House other than the Public Accounts Committee with a \$200 per diem per meeting when the House is not in session;
- Limit the maximum for per diems so they cannot exceed a combined total of \$5,000 in a fiscal year; and
- Amend the *House of Assembly Accountability, Integrity and Administration Act* so it stipulates that an MHA who simultaneously holds an additional-salary position, a ministerial position or a committee membership is entitled to only the additional salary or per diem of the highest compensated position.

The Management Commission accepted these recommendations;²⁶ however, the House of Assembly did not consider these amendments to the *House of Assembly Accountability, Integrity and Administration Act* that would give effect to the recommendations before the end of the 50th General Assembly.

25 Online: [MCRCReport2024.pdf](#), p.35-36.

26 Online: [24-05-21\(HOAManagementCommission\).pdf](#).

Analysis

To determine whether the current structure for paid and unpaid parliamentary duties is fair and reasonable, the 2026 MCRC, like the 2024 MCRC, considered the following factors:

1. Roles and responsibilities of additional-salary positions, committees and Management Commission

The 2026 MCRC has reviewed the additional-salary positions with the roles and responsibilities outlined in the *2024 MCRC Report*.²⁷

There are three types of committees associated with the work of the House of Assembly: Striking Committee; Standing Committees (six); and Select Committees.

Appendix J of the *2024 MCRC Report* contains more details on the committees.²⁸

Committee work is important to democracy. Committees meet during and between House of Assembly sessions and may take considerable time.²⁹ Since 2016, for example, there have been 50 meetings of the Public Accounts Committee when the House was in session and 58 meetings when the House was not in session.³⁰ In the 50th General Assembly, the committee met for 113 hours and 41 minutes.

MHAs must populate the six standing committees, and by necessity, most MHAs sit on at least one committee in addition to other roles for which they are responsible.

There are currently no select committees.

Additionally, the Management Commission is a non-partisan body overseeing the financial and administrative operations of the House of Assembly.³¹ From the end of January 2024 to June 17, 2026, the Commission met 29 times, of which 15 occurred when the House was not in session.³²

2. Jurisdictional comparison of additional-salary positions and remuneration for committee work

To update the 2024 jurisdictional scans of additional-salary position and committee work compensation, the 2026 MCRC sought input from other provincial and territorial legislatures. Not all jurisdictions provide additional compensation because of differences in operation and allocation of duties and responsibilities.

The following is a list of salaries paid to presiding officers of legislatures across Canada, i.e., speakers, deputy speakers and deputy chairs of committees. Some jurisdictions have more than one deputy speaker instead of, or in addition to, a deputy chair of committees.

27 Online: [MCRCReport2024.pdf](#), Appendix I.

28 Ibid.

29 [Appendix C: Standing Committee Meetings](#) charts the meetings of each standing committee since 2016.

30 Ibid.

31 Description of Management Commission. Online: [House of Assembly - NL - Management Commission \(assembly.nl.ca\)](#).

32 Meeting Schedule. Online: [House of Assembly - NL - Management Commission - Meetings \(assembly.nl.ca\)](#).

Jurisdiction	Speaker 2024	Speaker 2026	Deputy Speaker 2024	Deputy Speaker 2026	Deputy Chair of Committees 2024	Deputy Chair of Committees 2026
Alberta	\$60,468	\$63,838	\$30,240	\$31,926	\$15,120	\$15,963
British Columbia	\$59,766	\$61,021	\$41,836	\$42,715	\$23,907	\$24,409
Manitoba	\$56,390	\$61,468	\$11,636	\$12,776	\$8,310	\$9,125
New Brunswick	\$62,022	\$64,536	\$31,011	\$32,268	Per diem	Per diem
Newfoundland & Labrador	\$48,665	\$48,665	\$12,166	\$12,166	\$0	\$0
Northwest Territories	\$55,475	\$61,530	\$8,309	\$9,216	\$4,987	\$5,531
Nova Scotia	\$49,047	\$64,515	\$24,523	\$26,979	NA	NA
Nunavut	\$87,594	\$95,477	\$22,589	\$24,622	\$5,925	\$6,459
Ontario	\$36,364	\$50,942	\$17,249	\$24,165	\$12,704	\$17,797
Prince Edward Island	\$54,885	\$58,099	\$27,442	\$29,049	NA	NA
Quebec	\$98,825	\$109,781	\$46,118	\$51,231	NA	NA
Saskatchewan	\$54,164	\$57,758	\$15,828	\$16,878	\$7,916	\$8,441
Yukon	\$46,546	\$49,140	\$18,589	\$19,625	NA	NA

NA means that this is not an official role of the legislature.

Newfoundland and Labrador is the only jurisdiction that does not remunerate the role of deputy chair of committees.

The jurisdictional information illustrates the following:

- **Speaker:** ranks last nationally. In 2024 it was eleventh. All jurisdictions have increased the salary other than Newfoundland and Labrador. The average salary across Canada is \$66,509, with a significant disparity of \$109,781 in Quebec and \$95,477 in Nunavut. In 2024 the average was \$60,129 and the range was \$98,825 in Quebec to \$36,364 in Ontario. Newfoundland and Labrador is 73% of the national average, a reduction of 8% from the 2024 average. The speaker would require an adjustment of \$17,844 to equal the 2026 national average.
- **Deputy speaker and chair of committees:** ranks twelfth nationally. In 2024, it was eleventh. All jurisdictions have increased the salary other than Newfoundland and Labrador. The average salary across Canada is \$26,877, with a disparity of \$51,231 in Quebec to \$9,216 in the Northwest Territories. In 2024, the average was \$24,615 with the range between \$46,118 in Quebec to \$8,309 in the Northwest Territories. Newfoundland and Labrador is 45% of the national average, a reduction of 4% from the 2024 average. The salary would require an adjustment of \$14,711 to equal the 2026 national average.

- **Deputy chair of committees:** Newfoundland and Labrador has the position but does not remunerate it. Nova Scotia and Quebec do not have the role, but they have more than one deputy speaker and those roles are remunerated. Prince Edward Island and the Yukon do not have the role. The other eight jurisdictions have the role and they remunerate this position. These jurisdictions have increased the salary since 2024. The average in 2024 was \$11,267 and the average in 2026 was \$12,532.

The following outlines remuneration provided to caucus leaders and house leaders in other jurisdictions, except for the Premier, who the executive branch compensates as a member of Executive Council:

- **Leader of the official opposition:** Eleven jurisdictions remunerate this position, with Newfoundland and Labrador ranking last in 2024 and 2026. Since 2024 the remuneration has increased in the other 10 jurisdictions.
- **Official opposition house leader:** Ten jurisdictions remunerate this position, with Newfoundland and Labrador ranking second in 2024 and fourth in 2026. The Yukon does not remunerate this position. Since 2024 the remuneration has increased in the other nine jurisdictions.
- **Deputy opposition house leader:** Four jurisdictions remunerated this position in 2024 and 2026; four jurisdictions, including Newfoundland and Labrador, do not remunerate this position. Three jurisdictions do not have the position. Since 2024, the remuneration has increased in the four jurisdictions that remunerate the position.
- **Leader of a third party:** Eleven jurisdictions remunerate this position, with Newfoundland and Labrador ranking last in 2024 and 2026. Since 2024, the remuneration has increased in the other 10 jurisdictions.
- **Third party house leader:** Ten jurisdictions remunerate this position, with Newfoundland and Labrador ranking fifth in 2024 and seventh in 2026. The Yukon does not remunerate this position. Since 2024, the remuneration has increased in the other nine jurisdictions.
- **Government house leader:** Five jurisdictions in 2024 and six jurisdictions in 2026 remunerate this position when it is not filled by a minister; six jurisdictions in 2024 and five jurisdictions in 2026, including Newfoundland and Labrador do not remunerate this position. Since 2024, the remuneration has increased.
- **Deputy government house leader:** In Newfoundland and Labrador and British Columbia, this role is filled by a minister and as such does not receive additional remuneration. Four jurisdictions in 2024 and 2026 remunerated this position when it is not filled by a minister. Two jurisdictions do not remunerate this position. Three jurisdictions do not have an official deputy government house leader position. Since 2024, the remuneration has increased.

Appendix D: Caucus Leaders & House Leaders Remuneration charts the foregoing in detail.

The table below outlines remuneration paid to party whips.

Position	Government		Official Opposition		Recognized Third Party	
Jurisdiction	(Chief) Whip		(Chief) Whip		Whip	
	2024	2026	2024	2026	2024	2026
Alberta	\$12,096	\$12,770	\$9,072	\$9,578	\$7,260	\$7,664
British Columbia	\$23,907	\$24,409	\$23,907	\$24,409	\$11,953	\$12,204
Manitoba	\$8,310	\$12,217	\$6,650	\$10,111	\$4,989	\$5,479
New Brunswick	\$31,011	\$32,268	\$23,258	\$24,201	\$0	\$0
Newfoundland & Labrador	\$0	\$0	\$0	\$0	\$0	\$0
Nova Scotia	\$5,253	\$5,379	\$5,253	\$5,379	\$5,253	\$5,379
Ontario	\$21,329	\$29,879	\$16,317	\$22,859	\$14,685	\$20,573
Prince Edward Island	\$14,041	\$14,864	\$14,041	\$14,864	\$14,041	\$14,864
Quebec	\$46,118	\$51,231	\$39,530	\$43,913	\$26,353	\$29,275
Saskatchewan	\$15,828	\$16,878	\$15,828	\$16,878	\$7,916	\$8,441
Yukon	Yukon does not have official whip positions.					

Northwest Territories and Nunavut have consensus governments and as a result do not have whip positions. Alberta, British Columbia, Ontario, Quebec and Saskatchewan have multiple whip positions. Only the salary of the chief whip is presented in this table.

The jurisdictional information for 2024 and 2026 shows party whips for government and the official opposition are remunerated in all provinces except Newfoundland and Labrador. The recognized third-party whip in 2024 and 2026 was remunerated in eight provinces; two provinces do not remunerate, including Newfoundland and Labrador and New Brunswick. Since 2024, the remuneration has increased.

The following table outlines the remuneration paid to caucus chairs.

Position	Government		Official Opposition		Recognized Third Party	
Jurisdiction	Caucus Chair		Caucus Chair		Caucus Chair	
	2024	2026	2024	2026	2024	2026
Alberta	\$0	\$0	\$0	\$0	\$0	\$0
British Columbia	\$23,907	\$24,409	\$23,907	\$24,409	\$11,953	\$12,204
Manitoba	\$7,164	\$10,953	\$7,164	\$10,953	\$0	\$0
New Brunswick	\$31,011	\$32,268	\$23,258	\$24,201	\$0	\$0
Newfoundland & Labrador	\$0	\$0	\$0	\$0	\$0	\$0
Northwest Territories	\$3,682	\$4,084	NA	NA	NA	NA
Nova Scotia	\$10,506	\$10,758	\$10,506	\$10,758	\$5,253	\$10,758
Nunavut	\$3,457	\$3,768	NA	NA	NA	NA
Ontario	\$14,569	\$20,409	\$14,569	\$20,409	\$13,170	\$18,450
Prince Edward Island	\$0	\$0	\$0	\$0	\$0	\$0
Quebec	\$32,942	\$36,594	\$29,647	\$32,934	\$0	\$0
Saskatchewan	\$15,828	\$16,878	\$15,828	\$16,878	\$7,916	\$8,441
Yukon	NA	NA	NA	NA	NA	NA

Saskatchewan also remunerates a deputy caucus chair position.

Manitoba and New Brunswick do not have a recognized third party at present.

The jurisdictional information shows the following:

- **Government Caucus Chair:** Nine jurisdictions remunerate this position; three jurisdictions, including Newfoundland and Labrador, do not remunerate this position. The Yukon does not have this position. Since 2024, the remuneration has increased in the jurisdictions that remunerate government caucus chair.
- **Official Opposition Caucus Chair:** Seven jurisdictions remunerate this position; three jurisdictions, including Newfoundland and Labrador, do not remunerate this position. Three jurisdictions do not have the position. Since 2024, the remuneration has increased in the jurisdictions that remunerate official opposition caucus chair.
- **Recognized Third Party Caucus Chair:** Four jurisdictions remunerate this position; six jurisdictions, including Newfoundland and Labrador, do not remunerate this position. Three jurisdictions do not have this position. Since 2024, the remuneration has increased in the jurisdictions that remunerate the recognized third party caucus chair.

The Canadian provincial and territorial legislatures have varying arrangements for compensating their committees (refer to Appendix E: Committee Remuneration). This jurisdictional information shows the following:

- **Committee Chair:** All jurisdictions except the Yukon compensate committee chairs to various degrees. Some are salaries and some are per diem or per diem to a maximum. Saskatchewan has eight legislative committees but only compensates five of them. Newfoundland and Labrador only compensates its Public Accounts Committee chair.
- **Committee Vice Chair:** Nine jurisdictions compensate committee vice chairs to various degrees. Some are salaries and others are per diem or per diem to a maximum. In some jurisdictions, the vice chair is compensated the same as a committee member, unless they assume the role of chair. Newfoundland and Labrador only compensates the committee vice chair of the Public Accounts Committee.
- **Committee Member:** Seven jurisdictions remunerate committee work to varying degrees. Six jurisdictions, including Newfoundland and Labrador, do not. Some compensate committee members regardless of whether the legislature is in session; others only compensate when the legislature is not sitting.

Overall, the jurisdictional information demonstrates that Newfoundland and Labrador is lagging nationally.

3. Public opinion

The 2024 and 2026 MCRCs did not receive any public representation on this issue.

4. MHAs' views

Many MHAs told the 2026 MCRC that anyone that takes on additional responsibility should be paid fairly. They said these positions require a significant amount of work and should be remunerated. Inappropriate remuneration diminishes the importance of the positions, particularly in the case of the speaker.

Some MHAs said the salaries eliminated by the 2016 MCRC should be reinstated, specifically the party whip, caucus chair, deputy chair of committees and deputy opposition leader. The MHAs said if these positions are remunerated, it would demonstrate that the role has value and the MHAs may take the roles more seriously.

A minority of MHAs said the whip and caucus chair should not be compensated as they believe the work is not onerous.

One MHA said MHAs who hold additional-salary positions should be entitled to payment for all positions and should not be limited to the highest compensated position.

5. Economic position and fiscal capacity

As previously discussed, the province has a mixed fiscal picture in its future. While there are concerns about the size of the deficit, there are also prospects of future economic growth. The amount to support the salary increases represents a relatively small portion of total provincial expenditures. The House of Assembly budget represents 0.15% of the overall provincial budget.³³ As such, the 2026 MCRC believes the provincial budget can support the increases proposed in its recommendations.

Summary

Upon analyzing the roles and responsibilities of elected legislative representatives, reviewing how other Canadian provincial and territorial jurisdictions compensate these positions and committees, and considering MHAs' views with the province's economic position, the 2026 MCRC recommends adjusting the salary of existing additional-salary positions, remunerating positions for which no additional salary is currently provided, and remunerating committee and Management Commission work.

The principles of fair and reasonable compensation for MHAs, especially those who take on crucial roles above and beyond their fundamental MHA duties, guided the work of the 2026 MCRC. The 2026 MCRC recommends valuing our democracy by adjusting additional-salary positions accordingly and remunerating committee and Management Commission members.

In keeping with these principles, the 2026 MCRC recommends increasing salaries for additional-salary positions to compensate appropriately MHAs and, in turn, attract people with diverse backgrounds and experiences and who otherwise may be unable to participate in these important democratic roles. Further, these increases would better align the positions with compensation provided in other jurisdictions.

33 Online: [Statements-and-Schedules-2026.pdf](#), p. 17.

Positions currently remunerated

Specifically, the 2026 MCRC considered and recommends increases for the following additional-salary positions, which are currently remunerated in Newfoundland and Labrador:

- Speaker: an increase to \$61,000.³⁴
 - This would move the salary to less than the average of \$66,509 and slightly less than the median of \$61,499.
 - This would move Newfoundland and Labrador to ninth out of the other 13 jurisdictions.
 - Combined with the MHA annual salary of \$117,000, the total compensation would be \$178,000.
- Deputy speaker and chair of committees: an increase to \$25,000.³⁵
 - This would move the salary to less than the average of \$26,788 and median of \$25,801.
 - This would move Newfoundland and Labrador to seventh out of the other 13 jurisdictions.
 - Combined with the MHA annual salary of \$117,000, the total compensation would be \$142,000.
- Leader of the official opposition: an increase to \$61,000.³⁶
 - This would move the salary to less than the average of \$69,542 and slightly less than the median of \$61,468.
 - This would move Newfoundland and Labrador to eight out of the 11 other jurisdictions that remunerate the position.³⁷
 - Combined with the MHA annual salary of \$117,000, the total compensation would be \$178,000.
- Official opposition house leader: an increase to \$25,000.³⁸
 - This would move the salary to more than the average of \$22,334 and the median of \$20,540.
 - This would move Newfoundland and Labrador to third out of the other 10 other jurisdictions that remunerate the position.
 - Combined with the MHA annual salary of \$117,000, the total compensation would be \$142,000.
- Leader of a third party: an increase to \$33,000.³⁹
 - This would move the salary to less than the average of \$37,797 and the median of \$34,610.
 - This would move Newfoundland and Labrador to sixth out of the 11 jurisdictions that remunerate the position.
 - Combined with the MHA annual salary of \$117,000, the total compensation would be \$150,000.

34 The salary in Recommendation 2 of the 2024 MCRC Report was \$55,000.

35 The 2026 MCRC recommendation is the same as Recommendation 2 in the 2024 MCRC Report.

36 The salary in Recommendation 2 of the 2024 MCRC Report was \$55,000.

37 Nunavut and Northwest Territories each have a consensus government model, which does not have a party system.

38 The 2026 MCRC recommendation is the same as Recommendation 2 in the 2024 MCRC Report.

39 The salary in Recommendation 2 of the 2024 MCRC Report was \$30,000.

- Third-party house leader: an increase to \$15,000.⁴⁰
 - This would move the salary to less than the average of \$16,147 and more than the median of \$12,770.
 - This would move Newfoundland and Labrador to fifth out of the 10 jurisdictions that remunerate the position.
 - Combined with the MHA annual salary of \$117,000, the total compensation would be \$132,000.
- Chair of the Public Accounts Committee: an increase to \$15,000.⁴¹
 - This would place the salary consistent with the average of \$15,470 and the median of \$14,522.
 - This would not change Newfoundland and Labrador’s ranking amongst other jurisdictions.
 - Combined with the MHA annual salary of \$117,000, the total compensation would be \$132,000.
- Vice chair of the Public Accounts Committee: an increase to \$10,000.⁴²
 - This would move the salary to less than the average of \$15,771 and more than the median of \$9,312.
 - This would not change Newfoundland and Labrador’s ranking amongst other jurisdictions.
 - Combined with MHA annual salary of \$117,000, the total compensation would be \$127,000.

Positions not currently remunerated

Unlike most other Canadian jurisdictions, other additional-salary positions integral to the Westminster style of parliament receive no remuneration in Newfoundland and Labrador. Before the *2016 MCRC Report*, these positions were compensated. The *2024 MCRC Report* reaffirmed these positions should be compensated, and this can only be accomplished by an MCRC recommendation.⁴³

Specifically, the 2026 MCRC considered and recommends increases for the following additional-salary positions, which are currently not remunerated in Newfoundland and Labrador:

- Deputy chair of committees: a salary of \$15,000.⁴⁴
 - This would move the salary to more than the average of \$12,532 and the median of \$8,310.
 - This additional salary would move Newfoundland and Labrador’s ranking to third out of the eight jurisdictions that remunerate the position.

40 The 2026 MCRC recommendation is the same as Recommendation 2 in the 2024 MCRC Report.

41 The 2026 MCRC recommendation is the same as Recommendation 2 in the 2024 MCRC Report.

42 The 2026 MCRC recommendation is the same as Recommendation 2 in the 2024 MCRC Report.

43 Online: [SNL2007 CHAPTER H-10.1-HOUSE OF ASSEMBLY ACCOUNTABILITY, INTEGRITY AND ADMINISTRATION ACT](#), s.15.

44 The 2026 MCRC recommendation is the same as Recommendation 3 in the 2024 MCRC Report.

- The deputy chair of committees in Newfoundland and Labrador also functions as the assistant deputy speaker when required, whereas in other jurisdictions the deputy chair only presides over the Committee of the Whole.
- Combined with the MHA annual salary of \$117,000, the total compensation would be \$132,000.
- Deputy opposition house leader: a salary of \$9,000.⁴⁵
 - This would move the salary to less than the average of \$14,448 and the median of \$11,568.
 - This additional salary would move Newfoundland and Labrador’s ranking to third out of the five jurisdictions that remunerate this position.
 - Combined with the MHA annual salary of \$117,000, the total compensation would be \$126,000.
- Party whip: a salary of \$5,000 for this position for the government, the official opposition and a third party with a caucus of five or more.⁴⁶
 - This would move the salary to significantly less than the average of \$19,000 and the median of \$16,878.
 - This additional salary would make Newfoundland and Labrador’s ranking the lowest of all jurisdictions that remunerate this position.⁴⁷
 - Combined with the MHA annual salary of \$117,000, the total compensation would be \$122,000.
- Caucus chair: a salary of \$10,000 for this position for the government, the official opposition and a third party with a caucus of five or more.⁴⁸
 - This would move the salary to significantly less than the average of \$15,089 and the median of \$15,828.
 - This additional salary would make Newfoundland and Labrador one of the lowest of all jurisdictions that remunerate this position.
 - Combined with the MHA annual salary of \$117,000, the total compensation would be \$127,000.

Government house leader and deputy government house leader

In Newfoundland and Labrador, the government house leader and deputy government house leader have traditionally been add-on responsibilities to ministerial duties without compensation. However, some provincial and territorial jurisdictions provide legislatures with the ability to remunerate these positions, if a member other than a minister performs the role. Since salaries and positions can only be added or changed by an MCRC recommendation,⁴⁹ the 2026 MCRC considered and recommends adding:

45 The 2026 MCRC recommendation is the same as Recommendation 3 in the 2024 MCRC Report.

46 The 2026 MCRC recommendation is the same as Recommendation 3 in the 2024 MCRC Report.

47 Northwest Territories and Nunavut have consensus government model; the whip is not a position in this model. The Yukon does not have an official whip position.

48 The salary in Recommendation 3 of the 2024 MCRC Report was \$5,000.

49 Online: [SNL2007 CHAPTER H-10.1 - HOUSE OF ASSEMBLY ACCOUNTABILITY, INTEGRITY AND ADMINISTRATION ACT](#), s.15.

Position	Proposed Salary	Comparison to Average/Median	Resulting NL Ranking	Total Compensation (with \$117,000 MHA salary)	Additional Note
Government House Leader	\$25,000 ⁵⁰	Significantly more than the average of \$20,520 and the median of \$16,549	Third among jurisdictions that remunerate this position	\$142,000	By adding this position, government has the option to appoint an MHA other than a minister to the role
Deputy Government House Leader	\$9,000 ⁵¹	Significantly less than the average of \$15,796 and slightly less than the median of \$10,606	Third among jurisdictions that remunerate this position	\$126,000	By adding this position, government has the option to appoint an MHA other than a minister to the role

Committees and Management Commission

The 2026 MCRC considered the various approaches to compensating committees and notes that committee work requires time for preparation as well as attendance at the meetings. On this basis, the 2026 MCRC considers that it is fair and reasonable to compensate all committee members, not just chairs and vice chairs for their time. Given the different requirements for committee meetings, the 2026 MCRC has determined that:

- a per diem is the appropriate approach for compensation, with the chair receiving \$200 per meeting and committee members receiving \$150 per meeting;
- the members of the Management Commission who do not receive an additional salary should be compensated at \$150 per meeting;
- the status of the House should not be a determinant for whether a per diem is provided as salaried committee positions receive their salaries regardless of whether or not the House is in session;
- the committee member per diem is paid to either the member or the substitute that attends the majority of the meeting;
- the vice chair should be compensated the same as a committee member;
- the vice chair should be compensated as chair only if they chair the majority of the meeting;
- partial per diems are not permitted;

50 The 2026 MCRC recommendation is the same as Recommendation 3 in the 2024 MCRC Report.

51 The 2026 MCRC recommendation is the same as Recommendation 3 in the 2024 MCRC Report.

- the individual maximum in a fiscal year that an individual can receive for committee per diems should be \$5,000; and
- the committee per diems and the maximum should be adjusted annually in accordance with the salary adjustment formula.

Clarification

Government policy does not permit compensation for more than one position. This policy has always applied to the additional-salary positions in the legislature; that is, MHAs who serve in more than one additional-salary position receive only the compensation for the highest paid position.

For example, if an MHA serves as opposition house leader and as the chair of the Public Accounts Committee simultaneously, the MHA will only receive the salary of the opposition house leader.

To codify the practice, the 2026 MCRC recommends amending the *House of Assembly Accountability, Integrity and Administration Act* so that if an MHA holds an additional-salary position, a ministerial position, or committee membership at the same time, they are entitled to only the additional salary or per diem of the highest compensated position.⁵²

Recommendations

The 2026 MCRC makes the following recommendations:

- Set the salaries for the additional-salary positions, detailed in section 12 of the *House of Assembly Accountability, Integrity and Administration Act*, as follows:
 - a. Speaker: \$61,000;
 - b. Deputy speaker and chair of committees: \$25,000;
 - c. Leader of the official opposition: \$61,000;
 - d. Official opposition house leader: \$25,000;
 - e. Leader of a third party: \$33,000;
 - f. Third party house leader: \$15,000;
 - g. Chair of the Public Accounts Committee: \$15,000; and
 - h. Vice chair of the Public Accounts Committee: \$10,000;
- Add the following additional-salary positions to section 12 of the *House of Assembly Accountability, Integrity and Administration Act*:
 - a. Deputy chair of committees: \$15,000;
 - b. Deputy opposition house leader: \$9,000;
 - c. Government party whip: \$5,000;
 - d. Official opposition party whip: \$5,000;

- e. Third party whip (if caucus is five or more MHAs): \$5,000;
- f. Government caucus chair: \$10,000;
- g. Official opposition caucus chair: \$10,000;
- h. Third party caucus chair (if caucus is five or more MHAs): \$10,000;
- i. Government house leader: \$25,000; and
- j. Deputy government house leader: \$9,000;
- Amend the *House of Assembly Accountability, Integrity and Administration Act* to pay the chairs of committees of the House, other than the Public Accounts Committee, a \$200 per diem per meeting;^{53 54}
- Amend the *House of Assembly Accountability, Integrity and Administration Act* to pay the members of the Management Commission and the committees of the House other than the vice chair of the Public Accounts Committee a \$150 per diem per meeting;⁵⁵
- Amend the *House of Assembly Accountability, Integrity and Administration Act* to establish the maximum that can be received by an individual for meetings referenced above cannot exceed a combined total of \$5,000 in a fiscal year;⁵⁶
- Amend the *House of Assembly Accountability, Integrity and Administration Act* to require that:
 - a. The committee per diem can be claimed by either the committee member or the substitute that attends the majority of the meeting;
 - b. Vice chairs, with the exception of the vice chair of the Public Accounts Committee, receive the committee per diem unless they substitute as chair for the majority of the meeting, in which case they should receive the committee chair per diem; and
 - c. Partial per diems are not permitted;⁵⁷ and
- Amend the *House of Assembly Accountability, Integrity and Administration Act* that if an MHA holds an additional-salary position, a ministerial position or committee membership at the same time, they are entitled only to the additional salary or per diem of the highest compensated position.

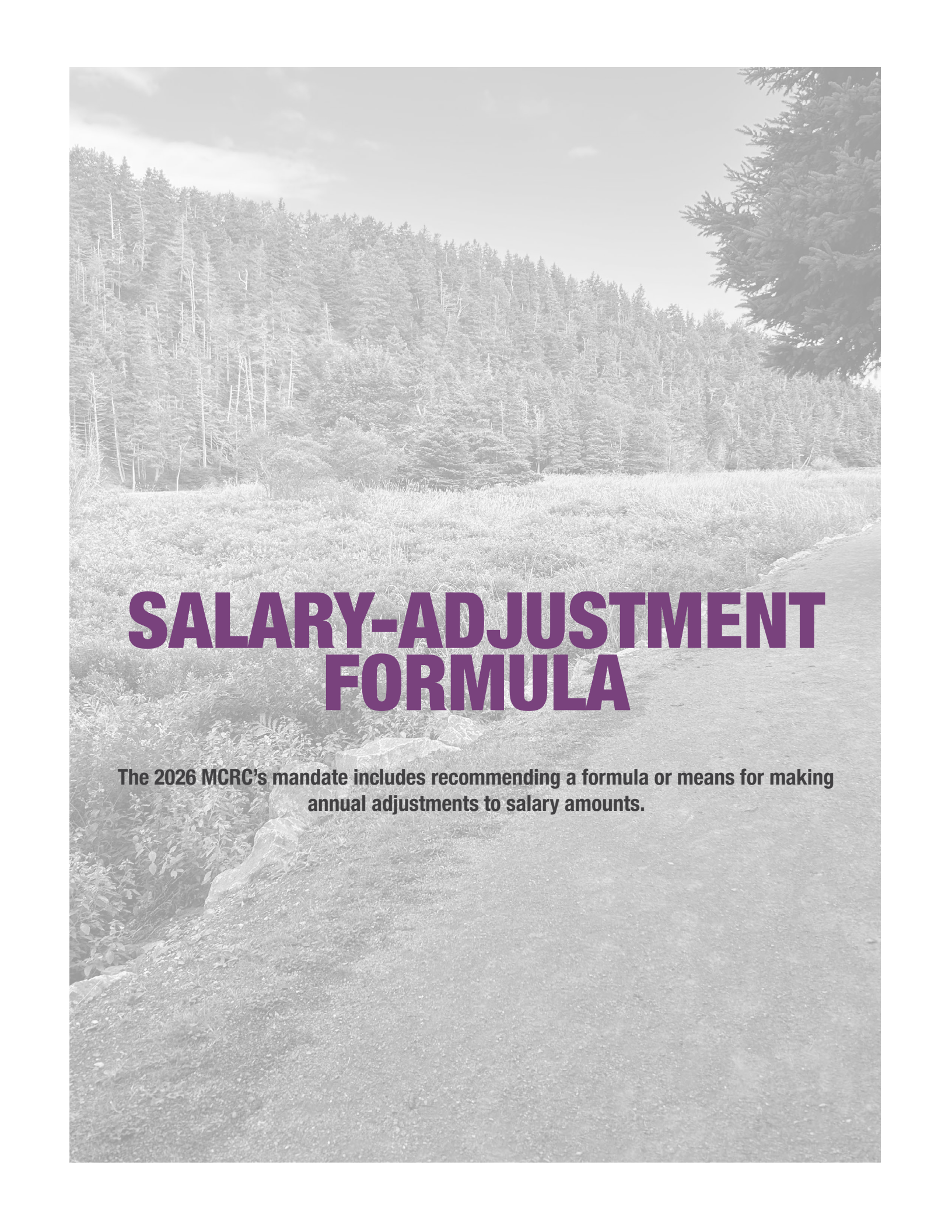
53 The 2024 MCRC recommendations 4 to 6 included a requirement that the per diem would only be paid for meetings when the House was not in session. This prerequisite has been removed to recognize the responsibility, time and work involved.

54 The 2026 MCRC recommendation deletes the requirement for the meeting to be held when the House is not in session in Recommendation 4 in the 2024 MCRC Report.

55 The 2026 MCRC recommendation deletes the requirement for the meeting to be held when the House is not in session in Recommendation 5 in the 2024 MCRC Report.

56 The 2026 MCRC recommendation clarifies Recommendation 6 in the 2024 MCRC Report.

57 The 2026 MCRC recommendation clarifies the payment of committee per diems.



SALARY-ADJUSTMENT FORMULA

The 2026 MCRC's mandate includes recommending a formula or means for making annual adjustments to salary amounts.

Background

The *2024 MCRC Report*⁵⁸ outlines the background of the salary-adjustment formula and it is not repeated here. There is one revision to the jurisdictional scan of the adjustment formulas and applications found in Appendix L of the *2024 MCRC Report*. The Alberta adjustment formula today uses a weighted average percentage change in wage settlements for the public sector for the immediately preceding calendar year,⁵⁹ rather than using the consumer price index. Since 2024, the other jurisdictions remained status quo.

At present, there is no salary-adjustment formula for the MHA annual salary or the salaries of the additional-salary positions in Newfoundland and Labrador in place since 2009. The 2016 MCRC recommended the MHA annual salary increase by the average of four collective agreements. The *House of Assembly Accountability, Integrity and Administration Act* was amended accordingly. The House subsequently repealed the formula in 2021 before the formula could take effect for the first time.

The 2024 MCRC recommended amending the *House of Assembly Accountability, Integrity and Administration Act*, commencing on July 1, 2025, to adjust the MHA annual salary, additional-salary positions, and committee maximums by the percentage change in the consumer price index in Newfoundland and Labrador (*all items*) on December 31 of the previous calendar year to a maximum of the percentage increase provided in the executive pay plan for the current calendar year.

The Management Commission accepted this recommendation;⁶⁰ however, the House of Assembly did not consider the amendment to the *House of Assembly Accountability, Integrity and Administration Act* that would give effect to this recommendation before the end of the 50th General Assembly.

Analysis

To determine the adjustment mechanism, the 2026 MCRC, like the 2024 MCRC, considered the following factors:

1. Jurisdictional comparison of adjustment formulas including the formula application

The 2026 MCRC updated the survey of provinces and territories in the *2024 MCRC Report* which once again indicated various approaches to adjustment formulas:

- The most common adjustment formula is the percentage change in the consumer price index, used in British Columbia, Manitoba, Northwest Territories, Saskatchewan and the Yukon: Saskatchewan has capped increases at 3%;
- Alberta, New Brunswick, Nova Scotia, Nunavut and Quebec link their salary adjustment to public service increases;

58 Online: [MCRCReport2024.pdf](#).

59 Online: [Members Services Orders](#).

60 Online: [24-05-21\(HOAManagementCommission\).pdf](#).

- Prince Edward Island establishes an independent commission at the beginning of a general assembly, which remains in place until dissolution. The commission determines when it will review salaries, what the increases will be and to which positions they will apply. Reviews can take place several times over the course of a general assembly;
- Ontario's legislation sets members' salaries at 75% of House of Commons member of parliament salaries; and
- Newfoundland and Labrador does not have an adjustment formula.

Generally, adjustment formulas apply to a member's base salary and the salaries of additional-salary positions.

Alberta and Manitoba also apply the adjustments to committee per diems: Alberta applies a general adjustment to the per diems, while Manitoba applies an adjustment to the maximums allowable for the member who serves as committee chair or vice chair.

The 2026 MCRC agrees with the 2024 MCRC that aligning increases in the MHA salary to a percentage of the increase in House of Commons members of parliament would not be reflective of the economic reality in this province.

2. Public sector wages

There is no principle in place which says increases for MHAs compensation should mirror public sector wage increases. There are other factors in negotiation of collective agreements that impact wages; for example, no layoff clauses or retention bonuses. As noted above, since 2024, executive salaries have increased 2% annually. Multiple public sector collective agreements expire in 2026, and the province is currently in collective bargaining.

3. Public opinion

The 2026 MCRC heard from the public that MHAs compensation should be tied to the:

- consumer price index;
- public service collective agreements; or
- the median income in Newfoundland and Labrador.⁶¹

Any one of these options would be reasonable, as it would keep salary increases objective, rather than putting MHAs in a position to vote for their own salaries.

Linking salary to the median income would mean that an MHA's compensation would be directly tied to the economic well-being of the residents of this province. This would instill some confidence in taxpayers that their representatives are working toward their overall interest.

61 The median income in 2025 was \$71,500.

4. MHAs' views

The 2024 and 2026 MCRCs heard from MHAs that adjustments should be applied automatically to maintain transparency and to remove the involvement of the legislature. Otherwise, the decision to increase salaries runs the risk of being politicized, making it difficult for MHAs to vote.

There was no consensus by the MHAs regarding the formula. Their suggestions included aligning salary increases to:

- cost of living increase(s);
- inflation;
- public sector increase(s);
- executive increase(s); and
- provincial court judges increase(s).

Some MHAs also said the increases should not tie the formula to the cost of living as the optics are wrong when so many people are struggling. The MHAs agreed the formula recommended in the *2024 MCRC Report* was fair; however, they also said the formula needs to be easily understood.

5. Economic position and fiscal capacity

The economy was reviewed earlier in this report. While there are concerns about the size of the deficit, there are prospects of future economic growth. The 2026 MCRC believes the provincial budget can support the increases proposed in its recommendations.

Summary

Upon analyzing jurisdictional information, public sector wages, public opinion, MHAs' views and the economy, the 2026 MCRC recommends an amendment to the *House of Assembly Accountability, Integrity and Administration Act*, commencing on July 1, 2027, that annually adjusts MHA annual salary, additional-salary positions, committee per diems, and committee maximums by the percentage change in the consumer price index in Newfoundland and Labrador (*all items*)⁶² on December 31 of the previous calendar year to a maximum of the percentage increase provided in the executive pay plan for the current calendar year. *All items* is the index used to calculate inflation.⁶³

In conclusion, the 2026 MCRC recommends the adoption of the 2024 MCRC Recommendation with a revised commencement date of July 1, 2027, the addition of committee per diems, and clarifies the formula application is annual.

62 Online: [Surveys and statistical programs - Consumer Price Index \(CPI\) \(statcan.gc.ca\)](https://www150.statcan.gc.ca/n1/pub/62-533-x/2023001/glos-eng.htm).

63 Statistics Canada, "Glossary," Consumer Price Index Reference Paper, Catalogue no. 62-533-X (Ottawa: Statistics Canada, 2023). Online: <https://www150.statcan.gc.ca/n1/pub/62-533-x/2023001/glos-eng.htm>.

Executive pay plan increases are based on increases negotiated by public sector unions in good faith and in consideration of the province's fiscal capacity. Linking the adjustment formula to the executive pay plan ensures the recommended salary adjustment formula would not increase MHA salaries above negotiated public sector salaries.

Further, the use of the consumer price index in the recommended salary-adjustment formula would keep MHA salaries in line with changes to the cost of locally acquired goods and services. The consumer price index, calculated by Statistics Canada, varies monthly and includes seasonally and non-seasonally adjusted data. Statistics Canada advises users employing the consumer price index for indexation purposes to use the non-seasonally adjusted data.⁶⁴ Using the consumer price index in the salary-adjustment formula would also prevent politicization of MHA salary increases.

Thus, to maintain a rate increase based on annually updated data and remove the potential for a perceived and/or actual conflict of interest, the 2026 MCRC recommends using the consumer price index in the salary-adjustment formula. Having an automatic mechanism will help keep Newfoundland and Labrador aligned with most provinces and territories.

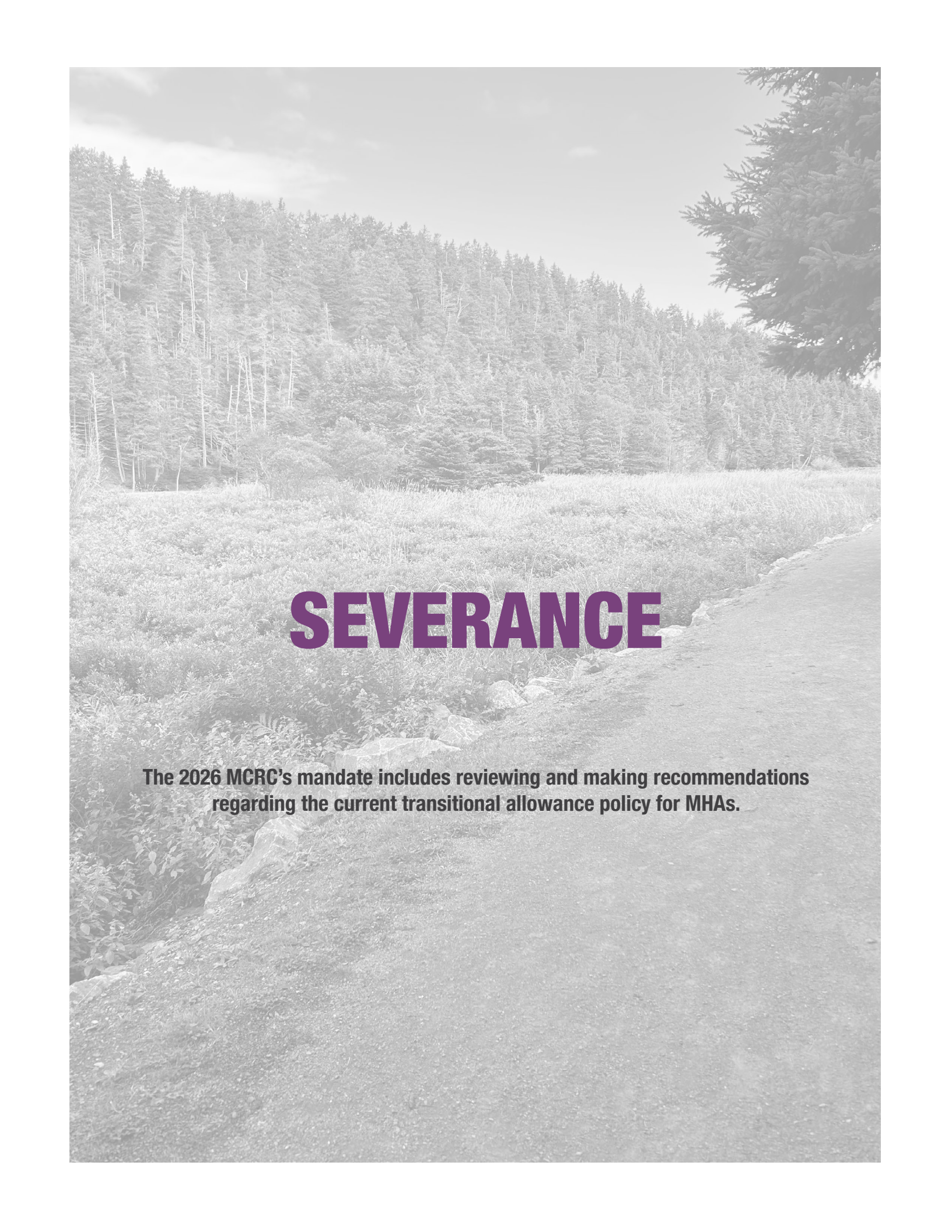
Recommendation

The 2026 MCRC makes the following recommendation and changes the commencement date originally proposed in the 2024 MCRC recommendation:⁶⁵

- Amend the *House of Assembly Accountability, Integrity and Administration Act*, commencing on July 1, 2027, to adjust annually the MHA annual salary, additional-salary positions, committee per diems, and committee maximums by the percentage change in the consumer price index in Newfoundland and Labrador (*all items*) on December 31 of the previous calendar year to a maximum of the percentage increase provided in the executive pay plan for the current calendar year.

64 Online: [Seasonally Adjusted Data - Frequently Asked Questions \(statcan.gc.ca\)](https://www150.statcan.gc.ca/n1/pub/24-62-x/2024001/article/00001-eng.htm).

65 The 2026 MCRC changes the commencement date of Recommendation 8 in the 2024 MCRC Report, adds committee per diems, and clarifies the formula application is annual.



SEVERANCE

The 2026 MCRC's mandate includes reviewing and making recommendations regarding the current transitional allowance policy for MHAs.

Background

Subsection 11(3) of the *House of Assembly Accountability, Integrity and Administration Act*⁶⁶ provides that when ceasing to be an MHA, the MHA is entitled to severance, upon the conditions, in amounts and in accordance with the formula that may be determined by a direction of the Management Commission.

The 2024 MCRC Report contained seven recommendations concerning severance and the changes to severance were to take effect on April 1, 2024. The Management Commission accepted these recommendations at its May 21, 2024⁶⁷ meeting and further directed the proposed policy amendments required to give effect to the recommendations be prepared and brought forward to the Commission for consideration at a future meeting.

The 2024 MCRC recommended the following:

- Continue to pay MHA severance, but rename it “transition allowance,” with the same provisions afforded to all MHAs regardless of when elected;
- Calculate the transition allowance using 100% of the annual salary with a formula of one month for every year of service, prorated by number of days served for part-years of service, with a minimum of three months and a maximum of 12 months regardless of the reason for departure and with no three-year minimum, except if the seat has been declared vacated;
- Pay the transition allowance in no more than two installments in the fiscal year in which it is incurred;
- Continue to recognize an MHA returning after a break in service as commencing their first General Assembly, regardless of how many Assemblies they have served previously;
- Remove the linkage of the transition allowance to pension or post-employment status;
- Provide up to \$2,500, with receipts, for career counselling, training and education for up to one year after the resignation or defeat of an MHA who has served at least one General Assembly and whose seat has not been declared vacated; and
- Bring into force the recommendations concerning severance on April 1, 2024.

To give effect to the recommendations on July 17, 2024,⁶⁸ the Management Commission approved the issuance of a directive to establish the Transitional Allowance Policy for Members of the House of Assembly,⁶⁹ effective April 1, 2024.

66 Online: [SNL2007 CHAPTER H-10.1 - HOUSE OF ASSEMBLY ACCOUNTABILITY, INTEGRITY AND ADMINISTRATION ACT](#).
67 Online: [24-05-21\(HOAManagementCommission\).pdf](#).
68 Online: [https://www.assembly.nl.ca/ManComm/Meetings/2024-25/2024-07-17/24-07-17_\(HOAManagementCommission\).pdf](https://www.assembly.nl.ca/ManComm/Meetings/2024-25/2024-07-17/24-07-17_(HOAManagementCommission).pdf)
69 Online: [TransitionalAllowancePolicyforMembers2024.pdf](#).

Since the 2024 MCRC Report, only Alberta and Newfoundland and Labrador have amended their transitional allowance policies. In Alberta, as of February 11, 2025, a new Transition Allowance was implemented.⁷⁰ Before 2025, Alberta did not provide a transitional allowance to departing members unless they had been elected prior to April 23, 2012, when prior provisions were in effect.

At the conclusion of the 50th General Assembly in Newfoundland and Labrador, 30% of MHAs were eligible for the 2024 transitional allowance. Even though the new policy provided former MHAs with a one-time allocation of up to \$2,500, with receipts for career counselling, training, or education after the 2025 election, Corporate and Member Services advised the 2026 MCRC that no requests were received. The 2026 MCRC notes the \$2,500 is less than that provided by other jurisdictions.

Analysis

The Management Commission implemented the seven transitional allowance recommendations of the 2024 MCRC.

The 2026 MCRC heard the following during its consultations:

- One member of the public said the transitional allowance policy should be parked due to the province's financial situation.
- Most MHAs had no concerns with the 2024 transitional allowance policy; believing it makes sense and is fair; one MHA said it was not generous enough.
- Some MHAs said the addition of \$2,500 for counselling, education and training was a good idea and they would take advantage of it in the future; one MHA said the training funding should be increased to \$5,000.
- Another MHA disagreed with paying severance to MHAs: since it was removed for public sector workers, it should also be removed for MHAs.
- A former MHA requested the retroactive application of the 2016 recommendations regarding severance eligibility be examined.

With respect to the 2024 severance policy which is now in effect, the 2026 MCRC notes the following:

- During the consultation process, the transitional allowance policy was generally viewed favourably;

70 Consolidated Members' Services Orders. Online: [members_services_orders.pdf](#).

- The policy is consistent with most of the other Canadian provincial and territorial legislatures;
- At the end of the 50th General Assembly, the 2024 severance policy was used to pay severance to the approximately 30% of MHAs who concluded their service. Corporate and Members Services have indicated that there were no issues in administering the new policy; and
- There was no take-up on the \$2,500 education, training and counselling at the end of the 50th General Assembly.

On this basis, the 2026 MCRC concludes that no changes to the 2024 Transitional Allowance policy are warranted at this time.

With respect to the request to review the retroactive application of the 2016 MCRC recommendation to the MHAs first elected on November 30, 2015, the 2026 MCRC notes the following:

- The policy was recommended by the 2016 MCRC and adopted by the Management Commission in December 2016.⁷¹ The finalized policy document was approved by the Commission in December 2017.⁷² It had two parts:
 1. It maintained the severance policy that was in place for the MHAs who were elected prior to the November 2015 General Election; and
 2. It established a new policy that imposed conditions on the receipt of severance provided to departing MHAs. This policy had retroactive application to those first elected in November 2015.
- Several of the 2016 MCRC recommendations were contentious. In particular, the retroactive application of the pension recommendations, resulted in submissions and extensive discussions by the Management Commission. In contrast, the severance policy recommendations were accepted and approved without debate.
- The Management Commission and the House of Assembly staff did not receive any objections to the policy from affected MHAs, following:
 - The issuance of the *2016 MCRC Report*;
 - The Management Commission’s consideration of the severance recommendations;
 - The Management Commission’s approval of the 2017 severance policy document; or
 - At any time during the remainder of the 48th General Assembly.

71 Minutes of the House of Assembly Management Commission, December 7, 2016. Online: [Minutes2016Dec07.pdf](#).

72 Minutes of the House of Assembly Management Commission, November 8, 2017. Online: [HoaMCBMDec6-2017.pdf](#).

- The severance provisions of the policy applied to 14 MHAs who left office between 2017 and 2024. Three did not receive financial compensation because of the eligibility provisions of the policy.
- While pension has a lifetime impact, severance is a one-time payment intended to bridge between employment circumstances. Therefore, while pension provisions would be a consideration in determining whether to seek office, severance would not receive the same consideration in determining options.
- Should the retroactivity provision of the 2017 policy change, then it will adversely impact other MHAs that have already received severance because of the way the severance payment is calculated in the 2017 policy as compared to the pre-2015 policy.
- Should an exception to one of the eligibility provisions of the 2017 policy be made, then it brings into question other eligibility provisions that affect other MHAs.

Based on the above, the 2026 MCRC concludes the 2017 Severance Policy was appropriately applied for the period November 30, 2015, through to March 31, 2024 inclusive, when it was replaced by the 2024 policy that became effective April 1, 2024. Consequently, the 2026 MCRC recommends no changes.

Summary

The 2026 MCRC did consider whether the one-time allowance of \$2,500 should be increased based on other jurisdictions. The one-time allowance will remain at \$2,500 as it was not accessed following the last election.

Further, as there were no issues identified with the 2024 transitional allowance and it was tested by the departures at the end of the 50th General Assembly in October 2025, the 2026 MCRC recommends no changes to the 2024 transitional allowance policy.

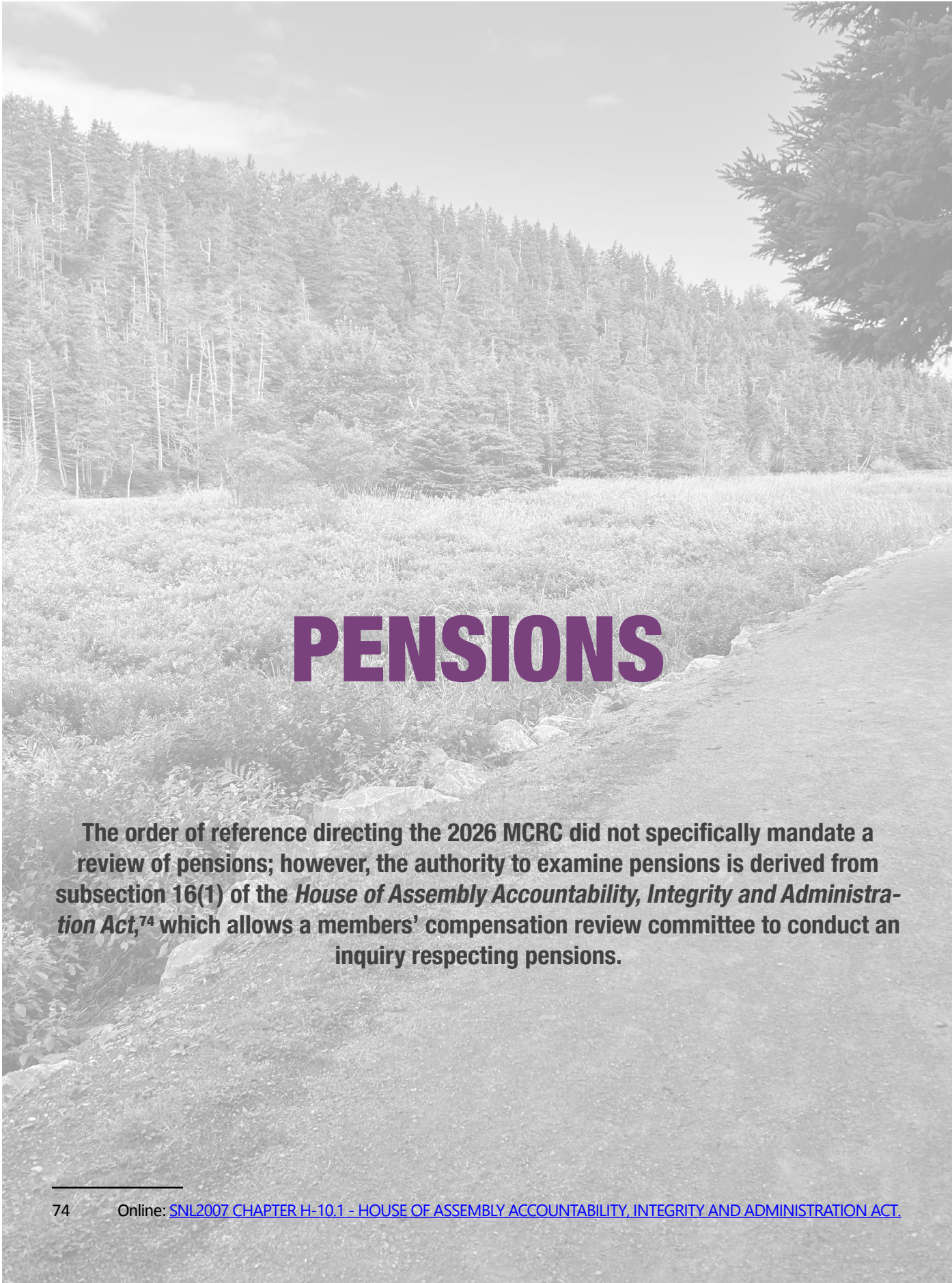
With respect to the request from the former MHA, after careful consideration, the 2026 MCRC is of the view that the policy recommended by the 2016 MCRC and subsequently adopted by the Management Commission in 2017, was appropriately applied.

Recommendation

The 2026 MCRC makes the following recommendation:

- Continue the 2024 transitional allowance policy for members that came into effect on April 1, 2024.⁷³

73 The 2026 MCRC clarifies in its recommendation that amendments are unnecessary.



PENSIONS

The order of reference directing the 2026 MCRC did not specifically mandate a review of pensions; however, the authority to examine pensions is derived from subsection 16(1) of the *House of Assembly Accountability, Integrity and Administration Act*,⁷⁴ which allows a members' compensation review committee to conduct an inquiry respecting pensions.

Background

The Pensions Division of the Treasury Board Secretariat administers the MHA pension plan. Paragraph 11(3)(b) of the *House of Assembly Accountability, Integrity and Administration Act*⁷⁵ says:

11(3) Upon ceasing to be a member, the member is entitled to ...

(b) a pension determined in accordance with the *Members of the House of Assembly Retiring Allowances Act*.

The 2024 MCRC report details the history of the MHA pension plan. In summary, it is a defined-benefit plan, as provided under the *Members of the House of Assembly Retiring Allowances Act*.⁷⁶ It is not portable with other plans. To clarify, MHAs who have pensionable service in another pension plan cannot import that service to the MHA pension plan. The annual benefit accrual rate is 2.5% and the age for pension eligibility is 60 with no option for early reduced retirement benefits.⁷⁷

Historically, as changes to the MHA pension plan were implemented, modifications only applied to MHAs elected for the first time after the changes were made. However, those implemented by the 2016 MCRC,⁷⁸ were applied retroactively to MHAs elected for the first time on or after November 30, 2015. This retroactive application was a significant departure from past practice.

To address this inequity, the 2024 MCRC recommended:

1. Continue pension provisions for current MHAs elected after the November 30, 2015 general election; and
2. Amend the *Members of the House of Assembly Retiring Allowances Act*, with retroactive effect, to provide that the pension benefit accrual rate and retirement eligibility under the MHA pension plan as it existed on November 30, 2015 for all MHAs elected for the first time on November 30, 2015 to the pension benefit accrual rate and retirement eligibility that existed on November 30, 2015.

The Management Commission accepted these recommendations;⁷⁹ however, the House of Assembly did not consider these amendments to the *House of Assembly Accountability, Integrity and Administration Act* that would give effect to the recommendations before the end of the 50th General Assembly.

75 Online: [SNL2007 CHAPTER H-10.1 - HOUSE OF ASSEMBLY ACCOUNTABILITY, INTEGRITY AND ADMINISTRATION ACT](#).

76 Online: [SNL2005 CHAPTER M-6.1 - MEMBERS OF THE HOUSE OF ASSEMBLY RETIRING ALLOWANCES ACT](#).

77 Online: [Statutes of Newfoundland and Labrador 2017 Chapter 25](#).

78 Online: [Review of MHA Salaries, Allowances, Pensions & Severance](#), p. 98.

79 Online: [24-05-21\(HOAManagementCommission\).pdf](#).

Analysis

To determine whether the current MHA pension plan was fair and reasonable, the 2026 MCRC considered the following factors:

1. Benefits under the MHA pension plan (detailed explanation is found in the *2024 MCRC Report*)

The benefits under the current MHA pension plan are:

- **Benefit Accrual:** The benefit accrual rate is 2.5% per year times the MHA's pensionable salary. For all MHAs, pensionable salary includes base salary and other additional-salary position compensation, including ministerial salary.
- **Indexing:** There is no indexation of pension benefits under the MHA pension plan.
- **Integration with benefits under the Canada Pension Plan:** Benefits under the MHA pension plan are integrated with those under the Canada Pension Plan. At age 65, benefits under the MHA pension plan are reduced by a formulated amount. This is standard practice for most public sector defined-benefit pension plans in Canada.
- **Retirement Age:** The age at which MHAs can retire under the MHA pension plan is 60, with no option for an early reduced pension.
- **Survivor Benefits:** The MHA pension plan provides normal joint and survivor benefits to survivors of deceased MHAs equal to 60% of the deceased MHA's pension entitlement. This is consistent with other Canadian government-sponsored pension plans.
- **Portability:** The MHA pension plan does not provide for any portability of benefits. MHAs with pensionable service under other pension plans cannot transfer that service to the MHA pension plan.

2. Comparison of the MHA pension plan with other Government of Newfoundland and Labrador pension plans

The table below compares key features of the five pension plans sponsored by the Government of Newfoundland and Labrador. All plans are defined-benefit plans.

Pension Plan	Annual Accrual Rate	Pensionable Salary	Maximum Accrual	Pension Accrual		Indexing
				20 years	35 years	
MHA Pension Plan	2.5%	Average of the best 3 years	50%	50%	NA	No
Provincial Court Judges' Pension Plan	3.3%	Final year	66.6%	66.6%	NA	60% of CPI; maximum of 1.2%
Public Service Pension Plan	2.0%	Average of the best 6 years	none	40%	70%	60% of CPI; maximum of 1.2%
Teachers' Pension Plan	2.0%	Average of the best 8 years	none	40%	70%	60% of CPI; maximum of 1.2%
Uniformed Services Pension Plan	2.0%	Average of the best 3 years	none	40%	70%	No

The most significant difference between the MHA pension plan and other plans sponsored by the Government of Newfoundland and Labrador is the annual benefit accrual rate. The higher rate, 2.5% vs. 2.0%, acknowledges the generally short tenure of MHAs and recognizes that by holding elected office, MHAs are, in many cases, pausing careers thus impacting their potential retirement income growth.

The following table summarizes the status of the five government-sponsored pension plans. It includes membership, asset values, liabilities, and funded ratios on December 31, 2025 for the three largest plans and on March 31, 2026 for the smaller plans (the MHA Pension Plan and the Provincial Court Judges' Pension Plan). The latter two plans also include a supplementary employee retirement plan (SERP) for benefits that exceeds the limits of the Canadian *Income Tax Act*. The *2024 MCRC Report* provides more detail on the SERP.

Funded Status of Pension Plans
As of December 31, 2025 or March 31, 2026⁸⁰

Pension Plan	Active	Pensioners	Value of Pension Funds (\$millions)	Accrued Liabilities (\$millions)	Funded Ratio %
MHA Pension Plan	40	160	56.6	95.0 ⁸¹	59.6
Provincial Court Judges' Pension Plan	21	10	26.8	48.3	55.5
Public Service Pension Plan	32,917	24,624	13,749.5 ⁸²	11,121.0	120.6
Teachers' Pension Plan	6,307	10,003	7,235.6 ⁸³	5,573.7	129.7
Uniformed Services Pension Plan	703	967	130.1	545.8	23.8
Total	39,988	35,764	21,198.6	17,383.8	

3. Current MHA pension plan membership

As noted in the 2024 Actuarial Valuation of the MHA pension plan,⁸⁴ there are currently 40 active MHAs, four non-vested terminated MHAs, five deferred pensioners, and 160 pensioners and survivors.

⁸⁰ The table is compiled from various sources, including annual reports for the noted pension plans.

⁸¹ Pooled Pension Fund - Accounting Disclosures at March 31, 2026 as provided by Pensions Division, of the Treasury Board Secretariat.

⁸² Includes Promissory Note of \$2.14B, online: annualreport.provident10.ca/#financial-statements.

⁸³ Includes Promissory Note of \$1 B, online: [TPPNL-AR2025-DIGITAL.pdf \(tppcnl.ca\)](https://www.tppcnl.ca/TPPNL-AR2025-DIGITAL.pdf).

⁸⁴ Report on the Actuarial Valuation as at December 31, 2024 – Members of the House of Assembly Retiring Allowances Act – Registered Pension Plan.

Online: <https://www.gov.nl.ca/exec/tbs/files/MHAPP-December-31-2024-FINAL.pdf>.

4. Jurisdictional comparison of pensions

Pension plans vary from province to province. Like Newfoundland and Labrador, many jurisdictions have defined-benefit plans, including British Columbia, Manitoba, Nova Scotia, Ontario, Prince Edward Island and Quebec. Two provinces, Alberta and Saskatchewan, offer defined contribution plans or RRSP contributions. New Brunswick's elected representatives participate in the public service shared-risk plan. In those jurisdictions with defined-benefit plans, accrual rates vary, which affects the length of time to receive the maximum pension. Newfoundland and Labrador has the second-lowest benefit-accrual rate, at 2.5%; Quebec's accrual rate is the highest, at 4%.

The following compares the current MHA pension plan with defined-benefit plans for elected representatives in other jurisdictions, as provided by the Treasury Board Secretariat.

Jurisdiction	Annual Benefit Accrual	Pensionable Salary Base	Maximum Benefit Accrual	Earliest Unreduced Retirement Date	Indexing	Integration With CPP
British Columbia	3.5%	Final 3 years	70%	65	no	no
Manitoba	2.0%	Best 3 years	No limit	55	2/3 CPI	no
Newfoundland & Labrador	2.5%	Best 3 years	50%	60	no	yes
Nova Scotia	3.5%	Best 3 years	70%	55	Same as for public service	yes
Ontario	3%	Best 3 years	No limit	65	Same as for public service	yes
Prince Edward Island	3.5%	Career average earnings	No limit	60 with 2 years' service 55 with 30 years' service	Contingent on funding	yes
Quebec	4%	Career average earnings	100%	60	The greater of CPI minus 3%, or 50% of CPI	no

British Columbia and Newfoundland and Labrador are the only jurisdictions that do not index benefits.

5. Public opinion

The 2026 MCRC received public feedback indicating the pension plan should be on par with the other public sector plans and the current pension is reasonable.

The 2026 MCRC also heard from the members of the public, who said that many people in the private sector do not have defined-benefit plans and that the “gold plated” plan that MHAs have should be eliminated.

6. MHAs’ views

MHAs shared diverse views on the topic of pensions. The 2026 MCRC organized comments along the following themes:

Type of Pension Plan (Defined-Benefit vs. Defined-Contribution/RRSP) – There were varying levels of support for each type of plan. However, most MHAs said they preferred a defined-benefit pension plan, including a higher accrual rate and allowing for earlier eligibility.

2016 MCRC Reduction / Reversal to Pre-2016 Terms – Some MHAs said it was unfair that the 2016 MCRC retroactively reduced the pension accrual and eligibility formula for members first elected in November 2015. The MHAs recommended reverting to the pension plan that existed on November 30, 2015 for all MHAs first elected on that date. It was also suggested that benefits under the MHA pension plan revert to the formula and eligibility that was in place on November 30, 2015 for all MHAs elected after November 30, 2015.

Number of Plans / Consolidation – There was support for consolidating the five pension plans into a single pension plan.

Public Perception of the Pension Plan – MHAs reiterated the belief held by some citizens that the MHA pension plan is a “gold-plated.” One MHA suggested the pension plan be eliminated because it is contentious with the public.

Adequacy and Erosion of the Current Plan – Some said the pension plan was fair while others said the plan had lost its value over time due to the reduction in the benefits accrual rate and the lack of indexation.

Accrual Rate – Given the average tenure of an MHA is 8.5 years, some MHAs suggested the benefit accrual rate should be more than 2.5% but less than the former “gold-plated” formula that existed in 1998.

Retirement Age / Eligibility – MHAs said the current eligibility age of 60 was too long to wait. One proposal was to reduce it by one year for every year served beyond five, striking a balance that avoids returning to what the public see as a “gold-plated” pension plan.

Pension as a Recruitment Tool – Some MHAs said the plan should be improved so it could attract younger candidates.

Summary

The 2026 MCRC notes the MHA pension plan was historically very generous as it provided for an MHA with 17 years of service to access a pension equal to 75% of average salary. However, the 2026 MCRC notes the level of benefits accruing under the MHA pension plan has diminished considerably over time.

Based on the current formula, if an MHA accumulates 17 years of service, their pension would be equal to 42.5% of the average of their best three years of salary. The 2026 MCRC notes this is an exceptionally rare occurrence. In reality, the average accumulated service is eight to nine years resulting in a pension of about 20% to 22.5% of their average of their best three years of salary.

After reviewing the benefits of the MHA pension plan, the comparison with other provincial pension plans, the MHA pension plan membership, the jurisdictional comparison, public opinion and MHA views, the 2026 MCRC recommends the 2024 MCRC recommendations remain unchanged.

All MHAs are entitled to a pension based on the plan provisions in place at the time of their election.

The 2016 MCRC recommendations and the subsequent legislative amendment resulted in 11 MHAs who, when they sought elected office, anticipated their compensation would include a pension based on the provisions in place when they chose to run, only to have that promise varied two years into their first term.

Like the 2024 MCRC, the 2026 MCRC believes this treatment is unjust and inconsistent with past practice.

To evaluate a possible remedy, the 2026 MCRC asked Eckler Ltd, the Province's consulting actuary, to estimate the financial impact on the plan of reversing this change for those MHAs first elected on November 30, 2015 and providing benefits under the *Members of the House of Assembly Retiring Allowances Act* at the same level as those available immediately prior to that election.⁸⁵

Specifically, the benefit rate would revert back to 3.5% from 2.5% of earnings, and benefits would be payable from age 55 rather than age 60 but only for those MHAs first elected on November 30, 2015. The actuary estimated the change would increase the accrued benefit obligation on March 31, 2026 by \$2.07 million and the current service cost of benefits accruing in the first year following the valuation by \$131,000.⁸⁶ This change would only impact liabilities under the supplementary employee retirement plan as it relates to benefit accrual above 2% and unreduced early retirement at age 55.

85 The Eckler Ltd. memo costing the benefit change under the Members of the House of Assembly Retiring Allowances Act is attached as Appendix F.

86 Ibid.

To put this in context, the consulting actuary's preliminary estimate of the accrued benefit obligation of the MHA pension plan as of March 31, 2026 is \$95 million.⁸⁷ Reversing the change as proposed for the 11 affected MHAs would increase this accrued benefit obligation by 2.2% and the annual cost of benefits accruing by 17.5%.

On an individual basis, implementing this change for the 11 MHAs would significantly impact their accrued pension. Based on years passed since 2015, an MHA's annual pension based on 3.5% accrual and earnings of \$95,327 would be \$9,533 higher than under the 2.5% formula. However, this amount would be consistent with the pension promise in place when these MHAs chose to run in the 2015 election.

In addition to the 11 MHAs affected by the 2016 MCRC recommendations, nine former MHAs first elected on November 30, 2015 did not vest in the pension plan, having been defeated in a subsequent election. If re-elected, they too would be subject to the provisions applicable when first elected, as normally provided under section 19 of the *Members of the House of Assembly Retiring Allowances Act*.⁸⁸

Recommendations

The 2026 MCRC recommends:

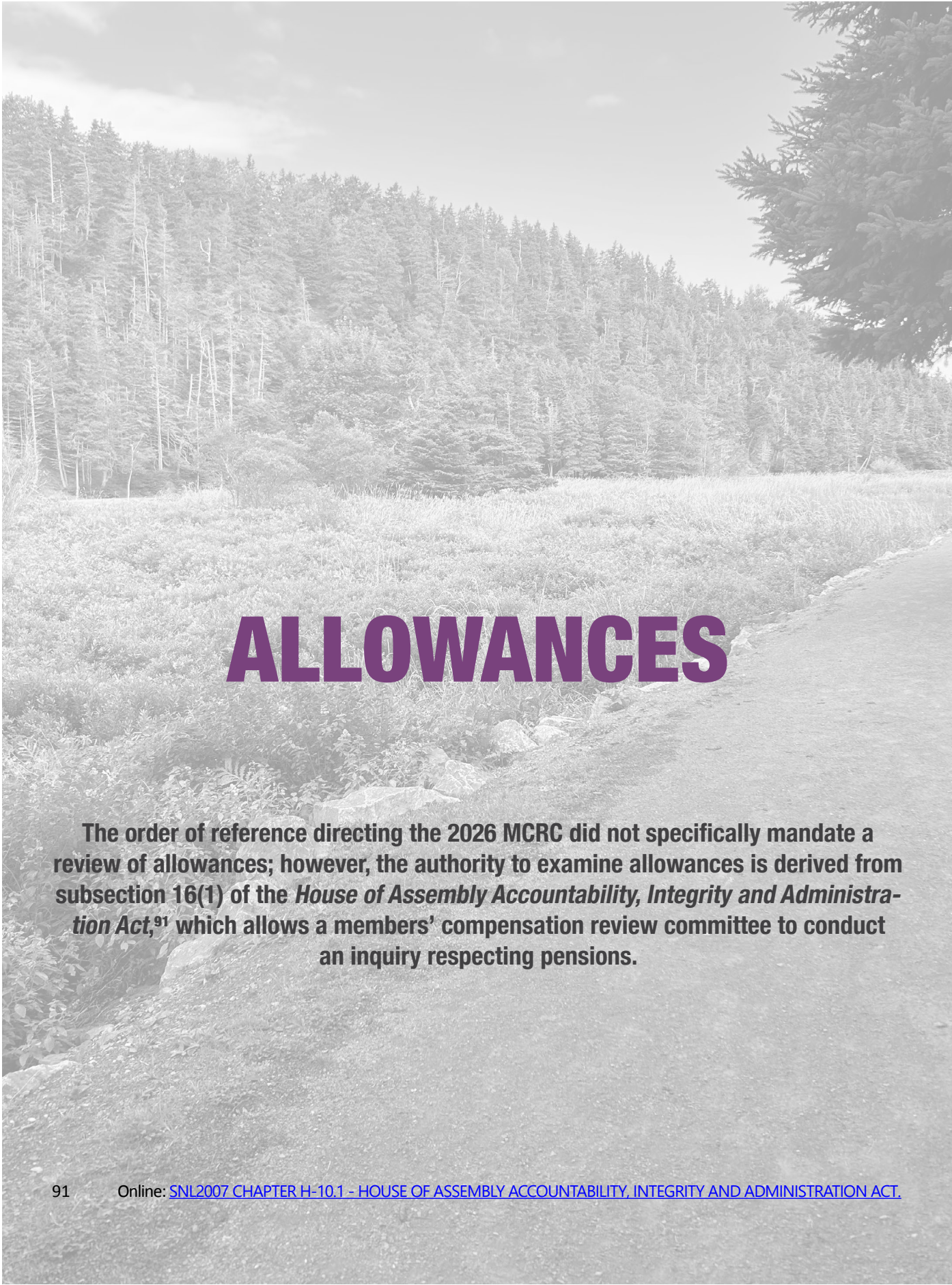
- Continue pension provisions for MHAs elected after the November 30, 2015 general election;⁸⁹ and
- Amend the Members of the House of Assembly Retiring Allowances Act, with retroactive effect, to provide the pension benefit accrual rate and retirement eligibility under the MHA pension plan as it existed on November 30, 2015 for all MHAs elected for the first time on November 30, 2015 to the pension benefit accrual rate and retirement eligibility that existed on November 30, 2015.⁹⁰

87 Pooled Pension Fund - Accounting Disclosures at March 31, 2026 as provided by Pensions Division, of the Treasury Board Secretariat.

88 Online: [SNL2005 CHAPTER M-6.1 - MEMBERS OF THE HOUSE OF ASSEMBLY RETIRING ALLOWANCES ACT](#).

89 The 2026 recommendation makes an editorial revision to Recommendation 15 in the 2024 MCRC Report.

90 The 2026 recommendation is the same as Recommendation 16 in the 2024 MCRC Report.



ALLOWANCES

The order of reference directing the 2026 MCRC did not specifically mandate a review of allowances; however, the authority to examine allowances is derived from subsection 16(1) of the *House of Assembly Accountability, Integrity and Administration Act*,⁹¹ which allows a members' compensation review committee to conduct an inquiry respecting pensions.

Background

Over the past 10 fiscal years, an average of \$1.3 million annually⁹² or approximately 8% of the House of Assembly's annual budget is spent on MHAs' allowances and expenses. These are the expenditures of all MHAs associated with attending to their duties in the House of Assembly and attending to their constituents.

The rules governing these allowances and expenses are prescribed in the *Members' Resources and Allowances Rules* (the Rules) which is subordinate legislation to the *House of Assembly Accountability, Integrity and Administration Act*. The purpose⁹³ of these Rules is to:

1. provide resources to members to assist them to fulfill their public duties and responsibilities as members of the House, for the benefit of the residents of the province;
2. promote accountability in, and transparency with respect to, the expenditure of public funds; and
3. facilitate public understanding of the use of public funds in fulfillment of members' obligations.

The Rules stipulate four categories of Allowances:

1. Operational Resources
2. Office Allowances
 - a. Accommodations
 - b. Rental of Short-term Accommodations
 - c. Office Start-up Costs
 - d. Office Operations
3. Travel and Living Allowances
 - a. House in session (HIS)
 - b. House not in session (HNIS)
 - c. Intra- and Extra-Constituency Travel (I&E)
 - d. Helicopter allowance
4. Constituency allowances

92 This ranges from \$0.98 million in 2020-21 (Covid-19 pandemic year) to a high of \$1.5 million in 2016-17.

93 Online: [CNLR PART II RECORDS AND DISCLOSURE](#).

The purpose, structure and funding allocations of the allowances have not changed since the 2024 MCRC review. The 2024 MCRC made 14 recommendations regarding allowances outlined below, none of which were implemented before the end of the 50th General Assembly:

- Reimburse all MHA mileage claims at the Treasury Board Secretariat designated rate, provided the designated rate is not greater than the basic reasonable per-kilometre allowance permitted by the Canada Revenue Agency (CRA), in which case the Canadian Revenue Agency basic rate should be used;
- Remove the restriction on claiming mileage within the 60-kilometre commuting zone by MHAs from outside this zone;
- Remove the prohibition on claiming parking expenses on MHAs' private vehicles when availing of rental vehicles under the intra- and extra-constituency allowance;
- Provide all districts in the capital region as well as the districts of Corner Brook, Harbour Grace - Port de Grave and Labrador West the option to avail of the \$200/month vehicle allowance;
- Provide authority to the Management Commission, in the *Members' Resources and Allowances Rules*, to designate in extraordinary circumstances that travel and living expenses may be considered an extra-constituency expense and charged against the intra- and extra-constituency allowance;
- Adopt the Treasury Board Secretariat meal rates as the per diem meal rates for MHAs;
- Continue to prorate the eligibility to claim meal expenses in accordance with the Treasury Board policy;
- Continue the prohibition on claiming meal expenses while on travel status, where meal expenses are included as part of another reimbursable item;
- Reimburse MHAs staying in commercial accommodations without cooking facilities in the capital region when travelling on House-in-session or House-not-in-session status the reasonable expense of meals, exclusive of the purchase of alcoholic beverages, based on a combination of receipts and per diem charges, as appropriate, to a maximum of \$75 (HST included) daily;
- Allow MHAs on approved international travel to claim meal per diems as stipulated in the federal Treasury Board's Travel Directive⁹⁴ without seeking further approval;
- Provide for MHAs on travel status outside the province to claim a combination of receipted meal purchases and per diems, as appropriate, to a maximum of \$100 (Canadian HST included) per day;
- Eliminate the existing office operations allowance, constituency allowance and office start-up allowance;
- Establish a new office and constituency operations allowance in accordance with the following:

94 Online: [Travel Directive Appendix D | National Joint Council](#).

- a. Provide a funding allocation of \$15,000 (HST included), consisting of the \$12,000 (HST included) from the office operations allowance and the \$3,000 (HST included) from the constituency allowance;
 - b. State eligible expenses in broad categories, allowing purchasing of the normal goods and services in reasonable quantities generally required to operate the office and the constituency;
 - c. Continue the established prohibitions on donations, sponsorships, use of funding for political purposes and purchases of gifts, personal items, alcohol and cannabis, except for the prohibition on meals in eating establishments, which should be removed;
 - d. Add the expensing of meals in eating establishments for the purpose of conducting constituency-related meetings as an eligible expense;
 - e. Clarify that, for events for which the MHA provides hospitality, the MHA may attend either in-person or virtually, providing that the virtual attendance is interactive;
 - f. Require the Management Commission to issue a document providing guidance regarding normal office and constituency expenses and what constitutes reasonable quantities;
 - g. Continue the Management Commission's authority to issue directives regarding the use of the allowance; and
 - h. Require the audit committee of the Management Commission to review the nature of purchases of this allowance on an annual basis and make recommendations to the Management Commission regarding MHAs' use of the allowance; and
- Amend the *Members' Resources and Allowances Rules* respecting constituency offices to be operated in government-owned/leased space, if available, to exclude Confederation Building Complex from government-owned/leased space.

Since 2024, the Management Commission has not issued any Rule Directives that would modify the Rules. Therefore, the detailed description of the allowances contained in the *2024 MCRC Report* (pages 85-116)⁹⁵ remains current. Guidelines for the allowances are also described in the *Members' Guide to Resources & Allowances* which is available online.⁹⁶

95 Online: [2024 MCRC Report](#).

96 Online: [Members' Guide to Resources & Allowances](#).

Analysis

To determine whether the allowances were fair, reasonable and relevant, the 2026 MCRC analysis followed a similar process to that of the 2024 MCRC review:

1. Examination of each category of allowance in terms of funding allocated, and eligible expenses;
2. Examination of the 14 recommendations (i.e., recommendations 17 to 30 inclusive) from the *2024 MCRC Report* to determine whether they were still relevant; and
3. Consideration of the issues and concerns expressed during the consultation process, specifically:
 - a. the kilometric rate for private vehicle usage;
 - b. the 60-kilometre restriction;
 - c. the meal per diem rates;
 - d. caucus travel;
 - e. lengthy tendering process;
 - f. complexity of the claims process;
 - g. out-of-pocket costs; and
 - h. ineligibility of donations.

The analysis was informed by expenditure data between fiscal 2016-17, the first full year of the current electoral district structure to fiscal 2025-26, the latest period for which a full year of data is available.

This expenditure data covered:

- four General Assemblies: the 48th, the 49th, the 50th and the 51st (which is currently in progress);
- 80 MHAs who served in one or more of the above listed general assemblies; and
- 40 districts, of which 38 had representation from more than one MHA over the period.

Consequently, the information provided by the transaction data represents a varied set of circumstances.

The analysis was further informed by reviewing *Rebuilding Confidence: Report of the Review Commission on Constituency Allowances and Related Matters*⁹⁷ (the *Green Report*), particularly Chapter 10, regarding the policy principles underpinning the Rules, the *Ministerial Expense Reimbursement Policy*⁹⁸ of the Government of Newfoundland and Labrador, and Treasury Board policies regarding meals and travel. Jurisdictional information was studied where relevant and available, noting that each provincial and territorial allowance regime has developed to meet the circumstances of those jurisdictions and can be difficult to compare.

97 Online: [Government of Newfoundland and Labrador - Green Report](#) (2007).

98 Online: [Ministerial Expense Reimbursement Policy](#).

1. Review of overall allowance categories and expenditures

A review of the expenditures made against each allowance component over the last 10 years shows that the types of expenditures and patterns of usage have remained remarkably consistent over time and changes in district representation. There are a few situations where an MHA has used all funding available of a specific allowance in a fiscal year, but these are rare. Therefore, the 2026 MCRC concluded that the allowance regime continues to be relevant and adequate in serving many of the requirements of MHAs. An overview of each allowance and analysis of average expenditures is provided in Appendix G.

2. 2024 MCRC recommendations

The 2026 MCRC re-examined the 2024 MCRC analysis leading to the allowance recommendations in concert with concerns and issues raised during the 2026 MCRC consultations. The 2026 MCRC concluded that these recommendations remain valid and should form the basis of the 2026 MCRC recommendations regarding allowances.

3. 2026 MCRC consultations

There were eight issues regarding allowances raised during the consultations, with the kilometric rate, 60 km rule and the meal per diems again proving to be the most problematic.

3.1 Kilometric rate

Many MHAs indicated that the kilometric rate was insufficient considering the cost of gas and the impact of wear and tear on their personal vehicles due to a great number of kilometres incurred, particularly affecting MHAs representing the rural districts. Currently they receive the designated rate in the Treasury Board *Automobile Reimbursement Rates for Using a Private Vehicle at Work Policy*⁹⁹ for the first 9,000 kms travelled and the basic rate thereafter. As of August 2026, the designated rate is 57.13¢/km and the basic rate is 43.23¢/km.

The 2024 MCRC recommended (recommendation 17) that all MHA mileage claims be reimbursed at the Treasury Board policy's designated rate. This would provide slightly higher compensation to address wear and tear on vehicles as well as reduce the administration burden of tracking the kilometres travelled. MHAs said if implemented, this change would help address their concerns.

Kilometric rate charges (aka mileage) make up approximately 16% of HIS expenditures, 25% of HNIS travel and 56% of I&E travel; therefore, any changes to the kilometric rates will affect the expenditures for these allowances.

3.2 60 km rule

MHAs also raised the application of the 60 km commuting zone to HIS and HNIS travel to those outside the commuting zone as an issue. The 2024 MCRC recommended (recommendation 18) that this restriction be removed noting that such a restriction didn't apply to MHAs travelling via air travel and taxis or rental cars. Implementation of this recommendation would address this issue.

99 Online: [Automobile Reimbursement Rates for Using a Private Vehicle at Work - Treasury Board Secretariat](#).

3.3 Meal per diems

Almost all MHAs raised concerns about the adequacy of the meal per diems. Current meal per diems provide \$43.86 per day (tax excluded) allocated as follows: \$8.77 for breakfast, \$13.16 for lunch and \$21.93 for dinner. These amounts have not changed in more than 20 years. The per diem is prorated for part days and cannot be claimed for a meal if attending an event for which that meal is provided.

The 2024 MCRC recommendations 22, 23, and 24 addressed meal per diems for intra-provincial travel. This would essentially tie the per diem rates to those set by Treasury Board and continue the existing policy to prorate meal claims for part-day travel and disallow claims for meals provided under another expense (e.g. meals provided as part of a conference). Current Treasury Board policy provides \$52.16 a day allocated as follows: \$9.60 for breakfast, \$16.80 for lunch and \$26.04 for dinner. By tying the meal per diems to the Treasury Board rates, the per diems will change when that policy changes and does not require an amendment to the Rules.

The 2024 MCRC recommendation 25 proposed that MHAs staying in commercial (i.e., temporary) accommodations may expense up to \$75 daily for meals charged against HIS and HNIS allowances using a combination of receipts and per diems for those using temporary accommodations without cooking facilities. This recognized that MHAs staying in hotels are required to purchase their meals and the per diems are inadequate when all meals must be purchased over a significant period of time.

The 2026 MCRC acknowledges that even at \$75, there may be challenges in covering the entire cost of meals in a day. As stated in the *Green Report*,¹⁰⁰ meal allowances are intended to contribute to the cost of meals:

With respect to meals, there should also be a daily maximum that can be claimed. The amount should be set artificially at an amount lower than what would be reasonably necessary to pay the full costs of daily meals. This is because a Member living at home would have some costs related to meals. By eating out, those costs are saved.

During consultations, MHAs pointed out that quite often cooking facilities in temporary accommodations are minimal and not conducive to preparing meals. Following further consideration, the constraint concerning cooking facilities will be removed from the 2026 MCRC recommendation.

Meals are approximately 18% of HIS expenditures, 15% of HNIS expenditures, and 16% of I&E expenditures; therefore, changes to meal per diems will increase expenditures for these allowances.

3.4 Caucus travel

During the 2026 MCRC consultations, concerns were expressed about having to pay out of pocket for expenses associated with attendance at caucus meetings.

100 Online: [Government of Newfoundland and Labrador - Green Report, p.10-38](#).

A caucus is a group made up of members of the legislature who belong to the same political party. Caucuses meet in private to discuss matters before the legislature and determine how they will approach them as well as political strategy. Consequently, they have a legislative role as well as a political role. While these meetings usually occur when the House is sitting, they can be required at any time.

The Rules provide funding for travel and living allowances for MHAs in their roles as a legislator and as the representative for their district. They do not provide funding for MHAs as a member of a caucus.

The Caucus Funding Policy specifies the funding formula for caucuses while the Caucus Operational Funding Grants Policy provides guidance regarding eligibility of caucus expenses and accountability in managing the grant. These policies¹⁰¹ are determined by the Management Commission. While travel is an eligible expense, it is intended for incidental travel and is not sufficient to support all members of the caucus travelling to a meeting.

Participation in caucus is part of the role of an MHA. Consequently, it is reasonable to expect that MHAs be provided funding to undertake their duties as a member of caucus. As previously stated, caucuses usually meet when the House is sitting so there are no additional costs involved. However, it may be necessary for caucuses to meet outside the two major sitting sessions of the House.

Therefore, it is appropriate that twice per fiscal year, MHAs should be able to claim travel and living expenses to attend a caucus meeting where the meeting is in relation to their legislative responsibilities, but not political matters. The travel and living costs should be expensed to the HNIS. Meals and accommodation should be expensed in accordance with the established policies.

Travel should be expensed as a return trip by the most economical means to and from the caucus meeting location and in accordance with the travel funding policies for HNIS travel. The meeting location may require HNIS travel to be made available to those MHAs who would not normally be eligible. These trips should not count toward the 20 allotted annual HNIS trips allotted to MHAs.

The caucus chair should be responsible for advising the Clerk and the Chief Financial Officer of the House of Assembly of the location and dates of the caucus meeting to provide the authorization for MHAs to charge these expenses.

3.5 Adequacy of the office operations allowance

While generally there were no concerns with this allowance, several MHAs did indicate that increasing costs of printing and distributing newsletters was putting pressure on available funds. Corporate and Members Services noted that increasing cost of printer cartridges is also putting pressure on the available funds in this allowance.

The 2024 MCRC recommendations 28 and 29 proposed combining the constituency allowance with the office operations allowance. As purchases must be funded from a single allowance and transfers between allowances are not permitted, the single combined allowance should help MHAs maximize the funds available and provide greater flexibility for MHAs with their constituency operating expenses.

101 Please see Online: [CaucusFundingPolicy.pdf](#) and [CaucusOperationalFundingGrantsPolicy.pdf](#).

An analysis of the combined constituency allowance and the office operations allowance over the past ten years shows that the average spending at approximately \$6,200 annually of each \$13,044 allocation and with only seven instances where MHAs spent more than 95% of the combined allowance. Consequently, at this time the combined allowance should be adequate to address the funding pressures.

3.6 Complexity of the claims process

Several MHAs indicated they found the claims process complex and cumbersome. It was unclear whether this was due to the complexity of government's financial system or the complexity of the Rules. The 2026 MCRC acknowledges both are complex, but additional training available from Corporate and Members Services may help address these concerns.

3.7 Lengthy tendering process

One MHA expressed frustration with the length of time it takes to establish a constituency office through the tendering process. The public tendering process is not within the 2026 MCRC mandate. While the MHA's frustration is understandable, outside of public tendering the only other option is to dispense with a tendering process and engage in sole source procurement. This would be inconsistent with the accountability and transparency provisions of the allowance regime. The House does attempt to secure short-term temporary rental space, should it be appropriate and available, while the tender process is ongoing.

3.8 Out-of-pocket costs and ineligibility of donations

Several MHAs addressed the prohibition on donations, and the personal costs of out-of-pocket expenses incurred attending events in the community (e.g. raffle tickets). These matters were also raised in 2024.

The *Green Report* states on page 10-46:¹⁰²

.... I do not believe it to be appropriate to claim expenditures relating to donations or financial assistance to groups or individuals against an MHA's constituency allowance. This was perhaps the most controversial issue that presented itself concerning the scope of the constituency allowance. Strongly held views were expressed by MHAs both in favour of and in opposition to the practice of spending public money in this way.

Chapter 10 of the *Green Report* lays out the policy arguments for the prohibitions on donations and sponsorships which underlies the legislation. Newfoundland and Labrador is not unique with these prohibitions as most other Canadian jurisdictions have similar prohibitions.

102 Online: [Government of Newfoundland and Labrador - Green Report](#).

Summary

On average, approximately \$1.3 million is spent annually on MHA allowances. This includes the MHAs' travel and living expenses to attend the House of Assembly and travel around their constituencies, lease costs of constituency offices not located in government buildings, the cost of providing office furniture and equipment to the constituency offices, and the cost of operating these offices as well as the costs associated with serving a constituency.

Expenditures charged against these allowances are subject to a rigorous accountability regime and audited extensively and information regarding these expenses is readily available on the House of Assembly's website.

The 2024 MCRC found the allowances were appropriate in meeting MHAs' needs and no new allowance types were needed. It made 14 recommendations to address the concerns and facilitate the needs of MHAs without compromising the accountability regime, which were not implemented before the dissolution of the 50th General Assembly.

During the 2026 MCRC consultation process, many of the concerns raised in 2024 were reiterated. MHAs said the 2024 MCRC recommendations, if implemented, would have addressed their issues. All the 2024 MCRC recommendations have been brought forward to the *2026 MCRC Report*.

In the 2026 consultations, some MHAs raised the issue of the inability to be reimbursed for travel and living expenses to attend caucus meetings. The 2026 MCRC examined this issue and made a recommendation to address this issue in the 2026 MCRC recommendations.

The 2026 MCRC is satisfied that its recommendations will enhance the allowances to better meet the current needs of MHAs while upholding the principles of sufficiency, accountability and transparency espoused in the purpose of the Rules.

The 2026 MCRC notes the subject matter of the 2024 MCRC recommendations 19, 20, 21, 26, 27 and 30 were not raised during the 2026 consultation process. The MCRC found in its review that they are still relevant and so they are again included in the 2026 MCRC recommendations.

Recommendations

The 2026 MCRC makes the following recommendations:

- Reimburse all MHA mileage claims at the Treasury Board designated rate, provided the designated rate is not greater than the basic reasonable per-kilometre allowance permitted by the Canada Revenue Agency, in which case the Canadian Revenue Agency basic rate should be used;¹⁰³

103 The 2026 MCRC makes editorial revisions to Recommendation 17 of the 2024 MCRC Report.

- Remove the restriction on claiming mileage within the 60-kilometre commuting zone by MHAs from outside this zone for House in session and House not in session travel;¹⁰⁴
- Remove the prohibition on claiming parking expenses on MHAs' private vehicles when availing of rental vehicles under the intra- and extra-constituency allowance;¹⁰⁵
- Provide all districts in the capital region as well as the districts of Corner Brook, Harbour Grace – Port de Grave and Labrador West the option to avail of the \$200/month vehicle allowance;¹⁰⁶
- Provide authority to the Management Commission, in the *Members' Resources and Allowances Rules*, to designate in extraordinary circumstances that travel and living expenses may be considered an extra-constituency expense and charged against the intra- and extra-constituency allowance;¹⁰⁷
- Adopt the Treasury Board meal rates as the per diem meal rates for MHAs;¹⁰⁸
- Prorate the eligibility to claim meal expenses in accordance with the Treasury Board policy;¹⁰⁹
- Prohibit claiming meal expenses while on travel status, where meals are included as part of another reimbursable item;¹¹⁰
- Reimburse MHAs when travelling on House in session or House not in session status and staying in temporary accommodations the reasonable expense of meals, exclusive of the purchase of alcoholic beverages, based on a combination of receipts and per diem charges, as appropriate, to a maximum of \$75 (HST included) daily;¹¹¹
- Allow MHAs on approved international travel to claim meal per diems as stipulated in the federal Treasury Board's *Travel Directive* without seeking further approval;¹¹²
- Provide for MHAs on travel status outside the province but within Canada to claim a combination of receipted meal purchases and per diems, as appropriate, to a maximum of \$100 (Canadian HST included) per day;¹¹³

104 The 2026 MCRC clarifies that the application of Recommendation 18 in the 2024 MCRC Report is for House in session and House not in session travel.

105 The 2026 MCRC recommendation is the same as Recommendation 19 in the 2024 MCRC Report.

106 The 2026 MCRC recommendation is the same as Recommendation 20 in the 2024 MCRC Report.

107 The 2026 MCRC recommendation is the same as Recommendation 21 in the 2024 MCRC Report.

108 The 2026 MCRC makes an editorial revision to Recommendation 22 in the 2024 MCRC Report.

109 The 2026 MCRC recommendation modifies Recommendation 23 in the 2024 MCRC Report for clarity.

110 The 2026 MCRC recommendation modifies Recommendation 24 in the 2024 MCRC Report for clarity.

111 The 2026 MCRC recommendation removes the constraint concerning cooking facilities in Recommendation 25 in the 2024 MCRC Report.

112 The 2026 MCRC recommendation is the same as Recommendation 26 in the 2024 MCRC Report.

113 The 2026 MCRC recommendation modifies Recommendation 27 in the 2024 MCRC Report for clarity.

- Eliminate the Office Allowances – Office Start-up Costs;¹¹⁴
- Integrate the Constituency Allowance with the Office Allowances – Office Operations in accordance with the following:¹¹⁵
 - a. Provide a funding allocation of \$15,000 (HST included), consisting of the \$12,000 (HST included) from the office operations allowance and the \$3,000 (HST included) from the constituency allowance;
 - b. State eligible expenses in broad categories, allowing purchasing of the normal goods and services in reasonable quantities generally required to operate the office and the constituency;
 - c. Continue the established prohibitions on donations, sponsorships, use of funding for political purposes and purchases of gifts, personal items, alcohol and cannabis;
 - d. Add the expensing of meals in eating establishments for the purpose of conducting constituency-related meetings as an eligible expense;
 - e. Clarify that, for events for which the MHA provides hospitality, the MHA may attend either in-person or virtually, providing that the virtual attendance is interactive;
 - f. Require the Management Commission to issue a document providing guidance regarding normal office and constituency expenses and what constitutes reasonable quantities;
 - g. Continue the Management Commission’s authority to issue directives regarding the use of the allowance; and
 - h. Require the audit committee of the Management Commission to review the nature of purchases of this allowance on an annual basis and make recommendations to the Management Commission regarding MHAs’ use of the allowance;
- Allow MHAs to claim travel and living expenses to attend a caucus meeting twice per year, subject to:¹¹⁶
 - a. The travel and living expenses will be charged as House not in session expenditures;
 - b. Meals and accommodation will be expensed in accordance with the established policies;

114 The 2026 MCRC clarifies the allowance to be eliminated in Recommendation 28 in the 2024 MCRC Report.

115 The 2026 MCRC clarifies Recommendation 29 of the 2024 MCRC Report of the intent to maintain the heading of Office Allowances-Office Operations and eliminate the Constituency Allowance. The 2026 MCRC also clarifies Recommendation 29.

116 The 2026 MCRC makes a new recommendation to provide funding to attend caucus meetings.

- c. Travel shall be expensed as a return trip by the most economical means to and from the caucus meeting location and in accordance with the travel funding policies for House not in session travel. The meeting location may necessitate that House not in session travel be made available to those MHAs who would not normally be eligible;
 - d. These trips will not count toward the MHAs allotted House not in session trips;
 - e. The caucus chair must advise the Clerk and the Chief Financial Officer of the House of Assembly of the location and dates of the caucus meeting which will provide the authorization for MHAs to charge these expenses; and
 - f. The meeting travel must be related to the MHAs legislative responsibilities and not political matters; and
- Amend the *Members' Resources and Allowances Rules* respecting constituency offices to be operated in government-owned/leased space, if available, to exclude Confederation Building Complex from government owned/leased space.¹¹⁷

117 The 2026 MCRC recommendation is the same as Recommendation 30 in the 2024 MCRC Report.

A grayscale photograph of a forested hillside. In the foreground, a dirt path leads from the bottom right towards the center. To the left of the path, there is a rocky, grassy embankment. The middle ground is filled with a dense field of tall grass or reeds. In the background, a steep hillside is covered with a thick forest of tall, thin trees, likely evergreens. The sky is visible at the top, showing some clouds. Overlaid on the center of the image is the text "IMPLEMENTATION DATE" in a bold, purple, sans-serif font.

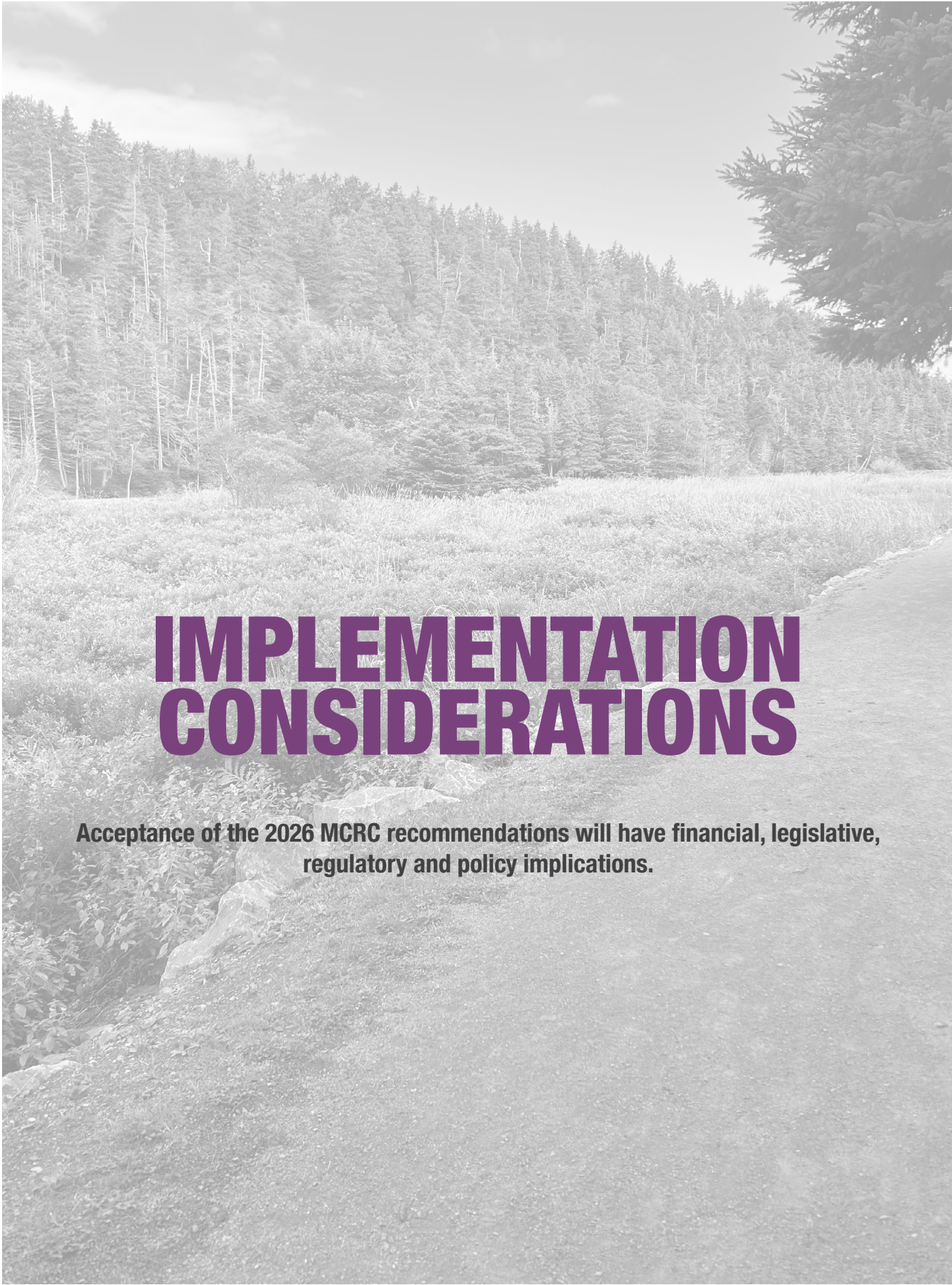
IMPLEMENTATION DATE

Recommendation

The 2026 MCRC makes the following recommendation:

- Bring into force the recommendations as follows:
 - a. Salaries April 1, 2027;
 - b. Salary adjustment formula July 1, 2027; and
 - c. Allowances on a date to be determined by the Management Commission on the advice of the Clerk and the Chief Financial Officer of the House of Assembly.¹¹⁸

118 The 2026 MCRC recommendation removes severance and revises the commencement date of Recommendation 31 in the 2024 MCRC Report.



IMPLEMENTATION CONSIDERATIONS

Acceptance of the 2026 MCRC recommendations will have financial, legislative, regulatory and policy implications.

Financial Implications

Amounts provided in the table are approximate and based on best estimates available at time of writing.

Recommendation	Financial Implication	Comments
Salary increase of \$21,643 for each of the 40 MHAs	\$865,720	This would require an increase in the Legislature's budget. See Appendix H for details.
Increases to the current additional-salary positions specified in section 12 of HOAAIA	\$53,200	This would require an increase in the Legislature's budget. See Appendix H for details.
Government's share of pension contributions on salary increases	\$92,000	This would require an increase in budgetary allocations for Government's matching share of pension contributions. See Appendix H for details.
Cost of adding additional-salary positions in section 12 of HOAAIA	\$103,000	This would require an increase in the Legislature's budget. See Appendix H for details.
Provision for payment of committee and Management Commission per diems	\$20,800	This would require an increase in the Legislature's budget. The basis for this estimate is provided in Appendix H.
Increase in the accrued pension benefit obligation to reinstate the benefits for MHAs first elected on November 30, 2015	\$2,070,000	This is a past service cost and would need to be expensed immediately upon implementation. See Appendix F for the actuarial information supporting this cost.
Increase in the annual current service cost associated with the reinstatement of benefits for those first elected on November 30, 2015	\$131,000	This is an increase in the current service cost associated with the improvement in benefits to be earned in the future compared to the current benefit structure. See Appendix F for details.
Increase in the accrued benefit obligation because of the recommended increase in MHA annual salary to \$117,000 and the other increases in compensation for additional-salary positions	$\$436,000 + 78,000 =$ \$514,000	This increase in salary would be accounted for as an actuarial loss in the next valuation. The change in the obligation would be amortized over 4 years into the pension expense in the Consolidated Fund; an estimated annual expense of \$140,000. See Appendix F for details.

Recommendation	Financial Implication	Comments
Increase in the annual current service cost because of the recommended increase in MHA annual salary and the other increases in salary for additional-salary positions.	$\$63,000 + 11,300 =$ \$74,300	The increase in the current service cost will be offset by the MHAs' contribution to the plan of \$77,900. See Appendix F for details.
Allowances	\$173,820	This would be an increase in expenditures but would not require an increase in the Legislature's budget based on the flex currently available in the existing budget for allowances. The basis of this estimate is contained in Appendix I

Legislative Implications

The *House of Assembly Accountability, Integrity and Administration Act* will require amendments to:

- Increase the MHA annual salary in section 11;
- Increase the salaries for the additional-salary positions specified in subsection 12(1);
- Add additional-salary positions to subsection 12(1);
- Provide for the payment of per diems for committee and Management Commission meetings;
- Add the salary adjustment formula;
- Add a provision to codify the current policy direction that should an MHA hold more than one additional-salary position, a ministerial position or committee membership at the same time, they are entitled to only one additional salary or per diem of the highest compensated position; and
- Bring into force the recommendations as follows:
 - a. Salaries April 1, 2027;
 - b. Salary adjustment formula July 1, 2027; and
 - c. Allowances on a date to be determined by the Management Commission on the advice of the Clerk and the Chief Financial Officer of the House of Assembly.

The *Members of the House of Assembly Retiring Allowances Act* will require an amendment to reinstate the pension benefit accrual rate and retirement eligibility under the MHA pension plan for MHAs first elected on November 30, 2015 as it was at the time of their election.

Regulatory Implications

The *Members' Resources and Allowances Rules* will require amendments to:

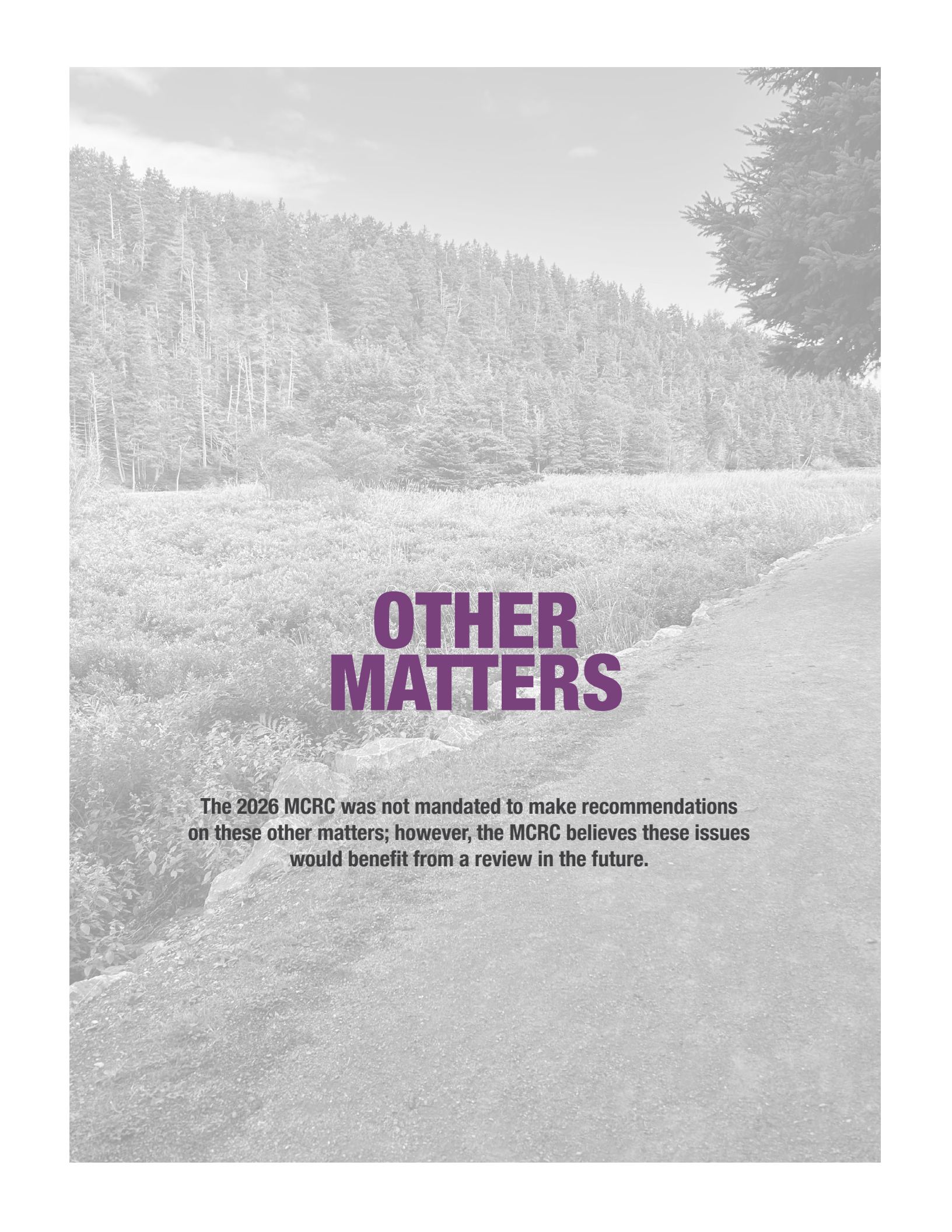
- Remove the restriction on an MHA claiming reimbursement for travel to and from the capital region within commuting distance of the Confederation Building Complex (the 60 km rule);
- Replace the specified meal rates with a reference to the Treasury Board policy;
- Allow MHAs when travelling on House in session or House not in session status and staying in temporary accommodations to claim a combination of per diem meals and receipt meals to a maximum of \$75, HST included, per day;
- Extend the \$200/month vehicle allowance to the districts of Harbour Grace-Port de Grave and Labrador West;
- Authorize the Management Commission to direct extraordinary travel to be expensed as an extra-constituency expense against the intra- and extra-constituency allowance;
- Eliminate the Office Allowances – Office Start-up Costs;
- Integrate the Constituency Allowance with the Office Allowances – Office Operations and specify the eligible and prohibited items to be expensed against this allowance;
- Allow expensing of travel and living costs for MHAs to attend up to two caucus meetings per year in accordance with the provisions set out in recommendation 26;
- Amend the Members' Resource and Allowance Rules respecting constituency offices to be operated in government-owned/leased space, if available, to exclude Confederation Building Complex from government-owned/leased space; and
- Amend *Schedule A* of the *Members' Resources and Allowances Rules* to reflect the increase to the Intra- and Extra-Constituency Allowance for each district because of increases in meal rates and mileage rates as specified in the following table:

Category	District Name	Density Index 2021	Current I&E (HST incl.)	Proposed I&E (HST incl.)
Category 1	St. John's Centre	1.8	\$5,600	\$5,900
	St. John's East-Quidi Vidi	1.8	\$5,600	\$5,900
	St. John's West	2.3	\$5,600	\$5,900
	Virginia Waters-Pleasantville	2.3	\$5,600	\$5,900
	Mount Pearl-Southlands	2.5	\$5,600	\$5,900
	Mount Pearl North	2.6	\$5,600	\$5,900
	Corner Brook	3	\$5,600	\$5,900
	Windsor Lake	3.1	\$5,600	\$5,900
	Waterford Valley	3.9	\$5,600	\$5,900
	Conception Bay South	4.6	\$5,600	\$5,900
	Mount Scio	4.6	\$5,600	\$5,900
	Topsail-Paradise	5.3	\$5,600	\$5,900
	Labrador West	5.4	\$5,600	\$5,900
	Cape St. Francis	8.5	\$5,600	\$5,900
	Harbour Grace - Port de Grave	9.3	\$5,600	\$5,900
Category 2	Gander	16.5	\$8,200	\$8,700
	Grand Falls-Windsor- Buchans	18.4	\$8,200	\$8,700
	Stephenville - Port au Port	20.8	\$8,200	\$8,700
	Harbour Main	22.5	\$8,200	\$8,700
	Humber - Bay of Islands	23.4	\$8,200	\$8,700
	Exploits	26.6	\$8,200	\$8,700
	Carbonear - Trinity - Bay de Verde	28.6	\$8,200	\$8,700
Category 3	Ferryland	33.1	\$12,200	\$13,700
	Lewisporte-Twillingate	48.1	\$12,200	\$13,700
	Lake Melville	48.3	\$12,200	\$13,700
	Burin - Grand Bank	48.6	\$12,200	\$13,700
	Bonavista	49.3	\$12,200	\$13,700
	Placentia-St. Mary's	51.1	\$12,200	\$13,700
	Terra Nova	51.4	\$12,200	\$13,700
	Humber - Gros Morne	69.3	\$12,200	\$13,700
	Fortune Bay - Cape La Hune	75.1	\$12,200	\$13,700
Category 4	Baie Verte - Green Bay	81.6	\$14,100	\$16,000
	St. George's - Humber	83.1	\$14,100	\$16,000
	Fogo Island - Cape Freels	88.9	\$14,100	\$16,000
	Placentia West - Bellevue	96.7	\$14,100	\$16,000
	St. Barbe - L'Anse aux Meadows	103.8	\$14,100	\$16,000
	Burgeo & LaPoile	126.8	\$14,100	\$16,000
Category 5	Conception Bay East - Bell Island	9.8	\$8,400	\$9,100
	Cartwright-L'Anse au Clair	155.6	\$26,800	\$29,200
	Torngat Mountains	234.9	\$20,700	\$20,800
TOTAL			\$391,700	\$427,800

Policy Implications

The following recommendations will require Management Commission direction to come into effect:

- The use of the designated kilometre rate under the *Treasury Board Policy Automobile Reimbursement Rates for Using a Private Vehicle at Work* for all private vehicle usage;
- Removal of the prohibition on claiming parking expenses on an MHA's private vehicle when availing of a rental vehicle under the intra- and extra-constituency allowance;
- The use of the federal Treasury Board's Travel Directive rates for claiming meals when on approved international travel; and
- The ability to claim a combination of meal per diems and receipted meals to a maximum of \$100 (Canadian) per day, HST included, when travelling outside the province.



OTHER MATTERS

The 2026 MCRC was not mandated to make recommendations on these other matters; however, the MCRC believes these issues would benefit from a review in the future.

During the 2026 consultation phase there were matters raised that the 2026 MCRC views as outside its mandate. While the 2026 MCRC does not consider it appropriate for an MCRC to make recommendations on these matters, the 2026 MCRC believes it to be prudent and useful to bring these matters to the attention of the Management Commission.

Voting on MHAs' compensation

The number one concern heard from MHAs was their discomfort in voting for their own pay raise in the House of Assembly.

Under the *House of Assembly Accountability, Integrity and Administration Act*, there is a requirement for a members' compensation review at least once during every general assembly. As a result, MHAs may be voting on compensation matters at least once during a general assembly as legislative changes are usually necessary to give effect to any recommendations.

Originally, recommendations arising from MCRC review process were intended to come into effect with the next general assembly:

Accordingly, the House should be required to appoint a review committee during a session of a General Assembly to review salaries, allowances, severance payments and pensions. The review committee should report to the House in time to enable it to respond to the recommendations in a subsequent session by amending the applicable legislation, and in time for the House of Assembly Management Commission to amend any applicable allowance rules to have an adjusted regime finalized before the next election. **To reduce the perceived influence of self-interest in the process of setting salaries and benefits, the new regime should only become effective following the new election.**¹¹⁹ (emphasis added)

This concept is not codified in legislation; in practice, the non-implementation of recommendations has resulted in deficiencies in the compensation and allowances for MHAs. Continuing to delay implementing recommendations until the next general assembly will only prolong an already challenging situation.

Canadian legislatures follow many different processes on how compensation is established; however, all processes were initially established by a vote of the legislature. Currently, except for Newfoundland and Labrador, Manitoba and Prince Edward Island, all other provinces and territories automatically increase compensation annually using a salary adjustment formula that was approved by the legislature or management board as appropriate for that jurisdiction.

Newfoundland and Labrador does not have a salary adjustment formula. Manitoba's salary adjustment formula is a binding recommendation from its commissioner for MLA Pay, Allowances and Retirement Benefits. Prince Edward Island's salary adjustments are determined by the Indemnity and Allowances Commission, a statutory office that annually reviews compensation and issues binding recommendations for any changes.

Regardless of the process followed, the legislature is master of its own House. Legislation can, and has been, approved by Canadian legislatures, including the Newfoundland and Labrador House of Assembly, to pause or repeal compensation provisions previously approved.

119 Online: [Government of Newfoundland and Labrador - Green Report](#), p. 9-47.

Impact of an MCRC review on the compensation for the Executive Council and parliamentary assistants/secretaries

Several MHAs raised compensation for members of the Executive Council and parliamentary assistants/secretaries during the 2026 consultations. The 2026 MCRC advised that this was outside the mandate of an MCRC and therefore any recommendations would not apply to these salaries.

In all Canadian jurisdictions except Newfoundland and Labrador, the salaries of the premier, ministers and parliamentary secretaries, parliamentary assistants and legislative assistants, as relevant to each jurisdiction, are codified in either legislation or management board directives and they are included in reviews of legislative compensation (Appendix J: Codification of Salaries). Therefore, any adjustments to compensation are applied to these positions as well.

In Newfoundland and Labrador, additional-salary positions in the legislature as codified in the *House of Assembly Accountability, Integrity and Administration Act* do not include the premier, ministers or parliamentary assistants/secretaries and the *Executive Council Act* is silent on tying compensation adjustments to these salaries.

Since 2024, however, all Canadian legislatures except for Newfoundland and Labrador have increased the salaries of all their elected officials, including those of Executive Council members and parliamentary assistants/secretaries. As can be seen in the following table, the premier, ministers and parliamentary assistants/secretaries of this province are the lowest paid in the country:

Jurisdiction	Premier		Minister		Parliamentary Secretary or Assistant	
	2024	2026	2024	2026	2024	2026
Alberta	\$65,244	\$68,881	\$60,468	\$63,838		
British Columbia	\$107,579	\$109,839	\$59,766	\$61,021	\$17,930	\$18,306
Manitoba	\$86,312	\$94,084	\$56,390	\$61,468	\$4,989	\$5,479
New Brunswick	\$93,126	\$96,900	\$62,022	\$64,536	NA	NA
Newfoundland & Labrador	\$65,168	\$65,168	\$48,665	\$48,664	\$0	\$0
Northwest Territories	\$93,856	\$104,099	\$67,269	\$74,611	NA	NA
Nova Scotia	\$101,545	\$118,063	\$49,047	\$64,515	NA	\$16,422
Nunavut	\$104,061	\$113,426	\$87,594	\$95,477	NA	NA
Ontario	\$92,424	\$129,477	\$49,301	\$69,065	\$16,667	\$23,348
Prince Edward Island	\$85,302	\$90,298	\$54,885	\$58,099	NA	NA
Quebec	\$138,354	\$153,694	\$98,825	\$109,781	\$26,353	\$29,275
Saskatchewan	\$77,375	\$82,509	\$54,164	\$57,758	\$15,828	\$16,878
Yukon	\$75,109	\$79,295	\$50,114	\$52,908	NA	NA

New Brunswick, Prince Edward Island, and the three territories do not have parliamentary secretaries. Nova Scotia created the position of legislative assistant in 2025.

Frequency of MCRC reviews

The *House of Assembly Accountability, Integrity and Administration Act* requires that at least once during each general assembly, the House of Assembly shall by resolution appoint a members' compensation review committee to conduct an inquiry and prepare a report respecting the salaries, allowances, severance and pensions to be paid to MHAs. The legislation does not specify when during the general assembly the review should be conducted.

The exact duration of a general assembly cannot be determined. Under the *Constitution Act, 1867*, the maximum duration of the House of Commons or a legislative assembly is five years. In Newfoundland and Labrador, a provision in the *House of Assembly Act* requires that a general election be held every four years and most general assemblies have a duration of four years. However, a provision in the legislation for a general election to be held on change in premier, dissolution due to loss of confidence or dissolution on the prerogative of the Crown can shorten the life of a general assembly.

This can make it difficult to determine the best time to conduct a review, particularly considering that funding may need to be appropriated in the budget and a resolution of the House is required to appoint the review committee, which limits the appointment to a time when the House is sitting.

In 2024, a MCRC review for the 50th General Assembly was conducted in accordance with the legislation; however, the 2024 MCRC recommendations were not advanced for approval by the legislature with the dissolution of the 50th General Assembly.

The legislation requires a review for the 51st General Assembly; thus, this exercise. If the 51st General Assembly runs its normal course, another compensation review will be required any time after October 2029.

If a fair and reasonable salary is established, if a salary adjustment process is in place and working, and if changes required to the allowance regime to keep it relevant are dealt with by the Management Commission on a timely basis, the necessity and efficacy of reviewing the entire regime every four years is debatable.

Of the Canadian jurisdictions that have legislated timeframes for reviewing members' compensation and benefits, four have provisions that allow for more time or flexibility between reviews:

Manitoba: Appoints a commissioner for MLA Pay, Allowances and Retirement Benefits after every general election. The commissioner remains in place for the duration of the general assembly. However, if a general election is held less than 42 months after the last general election, the management commission may defer the appointment of a commissioner until after the next general election.

Prince Edward Island: The speaker must appoint the Indemnity and Allowances Commission within 60 days after a general election. The commission stays in place for the duration of the general assembly. It must deliver its first report within 90 days of its appointment and thereafter can report on its own initiative or at the request of the speaker throughout the general assembly.

Yukon: The Members' Services Board of a new legislative assembly shall, following the board's appointment, decide whether the salaries and benefits of members should be reviewed and, if it is decided a review should take place, the board must establish a mandate for that review and make the appointment of a person or persons to conduct the review not later than six months after the polling day of the past general election.

Nunavut: After every second general election, the speaker shall, after consultation with the Management and Services Board, establish an independent commission to review and make recommendations to the speaker regarding the indemnities, allowances, expenses and benefits to be paid to the members of the legislative assembly and other related matters.

The fifth, Northwest Territories, requires a review to commence within 18 months after the polling day for a general election. However, the appointment of the review commission is made by the speaker on the recommendation of the Board of Management.

A grayscale photograph of a forest landscape. In the foreground, a dirt path leads from the bottom right towards the center. To the left of the path is a rocky, grassy area with some low-lying plants. In the middle ground, there is a field of tall grass or reeds. The background is a dense forest of tall, thin trees, possibly evergreens, covering a hillside. The sky is visible at the top, showing some clouds. The word "RECOMMENDATIONS" is overlaid in a bold, purple, sans-serif font across the middle of the image.

RECOMMENDATIONS

The 2026 MCRC makes the following recommendations:

Respecting salaries

1. Set the annual salary for an MHA, detailed in section 11 of the *House of Assembly Accountability, Integrity and Administration Act*, to \$117,000;
2. Set the salaries for the additional-salary positions, detailed in section 12 of the *House of Assembly Accountability, Integrity and Administration Act*, as follows:
 - a. speaker: \$61,000;
 - b. deputy speaker and chair of committees: \$25,000;
 - c. leader of the official opposition: \$61,000;
 - d. official opposition house leader: \$25,000;
 - e. leader of a third party: \$33,000;
 - f. third party house leader: \$15,000;
 - g. chair of the Public Accounts Committee: \$15,000; and
 - h. vice chair of the Public Accounts Committee: \$10,000;
3. Add the following additional-salary positions to section 12 of the *House of Assembly Accountability, Integrity and Administration Act*:
 - a. deputy chair of committees: \$15,000;
 - b. deputy opposition house leader: \$9,000;
 - c. government party whip: \$5,000;
 - d. official opposition party whip: \$5,000;
 - e. third party whip (if caucus is five or more MHAs): \$5,000;
 - f. government caucus chair: \$10,000;
 - g. official opposition caucus chair: \$10,000;
 - h. third party caucus chair (if caucus is five or more MHAs): \$10,000;
 - i. government house leader: \$25,000; and
 - j. deputy government house leader: \$9,000;
4. Amend the *House of Assembly Accountability, Integrity and Administration Act* to pay the chairs of committees of the House other than the Public Accounts Committee a \$200 per diem per meeting;
5. Amend the *House of Assembly Accountability, Integrity and Administration Act* to pay the members of the Management Commission and the committees of the House other than the vice chair of the Public Accounts Committee a \$150 per diem per meeting;
6. Amend the *House of Assembly Accountability, Integrity and Administration Act* to establish the maximum that can be received by an individual for meetings referenced in 4. and 5. above cannot exceed a combined total of \$5,000 in a fiscal year;

7. Amend the *House of Assembly Accountability, Integrity and Administration Act* to require that:
 - a. The committee per diem can be claimed by either the committee member or the substitute that attends the majority of the meeting;
 - b. Vice chairs, with the exception of the vice chair of the Public Accounts Committee, receive the committee per diem unless they substitute as chair for the majority of the meeting, in which case they should receive the committee chair per diem; and
 - c. Partial per diems are not permitted;
8. Amend the *House of Assembly Accountability, Integrity and Administration Act* that if an MHA holds an additional-salary position, a ministerial position or committee membership at the same time, they are entitled only to the additional salary or per diem of the highest compensated position;

Respecting salary-adjustment formula

9. Amend the *House of Assembly Accountability, Integrity and Administration Act*, commencing on July 1, 2027, to adjust annually, the MHA annual salary, additional-salary positions, committee per diems, and committee maximums by the percentage change in the consumer price index in Newfoundland and Labrador (*all items*) on December 31 of the previous calendar year to a maximum of the percentage increase provided in the executive pay plan for the current calendar year;

Respecting severance

10. Continue the 2024 transitional allowance policy for members that came into effect on April 1, 2024;

Respecting pensions

11. Continue pension provisions for MHAs elected after the November 30, 2015 general election;
12. Amend the *Members of the House of Assembly Retiring Allowances Act*, with retroactive effect, to provide the pension benefit accrual rate and retirement eligibility under the MHA pension plan as it existed on November 30, 2015 for all MHAs elected for the first time on November 30, 2015 to the pension benefit accrual rate and retirement eligibility that existed on November 30, 2015;

Respecting allowances

13. Reimburse all MHA mileage claims at the Treasury Board designated rate, provided the designated rate is not greater than the basic reasonable per-kilometre allowance permitted by the Canada Revenue Agency, in which case the Canadian Revenue Agency basic rate should be used;
14. Remove the restriction on claiming mileage within the 60-kilometre commuting zone by MHAs from outside this zone for House in session and House not in session travel;

15. Remove the prohibition on claiming parking expenses on MHAs' private vehicles when availing of rental vehicles under the intra- and extra-constituency allowance;
16. Provide all districts in the capital region as well as the districts of Corner Brook, Harbour Grace – Port de Grave and Labrador West the option to avail of the \$200/month vehicle allowance;
17. Provide authority to the Management Commission, in the *Members' Resources and Allowances Rules*, to designate in extraordinary circumstances that travel and living expenses may be considered an extra-constituency expense and charged against the intra- and extra-constituency allowance;
18. Adopt the Treasury Board meal rates as the per diem meal rates for MHAs;
19. Prorate the eligibility to claim meal expenses in accordance with the Treasury Board policy;
20. Prohibit claiming meal expenses while on travel status, where meals are included as part of another reimbursable item;
21. Reimburse MHAs when travelling on House in session or House not in session status and staying in temporary accommodations the reasonable expense of meals, exclusive of the purchase of alcoholic beverages, based on a combination of receipts and per diem charges, as appropriate, to a maximum of \$75 (HST included) daily;
22. Allow MHAs on approved international travel to claim meal per diems as stipulated in the federal Treasury Board's *Travel Directive* without seeking further approval;
23. Provide for MHAs on travel status outside the province but within Canada to claim a combination of receipted meal purchases and per diems, as appropriate, to a maximum of \$100 (Canadian HST included) per day;
24. Eliminate the Office Allowances – Office Start-up Costs;
25. Integrate the Constituency Allowance with the Office Allowances – Office Operations in accordance with the following:
 - a. Provide a funding allocation of \$15,000 (HST included), consisting of the \$12,000 (HST included) from the office operations allowance and the \$3,000 (HST included) from the constituency allowance;
 - b. State eligible expenses in broad categories, allowing purchasing of the normal goods and services in reasonable quantities generally required to operate the office and the constituency;
 - c. Continue the established prohibitions on donations, sponsorships, use of funding for political purposes and purchases of gifts, personal items, alcohol and cannabis;
 - d. Add the expensing of meals in eating establishments for the purpose of conducting constituency-related meetings as an eligible expense;
 - e. Clarify that, for events for which the MHA provides hospitality, the MHA may attend either in-person or virtually, providing that the virtual attendance is interactive;

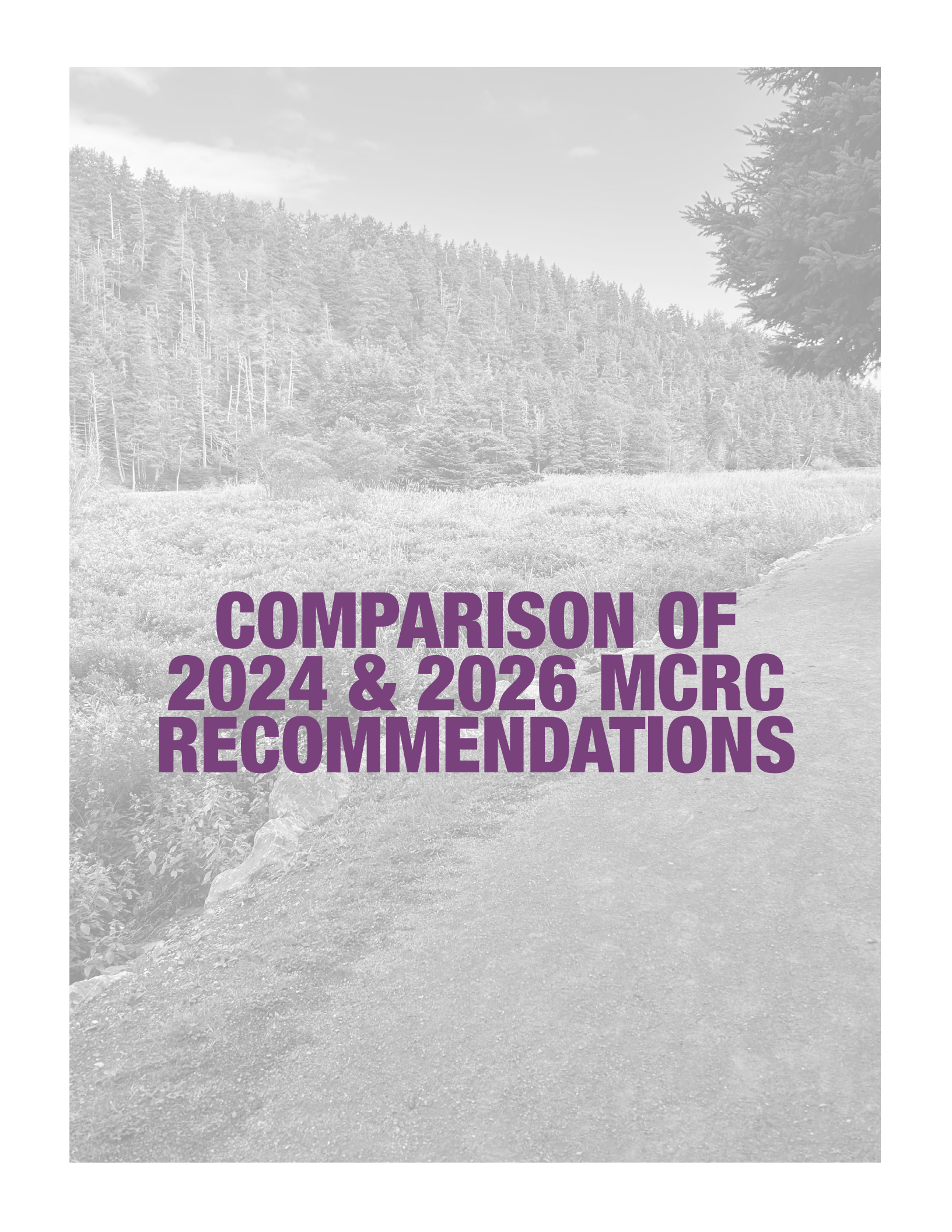
- f. Require the Management Commission to issue a document providing guidance regarding normal office and constituency expenses and what constitutes reasonable quantities;
 - g. Continue the Management Commission's authority to issue directives regarding the use of the allowance; and
 - h. Require the audit committee of the Management Commission to review the nature of purchases of this allowance on an annual basis and make recommendations to the Management Commission regarding MHAs' use of the allowance;
- 26. Allow MHAs to claim travel and living expenses to attend a caucus meeting twice per year, subject to:
 - a. The travel and living expenses will be charged as House not in session expenditures;
 - b. Meals and accommodation will be expensed in accordance with the established policies;
 - c. Travel shall be expensed as a return trip by the most economical means to and from the caucus meeting location and in accordance with the travel funding policies for House not in session travel. The meeting location may necessitate that House not in session travel be made available to those MHAs who would not normally be eligible;
 - d. These trips will not count toward the MHAs allotted House not in session trips;
 - e. The caucus chair must advise the Clerk and the Chief Financial Officer of the House of Assembly of the location and dates of the caucus meeting which will provide the authorization for MHAs to charge these expenses; and
 - f. The meeting travel must be related to the MHAs legislative responsibilities and not political matters;

Respecting other provisions

- 27. Amend the *Members' Resources and Allowances Rules* respecting constituency offices to be operated in government-owned/leased space, if available, to exclude Confederation Building Complex from government owned/leased space; and

Respecting commencement

- 28. Bring into force the recommendations as follows:
 - a. Salaries April 1, 2027;
 - b. Salary adjustment formula July 1, 2027; and
 - c. Allowances on a date to be determined by the Management Commission on the advice of the Clerk and the Chief Financial Officer of the House of Assembly.



COMPARISON OF 2024 & 2026 MCRC RECOMMENDATIONS

Respecting Salaries

2024 MCRC Recommendation	2026 MCRC Recommendation	Analysis
Set the annual salary for an MHA, detailed in section 11 of the <i>House of Assembly Accountability, Integrity and Administration Act</i> , to \$120,000.	Set the annual salary for an MHA, detailed in section 11 of the <i>House of Assembly Accountability, Integrity and Administration Act</i> , to \$117,000.	The 2026 recommendation reduces the annual salary in the 2024 recommendation.
Set the salaries for the additional-salary positions, detailed in section 12 of the <i>House of Assembly Accountability, Integrity and Administration Act</i> , as follows: a. speaker: \$55,000; b. deputy speaker and chair of committees: \$25,000; c. leader of the official opposition: \$55,000; d. official opposition house leader: \$25,000; e. leader of a third party: \$30,000; f. third party house leader: \$15,000; g. chair of the Public Accounts Committee: \$15,000; and h. vice chair of the Public Accounts Committee: \$10,000.	Set the salaries for the additional-salary positions, detailed in section 12 of the <i>House of Assembly Accountability, Integrity and Administration Act</i> , as follows: a. speaker: \$61,000; b. deputy speaker and chair of committees: \$25,000; c. leader of the official opposition: \$61,000; d. official opposition house leader: \$25,000; e. leader of a third party: \$33,000; f. third party house leader: \$15,000; g. chair of the Public Accounts Committee: \$15,000; and h. vice chair of the Public Accounts Committee: \$10,000.	The 2026 recommendation increases the 2024 salary recommendation for the speaker, leader of the official opposition and leader of a third party. The 2026 recommendation does not adjust the 2024 salary recommendation for the deputy speaker and chair of committees, official opposition house leader, third party house leader, chair of the Public Accounts Committee and vice chair of the Public Accounts Committee.

Add the following additional-salary positions to section 12 of the <i>House of Assembly Accountability, Integrity and Administration Act</i>: a. deputy chair of committees: \$15,000; b. deputy opposition house leader: \$9,000; c. government party whip: \$5,000; d. official opposition party whip: \$5,000; e. third party whip (if caucus is five or more MHAs): \$5,000; f. government caucus chair: \$5,000; g. official opposition caucus chair: \$5,000; h. third party caucus chair (if caucus is five or more MHAs): \$5,000; i. government house leader: \$25,000; and j. deputy government house leader: \$9,000.	Add the following additional-salary positions to section 12 of the <i>House of Assembly Accountability, Integrity and Administration Act</i>: a. deputy chair of committees: \$15,000; b. deputy opposition house leader: \$9,000; c. government party whip: \$5,000; d. official opposition party whip: \$5,000; e. third party whip (if caucus is five or more MHAs): \$5,000; f. government caucus chair: \$10,000; g. official opposition caucus chair: \$10,000; h. third party caucus chair (if caucus is five or more MHAs): \$10,000; i. government house leader: \$25,000; and j. deputy government house leader: \$9,000.	The 2026 recommendation increases the 2024 salary recommendation for the government caucus chair, official opposition caucus chair and third party caucus chair. The 2026 recommendation did not adjust the 2024 salary recommendation for the deputy chair of committees, deputy opposition house leader, government party whip, official opposition party whip, third party whip, government house leader and deputy government house leader.
Amend the <i>House of Assembly Accountability, Integrity and Administration Act</i> to pay the chairs of committees of the House other than the Public Accounts Committee a \$200 per diem per meeting for meetings held when the House is not in session.	Amend the <i>House of Assembly Accountability, Integrity and Administration Act</i> to pay the chairs of committees of the House, other than the Public Accounts Committee, a \$200 per diem per meeting.	The 2026 recommendation deletes the requirement for the meeting to be held when the House is not in session in the 2024 recommendation.
Amend the <i>House of Assembly Accountability, Integrity and Administration Act</i> to pay the members of the Management Commission and the committees of the House other than the vice chair of the Public Accounts Committee a \$150 per diem per meeting for meetings held when the House is not in session.	Amend the <i>House of Assembly Accountability, Integrity and Administration Act</i> to pay the members of the Management Commission and the committees of the House other than the vice chair of the Public Accounts Committee, a \$150 per meeting.	The 2026 recommendation deletes the requirement for the meeting to be held when the House is not in session in the 2024 recommendation.
Amend the <i>House of Assembly Accountability, Integrity and Administration Act</i> to establish the maximum that can be received for meetings referenced above cannot exceed a combined total of \$5,000 in a fiscal year.	Amend the <i>House of Assembly Accountability, Integrity and Administration Act</i> to establish the maximum that can be received by an individual for meetings referenced above cannot exceed a combined total of \$5,000 in a fiscal year.	The 2026 recommendation clarifies the 2024 recommendation.

	Amend the <i>House of Assembly Accountability, Integrity and Administration Act</i> to require that: a. The committee per diem can be claimed by either the committee member or the substitute that attends the majority of the meeting; b. Vice chairs, with the exception of the vice chair of the Public Accounts Committee, receive the committee per diem unless they substitute as chair for the majority of the meeting, in which case they should receive the committee chair per diem; and c. Partial per diems are not permitted.	A new 2026 recommendation clarifies the payment of committee per diems.
Amend the <i>House of Assembly Accountability, Integrity and Administration Act</i> that if an MHA holds an additional-salary position, a ministerial position or committee membership at the same time, they are entitled to only the additional salary or per diem of the highest compensated position.	Amend the <i>House of Assembly Accountability, Integrity and Administration Act</i> that if an MHA holds an additional-salary position, a ministerial position or committee membership at the same time, they are entitled only to the additional salary or per diem of the highest compensated position.	The 2026 recommendation is the same as the 2024 recommendation.

Respecting salary-adjustment formula

2024 MCRC Recommendation	2026 MCRC Recommendation	Analysis
Amend the <i>House of Assembly Accountability, Integrity and Administration Act</i> , commencing on July 1, 2025, to adjust the MHA annual salary, additional-salary positions and committee maximums by the percentage change in the consumer price index in Newfoundland and Labrador (<i>all items</i>) on December 31 of the previous calendar year to a maximum of the percentage increase provided in the executive pay plan for the current calendar year.	Amend the <i>House of Assembly Accountability, Integrity and Administration Act</i> , commencing on July 1, 2027, to adjust annually the MHA annual salary, additional-salary positions, committee per diems, and committee maximums by the percentage change in the consumer price index in Newfoundland and Labrador (<i>all items</i>) on December 31 of the previous calendar year to a maximum of the percentage increase provided in the executive pay plan for the current calendar year.	The 2026 recommendation changes the commencement date in the 2024 recommendation, adds committee per diems, and clarifies the formula application is annual.

Respecting severance

2024 MCRC Recommendation	2026 MCRC Recommendation	Analysis
Continue to pay MHA severance, but rename it “transition allowance,” with the same provisions afforded to all MHAs regardless of when elected.	No recommendation.	A 2026 recommendation is unnecessary as the 2024 recommendation was implemented.

Calculate the transition allowance using 100 per cent of the annual salary with a formula of one month for every year of service, prorated by number of days served for part-years of service, with a minimum of three months and a maximum of 12 months regardless of the reason for departure and with no three-year minimum, except if the seat has been declared vacated.	No recommendation.	A 2026 recommendation is unnecessary as the 2024 recommendation was implemented.
Pay the transition allowance in no more than two installments in the fiscal year in which it is incurred.	No recommendation.	A 2026 recommendation is unnecessary as the 2024 recommendation was implemented.
Continue to recognize an MHA returning after a break in service as commencing their first General Assembly, regardless of how many Assemblies they have served previously.	No recommendation.	A 2026 recommendation is unnecessary as the 2024 recommendation was implemented.
Remove the linkage of the transition allowance to pension or post-employment status.	No recommendation.	A 2026 recommendation is unnecessary as the 2024 recommendation was implemented.
Provide up to \$2,500, with receipts, for career counselling, training and education for up to one year after the resignation or defeat of an MHA who has served at least one General Assembly and whose seat has not been declared vacated.	No recommendation.	A 2026 recommendation is unnecessary as the 2024 recommendation was implemented.
	Continue the 2024 transitional allowance for members that came into effect on April 1, 2024.	A new 2026 recommendation which clarifies that amendments are unnecessary.

Respecting pensions

2024 MCRC Recommendation	2026 MCRC Recommendation	Analysis
Continue pension provisions for current MHAs elected after the November 30, 2015, general election.	Continue pension provisions for MHAs elected after the November 30, 2015 general election.	The 2026 recommendation makes an editorial revision to the 2024 recommendation.
Amend the <i>Members of the House of Assembly Retiring Allowances Act</i> , with retroactive effect, to provide the pension benefit accrual rate and retirement eligibility under the MHA pension plan as it existed on November 30, 2015 for all MHAs elected for the first time on November 30, 2015 to the pension benefit accrual rate and retirement eligibility that existed on November 30, 2015.	Amend the <i>Members of the House of Assembly Retiring Allowances Act</i> , with retroactive effect, to provide the pension benefit accrual rate and retirement eligibility under the MHA pension plan as it existed on November 30, 2015 for all MHAs elected for the first time on November 30, 2015 to the pension benefit accrual rate and retirement eligibility that existed on November 30, 2015.	The 2026 recommendation is the same as the 2024 recommendation.

Respecting allowances

2024 MCRC Recommendation	2026 MCRC Recommendation	Analysis
Reimburse all MHA mileage claims at the Treasury Board Secretariat designated rate, provided the designated rate is not greater than the basic reasonable per-kilometre allowance permitted by the Canada Revenue Agency (CRA), in which case the Canadian Revenue Agency basic rate should be used.	Reimburse all MHA mileage claims at the Treasury Board designated rate, provided the designated rate is not greater than the basic reasonable per-kilometre allowance permitted by the Canada Revenue Agency, in which case the Canadian Revenue Agency basic rate should be used.	The 2026 recommendation makes editorial revisions to the 2024 recommendation.
Remove the restriction on claiming mileage within the 60-kilometre commuting zone by MHAs from outside this zone.	Remove the restriction on claiming mileage within the 60-kilometre commuting zone by MHAs from outside this zone for House in session and House not in session travel.	The 2026 recommendation clarifies that the application of the 2024 recommendation is for House In session and House not in session travel.
Remove the prohibition on claiming parking expenses on MHAs' private vehicles when availing of rental vehicles under the intra- and extra-constituency allowance.	Remove the prohibition on claiming parking expenses on MHAs' private vehicles when availing of rental vehicles under the intra- and extra-constituency allowance.	The 2026 recommendation is the same as the 2024 recommendation.
Provide all districts in the capital region as well as the districts of Corner Brook, Harbour Grace – Port de Grave and Labrador West the option to avail of the \$200/month vehicle allowance.	Provide all districts in the capital region as well as the districts of Corner Brook, Harbour Grace – Port de Grave and Labrador West the option to avail of the \$200/month vehicle allowance.	The 2026 recommendation is the same as the 2024 recommendation.
Provide authority to the Management Commission, in the <i>Members' Resources and Allowances Rules</i> , to designate in extraordinary circumstances that travel and living expenses may be considered an extra-constituency expense and charged against the intra- and extra-constituency allowance.	Provide authority to the Management Commission, in the <i>Members' Resources and Allowances Rules</i> , to designate in extraordinary circumstances that travel and living expenses may be considered an extra-constituency expense and charged against the intra- and extra-constituency allowance.	The 2026 recommendation is the same as the 2024 recommendation.
Adopt the Treasury Board Secretariat meal rates as the per diem meal rates for MHAs.	Adopt the Treasury Board meal rates as the per diem meal rates for MHAs.	The 2026 recommendation makes editorial revisions to the 2024 recommendation.
Continue to prorate the eligibility to claim meal expenses in accordance with the Treasury Board Secretariat policy.	Prorate the eligibility to claim meal expenses in accordance with the Treasury Board policy.	The 2026 recommendation makes an editorial revision to the 2024 recommendation.

Continue the prohibition on claiming meal expenses while on travel status, where meal expenses are included as part of another reimbursable item.	Prohibit claiming meal expenses while on travel status, where meals are included as part of another reimbursable item.	The 2026 recommendation modifies the 2024 recommendation for clarity.
Reimburse MHAs staying in commercial accommodations without cooking facilities in the capital region when travelling on House-in-session or House-not-in-session status the reasonable expense of meals, exclusive of the purchase of alcoholic beverages, based on a combination of receipts and per diem charges, as appropriate, to a maximum of \$75 (HST included) daily.	Reimburse MHAs when travelling on House in session or House not in session status and staying in temporary accommodations the reasonable expense of meals, exclusive of the purchase of alcoholic beverages, based on a combination of receipts and per diem charges, as appropriate, to a maximum of \$75 (HST included) daily.	The 2026 recommendation removes the constraint concerning cooking facilities in the 2024 recommendation.
Allow MHAs on approved international travel to claim meal per diems as stipulated in the federal Treasury Board's <i>Travel Directive</i> without seeking further approval.	Allow MHAs on approved international travel to claim meal per diems as stipulated in the federal Treasury Board's <i>Travel Directive</i> without seeking further approval.	The 2026 recommendation is the same as the 2024 recommendation.
Provide for MHAs on travel status outside the province to claim a combination of receipted meal purchases and per diems, as appropriate, to a maximum of \$100 (Canadian HST included) per day.	Provide for MHAs on travel status outside the province but within Canada to claim a combination of receipted meal purchases and per diems, as appropriate, to a maximum of \$100 (Canadian HST included) per day.	The 2026 recommendation modifies the 2024 recommendation for clarity.
Eliminate the existing office operations allowance, constituency allowance and office-start-up allowance.	Eliminate the Office Allowances - Office Start-up Costs.	The 2026 recommendation clarifies the allowance to be eliminated in the 2024 recommendation.

Establish a new office and constituency operations allowance in accordance with the following: a. Provide a funding allocation of \$15,000 (HST included), consisting of the \$12,000 (HST included) from the office operations allowance and the \$3,000 (HST included) from the constituency allowance; b. State eligible expenses in broad categories, allowing purchasing of the normal goods and services in reasonable quantities generally required to operate the office and the constituency; c. Continue the established prohibitions on donations, sponsorships, use of funding for political purposes and purchases of gifts, personal items, alcohol and cannabis, except for the prohibition on meals in eating establishments, which should be removed; d. Add the expensing of meals in eating establishments for the purpose of conducting constituency-related meetings as an eligible expense; e. Clarify that, for events for which the MHA provides hospitality, the MHA may attend either in-person or virtually, providing that the virtual attendance is interactive; f. Require the Management Commission to issue a document providing guidance regarding normal office and constituency expenses and what constitutes reasonable quantities; g. Continue the Management Commission's authority to issue directives regarding the use of the allowance; and h. Require the audit committee of the Management Commission to review the nature of purchases of this allowance on an annual basis and make recommendations to the Management Commission regarding MHAs' use of the allowance.	Integrate the Constituency Allowance with the Office Allowances – Office Operations in accordance with the following: a. Provide a funding allocation of \$15,000 (HST included), consisting of the \$12,000 (HST included) from the office operations allowance and the \$3,000 (HST included) from the constituency allowance; b. State eligible expenses in broad categories, allowing purchasing of the normal goods and services in reasonable quantities generally required to operate the office and the constituency; c. Continue the established prohibitions on donations, sponsorships, use of funding for political purposes and purchases of gifts, personal items, alcohol and cannabis; d. Add the expensing of meals in eating establishments for the purpose of conducting constituency-related meetings as an eligible expense; e. Clarify that, for events for which the MHA provides hospitality, the MHA may attend either in-person or virtually, providing that the virtual attendance is interactive; f. Require the Management Commission to issue a document providing guidance regarding normal office and constituency expenses and what constitutes reasonable quantities; g. Continue the Management Commission's authority to issue directives regarding the use of the allowance; and h. Require the audit committee of the Management Commission to review the nature of purchases of this allowance on an annual basis and make recommendations to the Management Commission regarding MHAs' use of the allowance.	The 2026 recommendation clarifies the intent in the 2024 recommendation to maintain the heading of Office Allowances-Office Operations and eliminating the Constituency Allowance. The 2026 recommendation also clarifies the 2024 recommendation.
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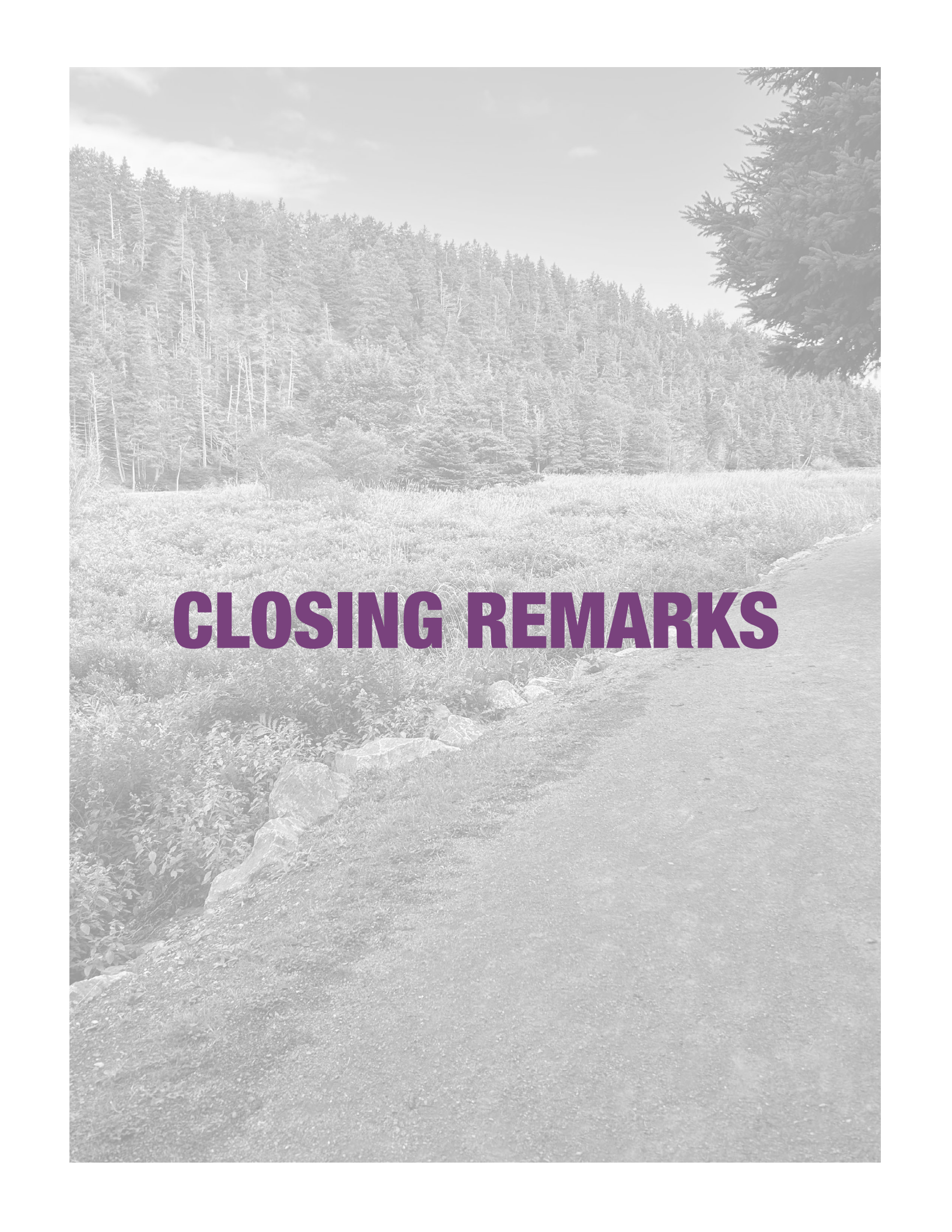
	Allow MHAs to claim travel and living expenses to attend a caucus meeting twice per year, subject to: - The travel and living expenses will be charged as House not in session expenditures; - Meals and accommodation will be expensed in accordance with the established policies; - Travel shall be expensed as a return trip by the most economical means to and from the caucus meeting location and in accordance with the travel funding policies for House not in session travel. The meeting location may necessitate that House not in session travel be made available to those MHAs who would not normally be eligible; - These trips will not count toward the MHAs allotted House not in session trips; - The caucus chair must advise the Clerk and the Chief Financial Officer of the House of Assembly of the location and dates of the caucus meeting which will provide the authorization for MHAs to charge these expenses; and - The meeting travel must be related to the MHAs legislative responsibilities and not political matters.	A new 2026 recommendation to provide funding to attend caucus meetings.
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Respecting other provisions

2024 MCRC Recommendation	2026 MCRC Recommendation	Analysis
Amend the <i>Members' Resources and Allowances Rules</i> respecting constituency offices to be operated in government-owned/leased space, if available, to exclude Confederation Building Complex from government owned/leased space.	Amend the <i>Members' Resources and Allowances Rules</i> respecting constituency offices to be operated in government-owned/leased space, if available, to exclude Confederation Building Complex from government owned/leased space.	The 2026 recommendation is the same as the 2024 recommendation.

Respecting commencement

2024 MCRC Recommendation	2026 MCRC Recommendation	Analysis
Bring into force the recommendations concerning salary, severance and allowances on April 1, 2024.	Bring into force the recommendation as follows: a. Salaries April 1, 2027; b. Salary adjustment formula July 1, 2027; and c. Allowances on a date to be determined by the Management Commission on the advice of the Clerk and the Chief Financial Officer of the House of Assembly.	The 2026 recommendation removes severance and revises the commencement date of the 2024 recommendation.
Apply the recommendations concerning pensions to all MHAs first elected on November 30, 2015.	No recommendation.	A 2026 recommendation is not necessary.

A grayscale photograph of a forested hillside. In the foreground, a dirt path or road curves from the bottom right towards the center. To the left of the path is a rocky, grassy embankment. The middle ground is a field of tall grass or wildflowers. The background is a dense forest of tall, thin trees covering a hillside under a cloudy sky. A large evergreen tree is visible on the right edge of the frame.

CLOSING REMARKS

Reflecting on how we value democracy, the *2026 MCRC Report* has not updated, revised or replaced many of the previous recommendations presented in the *2024 MCRC Report*. Many of those recommendations have not been acted upon. The 2026 MCRC has confirmed the 2024 recommendations remain relevant and largely valid.

Since 2009, Newfoundland and Labrador MHAs have been stuck in the same compensation debate. As a consequence, they have avoided making a decision on their salaries. To resolve this quandary, the MHAs have several paths available. These are:

- Accept the compensation increase;
- Accept the compensation for the next general assembly;
- Reduce the compensation increase;
- Increase the compensation incrementally;
- Maintain the compensation as is; or
- Increase the compensation by using a salary adjustment formula only.

MHAs in this province have said they do not wish to vote for an increase in compensation. MHAs find themselves in the awkward position of voting on their own compensation, from a perceived conflict of interest and a political reality. Our research found that all provinces and territories, excluding Newfoundland and Labrador, have increased compensation since the release of the *2024 MCRC Report*.

This pattern of inaction reminded us of US Supreme Court Justice Louis Brandeis's most famous metaphor for political and corporate transparency: "Sunlight is said to be the best of disinfectants."¹²⁰

In that light, we would be remiss in our duty as an MCRC if we did not point out there are 13,802 public sector employees who earn more than MHAs and there are many members of the executive teams who earn twice as much as MHAs. We also note public sector employees have consistently received increases in compensation since 2009.

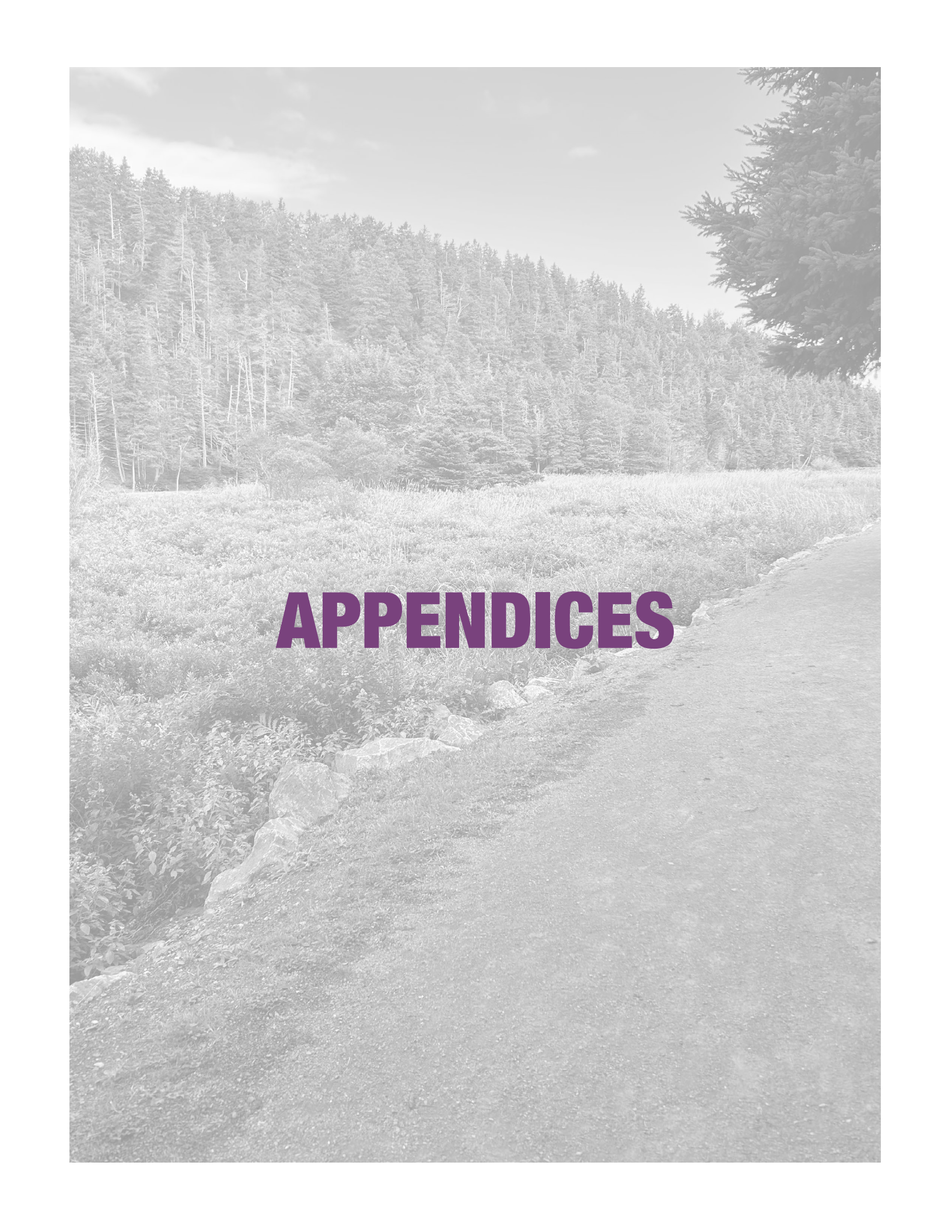
Given this gap, and MHAs' role as key actors in our democratic process, it is time their compensation reflected that responsibility. Similar conclusions have been reached in other jurisdictions. For example, In Nova Scotia's review of compensation for its Members of the Legislative Assembly (MLAs), the report said:

Implementing each of the recommendations (...) will better align Nova Scotia's MLA remuneration with what is provided to elected officials in other Canadian jurisdictions. To ensure that Nova Scotia does not fall behind its peers once again over the long-term, it is particularly important that the existing legislative mechanisms for annual increases to various components of MLA remuneration are consistently followed.¹²¹

Strong, capable and diverse representation is necessary to keep our democracy healthy and effective. Compensating MHAs appropriately is key to attracting representatives who can best serve our citizens. If MHAs cannot act for themselves, they must act for the good of those who will follow them. It is not an option; it is their fiduciary duty and responsibility.

120 Other People's Money, 1914.

121 2025 MEMBER OF THE LEGISLATURE REMUNERATION REVIEW: REPORT AND RECOMMENDATIONS February 14, 2025, Online: [MLARemunerationReview2025.pdf](#), p. 33 of the Deloitte Report.

A grayscale photograph of a forest landscape. In the foreground, a dirt path curves from the bottom right towards the center. To the left of the path is a rocky, grassy area with some low-lying plants. In the background, a dense forest of tall, thin trees covers a hillside. The sky is overcast with soft clouds. The word "APPENDICES" is overlaid in the center in a bold, purple, sans-serif font.

APPENDICES

APPENDIX A

Review Process

As part of its mandate, the 2026 MCRC solicited feedback, information and data from several sources to inform its analysis and recommendations. The 2026 MCRC:

- Reviewed and updated the *2024 MCRC Report*, particularly jurisdictional analyses, as it was important to understand significant developments since 2024;
- Reviewed Management Commission agendas, briefing materials, minutes, and transcripts; Hansard transcripts; legislation; and comparable materials from other Canadian jurisdictions relating to compensation and benefits for members of legislative assemblies;
- Reviewed the ministerial expense reimbursement policy, the Treasury Board policies regarding meal per diems and travel, pension reports, financial statements, expense and salary data, and other fiscal documents of the Government of Newfoundland and Labrador;
- Invited public input through the 2026 MCRC website,¹²² the home page of the House of Assembly's website,¹²³ news releases,^{124 125 126} a phone number, an email account and social media; and informed the public that it would summarize the input in the report without identifying sources;
- Ran a province-wide social media campaign from June 24, 2026 to July 31, 2026, inclusive. The posts appeared twice a week on the House of Assembly Facebook page and on the Bluesky account. The posts also appeared on the government Facebook page. All posts had links to the Public Advisory and the 2026 MCRC website;
- Sent three emails to all MHAs on June 23, 2026, July 9, 2026 and July 21, 2026 requesting a meeting or comments by July 31, 2026 and received input from 35 of the 40 MHAs. Conducted 18 in-person interviews, 10 virtual meetings, five telephone conversations and received two written submissions;
- Informed MHAs, like the public, that input received would be summarized in the report without identifying sources;
- Met with the House of House of Assembly staff and the Deputy Minister and the Secretary of the Treasury Board Secretariat including the Pensions Division;

122 Online: [Members' Compensation Review Committee](#).

123 Online: [House of Assembly - Newfoundland and Labrador](#).

124 Online: [Members' Compensation Review Committee Appointed for the 51st General Assembly - News Releases](#).

125 Online: [Public Advisory: Members' Compensation Review Committee Conducting Public Consultations - News Releases](#).

126 Online: <https://www.gov.nl.ca/releases/2026/hoa/0727n01/>.

- Reviewed relevant provincial legislation, rules and policies particularly the key statute, the *House of Assembly Accountability, Integrity and Administration Act*;
- Reviewed pension reports including the *Members of the House of Assembly Retiring Allowances Act* – Registered Pension Plan Actuarial Valuation as of December 31, 2024;¹²⁷
- Reviewed the Consolidated Financial Statements dated March 31, 2025;¹²⁸
- Reviewed the Eckler Ltd. Memo (Appendix F);
- Updated and analyzed allowances against actual expenditures between fiscal years 2016-2017 and 2025-2026;
- Reviewed the Transitional Allowance Policy for Members of the House of Assembly;¹²⁹
- Reviewed the 2026 Budget,¹³⁰ Budget 2026 News Release,¹³¹ Fall Fiscal and Economic Update News Release,¹³² and a TD Economics article;¹³³
- Reviewed significant developments including statutory changes;
- Reviewed public comments made by the Canadian Tax Federation, MHAs and Unions with respect to the recommendations in the 2024 MCRC Report;
- Met with the Commissioner for Legislative Standards (Acting);
- Scanned reports regarding compensation and benefits provided to members of legislative assemblies from other Canadian jurisdictions issued since the 2024 MCRC. These reports were released by Alberta,¹³⁴ Northwest Territories,¹³⁵ Nova Scotia,¹³⁶ Manitoba,¹³⁷ and Prince Edward Island;¹³⁸
- Updated and analyzed jurisdictional information regarding compensation and benefits to members of Canadian legislative assemblies; and
- Reviewed the Green Report (2007)¹³⁹ and the Morgan Report (1989).¹⁴⁰

127 Online: <https://www.gov.nl.ca/exec/tbs/files/MHAPP-December-31-2024-FINAL.pdf>.

128 Online: [Consolidated-Summary-Financial-Statements-March-31-2025-FINAL.pdf](#).

129 Online: [TransitionalAllowancePolicyforMembers2024.pdf](#).

130 Online: [The Economy 2026](#).

131 Online: [Budget-2026-News-Release.pdf](#).

132 Online: [Provincial Government Provides Its First Fall Fiscal and Economic Update - News Releases](#).

133 Online: [TD Economics - 2026 Newfoundland and Labrador Budget](#).

134 Online: [finalreportforposting.pdf](#).

135 Online: [TD 445-20\(1\) 2025 ICRM CB Report \(1\).pdf](#).

136 Online: [MLARemunerationReview2025.pdf](#).

137 Online: [Commissioner for MLA Pay, Allowances and Retirement Benefits](#).

138 Online: [Microsoft Word - 2026 IAC REPORT - FINAL.docx](#).

139 Online: [Government of Newfoundland and Labrador - Green Report](#).

140 Dr. M.O. Morgan, (1989), The Report of the Commission on Remuneration to Members of the House of Assembly.

APPENDIX B

Assistant Deputy Minister & Deputy Minister Salaries

Assistant Deputy Minister Salaries in 2026

Pay Level	# of positions	Average Salary
EP-06	2	\$189,255
EP-10	2	\$177,552
EP-12	4	\$173,560
EP-13	1	\$171,986
EP-15	2	\$161,946
EP-17	2	\$146,328
EP-20	13	\$152,628
EP-21	2	\$152,227
EP-22	18	\$149,655
EP-23	17	\$144,963
EP-24	2	\$147,310
EP-25	2	\$145,826
EP-47	1	\$142,857
EP-49	1	\$168,832
EP-52	1	\$189,798
EP-60	1	\$147,959

Deputy Minister Salaries in 2026

Pay Level	# of positions	Average Salary
EP-01	2	\$213,254
EP-02	3	\$200,101
EP-03	4	\$195,735
EP-04	1	\$192,766
EP-06	10	\$186,512
EP-07	1	\$174,827
EP-12	2	\$161,821
EP-52	1	\$175,198

APPENDIX C

Standing Committee Meetings Since 2016

Year	Government Services	Resource	Social Services	Standing Orders	Privileges and Elections	Public Accounts Committee
2016	4	5	7	6	NA	9
2017	4	4	5	4	3	10
2018	4	4	7	2	18	11
2019	12	4	5	3	10	5
2020	5	5	6	4	4	2
2021	3	5	5	4	0	5
2022	3	5	5	4	6	17
2023	4	5	5	4	2	22
2024	4	5	5	0	2	10
2025	5	5	6	0	0	14
2026*	5	6	6	0	0	3
Total	53	53	62	31	45	108

Source: House of Assembly as of June 30, 2026

Up to date to June 30, 2026

Number of Meetings When House in Session versus Not in Session

- **Government Services** – 51 of the 53 meetings were reviewing estimates when the House was in session. Two meetings were reviewing a draft Bill when the House was not in session.
- **Resource** – All 53 meetings were reviewing estimates when the House was in session.
- **Social Services** – All 62 meetings were reviewing estimates when the House was in session.
- **Standing Orders** – Since 2016 10 meetings have been when the House was in session and 21 have been when the House was not in session.
- **Privileges and Elections** – Since 2017 16 meetings have been when the House was in session and 29 have been when the House was not in session.
- **Public Accounts** – Since 2016 50 meetings have been when the House was in session and 58 meetings have been when the House was not in session.

50th General Assembly Starting April 12, 2021 – Meeting Time in Hours

Meeting Time	Government Services	Resource	Social Services	Standing Orders	Privileges and Elections	Public Accounts Committee
Hours: minutes	48:11	65:47	50:25	7:09	7:45	113:41

51st General Assembly Starting November 3, 2025 – Meeting Time in Hours*

Meeting Time	Government Services	Resource	Social Services	Standing Orders	Privileges and Elections	Public Accounts Committee
Hours: minutes	15:01	18:25	17:57	0:00	0:00	2:20

*Up to date to June 23, 2026

Caucus Leaders & House Leaders Remuneration

Position	Government				Official Opposition				Recognized Third Party			
	House Leader		Deputy House Leader		Leader		House Leader		Deputy House Leader		Leader	
	2026	2024	2026	2024	2026	2024	2026	2024	2026	2024	2026	2024
Jurisdiction												
Alberta	Filled by a Minister	Filled by a Minister	\$12,770	\$12,096	\$63,838	\$60,468	\$15,963	\$15,120	\$0	\$0	\$28,773	\$27,216
British Columbia	Filled by a Minister	Filled by a Minister			\$61,021	\$59,766	\$24,409	\$23,907	\$0	\$0	\$30,511	\$29,883
Manitoba	\$16,219	\$11,636	\$0	\$0	\$61,468	\$56,390	\$12,217	\$8,310	\$0	\$0	\$52,189	\$47,529
New Brunswick	\$32,268	\$31,011	NA	NA	\$67,830	\$65,188	\$24,201	\$23,258	NA	NA	\$48,450	\$46,563
Newfoundland & Labrador	Filled by a Minister	Filled by a Minister	Filled by a Minister	Filled by a Minister	\$48,665	\$48,665	\$24,330	\$24,330	\$0	\$0	\$24,330	\$24,330
Nova Scotia	\$10,758	\$10,506	\$5,379	\$5,253	\$64,515	\$49,047	\$10,578	\$10,506	\$5,379	\$5,253	\$38,709	\$24,523
Ontario	\$31,349	Filled by a Minister	\$0	\$0	\$90,128	\$64,336	\$29,879	\$21,329	\$14,695	\$10,490	\$58,289	\$41,608
Prince Edward Island	\$15,646	\$14,780	NA	NA	\$58,099	\$54,885	\$15,646	\$14,780	NA	NA	\$29,049	\$27,442
Quebec	Filled by a Minister	Filled by a Minister	\$36,594	\$32,942	\$109,781	\$98,825	\$51,231	\$46,118	\$29,275	\$26,353	\$51,231	\$46,118
Saskatchewan	\$16,878	\$15,828	\$8,441	\$7,916	\$57,758	\$54,164	\$16,878	\$15,828	\$8,441	\$7,916	\$28,878	\$27,081
Yukon	Filled by a Minister	Filled by a Minister	NA	NA	\$52,908	\$50,114	\$0	\$0	NA	NA	\$26,281	\$24,893
											\$0	\$0

Nunavut and Northwest Territories have consensus governments and as a result do not have the above positions. Saskatchewan also remunerates an official opposition deputy leader. Ontario also remunerates a recognized third-party deputy house leader.

APPENDIX E

Committee Remuneration

The PAC is Public Accounts Committee.

Jurisdiction	Committee Chair		Notes	Committee Vice chair		Notes	Committee Member		Notes
	2024	2026		2024	2026		2024	2026	
Alberta	\$200	\$211	Per meeting	\$0	\$0		\$0	\$0	
British Columbia	\$17,930	\$18,306		\$11,953	\$12,204		\$0	\$0	
Manitoba	\$215	\$237	Per meeting to a maximum of \$479	\$215	\$237	Per meeting to a maximum of \$4567	\$0	\$0	
New Brunswick	\$200	\$200	Per meeting	\$125	\$125		\$125	\$125	Per meeting
Newfoundland & Labrador	\$12,166	\$12,166	PAC only	\$9,300	\$9,300	PAC only	\$0	\$0	
Nova Scotia	\$3,152	\$3,228	PAC only						
Northwest Territories	\$2,101	\$2,151	All other committees	\$525	\$538		\$0	\$0	
	\$7,362	\$8,166	Standing Committee					\$2,285	Member of the Standing Committee on Accountability & Oversight plus one other committee
Nunavut	\$3,682	\$4,084	Select Committee					\$4,572	Member of the Standing Committee on Accountability & Oversight plus at least two other committees
	\$5,104	\$5,563						\$412	Per day on non sitting days
Ontario	\$16,317	\$22,859		\$9,324	\$13,062		\$0	\$0	
Prince Edward Island	\$161	\$161	Per meeting when House is not in session to a maximum of \$4,500	\$109	\$109	Per meeting when House is not in session to a maximum of \$4500	\$109	\$109	Per meeting when the Legislature is not sitting to a maximum of \$4500
Quebec	\$32,943	\$36,594		\$26,353	\$29,375			\$21,956	Member of the Management Board. No other committee members are compensated
Saskatchewan	\$15,828	\$16,878		\$7,916	\$8,441		\$126	\$134	Per meeting when the Legislature is not sitting
Yukon	\$0	\$0		\$0	\$0		\$0	\$0	

MEMO

TO	Maureen McCarthy, Members Compensation Review Committee Dean Batten, Manager Pension Investments, Treasury Board Secretariat, Government of Newfoundland and Labrador
FROM	Colleen Glenn, Eckler Ltd.
DATE	July 28, 2026
RE	MCRC – Request for Costing of Benefit Change and Impact of Salary Increase - Members of the House of Assembly Retiring Allowances Act (Revised)

As requested, we have estimated the impact on the obligations and service cost under the Members of the House of Assembly Retiring Allowances Act of a change to the benefit provisions for Members first elected in 2015, and an increase to Members' salaries on April 1, 2027 from \$95,357 to \$117,000.

The benefit change would be to provide benefits under the Act for members first elected in the 2015 general election at the same level as those that were available immediately prior to that election. Specifically, the accrual rate would be improved from 2.5% of earnings to 3.5% of earnings and supplementary benefits would be payable from age 55 rather than age 60. Members first elected after the 2015 general election would not be eligible for the improved benefits. The impact of the increase to Members' salaries is over and above the change to improve the benefit provisions for Members first elected in 2015. There are **eleven** members that would be eligible for the enhanced benefits – following the 2025 general election, four are still active, four are in receipt of a pension, two are deferred, and one is deceased.

To determine the costs, we have used the data from the 2024 actuarial valuation of the plan, supplemented by the December 31, 2021 valuation data and individual calculation data as needed, and the assumptions used in the March 31, 2026 General Accounts for the Province. The actuarial assumptions used in the costing are provided in the appendix.

The table below details the impact of the above changes on the Plan's benefit obligation and cost of benefits as at March 31, 2026.

	Costing 1 - Benefit Change	Costing 2 - Salary increase
<u>Increase in benefit obligation</u>		
RPP	0	\$272,000
SERP	\$2,070,000	\$164,000
Total	\$2,070,000	\$436,000
<u>Increase in cost of benefits accrued in following year</u>		
RPP	0	\$43,000
SERP	\$131,000	\$20,000
Total	\$131,000	\$63,000

As the benefit improvement is a past service cost under the accounting standard, the increase in obligation would be expensed immediately if this change were implemented.

The increase in salary would be accounted for as an actuarial loss when the next valuation is performed and the change in obligation would be amortized into the pension expense over the expected remaining service life of active plan members. Note that the accounting standard applicable to pension plans is changing effective April 1, 2029 and the amortization of actuarial gains and losses will no longer be allowed under the new standard.

If you have any questions, please do not hesitate to contact us.

Regards,

Colleen Glenn

Appendix

Members of the House of Assembly Pension Plan - Actuarial Assumptions

MHAPP Assumptions	March 31, 2026 PSAB 3250 Accounting Valuation
Valuation Date	December 31, 2024
Discount Rate:	
Rate of return on plan assets	5.85% per annum
Government cost of borrowing	4.83% per annum
Inflation	2.00% per annum
Salary Increases	2.50% per annum thereafter
YMPE/DB Limit Increase	2.75% per annum
Mortality	CPM2014 Public Table with generational projection using improvement scale CPM-B adjustment factors of 0.9 for males and 0.95 for females
Termination	8% per year from 5 years of service (vesting) to eligibility for an unreduced pension
Disability	None
Retirement	Upon reaching unreduced retirement eligibility, 8% per year for members under 60, 60% per year for members between 60 and 64, 100% upon reaching age 65
% with eligible survivor	90%
Spousal age difference	Male is 3 years older than female
Provision for expenses	Implicit in interest rate

APPENDIX G

Review of Overall Allowance Categories & Expenditures

Operational Resources

Operational Resources covers expenditures on office furniture (e.g. desks, tables, chairs, bookcases), equipment (e.g. computers, printers) and services (e.g. phone, internet, cable charges). These expenditures are paid as incurred by the House on behalf of the MHA. The annual average expenditures for this allowance is \$195,700.



The 2024 MCRC did not make any recommendations regarding this allowance.

There were no issues or concerns raised regarding this allowance during the 2026 consultation process.

Office Allowance

Part IV of the Rules stipulates the provisions for this allowance which covers Office Accommodations, Rental of Short-term Accommodations, Office Start-up Costs and Office Operations.

a. Office Accommodations

Constituency offices must be established in existing government office space if it is available. Otherwise, constituency office space is procured for the MHA by the House of Assembly through a public tender process. Currently 18 constituency offices are situated in leased premises at a cost of approximately \$270,000 annually and 22 constituency offices are in Government buildings.

The 2024 MCRC recommended (recommendation 30): Amend the *Members' Resources and Allowances Rules* respecting constituency offices to be operated in government-owned/leased space, if available, to exclude Confederation Building Complex from government-owned/leased space.

The rationale for this recommendation was to address the challenges the Complex poses to an easily accessible constituency office. This matter is still valid and is included in the 2026 MCRC recommendations.

b. Rental of Short-term Accommodations

This component of Office Allowances, which was provided to fund rentals of short-term meeting spaces is no longer in use. Originally, MHAs were provided \$652 (tax excluded) for this purpose. In 2013 this allowance was eliminated and MHAs requiring short term space were permitted to use the constituency allowance for this expense.

The 2024 MCRC did not make any recommendations regarding this allowance and there were no issues raised regarding this component of the allowances during the 2026 consultations.

c. Office Start-up Costs

This component of Office Allowances provides \$870 (tax excluded) to MHAs when first elected to fund office supplies such as paper trays, three-hole punch, staplers, pencil holders, scissors, hanging folders, kettle and coffee maker; office equipment such as a computer monitor stand and non-glare screen; or, other non-consumable items directly related to establishing a constituency office.

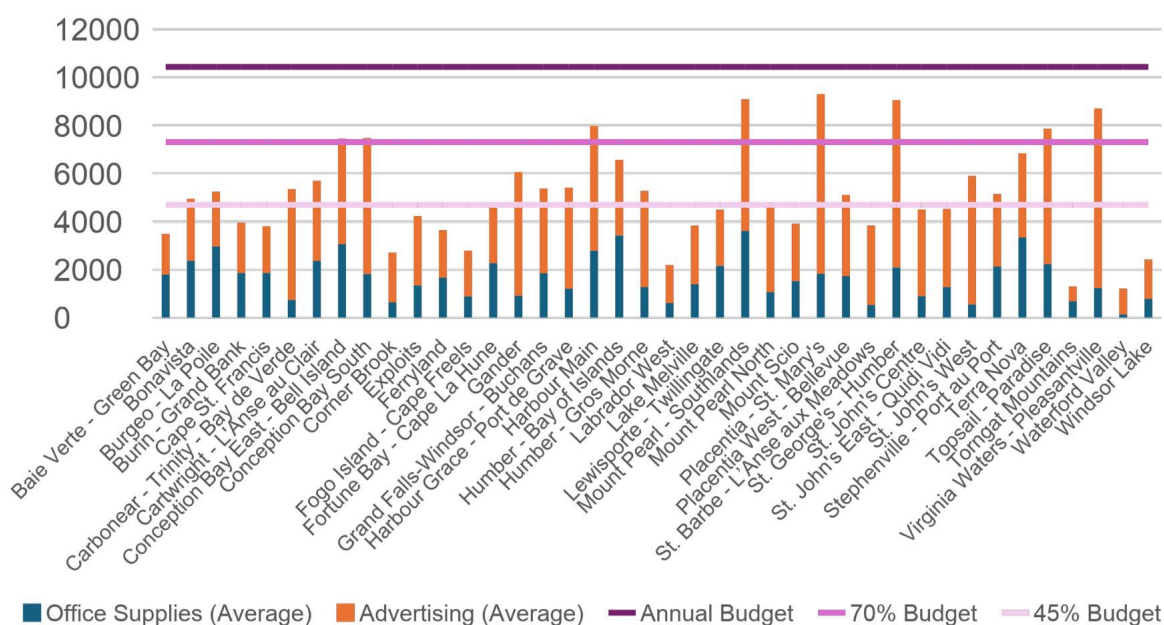
The 2024 MCRC recommended (recommendation 28) elimination of this allowance as part of a restructuring of Office Operations - Office Allowances and the Constituency Allowance. This matter will be further discussed under Constituency Allowance.

There were no concerns or issues with the Office Start-up Costs raised during the 2026 MCRC consultation process.

d. Office Operations

Office Operations covers the operational costs of running a constituency office. Eligible expenses include office supplies (e.g. pens, paper), courtesy items (e.g. water, tea, coffee), newspapers, answering services, photocopy and printing costs, courier and postage costs, advertising, staff professional development, database maintenance costs and special occasion cards.

Office Allowance Expenditures by District 2016-17 – 2025-26



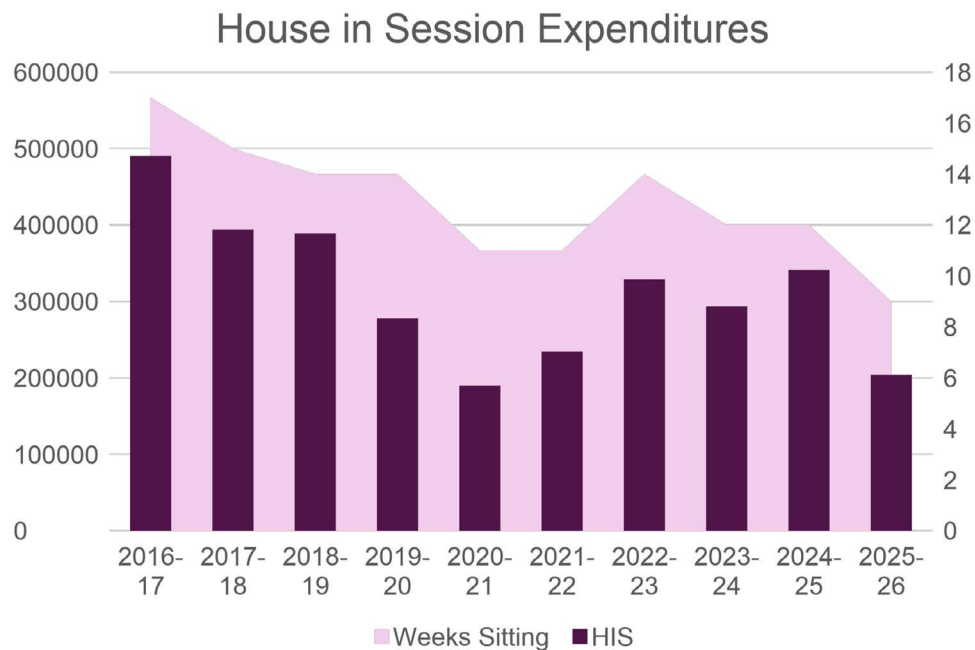
Each district receives an annual allocation of \$10,435 (HST excluded).

The cumulative usage of this allowance has remained consistent over time at approximately 50% annually. Overall, the amount provided by this allowance appears to be meeting the needs.

The 2024 MCRC recommended (recommendations 28 and 29) a restructuring of this component of allowances by integrating it with the Constituency Allowance.

Travel and Living Allowances

House in session (HIS)



HIS provides accommodation, meals and travel expenses for MHAs to attend the House while it is sitting. This cost correlates with the number of sitting days and sitting weeks. It is also influenced by the number of MHAs in attendance as can be seen during the pandemic year when, in the early days of Covid-19, the House sat but with a minimal number of MHAs in attendance.

Instead of claiming hotel expenses or claiming accommodation per diems, MHAs eligible to claim accommodation under HIS and HNIS can avail themselves of a lump sum, taxable accommodation allowance. The amount of this allowance is computed annually based on accommodation costs from the previous calendar year and the anticipated sitting days. There were no 2024 MCRC recommendations on this matter, nor was it raised in the 2026 consultations.

During the 2024 MCRC review, the main concerns raised regarding the allowances were the kilometric rate for use of a private vehicle, the 60 km rule and the meal per diems. The kilometric rate and meal per diems affect HIS, HNIS and I&E. The 60 km rule affects HIS and HNIS.

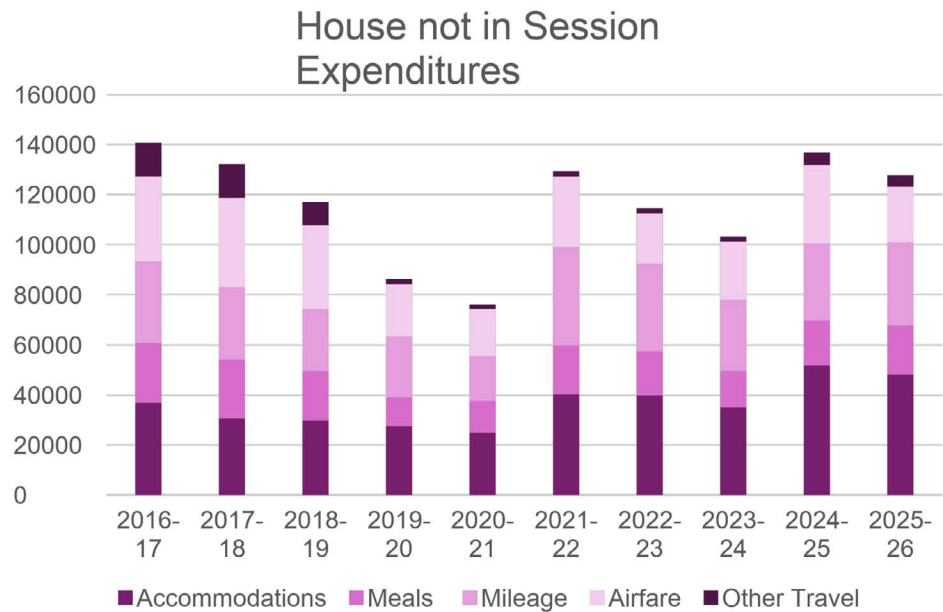
There were six recommendations in the *2024 MCRC Report* to address these issues specifically:

17. Reimburse all MHA mileage claims at the Treasury Board Secretariat designated rate, provided the designated rate is not greater than the basic reasonable per-kilometre allowance permitted by the Canada Revenue Agency (CRA), in which case, the Canadian Revenue Agency basic rate should be used.
18. Remove the restriction on claiming mileage within the 60-kilometre commuting zone by MHAs from outside this zone.
22. Adopt the Treasury Board Secretariat meal rates as the per diem meal rates for MHAs.
23. Continue to prorate the eligibility to claim meal expenses in accordance with the Treasury Board Secretariat policy.
24. Continue the prohibition on claiming meal expenses while on travel status, where meal expenses are included as part of another reimbursable item.
25. Reimburse MHAs staying in commercial accommodations without cooking facilities in the capital region when travelling on House-in-session or House-not-in-session status the reasonable expense of meals, exclusive of the purchase of alcoholic beverages, based on a combination of receipts and per diem charges, as appropriate, to a maximum of \$75 (HST included) daily.

During the 2026 MCRC consultations, the kilometric rate, 60 km rule and the meal per diems were significant concerns with the allowances.

Meals are approximately 18% of HIS expenditures and mileage makes up approximately 16% of HNIS expenditures, therefore, any changes to meal per diems or kilometric rates will affect the budget for this allowance.

House not in session (HNIS)



HNIS provides 20 return trips to the legislature for eligible MHAs when the House is not sitting. In the case of MHAs who live in the capital but represent a district outside the capital region, it provides 20 return trips to the district.

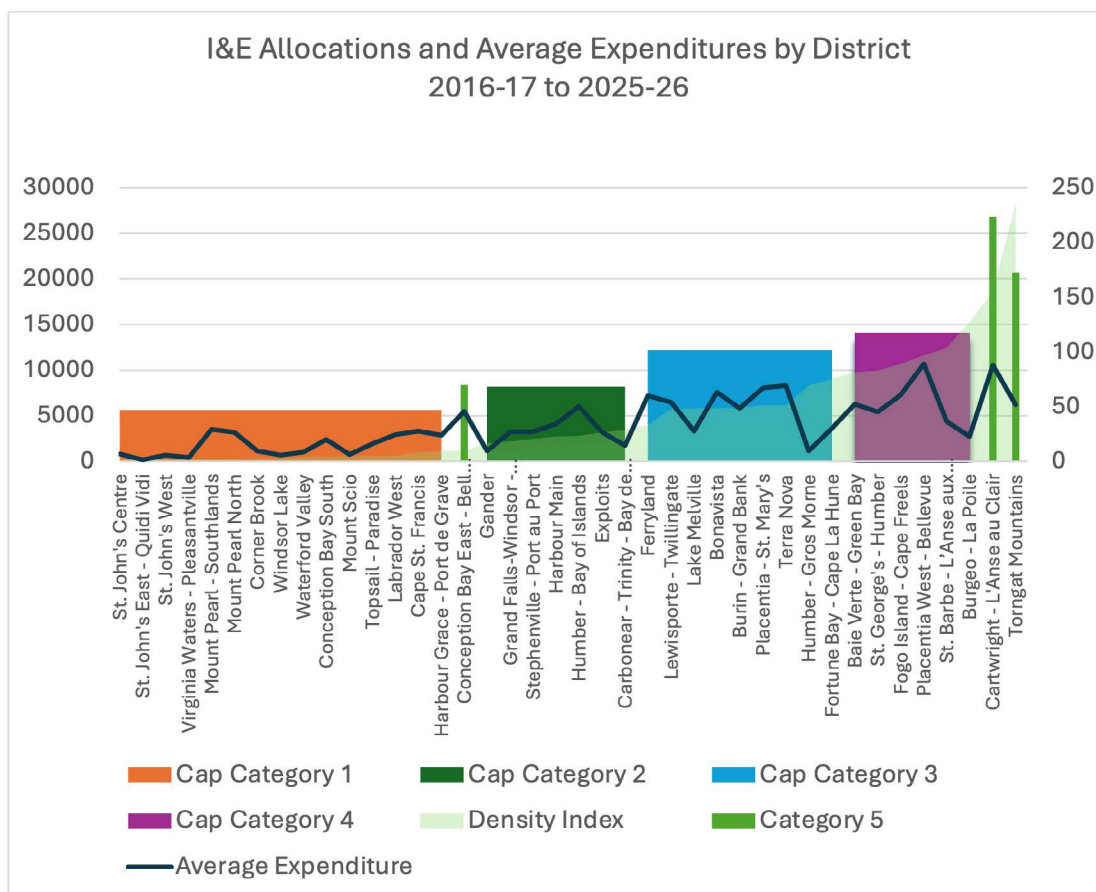
There are 27 districts that have used HNIS travel with an average of eight return trips annually. There have been nine instances of an MHA using the full 20 trips over the past 10 years. The 2026 MCRC is of the view that the number of HNIS trips does not need to be modified at this time.

The 2024 MCRC recommendations and 2026 consultations regarding the kilometric rates, the 60 km rule and meal per diems discussed under HIS also apply to this allowance.

Meals are approximately 15% of HNIS expenditures and mileage makes up approximately 25% of HNIS expenditures; therefore, any changes to meal per diems or kilometric rates will affect the budget for this allowance.

Intra-and Extra-Constituency allowance (I&E)

The I&E Allowance provides for accommodations, meals and travel throughout the constituency, and in certain circumstances, outside the constituency. The I&E allowance is allocated on a per district basis as specified in Schedule A of the Rules. The total allowance available is \$340,609 (tax excluded) and on average, 43% is spent each year. Based on current data, this allowance is sufficient.



Within this allowance, MHAs in the capital region and the MHA for Corner Brook may avail of a \$200/month (taxable) car allowance in lieu of claiming kilometres for use of their private vehicles.

The 2024 MCRC recommendations regarding the kilometric rates and meal per diems discussed under HIS also apply to this allowance.

Meals are approximately 16% of I&E expenditures and mileage makes up approximately 56% of I&E expenditures, therefore, any changes to meal per diems or kilometric rates will affect the overall budget and the individual district allocations for this allowance.

The 2024 MCRC recommendations affecting only the I&E allowance are:

19. Remove the prohibition on claiming parking expenses on MHAs' private vehicles when availing of rental vehicles under the intra- and extra-constituency allowance.
20. Provide all districts in the capital region as well as the districts of Corner Brook, Harbour Grace - Port de Grave and Labrador West the option to avail of the \$200/month vehicle allowance.
21. Provide authority to the Management Commission, in the *Members' Resources and Allowances Rules*, to designate in extraordinary circumstances that travel and living expenses may be considered an extra-constituency expense and charged against the intra- and extra-constituency allowance.

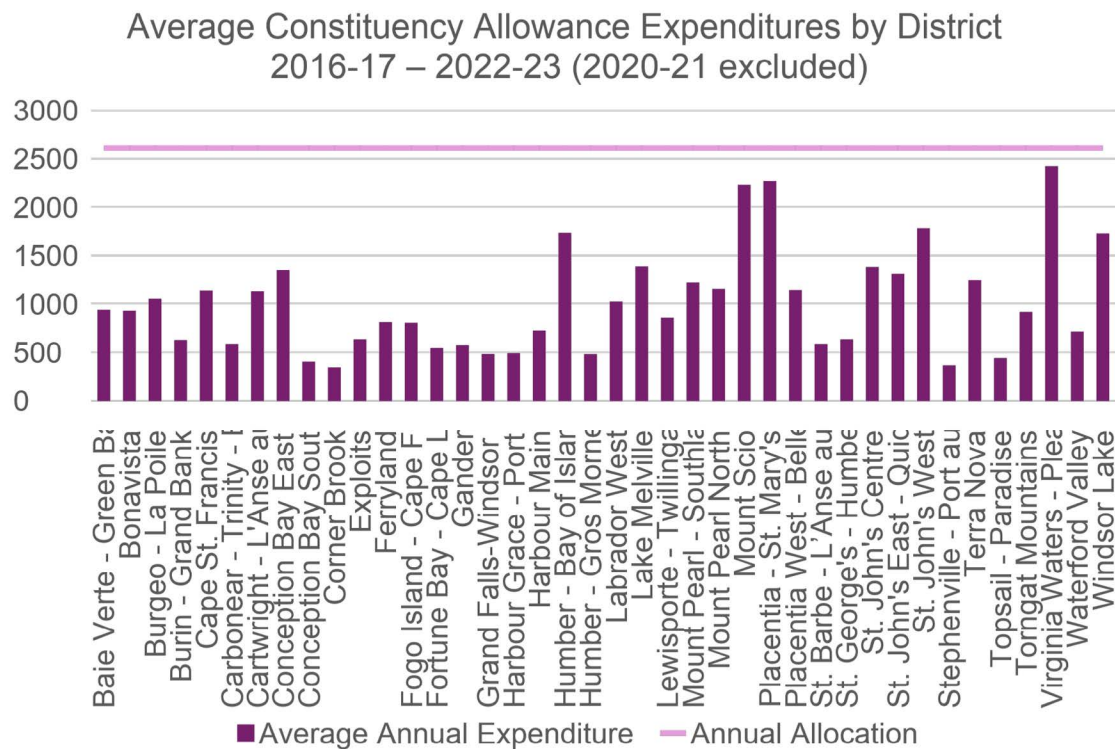
These matters did not arise during the 2026 consultations; however, the recommendations are still relevant and will be brought forward in the 2026 MCRC recommendations.

Helicopter Travel

This allowance provides funding for the districts of Burgeo-LaPoile, Cartwright-L’Anse au Clair, Fortune Bay-Cape La Hune and Torngat Mountains to avail of travel by helicopter in certain situations. Speaker approval is required. This allowance is used infrequently.

The 2024 MCRC did not make any recommendations regarding this allowance and no issues were raised concerning the allowance during the 2026 consultation process.

Constituency Allowance



The constituency allowance provides for other types of expenses not provided for under other allowances such as hospitality items for meetings or constituency events in which the MHA either hosts or participates; memberships in community organizations (e.g., chambers of commerce), short-term rentals of meeting space; costs associated with conferences or training courses; expenses associated with representation of constituents at meetings or hearings; and equipment not provided by the House.

Donations of goods or services of any kind, the purchase of personal items, artwork, alcohol, cannabis and raffle tickets, or the use of funds for political purposes are prohibited.

The annual allocation for each district is \$3,000 (\$2,609, HST excluded).

The 2024 MCRC made two recommendations (recommendations 28 and 29) affecting the Constituency Allowance in addition to the Office Operations and Start-up components of the Office Allowance:

28. Eliminate the existing office operations allowance, constituency allowance and office start-up allowance;

29. Establish a new office and constituency operations allowance in accordance with the following:

- a. Provide a funding allocation of \$15,000 (HST included), consisting of the \$12,000 (HST included) from the office operations allowance and the \$3,000 (HST included) from the constituency allowance;
- b. State eligible expenses in broad categories, allowing purchasing of the normal goods and services in reasonable quantities generally required to operate the office and the constituency;
- c. Continue the established prohibitions on donations, sponsorships, use of funding for political purposes and purchases of gifts, personal items, alcohol and cannabis, except for the prohibition on meals in eating establishments, which should be removed;
- d. Add the expensing of meals in eating establishments for the purpose of conducting constituency-related meetings as an eligible expense;
- e. Clarify that, for events for which the MHA provides hospitality, the MHA may attend either in-person or virtually, providing that the virtual attendance is interactive;
- f. Require the Management Commission to issue a document providing guidance regarding normal office and constituency expenses and what constitutes reasonable quantities;
- g. Continue the Management Commission's authority to issue directives regarding the use of the allowance; and
- h. Require the audit committee of the Management Commission to review the nature of purchases of this allowance on an annual basis and make recommendations to the Management Commission regarding MHAs' use of the allowance.

These recommendations were aimed at creating a more efficient office operations allowance for MHAs without compromising the accountability regime. As purchases must be funded from a single allowance and transfers between allowances are not permitted, the single combined allowance should help MHAs maximize the funds available to them.

The start-up allowance provides a minimal amount of funding for the same items as can be purchased under the Office Operations allowance. Staff from Corporate and Members Services have also indicated the items eligible for purchase under this allowance are often not needed given that the constituency offices have been established for some time. Many MHAs find it frustrating that these funds cannot be directed towards other purchases. Therefore, it should be eliminated.

APPENDIX H

Salary Calculations

Summary of Recommended Salary Increases

	Current Salary	Recommended Salary	Difference	Total Increase
MHA base salary increase (applies to 40 MHAs)	\$95,357	\$117,000	\$21,643	\$865,720
Increases to additional salary positions (details provided below)	\$191,788	\$348,000	\$156,212	\$156,212
Total				\$1,021,932

Details of Additional-salary positions

Position	Current Salary	Recommended Salary	Increase
Existing Positions:			
Speaker	\$48,665	\$61,000	\$12,335
Deputy Speaker and Chair of Committees	\$12,166	\$25,000	\$12,834
Leader of the Official Opposition	\$48,665	\$61,000	\$12,335
Official Opposition House leader	\$24,330	\$25,000	\$670
Leader of the Third Party	\$24,330	\$33,000	\$8,670
Third Party House Leader	\$12,166	\$15,000	\$2,834
Public Accounts Committee Chair	\$12,166	\$15,000	\$2,834
Public Accounts Committee Vice Chair	\$9,300	\$10,000	\$700
Subtotal	\$191,788	\$245,000	\$53,212
Recommended Additional Positions			
Deputy Chair of Committees	\$0	\$15,000	\$15,000
Government House Leader (if not a minister)	\$0	\$25,000	\$25,000
Deputy Government House Leader (if not a minister)	\$0	\$9,000	\$9,000
Government Caucus Chair	\$0	\$10,000	\$10,000
Government Whip	\$0	\$5,000	\$5,000
Deputy Opposition House leader	\$0	\$9,000	\$9,000

Opposition Caucus Chair	\$0	\$10,000	\$10,000
Opposition Whip	\$0	\$5,000	\$5,000
Third Party Whip (only if caucus of 5 or more)	\$0	\$10,000	\$10,000
Third Party Caucus Chair (only if caucus of 5 or more)	\$0	\$5,000	\$5,000
Subtotal	\$0	\$103,000	\$103,000
Total	\$191,788	\$348,000	\$156,212

The following table provides the total salary that will be provided to additional-salary positions upon acceptance of the recommended salary increases:

Position	MHA Annual Salary	Additional Salary	Total Salary
Presiding Officers			
Speaker	\$117,000	\$61,000	\$178,000
Deputy Speaker	\$117,000	\$25,000	\$142,000
Deputy Chair of Committees	\$117,000	\$15,000	\$132,000
Government			
Government House Leader (if not a minister)	\$117,000	\$25,000	\$142,000
Deputy Government House Leader (if not a Minister)	\$117,000	\$9,000	\$126,000
Caucus Chair	\$117,000	\$10,000	\$127,000
Caucus Whip	\$117,000	\$5,000	\$122,000
Official Opposition			
Leader of the Official Opposition	\$117,000	\$61,000	\$178,000
Opposition House Leader	\$117,000	\$25,000	\$142,000
Deputy Opposition House Leader	\$117,000	\$9,000	\$126,000
Caucus Chair	\$117,000	\$10,000	\$127,000
Caucus Whip	\$117,000	\$5,000	\$122,000

Third Party			
Third Party Leader	\$117,000	\$33,000	\$150,000
Third Party House Leader	\$117,000	\$15,000	\$132,000
Caucus Chair (if 5 or more Members)	\$117,000	\$10,000	\$127,000
Caucus Whip (if 5 or more Members)	\$117,000	\$5,000	\$122,000
Committees and Management Commis- sion			
Chair of the Public Accounts Committee	\$117,000	\$15,000	\$132,000
Vice Chair of the Public Accounts Com- mittee	\$117,000	\$10,000	\$127,000
Chair of a Committee other than the Public Accounts Committee \$200/meet- ing to a maximum of \$5,000	\$117,000	\$5,000	\$122,000
Committee Member (including vice chair): \$150/meeting to a maximum of \$5,000	\$117,000	\$5,000	\$122,000
Member of the Management Commis- sion: \$150/meeting to a maximum of \$5,000	\$117,000	\$5,000	\$122,000

The following compares the compensation for the additional-salary positions since 2007. Should Government continue assigning the House Leader and Deputy House Leader responsibilities to Ministers, the recommended cost of the additional-salary positions is approximately \$4,000 less than it was between 2007 and 2016.

Position	Salary 2008-2016	Salary 2016- current	2026 Proposed	Difference
Speaker	\$54,072	\$48,665	\$61,000	\$6,928
Deputy Speaker	\$27,033	\$12,166	\$25,000	(\$2,033)
Deputy Chair of Committees	\$13,517	\$0	\$15,000	\$1,483
Leader of the opposition	\$54,072	\$48,665	\$61,000	\$6,928
Opposition House leader	\$27,033	\$24,330	\$25,000	(\$2,033)
Deputy opposition House leader	\$18,457	\$0	\$9,000	(\$9,457)
Leader of the Third Party	\$18,918	\$24,330	\$33,000	\$14,082
Government Caucus Chair	\$13,517	\$0	\$10,000	(\$3,517)
Opposition Whip	\$13,517	\$0	\$5,000	(\$8,517)
Opposition Caucus Chair	\$13,517	\$0	\$10,000	(\$3,517)
Third Party Whip (only if caucus of 5 or more)	\$13,517	\$0	\$5,000	(\$8,517)
Third Party Caucus Chair (only if caucus of 5 or more)	\$13,517	\$0	\$10,000	(\$3,517)
PAC Chair	\$13,517	\$12,166	\$15,000	\$1,483
PAC vice chair	\$10,333	\$9,300	\$10,000	(\$333)
Total	\$318,054	\$191,788	\$314,000	(\$4,054)
<i>Government House Leader*</i>			\$25,000	
<i>Deputy Government House Leader*</i>			\$9,000	
* would only be paid if the roles were filled by a private member				

Government's Share of Pension Contributions on Salary Increases

	Current	Proposed	Difference	Total Increase
MHA basic Salary increase (applies to 40 MHAs)	\$95,357		\$21,643	\$865,720
Increases to existing additional salary positions			\$53,212	\$53,212
Additional salary positions currently not compensated	\$0		\$103,000	\$103,000
Total				\$1,021,932
9% pension contributions				\$91,974

Anticipated Cost of Per Diems for House Committee Meetings & Management Commission Meetings

The 2026 MCRC recommends that MHAs should receive compensation for attendance at meetings of House Committees or the Management Commission, under the following conditions:

- Chairperson: \$200/meeting;
- Member: \$150/meeting; and
- The maximum an individual member can receive in a fiscal year is \$5,000.

The following assumptions are used in estimating the costs of committee meetings:

1. The number of meetings is estimated using the committee activity for the 48th, 49th, 50th and current general assemblies.
2. A number of Committee members will have other salaried positions and would not be compensated for attendance at committee meetings.
3. The Chair and Vice chair of the Public Accounts Committee are compensated positions.
4. The Standing Orders Committee is typically chaired by either the Speaker or the Government House Leader. Other members typically include house leaders or deputy house leaders which are compensated positions.
5. The Privileges and Elections Committee will typically include ministers and/or house leaders. However, provision has been made in the costing for a private member to chair this committee.
6. The Resource, Social Services and Government Services Committees are chiefly made up of private members. Provision is made in the costing for a private member to chair these committees.
7. The Management Commission is comprised of a number of positions that are already compensated. Provision is made for two private members.

Committee	Estimated number of meetings	Members to be compensated	Cost
Public Accounts	14	3	\$6,300
Privileges and Elections	4	2	\$1,400
Standing Orders	4	2	\$1,400
Resource	6	4	\$3,900
Social Services	6	4	\$3,900
Government Services	6	4	\$3,900
Management Commission	14	2	\$4,200
Total			\$20,800

APPENDIX I

Cost of Allowances Recommendations

The following summarizes the financial implications associated with the recommendations regarding allowances. All estimates are based on actual allowance usage for the period 2016-17 through to 2025-26, generally excluding the 2020-21 pandemic year.

1. Provide the option of the \$200/month vehicle allowance to the districts of Labrador West and Harbour Grace-Port de Grave.

Commentary: No financial impact. The vehicle allowance is deducted from the already budgeted mileage component for the district.

2. All kilometres (commonly referred to as mileage) to be charged at the designated rate.

Commentary: It is estimated that the additional cost for reimbursing all kilometres at the higher designated rate will be approximately **\$26,200**. This includes kilometres expensed to House in session, House not in session, the Intra- and Extra-Constituency Allowances and House Operations (kilometres charged for travel to committee meetings, House mandated training and parliamentary events). It is calculated based on the total of the estimated average kilometres travelled per year in each district multiplied by the current designated rate of \$0.5802 for September 2026. The current reimbursement rate is used rather than the average for the year due to the current volatility of gas prices.

The legislature uses the rates established in Treasury Board's *Automobile Reimbursement Rates for Using a Private Vehicle at Work*¹⁴¹ policy to reimburse private vehicle travel. There are two rates: a higher, designated rate which is applied to the first 9,000 kilometres travelled by MHAs and a lower basic rate which is applied to all mileage thereafter. Treasury Board adjusts the rates monthly. The 9,000 kilometres is an individual limit, not an allowance type limit.

Approximately 30 MHAs expense mileage in any given fiscal year. The following table provides the total mileage reimbursed over the past ten years. The kilometres travelled is an estimate, calculated on a district basis by applying the average designated rate to the first 9,000 kilometres travelled and applying the basic rate thereafter.

141 Online: [Automobile Reimbursement Rates for Using a Private Vehicle at Work - Treasury Board Secretariat](#).

Fiscal Year	Mileage Reimbursed	Total Estimated Kms	Designated Rate KMs	Designated Rate Reimbursement	Basic Rate KMs	Basic Rate Reimbursement
2016-17	\$184,952	435,196	206235	\$102,251	228961	\$82,701
2017-18	\$182,107	426,674	201178	\$100,207	225495	\$81,900
2018-19	\$195,866	460,783	202705	\$102,183	258078	\$93,682
2019-20	\$148,265	341,416	175172	\$87,919	166244	\$60,347
2020-21	\$98,948	221,230	168970	\$81,122	52260	\$17,826
2021-22	\$169,721	374,283	182175	\$95,605	192108	\$74,115
2022-23	\$209,041	438,625	192109	\$106,563	246516	\$102,477
2023-24	\$185,530	390,214	186,679	\$102,300	205,535	\$83,226
2024-25	\$181,692	378,130	190,419	\$99,931	187,711	\$76,961
2025-26	\$131,317	250,816	187,690	\$105,106	62,406	\$26,211

Mileage reimbursement decreased during years affected by the Covid-19 pandemic. It is also lower in general election years as mileage cannot be expensed to the allowances during the writ period.

The current designated rate as of September 2026 is 58.02¢/km. The average basic rate for 2023-24 was 44.12¢/km.

The average mileage excluding the pandemic year is 388,380. The portion of this mileage that would be expensed at the designated rate is 199,873 kms. The remaining 188,507 kms would be expensed at the basic rate. Therefore:

At the designated rate 388,380 kms @ .5802 per km:	\$225,338
At the combined rate 388,380 kms:	\$199,135
199,873 kms @ .5802 kms:	\$115,966
188,507 kms @ .4412 km:	\$83,169
Difference:	\$26,203

3. Removal of the 60 km restriction for those commuting beyond this distance.

Commentary: Based on usage data between April 1, 2016 and March 31, 2026, the anticipated cost is approximately \$38,000 comprised of approximately \$26,000 associated with House in session travel and \$11,600 associated with House not in session travel. This estimate was arrived at based on the following assumptions:

House in session	
Return trip kms	120
Kilometric rate for September 2026	\$0.5802
Average number of MHAs claiming mileage	27
Usual number of sitting weeks	14
Estimated cost of additional HIS mileage	\$26,318
House not in session	
Return trip kms	120
Kilometric rate for September 2026	\$0.5802
Average HNIS trips	8
Average number of MHAs claiming HNIS mileage	21
Estimated cost of additional HNIS mileage	\$11,670
Estimated Total	\$38,015

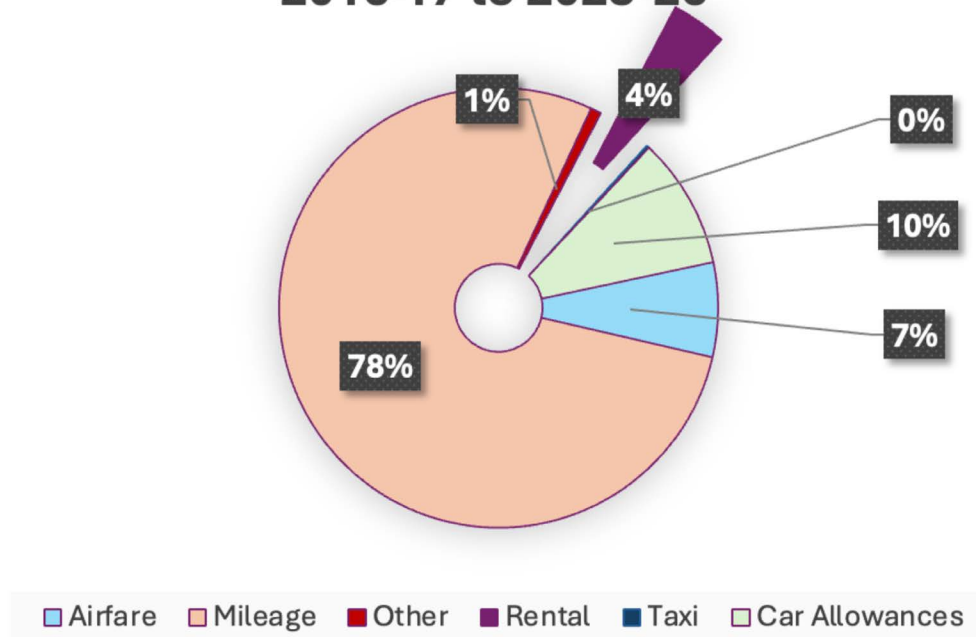
Note: If all MHAs outside the capital travelled using their private vehicle and used all available HNIS trips, this cost would increase to \$64,000. However, it would be offset by decreases in air fare and rental car costs.

4. Removal of restriction of parking expense on primary vehicle when using a rental vehicle.

Commentary: Reimbursement of these fees would increase expenditures under the Intra- and Extra-Constituency Allowance for which a capped budget is allocated.

The cost of these fees is expected to be minimal. The chart below illustrates the distribution of total Intra- and Extra-Constituency travel costs by component for the period 2016-17 to 2025-26. The cost of rental cars for I&E travel averages 4% in comparison to private vehicle use which averages 78%, consequently the assumption is that associated parking fees would be minimal.

Intra- and Extra-Constituency Travel 2016-17 to 2025-26



5. Provision for extraordinary travel.

Commentary: The cost of extraordinary travel cannot be quantified as 1) it is based on exceptional circumstances; and 2) would be at the MHAs discretion as to whether they would want to expense the costs against the allocated Intra-and Extra-Constituency Allowance.

6. Implement the Treasury Board meal per diems.

Commentary: Implementation of the Treasury Board meal per diems is expected to increase expenditures by an estimated **\$6,700** annually based on the following estimate:

The current meal per diem is \$50 daily (tax included) prorated as follows:	Breakfast - \$10 Lunch - \$15 Dinner - \$25
The Treasury Board per diem is \$52.44 daily (tax included) prorated as follows:	Breakfast - \$9.60 Lunch - \$16.80 Dinner - \$26.04

The basis for arriving at this estimate is provided in the following table:

	Average cost with current per diems	Estimated # per diems	Estimated cost with new per diems	Difference between old and new rates
Breakfast	\$6,200	620	\$5,952	-\$248
Lunch	\$20,250	1350	\$22,680	\$2,970
Dinner	\$22,000	880	\$22,915	\$915
Full per Diem	\$73,000	1460	\$76,562	\$3,562
Total	\$121,450		\$128,109	\$6,659

7. **Provide that meals may be expensed up to \$75 daily (HST included), with receipts for those MHAs who stay in temporary accommodations (hotels, motels, etc.) when staying in the capital region on HIS or HNIS travel.**

Commentary: Based on usage data and estimating that 75% of the time this option may be exercised by MHAs staying in hotels, etc., it is estimated that this will cost approximately **\$15,400** annually.

The basis for this estimate follows:

Annual costs of temporary accommodations expensed under the House in session and House not in session allowances:

Fiscal year	Total Cost	Estimated cost/night	Estimated number of nights
2016-17	\$176,479	\$125	1412
2017-18	\$123,308	\$125	986
2018-19	\$117,060	\$125	936
2019-20	\$80,807	\$125	646
2020-21	\$68,142	\$125	545
2021-22	\$93,118	\$135	621
2022-23	\$125,460	\$135	836
2023-24	\$113,219	\$135	755
2024-25	\$140,652	\$135	938
2025-26	\$97,037	\$135	647

Based on the above annual costs:

Room cost/night	\$135	Assumption: average room cost is estimated at \$135/night
Total estimated nights	911	
75% take-up	683	Estimated number of days for which MHAs might claim the per diem/receipt option
Cost differential	\$22.56	Cap of \$75 minus the daily meal per diem of \$52.44
Estimated additional cost for meals	\$15,408	

8. Provide that MHAs travelling internationally may use the meal per diems provided under the federal Treasury Board *Travel Directive*.

Commentary: This cost cannot be quantified but as international travel is rare it would be expected to be minimal and readily absorbed into existing appropriations.

9. Provide that meals may be expensed up to \$100 Canadian daily (HST included), with receipts, for those MHAs who are travelling within Canada but outside the province.

Commentary: Travel outside the province by MHAs is limited. In the case of parliamentary events, most meals are provided by the host jurisdiction. In accordance with government policy, which is followed by the legislature, unless the Management Commission adopts its own, meals may not be claimed while on travel status, where the cost of meals is included as part of another reimbursable item (i.e., conference fee, transportation cost).

Should an MHA travel under the extra-constituency component of the Intra-and Extra-Constituency Allowance, the costs are expensed against a budgeted capped allowance.

10. Integrate the Constituency Allowance with the Office Operations Allowance.

Commentary: None. These are both capped allowances at \$12,000 (HST included) annually and \$3,000 (HST annually) respectively. The integrated Office Operations Allowance will be a combination of these two allowances, i.e., \$15,000 (HST included) annually.

11. Eliminate the Office Start-up Allowance.

Commentary: This allowance is only budgeted in election years. As it is difficult to predict election results, an amount cannot be determined. During general assemblies, should a by-election occur, the cost is absorbed within existing appropriations. Its elimination would not result in a budgetary reduction as it is a cost that would no longer be required.

12. Provide for MHAs to expense the costs of attending two caucus meetings annually.

Commentary: It is difficult to estimate travel costs as they are dependent upon the location of the meeting and the residence of the MHA; however, the following assumptions are made:

Component	Cost Assumption per trip	Extended cost for 40 Members
Travel	800 km per MHA @58.02¢ per km	\$18,560
Accommodation	3 nights @ \$135/night	\$16,200
Meals	3 days @ \$75/day	\$9,000
		\$43,760

The estimated budget requirement for two trips is \$87,520.

Summary

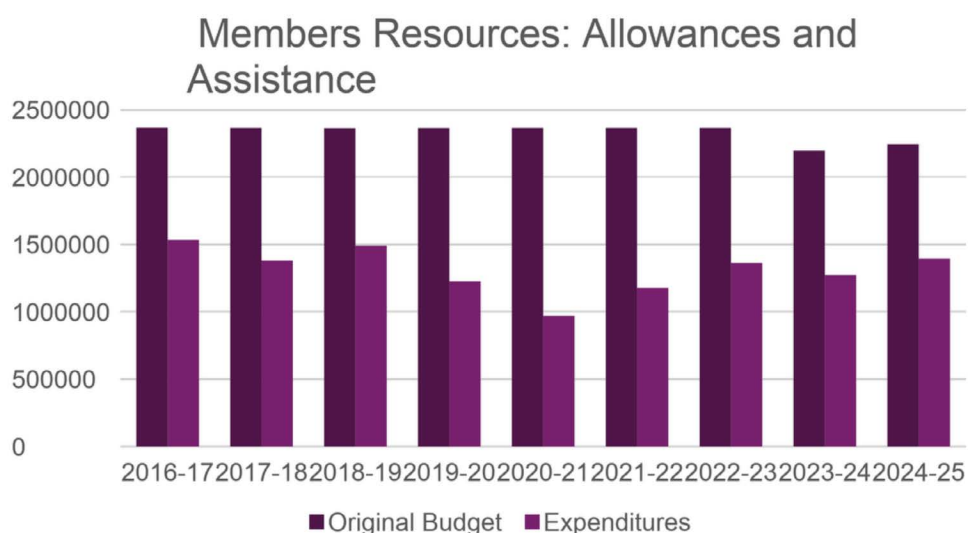
Should all the recommendations affecting meals and travel be adopted, the increase in expenditures can be expected to be approximately \$173,820 annually:

All mileage at designated rate	\$26,200
Removal of the 60 km restriction	\$38,000
Increase in meal per diems	\$6,700
Provision of a per diem/receipt option for meals when staying in temporary accommodation	\$15,400
Provision for travel and living expenses for two caucus meetings per year	\$87,520
Total	\$173,820

Currently, there should be sufficient capacity within existing budget allocation to absorb the increased costs in mileage and meals.

The following chart depicts the MHA allowances total expenditures based on the Public Accounts **Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund**¹⁴² for the periods 2016-17 to 2024-25. Should allowance use increase the matter would need to be dealt with during the budget process.

142 Online: [Public Accounts and Other Financial Reports - Treasury Board Secretariat](#).



Changes to the kilometric rate and meal per diems needs a recalculation of the Intra-and Extra-Constituency Allowance. Overall use of this allowance is typically between 40% and 50% of the allocated budget. However, because each district receives a specific allocation, adequate provision must be made at the district level. This allowance is enumerated in Schedule A of the Rules. The following table reflects the new I&E amounts for each district.

Category	District Name	Density Index 2021	Current I&E (HST incl.)	Proposed I&E (HST incl.)
Category 1	St. John's Centre	1.8	\$5,600	\$5,900
	St. John's East-Quidi Vidi	1.8	\$5,600	\$5,900
	St. John's West	2.3	\$5,600	\$5,900
	Virginia Waters-Pleasantville	2.3	\$5,600	\$5,900
	Mount Pearl-Southlands	2.5	\$5,600	\$5,900
	Mount Pearl North	2.6	\$5,600	\$5,900
	Corner Brook	3	\$5,600	\$5,900
	Windsor Lake	3.1	\$5,600	\$5,900
	Waterford Valley	3.9	\$5,600	\$5,900
	Conception Bay South	4.6	\$5,600	\$5,900
	Mount Scio	4.6	\$5,600	\$5,900
	Topsail-Paradise	5.3	\$5,600	\$5,900
	Labrador West	5.4	\$5,600	\$5,900
	Cape St. Francis	8.5	\$5,600	\$5,900
	Harbour Grace - Port de Grave	9.3	\$5,600	\$5,900

Category	District Name	Density Index 2021	Current I&E (HST incl.)	Proposed I&E (HST incl.)
Category 2	Gander	16.5	\$8,200	\$8,700
	Grand Falls-Windsor- Buchans	18.4	\$8,200	\$8,700
	Stephenville - Port au Port	20.8	\$8,200	\$8,700
	Harbour Main	22.5	\$8,200	\$8,700
	Humber - Bay of Islands	23.4	\$8,200	\$8,700
	Exploits	26.6	\$8,200	\$8,700
	Carbonear - Trinity - Bay de Verde	28.6	\$8,200	\$8,700
Category 3	Ferryland	33.1	\$12,200	\$13,700
	Lewisporte-Twillingate	48.1	\$12,200	\$13,700
	Lake Melville	48.3	\$12,200	\$13,700
	Burin - Grand Bank	48.6	\$12,200	\$13,700
	Bonavista	49.3	\$12,200	\$13,700
	Placentia-St. Mary's	51.1	\$12,200	\$13,700
	Terra Nova	51.4	\$12,200	\$13,700
	Humber - Gros Morne	69.3	\$12,200	\$13,700
	Fortune Bay - Cape La Hune	75.1	\$12,200	\$13,700
Category 4	Baie Verte - Green Bay	81.6	\$14,100	\$16,000
	St. George's - Humber	83.1	\$14,100	\$16,000
	Fogo Island - Cape Freels	88.9	\$14,100	\$16,000
	Placentia West - Bellevue	96.7	\$14,100	\$16,000
	St. Barbe - L'Anse aux Meadows	103.8	\$14,100	\$16,000
	Burgeo & LaPoile	126.8	\$14,100	\$16,000
Category 5	Conception Bay East - Bell Island	9.8	\$8,400	\$9,100
	Cartwright-L'Anse au Clair	155.6	\$26,800	\$29,200
	Torngat Mountains	234.9	\$20,700	\$20,800
Total			\$391,700	\$427,800

APPENDIX J

Codification of Salaries

The following are links to the legislation or regulations applicable to the salaries of the Members of the provincial and territorial legislatures and Executive Councils.

Alberta	Alberta King's Printer: (Legislative Assembly Act) section 43 members_services_orders.pdf Executive Council Salaries Order Members' Allowances Order
British Columbia	Members' Remuneration and Pensions Act Part I, section 4
Manitoba	C.C.S.M. c. L110 section 52.8(1)
New Brunswick	2014, c.116 - Legislative Assembly Act section 28 2011, c.152 - Executive Council Act sections 6-9
Northwest Territories	Legislative Assembly and Executive Council Act Schedule C
Nova Scotia	House of Assembly Act section 45A
Nunavut	LEGISLATIVE ASSEMBLY AND EXECUTIVE COUNCIL ACT, Official Consolidation of Legislation Schedule C
Ontario	Legislative Assembly Act, R.S.O. 1990, c. L.10 ontario.ca sections 61 & 62 Executive Council Act, R.S.O. 1990, c. E.25 ontario.ca section 3
Prince Edward Island	Legislative Assembly Act section 51(1)
Quebec	C-52.1 - An Act respecting the conditions of employment and the pension plan of members of the National Assembly sections 1 & 7 E-18 - Executive Act section 7
Saskatchewan	directive-21-annual-indemnity-and-allowances.pdf
Yukon	Legislative Assembly Act sections 39-43



HOUSE OF ASSEMBLY
Newfoundland and Labrador