

Appendix 1.1

Press Release

Appendix 1.1 Press Release

News Releases

[Government Home](#) | [Search](#) | [Site Map](#)

[Contact Us](#)



NLIS 10
July 21, 2006
(Executive Council)

Terms of Reference for MHA compensation package released

The Terms of Reference for Chief Justice Derek Green will enable him to do a thorough and comprehensive review of the compensation package for Members of the House of Assembly (MHAs), said Premier Danny Williams upon release of the Terms of Reference.

“As I said at the time of the Chief Justice’s appointment, it is very important that compensation packages for MHAs are reviewed periodically and also to ensure that the rules governing constituency allowances are transparent and held to the highest standards,” said Premier Williams. “These Terms of Reference will allow Chief Justice Green to complete a thorough analysis, including a review of best practices in other jurisdictions. I look forward to seeing this review completed as expeditiously as possible.”

The Chief Justice is also authorized to undertake an independent review and evaluation of the policies and procedures for control of the types of expenditures and payments made by the House of Assembly to suppliers.

Premier Williams appointed Chief Justice Green of the Supreme Court of Newfoundland and Labrador on June 26, 2006, to evaluate compensation received by MHAs including things such as constituency allowances, salary levels and pension benefits.

“Our government remains steadfast in maintaining our commitment to be open and accountable, and the work of the Chief Justice will build upon the initiatives we have taken to date,” added the Premier.

Media contact: Elizabeth Matthews, Office of the Premier, (709) 729-3960, 351-1227, elizabethmatthews@gov.nl.ca

BACKGROUNDER

Terms of Reference of a review to be undertaken by the Honourable J. Derek Green, Chief Justice of the Supreme Court of Newfoundland and Labrador, Trial Division:

1. Chief Justice Green is authorized to undertake an independent review and evaluation of the policies and procedures regarding compensation and constituency allowances for

Members of the House of Assembly that includes:

- i. An assessment of Members of the House of Assembly (MHA) Constituency Allowances to determine if they are the most effective and efficient vehicle to reimburse MHAs for expenses incurred during the normal execution of their duties;
 - ii. A comparison of all components of compensation of members of the legislature in Newfoundland and Labrador, including but not limited to indemnities, allowances and pensions, with that in other provincial and territorial legislatures in Canada;
 - iii. An evaluation of best practices for compensation of members of legislatures in other provinces and territories; and
 - iv. A determination of whether proper safeguards are in place to ensure accountability and compliance with all rules and guidelines governing payments of all aspects of MHA compensation and Constituency Allowances;
2. The Chief Justice is authorized to undertake an independent review and evaluation of the policies and procedures for control of the types of expenditures reviewed by the Auditor General in his report, "Payments Made by the House of Assembly to Certain Suppliers;"
3. A matter that is necessarily incidental to a matter specified above may be included in the review and evaluation by the Chief Justice;
4. The Chief Justice is authorized to develop recommendations on policies and practices resulting from the review and evaluation as outlined above. Additionally, the Chief Justice is authorized to bring forward recommendations that would ensure the accountability and compliance practices employed in the House of Assembly meet or exceed the best in the country. Such recommendations must take into account opportunities to enhance the accountability and transparency of MHA expenditures without undermining the autonomy of the legislature and its elected members;
5. All Ministers and Officials of the Government of Newfoundland and Labrador, and its agencies, are to provide the Chief Justice with their complete and unreserved cooperation in all aspects of this review;
6. Recommendations should be brought forward for the consideration of Cabinet as soon as reasonably possible, to enable the House to address any potential legislative and administrative changes in its Fall 2006 session; and
7. The Department of Justice and the Public Service Secretariat, in collaboration with Executive Council and the Department of Finance, are directed to take the necessary actions to provide Chief Justice Green with the necessary resources to undertake this review expeditiously with such resources to include a part-time legal counsel, a part-time accountant, a part-time advisor from Memorial University, an individual to provide administrative and research support, a policy advisor and an actuary.
8. The ability to summon a witness or witnesses if necessary in the conduct of his review.

2006 07 21

5:05 p.m.



[Home](#)

[Back to Government](#)

[Contact Us](#)



TOP

All material copyright of the Government of Newfoundland and Labrador. No unauthorized copying or redeployment permitted. The Government assumes no responsibility for the accuracy of any material deployed on an unauthorized server.

[Disclaimer/Copyright/Privacy Statement](#)



Appendix 1.2

Terms of Reference and Subsequent Amendments

Appendix 1.2 Terms of Reference



*Certified to be a true copy of a Minute of a Meeting
of the Committee of the Executive Council of Newfoundland and
Labrador approved by His Honour the Lieutenant-Governor on*

2006/07/20

OC2006-296

P
Green, C.J.
All Ministers
All Deputy
Ministers
H. Hodder
J. Noel
C. Lake
AG
Deputy Clerk
File

MC2006-0367. Under the authority of the Prerogative of the Crown, the Lieutenant Governor in Council is pleased to approve the following Terms of Reference of a review to be undertaken by the Honourable J. Derek Green, Chief Justice of the Supreme Court of Newfoundland and Labrador, Trial Division:

1. Chief Justice Green is authorized to undertake an independent review and evaluation of the policies and procedures regarding compensation and constituency allowances for Members of the House of Assembly that includes:
- i) An assessment of Members of the House of Assembly (MHA) Constituency Allowances to determine if they are the most effective and efficient vehicle to reimburse MHAs for expenses incurred during the normal execution of their duties;
 - ii) A comparison of all components of compensation of members of the legislature in Newfoundland and Labrador, including but not limited to indemnities, allowances and pensions, with that in other provincial and territorial legislatures in Canada;
 - iii) An evaluation of best practices for compensation of members of legislatures in other provinces and territories; and
 - iv) A determination of whether proper safeguards are in place to ensure accountability and compliance with all rules and guidelines governing payments of all aspects of MHA compensation and Constituency Allowances;
2. The Chief Justice is authorized to undertake an independent review and evaluation of the policies and procedures for control of the types of expenditures reviewed by the Auditor General in his report, "Payments Made by the House of Assembly to Certain Suppliers;"

*Certified to be a true copy of a Minute of a Meeting
of the Committee of the Executive Council of Newfoundland and
Labrador approved by His Honour the Lieutenant-Governor on*

2006/07/20

3. A matter that is necessarily incidental to a matter specified above may be included in the review and evaluation by the Chief Justice;
4. The Chief Justice is authorized to develop recommendations on policies and practices resulting from the review and evaluation as outlined above. Additionally, the Chief Justice is authorized to bring forward recommendations that would ensure the accountability and compliance practices employed in the House of Assembly meet or exceed the best in the country. Such recommendations must take into account opportunities to enhance the accountability and transparency of MHA expenditures without undermining the autonomy of the legislature and its elected members;
5. All Ministers and Officials of the Government of Newfoundland and Labrador, and its agencies, are to provide the Chief Justice with their complete and unreserved cooperation in all aspects of this review;
6. Recommendations should be brought forward for the consideration of Cabinet as soon as reasonably possible, to enable the House to address any potential legislative and administrative changes in its Fall 2006 session; and
7. The Department of Justice and the Public Service Secretariat, in collaboration with Executive Council and the Department of Finance, are directed to take the necessary actions to provide Chief Justice Green with the necessary resources to undertake this review expeditiously with such resources to include a part-time legal

Executive
Council



Newfoundland
and Labrador

*Certified to be a true copy of a Minute of a Meeting
of the Committee of the Executive Council of Newfoundland and
Labrador approved by His Honour the Lieutenant-Governor on*

2006/07/20

counsel, a part-time accountant, a part-time advisor from Memorial University, an individual to provide administrative and research support, a policy advisor and an actuary.

A handwritten signature in cursive script that reads "Robert C. Thompson".

Clerk of the Executive Council

Executive
Council



Newfoundland
and Labrador

*Certified to be a true copy of a Minute of a Meeting
of the Committee of the Executive Council of Newfoundland and
Labrador approved by His Honour the Lieutenant-Governor on*

2006/07/20

OC2006-297

P
Green, C.J.
All Ministers
All Deputy
Ministers
H. Hodder
J. Noel
C. Lake
AG
Deputy Clerk
File

MC2006-0368. Under the authority of the Public Inquiries Act, the Lieutenant Governor in Council is pleased to:

- i) cause a Commission to be issued under the Great Seal to appoint the Honourable Chief Justice J. Derek Green of the Supreme Court of Newfoundland and Labrador, Trial Division as a Commissioner; and
- ii) the scope of his inquiry will be to summon a witness or witnesses, and to require the witness or witnesses to give evidence orally or in writing upon oath or affirmation, and to produce the documents and things that may be considered necessary within the Terms of Reference identified in OC2006-296 in the limited circumstance where the Chief Justice is unable to obtain the full cooperation of an individual or individuals during the conduct of his review separately ordered by OC2006-296.

Clerk of the Executive Council

Executive
Council



Newfoundland
and Labrador

*Certified to be a true copy of a Minute of a Meeting
of the Committee of the Executive Council of Newfoundland and
Labrador approved by His Honour the Lieutenant-Governor on*

2006/12/06

OC2006-511

P
All Ministers
All Deputy
Ministers
Hon. J.D. Green
H. Hodder
W. Mackenzie
C. Lake
AG
Deputy Clerk
File

MC2006-0576.

Under the authority of the Prerogative of the Crown, the Lieutenant Governor in Council hereby authorizes additional time for the completion of the review by the Honourable J. Derek Green, Chief Justice of the Supreme Court of Newfoundland and Labrador (Trial Division) and directs that recommendations be brought forward for the consideration of Cabinet by January 31, 2007, to enable the House to address any potential legislative and administrative changes in its Spring 2007 session.

The Terms of Reference identified in OC2006-296 are hereby amended.

A handwritten signature in cursive script that reads "Robert C. Thompson".

Clerk of the Executive Council

Executive
Council



Newfoundland
and Labrador

*Certified to be a true copy of a Minute of a Meeting
of the Committee of the Executive Council of Newfoundland and
Labrador approved by Her Honour the Administrator on*

2007/02/01

OC2007-040

P
All Ministers
All Deputy
Ministers
Hon. J.D. Green
H. Hodder
W. Mackenzie
C. Lake
AG
Deputy Clerk
File

MC2007-0049.

Under the authority of the Prerogative of the Crown, the Lieutenant Governor in Council is pleased to authorize additional time for the completion of the review by the Honourable J. Derek Green, Chief Justice of the Supreme Court of Newfoundland and Labrador (Trial Division) and direct that recommendations be brought forward for the consideration of Cabinet by February 28, 2007, or such later date as may be determined by the Premier in consultation with the Speaker of the House of Assembly, to enable the House to address any potential legislative and administrative changes in its Spring 2007 session.

The Terms of Reference identified in OC2006-296 and OC2006-511 are hereby amended.

Clerk of the Executive Council

Executive
Council



Newfoundland
and Labrador

*Certified to be a true copy of a Minute of a Meeting
of the Committee of the Executive Council of Newfoundland and
Labrador approved by His Honour the Lieutenant-Governor on*

2007/03/05

OC2007-080

P
All Ministers
All Deputy
Ministers
Hon. J.D. Green
H. Hodder
W. Mackenzie
C. Lake
AG
Deputy Clerk
File

MC2007-0087.

Under the authority of the Prerogative of the Crown, further to the direction provided in OC2007-040 and consultation with the Speaker of the House of Assembly, the Lieutenant Governor in Council is pleased to authorize additional time for the completion of the review by the Honourable J. Derek Green, Chief Justice of the Supreme Court of Newfoundland and Labrador (Trial Division), effective March 1 to March 31, 2007.

Clerk of the Executive Council

Executive
Council



Newfoundland
and Labrador

*Certified to be a true copy of a Minute of a Meeting
of the Committee of the Executive Council of Newfoundland and
Labrador approved by His Honour the Lieutenant-Governor on*

2007/04/05

OC2007-162

P
All Ministers
All Deputy
Ministers
Hon. J.D. Green
H. Hodder
W. MacKenzie
C. Lake
AG
Deputy Clerk
File

MC2007-0143.

Under the authority of the Prerogative of the Crown, further to the direction in OC2007-040 and OC2007-080 and consultation with the Speaker of the House of Assembly, the Lieutenant Governor in Council is pleased to authorize additional time for the completion of the review by the Honourable J. Derek Green, Chief Justice of the Supreme Court of Newfoundland and Labrador (Trial Division), effective April 1 to April 30, 2007.

Clerk of the Executive Council

Executive
Council



Newfoundland
and Labrador

*Certified to be a true copy of a Minute of a Meeting
of the Committee of the Executive Council of Newfoundland and
Labrador approved by His Honour the Lieutenant-Governor on*

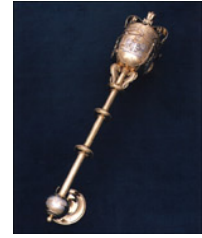
2007/05/16

OC2007-219

P
All Ministers
All Deputy
Ministers
Hon. J.D. Green
H. Hodder
W. MacKenzie
C. Lake
AG
Deputy Clerk
File

MC2007-0245. Under the authority of the Prerogative of the Crown, further to the direction in OC2007-040, OC2007-080 and OC2007-162 and consultation with the Speaker of the House of Assembly, the Lieutenant Governor in Council is pleased to authorize additional time for the completion of the review by the Honourable J. Derek Green, Chief Justice of the Supreme Court of Newfoundland and Labrador (Trial Division), effective to May 31, 2007.

Clerk of the Executive Council



Appendix 1.3

List of Interviews - Consultations

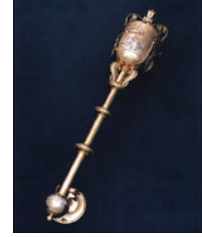
Appendix 1.3 List of Interviews - Consultations

Name	Position
Lloyd Andrews	Partner at Deloitte & Touche
Sandra Barnes	Executive Council
Percy Barrett	MHA
Doug Brake	Mercer Human Resource Consulting (Government Pension Group)
Donna Brewer	Assistant Deputy Minister Finance, Treasury Board
Peter Brown	Partner at Deloitte & Touche
Minister Joan Burke	Minister of Education
Minister Jack Byrne	Minister of Municipal Affairs
John Cummings	Former Cabinet Secretary (2000); Former Deputy Minister Justice (until 2005)
Florence Delaney	Former Secretary Treasury Board
Luc Desroches	Federal House of Commons
Brian Dowden	Royal Newfoundland Constabulary
Virginia English	Budget Analyst, Treasury Board
Barry Fleming	Citizens' Representative
Jennifer Follett	Junior accountant, assigned to House of Assembly audit for Deloitte & Touche
Dorothy French	Executive Council
Chuck Furey	Chief Electoral Officer
Libby Furlong	Administrative Assistant, Chief Electoral Office

Name	Position
Mary Galway	Mercer Human Resource Consulting (Government Pension Group)
Allan Glenns	Federal House of Commons
Kathy Goudie	MHA
Wayne Green	Former Chief Electoral Officer
Jack Harris	Former Leader of NDP
Minister John Hickey	Minister of Transportation and Works; Minister Responsible for Labrador Affairs
Dianne Hill	Oracle System
Honourable Harvey Hodder	Speaker of House of Assembly
Steve Kelloway	Mercer Human Resource Consulting (Government Pension Group)
Peter Kennedy	Former Secretary Treasury Board
Honourable P. Myron Kowalsky	Speaker of Saskatchewan Legislative Assembly
Calvin Lake	Legislative Counsel
Marlene Lambe	Chief Financial Officer, House of Assembly
Liberal Caucus	Please see Appendix 1.7
Bill MacKenzie	Clerk of House of Assembly
Elizabeth Marshall	Former Auditor General; MHA
Minister Tom Marshall	Former Minister of Justice; Minister of Finance
Maureen McCarthy	Director of Pensions, Department of Finance

Name	Position
Dr. Terrance McKague	Research Assistant to the McDowell (1995) and Wakabayashi (2006) Saskatchewan Review Committees into Saskatchewan MLA Compensation and Allowances
Lorraine Michael	Leader of NDP
Anne Marie Miller	Oracle System
Bill Murray	Former Director of Finance, House of Assembly
John Noel	Clerk of House of Assembly
John Noseworthy	Auditor General
Mark Noseworthy	Deputy Director of Finance, House of Assembly
PC Caucus	Please see Appendix 1.7
Terry Padden	Deputy Minister Finance
Kelvin Parsons	MHA; Opposition House Leader; IEC Member & MHA
Kevin Power	Budget Analyst, Treasury Board
Lorna Proudfoot	Legislative Counsel
Gerry Reid	Leader of Opposition
Minister Tom Rideout	Deputy Premier; Minister of Fisheries & Aquaculture, Responsible for Aboriginal Affairs; Attorney General
Minister Paul Shelley	Minister of Human Resources, Labour and Employment
Lloyd Snow	Former Speaker of House of Assembly
Minister Loyola Sullivan	Minister of Finance

Name	Position
Robert Thompson	Clerk of Executive Council
Beaton Tulk	Former Liberal MHA; Former IEC Member; Former Premier
Phil Wall	Former Deputy Minister Finance; Privacy Commissioner
John Wiersema	Federal Deputy Auditor General
Albert Williams	Budget Analyst, Treasury Board
Premier Danny Williams	Premier of Province of Newfoundland and Labrador
Ron Williams	Comptroller General

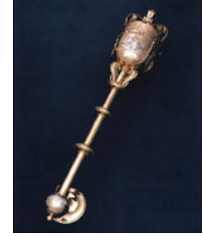


Appendix 1.4 (A)

Written Submissions from Members of the House of Assembly

Appendix 1.4 (A) Written Submissions from Members of the House of Assembly

MEMBER	DISTRICT
Wally Anderson	Torngat Mountains
Felix Collins	Placentia and St. Mary's
Dave Devine	Mount Pearl
Kathy Goudie	Humber Valley
Harry Harding	Bonavista North
Jack Harris	Signal Hill-Quidi Vidi
John Hickey	Lake Melville
Yvonne Jones	Cartwright-L'Anse au Clair
Eddie Joyce	Bay of Islands
Oliver Langdon	Fortune Bay-Cape La Hune District
Elizabeth Marshall	Topsail
Thomas Marshall	Humber East
Kelvin Parsons	Burgeo & LaPoile
Tom Rideout	Lewisporte
Dianne Whalen	Conception Bay East and Bell Island
Wallace Young	St. Barbe

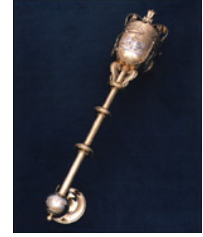


Appendix 1.4 (B)

Written Submissions from the Public

Appendix 1.4 (B) Written Submissions from the Public

Name	Description
Anonymous X	Avalon Region
Anonymous Y	Avalon Region
Leonard Clarke	Avalon Region
Boyd Legge	Avalon Region
Hon. James McGrath	Retired Member of Parliament
Donald Norman	Avalon Region
Gerald F. O'Brien, Q.C.	Avalon Region
Liam O'Brien	Avalon Region
Frederick R. Stagg, Q.C.	Former MHA



Appendix 1.5

MHA Survey

Appendix 1.5 MHA Survey

CONFIDENTIAL**REVIEW COMMISSION ON CONSTITUENCY ALLOWANCES
AND RELATED MATTERS****QUESTIONNAIRE
MEMBER OF THE HOUSE OF ASSEMBLY
PROVINCE OF NEWFOUNDLAND AND LABRADOR**

Circle the appropriate answer:

I am a(n)	urban member (living in, or within 40 km. of St. John's)	rural member (all other)
I am a	Government Member	Opposition Member
I am a	Cabinet Minister	Backbencher
I am a	Woman	Man

Instructions and comments:

- Members may add comments on the attached paper elaborating on the reasoning behind their answers. *Specify the multiple choice, or longer questions situated at the end, to which you are making reference. (Some questions particularly invite comment.)*
- Members may add comments that do not precisely relate to matters dealt with in the questionnaire, keeping in mind that there will also be an opportunity for them to present a formal brief to the Review Commission.
- For questions regarding the administration or contents of the questionnaire, respondents may contact the Executive Secretary of the Review Commission, Beth M. Whalen at email: bwhalen@wob.nf.ca Telephone: (709) 722-7584; Facsimile: (709) 722-9210.
- The questionnaire may be scanned and sent as an email attachment to Beth Whalen, or be sent by regular mail. If by mail, it can be sent to this address: Review Commission on Constituency Allowances and Related Matters, P.O. Box 5190, Stn "C", St. John's NL, A1C 5V5.

OUTLINE

GENERAL ISSUES
CONDUCT OF REVIEWS
PRINCIPLES GOVERNING MHA COMPENSATION
STRUCTURE OF COMPENSATION
COMPENSATION REGIME
FINANCE AND AUDITS
RANKING AND EVALUATION EXERCISES

GENERAL ISSUES

1. Are you familiar with the terms of reference of the Review Commission on Constituency Allowances and Related Matters?
 - a. completely
 - b. almost completely
 - c. only in general
 - d. a little
 - e. not at all

2. Are you familiar with the Morgan Commission Report of 1989 (Report of the Commission on Remuneration to the Members of the House of Assembly)?
 - a. completely
 - b. almost completely
 - c. only in general
 - d. a little
 - e. not at all

3. Are you in support of the recommendations of the Morgan Commission Report, to the extent that you are familiar with them?
 - a. completely opposed to them
 - b. somewhat opposed to them
 - c. neither strongly opposed nor strongly supportive
 - d. somewhat supportive
 - e. completely supportive

Elaborate on sheet if desired.

4. Are you familiar with the decisions taken by the Internal Economy Commission in the course of any given year?
 - a. completely
 - b. almost completely
 - c. only in general
 - d. a little
 - e. not at all

5. It is my experience that the decisions of the IEC have been communicated to Members in a timely and clear fashion.
 - a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

6. I feel it is time to re-evaluate the role, functions and practices of the Internal Economy Commission.
 - a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

7. There should be some mechanism found to lessen the numerical predominance of Government Members on the Internal Economy Commission.
 - a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

8. In the past, the principle of the independence of the House has been given more weight than the principles of financial management in the administration of the House.
 - a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

9. Other jurisdictions (federal and provincial) appear to have a better *regime* (management structure) for deciding Members' compensation than Newfoundland and Labrador.

- a. Strongly agree
- b. Moderately agree
- c. Neutral (I don't know)
- d. Moderately disagree
- e. Strongly disagree

You can write in which one(s) you have in mind either here or on the sheet.

10. Other jurisdictions (federal and provincial) appear to have a better *system* (principles and structure) for Members' compensation than Newfoundland and Labrador.

- a. Strongly agree
- b. Moderately agree
- c. Neutral (I don't know)
- d. Moderately disagree
- e. Strongly disagree

You can write in which one(s) you have in mind either here or on the sheet.

11. Financial management practices of the House of Assembly are generally similar to those of the Executive Government.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

CONDUCT OF REVIEWS

12. It is my view that the studies of MHA compensation should be conducted by
- a. a commission appointed by the Speaker
 - b. an arm's-length, independent commissioner appointed by statute
 - c. the Internal Economy Commission as presently constituted
 - d. a legislative committee composed of backbenchers
 - e. another alternative (elaborate on attached sheet).
13. Such reviews should be conducted
- a. at some regular period, say every ten years
 - b. at some regular period, say every five years
 - c. after every general election
 - d. when the IEC determines
 - e. by some economic, or societal, index that has an automatic trigger.
14. The findings of such reviews should be binding.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
15. The findings of reviews of Members' compensation should be subject to review by the whole House of Assembly and voted on as a free vote.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

16. The compensation system for Members should take into consideration others affected by MHA allowances: families, charities, community groups and so forth.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
17. The compensation system review for Members should also regularly take into consideration compensation for officials of the House (such as the Clerk, Deputy Clerk, and others) and officers of the House (such as the Child and Youth Advocate, Privacy Commissioner, and others forth).
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

PRINCIPLES GOVERNING MHA COMPENSATION

18. I recommend a level of remuneration that
- a. is relatively low, to encourage candidates who emphasize public service above all
 - b. is moderately low, to discourage financing of those who would not earn this in the market place
 - c. has a neutral level, neither really high nor low
 - d. is moderately high, to recognize the status of the political profession
 - e. is relatively high, to allow full-time service and the avoidance of financial sacrifice to Members or Members' families

19. I believe that a statement of appropriate compensation for MHAs should be included within the context of a broad “Code of Conduct” formulated with the involvement of Members.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

20. I believe that the matter of MHA compensation should be considered within the context of a wider set of reforms of the structure and operations of the House of Assembly.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

21. I believe that there should be reduction in the differences between Cabinet Ministers on the one hand, and Members of the House of Assembly on the other, with regard to the various perquisites and categories and levels of reimbursement available.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

22. I believe that there should be more of a “level playing field” as far as Ministers and Members of the House of Assembly are concerned, with regard to issues involving office space.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

Elaborate which matters need reform, if desired.

23. Salaries of those who hold such offices as that of the Speaker, House Leaders and Whips, Committee Chairs, and so forth, should be increased each year in line with the increases for Cabinet Ministers.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
24. There is a need for a more “level playing field” between male and female members.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
25. There should be gender-specific considerations applying to compensation and House administration.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
26. I believe that there should be special leave and compensation arrangements made for Members who are new mothers.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

STRUCTURE OF COMPENSATION

27. The structure of MHA compensation should include tax-free allowances.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
28. All candidates should run for election on the expectation that they become full-time Members.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
29. The structure of compensation should reflect the expectation that those elected serve as full-time Members.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
30. The criteria for establishing what constitutes a full-time Member and a part-time Member have been made clear to me.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

31. A Member should not be able to receive a major proportion of his/her indemnity/allowances for a short period of service in a calendar year brought on by the event of an election or sudden resignation.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

32. I find the overall level of compensation to MHAs to be reasonable.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

33. I find the overall level of compensation provided for *rural* MHAs is reasonable, in general.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

34. I find the overall level of compensation provided for *Labrador* MHAs is reasonable, in general.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

Elaborate if desired.

35. I find the level of compensation provided for *constituency office support* to me as an MHA to be adequate.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

36. The cost of constituency office support should be funded out of a constituency allowance and be decided upon by the Member.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

37. Members of the House of Assembly should have publicly provided space in a government building to provide for service to their constituents.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

38. If publicly provided space in a government building is not available to provide service to an MHA's constituents, because of the size or location or circumstances of the community, then there should be reasonable alternatives explored and offered.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

39. A Member of the House of Assembly who does not want to have a constituency allowance and wants to spend an equivalent amount on other heads of expenditure should be enabled to do so.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
40. Members who serve on legislative committees (PAC, standing committees, and so forth) should all be paid the same rate for annual allowances, no matter what committee.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
41. Members who serve on legislative committees (PAC, standing committees, and so forth) should be paid the same rate per sitting day, no matter what committee.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
42. Members who serve on the Public Accounts Committee should be paid proportionately more than members of other committees.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

43. The Morgan Commission outlined a structure of salaries for statutory office holders, and the principles that underlay this structure are listed below. These are fair and appropriate in today's context.

Leader of the Opposition - same as Cabinet Minister
Opposition House Leader - half of the salary of Leader of Opposition
Leader of a Recognized Third Party - half of the salary of Leader of Opposition
Speaker - same salary as Cabinet Minister
Deputy Speaker and Chairperson of Committees - half salary of Speaker
Deputy Chairperson of Committees - half salary of Chairperson
Party Whips - \$6000 - to be adjusted by IEC

These salaries, except for those of Party Whips, are to be increased each year in line with the increases for Cabinet Ministers.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

Elaborate if desired, or make reference to the longer question at end.

44. The block funding arrangement for Travel and Constituency Allowances should be continued.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

45. There should be a reasonable portion of MHA compensation designated for discretionary expenses.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

COMPENSATION REGIME

46. The most appropriate person/body to apply the rules with regard to Members' compensation is
- a. the Speaker
 - b. the IEC as presently constituted
 - c. a reformed IEC
 - d. an independent officer of the legislature like an Integrity Commissioner
 - e. other
47. There should be receipts for all expenditures by Members where they are to be compensated.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
48. Members' compensation should be set in a relatively unchanging way, that is, one is realistic enough in its philosophy and amounts to stand unchanged for the short to medium term.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

49. Members' compensation should be indexed to reflect changing economic conditions.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

50. I have enough information about indexation to be able to make informed decisions on the matter of Members' compensation.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

51. The Clerk should have the responsibility to challenge the propriety and wisdom of discussions and decisions undertaken in IEC meetings.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

52. Compensation to MHAs should depend on attendance in the House.

- a. Strongly agree
- b. Moderately agree
- c. Neutral
- d. Moderately disagree
- e. Strongly disagree

53. There should be a “whistle-blower” process: an independent body to receive complaints about MHA compensation and expenditures, fraudulent activities by MHAs, or other inappropriate behaviour by MHAs, in confidence, and with immunity from retaliation against the whistle-blower.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

FINANCE AND AUDITS

54. There is merit to the argument that “the Auditor General shouldn’t audit his/her own boss (the House of Assembly).”
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
55. The Auditor General should be the auditor of all aspects of the House of Assembly’s accounts.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

56. The level of scrutiny given to the Members should be the same as that given to officials of the House (Clerk, Deputy Clerk, etc) and officers of the House (Auditor General, Privacy Commissioner, etc).
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
57. The financial management practices of the House of Assembly should be brought into line with those of the Executive Government, if there can be assurance that independence of the House can be assured.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree
58. The financial management practices of the House of Assembly should be brought into line with those of the Executive Government, even if there is some interference with the independence of the House.
- a. Strongly agree
 - b. Moderately agree
 - c. Neutral
 - d. Moderately disagree
 - e. Strongly disagree

RANKING AND EVALUATION EXERCISES

59. If indexing should be deemed necessary, my preference would be that the greatest emphasis would be placed on: (indicate your *preferred* option by “1”, your *least preferred* option by “10” and the other options in ascending order, from “2” to “9”).

Members’ compensation should be tied to a/the

- CPI (Consumer Price Index)
- COLA (Cost of Living Allowance)

- traditional levels relative to certain occupational groups in the workplace
- traditional levels relative to other legislatures
- current levels of Members’ salaries in other jurisdictions
- “ability to pay” measure of the provincial government, or a surrogate measure
- provincial fiscal capacity or financial situation
- levels of compensation of certain bargaining units in private sector
- public service salaries
- other measures.

You can elaborate on any or all of these items.

60. Which aspects of Members’ compensation deserve to be given the most attention and corrective action? (Indicate the most attention by “1”, the least attention option by “8”, and the other options in ascending order, from 2-7.)

- Indemnity
- Non-taxable allowance
- Travel reimbursement element (in session, not in session)
- Per diems
- Committee duty
- Separation allowances
- Constituency allowances element
- Others

61. Reviews of MHA compensation in the future should have as their general mandate (circle any that are appropriate):

- a. Incremental change to the rates of compensation
- b. Focussing on a few specific sections of the compensation regime

- c. Reviews of the role of the legislature as well as compensation
- d. Questioning only the amounts of the compensation
- e. Questioning both the principles and the amounts of the compensation

CHOICE OF PRINCIPLES PROFILE

Circle for each pair, the preferred principle for designing Members' compensation: that is, which is relatively more important?

Assure independence of the legislature	Financial management and accountability for public funds
Provide indemnity as major part of compensation regime	Indemnity as minor part of compensation regime.
Tax-free allowances	Or higher indemnities
Consideration of others affected by MHA allowances: families, charities, community groups	No consideration of others affected by MHA allowances: families, charities, community groups
Promote service of full-time Members by the structure of the compensation regime	Accommodate full-time as well as part-time Members by the structure of the compensation regime
Financial rewards of being an MHA should not be substantial	Financial rewards of being an MHA should be substantial
The province should situate itself in a rank or place relative to other jurisdictions regarding richness of MHA compensation	The province should not situate itself in a rank or place relative to other jurisdictions regarding richness of MHA compensation
There should be a multiplicity of categories in Members' compensation plan structures, in order to accommodate the complexities that arise out of the role of being a Member	There should be relatively few all-inclusive categories in Members' compensation plan structures, in order to facilitate flexible decision-making by Members
MHA compensation structures should be subject to continual adjustment	MHA compensation structures should not be subject to continual adjustment
Compensation review structures should have representatives of society on them	Compensation review structures should not have representatives of society on them

**APPROPRIATE AND INAPPROPRIATE USES OF MHA COMPENSATION
(CHECK ONE OF THE BOXES)**

TYPE OF EXPENSE	APPROPRIATE	APPROPRIATENESS DEPENDS ON CIRCUMSTANCES (ELABORATE IF DESIRED)	INAPPROPRIATE
Most charitable donations			
Donations where political party has already announced that a donation will be given			
Charitable tickets bought where a prize could result			
Tickets to dinners where a speaker or most of the audience belongs to the political party of the Member			
Grants to local sports teams			
Grants for team uniforms			
School scholarships			
School fundraisers			
Money to subsidize trips to provincial, national or international capitals for youth representing the district, the province or country			
Financial aid for medical-related transportation of constituents			

TYPE OF EXPENSE	APPROPRIATE	APPROPRIATENESS DEPENDS ON CIRCUMSTANCES (ELABORATE IF DESIRED)	INAPPROPRIATE
Financial aid for brochures for local or provincial associations			
Advertisements in a program for cultural, sports or other groups			
Gifts to commemorate a 100 th birthday or a 50 th wedding anniversary of constituents			
Emergency financial aid or provisions of the necessities of life to welfare recipients in need (<i>i.e.</i> pay power bill, purchase home appliances)			
Provincial flags			
Provincial lapel pins			
Trips to Ottawa on constituency business			
Members' rings			
In-home meals where restaurant meals not convenient (<i>i.e.</i> grocery bill)			
Numerous meals at high-end restaurants			
Christmas turkeys			

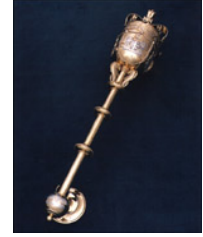
TYPE OF EXPENSE	APPROPRIATE	APPROPRIATENESS DEPENDS ON CIRCUMSTANCES (ELABORATE IF DESIRED)	INAPPROPRIATE
Representing constituents on appeal matters (<i>i.e.</i> Workers' Compensation, CPP Appeals, Social Services, <i>etc.</i>)			
Personal clothing			
Dry cleaning			
Personal cell calls			
Leased vehicles			
Travel luggage			
Promotional greeting cards			
Promotional calendars			
Promotional flowers			
Hotel accommodations above a certain dollar figure (\$300)			
Entertainment while travelling on MHA business			
Spousal travel			
Vehicle mileage reimbursement			
Airline tickets/other modes of travel			
Office rent			
Office space in building/company you own			

TYPE OF EXPENSE	APPROPRIATE	APPROPRIATENESS DEPENDS ON CIRCUMSTANCES (ELABORATE IF DESIRED)	INAPPROPRIATE
Office phone and phone line			
Office computer/laptop			
Office faxes and fax line			
Office furniture			
Office utilities			
Office paintings/decorative wall coverings			
Office space in MHA's personal residence			
Office phone and phone line if Member's office is in personal residence			
Office faxes and fax line if Member's office is in personal residence			
Office furniture if Member's office is in personal residence			
Office utilities if Member's office is in personal residence			
Office paintings/decorative wall coverings if Member's office is in personal residence			

TYPE OF EXPENSE	APPROPRIATE	APPROPRIATENESS DEPENDS ON CIRCUMSTANCES (ELABORATE IF DESIRED)	INAPPROPRIATE
Office grounds maintenance if Member's office is in personal residence			
Maintain second residence in St. John's			

**APPROPRIATENESS OF THE MORGAN COMMISSION PROVISION FOR OFFICE
HOLDERS**

OFFICE	MORGAN PROVISION	YOUR SUGGESTED PROVISION
Leader of the Opposition	same as Cabinet Minister	
Opposition House Leader	half of the salary of Leader of Opposition	
Leader of a Recognized Third Party	half of the salary of Leader of Opposition	
Speaker	same salary as Cabinet Minister	
Deputy Speaker and Chairperson of Committees	half salary of Speaker	
Deputy Chairperson of Committees	half salary of Chairperson	
Party Whips	\$6000 (1989 dollars) - to be adjusted by IEC (and for inflation)	



Appendix 1.6

Survey Results

Appendix 1.6 Survey Results

Survey Tabulation Characteristics:

Party	Surveys Tabulated	Total
Opposition	8	13
Government		
Cabinet Ministers	12	15
Gov't Backbenchers	14	19
Premier	0	1
Incomplete	2	0
Total Members	36	48

Gender	Survey Tabulated	Total
Woman	8	10
Male	26	38
Incomplete	2	0
Total Members	36	48

District	Survey Tabulated	Total
Urban	8	14
Rural	24	34
Incomplete	4	0
Total Members	36	48

Combinations	Survey Tabulated	Total
R M Cabinet	7	9
R M Gov't	9	10
R M Opposition	2	9
R W Cabinet	1	1
R W Gov't	2	2
R W Opposition	3	3
U M Cabinet	1	3
U M Gov't	3	6
U M Opposition	0	1
U W Cabinet	2	2
U W Gov't	1	2
U W Opposition	0	0
Incomplete	5	0
Total Members	36	48

Rural – R

Urban – U

Woman – W

Male - M

GENERAL ISSUES

- 1. Are you familiar with the terms of reference of the Review Commission on Constituency Allowances and Related Matters?**

Almost completely	8
Completely	17
Not at all	1
Only in general	10

- 2. Are you familiar with the Morgan Commission Report of 1989 (Report of the Commission on Remuneration to the Members of the House of Assembly)?**

A little	1
Almost completely	9
Completely	5
Not at all	3
Only in general	18

- 3. Are you in support of the recommendations of the Morgan Commission Report, to the extent that you are familiar with them?**

Did not answer	4
Completely supportive	7
Neither strongly opposed nor strongly supportive	12
Somewhat supportive	13

- 4. Are you familiar with the decisions taken by the Internal Economy Commission in the course of any given year?**

A little	5
Almost completely	10
Completely	7
Only in general	14

- 5. It is my experience that the decisions of the IEC have been communicated to Members in a timely and clear fashion.**

Moderately agree	15
Moderately disagree	6
Neutral	3
Strongly agree	6
Strongly disagree	6

- 6. I feel it is time to re-evaluate the role, functions and practices of the Internal Economy Commission.**
- | | |
|---------------------|----|
| Moderately agree | 14 |
| Moderately disagree | 6 |
| Neutral | 4 |
| Strongly agree | 12 |
- 7. There should be some mechanism found to lessen the numerical predominance of Government Members on the Internal Economy Commission.**
- | | |
|---------------------|---|
| Moderately agree | 4 |
| Moderately disagree | 8 |
| Neutral | 8 |
| Strongly agree | 7 |
| Strongly disagree | 9 |
- 8. In the past, the principle of the independence of the House has been given more weight than the principles of financial management in the administration of the House.**
- | | |
|---------------------|----|
| Did not answer | 1 |
| Moderately agree | 15 |
| Moderately disagree | 4 |
| Neutral | 6 |
| Strongly agree | 8 |
| Strongly disagree | 2 |
- 9. Other jurisdictions (federal and provincial) appear to have a better regime (management structure) for deciding Members' compensation than Newfoundland and Labrador.**
- | | |
|---------------------|----|
| Did not answer | 1 |
| Moderately agree | 4 |
| Moderately disagree | 5 |
| Neutral | 22 |
| Strongly agree | 1 |
| Strongly disagree | 3 |

10. Other jurisdictions (federal and provincial) appear to have a better system (principles and structure) for Members' compensation than Newfoundland and Labrador.

Did not answer	1
Moderately agree	3
Moderately disagree	4
Neutral	24
Strongly agree	1
Strongly disagree	3

11. Financial management practices of the House of Assembly are generally similar to those of the Executive Government.

Did not answer	1
Moderately agree	8
Moderately disagree	3
Neutral	17
Strongly agree	3
Strongly disagree	4

CONDUCT OF REVIEWS

12. It is my view that the studies of MHA compensation should be conducted by:

a commission appointed by the Speaker	8
an arm's-length, independent commissioner appointed by statute	20
another alternative (elaborate on attached sheet)	1
the Internal Economy Commission as presently constituted	7

13. Such reviews should be conducted:

Did not answer	1
after every general election	5
at some regular period, say every five years	16
at some regular period, say every ten years	8
by some economic, or societal, index that has an automatic trigger	4
when the IEC determines	2

14. The findings of such reviews should be binding.

Did not answer	1
Moderately agree	16
Neutral	3
Strongly agree	14
Strongly disagree	2

15. The findings of reviews of Members' compensation should be subject to review by the whole House of Assembly and voted on as a free vote.

Did not answer	1
Moderately agree	7
Moderately disagree	5
Neutral	5
Strongly agree	12
Strongly disagree	6

16. The compensation system for Members should take into consideration others affected by MHA allowances: families, charities, community groups and so forth.

Did not answer	1
Moderately agree	8
Moderately disagree	2
Neutral	1
Strongly agree	21
Strongly disagree	3

17. The compensation system review for Members should also regularly take into consideration compensation for officials of the House (such as the Clerk, Deputy Clerk, and others) and officers of the House (such as the Child and Youth Advocate, Privacy Commissioner, and others).

Did not answer	2
Moderately agree	8
Moderately disagree	4
Neutral	6
Strongly agree	9
Strongly disagree	7

PRINCIPLES GOVERNING MHA COMPENSATION

18. I recommend a level of remuneration that:

has a neutral level, neither really high nor low	3
is moderately high, to recognize the status of the political profession	1
is moderately low, to discourage financing of those who would not earn this in the market place	1
is relatively high, to allow full-time service and the avoidance of financial sacrifice to Members or Members' families.	31

19. I believe that a statement of appropriate compensation for MHAs should be included within the context of a broad "Code of Conduct" formulated with the involvement of Members.

Did not answer	2
Moderately agree	15
Moderately disagree	1
Neutral	3
Strongly agree	14
Strongly disagree	1

20. I believe that the matter of MHA compensation should be considered within the context of a wider set of reforms of the structure and operations of the House of Assembly.

Did not answer	1
Moderately agree	9
Moderately disagree	9
Neutral	5
Strongly agree	9
Strongly disagree	3

21. I believe that there should be reduction in the differences between Cabinet Ministers on the one hand, and Members of the House of Assembly on the other, with regard to the various perquisites and categories and levels of reimbursement available.

Did not answer	1
Moderately agree	8
Moderately disagree	10
Neutral	7
Strongly agree	4
Strongly disagree	6

22. I believe that there should be more of a “level playing field” as far as Ministers and Members of the House of Assembly are concerned, with regard to issues involving office space.

Did not answer	2
Moderately agree	6
Moderately disagree	3
Neutral	6
Strongly agree	13
Strongly disagree	6

23. Salaries of those who hold such offices as that of the Speaker, House Leaders and Whips, Committee Chairs, and so forth, should be increased each year in line with the increases for Cabinet Ministers.

Did not answer	2
Moderately agree	13
Moderately disagree	3
Neutral	5
Strongly agree	12
Strongly disagree	1

24. There is a need for a more “level playing field” between male and female members.

Did not answer	3
Moderately agree	6
Moderately disagree	2
Neutral	10
Strongly agree	6
Strongly disagree	9

25. There should be gender-specific considerations applying to compensation and House administration.

Did not answer	2
Moderately agree	2
Moderately disagree	5
Neutral	9
Strongly agree	4
Strongly disagree	14

26. I believe that there should be special leave and compensation arrangements made for Members who are new mothers.

Did not answer	2
Moderately agree	7
Moderately disagree	3
Neutral	7
Strongly agree	15
Strongly disagree	2

STRUCTURE OF COMPENSATION

27. The structure of MHA compensation should include tax-free allowances.

Did not answer	1
Moderately agree	8
Moderately disagree	1
Neutral	7
Strongly agree	19

28 All candidates should run for election on the expectation that they become full-time Members.

Moderately agree	6
Moderately disagree	2
Neutral	3
Strongly agree	25

29. The structure of compensation should reflect the expectation that those elected serve as full-time Members.

Moderately agree	6
Moderately disagree	1
Neutral	2
Strongly agree	27

30. The criteria for establishing what constitutes a full-time Member and a part-time Member have been made clear to me.

Moderately agree	7
Moderately disagree	13
Neutral	3
Strongly agree	9
Strongly disagree	4

31. A Member should not be able to receive a major proportion of his/her indemnity/allowances for a short period of service in a calendar year brought on by the event of an election or sudden resignation.

Did not answer	1
Moderately agree	8
Moderately disagree	1
Neutral	8
Strongly agree	17
Strongly disagree	1

32. I find the overall level of compensation to MHAs to be reasonable.

Moderately agree	21
Moderately disagree	4
Neutral	5
Strongly agree	4
Strongly disagree	2

33. I find the overall level of compensation provided for rural MHAs is reasonable, in general.

Did not answer	1
Moderately agree	14
Moderately disagree	8
Neutral	5
Strongly agree	3
Strongly disagree	5

34. I find the overall level of compensation provided for Labrador MHAs is reasonable, in general.

Did not answer	3
Moderately agree	9
Moderately disagree	2
Neutral	13
Strongly agree	5
Strongly disagree	4

35. I find the level of compensation provided for constituency office support to me as an MHA to be adequate.

Moderately agree	7
Moderately disagree	11
Neutral	4
Strongly agree	4
Strongly disagree	10

36. The cost of constituency office support should be funded out of a constituency allowance and be decided upon by the Member.

Moderately agree	9
Moderately disagree	8
Neutral	5
Strongly agree	8
Strongly disagree	6

37. Members of the House of Assembly should have publicly provided space in a government building to provide service to their constituents.

Moderately agree	10
Moderately disagree	5
Neutral	5
Strongly agree	14
Strongly disagree	2

38. If publicly provided space in a government building is not available to provide service to an MHA's constituents, because of the size or location or circumstances of the community, then there should be reasonable alternatives explored and offered.

Moderately agree	9
Moderately disagree	2
Neutral	4
Strongly agree	18
Strongly disagree	3

39. A Member of the House of Assembly who does not want to have a constituency allowance and wants to spend an equivalent amount on other heads of expenditure should be enabled to do so.

Did not answer	2
Moderately agree	9
Moderately disagree	7
Neutral	6
Strongly agree	2
Strongly disagree	10

40. Members who serve on legislative committees (PAC, standing committees, and so forth) should all be paid the same rate for annual allowances, no matter what committee.

Did not answer	1
Moderately agree	4
Moderately disagree	6
Neutral	8
Strongly agree	15
Strongly disagree	2

41. Members who serve on legislative committees (PAC, standing committees, and so forth) should be paid the same rate per sitting day, no matter what committee.

Did not answer	2
Moderately agree	9
Moderately disagree	4
Neutral	5
Strongly agree	15
Strongly disagree	1

42. Members who serve on the Public Accounts Committee should be paid proportionately more than members of other committees.

Did not answer	1
Moderately agree	6
Moderately disagree	6
Neutral	13
Strongly agree	3
Strongly disagree	7

43. The Morgan Commission outlined a structure of salaries for statutory office holders, and the principles that underlay this structure are listed below. These are fair and appropriate in today's context.

Leader of the Opposition - same as Cabinet Minister
Opposition House Leader - half of the salary of Leader of Opposition
Leader of a Recognized Third Party - half of the salary of Leader of Opposition
Speaker - same salary as Cabinet Minister
Deputy Speaker and Chairperson of Committees - half salary of Speaker
Deputy Chairperson of Committees - half salary of Chairperson
Party Whips - \$6000 - to be adjusted by IEC

These salaries, except for those of Party Whips, are to be increased each year in line with the increases for Cabinet Ministers.

Did not answer	1
Moderately agree	12
Moderately disagree	2
Neutral	7
Strongly agree	13
Strongly disagree	1

44. The block funding arrangement for Travel and Constituency Allowances should be continued.

Moderately agree	8
Neutral	2
Strongly agree	26

45. There should be a reasonable portion of MHA compensation designated for discretionary expenses.

Moderately agree	8
Moderately disagree	1
Neutral	1
Strongly agree	25
Strongly disagree	1

COMPENSATION REGIME

46. The most appropriate person/body to apply the rules with regard to Members' compensation is

a reformed IEC	12
an independent officer of the legislature	10
other	1
the IEC as presently constituted	11
the Speaker	2

47. There should be receipts for all expenditures by Members where they are to be compensated.

Moderately agree	5
Moderately disagree	6
Neutral	2
Strongly agree	21
Strongly disagree	2

48. Members' compensation should be set in a relatively unchanging way, that is, one realistic enough in its philosophy and amounts to stand unchanged for the short to medium term.

Did not answer	1
Moderately agree	12
Moderately disagree	2
Neutral	4
Strongly agree	15
Strongly disagree	2

49. Members' compensation should be indexed to reflect changing economic conditions.

Moderately agree	9
Moderately disagree	2
Neutral	2
Strongly agree	23

50. I have enough information about indexation to be able to make informed decisions on the matter of Members' compensation.

Moderately agree	18
Moderately disagree	2
Neutral	7
Strongly agree	9

51. The Clerk should have the responsibility to challenge the propriety and wisdom of discussions and decisions undertaken in IEC meetings.

Did not answer	1
Moderately agree	10
Moderately disagree	6
Neutral	8
Strongly agree	9
Strongly disagree	2

52. Compensation to MHAs should depend on attendance in the House.

Moderately agree	6
Moderately disagree	9
Neutral	9
Strongly agree	6
Strongly disagree	6

53. There should be a “whistle-blower” process: an independent body to receive complaints about MHA compensation and expenditures, fraudulent activities by MHAs, or other inappropriate behaviour by MHAs, in confidence, and with immunity from retaliation against the whistle-blower.

Did not answer	1
Moderately agree	6
Moderately disagree	6
Neutral	7
Strongly agree	4
Strongly disagree	12

FINANCE AND AUDITS

54. There is merit to the argument that “the Auditor General shouldn’t audit his/her own boss (the House of Assembly).”

Did not answer	1
Moderately agree	7
Moderately disagree	12
Neutral	2
Strongly agree	2
Strongly disagree	12

55. The Auditor General should be the auditor of all aspects of the House of Assembly’s accounts.

Did not answer	1
Moderately agree	15
Moderately disagree	1
Neutral	3
Strongly agree	14
Strongly disagree	2

56. The level of scrutiny given to the Members should be the same as that given to officials of the House (Clerk, Deputy Clerk, *et al.*) and officers of the House (Auditor General, Privacy Commissioner, *et al.*).

Moderately agree	11
Moderately disagree	1
Neutral	2
Strongly agree	22

57. The financial management practices of the House of Assembly should be brought into line with those of the Executive Government, if there can be assurance that independence of the House can be assured.

Moderately agree	8
Moderately disagree	1
Neutral	6
Strongly agree	21

58. **The financial management practices of the House of Assembly should be brought into line with those of the Executive Government, even if there is some interference with the independence of the House.**

Did not answer	1
Moderately agree	9
Moderately disagree	7
Neutral	10
Strongly agree	2
Strongly disagree	7

RANKING AND EVALUATION EXERCISES

59. **If indexing should be deemed necessary, my preference would be that the greatest emphasis would be placed on: (indicate your preferred option by “1”, your least preferred option by “10” and the other options in ascending order, from “2” to “9”).**

Members compensation should be tied to a/the

CPI (Consumer Price Index)

<i>Rank</i>	<i>Occurrences</i>
Did not answer	16
1	3
2	9
3	2
4	5
5	1

COLA (a Cost of Living Allowance)

<i>Rank</i>	<i>Occurrences</i>
Did not answer	16
1	5
2	4
3	6
4	1
5	2
6	2

traditional levels relative to certain occupational groups in the workplace

<i>Rank</i>	<i>Occurrences</i>
Did not answer	15
1	2
2	1
3	3
4	4
5	4
6	3
7	1
9	2
10	1

traditional levels relative to other legislatures

<i>Rank</i>	<i>Occurrences</i>
Did not answer	14
2	1
3	5
4	3
5	2
6	2
7	4
8	2
9	3

current levels of Members' salaries in other jurisdictions

<i>Rank</i>	<i>Occurrences</i>
Did not answer	13
1	3
2	2
3	1
4	3
5	5
6	2
7	3
8	4

“ability to pay” measure of the provincial government, or a surrogate measure

<i>Rank</i>	<i>Occurrences</i>
Did not answer	15
3	1
4	1
5	1
6	3
7	6
8	6
9	2
10	1

provincial fiscal capacity or financial situation

<i>Rank</i>	<i>Occurrences</i>
Did not answer	14
2	3
3	1
5	1
6	4
7	4
8	5
9	3
10	1

levels of compensation of certain bargaining units in private sector

<i>Rank</i>	<i>Occurrences</i>
Did not answer	15
1	2
2	2
3	1
4	1
5	3
6	3
7	1
8	2
9	6

public service salaries

<i>Rank</i>	<i>Occurrences</i>
Did not answer	13
1	9
2	2
3	3
4	1
5	1
8	1
9	4
10	2

other measures

<i>Rank</i>	<i>Occurrences</i>
Did not answer	17
1	2
5	1
6	1
7	1
10	14

60. Which aspects of Members' compensation deserve to be given the most attention and corrective action? (Indicate the most attention by "1", the least attention option by "8", and the other options in ascending order, from 2-7.)

Indemnity

<i>Rank</i>	<i>Occurrences</i>
Did not answer	16
1	5
2	2
3	3
4	1
5	3
6	2
7	4

Non-taxable allowance

<i>Rank</i>	<i>Occurrences</i>
Did not answer	17
1	2
2	4
3	2
4	5
5	3
6	2
7	1

travel reimbursement element (in session, not in session)

<i>Rank</i>	<i>Occurrences</i>
Did not answer	16
1	4
2	6
3	7
4	1
5	2

Per diems

<i>Rank</i>	<i>Occurrences</i>
Did not answer	16
1	1
2	3
3	4
4	5
5	3
6	3
7	1

Committee duty

<i>Rank</i>	<i>Occurrences</i>
Did not answer	13
1	3
2	2
3	1
4	3
5	5
6	2
7	3
8	4

Separation allowances

<i>Rank</i>	<i>Occurrences</i>
Did not answer	16
1	1
2	1
5	3
6	8
7	6
8	1

Constituency allowances element

<i>Rank</i>	<i>Occurrences</i>
Did not answer	13
1	11
2	5
3	1
4	3
5	2
6	1

Others

<i>Rank</i>	<i>Occurrences</i>
Did not answer	17
1	1
7	1
8	17

61. Reviews of MHA compensation in the future should have as their general mandate (circle any that are appropriate):

1. Incremental change to the rates of compensation

Did not answer	5
No	27
Yes	4

2. Focussing on a few specific sections of the compensation regime

Did not answer	5
No	27
Yes	4

3. Reviews of the role of the legislature as well as compensation

Did not answer	5
No	24
Yes	7

4. Questioning only the amounts of the compensation

Did not answer	5
No	10
Yes	21

5. Questioning both the principles and the amounts of the compensation

Did not answer	5
No	15
Yes	16

CHOICE OF PRINCIPLES PROFILE

Principle 1

Did not answer	5
Assure independence of the legislature	8
Financial management and accountability for public funds	23

Principle 2

Did not answer	7
Provide indemnity as major part of compensation regime	21
Indemnity as minor part of compensation regime	8

Principle 3

Did not answer	7
Tax-free allowances	18
Higher indemnities	11

Principle 4

Did not answer	5
Consideration of others affected by MHA allowances: families, charities, community groups	27
No consideration of others affected by MHA allowances: families, charities, community groups	4

Principle 5

Did not answer	3
Promote service by full-time Members by the structure of the compensation regime	28
Accommodate full-time as well as part-time members by the structure of the compensation regime	5

Principle 6

Did not answer	5
Financial rewards of being an MHA should not be substantial	2
Financial rewards of being an MHA should be substantial	29

Principle 7

Did not answer	5
The province should situate itself in a rank or place relative to other jurisdictions regarding richness of MHA compensation	18
The province should not situate itself in a rank or place relative to other jurisdictions regarding richness of MHA compensation	13

Principle 8

Did not answer	6
There should be a multiplicity of categories in Members' compensation plan structures, in order to accommodate the complexities that arise out of the role of being a Member	14
There should be relatively few all-inclusive categories in Members' compensation plan structures, in order to facilitate flexible decision-making by Members	16

Principle 9

Did not answer	4
MHA compensation structures should be subject to continual adjustment	27
MHA compensation structures should not be subject to continual adjustment	5

Principle 10

Did not answer	4
Compensation review structures should have representatives of society on them	18
Compensation review structures should not have representatives of society on them	14

APPROPRIATE AND INAPPROPRIATE USES OF MHA COMPENSATION

1. Most charitable donations

Did not answer	1
APPROPRIATE	27
DEPENDS	6
INAPPROPRIATE	2

2. Donations where political party has already announced that a donation will be given

Did not answer	1
APPROPRIATE	3
DEPENDS	14
INAPPROPRIATE	18

3. Charitable tickets bought where a prize could result

APPROPRIATE	9
DEPENDS	14
INAPPROPRIATE	13

4. Tickets to dinners where a speaker or most of the audience belongs to the political party of the Member

APPROPRIATE	5
DEPENDS	10
INAPPROPRIATE	21

5. Grants to local sports teams

APPROPRIATE	26
DEPENDS	6
INAPPROPRIATE	4

6. Grants for team uniforms

APPROPRIATE	24
DEPENDS	6
INAPPROPRIATE	6

7. School scholarships

APPROPRIATE	30
DEPENDS	3
INAPPROPRIATE	3

8. School fundraisers

Did not answer	4
APPROPRIATE	28
DEPENDS	3
INAPPROPRIATE	1

9. Money to subsidize trips to provincial, national or international capitals for youth representing the district, province or country

APPROPRIATE	29
DEPENDS	5
INAPPROPRIATE	2

10. Financial aid for medical-related transportation of constituents

APPROPRIATE	22
DEPENDS	9
INAPPROPRIATE	5

11. Financial aid for brochures for local or provincial associations

Did not answer	1
APPROPRIATE	18
DEPENDS	12
INAPPROPRIATE	5

12. Advertisements in a program for cultural, sports or other groups	
APPROPRIATE	26
DEPENDS	9
INAPPROPRIATE	1
13. Gifts to commemorate a 100th birthday or a 50th wedding anniversary of constituents	
APPROPRIATE	27
DEPENDS	5
INAPPROPRIATE	4
14. Emergency financial aid or provisions of the necessities of life to welfare recipients in need (i.e. pay power bill, purchase home appliances)	
APPROPRIATE	19
DEPENDS	7
INAPPROPRIATE	10
15. Provincial flags	
Did not answer	1
APPROPRIATE	30
DEPENDS	3
inappropriate	2
16. Provincial lapel pins	
APPROPRIATE	30
DEPENDS	6
17. Trips to Ottawa on Constituency Business	
APPROPRIATE	23
DEPENDS	10
INAPPROPRIATE	3
18. Members' rings	
DEPENDS	6
INAPPROPRIATE	30

19. In-home meals where restaurant meals not convenient (<i>i.e.</i> grocery bill)	
Did not answer	1
APPROPRIATE	4
DEPENDS	10
INAPPROPRIATE	21
20. Numerous meals at high-end restaurants	
Did not answer	1
DEPENDS	9
INAPPROPRIATE	26
21. Christmas turkeys	
APPROPRIATE	7
DEPENDS	12
INAPPROPRIATE	17
22. Representing constituents on appeal matters (<i>i.e.</i> Workers Compensation, CPP Appeals, Social Services, <i>etc.</i>)	
APPROPRIATE	29
DEPENDS	7
23. Personal clothing	
DEPENDS	7
INAPPROPRIATE	29
24. Dry cleaning	
APPROPRIATE	3
DEPENDS	11
INAPPROPRIATE	22
25. Personal cell calls	
APPROPRIATE	11
DEPENDS	19
INAPPROPRIATE	6

26. Leased vehicles	
APPROPRIATE	11
DEPENDS	16
INAPPROPRIATE	9
27. Travel luggage	
Did not answer	1
APPROPRIATE	1
DEPENDS	6
INAPPROPRIATE	28
28. Promotional greeting cards	
APPROPRIATE	26
DEPENDS	8
INAPPROPRIATE	2
29. Promotional calendars	
APPROPRIATE	23
DEPENDS	9
INAPPROPRIATE	4
30. Promotional flowers	
APPROPRIATE	19
DEPENDS	6
INAPPROPRIATE	11
31. Hotel accommodations above a certain dollar figure (\$300)	
APPROPRIATE	3
DEPENDS	17
INAPPROPRIATE	16
32. Entertainment while traveling on MHA business	
APPROPRIATE	19
DEPENDS	16
INAPPROPRIATE	1

33. Spousal travel	
APPROPRIATE	2
DEPENDS	11
INAPPROPRIATE	23
34. Vehicle mileage reimbursement	
APPROPRIATE	32
DEPENDS	4
35. Airline tickets/other modes of travel	
APPROPRIATE	30
DEPENDS	5
INAPPROPRIATE	1
36. Office rent	
APPROPRIATE	26
DEPENDS	8
INAPPROPRIATE	2
37. Office space in building/company you own	
Did not answer	1
APPROPRIATE	2
DEPENDS	15
INAPPROPRIATE	18
38. Office phone and phone line	
APPROPRIATE	34
DEPENDS	1
INAPPROPRIATE	1
39. Office computer/laptop	
APPROPRIATE	35
INAPPROPRIATE	1

40. Faxes and fax line	
APPROPRIATE	35
INAPPROPRIATE	1
41. Office furniture	
Did not answer	1
APPROPRIATE	30
DEPENDS	4
INAPPROPRIATE	1
42. Office utilities	
APPROPRIATE	33
DEPENDS	2
INAPPROPRIATE	1
43. Office paintings/decorative wall coverings	
APPROPRIATE	17
DEPENDS	13
INAPPROPRIATE	6
44. Office space in MHAs' personal residence	
appropriate	5
depends	16
inappropriate	15
45. Office phone and phone line if Member's office is in personal residence	
APPROPRIATE	21
DEPENDS	10
INAPPROPRIATE	5
46. Office faxes and fax line if Members' office is in personal residence	
APPROPRIATE	23
DEPENDS	8
INAPPROPRIATE	5

47. Office furniture if Member's office is in personal residence

APPROPRIATE	17
DEPENDS	11
INAPPROPRIATE	8

48. Office utilities if Member's office is in personal residence

APPROPRIATE	13
DEPENDS	10
INAPPROPRIATE	13

49. Office paintings/decorative wall coverings if Member's office is in personal

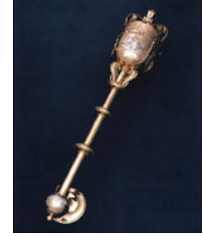
APPROPRIATE	8
DEPENDS	6
INAPPROPRIATE	22

50. Office grounds maintenance if Member's office is in personal residence

APPROPRIATE	1
DEPENDS	3
INAPPROPRIATE	32

51. Maintain second residence in St. John's

APPROPRIATE	23
DEPENDS	11
Inappropriate	2



Appendix 1.7

Caucus Meeting Attendance

Appendix 1.7 Caucus Meeting Attendance

PC Caucus

Joan Burke
Felix Collins
Dave Denine
Kathy Dunderdale
Roger Fitzgerald
Clayton Forsey
Terry French
Kathy Goudie
Harry Harding
Tom Hedderson
Jim Hodder
Ray Hunter
Clyde Jackman
Charlene Johnson
Kevin O'Brien
Paul Oram
Sheila Osborne
Tom Osborne
John Ottenheimer
Bob Ridgley
Paul Shelly
Shawn Skinner
Dianne Whalen
Premier Danny Williams
Ross Wiseman
Wally Young

Liberal Caucus:

Percy Barrett
Roland Butler
Yvonne Jones
Eddie Joyce
Oliver Langdon
Kelvin Parsons
Gerry Reid
George Sweeney
Anna Thistle