

# INDEPENDENT PANEL

## TO REVIEW THE EMOLUMENTS OF MEMBERS OF TYNWALD

### Terms of reference

*The following terms of reference were proposed by the Emoluments Committee on 30<sup>th</sup> April 2019 and agreed to by the Independent Panel on 17<sup>th</sup> May 2019.*

The Panel is commissioned by the Standing Committee of Tynwald on Emoluments (“the Emoluments Committee”) pursuant to a Tynwald resolution of February 2018.

The functions of the Panel are to examine and report on the emoluments of Members of the House of Keys and Legislative Council, including all pay and allowances, with recommendations for a structure for salary and any related payments.

The Panel must have regard to the following principles:

- the salary and benefits must be sufficient to allow anyone to be able to serve in Tynwald;
- the salary and benefits must be at a level to attract a diverse collection of community members;
- enhanced executive and scrutiny roles should be recognized;
- any change to the structure for pay and allowances must not result in an increase in overall costs of Members’ remuneration; and
- the recommendations of the review should maintain the principle of linking Members’ basic pay to Civil Service salary levels.

The Panel must give all Tynwald Members the opportunity to contribute to its review.

The report of the Panel must be in written form and must be submitted to the Emoluments Committee. The Panel should aim to report by 31<sup>st</sup> December 2019.

Copyright in the report will belong to Tynwald and further disclosure or publication will be at the discretion of the Emoluments Committee.

The Panel and its members may not make any public comment on the Panel's work before the review has been published; but this does not preclude the Panel from consulting the public if it should choose to do so.

Panel Members may claim an allowance for meetings attended at the rates set out in the Attendance Allowance Order 2008.

The secretariat to the Panel will be provided by the Clerk of Tynwald.

Deputy Clerk of Tynwald  
17<sup>th</sup> May 2019