



Reflecting on How we Value Democracy – *“once more down the path”*

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Agenda

- Approach
- Annual Salary
- Additional Salaries
- Salary Adjustment Formula
- Severance
- Pensions
- Allowances
- Implementation
- Other Matters
- Questions

Approach

Mandate – adopted by the House June 2, 2026
Section 16(1) of HOAAIA + MCRC 2024 Report as basis



Interviews and
submissions



Document
review



Jurisdictional
research



Remuneration
and expense
data 2016-2026

Assessed and analyzed

28 Recommendations submitted October 8, 2026

Annual Salary

- Increase base salary to \$117,000

Rationale

- Reduced from 2024 recommended base salary based on feedback
- All provincial and territorial legislatures increased their base salaries since 2024
 - In particular, Ontario and Nova Scotia each addressed their long standing salary freezes
- Aligned with the national average of ~\$119,500

Additional Salaries

- Increase salary of current remunerated positions

Position	Current	Recommended	Increase
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

Rationale

- These salaries also have not increased since 2009. In 2016 they were decreased by 10%
- All Canadian legislatures that have these positions have increased the salaries since 2024

Additional Salaries

- Remunerate additional positions

Position	Recommended
Deputy Chair of Committees	\$15,000
Government House Leader (if not a minister)	\$25,000
Deputy Government House Leader (if not a minister)	\$9,000
Government Caucus Chair	\$10,000
Government Whip	\$5,000
Deputy Opposition House leader	\$9,000
Opposition Caucus Chair	\$10,000
Opposition Whip	\$5,000
Third Party Whip (only if caucus of 5 or more)	\$10,000
Third Party Caucus Chair (only if caucus of 5 or more)	\$5,000

Rationale

- Additional work should be compensated
- These positions were compensated prior to 2016 (except GHL and DGHL which are new)
- Just about all other Canadian legislatures compensate these positions

Additional Salaries

- Compensate Committee Members
 - \$200/meeting committee chairs
 - \$150/meeting to committee members
 - Maximum of \$5,000
 - Member or substitute who attends majority of meeting receives per diem
 - Compensation provided regardless of House status
 - Applies to Management Commission members as well

Rationale

- Members should be compensated for additional work preparation for and attendance at committee meetings does take time
- Prior to 2016, committee members were compensated for meetings when House was not in session
- Salaried positions are compensated regardless of House status

Only One Additional Salary

- Codify that a MHA can only be compensated from one additional salary position:
 - Remuneration should be that of the highest compensated position
 - Includes all the additional salary positions in the Legislature
- Rationale
 - Longstanding practice in both the Legislature and Executive Branch but not codified
 - Consistent with practices in Canadian legislatures which have codified in legislation

Salary Adjustment Formula

- Annually increase base, additional salaries, committee per diems and committee maximums by CPI to the maximum of executive increases.

Examples:

CPI % increase	Executive increase	MHA increase
3%	4%	3%
3%	2%	2%
2%	2%	2%
1%	2%	1%
1%	0%	0%
<0%	1%	0%

Rationale:

- Provides an automatic mechanism to deal with salary increases
- Removes the perception of conflict of interest by tying to public sector salary increases
- Prevents MHAs from receiving greater increases than the public service

Severance

- Continue the 2024 policy

Rationale:

- No issues raised during consultations
- No issues reported in administering the 2024 policy

Pensions

- Reinstate benefits for MHAs first elected November 30, 2015 to those in place when they were elected
- Continue all other pension provisions

Rationale:

- Pension entitlement should be forward looking
 - May have affected MHAs decisions to pause other careers and retirement income growth to seek elected office
- Current pension scheme reflects the policy objective of more closely aligning the MHA pension with the public service pension

Allowances

- Implement the allowance recommendations from the 2024 report, in particular:

Kilometric rate at higher rate regardless of kms

Remove the 60 km provision

Base per diem meal rate reimbursement on Treasury Board policy

Provide increase in meal rates for HIS/HNIS when staying in temporary and for Canadian and international travel

Integrate the Constituency Allowance with the Office Operations Allowance

Permit parking expenses for private vehicles when availing of rental vehicles

Expand the \$200/month car allowance to two more districts

Provide for the Management Commission to authorize extraordinary travel

Provide for the district which has the Confederation Building to establish a constituency office outside the building

- New:** Provide for travel and living expenses to attend caucus meetings (2 per year) outside of any meetings held when House is in session

Rationale

- Assessment of the 2024 recommendations indicate that those recommendations continue to be valid
- MHAs indicated that had the 2024 recommendations been implemented a lot of their concerns would be alleviated

- 2025/10/21 Providing for caucus travel addresses gap in current allowance rules

Implementation

- Salaries and Additional Salaries
 - April 1, 2027
 - Legislative Amendment required
- Salary Adjustment Formula
 - July 1, 2027
 - Legislative amendment required
- Allowances
 - Date to be determined by the Management Commission on the advice of the Clerk and the CFO
 - Policy changes and Rule Amendments required
- Pension recommendation would have retroactive applicability once the enabling legislation is brought before the House

Implementation Considerations

- Policy changes
 - e.g. meal rates for out of province travel
 - Can be approved by the Management Commission
- Rule Amendments
 - e.g. changes to the I&E Allocations
 - Require Management Commission approval followed by a process that varies depending whether or not the House is in session
 - They are not the same as bills requiring introduction, debate and voting
- Legislation Changes
 - e.g. changes to salaries, pensions
 - Amendments must be introduced by way of bill in the House, debated and voted upon in order to be adopted
- Financial Impacts
 - Funding to address pensions would need to be addressed by Finance via the Consolidated Revenue Fund
 - Increased funding for allowances can be absorbed within existing appropriations
 - Increases to salaries will require an increase in the Legislature's budget of approximately \$1m

Other Matters

- Matters arising from consultation and research:
 - Voting on increases
 - Applicability of recommended salary increases to Executive Council and Parliamentary Secretaries/Assistants salaries
 - Frequency of MCRC Reviews
- Outside the mandate contemplated by section 16(1) of HOAAIA, therefore no recommendations



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Questions