



## Ministers' pay since April 2007

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Ministers who are Members of the House of Commons receive their Members' salary and a ministerial salary. Ministers who are Members of the House of Lords receive a ministerial salary.

In its *Review of parliamentary pay, pensions and allowances 2007*, which was published by the then Government in January 2008, the Senior Salaries Review Body (SSRB) noted that ministerial salaries had been squeezed over time and recommended ministers' earnings (including the parliamentary salary) should be set as multiples of the parliamentary salary. The Government rejected this recommendation and said that ministerial salaries should increase in line with parliamentary salaries. The House of Commons adopted a new mechanism for determining annual pay increases in June 2008. However, the *Ministerial and other Salaries Act 1975* (as amended) was not changed, so ministerial salaries (entitlements) continued to increase in line with the old formula, that is in line with increases in the mid-point of the pay bands for the senior civil service.

In both 2008/09 and 2009/10, the Prime Minister, Gordon Brown, announced that ministers would not take the increase in ministerial salary, and in 2009/10, he also said that ministers would decline their increase in Members' salary as well. In March 2010, the Prime Minister accepted the SSRB's recommendation that there should be no increase in base pay for senior civil servants and rejected a recommendation that the minimum of the SCS1 pay band should be increased. He also announced that all paid ministers would waive the increase in their Members' salaries. Consequently, at the 2010 general election, ministerial salary entitlements in 2010/11 were unchanged from November 2007.

On taking office in May 2010, the Cabinet announced that the salaries of ministers in the Coalition Government would be reduced by five per cent compared to those drawn by members of the previous Labour Government. Ministers who were MPs would receive all of their Members' salary and their ministerial salary would be reduced to achieve the total cut in earnings. In March 2011, the Government laid the draft *Ministerial and other Salaries Act 1975 (Amendment) Order 2011* before Parliament. This Order was made in July 2011 and gave statutory effect to the change in ministerial salaries.

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## 1 Ministers' pay before 2008

Before 1996, ministerial salaries had been uprated by Order in line with Members' salaries but this had not been enshrined in legislation or parliamentary resolution.<sup>1</sup> However the 1996 Senior Salaries Review Body (SSRB) report,<sup>2</sup> which was accepted by the Commons, recommended that the uprating formula and 1 April implementation date (for increases in Members' salaries) should also apply to ministers and other paid office holders. The *Ministerial and other Salaries Act 1997* amended the 1975 Act of the same title to take into account the SSRB recommendations.

**Uprating formula (1997-2011):** Pay increases for ministers were linked automatically to the increase in pay bands for the Senior Civil Service, under a formula set out in section 1 of the *Ministerial and other Salaries Act 1997*. This is, in effect, the same formula that was used for uprating Members' pay between 1997 and 2007.

## 2 SSRB recommendations, 2007

In its 2007 report, the SSRB expressed concern about “the compression of ministerial salaries over time”, that is that there were not sufficient differentials between the basic Members' salary and the total salaries of ministers. The SSRB stated its belief that:

... Ministers (and certain other parliamentary office holders) should be paid at a level which recognises, at least broadly, their substantial additional responsibilities relative to both MPs without such responsibilities and public servants who report to Ministers. If salaries were set according to the level of responsibility and accountability, then the Prime Minister ought to earn more than the Cabinet Secretary and Cabinet Ministers ought to earn more than their Permanent Secretaries. However, we are forced to accept that increases of the size needed to achieve that position are simply not politically credible. Instead, therefore, we propose a series of staged increases designed to move the pay of senior Ministers towards that of their senior officials over a period of years. Coupled to this we propose a mechanism to link Ministers' pay to that of MPs – and through them to the pay of senior civil servants – to try to stabilise the relative position of ministerial salaries, through a logical system that is intended to make changes in ministerial pay less capricious in the future.<sup>3</sup>

In order to address this, it recommended that the salaries of ministers and certain office-holders (such as the Leader of the Opposition, the Speaker and his deputies) should be set as ratios of the Member's salary and that these ratios should be increased over the next four years, to April 2010 (Recommendation 10).

It found that the Prime Minister's total salary was 3.11 times the Member's salary. The SSRB recommended that by April 2010 this ratio should 3.50. The table setting out the recommended differentials for all relevant posts is set out with Recommendation 10 in Box 1 below.

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<sup>1</sup> Such an Order would have been required for an 'uprating' increase from 1 April 1997, but there was no such Order, and therefore no uprating for the year beginning 1 April 1997

<sup>2</sup> Review Body on Senior Salaries, H[Review of Parliamentary pay and allowances](#)H, Report No. 38, Cm 3330-I, 1996

<sup>3</sup> Review Body on Senior Salaries, H[Review of parliamentary pay, pensions and allowances 2007](#)H, Report No 64, Cm 7270-I, January 2008, para 4.5

**Box 1: Pay and pensions of Ministers, Speakers and certain other office holders**

Recommendation 10: We recommend that the salaries for the Prime Minister, Ministers and other office holders (excluding Select and Public Bill committee chairmen) in the Commons be set as ratios of the MP's salary, and that the ratios be increased in stages as set out in the table below:

**Staged increases for the Prime Minister, Ministers and other office holders in the House of Commons**

Post	Current Salary £	Current ratio to MP's salary	Ratio from 1 April 2007	Ratio from 1 April 2008	Ratio from 1 April 2009	Ratio from 1 April 2010
Prime Minister	188,848	3.11	3.20	3.30	3.40	3.50
Speaker, Cabinet Minister, Government Chief Whip	137,579	2.27	2.30	2.40	2.50	2.60
Leader of the Opposition	131,172	2.16	2.20	2.25	2.30	2.35
Solicitor General	127,683	2.10	2.15	2.20	2.23	2.25
Minister of State, Government Deputy Chief Whip, Opposition Chief Whip, Chairman of Ways and Means (Deputy Speaker)	100,567	1.66	1.70	1.75	1.80	1.90
First Deputy Chairman of Ways and Means (Deputy Speaker), Second Deputy Chairman of Ways and Means (Deputy Speaker)	95,736	1.58	1.62	1.66	1.70	1.75
Parliamentary Under Secretary of State	90,954	1.50	1.53	1.57	1.60	1.65
Government Whip, Assistant Government Whip, Deputy Opposition Chief Whip	86,348	1.42	1.44	1.46	1.48	1.50

Source: Review Body on Senior Salaries, *Review of parliamentary pay, pensions and allowances 2007*

The SSRB recommended that the salary of the Lord Speaker should be “pegged at its current rate on a ‘mark time’ basis until the next review of parliamentary pay and allowances or until reform of the House of Lords” (Recommendation 11).

It recommended that where the Lord Chancellor holds another ministerial post, that person should receive only the salary for that ministerial post (Recommendation 12).

It recommended that from 1 April 2007, the salaries of ministers in House of Lords should increase by the same percentage as ministers of equivalent rank in the Commons. It also recommended that the salaries of office holders in the House of Lords should continue to be linked to the ministerial rank they are currently linked to (Recommendations 13 and 14).

On severance payments for ministers, the SSRB recommended:

- where a Minister or other office holder is reappointed to a salaried government or parliamentary post within three months of leaving office, the severance payment should be reduced pro rata and the balance repaid;
- the age restriction on ministerial severance payments should be abolished; and

- the Prime Minister, Lord Chancellor and Speaker should be covered by the scheme if and when they cease to be entitled to their special pension arrangements (Recommendation 15).

The SSRB noted that the Prime Minister, Lord Chancellor and Speaker of the House of Commons were entitled, by statute, to pensions equivalent to half their salary immediately on leaving office, irrespective of age or length of service. It recommended that these special arrangements should not be extended to new incumbents of these offices after the passing of legislation to end these arrangements. Instead, these office holders should be covered by the Parliamentary Contributory Pension Fund and the arrangements for severance payments for ministers (Recommendation 16).

## 2.1 Response to SSRB recommendations on Ministers' pay and pensions

In a written ministerial statement issued on the day that the SSRB's recommendations were published, the Government rejected the plans for staged increases in ministerial pay:

Ministers' pay is set under the Ministerial and Other Salaries Act 1975. SSRB recommends that the salaries for the Prime Minister, Ministers and other office holders in the Commons should increase more than the salary of MPs. The Government do not accept the proposal and believe that Ministerial salaries should increase at the same rate as MPs.<sup>4</sup>

It accepted the SSRB's recommendations to alter the arrangements for the Prime Minister's and Lord Chancellor's pensions, but rejected changes to the arrangements for the Speaker's pension:

SSRB recommends that future holders of the offices of Prime Minister, Lord Chancellor and Commons Speaker are covered by the parliamentary pension and severance arrangements that apply to Secretaries of State rather than the pension arrangements that apply now. The Government accept this recommendation with respect to Prime Ministers and Lord Chancellors. The Government do not propose to implement this recommendation with respect to future Commons Speakers, as they consider the position of Speaker to be substantially different from that of a Prime Minister or Lord Chancellor.<sup>5</sup>

At the afternoon Lobby Briefing on 16 January 2008, the Prime Minister's Official Spokesman announced that:

... The Government accepted this recommendation with respect to Prime Ministers and Lord Chancellors, and in addition the current Prime Minister and current Lord Chancellor had decided that this would also apply to them. The Government did not propose to implement this recommendation with respect to future Commons Speakers as it considered the position of the Speaker to be substantially different to that of a Prime Minister or Lord Chancellor.<sup>6</sup>

## 3 Ministerial salaries in 2007/08

In April 2007, ministerial salaries had increased by 0.66 per cent, in line with the 1997 formula. However, the SSRB had recommended that Members' pay should increase by 2.56

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<sup>4</sup> HC Deb 16 January 2008 c33WS

<sup>5</sup> HC Deb 16 January 2008 c34WS

<sup>6</sup> 10 Downing Street, [HAfternoon press briefing from 16 January 2008H](#), 17 January 2008

per cent, and the House agreed to this by resolution on 24 January 2008.<sup>7</sup> The resolution provided for the increase to be staged to ensure that the overall increase remained below 2 per cent, in line with the Government's public sector pay policy. The resolution also broke the link between Members' annual pay increases and the increase in the pay bands of the senior civil service.<sup>8</sup>

Ministerial salaries were not affected by the resolutions of the House relating to Members' pay, as the formula to increase Ministers' salaries was enshrined in the *Ministerial and other Salaries Act 1975*. Consequently, the revised pay increase of 2.56 per cent did not apply to ministerial salaries.

The draft *Ministerial and other Salaries Order 2008* was laid before Parliament on 2 June 2008. It provided for an increase in ministerial salaries in line with the increase in Members' salaries for the 2007/08 financial year. However, the Order only provided for the increase to be paid to ministers who continued to hold office at the time the Order came into force. The Order in Council did not break the link between ministerial salaries and the senior civil service, it provided that:

Section 1A of the 1975 Act applies for the year starting with 1<sup>st</sup> April 2008 and subsequent years taking into account the increases under paragraph 1.<sup>9</sup>

### 3.1 Parliamentary consideration of the draft Order

The Joint Committee on Statutory Instruments considered the draft *Ministerial and other Salaries Order 2008*, at its meeting on 11 June 2008. It reported the instrument to both Houses for "purported retrospective effect":

The Committee draws the special attention of both Houses to this draft Order on the ground that it purports to have retrospective effect where the parent statute confers no express authority so to provide [emboldened in the original].<sup>10</sup>

In the House of Commons, the Third Delegated Legislation Committee considered the draft Order in Council on 23 June 2008.<sup>11</sup> During the short debate on the Order, Sir Robert Smith, for the Liberal Democrats, questioned why it had taken from 16 January, when the Government announced its plans for ministerial salaries in 2007/08, until June to bring forward an order that was "only a page and a half long". He suggested that the concerns about the retrospective nature of the Order would have been "far more limited had it been advanced more urgently".<sup>12</sup>

Helen Goodman, the Deputy Leader of the House, explained that the decision taken in January had to apply to salaries with effect from 1 April 2007 and that the question of how to apply the Order only to current ministers also needed consideration.<sup>13</sup>

The House approved the Order on 24 June 2008, without a division.<sup>14</sup>

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<sup>7</sup> Members' salaries rose by a further 0.84 per cent from 1 April 2007 and a further 1.06 per cent from 1 November 2007, giving a total of 2.56 per cent increase, when Members' November 2007 salaries were compared with November 2006 salaries

<sup>8</sup> HC Deb 24 January 2008 cc1718-1720

<sup>9</sup> *Ministerial and other Salaries Order 2008*, SI 2008/1781, Article 2(2)

<sup>10</sup> Joint Committee on Statutory Instruments, *Twenty-first Report – Drawing Special attention to Draft Ministerial and other Salaries Order 2008* ..., 13 June 2008, HC 38-xxi 2007-08, para 1.1

<sup>11</sup> 3rd DLC 23 June 2008 cc2-6

<sup>12</sup> 3rd DLC 23 June 2008 c4

<sup>13</sup> 3rd DLC 23 June 2008 cc4-5

The House of Lords referred the draft Order in Council to its Grand Committee for debate.<sup>15</sup> It was debated there on 17 June 2008.<sup>16</sup> It returned to the floor of the House of Lords where it received formal approval on 23 June 2008.<sup>17</sup>

During the brief Grand Committee debate, Lord Davies of Oldham explained that the Order had been introduced to give effect to the government policy set out in the written ministerial statement of 16 January 2008 that “ministerial salaries should increase at the same rate as for Members of Parliament”. He also noted the Joint Committee on Statutory Instruments’ comments on the retrospectivity of the Order:

As highlighted in that Committee’s report, the Government accept that the order is retrospective. Nevertheless, the Government believe that the general presumption that powers delegated in enactments are not capable of being exercised retrospectively is outweighed by other factors in this case. In particular, some backdating of salaries is now common practice, especially in the public sector, due to the timings of negotiated pay settlements.<sup>18</sup>

Following the approval of both Houses, the Order in Council was made at Buckingham Palace on 9 June 2008, and came into effect on 10 June 2008.<sup>19</sup>

#### **4 Ministerial salaries in 2008/09**

On 17 June 2008, the Prime Minister announced the publication of the SSRB’s *Thirtieth Report on Senior Salaries 2008*. In the same written ministerial statement, he also announced that:

Ministers’ pay is automatically linked to the average increase in the midpoint of SCS [Senior Civil Service] pay, which moves in line with SSRB recommendations. However, given the importance of public sector pay restraint at a time of economic uncertainty Ministers will not be accepting any pay rise in 2008-09.<sup>20</sup>

As already noted, the formula that provided for the annual uprating of ministerial salaries in the *Ministerial and other Salaries Act 1975* (as amended) had not been changed. Consequently, ministers’ salary entitlement increased.

In a press briefing on the report on parliamentary pay and allowances, conducted by Sir John Baker, the Leader of the House of Commons, Harriet Harman, confirmed that had the award been made, it would have been worth 0.28 per cent:

Q: Surely MPs get a further 0.28% increase due to the SSRB’s recommendations and the existing formula?

A: No. The Resolution of the House on 24 January removed the previous automatic increase mechanism that linked MPs pay to movements in the SCS pay bands.<sup>21</sup>

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<sup>14</sup> HC Deb 24 June 2008 c260

<sup>15</sup> HL Deb 5 June 2008 c265

<sup>16</sup> HL Deb 17 June 2008 ccGC384-GC388

<sup>17</sup> HL Deb 23 June 2008 c1230

<sup>18</sup> HL Deb 17 June 2008 cGC384

<sup>19</sup> *Ministerial and other Salaries Order 2008*, SI 2008/1781

<sup>20</sup> HC Deb 17 June 2008 cc47WS-48WS

<sup>21</sup> Leader of the House of Commons, *Q&A Briefing on 3 July Debate – government Response and Proposals [following the Baker Review]*, 2008

The Prime Minister's Official Spokesman addressed some questions on the decision at the morning press briefing on 17 June:

Asked if Ministers had all individually accepted that they would not get a pay rise in 2008/09, the PMS said that the Cabinet decided this morning that Ministers should not accept a pay rise.

Asked if there was a vote, the PMS said things did not normally go to vote at Cabinet, but that there was unanimous agreement this morning that this was the right thing to do.<sup>22</sup>

The decision to freeze ministerial salaries in 2008/09 was widely reported in the press. For example, *The Times* reported that the decision had been criticised and that it would apply to the office holders of the Official Opposition (Conservative Party) who receive salaries under the *Ministerial and other Salaries Act 1975*:

A senior minister described Mr Brown's surprise move on ministerial pay as "gesture politics of the worst kind". Mr Brown was inviting ministers to wear a hair shirt as a stunt, the minister said.

The idea that it would make other public-sector workers limit their pay rises was "cloud cuckoo land". "Nobody asked us, nobody consulted us," the minister added.

Mr Brown announced the freeze at yesterday's Cabinet meeting. He said that ministers would not accept a pay rise "given the importance of public-sector pay restraint at a time of economic uncertainty". Ministers will still receive the general MPs' pay rise.

David Cameron and a few senior Conservatives who receive ministerial salaries are also to forgo the rise to which they are entitled this year.<sup>23</sup>

## 5 Ministerial salaries in 2009/10

On 31 March 2009, the Prime Minister announced the publication of the SSRB's *Thirty-First Report on Senior Salaries 2009*. In the same written ministerial statement, he also announced that:

The changes to senior civil service pay mean that ministerial pay, which is linked by legislation to the average increase in the midpoint of senior civil service pay ranges, will increase by 1.5 per cent. However, given the importance of public sector pay restraint at a time of economic uncertainty salaried Ministers will not be accepting any pay rise in 2009-10, either in their ministerial pay or in their parliamentary pay.<sup>24</sup>

## 6 Ministerial salaries from 1 April 2010

On 10 March 2010, the Prime Minister announced the publication of the SSRB's *Thirty-Second Report on Senior Salaries 2010*. In the same written ministerial statement, he also announced that:

For the SCS, the Government have accepted the recommendation of the Review Body that for 2010-11 there should be no increase in base pay or the non-consolidated performance-related pot.

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<sup>22</sup> Number 10 Downing Street, *Morning press briefing from 17 June 2008*, [Hhttp://www.number10.gov.uk/output/Page15796.aspH](http://www.number10.gov.uk/output/Page15796.aspH)

<sup>23</sup> Philip Webster and Siobahn Kennedy, "Brown faces revolt after pay freeze on ministers", *Times*, 18 June 2008

<sup>24</sup> HC Deb 31 March 2009 c62WS



The Government have not accepted the Review Body's recommendation that the minimum for SCS pay band 1 should be increased to £61,500.

[...]

### *Ministers*

The effect of the Government's response to the SSRB's recommendations on SCS pay is that there will be no increase in ministerial pay for 2010-11. All paid Ministers will also waive any increase in their pay as an MP to which they are entitled.<sup>25</sup>

## **7 Labour Government pay freezes**

As a result of the three announcements on ministerial pay made by Gordon Brown in June 2008, March 2009 and March 2010, ministers declined salary increases despite increases in entitlement in 2008 and 2009. They also declined an increase in Members' pay in 2009 and 2010. The following table illustrates the effect of these decisions on ministerial salaries.

**Table 1: Effect of Labour Government ministerial pay freezes on ministerial earnings**

£ per annum	Entitlement April 2010			Drawn April 2010		
	MP	Minister	Total	MP (1)	Minister (2)	Total
<u>Commons</u>						
Prime Minister	65,738	132,923	198,661	63,291	130,594	193,885
Cabinet Minister	65,738	79,754	145,492	63,291	78,356	141,647
Minister of State	65,738	41,370	107,108	63,291	40,646	103,937
Parly Under Sec of State	65,738	31,401	97,139	63,291	30,851	94,142
<u>Lords</u>						
Cabinet Minister		108,253			106,356	
Minister of State		84,524			83,043	
Parly Under Sec of State		73,617			72,326	

(1) April 2008 level

(2) November 2007 level

In addition to the announcements made, Gordon Brown had reduced his salary from an entitlement of £198,661 to £150,000. It is not clear when he took the salary cut as it was not made public until after Parliament had been dissolved for the 2010 general election. Following a radio interview, the *Daily Mirror* reported that:

The Prime Minister slashed his own salary by 25% to about the same as that of Cabinet colleagues after the expenses scandal last year. Mr Brown is entitled to £198,661 but has been taking just £150,000.

He let slip his decision as he faced first-time voters on a BBC Radio 1 show.<sup>26</sup>

A full list of entitlements to ministerial salary is given in Tables in the Appendix of this note.

<sup>25</sup> HC Deb 10 March 2010 cc18WS-19WS

<sup>26</sup> "Gordon Brown reveals his massive pay cut", *Daily Mirror*, 21 April 2010

## 8 Ministerial salaries under the Conservative/Liberal Democrat coalition

At the Cabinet Meeting on 13 May 2010, ministers in the new Government agreed that they would be paid “five per cent less than Ministers received in the previous administration”. Fuller details were given in a press notice:

Prime Minister David Cameron and Deputy Prime Minister Nick Clegg have made a clear commitment to cutting the cost of government, including urgent action to begin reducing the deficit this year.

As part of this process of cutting costs, the Prime Minister is today announcing that new Ministers will be paid five per cent less than Ministers received in the previous administration.

In addition, the Government will impose a subsequent Ministerial pay freeze for the lifetime of the Parliament – effectively a further pay cut when inflation is taken into account.

The five per cent reduction in Cabinet Minister salaries alone will save taxpayers approximately £50,000 this year – and approximately £300,000 will be saved this year when all government ministerial positions are taken into account.

Over the lifetime of the Parliament, the Ministerial salary cut and subsequent pay freeze will save approximately £3 million.

### Salary changes

Office	Combined Ministerial and Parliamentary salaries under previous administration	Combined Ministerial and Parliamentary salaries under current Government	Annual pay cut
<b>Ministers in the House of Commons</b>			
Prime Minister	£150,000	£142,500	£7,500
Cabinet Minister	£141,647	£134,565	£7,082
Minister of State	£103,937	£98,740	£5,197
Parliamentary Under-Secretary of State	£94,142	£89,435	£4,707
<b>Ministers in the House of Lords</b>			
Cabinet Minister	£106,356	£101,038	£5,318
Minister of State	£83,043	£78,891	£4,152
Parliamentary Under-Secretary of State	£72,326	£68,710	£3,616

### Notes to Editors

1. Ministers sitting in the Commons receive both a Parliamentary salary and a Ministerial salary; Lords Ministers receive only a Ministerial salary.
2. We are cutting the total remuneration – the Parliamentary and Ministerial salaries combined – of all Ministers by five per cent relative to that received previous administration. This will be achieved by maintaining Parliamentary salaries to the entitlement for 2010-11 (£65,737), with the salary reduction taken in full from the ministerial element of the combined total. This means that all MPs will be paid the same – with the pay cut being implemented through the ministerial salary entitlement.<sup>27</sup>

<sup>27</sup> 10 Downing Street press release, [HA new politics: cutting Ministerial pay](#), Thursday 13 May 2010,

## 8.1 Implementing the Conservative/Liberal Democrat ministerial pay freeze

On 21 March 2011, the Government laid the draft *Ministerial and other Salaries Act 1975 (Amendment) Order 2011* to give effect to its decision to freeze ministerial salaries at a level that meant that total remuneration (ministerial and Members' salaries) was five per cent below that received by ministers in the previous Labour Government for the life of the current Parliament.

The annual levels of ministerial salaries for ministers in the Coalition Government were set out in Schedule 1 of the Order, as follows:

**Table 2: Ministerial salaries confirmed by the 2011 Order**

	£ per annum
<b><u>Commons</u></b>	
Prime Minister	76,762
Cabinet Member	68,827
Minister of State	33,002
Parliamentary Under-Secretary	23,697
<b><u>Lords</u></b>	
Cabinet Member	101,038
Minister of State	78,891
Parliamentary Under-Secretary	68,710

Source: *Ministerial and other Salaries Act 1975 (Amendment) Order 2011*, SI 2011/1689, Schedule 1

The Order provided that no automatic increases under the formula in the *Ministerial and other Salaries Act 1975* would be payable for the rest of this Parliament.<sup>28</sup>

### **Parliamentary consideration**

The draft Order was considered by a delegated legislation committee in the House of Commons on 21 June 2011. In the short debate on the draft Order, the Cabinet Office Minister, Nick Hurd, set out the aim of the Order:

... Its aim is to set in law for the lifetime of this Parliament the current reduced salaries of Ministers and other office holders, as specified in the explanatory memorandum. The salaries are specified in the amendment order, and that will ensure that ministerial salaries cannot be at any other rate during this Parliament without further amendment to the legislation.

My right hon. Friend the Prime Minister has requested this order, and it formalises the coalition Government's policy on ministerial salaries, as announced on my birthday, 13 May, last year. The policy, which is applicable for the lifetime of this Parliament, means that Ministers are already receiving a total remuneration that is 5% less than what equivalent Ministers in the former Government were claiming. In the case of Commons Ministers, total remuneration means the ministerial and MP's pay taken together—the reduction then applying solely to the ministerial salary element.

[...]

Currently, increases to ministerial salaries are linked to the average increase in the mid-points of the senior civil service pay bands, and the order will effectively nullify the link during this Parliament, but it will apply again on the next Dissolution of Parliament.

<sup>28</sup> *Ministerial and other Salaries Act 1975 (Amendment) Order 2011*, Article 4

It is worth noting that over several years now, ministerial salaries have not in practice remained in line with the legislation. Since 2008, Ministers in the former Government were waiving any entitlement to increases in their salary. The order will therefore bridge the gap that has grown between the legislation and what is happening on the ground.<sup>29</sup>

The Opposition spokesman, Jon Trickett, agreed that “There is consensus across the House on this particular matter”.<sup>30</sup>

The draft Order was approved by the House of Commons the following day, on 22 June 2011.<sup>31</sup>

It was debated in Grand Committee in the House of Lords on 5 July and then approved by the House on 6 July 2011.<sup>32</sup>

The Order in Council was made at Buckingham Palace on 13 July 2011, and came into force the following day.

## **9 Members’ salaries**

Changes in Members’ salaries since 1997 are set out in Table 3, below. More information on changes to Members’ salaries since 2008 is available in the Library Standard Note *Members’ pay from April 2012*.<sup>33</sup>

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<sup>29</sup> [HFirst Delegated Legislation Committee on the draft \*Ministerial and other Salaries Act 1975 \(Amendment\) Order 2011\*](#)H 21 June 2011 cc3-4

<sup>30</sup> *Ibid*, c4

<sup>31</sup> HC Deb 22 June 2011 c443

<sup>32</sup> HL Deb 5 July 2011 ccGC101-GC105; HL Deb 6 July 2011 c259

<sup>33</sup> House of Commons Library Standard Note, [H\*Members’ pay from April 2012\*](#)H, SN/PC/6244

**Table 3: Members' salaries since 1997**

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1 April 1997	£43,860
1 April 1998	£45,066
1 April 1999	£47,008
1 April 2000	£48,371
1 April 2001	£49,822
20 June 2001 (a)	£51,822
1 April 2002 (b)	£55,118
1 April 2003	£56,358
1 April 2004	£57,485
1 April 2005	£59,095
1 April 2006 (c)	£59,686
1 November 2006 (c)	£60,277
1 April 2007 (d)	£61,181
1 November 2007 (d)	£61,820
1 April 2008 (e)	£63,291
1 April 2009 (e)	£64,766
1 April 2010 (e)	£65,738
1 April 2011 (f)	£65,738
1 April 2012 (g)	£65,738

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(a) Comprises formula increase of 3 percent, paid in April 2001, plus £2,000 from 20 June 2001

(b) Comprises formula increase of 2.5 percent plus £2,000 from 1 April 2002

(c) In 2006/07 the formula increase (2 per cent) was implemented in two equal stages

(d) In 2007/08 the increase recommended by SSRB was staged

(e) In accordance with the resolution of the House of 3 July 2008

(f) In accordance with the resolution of the House of 21 March 2011

(g) Decision of IPSA

## Appendix 1: Ministerial salaries

The following three tables summarise trends in ministerial pay since 1997/98. They show entitlement to salary, the figures quoted do not reflect the Prime Ministers' announcements that ministers declined salary increases in 2008/09, in 2009/10 and in 2010/11.

### **Notes on ministers' pay tables:**

These notes refer to the three tables on the following pages.

- a) On 8 May 1997 the new Government stated that the Prime Minister and Cabinet Ministers would not take the post-election increases. The postholders drew a reduced ministerial salary.

Following the election in May 2001 the Government announced that ministers would take their full salary entitlement.

- b) Government Chief Whip in Cabinet as from 28 July 1998 to 3 October 2008, so received Cabinet Minister's salary. Since 3 October 2008, salary has continued to be paid at the same level as a Cabinet minister's salary, in accordance with Schedule 1, Part II of the *Ministerial and other Salaries Act 1975*.

- c) Office in Lords from 29 July 1999 [*Attorney General's Salary Order 2000*, SI 2000/1827] - implementing 1996 SSRB recommendation that the salary should have same differential over the rate for a Cabinet Minister in Lords as it had in the Commons. From April to July 1999, the Commons ministerial salary was £68,332.

From the formation of the Coalition Government in May 2010, office in Commons. Since then, the Attorney General has taken a Cabinet Minister's salary.

- d) Office in Commons in 1992-1997 Parliament, and as from 28 July 1998.

- e) The Office of Advocate General for Scotland was created by the *Scotland Act 1998*: the Lord Advocate and the Solicitor General for Scotland became Ministers in the Scottish Executive.

- f) The Lord Speaker took office on 4 July 2006; the *Constitutional Reform Act 2005* no longer required the Lord Chancellor to fulfil this role.

- g) From 1 April 1997, in line with the staged increase for the Lord Chief Justice. The *Ministerial and Other Pensions and Salaries Act 1991*, as amended by the *Ministerial and Other Salaries Order 1996* [SI 1996/1913], determined that the Lord Chancellor should receive £2,500 a year more than the salary for the time being payable to the Lord Chief Justice. However, the Lord Chancellor elected to receive the same salary as other Cabinet members in the Lords.

- h) The Lord Chancellor no longer has to sit in the House of Lords.

**Appendix Table 1: Ministers and office-holders in Commons: Ministerial salary entitlements, £ per annum**

	1997/98	2001/02	2005/06	1 Apr 2006	1 Nov 2006	1 Apr 2007	1 Nov 2007	2008/09	2009/10	2010/11	1 Apr 2011	14 Jul 2011
Prime Minister (a)	100,000	113,596	124,837	126,085	127,334	129,244	130,594	130,959	132,923	132,923	132,923	76,762
Cabinet Minister (a)	60,000	68,157	74,902	75,651	76,400	77,546	78,356	78,575	79,754	79,754	79,754	68,827
Minister of State	31,125	35,356	38,854	39,243	39,631	40,225	40,646	40,759	41,370	41,370	41,370	33,002
Parliamentary Under Secretary	23,623	26,835	29,491	29,786	30,081	30,532	30,851	30,937	31,401	31,401	31,401	23,697
Government Chief Whip (b)	36,613	68,157	74,902	75,651	76,400	77,546	78,356	78,575	79,754	79,754	79,754	68,827
Government Deputy Chief Whip	31,125	35,356	38,854	39,243	39,631	40,225	40,646	40,759	41,370	41,370	41,370	33,002
Government Whip	20,029	22,753	25,005	25,255	25,505	25,888	26,158	26,231	26,624	26,624	26,624	19,239
Assistant Government Whip	20,029	22,753	25,005	25,255	25,505	25,888	26,158	26,231	26,624	26,624	26,624	19,239
Leader of the Opposition	55,000	62,479	68,662	70,035	70,035	71,086	71,828	72,029	73,617	73,617	73,617	63,098
Opposition Chief Whip	31,125	35,356	38,854	39,631	39,631	40,225	40,646	40,759	41,370	41,370	41,370	33,002
Opposition Deputy Chief Whip	20,029	22,753	25,005	25,505	25,505	25,888	26,158	26,231	26,624	26,624	26,624	19,239
Opposition Assistant Whip	20,029	22,753	25,005	25,505	25,505	25,888	26,158	26,231	26,624	26,624	26,624	19,239
Speaker	60,000	68,157	74,902	75,651	76,400	77,546	78,356	78,575	79,754	79,754	79,754	75,766
Chairman of Ways and Means	31,125	35,356	38,854	39,243	39,631	40,225	40,646	40,759	41,370	41,370	41,370	41,370
First Deputy Chairman	27,355	31,073	34,148	34,489	34,831	35,353	35,723	35,823	36,360	36,360	36,360	36,360
Second Deputy Chairman	27,355	31,073	34,148	34,489	34,831	35,353	35,723	35,823	36,360	36,360	36,360	36,360
Attorney General (c)	63,756		In Lords							108,624	108,624	95,772
Solicitor General (d)	In Lords	59,386	65,263	65,916	66,569	67,568	68,273	68,464	69,491	69,491	69,491	59,248
Advocate General for Scotland (e)		59,386	65,263	In Lords								

**Appendix Table 2: Ministers and office-holders in Commons: Full salary entitlements, £ per annum**

	1997/98	2001/02	2005/06	1 Apr 2006	1 Nov 2006	1 Apr 2007	1 Nov 2007	2008/09	2009/10	2010/11	1 Apr 2011	14 Jul 2011
Prime Minister (a)	143,860	163,418	183,932	185,771	187,611	190,425	192,414	194,250	197,689	198,661	198,661	142,500
Cabinet Minister (a)	103,860	117,979	133,997	135,337	136,677	138,727	140,176	141,866	144,520	145,492	145,492	134,565
Minister of State	74,985	85,178	97,949	98,929	99,908	101,406	102,466	104,050	106,136	107,108	107,108	98,740
Parliamentary Under Secretary	67,483	76,657	88,586	89,472	90,358	91,713	92,671	94,228	96,167	97,139	97,139	89,435
Government Chief Whip (b)	80,473	117,979	133,997	135,337	136,677	138,727	140,176	141,866	144,520	145,492	145,492	134,565
Government Deputy Chief Whip	74,985	85,178	97,949	98,929	99,908	101,406	102,466	104,050	106,136	107,108	107,108	98,740
Government Whip	63,889	72,575	84,100	84,941	85,782	87,069	87,978	89,522	91,390	92,362	92,362	84,977
Assistant Government Whip	63,889	72,575	84,100	84,941	85,782	87,069	87,978	89,522	91,390	92,362	92,362	84,977
Leader of the Opposition	98,860	112,301	127,757	129,721	130,312	132,267	133,648	135,320	138,383	139,355	139,355	128,836
Opposition Chief Whip	74,985	85,178	97,949	99,317	99,908	101,406	102,466	104,050	106,136	107,108	107,108	98,740
Deputy Chief Opposition Whip	63,889	72,575	84,100	85,191	85,782	87,069	87,978	89,522	91,390	92,362	92,362	84,977
Assistant Opposition Whip	63,889	72,575	84,100	85,191	85,782	87,069	87,978	89,522	91,390	92,362	92,362	84,977
Speaker	103,860	117,979	133,997	135,337	136,677	138,727	140,176	141,866	144,520	145,492	145,492	141,504
Chairman of Ways and Means	74,985	85,178	97,949	98,929	99,908	101,406	102,466	104,050	106,136	107,108	107,108	107,108
First Deputy Chairman	71,215	80,895	93,243	94,175	95,108	96,534	97,543	99,114	101,126	102,098	102,098	102,098
Second Deputy Chairman	71,215	80,895	93,243	94,175	95,108	96,534	97,543	99,114	101,126	102,098	102,098	102,098
Attorney General (c)	107,616			In Lords								161,510
Solicitor General (d)		109,208	124,358	125,602	126,846	128,749	130,093	131,755	134,257	135,229	135,229	124,986
Advocate General for Scotland (e)		109,208	124,358		In Lords							



**Appendix Table 3: Ministers and office-holders in Lords: Full salary entitlements, £ per annum**

	1997/98	2001/02	2005/06	1 Apr 2006	1 Nov 2006	1 Apr 2007	1 Nov 2007	2008/09	2009/10	2010/11	1 Apr 2011	14 Jul 2011
Lord Speaker (f)				102,685	103,701	105,257	106,356	106,654	108,253	108,253	108,253	101,038
Cabinet Minister (a)	77,963	88,562	101,668	102,685	103,701	105,257	106,356	106,654	108,253	108,253	108,253	101,038
Minister of State	51,838	68,283	79,382	80,176	80,970	82,185	83,043	83,275	84,524	84,524	84,524	78,891
Parliamentary Under Secretary	43,632	58,961	69,138	69,829	70,521	71,579	72,326	72,529	73,617	73,617	73,617	68,710
Government Chief Whip	51,838	68,283	79,382	80,176	80,970	82,185	83,043	83,275	84,524	84,524	84,524	78,891
Government Deputy Chief Whip	43,632	58,961	69,138	69,829	70,521	71,579	72,326	72,529	73,617	73,617	73,617	68,710
Government Whip	39,462	54,224	63,933	64,572	65,212	66,190	66,881	67,069	68,074	68,074	68,074	63,537
Leader of the Opposition	43,632	58,961	69,138	70,521	70,521	71,579	72,326	72,529	73,617	73,617	73,617	68,710
Opposition Chief Whip	39,462	54,224	63,933	65,212	65,212	66,190	66,881	67,069	68,074	68,074	68,074	63,357
Lord Chancellor (g)	140,665	173,875	213,899	102,685	103,701	(h)						
Chairman of Committees	51,838	68,283	79,382	80,176	80,970	82,185	83,043	83,275	84,524	84,524	84,524	84,524
Principal Deputy Chairman	47,739	63,626	74,265	75,008	75,750	76,886	77,689	77,907	79,076	79,076	79,076	79,076
Solicitor General (d)	78,072		In Commons									
Attorney General (c)	In Commons	92,826	106,358	107,422	108,485	110,112	111,262	111,574	113,248	113,248		
Advocate General for Scotland (e)		In Commons		93,249	94,173	95,586	96,584	96,854	98,307	98,307	98,307	91,755