



International Lawyers Project (ILP)



A Comparative Analysis of Legislators' Salaries, Remuneration and Benefits

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The analysis in this paper is made in response to a request by the National Taxpayers Association of Kenya (NTA). The analysis seeks to review legislator's salaries, remuneration and benefits in Kenya in comparison to other African and overseas countries. This will inform NTAs submission to the Salaries and Remuneration Commission's Third Public Sector Remuneration Review Cycle for the financial year 2021/22 – 2024/25. The countries included in this analysis are: Kenya, South Africa, Nigeria, Tanzania, Ghana, Uganda, Ivory Coast, Rwanda, Ethiopia, UK and USA. These countries were selected due to their geographical location and/or their economic characteristics, namely, a strong and effective public service.

Data Collection

This paper uses official government publications to collect data where possible. However, in many of the countries included, information on this topic is not regularly published by official bodies or in some cases, is not published at all. Therefore, the data available on parliamentary costs and members of parliament (MPs) salaries, remuneration and benefits is limited.

As a result, media reports and statements by MPs have been relied on as a source of information. It is recognised that media outlets may be biased and that individual MPs may have political or other personal motivations to give false information or statements. In order to minimise this risk, information has been cross checked across different sources where possible.

The Inter-Parliamentary Union Website 'Parline' has also been used as a source¹. Parline is a reference point for authoritative data on the parliaments of the world. It comprises 600+ data points for every country where there is a functioning parliament. Parline is produced with the cooperation of national parliaments, who provide and check the data through a network of Parline Correspondents.

Error Possibilities and Limitations

There are several significant error possibilities and limitations with this analysis.

- As information is not published or updated regularly, data may be outdated. Data publication years have been stated in this paper where available.
- For all countries included, there exists a wide-ranging salary scale between regular MPs and senior members, such as Party Leaders, Chairmen or Speakers. In countries with a bicameral legislature, there are also differences in salaries between members of different houses or chambers. This paper states the range of salaries for each country where available. The graphs in this paper (**Figures 1, 2 and 4**) aim to compare the base salary / salary of regular MPs. However, as information used in the analysis is collected from a variety of sources, there is a risk that different points on this salary scale are being compared.
- Countries adopt different methods of distributing allowances with varying degrees of oversight. In some, money is given directly to MPs as a lump sum whereas in others, money is given as a

¹ Available at: <https://www.ipu.org/>

reimbursement for expenses. Alternatively, in some countries, money is given to a political party as a whole rather than individual MPs. This makes international comparisons difficult. It should be noted that the table in **Figure 3** displays all known allowances. However, the graph in **Figure 4** only refers to personal allowances.

- Some benefits are not quantifiable, for instance, immunity from crimes. These types of benefits, if known, are listed for each country under 'allowances' but are not included in the table or graphs.

Cost of Living Index

Prices of goods and services differ across countries. Typically, prices are higher in wealthier countries and lower in poorer countries: this is known as the Penn Effect.² Due to these price differences, making international comparisons using market currency exchange rates can provide an inaccurate picture. Instead, purchasing power parity (PPP) exchange rates are often used to adjust for the different costs of buying a similar basket of goods and services in each country.

In this paper, PPP exchange rates are not used as they reflect the average cost of living in the country as a whole. Many MPs will live in the city in which their Parliament is located or in other urban areas. In these cities, the cost of living is likely to be significantly higher than the average cost of living in the country, particularly in less developed countries. Instead, this paper uses a cost of living index which reflects, with reference to a base economy, the relative price of a given basket of goods and services in the particular city in which

parliament is located for each country. The cost of living index used in this paper is provided by Numbeo.³

Recommendations

1. Some countries require information on legislator salaries, remuneration and benefits to be made accessible to the public while others do not. A study into transparency around this topic is necessary in order to understand the gaps in existing information.
2. It is recommended that an in-depth economic study into legislator salaries, remuneration and benefits should be carried out before usable conclusions can be drawn.

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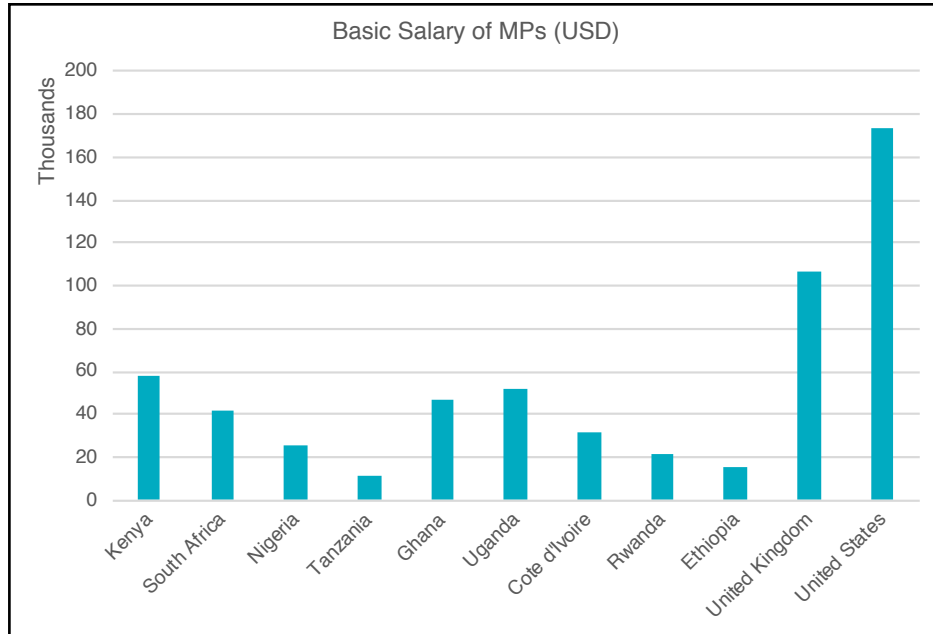
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³ Available at: *Available at: https://www.numbeo.com/common/motivation_and_methodology.jsp.

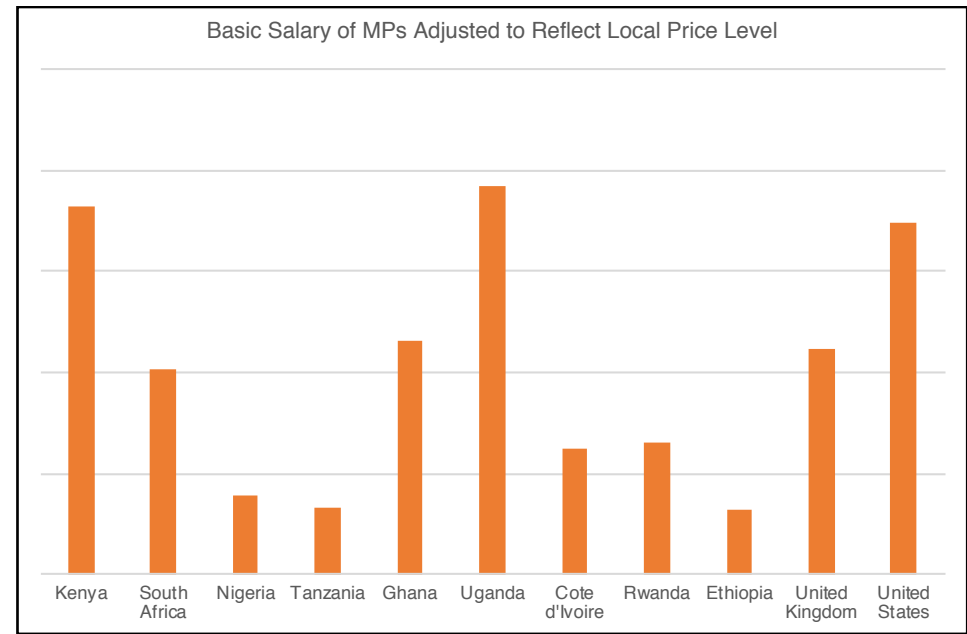
Country Comparison

Figure 1



The graph in **Figure 1** shows the annual basic salary of MPs in US Dollars (thousands).

Figure 2



The graph in **Figure 2** displays the annual basic salary of MPs adjusted to reflect differences in local price levels. This is a better way to make international comparisons because it compensates for the different costs of living.

To calculate this, the annual basic salary is divided by the cost of living index for the city in which parliament is located for each country. The cost of living index reflects, with reference to a base economy, the relative price of a given basket of goods and services in that city.

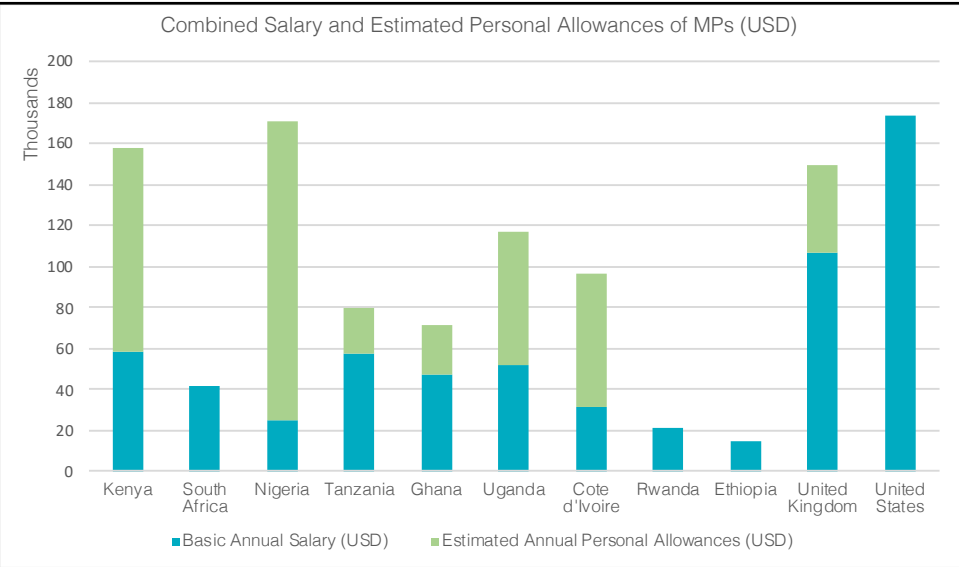
Figure 3

Country	Accommodation Provided	Housing Allowance	Transport Allowance	Car Loan/Maintenance	Mileage/Fuel	Medical Allowance/Cover	Health / Accident Insurance	Mortgage Subsidy/Benefit	Daily Subsistence Allowance	Security	Retirement Benefit	Other Reported Allowances/Benefits
Kenya												Committee Sitting Allowance; Air travel
South Africa												Party Leader Allowance; Party Administrative/ Constituency Allowance
Nigeria												Personal Assistant; Domestic Staff; Entertainment; Utilities; Wardrobe; Newspapers/Periodicals; Constituency Allowance; Special Assistant; Legislative Aides; Duty Tour Allowance; Severance Gratuity; Furniture
Tanzania												Office Assistant; Constituency Allowance; Driver
Ghana												Committee Sitting Allowance; Ex Gratia Payment
Uganda												Committee Sitting Allowance; Town run Allowance
Cote D'Ivoire												Session Bonus; Attendance Bonus
Rwanda												Communications Allowance; Entertainment
Ethiopia	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
UK												Disability Allowance; Staffing Costs; Office Costs; Winding up Budget; London Area Living Payment

US																					Members Representational Allowance; Senators' Official Personnel and Office Expense Account (SOPOEA)
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The table in **Figure 3** compares the *known*, quantifiable allowances of MPs. It should be noted that MPs might receive additional allowances or benefits which are not reported in official publications or media.

Figure 4



The graph in **Figure 4** shows the combined salary and estimated personal allowances of MPs in US Dollars (thousands). Due to insufficient data, there are no estimations available for South African, Rwandan and Ethiopian annual personal allowances. It should be noted that allowances are only estimations and that not all benefits are quantifiable.

Kenya

National Assembly: 350 members, Senate: 67 members

Legislation

The Salaries and Remuneration Commission sets the remuneration and benefits of members of parliament in exercise of the powers conferred by Article 230 (4) (a) of the Constitution. The most recent legal notice, Gazette Notice No. 6516, was published in 2017.

Salaries

According to a 2019 press statement by the Parliamentary Service Commission⁴, the monthly salary for MPs is currently Kshs. 532,500 (USD 4,894.97) which is also taxable. Annual total = Kshs. 6,390,000 (USD 58,196.72). However, The 2017 Gazette Notice No. 6516⁵ sets out a basic monthly starting salary of Ksh. 621,250 (USD 5,710.97) for members of The Senate and The National Assembly. Leader of Majority Parties monthly salaries are set at KSh. 765,188 (USD 7,031.69), Deputy Speakers monthly salaries at Ksh. 924,000 (USD 8,491.09) and Speakers of The Senate and The National Assembly at Ksh. 1,155,000 (USD 10,613.86).

Allowances

Legislators are entitled to the following allowances:

- Committee Sitting Allowance: A Chairperson will receive an allowance of Ksh. 8,000 (USD 73.54) per sitting subject to a maximum of 16 payable sittings per month. Members will receive an

allowance of Kshs. 5,000 (USD 45.96) per sitting subject to a maximum of 16 payable sittings per month.

- Transport Allowance: Transport allowance is clustered into five zones. Monthly maximum transport allowance for return journey ranges from Ksh. 266,663 (USD 2,451.36) in Zone A to Ksh. 738,833 (USD 6,791.88) in Zone E. Payment of mileage claims no longer applies.
- Medical Benefit: Medical Cover is provided per family for self, spouse and up to four children who are fully dependent. This includes Inpatient (Ksh. 10 million/USD 91,927.08), Outpatient (Ksh. 300,000/USD 2,757.81), Maternity (Ksh. 150,000/USD 1,378.91), Dental (Ksh. 75,000/USD 689.45) and Optical (Ksh. 75,000/USD 689.45).
- Retirement Benefit: Gratuity scheme at rate of 31% of annual basic pay paid at the end of the term and is not pensionable.
- Group Life Assurance: State officers are covered for a value equivalent to three times their annual basic remunerative package.
- Group Personal Accident: State officers are covered for a value equivalent to three times their annual basic remunerative package.
- Car Loan: State officers are entitled to a car loan of up to Kshs 7 million (USD 6,4348.96) repayable at an annual interest of 3%. The loan must be fully repaid by the end of the term.
- Mortgage Benefit: State officers are entitled to a mortgage of up to Kshs 20 million (USD 18,3854.16) repayable at an annual interest

⁴ Available at: <https://africacheck.org/wp-content/uploads/2020/04/Parliamentary-Service-Commission-MPs-salary.pdf>

⁵ Available at: https://src.go.ke/download/state-officers-gazette-notice-corrigendum-vol-cxix_no-89-of-7th-july-2017/#

rate of 3%. The mortgage must be fully repaid by the end of the term.

- Daily Subsistence Allowance
- Airtime: Airtime is paid at the rate of Kshs. 15,000 (USD 137.89) per month.
- Official Residence: Speakers of The Senate and National Assembly are housed by the State and provided with commensurate home utilities and attendants.
- Security: Security is provided as advised by the Police Inspector-General

Africa Check reports these allowances total between at KSh1.1 million monthly (US\$127,000 annually) to KSh1.387 million monthly (US \$158,000 annually).

South Africa

National Assembly: 350 to 400 members, National Council of Delegates (NCOP): 54 members

Legislation

The President sets the remuneration and benefits of members of parliament in exercise of the powers conferred by the Remuneration of Public Office Bearers Act 1998 Section 3(1)⁶. The most recent legal notice, Gazette Notice No. 43043, was published in 2020.

The Independent Commission for the Remuneration of Public Office Bearers annually publishes its recommendations concerning salaries, benefits and allowances of defined office-bearers. It obtains its mandate from Section 219 (2) of the Constitution and The Independent Commission for the Remuneration of Public Office Bearers Act⁷. The most recent legal notice, Gazette No.43019⁸, was published in 2020.

The Policy on Political Parties Allowances is available [here](#).

Salaries

For the financial year 2019/2020 the Commission recommended a 3% increase in remuneration of public office bearers earning above R 1,500,000 and a 4% in remuneration of public office bearers earning

⁶ Available at: https://www.gov.za/sites/default/files/gcis_document/201409/a20-98.pdf

⁷ Available at: <http://www.remcommission.gov.za/>

⁸ Available at: https://www.gov.za/sites/default/files/gcis_document/202002/43019gon90.pdf#page=9

below R 1,500,000. However, the president has announced he would not be increasing remuneration for the financial year 2019/2020.⁹

The 2020 Gazette Notice No. 43043¹⁰ sets out a total remuneration of R 1,137,933 (USD 69,153.90) for members of The NCOP and The National Assembly. Leaders of Minority Parties total remuneration is set at R 1,346,232 (USD 81,812.54) and Leaders of Majority Parties total remuneration is set at R 1,600,467 (USD 97,262.78). Deputy Speakers total remuneration is set at R 1,977,795 (USD 120,193.57) and Speaker of the National Assembly and Chairperson of the NCOP at R 2,825,470 (USD 171,708.05).

The total remuneration includes: a basic salary component equal to 60% which is pensionable (USD 41,492.34), an amount of R 120,000 (USD 7,292.58) which is part of the basic salary and is subject to income tax, an employer's pension benefit equal to 22.5% of the pensionable salary, and a flexible portion of the remaining total.

Allowances

Moloto Mothapo, a parliamentary spokesperson confirmed that MPs receive the following benefits¹¹:

- Travel: 88 single journeys a year (by air, train, bus or car), Travel to and from airports, Daily commuting , Parking at airports Travel for their dependants, Transport from the villages to parliament

- Office: Relocation, tools of trade, including a cellphone, tablet and laptop , Equipment and furniture for their offices, Stationery
- Relocation
- Personal accident insurance
- Accommodation in parliamentary villages (three complexes in Cape Town that house MPs when parliament is in session)

However, these are difficult to quantify due to unknown variables as the Ministerial Handbook, which outlines benefits and privileges, is kept as a "classified, confidential document" by the government.¹²

Section 77(2)(c) of the Constitution states that the National Assembly is entitled to financial and administrative assistance. As established in 1978 as a result of a Cabinet decision, political parties are entitled to Party Leader Allowance, Party Administrative Allowance and Constituency Allowance. These allowances are paid to the party as a whole and not to individual members. The total amount a party is entitled to is determined in proportion to its representation.

- Party Leader Allowance: Party leaders are entitled to appoint one grade 83 support staff member and the Majority Party Leader is entitled to appoint one grade C1 support staff member. Parties are entitled to additional support staff in proportion to their percentage of seats.

⁹ <https://www.iol.co.za/news/politics/no-salary-increases-for-deputy-president-ministers-and-premiers-43153218>

¹⁰ Available at: https://www.gov.za/sites/default/files/gcis_document/202002/43043gen112.pdf

¹¹ <https://africacheck.org/factsheets/factsheet-how-much-do-sa-members-of-parliament-earn-and-what-do-they-do-for-it/>

¹² <https://www.news24.com/news24/southafrica/news/factsheet-how-much-does-south-africas-cabinet-really-cost-20190530>

- Party Administrative Allowance: This allowance is used for party support staff personnel expenditure, computer equipment and software maintenance, office equipment, overhead, supplies and stationary, non current assets and their depreciation, software costs and research.
- Constituency Allowance: This allowance is used for staff remuneration, staff training travel and accommodation costs, office costs including telephone, internet and office equipment, catering expenses, advertising and printing costs, subscriptions, travel and parking expenses, office rental costs and maintenance, local government service levies including water and electricity, bank fees, audit fees and other reasonable administration costs.

Nigeria

House of Representatives: 360 members, Senate: 109 members

Legislation

The Revenue Mobilisation Allocation and Fiscal Commission (RMAFC) publishes the remuneration package for political, public and judicial office holders. The RMAFC was established by Decree No. 49 of 1989 and later amended by Decree 98 of 1993 under Section 153(1) of the 1999 Constitution. The Commission is listed as one of the fourteen Federal Executive Bodies. The most recent RMAFC review was made in 2007 and is available [here](#). Since the 2007 review, the Commission made attempts in 2009 and 2015 to review the package to no avail.

Salaries

In March 2018, media reports: “Senator Shehu Sani said that the salary of Senators is 750,000 Naira per month (plus allowances of 13.5 million Naira per month, for a total package of 14.25 million Naira per month”.¹³ In October 2020, a Member of the House of Representatives similarly stated he earned a salary of 800,000 Naira per month plus allowances (annual total USD 25,180.33).¹⁴

However, according to the 2007 Review¹⁵, the annual basic salary for all senators is N 2,026,400 (USD 5,325.62). The Deputy Senate President annual salary is N 2,309,166 (USD 6,068.77) and the Senate President annual salary is N 2,484,242 (USD 6,528.89). For members of the House, the annual basic salary is N 1,985,212 (USD 5,217.38).

¹³ <https://www.vanguardngr.com/2020/10/apart-from-salary-we-receive-n8-5m-monthly-reps-member/>

¹⁴ <https://www.premiumtimesng.com/news/top-news/417971-we-earn-n9-3m-monthly-rep-member.html>

¹⁵ Available at: <https://rmafc.gov.ng/wp-content/uploads/2020/01/Remuneration-Package-for-Political-and-Judicial-Office-Holders-.pdf>

The Deputy Speaker annual salary is N 2,287,034 (USD 6,010.60) and the Speaker of the House annual salary is N 2,477,110 (USD 6,510.14).

Allowances

Allowances are reportedly non-taxed and total about 870 per cent (Senators) and 820 per cent (Reps) of basic salaries. Members of the Senate and Members of the House of Representatives are entitled to regular allowances with an annual total of N 12,766,320 (USD 33,551.43) and N 9,529,038 (USD 25,043.46), respectively. These include:

- Motor Vehicle Fuelling and Maintenance (annual value N 1,519,800 (USD 3,994.22) for Senators and N 1,488,909 (USD 3,913.03) for Members of the House)
- Personal Assistant (annual value N 506,600 (USD 1,331.41) for Senators and N 496,303 (USD 1,304.34) for Members of the House)
- Domestic Staff (annual value N 1,519,800 (USD 3,994.22) for Senators and N 1,488,909 (USD 3,913.03) for Members of the House)
- Entertainment (annual value N 607,920 (USD 1,597.69) for Senators and N 595,563 (USD 1,565.21) for Members of the House)
- Utilities (annual value N 607,920 (USD 1,597.69) for Senators and N 595,563 (USD 1,565.21) for Members of the House)
- Newspapers/Periodicals (annual value N 303,960 (USD 798.84) for Senators and N 297,781 (USD 782.60) for Members of the House)
- Wardrobe (annual value N 506,600 (USD 1,331.41) for Senators and N 496,303 (USD 1,304.34) for Members of the House)

- House Maintenance (annual value N 101,320 (USD 266.28) for Senators and N 99,260 (260.87) for Members of the House)
- Constituency (annual value N 5,066,000 (USD 13,314.06) for Senators and N 1,985,212 (USD 5,217.38) for Members of the House)
- Special Assistant
- Security
- Legislative Aides

The Deputy Senate President regular allowance totalled N 8,082,083 (USD 21,240.69) and the Senate President regular allowance totalled N 8,694,848 (USD 22,851.11). The Deputy Speaker regular allowance totalled N 4,574,068 (USD 12,021.20) and the Speaker regular allowance totalled N 4,954,220 (USD 13,020.29).

Members of the Senate and the House of Representatives and are also entitled to other allowances including:

- Accommodation (annual value N 4,052,800 (USD 10,651.25) for Senators and N 3,970,425 (USD 10,434.76) for Members of the House)
- Furniture (annual value N 6,079,200 (USD 15,976.87) for Senators and N 5,955,637 (USD 15,652.13) for Members of the House)
- Duty Tour Allowance (per night)
- Estacode (per night)
- Medical
- Recess (annual value N 202,640 (USD 532.56) for Senators and N 198,521 (USD 521.74) for Members of the House)

Tanzania

National Assembly: 375 members

Legislation

In exercise of the powers conferred by Article 19 of the National Assembly (Administration) Act [Revised] 2016¹⁶. The President determines the salaries and allowances of MPs in reference to the ministerial salary scale.

Salaries

According to a statement by former legislator, Zitto Kabwe, MPs earn a salary of Shs.11.2 million per month (USD 57,934 annually).¹⁷

Allowances

The following information is taken from the Inter-Parliamentary Union (IPU) website. Basic allowances total TZS 92,400,000 (USD 39,839.91) non-taxable. Basic allowances here refers to a lump sum of money paid to all parliamentarians in advance at a flat rate and is not intended to be a reimbursement. Basic allowances include fuel allowance, driver allowance, office assistant allowance and constituency allowance. MPs also receive cash or in-kind allowances for constituency work. For instance, travel, overnight stays etc.

Ghana

Parliament: 275 members

Legislation

In exercise of the powers conferred by the Constitution 1992, the President determines the salaries and remuneration of MPs on the advice of a committee he appoints and in accordance with the council of state.

Salaries

An article by the Chronicle (2015) reported the basic salary was only GHS 10,000 (USD 1,705.63) per month¹⁸. However, according to the IPU website in 2014, the basic salary of MPs was GHS 23,000 (USD 3,941.63) per month.

Allowances

MPs are reportedly entitled to committee sitting allowance, transport and fuel allowance, housing allowance and ex gratia payment. A 2014 newspaper article estimated the total remuneration per month including allowances to be GHS 34,683 (USD 5,915.63)¹⁹.

¹⁶ Available at: [https://www.parliament.go.tz/uploads/documents/1491054835-the%20National%20Assembly%20\(Administration\)%20Act.pdf](https://www.parliament.go.tz/uploads/documents/1491054835-the%20National%20Assembly%20(Administration)%20Act.pdf)

¹⁷ <https://answersafrica.com/latest-salaries-top-tanzanian-politicians-revealed.html>

¹⁸ <https://www.theafricareport.com/2061/ghana-to-review-mps-government-officials-salaries/>

¹⁹ <https://buzzghana.com/salary-ghanaian-politicians/>

Uganda

Parliament: 449 members

Legislation

In exercise of the powers conferred by the 1995 Constitution and the Administration of Parliaments Act 1997, the Parliamentary Commission determines the salaries and remuneration of MPs in reference to the civil service salary scale. This information is not publicly available.

Salaries

According to the IPU website in 2014, the basic salary of MPs is UGX 192,000,000 (USD 51,792.96). This income is taxable.

Allowances

The following information is taken from the IPU website. Basic allowances total UGX 240,000,000 (USD 64,741.20). Basic allowances here refers to a lump sum of money paid to all parliamentarians in advance at a flat rate and is not intended to be a reimbursement. Basic allowances here include subsistence allowance, mileage allowance, town run allowance. Other allowances include Travel and Honoraria for Chairperson. MPs also receive cash or in-kind allowances for constituency work. For instance, travel, overnight stays etc. The Committee Chair, Deputy Chair, Whips and Shadow Ministers receive additional salaries and allowances.

²⁰ <https://www.dw.com/fr/les-d%C3%A9put%C3%A9s-africains-coup%C3%A9s-des-r%C3%A9alit%C3%A9s/a-43807062>

Ivory Coast / Cote d'Ivoire

National Assembly: 255 members, Senate: 99 members

Legislation

**Insufficient information. Under Article 41 of the Constitution, legislators, amongst others, are required to declare their assets in accordance with the law.

Salaries

According to the IPU website (2018), MPs earn a salary of 17,244,000 CFA (31,220.38 USD). Ivorian 'deputies' (of national assembly) earn 2.65m CFA (4,784.31 USD) a month, reportedly 33x Gross National Income²⁰.

Allowances

- Car allowance: 8m CFA (14,443.20 USD).
- Installation bonus: 10 million CFA (18,054.00 USD).
- "Session bonus": 3.6m CFA (6,499.44 USD).
- 100% health insurance for himself and his family
- A diplomatic passport
- A vehicle excluding customs and taxes
- A retirement pension of one million per month, even if not re-elected
- Immunity for crimes and offences even economic ones.
- Known amounts: Monthly, initial bonus, car, attendance bonus = 53.4m FCFA (96,500 USD).

Rwanda

Chamber of Deputies: 80 members, Senate: 26 members

Legislation

Under Article 47 of the Constitution, “each Chamber of Parliament has its own budget and enjoys financial and administrative autonomy.” The Official Gazette no. Special of 20/09/2019²¹ states “The salary and fringe benefits granted to the staff of the Chamber of Deputies are determined by a Presidential Order”. Similarly, the Official Gazette no. 44 of 29/10/2018 states “Salaries and other benefits granted to the personnel of the Senate are determined by a Presidential Order”.²² This information is not publicly available.

Salaries

According to the IPU website (2017), the basic salary for senators is 22,231,176 RWF (USD 22,500). For members of the Chamber of Deputies, the basic salary is 21,351,065 RWF (USD 21,612.70).

Notably, in April 2020, MPs were not given salaries for a month in response to the COVID 19 pandemic. “In the context of the fight against COVID-19, and in solidarity with the most affected Rwandans, the Government of Rwanda has decided, over and above ongoing social protection initiatives, that all Cabinet Members, Permanent Secretaries, Heads of Public Institutions and other Senior Officials shall forfeit one month's salary (April),” Prime Minister Edouard Ngirente said in a statement.²³

²¹ Available at: https://www.parliament.gov.rw/fileadmin/user_upload/Internal_Rules- Chamber_of_Deputies.pdf

²² Available at: https://www.parliament.gov.rw/fileadmin/user_upload/Organic_Law-Senate_Functioning.pdf

²³ <https://www.africa-newsroom.com/press/coronavirus--rwanda-rwanda-top-officials-skip-april-salaries-for-covid19-fight>

Allowances

According to the IPU website (2017), MPs are entitled to allowances for housing, transport, communications, accommodation and travel.

Ethiopia

House of the Federation: 153 members, House of the People's Representatives: 547 members

Legislation

**Insufficient information. As of July 1st 2019, the Civil Service Commission implemented a new regulation. The regulation mainly determines job evaluation and grading system as well as procedures needed for employees' placement, salary scale, and pension.²⁴ The 2020 Civil Service pay scale is available [here](#).

Salaries

According to the IPU website (2012), the basic salary of members of the House of the Federation is 63,468 ETB (1,662.53 USD) per month. Members of the House of the People's Representatives earn a basic salary of 48,600 ETB (1,273.07 USD) per month.

Allowances

MPs are entitled to accommodation, housing and transport allowances.

United Kingdom

House of Commons: 650 members

Legislation

The Independent Parliamentary Standards Authority (IPSA) has set and administered MPs' pay since 2011 in exercise of the powers conferred by the Parliamentary Standards Act 2009 and Constitutional Reform and Governance Act 2010. The IPSA is also responsible for expense claims. The 2019-2020 budget for expenses is available [here](#).

Salaries

The annual basic salary for all MPs is currently £81,932 (USD 106,817.62) as of 1 April 2020. However, most MPs who are also ministers in the Government are paid an extra ministerial salary.

Allowances

MPs can also claim the following publicly funded expenses:

- Travel costs: There is no limit on travel costs, MPs are reimbursed for standard fare public transport costs. MPs may also use private transport and will be reimbursed in accordance with the rates set by Parliament and administered by HMRC. They will be reimbursed for parking charges, congestion and road tolls but not any penalty charges. MPs will only be reimbursed for taxis and car hires in limited circumstances.
- Accommodation costs: MPs can claim accommodation costs either in London or their constituency (but not both). Eligible MPs can claim for accommodation in one of three ways: A rental property,

²⁴ <https://ethiopianmonitor.com/2019/08/15/council-of-ministers-passes-civil-servants-salary-pension-bill/>

along with its “associated costs” – mainly utilities and council tax (the annual London rental accommodation budget is £22,920 (USD 29,116.87) for 2019-2020); Hotel costs (up to a limit of £175 (USD 228.60) per night in London and £150 (USD 195.94) elsewhere in the UK); Associated costs only if they own the property (the annual budget limit for this is £5,270 (USD 6,884.07) in 2019-20). They cannot claim for cleaning, gardening, the purchase or maintenance of furniture, home contents insurance, television services or television licences. MPs can also claim a rental accommodation uplift for up to three dependents (the annual budget limit for this per dependent is £5,435/USD 7,099.60).

- London Area Living Payment (LALP): London area MPs are entitled to the LALP equal to £4,030 (USD 5,264.29) per financial year, payable on a monthly basis. MPs representing the outer London Area constituencies may claim an additional LALP of £1,430 (USD 1,867.97) per financial year.
- Office costs: These costs may include equipment, software and applications, phone usage including mobile phone and venue hire. The annual budget for office costs is £28,270 (USD 36,928.39) for London Area MPs, and £25,450 (USD 33,244.70) for non-London Area MPs for 2019-20.
- Staffing costs: The annual staffing budget is £166,930 (USD 21,8056.49) for London Area MPs and £155,930 (USD 203,687.46) for non-London Area MPs for 2019-20.
- Winding Up Budget: The winding-up budget is designed to meet the costs of completing the outstanding parliamentary functions of former MPs. For London Area MPs, the winding-up budget is £57,150 (USD 74,653.62) and for non-London Area MPs, the winding-up budget is £53,950 (USD 70,473.54).

- Disability Allowance
- Security: IPSA will pay for security measures recommended by the National Police Chiefs' Council.

United States

House of Representatives: 435 members, Senate: 100 members

Legislation

Article 1 of the Constitution authorises compensation for Members of Congress. Adjustments are governed by the Ethics Reform Act of 1989 and the 27th Amendment to the Constitution. The Congressional Research Service (CRS) publishes a report on Congressional Salaries and Allowances. The most recent report, published in 2019, is available [here](#).

Salaries

The annual basic salary for all senators is currently USD 174,000. However, Senate leaders—majority and minority leaders, and the president pro tempore—have received higher salaries than other members. Currently, leaders earn USD 193,400 per year. For members of the House, the annual basic salary is currently USD 174,000. Majority and minority leaders received salaries of USD 193,400 and the Speaker of the House received a salary of USD 223,500 in 2019.

Allowances

Legislators are also entitled to the following allowances:

- **Medical Benefit:** Members may elect to be covered through the DC Health Link. Emergency medical assistance is provided by the Office of the Attending Physician. Members also are eligible to participate in the Federal Employees Group Life Insurance Program.

The amount of coverage for personal insurance is determined by a formula based on the coverage elected.

- **Social Security and Retirement Benefit:** Social Security participation is mandatory for all Members of Congress. The amount of any benefit and required retirement contribution varies depending on retirement plan, age, and length of service (with a minimum of at least five years of service for any benefit).
- **The Members' Representational Allowance (MRA):** The MRA is available to Members of the House of Representatives. The MRA may be used for official expenses including, for example, staff, travel, mail, office equipment, district office rental, stationery, and other office supplies. The MRA is calculated based on three components: Personnel (USD 944,671 for each Member in 2019 used to employ no more than 18 permanent employees); Official office expenses (varies); Official franked mail (varies). The three components are combined and result in a single MRA authorisation for each Representative that can be used to pay for any type of official expense. These allowances are authorised in statute and regulated and adjusted by the Committee on House Administration. In 2019, MRAs ranged from USD 1,320,585 to USD 1,498,546, with an average of USD 1,382,329.
- **The Senators' Official Personnel and Office Expense Account (SOPOEA):** The SOPOEA is available to Members of the Senate. The SOPOEA may be used for supporting personnel, office expenses, and mail. The administrative and clerical assistance allowance, the legislative assistance allowance and the official office expense allowance are combined to result in a single SOPOEA authorisation for each Senator that can be used to pay for any type of official expense. In 2019, the SOPOEA ranged from USD 3,436,535 to USD 5,421,200 with an average allowance of USD 3,738,775.

- Office Space in States, Including Mobile Office Space: Each Senator is authorised home state office space in federal buildings and may lease one mobile office for use only in the state he or she represents.
- Furniture and Furnishings: Each Senator is authorised furniture and furnishings from an approved list. Each Senator is authorised USD 40,000 for state office furniture and furnishings for one or more offices. The base authorisation is increased by USD 1,000 for each authorised additional incremental increase in office space.
- Office Equipment: Each Senator may use certain basic office equipment allocated in accordance with the population of the state he or she represents and other criteria established by the Senate Committee on Rules and Administration.
- Government Publications: Each Senator is entitled to receive certain government publications and printed products.

Appendix

Data Sources for **Figures 1 and 2**

Country	Annual Basic Salary (USD)	Income Taxable	Source
Kenya	58,196.72	Yes	Press statement by the Parliamentary Service Commission (2019) https://africacheck.org/wp-content/uploads/2020/04/Parliamentary-Service-Commission-MPs-salary.pdf
South Africa	41,492.34	Yes	Gazette Notice No.43043 (2020) https://www.gov.za/sites/default/files/gcis_document/202002/43043gen112.pdf
Nigeria	25,180.33	Yes	Media statement by a member of the House of Representatives. Simon Karu (October 2020). https://www.premiumtimesng.com/news/top-news/417971-we-earn-n9-3m-monthly-rep-member.html
Tanzania	57,934	No	Media statement by a former North legislator https://answersafrica.com/latest-salaries-top-tanzanian-politicians-revealed.html
Ghana	47331.79	Yes	Inter-Parliamentary Union (IPU) website.
Uganda	51,792.96	Yes	Inter-Parliamentary Union (IPU) website.
Cote D'Ivoire	31,220.38	N/A	Inter-Parliamentary Union (IPU) website (2018).
Rwanda	21,612.70	N/A	Inter-Parliamentary Union (IPU) website (2017).
Ethiopia	15,276.84	Yes	Inter-Parliamentary Union (IPU) website (2012).
UK	106,817.62	Yes	Independent Parliamentary Standards Authority Website (2020). https://www.theipsa.org.uk/
US	174,000	Yes	Congressional Research Service Report (2019) https://crsreports.congress.gov/product/pdf/RL/RL30064

Data Sources for **Figure 3**

In addition to official government documents, the table in **Figure 3** includes allowances reported within newspaper articles and other media sources listed below.

1. <https://ghanasoccernet.com/how-much-does-ghana-mp-make>
2. <https://africacheck.org/factsheets/factsheet-much-kenyan-members-parliament-earn-overpaid/>
3. <https://www.the-star.co.ke/siasa/2019-05-11-new-house-allowance-puts-mps-salary-way-above-world-super-powers/>
4. <https://www.independent.co.ug/analysis/mps-salaries/2/>
5. <https://observer.ug/news-headlines/46774-how-ugandan-mps-pay-compares-with-counterparts-worldwide>
6. <https://qz.com/africa/429470/nigerias-legislators-will-get-43-million-of-taxpayers-money-for-a-wardrobe-allowance/>
7. <https://www.newtimes.co.rw/section/read/55933>
8. <https://africacheck.org/factsheets/factsheet-how-much-do-sa-members-of-parliament-earn-and-what-do-they-do-for-it/>

Data sources for **Figure 4**

Country	Estimated Annual Salary + Personal Allowances (USD)	Source
Kenya	158,000	Africa Check Article (2017) https://africacheck.org/factsheets/factsheet-much-kenyan-members-parliament-earn-overpaid/
South Africa	/	/
Nigeria	170,514.16	Stears Business Article (2019) https://www.stearsng.com/article/how-much-does-lawmaking-cost-nigerians
Tanzania	80,147	BBC News Article (2014), Answer Africa Article https://www.bbc.co.uk/news/world-africa-25985744 https://answersafrica.com/latest-salaries-top-tanzanian-politicians-revealed.html
Ghana	70,987.56	Buzz Ghana Article (2014) https://buzzghana.com/salary-ghanaian-politicians/
Uganda	116,534.16	Inter-Parliamentary Union (IPU) website.
Cote D'Ivoire	96,500	/
Rwanda	/	/
Ethiopia	/	/
UK	149,770.76	Estimates based on 2019/2020 MP Expenses Budget http://www.theipsa.org.uk/media/185336/hc-2028-ipsa-2019-20_web_accessible.pdf
US	174,000	Congressional Research Service Report (2019) https://crsreports.congress.gov/product/pdf/RL/RL30064



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