



SPECIAL COMMITTEE ON EMOLUMENTS

Report on the review of allowances for the Members of Parliament



PARLIAMENT OF THE REPUBLIC OF FIJI
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CHAIRPERSON'S FOREWORD

The Special Committee on Emoluments ('**Committee**') was formed by a Resolution of Parliament on Friday, 8 July 2016 ('**Resolution**').

The motion was moved by the Government Whip and seconded by an Opposition Member and was passed as a unanimous Resolution of Parliament.

The Committee was required to review the allowances for Members of Parliament as provided for by the Parliamentary Remunerations Decree 2014 ('**Decree**') and the Standing Orders of the Parliament of the Republic of Fiji ('**Standing Orders**').

The Committee initiated its first meeting on 18 July 2016 and collectively agreed to have submissions from all the respective parties from both the Government and the Opposition. The Committee subsequently received submissions from FijiFirst, SODELPA and the National Federation Party respectively.

The Committee came to an agreement on the proposed review, attached to this Report as a Schedule. I take this opportunity to make a few observations related to our recommendations. Firstly, notwithstanding the submissions received, the Committee is not recommending any increase in salary, primarily because the nation is still recovering from Tropical Cyclone Winston. What is proposed, however, is an adjustment to allowances only, to reflect the evolving role of MPs in their various functions. We have seen the hardships faced by MPs thus far and these adjustments are necessary to ensure that they are given adequate support in the pursuit of their duties.

I would like to express my sincere thanks and appreciation to all the Honourable Members and the Secretariat Team actively involved with the production of this bipartisan report; my Committee colleagues Hon. Jone Usamate, Hon. Alvick Maharaj, Hon. Mikaele Leawere.

I also wish to acknowledge the valuable contribution of Hon. Ashneel Sudhakar who when called upon, participated as an alternate Member pursuant to Standing Order 115(5) during the Standing Committee's meetings.

On behalf of the Committee, I commend this Report to Parliament.


Hon. Dr Brij Lal
Chairperson

Recommendation

The Committee has carefully considered the submissions made by the Party Whips. The Members have also considered relevant legislations, Parliamentary Papers, previous practice and have had extensive consultations with Parliamentary staff.

The Committee has decided to recommend changes in certain allowances. Any change in salaries or other benefits, not included in these recommendations are to be considered at a later date by a special committee set up for that purpose or the House Committee as appropriate.

The Committee recommends the following allowances to be increased:

No	Allowance	Current	Proposed
1	Accommodation and Meals	\$150.00 per day	\$350 per day for those living beyond 30 km from meeting venue and \$30 per meal
2	Air Travel exceeding 6 hours	Economy class	Business class for trips exceeding 6 hours from first flight.
3	Motor vehicle mileage	Less than equal to 2000 cc 42c/km Greater than equal to 2001cc 45c/km	Vehicles less than equal to 2000 cc 50c/km Vehicles greater than equal to 2001 cc 60c/km
4	Committee Sitting Allowance	\$80 per day	\$200 per day (including Assistant Ministers)
5	Overseas Travel Allowance (Per-diem)	a) PM-UNDP subsistence allowance + 50% + \$300 per day b) Cabinet Ministers -UNDP subsistence allowance + 50% + \$250 per day c) Assistant Ministers -UNDP	a) PM UNDP subsistence allowance plus 250% + \$600 per day b) Cabinet Ministers UNDP subsistence allowance plus 200% + \$500 per day

		<p>subsistence allowance + 50% + \$200 per day</p> <p>d) Speaker -UNDP subsistence allowance + 50% + \$150 per day</p> <p>e) Leader of Opposition -UNDP subsistence allowance + 50% + \$150 per day</p> <p>f) MP -UNDP subsistence allowance +50% + \$100 per day</p>	<p>c) Assistant Ministers UNDP subsistence allowance plus 100% + \$300 per day</p> <p>d) Speaker UNDP subsistence Allowance +100% + \$300 per day</p> <p>e) Leader of Opposition UNDP subsistence allowance plus 100% + \$300 per day</p> <p>f) MP's UNDP subsistence allowance plus 100% + \$200 per day</p>
6	Overseas Travel Insurance	Only procured where necessary for visa.	To be procured for all Overseas travel.


MEMBERS' SIGNATURE



Hon. Dr Brij Lal (Chairperson)

23/09/16.

Date



Hon. Jone Usamate

23/09/2016

Date



Hon. Alvick Maharaj

23/09/16

Date



Hon. Mikaele Leawere

23/09/16

Date

Hon. Prem Singh*

Date

*Hon. Prem Singh did not attend any of the Committee sittings and has not provided any input or arranged alternate attendance in his absence.

SCHEDULE

MP's ALLOWANCES SUBMISSIONS

Item No	Types of Salary/Allowances	Justification for Increase	Current Amount	Committees Recommendations
1.	Accommodation and Meals Allowance	<p>The current amount allocated is not sufficient to cover the cost of appropriate accommodation and meals.</p> <p>In order to adequately provide quality input during deliberations, MPs require appropriate accommodation for adequate rest in reasonable comfort in preparation for each day. Without adequate funding, MPs are required to foot additional expenses out of pocket, which detract from their ability to concentrate on the important work at hand.</p>	<p>\$150.00 for hotel</p> <p>\$50.00 with relatives</p>	\$350 per day for those living beyond 30km from meeting venue and \$30 per meal (3 meals)
2.	Mileage	<p>Fluctuations in fuel price, increasing cost of spare parts, long distances travelled and road conditions results in high maintenance cost of vehicles. This is a relevant consideration as mileage is paid for use of private vehicles which is often necessitated due to increasing number of meetings attended.</p> <p>The Committee notes by comparison, the Fijian Electoral Commission (an independent constitutional entity) pays 65 c/km for mileage.</p>	<p>General Order 2011</p> <p>Less than equal to 2000cc = 42 c/km</p> <p>Greater than equal to 2001cc = 45 c/km</p>	<p>Less than equal to 2000cc = 50 c/km</p> <p>Greater than equal to 2001cc = 60 c/km</p>
3.	Committee Sitting Allowance	<p>Sitting allowances should adequately reflect the important work of the Committee.</p> <p>Assistant Ministers to be paid sitting allowance as an incentive to participate in the meetings and considering that the committee work is an added responsibility as a part of their role in the</p>	Currently paid \$80.00 per day with a limit of \$15,000 per annum	\$200 per day (including Assistant Ministers) with no ceiling.

		Legislative branch, distinct from their work in the Executive branch. The Committee notes that the Fijian Electoral Commission pays \$500.00 as sitting allowance per day.		
4.	Overseas Travel	In order for MPs to effectively contribute to meetings and conferences abroad, they must have sufficient rest. The Committee notes that Permanent Secretaries are currently entitled to Business travel for this reason. This recommendation will ensure that MPs are in a position to effectively contribute at a level required of a national representative.	Economy class travel for official meetings, as approved by the Speaker	Business class for trips exceeding 6 hours from first flight time.
5.	Overseas Travel Allowance	<p>The value of FJD is minimal compared to USD, Euro and British Pound.</p> <p>Cost of hotels, meals and transport is very high in many countries when travelling abroad, particularly at the official venues that are chosen for international meetings.</p> <p>The Prime Minister and Cabinet Ministers are expected to host networking meetings with foreign counterparts. These are added expenses currently footed out of pocket.</p> <p>The networking meetings provide significant added value to participation at these international fora.</p>	<p>PM UNDP subsistence allowance plus 50% + \$300 per day.</p> <p>Cabinet Ministers UNDP subsistence allowance plus 50% + \$250 per day</p> <p>Assistant Ministers UNDP subsistence allowance plus 50% + \$200 per day</p> <p>Speaker UNDP subsistence allowance plus 50% + \$150 per day</p> <p>Leader of Opposition UNDP subsistence allowance plus 50% + \$150 per day</p> <p>MP's UNDP subsistence allowance plus 50% + \$100 per day.</p>	<p>PM UNDP subsistence allowance plus 250% + \$600 per day.</p> <p>Cabinet Ministers UNDP subsistence allowance plus 200% + \$500 per day</p> <p>Assistant Ministers UNDP subsistence allowance plus 100% + \$300 per day</p> <p>Speaker UNDP subsistence allowance plus 100% + \$300 per day</p> <p>Leader of Opposition UNDP subsistence allowance plus 100% + \$300 per day</p> <p>MP's UNDP subsistence allowance plus 100% + \$200 per day.</p>
6.	Overseas Travel Insurance	In order to safeguard the property and persons of MPs, travel insurance	The current practice is that insurance is	The proposal is for the procurement of travel

		should be made available for all overseas travel.	procured only where necessitated as a visa requirement of the host country e.g. European States that are members of the Schengen Area.	insurance for all overseas travel.
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APPENDIX 1- MINUTES OF THE MEETINGS



PARLIAMENT OF THE REPUBLIC OF FIJI

MINUTES OF THE EMOLUMENTS COMMITTEE MEETING HELD IN THE SMALL COMMITTEE ROOM, WEST WING ON TUESDAY, 20 SEPTEMBER 2016 AT 2.00 P.M.

Members Present:

Hon. Dr Brij Lal	-	Chairperson
Hon. Jone Usamate	-	Member
Hon. Alvick Maharaj	-	Member
Hon. Mikaele Leawere	-	Member

In-Attendance:

Mr Joeli Ditoka	-	Director Legislature ('DL')
Ms Miriama Vereivalu	-	Manager Finance
Mrs Nikita Bali	-	Senior Administrative Officer
Ms Sherleen Lal	-	Senior Administrative Officer
Mrs Salesdni Prasad	-	Senior Tables Officer

1.0 WELCOME

- 1.1 The Chair welcomed Members of the Committee and the Secretariat team.

2.0 APOLOGIES

- 2.1 Hon. Prem Singh was not present.

3.0 CONFIRMATION AND ADOPTION OF MINUTES

- 3.1 Confirmation of the Minutes was moved by Hon. Mikaele Leawere and seconded by Hon. Alvick Maharaj.

4.0 MATTERS ARISING

- 4.1 There were no matters arising from the minutes.

5.0 FINALISATION OF THE REPORT

- 5.1 The Members went through the draft report and proposed some changes which the secretariat incorporated.
- 5.2 The Committee endorsed to the final report presented with the necessary amendments.
- 5.3 Hon. Jone Usamate congratulated the chair on his chairmanship of the committee and Hon. Leawere echoed the same sentiments.

6.0 CLOSE

- 6.1 As there was no other business to discuss the meeting adjourned at 7.00 p.m.

Signed,


.....
Hon. Dr Brij Lal
(Chairperson)


.....
Mrs Salesni Prasad
(Secretariat)

Date 20/9/2016



PARLIAMENT OF THE REPUBLIC OF FIJI

MINUTES OF THE EMOLUMENTS COMMITTEE MEETING HELD IN THE SMALL COMMITTEE ROOM, WEST WING ON MONDAY, 19 SEPTEMBER 2016 AT 2.00 P.M.

Members Present:

Hon. Dr Brij Lal	-	Chairperson
Hon. Jone Usamate	-	Member
Hon. Alvick Maharaj	-	Member
Hon. Mikaele Leawere	-	Member

In-Attendance:

Mrs Jeanette Emberson	-	Deputy Secretary-General
Mr Joeli Ditoka	-	Director Legislature ('DL')
Mrs Nikita Bali	-	Senior Administrative Officer
Ms Sherleen Lal	-	Senior Administrative Officer
Mrs Salesni Prasad	-	Senior Tables Officer

1.0 WELCOME

- 1.1 The Chair welcomed Members of the Committee and the Secretariat team.

2.0 APOLOGIES

- 2.1 Hon. Prem Singh was not present.

3.0 CONFIRMATION AND ADOPTION OF MINUTES

- 3.1 Hon. Jone Usamate moved an amendment to the minutes to which the Members unanimously agreed.
- 3.2 Confirmation of the Minutes as amended was moved by Hon. Mikaele Leawere and seconded by Hon. Alvick Maharaj.

4.0 MATTERS ARISING

- 4.1 DL informed the Members in regards to the amendment and presentation of the Remunerations Decree in the House. The process of presentation of the Decree

is stated pursuant to Section 3 of the Decree, which is by way of determination. The Committee can present the amendments as an annex to the motion. The Parliament can make a determination that will supersede the schedule in the current Decree.

5.0 FINALISATION OF THE REPORT

- 5.1 The Members went through the draft report and proposed some changes and the secretariat were advised to incorporate the changes and present the final report on Tuesday for the committee to consider.

6.0 DATE OF NEXT MEETING

- 6.1 The Chair informed the committee that the next meeting will be on Tuesday 20 September 2016 at 5 p.m.

7.0 CLOSE

- 7.1 As there was no other business to discuss the meeting adjourned at 3.10 p.m.

Signed,


.....
Hon. Dr Brij Lal
(Chairperson)


.....
Mrs Salesni Prasad
(Secretariat)

Date 19/9/16



PARLIAMENT OF THE REPUBLIC OF FIJI

MINUTES OF THE EMOLUMENTS COMMITTEE MEETING HELD IN THE BIG COMMITTEE ROOM, EAST WING ON WEDNESDAY, 14 SEPTEMBER 2016 AT 3.00 P.M.

Members Present:

Hon. Dr Brij Lal	-	Chairperson
Hon. Jone Usamate	-	Member
Hon. Alvick Maharaj	-	Member
Hon. Mikaele Leawere	-	Member

In-Attendance:

Mrs Jeanette Emberson	-	Deputy Secretary-General
Ms Miriama Vereivalu	-	Manager Finance
Mrs Nikita Bali	-	Senior Administrative Officer
Ms Sherleen Lal	-	Senior Administrative Officer
Mrs Saleszni Prasad	-	Senior Tables Officer

1.0 WELCOME

- 1.1 The Chair welcomed Members of the Committee and the Secretariat team.

2.0 APOLOGIES

- 2.1 Hon. Prem Singh was not present.

3.0 CONFIRMATION AND ADOPTION OF MINUTES

- 3.1 Hon. Jone Usamate moved an amendment to the minutes to which the Members unanimously agreed.
- 3.2 Confirmation of the Minutes as amended was moved by Hon. Mikaele Leawere and seconded by Hon. Alvick Maharaj.

4.0 MATTERS ARISING

- 4.1 There were no matters arising from the Minutes.

5.0 FINALISATION OF THE ALLOWANCE SCHEDULE

- 5.1 The Chair informed the Members that as per the resolution of the Parliament, the Committee was to review the allowance of the Members of Parliament, and there are a number of issues that are submitted by the Parties. The recommendations of the committee should be made with due consideration to post Tropical Cyclone Winston.
- 5.2 The Committee deliberated and agreed on the proposed changes to the schedule.
- 5.3 The Committee also agreed that the MP's Salaries, Pension, Superannuation, Insurance, Car rebate, Whips and Deputy Whips allowance, Telephone and Personal Accident Compensation to be referred to the House Committee as it is responsible for the welfare of Members.
- 5.4 The Chair mentioned that the report will be tabled during the 26 – 29 September sitting of Parliament. The report will have the following –
- Chair's Forward; recommendations; schedule; minutes of the meeting and the supporting documents.
- 5.5 Hon. Alvick Maharaj also mentioned that the Remunerations Decree 2014 needs to be amended and presented to the House along with the report.
- 5.6 Hon. Chair mentioned that there are only a few figures that need to be changed and could be done by the secretariat and advice could be sought from the Solicitor-General's Office.

6.0 OTHER BUSINESS

- 6.1 The Chair informed the Committee of the visit by the Solomon Islands Delegation, and the secretariat to arrange for copies of the Constitution, Standing Orders and Remunerations Decree to be provided to them.

7.0 DATE OF NEXT MEETING

- 7.1 The Chair informed the committee that the next meeting will be on Monday 19 September 2016 at 2 p.m.

8.0 CLOSE

- 8.1 As there was no other business to discuss the meeting adjourned at 3.54 p.m.

Signed,


.....
Hon. Dr Brij Lal
(Chairperson)


.....
Mrs Salesni Prasad
(Secretariat)

Date 14/9/16



PARLIAMENT OF THE REPUBLIC OF FIJI

MINUTES OF THE EMOLUMENTS COMMITTEE MEETING HELD IN THE SMALL COMMITTEE ROOM, EAST WING ON FRIDAY, 02 SEPTEMBER 2016 AT 4.00 P.M.

Members Present:

Hon. Dr Brij Lal	-	Chairperson
Hon. Jone Usamate	-	Member
Hon. Alvick Maharaj	-	Member
Hon. Mikaele Leawere	-	Member

In-Attendance:

Mr Sakiusa Rakai	-	Manager Tables
Mrs Nikita Bali	-	Senior Administrative Officer
Ms Salesni Prasad	-	Senior Tables Officer

1.0 WELCOME

- 1.1 The Chair welcomed Members of the Committee and the Secretariat team.

2.0 APOLOGIES

- 2.1 Hon. Prem Singh was not present.

3.0 CONFIRMATION AND ADOPTION OF MINUTES

- 3.1 Confirmation of the Minutes was moved by Hon. Alvick Maharaj and seconded by Hon. Mikaele Leawere

4.0 MATTERS ARISING

- 4.1 The secretariat informed the committee that no feedback was provided by BSP life but Dominion has provided its feedback but they require the name and the date of birth of all MP's upon which they shall provide the required information and breakdowns.
- 4.2 An analysis was provided to the committee stating what the current entitlements are under the Emoluments Committee Decree 29/2014, in comparison with what is on the analysis and the secretariat can e-mail it to the Committee Members.

5.0 ANALYSIS OF SUBMISSION WITH JUSTIFICATION

- 5.1 The Secretariat briefed the committee on the analysis with justification which was from the submission provided by the Party whips.
- 5.2 The chair requested the secretariat for the standard hotel rate which was provided to the committee. Going through the rate the chair noted that the rates were higher than the allowances that is currently paid and posed restriction on MP's.
- 5.3 The chair provided a list of all the submission with justification and requested if this could be added to the list and also if the members had any justifications it can also be slotted in.
- 5.4 Hon. Maharaj commented that in regards to Accommodation allowance that a suggestion was made by Fiji First on providing \$400 if they travel outside of Suva. If the logistics could be done by Parliament, for instance if the committee meeting is to be held in Nadi, as there are many options available in Nadi the Members may choose to stay in any hotel they prefer, this will increase the logistical cost of Parliament. If any meeting is to be held outside Suva, Parliament should provide all the logistics including the accommodation.
- 5.5 The Chair informed if the secretariat could start preparing the final report for the committee.
- 5.6 Hon. Maharaj requested if the secretariat could find out in regards to the Ministers above 55 years in regards to FNPF and there 10% employers contribution.
- 5.7 Hon. Usamate agreed to the Chairs recommendations on the issue that the committee should consider and issues that are to be investigated by an independent party. The list provided should be further decided upon if it should be considered by committee or a latter body


6.0 DATE OF NEXT MEETING

- 6.1 The chair will inform the committee on the date of the next meeting

7.0 CLOSE

- 7.1 As there was no other business to discuss the meeting adjourned at 4:30 p.m.

Signed,


.....
Hon. Dr Brij Lal
(Chairman)

Date...02/9/16


.....
Ms Salesni Prasad
(Secretariat)



PARLIAMENT OF THE REPUBLIC OF FIJI

MINUTES OF THE EMOLUMENTS COMMITTEE MEETING HELD IN THE SMALL COMMITTEE ROOM, EAST WING ON WEDNESDAY, 31 AUGUST 2016 AT 2:20 P.M.

Members Present:

Hon. Dr Brij Lal	-	Chairperson
Hon. Jone Usamate	-	Member
Hon. Alvick Maharaj	-	Member
Hon. Mikaele Leawere	-	Member

In-Attendance:

Mr Sakiusa Rakai	-	Manager Tables
Mrs Nikita Bali	-	Senior Administrative Officer
Ms Lia Korodrau	-	Tables Officer

1.0 WELCOME

- 1.1 The Chair welcomed Members of the Committee and the Secretariat team.

2.0 APOLOGIES

- 2.1 Hon. Prem Singh was not present.

3.0 CONFIRMATION AND ADOPTION OF MINUTES

- 3.1 Confirmation of the Minutes was moved by Hon. Mikaele Leawere and seconded by Hon. Chair.

4.0 MATTERS ARISING

- 4.1 The Hon. Chair sought clarification from the Secretariat if the Insurance companies would be giving the committee more information; the secretariat informed the committee that BSP Life was the only company that has yet to give in their written report on the presentation to the committee.

5.0 ANALYSIS OF THE INSURANCE COMPANIES

- 5.1 The Secretariat briefed the committee on the analysis of the three insurance companies that made presentations to the Emoluments Committee.
- 5.2 Hon. Alvick Maharaj informed the secretariat if they could get a quote on the premiums on each of the insurance companies that presented, and what are the requirements needed for each allocated premiums.
- 5.3 Hon. Mikaele Leawere informed the committee on contact person at BSP Life that could also provide a quote in terms of the premium for the group cover, and has given to secretariat the contact person at BSP Life.
- 5.4 The Secretariat informed the Honourable Minister that BSP has yet to provide a submission in regards to their verbal presentation, thus they are not incorporated in the Secretariat analysis. Only two insurance companies detailed presentation is shown the information of the Committee Members.

6.0 INFORMATION PACK

- 6.1 The Secretariat informed the Committee on the two information briefs provided by the research unit mainly on the parliament sitting days, Permanent Secretary responsibilities under the Constitution, and the PSC circular on accommodation allowances for comparison purposes in regards to local accommodation rates for senior and non-senior executive civil servant when they have meetings in Suva or for committee meetings outside Suva as requested by the Committee Members.

7.0 PREVIOUS EMOLUMENTS COMMITTEE REPORT

- 7.1 The Hon. Chair informed the committee to read through the previous emoluments report that was not tabled in Parliament last year, mainly on the recommendations of the report, and how the committee can start compiling their recommendations and other information needed for the report.

8.0 ANALYSIS OF SUBMISSION OF EMOLUMENTS AND BENEFITS FOR MEMBER OF PARLIAMENT

- 8.1 The Hon. Chair informed the committee that on the analysis, the committee has to provide suitable justification when analysing each item on the submission from the two parties and provide justification on items needed to be increased, and he also explained how the committee and also the secretariat could analyse the table thoroughly and provide good justification.
- 8.2 Hon. Minister requested the secretariat if they could have another Column stating what the current entitlements are under the Emoluments Committee Decree 29/2014, in comparison with what is on the analysis and the secretariat can e-mail it to the Committee Members.
- 8.3 The Hon. Chair asked the Secretariat that they should slowly start compiling all documentation for the final report, and the committee members to prepare for

their recommendations, as the report needs to be tabled on the week of the debate of the presidential speech which is from the 26th – 30th September 2016.

9.0 OTHER BUSSINESS

- 9.1 The Secretariat reminded the Emoluments Committee of the visit by the Solomon Islands Parliamentary Entitlements Commission; during the week of the 19 September at 2pm. The Secretariat will send another reminder e-mail to all the committee members about the meeting and the Terms of Reference of the meeting.

8.0 DATE OF NEXT MEETING

- 8.1 The Committee agreed that the next meeting would be held on Friday 02 September 2016 at 3:30 p.m.

9.0 CLOSE

- 9.1 As there was no other business to discuss the meeting adjourned at 3:08 p.m.

Signed,


.....
Hon. Dr Brij Lal
(Chairman)


.....
Ms Lia Korodrau
(Secretariat)

Date. 31/8/16



PARLIAMENT OF THE REPUBLIC OF FIJI

MINUTES OF THE EMOLUMENTS COMMITTEE MEETING HELD IN THE SMALL COMMITTEE ROOM, EAST WING ON WEDNESDAY, 31 AUGUST 2016 AT 2:20 P.M.

Members Present:

Hon. Dr Brij Lal	-	Chairperson
Hon. Jone Usamate	-	Member
Hon. Alvick Maharaj	-	Member
Hon. Mikaele Leawere	-	Member

In-Attendance:

Mr Sakiusa Rakai	-	Manager Tables
Mrs Nikita Bali	-	Senior Administrative Officer
Ms Lia Korodrau	-	Tables Officer

1.0 WELCOME

- 1.1 The Chair welcomed Members of the Committee and the Secretariat team.

2.0 APOLOGIES

- 2.1 Hon. Prem Singh was not present.

3.0 CONFIRMATION AND ADOPTION OF MINUTES

- 3.1 Confirmation of the Minutes was moved by Hon. Mikaele Leawere and seconded by Hon. Chair.

4.0 MATTERS ARISING

- 4.1 The Hon. Chair sought clarification from the Secretariat if the Insurance companies would be giving the committee more information; the secretariat informed the committee that BSP Life was the only company that has yet to give in their written report on the presentation to the committee.

5.0 ANALYSIS OF THE INSURANCE COMPANIES

- 5.1 The Secretariat briefed the committee on the analysis of the three insurance companies that made presentations to the Emoluments Committee.
- 5.2 Hon. Alvick Maharaj informed the secretariat if they could get a quote on the premiums on each of the insurance companies that presented, and what are the requirements needed for each allocated premiums.
- 5.3 Hon. Mikaele Leawere informed the committee on contact person at BSP Life that could also provide a quote in terms of the premium for the group cover, and has given to secretariat the contact person at BSP Life.
- 5.4 The Secretariat informed the Honourable Minister that BSP has yet to provide a submission in regards to their verbal presentation, thus they are not incorporated in the Secretariat analysis. Only two insurance companies detailed presentation is shown the information of the Committee Members.

6.0 INFORMATION PACK

- 6.1 The Secretariat informed the Committee on the two information briefs provided by the research unit mainly on the parliament sitting days, Permanent Secretary responsibilities under the Constitution, and the PSC circular on accommodation allowances for comparison purposes in regards to local accommodation rates for senior and non-senior executive civil servant when they have meetings in Suva or for committee meetings outside Suva as requested by the Committee Members.

7.0 PREVIOUS EMOLUMENTS COMMITTEE REPORT

- 7.1 The Hon. Chair informed the committee to read through the previous emoluments report that was not tabled in Parliament last year, mainly on the recommendations of the report, and how the committee can start compiling their recommendations and other information needed for the report.

8.0 ANALYSIS OF SUBMISSION OF EMOLUMENTS AND BENEFITS FOR MEMBER OF PARLIAMENT

- 8.1 The Hon. Chair informed the committee that on the analysis, the committee has to provide suitable justification when analysing each item on the submission from the two parties and provide justification on items needed to be increased, and he also explained how the committee and also the secretariat could analyse the table thoroughly and provide good justification.
- 8.2 Hon. Minister requested the secretariat if they could have another Column stating what the current entitlements are under the Emoluments Committee Decree 29/2014, in comparison with what is on the analysis and the secretariat can e-mail it to the Committee Members.
- 8.3 The Hon. Chair asked the Secretariat that they should slowly start compiling all documentation for the final report, and the committee members to prepare for

their recommendations, as the report needs to be tabled on the week of the debate of the presidential speech which is from the 26th – 30th September 2016.

9.0 OTHER BUSSINESS

- 9.1 The Secretariat reminded the Emoluments Committee of the visit by the Solomon Islands Parliamentary Entitlements Commission; during the week of the 19 September at 2pm. The Secretariat will send another reminder e-mail to all the committee members about the meeting and the Terms of Reference of the meeting.

8.0 DATE OF NEXT MEETING

- 8.1 The Committee agreed that the next meeting would be held on Friday 02 September 2016 at 3:30 p.m.

9.0 CLOSE

- 9.1 As there was no other business to discuss the meeting adjourned at 3:08 p.m.

Signed,


.....
Hon. Dr Brij Lal
(Chairman)


.....
for Mr Sakiusa Rakai
(Secretariat)

Date 31/8/16



PARLIAMENT OF THE REPUBLIC OF FIJI

MINUTES OF THE EMOLUMENTS COMMITTEE MEETING HELD IN THE SMALL COMMITTEE ROOM, WEST WING ON TUESDAY, 23 AUGUST 2016 AT 10.00 A.M.

Members Present:

Hon. Dr Brij Lal	-	Chairperson
Hon. Alvick Maharaj	-	Member
Hon. Mikaele Leawere	-	Member

In-Attendance:

Ms Miriama Vereivalu	-	Manager Finance
Mr Sakiusa Rakai	-	Manager Tables
Ms Sherleen Lal	-	Senior Administrative Officer, Policy
Mrs Nikita Bali	-	Senior Administrative Officer, HR

1.0 WELCOME

- 1.1 The Chair welcomed Members of the Committee.

2.0 APOLOGIES

- 2.1 Hon. Prem Singh and Hon. Jone Usamate [no substitution]

3.0 PRESENTATION BY DOMINION INSURANCE

- 3.1 Mr. Kitone Taukei, Manager Life and Medical, from Dominion Insurance made a presentation on Term Life and Medical Insurance to the Committee.
- 3.2 The Committee members sought further clarifications from the presenter in relation to the various issues pertaining to life and medical insurance and the age limitations that are placed on new entrants. The detailed proceedings of this is further documented in the Verbatim Reports.

4.0 PRESENTATION BY MARSH & McLENNAN

- 4.1 Mr. Ilyaz Koya, Vice President, and Ms. Paayal Bharat, Senior Broker, from Marsh & McLennan made a presentation on Life and Medical Insurance to the Committee.
- 4.2 The Committee members sought further clarifications from the presenters in relation to the various issues pertaining to life and medical insurance and the age limitations that are placed on entrants. The detailed proceedings of this is further documented in the Verbatim Reports.

5.0 CONFIRMATION AND ADOPTION OF MINUTES

- 5.1 Confirmation of the Minutes was moved by Hon. Mikaele Leawere and seconded by Hon. Alvick Maharaj.

6.0 MATTERS ARISING

- 6.1 There were no matters arising from the Minutes.

7.0 DATE OF NEXT MEETING


- 7.1 The Committee agreed that the next meeting would be held next Wednesday, 31 August 2016. The Secretariat is to confirm the time of the meeting based on the availability and confirmation sought from the Hon. Jone Usamate.

8.0 CLOSE

- 8.1 As there was no other business to discuss the meeting adjourned at 12.20 p.m.

Signed,


.....
Hon. Dr Brij Lal
(Chairman)


.....
for Mr. Sakiusa Rakai
(Secretariat)

Date 23/8/16



PARLIAMENT OF THE REPUBLIC OF FIJI

MINUTES OF THE EMOLUMENTS COMMITTEE MEETING HELD IN THE COMMITTEE ROOM, WEST WING ON FRIDAY 19 AUGUST 2016 AT 2.00 P.M.

Members Present:

Hon. Dr Brij Lal	-	Chairperson
Hon. Ashneel Sudhakar	-	substitute [Hon Jone Usamate]
Hon. Alvick Maharaj	-	Member
Hon. Mikaele Leawere	-	Member

In-Attendance:

Ms Miriama Vereiwalu	-	Manager Finance
Mr. Sakiusa Rakai	-	Manager Tables
Ms Sherleen Lal	-	Senior Administrative Officer, Policy
Ms Nikita Bali	-	Senior Administrative Officer
Ms Lia Korodrau	-	Tables Officer

1.0 WELCOME

- 1.1 The Chair welcomed Members of the Committee and the Secretariat team.

2.0 APOLOGIES

Hon. Prem Singh and Hon. Jone Usamate [substitution by Hon. A Sudhakar]

3.0 ISSUES FOR DISCUSSION

- 3.1 The Chair requested the Secretariat to provide a brief on the changes to the analysis.
- 3.2 MT provided an explanation to the changes made to the analysis.
- 3.3 The Hon. Members requested that another two insurance companies be called to provide presentations to the Members so that at least the Members can have three insurance companies are there to make a decision.
- 3.4 The Hon. Members requested that further additions be made to the analysis and members to meet on Tuesday 23.08.2016 to finalise and make decisions according to the submissions to be made.

4.0 DATE OF NEXT MEETING


- 4.1 Further, the Committee resolved that the next meeting would be held on Tuesday 23 August 2016 at 10am.

5.0 CLOSE

As there was no other business to discuss the meeting adjourned at 3.30 p.m. until further notice.

Signed,


.....
Hon. Dr Brij Lal
(Chairman)


.....
Ms Lia Korodrau
(Secretariat)

Date: 19/8/16



PARLIAMENT OF THE REPUBLIC OF FIJI

MINUTES OF THE EMOLUMENTS COMMITTEE MEETING HELD IN THE SMALL COMMITTEE ROOM, WEST WING ON THURSDAY, 18 AUGUST 2016 AT 2.00 P.M.

Members Present:

Hon. Dr Brij Lal	-	Chairperson
Hon. Ashneel Sudhakar	-	Substitute [Hon. Jone Usamate]
Hon. Alvick Maharaj	-	Member
Hon. Mikaele Leawere	-	Member

In-Attendance:

Ms Miriama Vereiwalu	-	Manager Finance
Mr Sakiusa Rakai	-	Manager Tables
Ms Sherleen Lal	-	Senior Administrative Officer, Policy
Mrs Saleszni Prasad	-	Senior Tables Officer

1.0 Presentation by BSP life insurance

- 1.1 Mr. Andrew Adam from BSP life insurance made a presentation in regards to their products.
- 1.2 The Committee members sought clarification from the presenters on various issues in regards to payments of pensions which were responded to.

2.0 WELCOME

- 2.1 The Chair welcomed Members of the Committee

3.0 APOLOGIES

- 3.1 Hon. Prem Singh and Hon. Jone Usamate [Hon. Ashneel Sudhakar, Government Whip – substitution]

4.0 CONFIRMATION AND ADOPTION OF MINUTES

- 4.1 Confirmation of the Minutes was moved by Hon. Mikaele Leawere and seconded by Hon. Alvick Maharaj.

5.0 MATTERS ARISING

- 5.1 There were no matters arising from the Minutes.

6.0 ANALYSIS OF SUBMISSION BY SODELPA, NFP AND FIJI FIRST.

- 6.1 The Manager Tables briefed the committee in regards to the analysis provided on the submission. The committee requested if the secretariat could incorporate some of the changes and amendments as instructed by them.
- 6.2 The amended analysis to be re-submitted for consideration in the next Emoluments Committee meeting.


7.0 DATE OF NEXT MEETING

- 7.1 The Committee agreed that the next meeting would be held on 19 August 2016 at 12.30 pm.

8.0 CLOSE

- 9.1 As there was no other business to discuss the meeting adjourned at 4.10 p.m.

Signed,


.....
Hon. Dr Brij Lal
(Chairman)


.....
Ms. Salesni Prasad
(Secretariat)

Date..18/8/16



PARLIAMENT OF THE REPUBLIC OF FIJI

MINUTES OF THE EMOLUMENTS COMMITTEE MEETING HELD IN THE SMALL COMMITTEE ROOM, WEST WING ON WEDNESDAY, 17 AUGUST 2016 AT 2.00 P.M.

Members Present:

Hon. Dr Brij Lal	-	Chairperson
Hon. Ashneel Sudhakar	-	Substitute [Hon. Jone Usamate]
Hon. Alvick Maharaj	-	Member
Hon. Mikaele Leawere	-	Member

In-Attendance:

Mrs Jeanette Emberson	-	Deputy Secretary-General
Ms Miriama Vereiwalu	-	Manager Finance
Mr Sakiusa Rakai	-	Manager Tables
Ms Sherleen Lal	-	Senior Administrative Officer, Policy
Mrs Saleshni Prasad	-	Senior Tables Officer

1.0 Presentation by the Pensions Office

- 1.1 Ms. Susan Kiran Secretary to Cabinet) and Mr. Moape Rokosuka (Director Corporate Service) made a presentation on the Ex- Parliamentarians Pension scheme.
- 1.2 The Committee members sought clarification from the presenters on various issues in regards to payments of pensions which were responded to.

2.0 WELCOME

- 2.1 The Chair welcomed Members of the Committee

3.0 APOLOGIES

- 3.1 Hon. Prem Singh and Hon. Jone Usamate [Hon. Ashneel Sudhakar, Government Whip – substitution]

4.0 CONFIRMATION AND ADOPTION OF MINUTES

- 4.1 Confirmation of the Minutes was moved by Hon. Alvick Maharaj and seconded by Hon. Mikaele Leawere.

5.0 MATTERS ARISING

- 5.1 There were no matters arising from the Minutes.

6.0 ANALYSIS OF SUBMISSION BY SODELPA, NFP AND FIJI FIRST.

- 6.1 The Chair requested the members to have a brief overview on the analysis provided by the Secretariat and to comment on it. The Members instructed the secretariat to provide further information and incorporate changes to the analysis submitted.
- 6.2 The amended analysis to be re-submitted for consideration in the next Emoluments Committee meeting.


7.0 DATE OF NEXT MEETING

- 7.1 The Committee agreed that the next meeting would be held on 18 August 2016 at 2pm.

8.0 CLOSE

- 9.1 As there was no other business to discuss the meeting adjourned at 3.55 p.m.

Signed,


.....
Hon. Dr Brij Lal
(Chairman)


.....
Mr. Sakiusa Rakai
(Secretariat)

Date...17/8/16.....



PARLIAMENT OF THE REPUBLIC OF FIJI

MINUTES OF THE EMOLUMENTS COMMITTEE MEETING HELD IN THE BIG COMMITTEE ROOM, EAST WING ON FRIDAY, 12 AUGUST 2016 AT 2.00 P.M.

Members Present:

Hon. Dr Brij Lal	-	Chairperson
Hon. Jone Usamate	-	Member
Hon. Alvick Maharaj	-	Member
Hon. Mikaele Leawere	-	Member

In-Attendance:

Mrs Jeanette Emberson	-	Deputy Secretary-General
Ms Miriama Vereiwalu	-	Manager Finance
Mr Sakiusa Rakai	-	Manager Tables
Ms Sherleen Lal	-	Senior Administrative Officer, Policy
Mrs Nikita Bali	-	Senior Administrative Officer
Mrs Saleshni Prasad	-	Senior Tables Officer
Ms Tirisiana Logavatu	-	Research Officer

1.0 WELCOME

- 1.1 The Chair welcomed Members of the Committee and the Secretariat team and also congratulated the Fiji Team on Winning the Gold in Rio Games 2016.

2.0 APOLOGIES

- 2.1 Hon. Prem Singh was not present but a written submission was provided to the Emoluments Committee.

3.0 CONFIRMATION AND ADOPTION OF MINUTES

- 3.1 Confirmation of the Minutes was moved by Hon. Alvick Maharaj and seconded by Hon. Mikaele Leawere.

4.0 MATTERS ARISING

- 4.1 There were no matters arising from the Minutes.

5.0 SUBMISSION BY SODELPA

- 5.1 Hon. Ratu Isoa Tikoca and Hon. Aseri Radrodro made submissions on behalf of the SODELPA Party.
- 5.2 Hon. Jone Usamate inquired on the increasing salaries as stated in the submission for MP's, Assistant Minister, Speakers and Leader of the Opposition. What were the basis of the recommendation provided. Hon. Radrodro stated that the tables just shows the relativity of the increase but the justification was provided on pages 3, 4, 5 and 6.
- 5.3 Hon. Usamate also inquired in regards to the sitting allowance and if it states that a Committee sits for 15 min they get a \$200 and if there is another sitting for half an hour the member gets another \$200. Hon. Radrodro stated that the Page 12 states that the limit is only for \$18,000 and in line with Legal Notice 48 of 2007 and the Committee to decide on other conditions.
- 5.4 Hon. Maharaj inquired in regards to the proposed salary increase and if comparison was done in regards to the scope of work for Ministers and Assistant Ministers and MP's or how was the figure decided. Hon. Radrodro elaborated that to maintain relativity and the justification was provided on pages 3, 4, 5 and 6.

6.0 SUBMISSION BY FIJI FIRST

- 6.1 Hon. Ashneel Sudhakar made a submission on behalf of the FijiFirst Party. Hon. Sudhakar has also informed the Committee that a supplementary to the submission will be submitted on Monday 15 August, 2016.
- 6.2 Hon. Jone Usamate inquired about the basic salaries increase from \$50,000 to \$56,250. Hon. Sudhakar deliberated that other sectors had an increase except for Backbenchers.
- 6.3 The Chair stated that he agreed to some of the suggestion in regards to the per-diem paid and the business class travel for more than 6 hours.

7.0 OTHER MATTERS

- 7.1 The Chair highlighted that all the documents and submissions made were of confidential matter and are not to be leaked out by anyone.
- 7.2 The Chair advised the Secretariat if an analysis could be prepared for the submissions made by the political parties. Chair also requested if the ex-Parliamentarian Pension team from Prime Minister's office could do a presentation to the Committee on Wednesday, 17 August 2016 at 2pm.
- 7.3 The Chair also informed the Members of the visit of a delegation from the Solomon Islands Parliamentary Entitlement Commission from 19-23 September 2016 and they would like to meet with the Emoluments Committee. The Committee agreed that they meet the delegation on Monday, 19 September 2016 at 2pm. (A Term of Reference of the visit was distributed to the Members).


8.0 DATE OF NEXT MEETING

8.1 The Committee agreed that the next meeting would be held on 17 August 2016 at 2pm.

9.0 CLOSE

9.1 As there was no other business to discuss the meeting adjourned at 3.55 p.m.

Signed,


.....
Hon. Dr Brij Lal
(Chairman)


.....
for Mr Sakiusa Rakai
(Secretariat)

Date 12/8/16



PARLIAMENT OF THE REPUBLIC OF FIJI

MINUTES OF THE EMOLUMENTS COMMITTEE MEETING HELD IN THE SMALL COMMITTEE ROOM, WEST WING ON MONDAY, 18TH JULY 2016 AT 3.15 P.M.

Members Present:

Hon. Dr Brij Lal	-	Chairperson
Hon. Jone Usamate	-	Member
Hon. Alvick Maharaj	-	Member
Hon. Mikaele Leawere	-	Member

In-Attendance:

Mr Joeli J. Ditoka	-	Director Legislature ('DL')
Ms Miriama Vereiwalu	-	Manager Finance
Ms Sherleen Lal	-	Senior Administrative Officer, Policy
Ms Nikita Bali	-	Senior Administrative Officer
Ms Saleszni Prasad	-	Senior Tables Officer

1.0 WELCOME

- 1.1 The Chair welcomed Members of the Committee and the Secretariat team.

2.0 APOLOGIES

Hon. Prem Singh

3.0 ISSUES FOR DISCUSSION

- 3.1 The Chair informed the Members that the meeting convened on the motion moved in the House on 8 July 2016 by the Hon. Government Whip.
- 3.2 The Chair also mentioned that the committee discuss the allowances first of the Parliamentarians and the salaries could be scrutinised later.
- 3.3 Hon. Usamate informed the members that as per the previous committee meetings, it was decided that the members discuss the issue with the respective caucus and come to an agreement, but the agreement was never reached. In regards to the motion moved in the House it actually refers to reviewing the salaries, but the discussion was on the allowance. Thus if legal advice could be sought on the discussion of the committee, whether a new motion should be moved or the committee only discuss salaries as per the motion.

- 3.4 DL informed the committee that as per the motion it is now a resolution of Parliament and it binds the extent of the committees work, but as the intention of the motion was to review the allowances, he suggested if the Government Whip could be consulted on the matter. A procedural motion could be moved to correct the previous motion when the report is tabled in Parliament, and the committee to continue its work.
- 3.5 The Chair requested if the Government Whip could clarify in regards to the motion moved on Remuneration and asked that the Government Whip be invited to address the Committee.
- 3.6 The Hon. Government Whip informed that the intention of the motion was to review the Emoluments and specifically allowances of all Members of Parliaments. The Government Whip has provided a corrected version of the motion to DSG and the Hansard will be corrected accordingly. The Hansard recordings were verified in regards to the motion moved and there were some errors noted.
- 3.7 The Chair suggested that if the Members could discuss with their relevant Party Caucus on the allowance and present to the committee with justification for the change and collective agreement could be reached.
- 3.8 Hon. Maharaj suggested if the Party Whips could discuss the issue and make submissions to the Committee. If the submission could be precise and with justification and facts.
- 3.9 Hon. Leawere also agreed to the suggestion made by the Members and the Chair.
- 3.10 Hon. Usamate agreed to the suggestion and requested if the Secretariat could provide a comparison of allowance paid by other countries and other relevant information, which could be used in reviewing the current allowances.
- 3.11 The Chair informed that the next meeting will have presentation from respective Party Whips.
- 3.12 The Government Whip requested the chair if the Secretariat could provide the Emoluments Review reports of 2003 and 1999 with the Remuneration Decree 2014 to the Whips to assist for submission.
- 3.13 Hon. Maharaj suggested if the Secretariat could formally write to the Whips in this regards.

4.0 DATE OF NEXT MEETING

- 4.1 Further, the Committee resolved that the next meeting would be held on 12 August 2016 at 2pm.

5.0 CLOSE

As there was no other business to discuss the meeting adjourned at 3.50 p.m. until further notice.

Signed,


.....
Hon. Dr Brij Lal
(Chairman)


.....
Ms Salesni Prasad
(Secretariat)

Date. 18/7/16

APPENDIX 2 – SUBMMISSIONS

SODELPA OPPOSITION PARLIAMENTARY SUBMISSION TO THE PARLIAMENT EMOLUMENTS STANDING COMMITTEE (PESC)

1.0 INTRODUCTION

This is a submission by the SODELPA Opposition Caucus as advised by the Parliamentary Emoluments Standing Committee which sat on July 18th 2016, after which submission were sought from the respective political parties represented in parliament.

Following the last parliamentary sitting of July the 8th of 2016, a unanimous decision of parliament to review the remuneration and allowances of all Members of Parliament.

This submission will address the principles behind any such changes recommended as per the spirit of the Parliamentary Remuneration Decree 29 of 2014 will address sections 5 and 6 of the said Decree.

1.1 SECTION 5; PRINCIPLES TO BE APPLIED IN SETTING SALRIES"

As per subsection 1 of section 5 of the Decree, the determination of salaries for parliamentarians must follow certain principles which include;

- the need to achieve and maintain fair relativity with the levels of remuneration received by persons in the private sector;
- salaries to be competitive to attract persons of the right calibre to lead the country;
- and salaries to reflect the ethos of political service which entails making sacrifices.

There are special considerations also mandated to be implemented during these exercise which include;

- salaries must be transparent with no hidden components or perks;
- and the need to be fair to the person or persons whose salary is being prescribed;
- and taxpayer.

1.2 SUB SECTION 2 OF SECTION 5 FURTHER REQUIRES;

- the taking into account of the requirements of the position concerned and;
- the nature of the entitlements enjoyed by the person or group of persons be comparable with those enjoyed by persons or members of any group of persons whose conditions of service or employment are comparable.

1.3 SECTION 6; "PRINCIPLES APPLIED IN SETTING ALLOWANCES AND BENEFITS"

With regards to allowances and benefits, Parliament must have regard to a number of principles which include;

- that the allowances and benefits payable should be determined in a way that recognizes the need for public understanding of the work of those persons and, in the case of members, their parties and the services they require to enable them to carry out their roles and functions;
- facilitates the delivery of those services in an efficient and effective manner;
- recognizing the need to be fair to the taxpayer;
- promotes transparency in relation to the allocation and use of public money to provide the services necessary for persons and, in the case of members, parties to carry out their respective roles and functions;
- and maintains the confidence in and integrity of Parliament.

1.4 SIMILARLY IT IS REQUIRED THAT;

- entitlements to any services should be determined in a way that has regard to the particular requirements of any member of Parliament or officer of State with physical or sensory impairments;
- and that entitlements to any services should be clearly defined so that decisions about whether a person is eligible for an entitlement can easily be made;
- determined in a way that is consistent with the objectives of efficient and effective delivery of services;

- and simple to administer.

1.5 JUSTIFICATIONS AS PER SECTION 5; SALARIES

- It is important to note that parliamentarians are the highest office holders of the land. They are the legislature and due recognition and respect must be accorded to these positions of respect.
- Therefore the principles highlighted as necessary components of a review is indeed correct that demands salaries for example of MP's be made compatible to that of the private sector. Anything less than these, can arguably open up room for corruption and vulnerability for these law makers.
- In addition, the right caliber of leaders need to be attracted and with the proper remuneration, such leaders will be eager to avail themselves for national service.
- The requirement of a parliamentarian is to serve. Such a duty now demands more from the Members of Parliament especially given the changes that have been effected in our parliamentary system.
- For example, from a previous bicameral system, we have now reduced our parliamentary set up to a unicameral system with a similarly reduced number of parliamentarians from 72 to simply 50.
- In the previous parliament, Senate which has since been abolished, was made up of 32 members. The role of senate which was principally to further scrutinize Bills from the Lower House, has now fallen primarily on Members of Parliament that are not members of Cabinet, and this is made up of Government MP's, and with the majority MP's from the Opposition.
- In the last two budgetary sittings, it was clear that the non-cabinet Members of Parliament had taken their responsibility seriously reflected in the extensive and lengthy debates exercised on the floor of parliament before the Financial Bills were adopted.
- It is important to consider that since 2006, there have been major changes to the financial environment of Fiji, similarly faced around the globe. In 2009, Fiji had a devaluation of the dollar and since then, inflation rates have fluctuated consistently, and this has given rise to challenges as expected for parliamentarians in their ability to effectively carry out their roles.
- It is noted that perhaps the Bainimarama Administration recognized these challenges, and adopted a new salary range through the Parliamentary

Remuneration Decree No 29 of 2014, after the national elections and before the first sitting of parliament, whereby Cabinet remuneration packages increased from at least 112% to over 194% for cabinet portfolios as compared to the 2003 combined parliamentary and office Salary and constituency allowance range, last utilized in 2006.

- A crucial aspect that requires serious consideration under this exercise is the one constituency electoral system that has been adopted following the 2014 national elections. This requires parliamentarians to serve the whole country unlike the previous set up which saw parliamentarians demarcated to certain constituencies.
- The past arrangements were affordable in terms of costs for the relevant MP's for their constituency work, making it at least practicable for MP's in terms of service delivery to the electorate, subsequently setting the platform for possible re-election pending their effectiveness.
- Just as is expected in any professional environment, a sustainability of employment for at least a marked number of years ensures trust by individuals standing for national duties, that they are able to recover the high cost of their individual campaigns during their term in service.
- Under the new system of a common constituent, the ability of parliamentarians become a disadvantage to those on the lower salary scale as it limits their ability to travel the breadth of Fiji.
- This new arrangement unfortunately at present, is not supported by the current remuneration system which fails to reflect the demands and necessary ethos this particular level of service delivery will require.
- In previous Parliaments, Constituency Allowance is provided to all members of the House of Representatives to cover expenses incurred in travelling on constituency business; payable half monthly with the member's salary and the need not to be supported by actual receipts.

The role of the Legislature in any democracy is crucial. Laws of any land determine how well a nation flourishes and these need to be the basis upon which the legislature is also acknowledged and provided with necessary support to fulfil its role.

Likewise, consistency of legislatures are appreciated the world over for at least two terms, just like the election of governments, as this allow the proper fulfilling and carrying out of development plans and its scrutiny and understanding as well.

2.0 PROPOSED SALARY REVIEW

The proposed salary review is tabulated below subject to the disclaimer on 16.0;

Particulars	2014	2003	2016
1.Salaries (PRD 29 of 2014)			Recommendation
President	130,000.00		
Prime Minister	328,750.00	111,851.00	
Minister of Finance	235,000.00	87,122.00	
Minister Health, Education, Infrastructure & Transport	200,000.00	87,122.00	
Other Ministers	185,000.00	87,122.00	
Assistant Minister	90,000.00	63,215.00	100,000.00
Speaker	150,000.00	80,945.00	160,000.00
Leader of the Opposition	120,000.00	87,713.00	130,000.00
Members of Parliament	50,000.00	38,000.00	80,000.00
Deputy PM	-	93,904.00	
Attorney General	-	90,173.00	
Deputy Leader of Opposition	-	42,920.00	
Deputy Speaker	-	42,749.00	
Whips of Govt & Opp	-	41,506.00	-
Whips of third Party	-	-	

#Note1; Positions being recommended for salary review are encapsulated in Red.2003 figures includes constituency allowance

3.0 CRITICAL POINTS FOR CONSIDERATION

**Relative increase of current position according to relative percentage to
members of parliament**

	2003	2014	recommended revised; 2014
Prime Minister	161%	558%	311%
Minister of Finance	107%	370%	194%
Minister Health, Education, Infrastructure & Transport	107%	300%	150%
Other Ministers	107%	270%	131%
Assistant Minister	55%	80%	13%
Speaker	93%	200%	100%
Leader of the Opposition	108%	140%	63%
Members of Parliament			

The table above highlights the relative percentage ranges from 55% to 161% in 2003 whilst in 2014 the ranges has increased significantly from 80% to 558%.

This relativity increase may indicate the political ethos and the principle guideline whereby a private structure arrangements has been adopted by parliamentarians.

However if the recommended salary is adopted the new relativity range will be from 13% to 311%.

4.0 CREDIBILITY AND WORTHINESS OF MEMBERS OF PARLIAMENT

The spirit of Decree No 29 of 2014 being the Parliamentary Remunerations Decree 2014, has set the baseline of recommended caliber of Members of Parliament necessary, which, given the significance of their role in being the legislature of the land, is very fortunately already met by the current Members of Parliament.

Using a practical and realistic professional gauge, for the political parties that make up the current Legislature, it is evident that these high caliber of professionals are already serving in the House.

- In the Sodelpa Opposition, at least 90% of its Members of Parliament are qualified at Master's level in various thematic areas of professional capacity.
- They are former Chief Executive Officers, Lawyers, Accountants, Permanent Secretaries and Executive Administrators, a former Supervisor of Election and Executive Education Divisional Directors.
- We submit that on the Government side, there are equally distinguished career professionals from Lawyers and Legal Executives, to Education Specialists and Professors, Experienced Entrepreneurs, Executive Administrators, a former Army Commander, distinguished Army Colonels, and National Sporting Heroes.
- For the National Federation Party, they have an Economist Professor, a Lawyer and an Executive Officer.

These Executives have sacrificed higher paying positions to take up the calling of serving through national Legislature.

Therefore, these Members of Parliament are recognized for their worth and remunerated accordingly to ensure their roles are not casualised to the work of just being a backbencher and part-time worker.

Likewise, providing a proper base for remuneration, guards against a system open for abuse especially if sitting allowances are taken in isolation and used as a way of measuring the input of MP's.

The allowances in fact, must have a real responsibility attached to it which is to cater for the practical accommodation and living and work environment of the MP when these committee sittings take place.

5.0 RECOMMENDED CONDITIONS TO BE ATTACHED

It is recommended that the increase in salary of Members of Parliament can be attached with special conditions to ensure the productivity level expected of them is achieved.

One of the fundamental principles such conditions will achieve is to ensure transparency and accountability of Members of Parliament to the tax payers and voters.

It is therefore recommended that;

- The Performance of Members of Parliament are continuously assessed and diligent parliamentary sessions are monitored, encouraged and achieved.
- It is recommended that the hours and attendance of Members of Committees to parliamentary meeting, conferences and other trainings and capacity building meetings of MP's be recorded annually with reports to be generated quarterly to enable the Legislature to advise political parties on the position of accountability their MP's are achieving in the House.

6.0 TOTAL ADDITIONAL COSTS FOR THE RECOMMENDED REVISED SALARY

	2014	Recommended new Salary	Total Cost
Assistant Minister	90,000.00	100,000.00	40,000.00
Speaker	150,000.00	160,000.00	10,000.00
Leader of the Opposition	120,000.00	130,000.00	10,000.00
Members of Parliament	50,000.00	80,000.00	900,000.00
Total Costs			960,000.00

The Sodelpa Opposition acknowledges that over \$1 Mllion dollars was unutilized by the Legislative Budget in the last Budget year and returned to MoF.

These recommended reviews is also intended to stand in the gap of such financial implementation as it is also an acceptable measurement of professional budgetary and financial prudence for allocated budget provisions in any budgetary line or Ministry.

The recommended three tiers of MP's as highlighted have been captured in line with the Constitution of Fiji 2013, that the review must not be to the disadvantage of the Members except as part of the overall austerity for everyone in the State acting as officers.

Currently, the Permanent Secretaries are maintaining their salary structures, and so have the higher level of Cabinet, similarly the Election Commissioners in particular, as highlighted by the Minister for Economy and Elections with a \$500 per sitting apart from their logistical expenses, to name a few.

7.0 MEMBERS OF PARLIAMENT ALLOWANCE

The table below summarizes the proposed changes to the Allowances

Particulars	2014	2003	Recommended
2.7.1. Housing only to those outside of 30km from place of meeting of Parliament or committee	\$150 pdy for hotel, \$50 pdy outside hotel	\$150 pdy plus cost of travel for meeting of house or Committee in Suva or any other center where member maintains a home > 30 km	\$250 pdy inclusive of meals for meeting of house or Committee in Suva or any other center where member maintains a home > 30 km. \$100 pdy for outside hotel
2.7.2.Transport only for those members more than 30km	Reimburse cost of travel by the most direct route.	Reimburse cost of travel for members not entitled to accommodations allowance living more than 10 km from meeting center may claim cost of travel by the most direct route to and from home to meeting centre.	Reimburse cost of travel for members travel by the most direct route to and from home to meeting center.
2.7.3.Telephone	None	1500p.a	Y 3000p.a
2.7.4.Internet	Y	N	Y

2.7.5.Supperannuation	FNPF	FNPF , additional 1% first year then additional 1% each succeeding year to a max of 17%	FNPF to eligible members. Non eligible members to receive Employers contribution on an annual basis or at the end of parliament term.
2.7.6.Leave	None	N	N
2.7.7.Local Travel		same as in Housing and Transport	
2.7.8.Committee sitting	\$80 pdy not to exceed \$18,000	\$80 per day for select committee for members and \$120 for Chair. Members not to exceed \$12,000 and Chair not to exceed \$18,000	\$200 per sitting of select committee members. Members Allowance not to exceed \$18,000 p.a. Also includes all MPs Trainings and workshops attended
2.7.9. Overseas Travel	Economy class for travel as approved by speaker	Economy for journeys less than 6 hours and business class for longer than 6 hours. Spouse not entitled	Economy for journeys less than 6 hours from point of departure to point of Arrival and business class for longer than 6 hours. Spouse not entitled
2.7.10.Overseas Travel Allowance	UNDP subsistence allowance plus 50% together with \$100 pdy incidental allowance	UNDP Rate + 50% of actual cost of accommodation and meals plus \$90 PDY	UNDP Rate + 50% of actual cost of accommodation and meals plus \$150 PDY

2.7.11.Medical Benefits	N	as per Senior Civil Servants	
2.7.15.Life Insurance	N	Government to contribute 50% of premium for those members wishing to participate but with \$100,000 Life cover	Government to contribute 100% of premium for those members wishing to participate but with \$100,000 Life cover
2.7.16.Medical Insurance	N	Government to contribute 50% of premium for those members wishing to participate but with \$100,000 Life cover	Government to contribute 100% of premium for those members wishing to participate but with \$100,000 Life cover
2.7.17.Parliamentary Retirement pension	Y	Pensions allowance under Parliamentary Retirement Allowance Decree 30 of 1989.	Pensions allowance under Parliamentary Retirement Allowance Decree 30 of 1989 to be reviewed to increase the pensions.
2.7.18.Personal Accident Compensation	N	Refer to Parliamentary Paper No.3 of 1979 (Personal Accident Compensation Scheme)	Refer to Parliamentary Paper No.3 of 1979 (Personal Accident Compensation Scheme)

8.0 HOUSING ALLOWANCE

We recommend that \$250 pdy is to enable MP's to meet a reasonable lunch and dinner cost when in meeting of the House or Committees in Suva or any other center where member maintains a home > 30 km. \$100 pdy for outside hotel.

9.0 TRANSPORT FOR MEMBERS

We recommend that members are to be reimbursed cost of travel by the most direct route to and from home to meeting center. Given the one constituency concept, the flexibility of departing venues be considered by Parliament to fairly capture the cost of realistic travels of MP's.

Unlike Government, the Opposition MP's for example, are not provided with official vehicles as other mature democracies in principle globally enjoy, and which is vital to support and ensure their effective performance as Legislatures.

10.0 COMMITTEE SITTING

We recommend that \$200 per sitting of select committee members not to exceed \$18,000 p.a. This means that the member can attend 90 sittings of Committee seating's including training and workshops. This is recommended to commensurate with the PAC allowance applicable during the Interim Government period of 2008, under Legal Notice 48 of 13 April 2007. The consistency of privileges will ensure credibility of the Legislature.

11.0 OVERSEAS TRAVEL AND ALLOWANCE

Members of Parliament office holders on Government Business are entitled to business class reservation. When travelling alone members are entitled to Economy class reservations for journeys less than 6 hours from point of departure to point of Arrival but travel on business class for journeys longer than 6 hours. Spouse not entitled

Members of Parliament to receive non accountable UNDP Rate + 50% of actual cost of accommodation and meals plus \$150 PDY and increase from the current top up of \$100 daily.

As reflected in table below, also being recommended is an increase in travel allowances for Leader of Opposition and Speaker of the House.

12.0 BASIS OF THE INCREASE;

- The obvious increase in global cost of living and accommodation. These travel allowances, will protect our MP's from having to be billeted at squalor and unsafe accommodations whilst on travel since they are not entitled to security personnel or company.
- The need to also consider the devaluation of the Fiji dollar in 2009 is crucial as this will be most affected when travelling overseas where foreign exchange principles dominate the cost of travel.
- It will be a negative reflection of our nation to have MP's having to live in squalor conditions whilst on overseas assignments. They represent their nation and must be reflective ambassadors of our country accordingly.

Particulars	2014	Recommendation
Overseas Travel Mps	Economy class for travel as approved by speaker	Economy for journeys less than 6 hours from point of departure to point of Arrival and business class for longer than 6 hours. Spouse not entitled
Overseas Travel Allowance- MPs	Undp subsistence allowance plus 50% together with \$100 pdy incidental allowance	UNDP Rate + 50% of actual cost of accommodation and meals plus \$150 PDY
Overseas Travel Allowance Opposition Leader	UNDP * 50% with \$150 pd	UNDP Subsistence allowance rate plus 50% plus \$200 per day incident
Overseas Travel Allowance Speaker	UNDP * 50% with \$150 pd	UNDP Subsistence allowance rate plus 50% plus \$200 per day incident

13.0 LIFE INSUARANCE; MEDICAL; ACCIDENT COVER

The reinstatement of the life insurance, medical cover and accident cover for MP's are highly recommended.

Members of Parliament are the servants of the people and in the course of the work they do, it demands they be exposed to certain areas of work that may

pose a threat to their lives. Especially during travel either domestically or externally out of the country.

In certain areas of travel, diseases, sudden ailments or accidents remain a real threat. Even when travelling now to attend parliamentary meetings, either by air, by boat or by road, should they meet any untimely and unsavory accidents whilst enroute to their official destination or returning, their lives needed to be covered from the point of departure to return.

Whilst on official assignments, again the principle that the MP's are ambassadors of State must be reflected and it would be unsavory and create a negative picture of our nation, should in their time of ill, they are unable to be accommodated at respectable medical facilities.

Meanwhile, life insurance cover is critically necessary as MP's also have to be covered for their health and lives primarily for their own safety and for their family's security.

It is important to note a number of these MP's are still in the prime of their lives, some are sole breadwinners and still have dependents they look after.

14.0 PREVIOUS PARLIAMENTARY BENEFITS

There used to be certain parliamentary privileges enjoyed in the previous parliaments. These include notably;

1. Vehicle Loan
2. Constituents Allowance
3. Telephone Allowance
4. Expense Allowance
5. Life, Medical and Accident Cover.

The Sodelpa Opposition submits that a number of these benefits are no longer applicable to the current legislature.

These are necessary benefits that make the work of parliamentarian easier and comfortable.

We therefore submit that a number of these benefits are being sought for reinstatement, but a significant portion, considering the plight of workers around the country and the environment we are in post cyclone Winston, we are accepting to continue to do without.

15.0 EFFECTIVE DATE

Recommended effective date of this proposal shall be 1 August 2016.

16.0 DISCLAIMER

This submission is prepared by the Sodelpa Opposition for the benefit of the Parliamentary Emoluments Sub Committee and its recommendation for submissions on a review of current salaries and allowances and benefits of Members of Parliament. This is submitted herein for this purposes **ONLY** Without Prejudice.

[ENDS]

Introduction

It is understood that any talk on increasing the emoluments and allowances for Members of Parliament is usually not taken well by the members of public. The public usually sees the benefits given to Members of Parliament as a burden on the taxpayer. This is primarily because the public usually does not understand the work and time put in by Members of Parliament in doing their work for the benefit of the people and the sacrifice they sometimes have to make to fulfil their duties.

The job of an MP is an onerous one and it does deal with complex public policy making. The public emotion should however not be directed to the downgrading of the value of the work done by us. The remuneration of MPs must be at a level to attract the best talent in the land for these positions of high responsibility.

I feel that currently the emoluments and allowance paid to MPs have not progressed over time and lags behind when compared to the past practice. Below is a comparative analysis.

Member of Parliament Entitlements Comparison

1992	2004	2014	Comments
Salary \$16,000	 \$30,000	 \$50,000	The trend seems to have been an increase by 1.875 which should have been \$56,250
Subsistence and Meals \$100 (regardless of where MP stayed for MPs staying outside the 30km radius of Suva)	Hotel \$150 per day With Relative \$50 per day	Hotel \$150 per day With Relative \$50 per day	Has not changed despite sharp rise in travel and accommodation costs in the past 10 years. Members should be paid \$250-\$300 per day whether they live with family or in a hotel. Members who live within the 30 km radius should also be paid travel allowance.

			<p>As a comparative analysis a budget Hotel like Peninsula used to charge \$80 per night 10 years ago but now charges \$175 for standard rooms. This is more than double.</p> <p>If the Members have to travel out of Suva for Committee or other official purpose the allowance under this head should be \$400.</p>
<p>Constituency Allowance</p> <p>\$6000</p>	\$8000 per year	None	<p>The constituency allowance previously paid was \$8000. There is none paid now even though the constituency size has increased to the whole of Fiji and members have to cover vast areas all over Fiji to visit the electorate.</p> <p>Constituency allowance of between \$1000-\$1500 per month should be paid.</p>
<p>Parliamentary Sitting Allowance</p> <p>---</p>	\$120 per day	None	<p>I understand previously members were paid sitting allowance of \$120 per day. Considering if parliament sat for 42 days per year, members would be entitled to \$5040 in addition to salary.</p>

			Sitting allowance should be reinstated and increased to \$150-\$200 per sitting day.
Committee Allowance \$60 per day	\$80 per day	\$80 per day (Max \$15,000)	<p>Committee sitting allowance has remained same since 2004.</p> <p>Considering that there has been substantial increase in expenses in the last 10 years and the workload on MPs due to a smaller Parliament, Committee Sitting Allowance should be increased to \$200-\$250 for members and \$250-\$300 for Chairpersons.</p> <p>Also if a member is required to sit in more than one committee (due to a smaller number where some members are in more than one committee) for substantive hours and business then allowance should be paid per Committee and not per day.</p> <p>Assistant Ministers who have to sit in committees should also be considered for allowance to encourage them to attend committee sitting.</p>

			For travelling days by boat etc sitting allowance is not paid currently. This should be paid as a committee sitting day since it is also committee purpose.
<p>Duty Rebate on Vehicles</p> <p>----</p>	Members were entitled to one duty free vehicle for one term.	None	<p>Previously members were allowed one duty free vehicle per term. Considering the price of a vehicle at \$70,000 and duty at 50%, members would have a benefit of \$35,000 which would equate to \$8750 per year on a 4 year term.</p> <p>This facility should be reinstated.</p>
<p>Insurance</p> <p>Life and Medical Insurance was presumably paid and subsidised.</p>	<p>Life Insurance Policy of \$100,000</p> <p>Health and Medical Policy of \$100,000</p>	None	<p>Previously members were entitled to a life insurance policy up to \$100,000 half the premium on which was paid by the government as the employer. Current premium is about \$5000. Which means the members would be entitled to a benefit of \$2500 in premiums.</p> <p>The members were also entitled to medical insurance cover up to \$100,000. The premium for a Family Plan Policy currently is about</p>

			<p>\$4000. The members have lost this benefit too.</p> <p>Travel and accident Insurance should also be considered due to increasing risk of travel due to terrorism.</p>
<p>Telephone Allowance</p> <p>\$1200 per year</p>	<p>\$1500 per year</p>	<p>None</p>	<p>Members were allowed \$1500 per year in telephone allowance.</p> <p>This benefit is not allowed now.</p> <p>A internet enabled mobile phone and about \$2500 per year should be allowed</p>
<p>Overseas Travel</p> <p>-----</p>	<p>\$90 per day</p>	<p>\$100 per day</p>	<p>Considering that overseas travel has become more expensive in the last 10 years and subsequent devaluation of the Fiji Dollar the daily allowance on overseas travel should be increased to \$300-\$350.</p>
<p>Whips Allowance</p> <p>\$2500</p>	<p>\$3500</p>	<p>None</p>	<p>There should be Whips allowance for \$5000 per year due the added work of Whips.</p>

Notes

1. The members' salary was \$18,000 per annum in 2003 but there was a recommendation to increase it to \$30,000 per annum together with the benefits.
2. Taking the base salary of \$18,000 and adding the benefits as shown above (\$8000 constituency allowance, \$5040 sitting allowance, \$8750 duty free vehicle, \$2500 life insurance premium, \$4000 medical insurance premium and \$1200 telephone allowance, to name a few) the total package for Members of Parliament was close to or over \$47,500.
3. The current package is \$50,000 flat.
4. Due to the increase in costs and expenses in the past 10 years and taking the base salary at \$50,000 and adding the benefits as above, the total package for current MPs should be between \$70,000 to \$75,000.

Respectfully submitted

Continuation for Members of Parliament privileges:

[illegible]

Supplementary Submissions to the Emoluments Committee

Introduction

I am indeed grateful to the Honourable Chair and members of the Emoluments Committee for allowing me to supplement my submissions presented on 12th August 2016 before the Committee.

In addition to what I submitted I now submit as follows:

1) Committee Allowances

The justification for an increase in Committee Sitting allowances can be taken from the Fijian Electoral Commission Report. On page 10 of the report it is stated that the members of the Commission were entitled to sitting allowance of \$500 per day.

Currently committee sitting allowance is not paid for travelling days. Like when members are travelling to and from North or West the days spent in transit via boat or road is not paid. It is recommended that committee allowance be paid for travelling days as well since it is committee business.

Further when foreign delegations are visiting Fiji Parliament and they want to meet committees and a committee meeting is convened for that purpose members have to travel and be present for the meeting, committee allowance should be paid for that particular meeting.

When Committee Meetings are held outside of Suva, the subsistence and meal allowance should be more than what is paid for Suva meetings because the accommodation and meal rates vary outside Suva.

Also Committee Allowance should not be calculated per day but per sitting to a maximum of two claims per day provided that substantive business has taken place in both committees. This is so because smaller parliament means fewer members and some members have to sit in 2 or more committees per day to ensure that committee business moves ahead. As such they should be paid allowance per committee to encourage them to attend.

However to prevent abuse a member may not claim for more than 2 committees per day so that enough time can be dedicated to the business of both committees.

2) Pension

I understand that Members of Parliament are allowed pension after retirement after serving a full term under Parliamentary Retirement Allowances Decree 1989. However, the pension is only payable when the member retires at the age of 40 and after he or she has attained the age of 55. This might not encourage young members to participate in the parliamentary process.

It is recommended that if a member has served a term in Parliament and has retired at any age and is not employed in any qualifying office (as specified in Section 2 of the Decree) then he or she should be entitled to pension.

Further if the rates or Parliamentary salary increases in future all past Parliamentarians' pensions should be adjusted following the new rates as is a practice in the civil service.

3) Parliamentary Vehicles

Members of Parliament should be allowed to use Parliament assigned vehicles for official visits such as meetings with the electorate. This is so because currently Fiji Parliament members and government side backbenchers are not assigned vehicles and members need to do constituency work.

It is recommended that each member be allocated 2000 km of Parliamentary vehicle use per month.

4) Mileage – Private Motor Vehicle Usage

In 1992 the mileage allowance was as follows:

1000cc or less – 24 cents

1001 – 1450 – 28 cents

1451 – 2000 – 31 cents

2001 and over 33 cents

In 2003 the rates were as follows:

1000cc or less – 29 cents

1001 – 1450 – 33 cents

1451 – 2000 – 44 cents

2001 and over 48 cents

It is recommended that the mileage rates be reviewed as follows:

1000cc or less – 50 cents

1001 – 1450 – 55 cents

1451 – 2000 – 60 cents

2001 and over 65 cents

This is so because price of vehicles, spare parts, oil, tyres and fuel have increased in the past 10 years. It is much more expensive to run and maintain vehicles now. The justification for an increase in mileage allowances can be taken from the Fijian Electoral Commission Report. On page 10 of the report it is stated that the members of the Commission were entitled to travel allowance of \$0.65 per km.

5) Overseas Travel

MPs travel economy class currently. Privilege must be given to MPs to travel business class if the journey is more than 6 hours. The 6 hours is to be calculated when the member leaves home such as spending time on local connecting times or road travel and in transit.

Currently the MPs overseas travel is at standardized local rates. It is recommended that overseas travel allowance be in line with UN rate.

6) Deputy Speaker

The position of the Deputy Speaker is a unique one. The Deputy Speaker has to deputize for the Speaker in Parliament and also outside in conferences and public meetings. The Deputy Speaker cannot sit in any committees and currently he is not paid many of the allowances which were paid previously.

The previous submission had not considered the position of the Deputy Speaker which I do in these submissions.

	2003	Current	Recommended
Salary	\$30,000	\$50,000 (increase by 60%)	(as approved for other members)
Office	\$4,749	None	\$7598.40 (increase by 60%)
Expense Allowance	\$2500	None	\$4175 (increase by 60%)
Transport	Was entitled to use of official vehicle when deputizing for Speaker	None	Vehicle to be allocated
Overseas Travel	Economy class when travelling less than 6 hours. For longer journeys business class.		Business class just as Speaker for official trips

7) Conclusion

The base salary of members in 2003 was \$30,000 (as confirmed now). Adding the benefits as shown above (\$8000 constituency allowance, \$5040 sitting allowance for parliament, \$8750 duty concession, \$2500 life insurance premium, \$4000 medical insurance premiums, \$1200 telephone allowance, to name a few) the total package for members of parliament was close to or over \$60,000. So in essence MPs have been downgraded since 2003 and are now receiving only \$50,000 when they should have had an increase in the past 13 years.

It is recommended that in light of the MPs being the only position not upgraded in the Parliamentary Remunerations Decree 2014, serious consideration be given to the submissions from the Government

side to reflect the work that the MPs are doing and to attract suitable and qualified individuals to enter politics.



August 11, 2016

**The Chairman
Parliamentary Emoluments Committee
Parliament of Fiji
SUVA**

Attn: Honourable Dr Brij Lal

Dear Hon Dr Lal

Submission on Emoluments

The Emoluments Committee established through a Motion in Parliament on July 8 2016 meets on Friday 12th August. The meeting is to specifically hear submissions from the Whips of the three parliamentary parties on emoluments and allowances paid to all members since 6th October 2014.

We submit that it is morally and ethically wrong for parliament to prescribe its emoluments. Indeed the prescription of salaries and allowances for all Members of Parliament inclusive of His Excellency the President, Honourable Speaker, Prime Minister, Cabinet Ministers, Assistant Ministers and the Leader of the Opposition, was not done in a transparent manner.

These were prescribed through the Parliamentary Remunerations Decree 2014 (Decree No, 29), promulgated by way of an extraordinary gazette on Friday 3rd October 2014. The current Fiji First Government promulgated this Decree, almost two weeks after it was sworn in as a democratically elected government following the 17th September 2014 general elections.

Simply put, the current Fiji First Government prescribed emoluments for itself and determined salaries of all others stated in the Decree. This is totally against accountability and transparency.

All correspondence should be addressed to the general secretary

Headquarters : 124 Princes Road, Tamavua, Suva, Fiji Islands
P.O. Box 4399 Samabula, Fiji Islands

Telephone : (679) 338 5916
Facsimile : (679) 338 1991

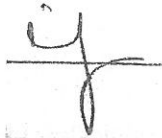
Email: nfp@nfpfiji.com
Website: www.nfpfiji.com

Historically, every parliament in Fiji appointed an independent Emoluments Committee to determine salaries, perks and privileges of Parliamentarians. The last such Emoluments Committee was in 2003.

As legislators in the highest court of the land, we need to practice what we preach, more so when the Code of Conduct Bill is being scrutinised before being enacted.

We strongly believe that the Emoluments Committee should recommend for the establishment of an independent Emoluments Committee which then can independently and with impartiality recommend appropriate salaries, perks and privileges for all Members of Parliament including His Excellency the President, Honourable Speaker, Prime Minister, Cabinet Ministers, Assistant Ministers and the Leader of the Opposition.

The Report of the independent Emoluments Committee will be an act of transparency and necessitate the repeal of the Parliamentary Remunerations Decree 2014 that was enforced by this Government.



Hon Prem Singh
NFP Parliamentary Whip

APPENDIX 3 - SUPPORTING DOCUMENTS

1. Parliamentary Remuneration Decree 2014.
2. Parliamentary Retirement Allowances Decree 1989.
3. Memorandum of Understanding Personal Accident Compensation Scheme for Members of Parliament.

GOVERNMENT OF THE REPUBLIC OF FIJI

PARLIAMENTARY REMUNERATIONS DECREE 2014
(DECREE NO. 29 OF 2014)

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SCHEDULE

IN exercise of the powers vested in me as the President of the Republic of Fiji and the Commander in Chief of the Republic of Fiji Military Forces by virtue of the Executive Authority of Fiji Decree 2009 and section 165(2) of the Constitution of the Republic of Fiji, I hereby make the following Decree—

A DECREE TO PROVIDE FOR THE DETERMINATION OF THE REMUNERATION OF
THE PRESIDENT, THE PRIME MINISTER, OTHER MINISTERS AND ASSISTANT
MINISTERS, THE LEADER OF THE OPPOSITION, THE SPEAKER, THE DEPUTY
SPEAKER AND MEMBERS OF PARLIAMENT

PART 1—PRELIMINARY

Short title and commencement

1. This Decree may be cited as the Parliamentary Remuneration Decree 2014 and shall come into force on the date of this publication in the *Gazette*.

Interpretation

2.— (1) In this Decree, unless the context otherwise requires,—

“Constitution” means the Constitution of the Republic of Fiji;

“determination” means a determination made by Parliament under this Decree;

“Parliament” means the Parliament of the Republic of Fiji;

“publicly available”, in relation to a document, means that the document—

- (a) is available, at all reasonable times, on the websites of Parliament and the Fijian Government;
- (b) is available, at all reasonable times, for viewing at Parliament; and
- (c) has been published in one or more newspapers circulating in Fiji, at least twice, at intervals of not less than seven days;

“remuneration” includes salaries, allowances and benefits; and

“Speaker” means the Speaker of Parliament.

(2) Terms used and not defined in this Decree but defined in the Constitution have the same meaning as in the Constitution.

PART 2—DETERMINATION OF REMUNERATION

Parliament to determine by resolution

3. Parliament shall, by resolution, determine the remuneration payable to the President, the Prime Minister, other Ministers and Assistant Ministers, the Leader of the Opposition, the Speaker, the Deputy Speaker and members of Parliament.

Scope of determinations

4. Subject to sections 5 to 8, for the purposes of making a determination, Parliament may do one or more of the following—

- (a) fix ranges of rates of remuneration;
- (b) fix alternative forms of remuneration within a remuneration package for any person or group of persons to whom the determination applies;
- (c) fix scales of salaries and scales of allowances;
- (d) determine, in relation to any person or to any member of any group of persons to which the determination applies, the nature and extent of the allowances and benefits that may be paid in addition to a salary, including—
 - (i) that no allowances or benefits be paid to him or her other than a salary;
 - (ii) that only a particular allowance or benefit or class of allowance or benefit be paid to him or her in addition to a salary; or
 - (iii) the rates of any allowance or benefit or class of allowance or benefit that may be paid to him or her in addition to a salary or the criteria by which, or the limits within which, those rates are to be fixed; and
- (e) prescribe rules governing the application of any of the matters described in paragraphs (a) to (d).

Principles to be applied when setting salaries

5.—(1) When setting the remuneration to be prescribed in a determination that relates to salaries, Parliament must have regard to the following principles—

- (a) the need to achieve and maintain fair relativity with the levels of remuneration received by persons in the private sector;
- (b) the salaries must be competitive so that persons of the right caliber are not deterred from stepping forward to lead the country;
- (c) the salaries should reflect the ethos of political service which entails making sacrifices;
- (d) the salaries must be transparent with no hidden components or perks; and
- (e) the need to be fair to the—
 - (i) person or persons whose salary is being prescribed; and
 - (ii) taxpayer.

(2) When setting the remuneration to be prescribed in a determination that relates to salaries for any particular person or group of persons, Parliament must also take into account—

- (a) the requirements of the position concerned; and
- (b) the nature of the entitlements enjoyed by the person or group of persons compared with those enjoyed by persons or members of any group of persons whose conditions of service or employment are comparable with those of the person or members of the group of persons whose remuneration is being prescribed.

Principles to be applied when setting allowances and benefits

6. When setting the remuneration to be prescribed in a determination that relates to allowances and benefits, Parliament must also have regard to the following principles—

- (a) that the allowances and benefits payable should be determined in a way that—
 - (i) recognises the need for public understanding of the work of those persons and, in the case of members, their parties and the services they require to enable them to carry out their roles and functions;
 - (ii) facilitates the delivery of those services in an efficient and effective manner;
 - (iii) recognises the need to be fair to the taxpayer;
 - (iv) promote transparency in relation to the allocation and use of public money to provide the services necessary for persons and, in the case of members, parties to carry out their respective roles and functions; and
 - (v) maintains the confidence in and integrity of Parliament.
- (b) that entitlements to any services should be determined in a way that has regard to the particular requirements of any member of Parliament or officer of State with physical or sensory impairments; and
- (c) that entitlements to any services should be—
 - (i) clearly defined so that decisions about whether a person is eligible for an entitlement can easily be made;
 - (ii) determined in a way that is consistent with the objectives of efficient and effective delivery of services; and
 - (iii) simple to administer.

Countervailing economic conditions, if any, to be taken into account

7. When setting the remuneration to be prescribed in a determination, Parliament—

- (a) must take into account any prevailing economic conditions, based on evidence from an authoritative source; and
- (b) may set the remuneration at a rate lower than it would otherwise have set.

Parliament may require information and obtain independent advice

8. Parliament may, at any time in the course of preparing a determination,—

- (a) require the Secretary-General, the Speaker, the President, the Prime Minister, Leader of the Opposition or a member of Parliament to provide information that it considers necessary for the purposes of making decisions in relation to the determination;
- (b) require any other person to provide information concerning salaries or other conditions of service or employment, or both, for any positions, whether or not those positions are subject to this Decree;

- (c) obtain advice from persons whose background or experience Parliament considers may assist it in making decisions in relation to the determination; or
- (d) obtain advice from the Chief Executive Officer of the Fiji Revenue and Customs Authority.

Parliament may appoint a committee

9.—(1) Parliament may, by resolution, appoint a committee which shall provide advice to Parliament on the determination of remuneration.

(2) Any committee appointed under subsection (1) must—

- (a) prepare a report as soon as it has completed its considerations and deliberations;
- (b) table the report in Parliament; and
- (c) be made available for members to access.

(3) The Secretary-General must—

- (a) publish the report in the *Gazette* not later than 14 days after the date on which the report is tabled in Parliament; and
- (b) ensure that a copy of the report is made publicly available within 15 days after publication in the *Gazette*.

Submissions to Parliament

10.—(1) Where Parliament is considering making a determination in relation to the remuneration of any person or group of persons, representatives of the members of each category of those persons are entitled to make written or oral submissions to Parliament, at a time and place and in a manner to be determined by Parliament.

(2) Any other person or organisation is entitled to make written submissions to Parliament in relation to the making of the determination.

Commencement, term and expiry of determinations

11.—(1) A determination must specify the date on which it expires, however, despite the expiry of a determination, it continues in force until it is superseded by another determination.

(2) Parliament may make a determination before or after the date on which that determination is to come into force.

(3) No determination, or any part of it, may come into force earlier than the date of the expiry of the determination that it replaces in whole or in part.

Amendment of determinations

12. Parliament may amend a determination at any time while it is in force to—

- (a) remedy any defect or remove any ambiguity;
- (b) deal with any new matter that was not dealt with at the time at which the determination was made;
- (c) ensure the adequacy of one or more services; or
- (d) amend the specified term of the determination, if Parliament is satisfied that in all the circumstances there are particular and special reasons that justify the amendment.

Separate determinations

13. Parliament may issue separate determinations at different times for different positions.

No deviations from determinations

14.—(1) No person may act contrary to a determination or fail to observe any criteria or limits specified in a determination.

(2) Subject to any other enactment, no person may receive remuneration in excess of that specified in respect of the person (or group of persons to which the person belongs) in a determination.

Publication of determinations

15.—(1) The Secretary-General must, after a determination is made by Parliament,—

(a) give each of the following persons, at the same time, a copy of the determination—

- (i) the President;
- (ii) the Prime Minister;
- (iii) the Speaker;
- (iv) the Leader of the Opposition;
- (v) the leader of any other parties represented in Parliament; and
- (vi) any independent member of Parliament; and

(b) publish the determination in the *Gazette* not later than 14 days after the date on which a copy of it is given to the persons specified in paragraph (a).

(2) The Secretary-General to Parliament must ensure that a copy of the determination is publicly available within 15 days after publication in the *Gazette*.

Suspension of salary for suspension from Parliament

16. If a member is suspended from Parliament, the member will not be paid any salary or benefit for the period of suspension.

PART 3—MISCELLANEOUS

Transitional

17. Notwithstanding any other provision contained in this Decree and until such time Parliament by resolution, determines any remuneration under this Decree, the remuneration of the President, the Prime Minister, other Ministers and Assistant Ministers, the Leader of the Opposition, the Speaker, the Deputy Speaker and members of Parliament shall be as prescribed in the Schedule.

Given under my hand this 3rd day of October 2014.

E. NAILATIKAU
President of the Republic of Fiji

SCHEDULE
(Section 17)

PART A – SALARY

FLAT BASE SALARY INCLUSIVE OF ALL ALLOWANCES	
PRESIDENT	\$130,000.00 (Not taxable)
PRIME MINISTER	\$328,750.00
MINISTER FOR FINANCE	\$235,000.00
MINISTER FOR HEALTH, EDUCATION, INFRASTRUCTURE & TRANSPORT	\$200,000.00
OTHER MINISTERS	\$185,000.00
ASSISTANT MINISTERS	\$90,000.00
SPEAKER	\$150,000.00
LEADER OF THE OPPOSITION	\$120,000.00
MEMBERS OF PARLIAMENT	\$50,000.00 (plus accommodation, travelling and sitting allowances)

PART B – ALLOWANCES AND BENEFITS

PRESIDENT

1. Housing – free furnished residence with all services and staff.
2. Transport – Official car with driver.

3. Telephone – At official residence, completely free fixed telephone (including installation) and official mobile phone.
4. Internet – Internet connection at residence.
5. Superannuation – FNPF Contribution.
6. Leave – 4 weeks per annum, which must be compensated if not utilised.
7. Local Travel – Free accommodation and meals for all local travel.
8. Overseas Travel – First class travel and may be accompanied by spouse.
9. Overseas Travelling Allowance – UNDP subsistence allowance plus 50% together with \$300 per day incidental allowance.
10. Medical Benefits – All costs to be reimbursed for local or overseas medical treatment as required.

PRIME MINISTER

1. Housing – free furnished residence with all services and staff.
2. Transport – Official car with driver.
3. Telephone – At official residence, completely free fixed telephone (including installation) and official mobile phone.
4. Internet – Internet connection at residence.
5. Superannuation – FNPF Contribution.
6. Leave – 4 weeks per annum, which must be compensated if not utilised.
7. Local Travel – Free accommodation and meals for all local travel.
8. Overseas Travel – First class travel and travel insurance, and may be accompanied by spouse.
9. Overseas Travelling Allowance – UNDP subsistence allowance plus ~~50~~250% together with ~~\$300~~600 per day incidental allowance.
10. Medical Benefits – All costs to be reimbursed for local or overseas medical treatment as required.

CABINET MINISTERS

1. Transport – Official car with driver.
2. Telephone – Official mobile phone.
3. Internet – Internet connection at residence.
4. Superannuation – FNPF Contribution.
5. Leave – 4 weeks per annum, which must be compensated if not utilised.
6. Local Travel – Free accommodation and meals for all official local travel.
7. Overseas Travel – Business class travel and travel insurance for official meetings.
8. Overseas Travelling Allowance – UNDP subsistence allowance plus 50200% together with \$250-500 per day incidental allowance.

ASSISTANT MINISTERS

1. Transport – Official car with driver.
2. Telephone – Official mobile phone.
3. Internet – Internet connection at residence.
4. Superannuation – FNPF Contribution.
5. Leave – 4 weeks per annum, which must be compensated if not utilised.
6. Local Travel – Free accommodation and meals for all official local travel.
7. Overseas Travel – Business class travel and travel insurance for official meetings.
8. Overseas Travelling Allowance – UNDP subsistence allowance plus 50100% together with \$200-300 per day incidental allowance.

SPEAKER

1. Transport – Official car with driver.

2. Telephone – Official mobile phone.
3. Internet – Internet connection at residence.
4. Superannuation – FNPF Contribution.
5. Leave – 4 weeks per annum, which must be compensated if not utilised.
6. Local Travel – Free accommodation and meals for all official local travel.
7. Overseas Travel – Business class travel and travel insurance for official meetings.
8. Overseas Travelling Allowance – UNDP subsistence allowance plus 50/100% together with \$150/300 per day incidental allowance.

LEADER OF THE OPPOSITION

1. Transport – Official car with driver.
2. Telephone – Official mobile phone.
3. Internet – Internet connection at residence.
4. Superannuation – FNPF Contribution.
5. Leave – 4 weeks per annum, which must be compensated if not utilised.
6. Local Travel – Free accommodation and meals for all official local travel.
7. Overseas Travel – Business class travel and travel insurance for official meetings.
8. Overseas Travelling Allowance – UNDP subsistence allowance plus 50/100% together with \$150/300 per day incidental allowance.

MEMBERS OF PARLIAMENT (including Deputy Speaker, Government/Opposition Whip, and Leader of the House and excluding the Prime Minister, Ministers and Assistant Ministers, Speaker and the Leader of Opposition)

- ~~1. Accommodation Allowance – For meetings of Parliament or Committee, if the member permanently resides at any place more than 30 kilometers away from the place of the meeting of Parliament or Committee, then the member shall be entitled to an allowance of \$350.00 per day plus \$30 per meal.~~
- ~~2. —~~
- ~~3. an allowance of \$150.00 per day, only if the member stays at a hotel at the place of the meeting of Parliament or Committee; or~~

~~4.~~

~~5.1. _____ an allowance of \$50.00 per day, if the member does not stay at a hotel at the place of the meeting of Parliament or Committee.~~

2. Travelling Allowance – For meetings of Parliament or Committee, if the member permanently resides at any place more than 30 kilometers away from the place of the meeting of Parliament or Committee, then the member shall be entitled to cost of travel by the most direct route to and from the meeting. Allowances in respect of motor vehicles shall be payable at the following rates—

(a) Vehicles of up to and equal to 2000cc – 50 cents per kilometre; and

(b) Vehicles of 2001cc or over – 60 cents per kilometre.

~~6.3.~~ Committee Sitting Allowance – For Committee sittings on days other than the sitting of Parliament, the member shall be entitled to an allowance of ~~\$80.00~~200.00 per day; ~~provided however that the total amount payable as Committee Sitting Allowance in any one year to a member shall not exceed \$15,000.~~

~~7.4.~~ Superannuation – FNPF Contribution.

~~8.5.~~ Overseas Travel – Economy class travel and travel insurance for official meetings, as approved by the Speaker. Where the flight hours from the first flight exceeds 6 hours, the member shall be entitled to Business class travel and travel insurance.

6. Overseas Travelling Allowance – UNDP subsistence allowance plus ~~50~~100% together with ~~\$400-200~~ per day incidental allowance.



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GOVERNMENT OF THE REPUBLIC OF FIJI DECREE NO. 30

PARLIAMENTARY RETIREMENT ALLOWANCES DECREE, 1989

A DECREE TO PROVIDE FOR THE PAYMENT OF ALLOWANCES TO, AND TO THE WIDOWS AND WIDOWERS OF, PERSONS WHO HAVE CEASED TO BE MEMBERS OF PARLIAMENT AND OTHER PERSONS AND FOR PURPOSES CONNECTED WITH THE AFORESAID

In exercise of the powers vested in me as President and Commander-in-Chief of the Republic of Fiji, and acting in accordance with the advice of the Prime Minister and the Cabinet, I hereby make the following Decree—

1. This Decree may be cited as the *Short title* Parliamentary Retirement Allowances Decree, 1989.

- 2.—(1) In this Decree, unless the context otherwise requires— *Interpretation*

"Administrator" means the Secretary to the Cabinet, or a person nominated by the Prime Minister;

"Member" means a person who holds a qualifying office and "past Member" means a person who has ceased to be a Member;

"qualifying date" means the date upon which a person qualifies under section 6 for an allowance;

"qualifying office" means—

- (a) Member of the House of Representatives;
- (b) Member of the Senate;
- (c) Prime Minister;
- (d) Deputy Prime Minister;
- (e) Attorney-General;
- (f) Minister;
- (g) Assistant Minister;
- (h) Minister of State;
- (i) Speaker of the House of Representatives;
- (j) Deputy Speaker of the House of Representatives;
- (k) President of the Senate;
- (l) Vice-President of the Senate;
- (m) Leader of the Opposition;
- (n) Deputy Leader of the Opposition;
- (o) Leader of Government Business;
- (p) Government Whip;
- (q) Opposition Whip; and
- (r) Advisor on the Governor-General's Council of Advisors,

and includes any such office as is specified in paragraphs (c) to (h) in any Government of Fiji after 10 October, 1970 other than in the Council of Ministers or the Fiji Military Government;

"reckonable service" means the period or consecutive periods of service in a qualifying office, which for the purpose of reckoning the amount of any allowance payable under this Decree shall not exceed fifteen years in the aggregate, ending immediately prior to the qualifying date;

"salary" means the basic salary payable in respect of an office but does not include any allowances payable in respect of that office;

"retirement" means ceases to be in a qualifying office.

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(2) For the purposes of calculating the reckonable service of a past Member, any period in which such past Member concurrently held two or more qualifying offices shall be regarded as single period only.

Allowances to be payable out of Consolidated Fund

3.—(1) There shall be charged on and paid out of the Consolidated Fund such sums as may be necessary for the payment of allowances under this Decree.

(2) Allowances shall be granted and paid by the Administrator in accordance with the provisions of this Decree, to persons who are eligible or treated as eligible by virtue of this Decree as past Members or as the widows or widowers of past Members.

Administrator

4.—(1) The Administrator, in respect of the payment of allowances under this Decree, shall be the Secretary to the Cabinet or a person nominated by the Prime Minister.

(2) The Prime Minister may, from time to time, give to the Administrator such general and special directions with respect to the functions of the Administrator under this Decree and the manner of the exercise thereof as he sees fit, and the Administrator shall act in accordance with any such direction.

(3) So far as is consistent with the due performance of their respective functions under this Decree, the Administrator and any other public officer involved in the payment of allowances shall treat as confidential all information relating to the granting, refusal or ceasing of allowances in particular cases.

Right of certain past Members and widows or widowers of such past Members to payments

5. The Administrator shall make fortnightly payments of allowances to persons who—

- (a) are eligible or treated as eligible by virtue of this Decree as past Members or as widows or widowers of past Members; and
- (b) have at any time after the commencement of this Decree, applied to the Administrator for such payments.

Allowances for past Members

6.—(1) Subject to subsection (5), a person who after 10 October, 1970 (whether before or after the making of this Decree) has ceased to be a Member shall be entitled to receive an allowance under this section, if, and for so long as, the following conditions are fulfilled in respect of him, that is to say—

- (a) he is not the holder of a qualifying office;
- (b) his aggregate period of reckonable service is not less than four years; and
- (c) he has attained the age of fifty-five years.

(2) Subject to subsections (4) and (5) of this section, the annual amount of the allowance payable to a person under this section shall be a sum equal to one-fifteenth of the aggregate of the following amounts, that is to say—

- (a) an amount equal to one-half of the payable at the time of retirement in respect of each qualifying office held by him during his period of reckonable service multiplied by the number of complete years of service in such office comprised in his aggregate period of reckonable service;

and:

- (b) and amount bearing the same proportion to one half of the annual salary payable at time of retirement in respect of each qualifying office held by him during his period of reckonable service as the number of days (being less than one year) of his service in such office comprised in his period of reckonable service bears to three hundred and sixty-five;

Provided that in computing the initial allowance payable, calculations are to be based on the salary of a qualifying office as from the 1st of July 1989, and thereafter the rate of salary payable at retirement:

(3) The annual amount of allowance payable to the holder of a qualifying office as calculated in accordance with section 6(2)(a) and (b) is to be adjusted in accordance with adjustments made from time to time with civil servants and other pensioners.

(4) Subject to subsection (5), the amount of the allowance which shall be payable to a past Member fortnightly shall be one twenty-sixth of the annual amount referred to in subsection (2) of this section.

(5) Where on or after 10 October, 1970 (whether before or after the making of this Decree) a person has ceased to be a Member and the conditions specified in paragraphs (a) and (b) of subsection (1) of this section are fulfilled in relation to him, and he has attained the age of forty years but has not attained the age of fifty-five years, then if he applies to the Administrator for an immediate allowance under this section he shall be entitled to receive an allowance under this section as if he had attained the age of fifty-five but the amount of the allowance to which he is so entitled, both before and after he reaches the age of fifty-five years shall be an amount calculated in accordance with subsections (2), (3) and (4) of this section reduced by the multiple specified in the Schedule to this Decree as being applicable to a person ceasing to be a Member at the age.

Qualifying offices ceasing to exist

7.—(1) Where a qualifying office ceases to exist, the annual salary payable in respect of that office shall be taken to be the annual salary last payable in respect of the qualifying office which has ceased to exist.

(2) A qualifying office shall not, for the purposes of this Decree, be treated as having ceased to exist by reason only that the law under which it existed has been repealed, if another office of the same name or function to which is attached similar duties and responsibilities exists under some other law.

Duration of allowance under section 6

8.—(1) Subject to the following provisions of this section and of this Decree, and allowance payable under section 6 of this Decree shall continue for the life of the past Member to whom it is payable.

(2) An allowance shall cease if a past Member again becomes the holder of a qualifying office.

(3) The ceasing of an allowance under subsection (2) shall be without prejudice to the right of a Member, when so qualified again, to apply for an allowance under section 5.

Widows and widowers

9.—(1) Subject to the provisions of this section, a widow or widower of a past Member who died or dies after 10 October, 1970 (whether before or after the making of this Decree) shall be entitled to an allowance if her late husband or, as the case may be, his late wife, at the time of his or, as the case may be, her death—

(a) was entitled to receive an allowance under section 6 of this Decree;

(b) was not so entitled but would have been so entitled if he had ceased to be a Member at the time of his death, otherwise then by his death.

(2) The annual amount of a widow's or widower's allowance under this section shall be sixty per cent of the allowance or prospective allowance of her late husband or, as the case may be, his late wife.

(3) Subject to the following provisions of this Decree, and allowance payable under this section shall continue for life, whether or not the widow or widower remarries.

Conditions applicable to widows and widowers

10. A widow or widower of a past Member is eligible to receive the payment of an allowance under this Decree on the condition that he or she was married to the past Member before the Member ceased to be a Member.

Allowances not assignable

11.—(1) Subject to the next following subsection, an allowance under this Decree shall not be assignable, transferable or liable to be attached, sequestrated, levied upon or otherwise charged in respect of any debt, liability or claim whatsoever.

(2) Subsection (1) of this section shall not apply in relation to—

(a) debts owed to the State, whether in the nature of imposts or otherwise; and

(b) any order made by competent court under any law for the time being in force, requiring payment to be made towards the maintenance of any spouse, former spouse, child or children or other dependent of a past Member.

Allowances may cease on conviction

12.—(1) If any person to whom an allowance has been granted under this Decree is convicted by a competent court of any offence involving bribery or corruption, whether or not he is sentenced in respect thereof to a term of imprisonment, such allowance shall cease from the date of such conviction.

(2) If any person is convicted as aforesaid before any allowance is granted to him under this Decree, then the provisions of subsection (1) shall apply in respect of any allowance which may be granted to him.

Provided that if such person after conviction at any time receives a free pardon, the allowance shall be restored with retrospective effect.

Allowances to cease on bankruptcy

13.—(1) If any person to whom an allowance has been granted under this Decree is adjudicated bankrupt or is declared insolvent by judgment of any competent court, then such allowance shall forthwith cease.

(2) If any person is adjudicated bankrupt or declared insolvent as aforesaid either—

- (a) in circumstances in which he is eligible for an allowance under this Decree but before the allowance is granted; or
- (b) in circumstances in which he is not yet eligible for an allowance under this Decree, and he shall not have obtained his discharge from bankruptcy or insolvency at the date of his becoming so eligible.

then in the former case any allowance eventually granted to him shall cease as from the date of adjudication or declaration as the case may be and, in the latter case, the allowance may be granted but shall cease forthwith and not become payable.

(3) Moneys applied for the discharge of the debts of the person whose allowance has so ceased shall, for the purposes of this section, be regarded as applied for his benefit.

(4) When a person whose allowance has so ceased obtains his discharge from bankruptcy or insolvency, the allowance shall be restored as from the date of such discharge.

Allowances not subject to tax

14. An allowance payable under this Decree shall be exempt from any tax or levy imposed by any written law.

Allowances to be additional

15. An allowance payable under this Decree to any person shall be in addition to any other superannuation, pension, or other retiring allowance, howsoever called, and any capital sum in respect of retirement or by way of commutation of any such superannuation, pension, or other allowance, paid or payable to that person under any written law.

Allowances payable from commencement

16. No person shall be entitled to the payment of an allowance under this Decree in respect of any period before this Decree comes into force.

Appeal against decision of Administrator

17.—(1) Any past Member or any widow or widower of a past Member who is prejudicially affected by any decision or action of the Administrator under this Decree may within thirty days after being notified by the Administrator of such decision or becoming subject to such action, appeal therefrom in writing to the Prime Minister who may, in his discretion, uphold, vary or revoke such decision.

(2) A decision of the Prime Minister under subsection (1) of this section shall be final and not subject to any appeal.

Commencement

18. This Decree shall come into force on the date hereunder.

Made this 22nd day of September 1989.

PENAIA K. GANILAU
President and Commander-in-Chief

SCHEDULE
PERCENTAGE OF RETIREMENT BENEFITS

<i>Age at which payment of Retirement Benefit Commences</i>	<i>Percentage of 50%</i>
---	--------------------------

40	50
41	51
42	52
43	54
44	56
45	58
46	61
47	64
48	67
49	70
50	74
51	78
52	83
53	88
54	94

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MEMORANDUM OF UNDERSTANDING PERSONAL ACCIDENT COMPENSATION SCHEME FOR MEMBERS OF PARLIAMENT

Whereas it has been decided by the Government of Fiji that there shall be a Scheme of Personal Accident Compensation for Members of the Parliament of Fiji:

It has been agreed and understood that to the extent and in the manner herein provided and subject to the exclusions, limitations, definitions and conditions herein contained that if a Member of the Parliament of Fiji sustains any bodily injury as herein defined, the Government of Fiji will pay such Member or the Member's Executors or Administrators or nominated beneficiary, according to the Schedule of Compensation within sixty days after the total claim has been substantiated under this memorandum:

Provided always that—

1. Compensation shall not be payable in respect of the consequences of one accident to any one Member—
 - (a) under more than one of the items of the Schedule of Compensation except for any compensation payable hereunder in respect of temporary partial disablement preceding or following temporary total disablement; or
 - (b) until the total amount thereof has been ascertained and agreed.
2. The total sum payable under this memorandum in respect of any one accident to any one Member shall not exceed in all the capital sum except that the Government will in addition pay medical expenses up to but not exceeding fifteen per cent of the total of any claim admitted under items 37 and 38 of Category B in the Schedule of Compensation.

DEFINITIONS

In this memorandum:

1. "Bodily Injury" means bodily injury which—
 - (a) is caused by an accident; and
 - (b) solely and independently of any other cause, except illness directly resulting from or medical or surgical treatment rendered necessary by such injury, occasions the death or disablement of the Member which can be conclusively proved to have resulted directly from that accident.
2. "Accident" includes exposure resulting from a mishap to an aircraft or vessel in which the Member is travelling.
3. "Capital Sum" means—
 - (a) in the case of a Member of the House of Representatives, twice the total annual Parliamentary and office salary payable at the time of the accident giving rise to a claim under this memorandum;

(b) in the case of the Attorney-General, if a Member of the Senate, twice the office salary payable at the time of the accident giving rise to a claim under this memorandum;

(c) in the case of the President of the Senate, \$15,000;

(d) in the case of any other member of the Senate, \$12,500.

4. "Total Disablement" means disablement which entirely prevents a Member from attending to his business as a Member of Parliament as well as his other usual occupations and duties of any and every kind.
5. "Partial Disablement" means disablement which prevents a Member from attending to a substantial part of his business as a Member of Parliament as well as a substantial part of his other usual occupations and duties of any and every kind.
6. "Permanent" means lasting twelve calendar months and at the expiry of that period being beyond hope of improvement.
7. "Loss of limb" means loss of use or physical separation of a hand at or above the wrist or of a foot at or above the ankle.
8. "Medical Expenses" means expenses properly incurred by a Member for medical, surgical, manipulative, massage, therapeutic, X-Ray or nursing treatment including the cost of medical supplies and ambulance hire but excluding the cost of board and lodging.
9. "Member" means a Member of the Senate, House of Representatives, Prime Minister, Minister and Attorney-General, whether elected or not, and shall for the purposes of this memorandum be regarded as a Member from the time he becomes entitled to a salary as a Member until he ceases to be entitled to a salary as a Member.
10. "Travel by Air" means being in or on or boarding an aircraft for the purpose of flying therein or alighting therefrom after a flight.
11. Words in the masculine include the feminine.

EXCEPTIONS

This Scheme shall not apply to any event which—

- (a) is directly or indirectly attributable to or consequential upon—
 - (i) intentional self injury or suicide (whether felonious or not) or any attempt thereat;
 - (ii) venereal disease.

- (b) in the case of woman, is attributable wholly or in part to childbirth or pregnancy notwithstanding that such event may have been accelerated or induced by accident.

CONDITIONS

1. (a) Immediate written notice containing full particulars of any event in respect of which a request for payment is to be made shall be given to the Minister of Finance but in any case not later than twenty-one days of—

- (i) the sustaining of the bodily injury; or
- (ii) the commencement of any other herein specified cause for disablement.

(b) All certification and evidence required by the Minister of Finance shall be furnished at the expense of the Member or any claimant hereunder and shall be in such form and of such nature as the Minister shall prescribe.

(c) A Member shall as soon as possible after an accident place himself under the care of a duly qualified medical practitioner.

(d) The Member as often as required by the Minister of Finance shall submit to medical examination at the expense of the Government.

(e) The Government shall in the case of the death of a Member be entitled to have a post mortem examination at its own expense.

2. All differences arising out of the scheme shall be referred to the decision of an Arbitrator to be appointed in writing by the parties in difference, or if they cannot agree upon a single Arbitrator to the decision of two Arbitrators one to be appointed in writing by each of the parties within seven days after having been required in writing so to do by either of the parties or where the Arbitrators do not agree of an Umpire appointed in writing by the Arbitrators before entering upon the reference. The Umpire shall sit with the Arbitrators and preside at their meetings. The making of an Award shall, subject to any relevant statutory provisions to the contrary, be a condition precedent to any right of action against the Government but if such action be not commenced within one year of the making of an Award, the right of action shall be deemed to be abandoned and released.

SCHEDULE OF COMPENSATION

Event	Compensation Payable
Bodily injury caused solely and directly by violent accident and external and visible means and resulting solely and directly and independently of any other cause in	(Percentage of Capital Sum)
Category A	
Death	100

Category B

1. Loss of two limbs
2. Loss of both feet
3. Loss of both hands or of all fingers and thumbs
4. Total loss of sight
5. Total paralysis
6. Injuries resulting in being bed-ridden permanently
7. Any other injury causing permanent total disablement
8. Loss of remaining eye by one-eye person
9. Loss of remaining arm by one-armed person
10. Loss of remaining leg by one-legged person
11. Very severe facial disfigurement
12. Loss of arm at shoulder
13. Loss of arm between elbow and shoulder
14. Loss of arm at elbow
15. Loss of arm between wrist and elbow
16. Loss of hand at wrist
17. Loss of four fingers and thumb or one hand
18. Loss of four fingers
19. Loss of thumb—
 - (a) both phalanges
 - (b) one phalanx
 - (c) the pulp of the thumb
20. Loss of index finger
 - (a) three phalanges
 - (b) two phalanges
 - (c) one phalanx
 - (d) pulp of an index finger
21. Loss of middle finger—
 - (a) three phalanges
 - (b) two phalanges
 - (c) one phalanx
 - (d) pulp of a middle finger
22. Loss of ring finger—
 - (a) three phalanges
 - (b) two phalanges
 - (c) one phalanx
 - (d) pulp of a ring finger
23. Loss of little finger—
 - (a) three phalanges
 - (b) two phalanges
 - (c) one phalanx
 - (d) pulp of a little finger

100

90

80

70

65

60

60

35

35

12

6

10

9

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2

10

9

8

2

10

9

8

2

10

8

4

2

24. Loss of metacarpals—	
(a) first or second (additional)	3
(b) third, fourth or fifth (additional)	2
25. Loss of leg above knee resulting in a stump less than 6 inches long	90
26. Loss of leg above knee resulting in a stump more than 6 inches long	70
27. Loss of leg below knee	45
28. Loss of foot	40
29. Loss of toes—	
(a) all of one foot	15
(b) great, both phalanges	8
(c) great, one phalanx	4
(d) other than great, each part with some loss of bone	1
30. Loss of eye—	
eye out	40
31. Loss of sight of eye	40
32. Loss of lens of eye	30
33. Loss of sight of, except perception of light	40

34. Loss of hearing —	
(a) both ears	70
(b) one ear	30

35. Total loss of natural Permanent Teeth—

(a) Anterior Teeth—	
(i) Loss of 1, 2 or 3 Teeth	4
(ii) Loss of 4, 5 or 6 Teeth	5
(iii) Loss of 7 to 12 Teeth	6
(b) Posterior Teeth—	
(i) Loss of 1 tooth	1
(ii) Loss of 2 to 5 teeth	2
(iii) Loss of 6 to 16 teeth	4

36. For any bodily injury not otherwise specified	4
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37. *Temporary total disablement 0.4% per week	
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38. *Temporary partial disablement 0.2% per week (*So long as such disablement continues after the Member has ceased to be a Member of Parliament).	
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Medical Expenses : Medical expenses will in addition be paid up to but not exceeding 15 per cent of the total of any claim admitted under Items 37 or 38 of Category B.