



Non-Executive Members' staff salary allocation

and

Non-Executive Members' employment agreements

2020-2021 to 2024-2025 to date

Staff Salary Allocation - 11th Assembly 2024-25

Member	Rollover	Allocation	Pledges Received	Pledges Made	Staff Expenses	Contractor Expenses	No of Contractors	Future Rollover	Unused Allocation	Total Unspent
Barry	-	\$154,689	-	-	\$101,303	-	-	\$15,469	\$37,918	\$53,387
Braddock	-	\$272,253	\$31,051	\$33,915	\$208,054	-	-	\$27,225	\$34,110	\$61,335
Cain	-	\$154,689	\$29,500	-	\$177,873	-	-	\$6,315	-	\$6,315
Carrick	-	\$281,534	-	-	\$171,454	-	-	\$25,153	\$81,929	\$110,082
Castley	-	\$640,520	-	-	\$389,956	\$10,000	1	\$64,052	\$176,512	\$240,564
Clay	-	\$272,253	\$22,669	\$37,979	\$190,921	-	-	\$27,225	\$38,796	\$66,021
Cocks	-	\$162,311	-	-	\$101,426	-	-	\$16,231	\$44,653	\$60,884
Emerson	-	\$281,534	-	-	\$255,474	-	-	\$26,060	-	\$26,060
Hanson	-	\$170,125	-	-	\$132,076	-	-	\$17,012	\$21,038	\$38,050
Lee	-	\$154,689	-	\$29,500	\$113,338	-	-	\$11,853	-	\$11,853
Milligan	-	\$154,689	-	-	\$126,477	-	-	\$15,469	\$12,742	\$28,211
Morris	-	\$154,689	-	-	\$87,739	-	-	\$15,469	\$51,479	\$66,948
Nuttall	-	\$272,253	\$6,216	\$54,296	\$171,734	-	-	\$27,225	\$25,213	\$52,438
Parton	-	\$224,368	-	-	\$132,995	-	-	\$22,437	\$68,934	\$91,371
Rattenbury	-	\$445,386	\$83,086	\$16,842	\$470,392	-	-	\$41,247	-	\$41,247
Tough	-	\$162,311	-	-	\$103,801	-	-	\$16,231	\$42,279	\$58,510
Werner-Gibblings	-	\$154,689	-	-	\$142,906	-	-	\$11,783	-	\$11,783

Totals \$4,112,982 \$172,532 \$172,532 \$3,077,919 \$10,000 1 \$389,456 \$635,603 \$1,025,059

Staff Salary Allocation - 10th Assembly 2024-25

Member	Rollover	Allocation	Pledges Received	Pledges Made	Staff Expenses	Contractor Expenses	No of Contractors	Future Rollover	Unused Allocation	Total Unspent
Braddock	\$12,094	\$75,162	\$18,038	\$8,754	\$89,395	-	-	-	\$7,145	\$7,145
Burch	\$30,239	\$92,685	-	-	\$83,895	-	-	-	\$39,028	\$39,028
Cain	\$12,753	\$71,533	-	-	\$74,955	-	-	-	\$9,331	\$9,331
Castley	\$22,923	\$78,883	-	-	\$74,709	\$10,000	1	-	\$17,097	\$17,097
Clay	\$18,341	\$71,533	\$8,754	\$9,019	\$86,707	-	-	-	\$2,902	\$2,902
Cocks	\$21,015	\$71,533	-	-	\$88,281	-	-	-	\$4,267	\$4,267
Hanson	\$8,426	\$71,533	-	-	\$72,454	-	-	-	\$7,505	\$7,505
Kikkert	\$19,735	\$71,533	-	-	\$66,891	-	-	-	\$24,377	\$24,377
Lawder	\$16,879	\$75,162	-	\$28,000	\$63,799	-	-	-	\$242	\$242
Lee	\$72,429	\$302,861	\$28,000	-	\$308,129	\$60,000	3	-	\$35,181	\$35,181
Milligan	\$21,015	\$71,533	-	-	\$68,306	-	-	-	\$24,242	\$24,242
Nuttall	\$12,367	\$71,533	-	\$9,019	\$64,639	-	-	-	\$10,241	\$10,241
Orr	\$22,147	\$75,162	-	-	\$86,427	-	-	-	\$10,881	\$10,881
Parton	\$20,722	\$71,533	-	-	\$42,597	\$20,000	1	-	\$26,657	\$26,657
Paterson	\$21,015	\$71,533	-	-	\$51,611	-	-	-	\$40,937	\$40,937
Petterson	\$21,015	\$71,533	-	-	\$92,007	-	-	-	\$541	\$541

Totals \$353,115 \$1,415,265 \$54,792 \$54,792 \$1,414,802 \$90,000 5 \$0 \$260,574 \$260,574

Legislative Assembly members’ staff (LAMS) employment contracts

1 July 2024 to 10 April 2025

Year	# of LAMS contracts	# of non-executive members	Average contract per member
2024-2025	150	16.5	9.09
(pre election)	23	16	1.44
(post election)	127	17	7.47

Table 14: Use of staff salary allocation by non-executive members, including pledges made or received in the Tenth Assembly

Member	Allocation*	Pledges received	Pledges made	Staff expenses	Contractor expenses	No. of contractors	Future rollover	Unused allocation	Total unspent
Braddock	242,460	55,538	23,321	262,583	-	-	12,094	-	12,094
Burch	330,509	-	-	257,419	-	-	30,239	42,852	73,091
Cain	229,742	-	-	216,989	-	-	12,753	-	12,753
Castley	249,782	-	-	221,612	5,000	1	22,923	247	23,170
Clay	230,549	23,321	28,653	206,889	-	-	18,328	-	18,328
Cocks	229,742	-	-	196,805	-	-	21,015	11,921	32,936
Davis	96,886	-	10,024	68,562	-	-	-	18,195	18,195
Hanson	242,242	-	-	233,816	-	-	8,426	-	8,426
Kikkert	229,742	-	-	210,007	-	-	19,735	-	19,735
Lawder	242,459	-	-	203,580	22,000	1	16,879	-	16,879
Lee	1,010,370	-	-	824,984	114,800	4	70,676	-	70,676
Milligan	229,742	-	-	204,839	-	-	21,015	3,887	24,902
Nuttall	123,668	-	16,861	86,105	-	-	12,367	8,335	20,702
Orr	242,460	-	-	210,717	-	-	22,147	9,596	31,743
Parton	229,742	-	-	171,020	38,000	2	20,722	-	20,722
Paterson	229,742	-	-	159,640	-	-	21,015	49,087	70,102
Pettersson	229,742	-	-	203,301	-	-	21,015	5,426	26,441
Total	3,966,582	120,338	120,338	3,665,355	128,582	12	388,062	121,754	509,816

*Allocation is a combination of the Allocation for 2023-24, rollover carried forward from the previous financial year, and additional funds required for new automatic increments

Learning and development

In recognition of the need to develop and maintain a skilled and flexible workforce, the Office's Executive Management Committee endorsed the annual learning and development program for the 2023-2024 year. The program, shaped by feedback from performance discussions, included essential writing skills for managers, project management and effective performance development discussions for both staff and managers.

The Office actively encourages all staff to participate in development activities, both internal and external, through agreed learning and development plans. Opportunities include interparliamentary conferences and seminars, other specific training activities, and lateral and temporary transfers within and outside the Office.

Appendix 14: Non-executive members' staff

Table 39: Legislative Assembly members' staff (LAMS) employment agreements

Year	# of LAMS contracts	# of non-executive members	Average contracts per member
2003-2004	144	12	12.00
<i>(prior to new staff structure)</i>	61	12	5.08
<i>(translation to new structure)</i>	33	12	2.75
<i>(following new staff structure)</i>	50	12	4.17
2005-2006	87	12	7.25
2006-2007	120	12	10.00
2007-2008	102	12	8.50
2008-2009	114	12	9.50
<i>(pre election)</i>	16	12	1.33
<i>(post election)</i>	98	12	8.17
2009-2010	71	12	5.91
2010-2011	79	13 ¹	6.08
2011-2012	59	12 ¹	4.92
2012-2013	103	12	8.58
<i>(pre election)</i>	12	12	1.00
<i>(post election)</i>	91	12	7.58
2013-2014	66	12	5.50
2014-2015	77	11	7.00
2015-2016	62	10 ²	5.17
2016-2017 total	118	⁴	⁴
<i>(pre election)</i>	17	11	1.55
<i>(post election)</i>	101	18	5.61
2017-2018	109	173	6.06
2018-2019	125	17	7.35
2019-2020	120	17	7.10
2020-2021 total	151	16.5	9.15
<i>(pre election)</i>	13	17	0.76
<i>(post election)</i>	138	16	8.63
2021-2022	62	16	3.88
2022-2023	100	16	6.25
2023-2024	105	16	6.56

Table 12: Use of staff salary allocation by non-executive members, including pledges made or received in the Tenth Assembly

Member	Allocation	Pledges received	Pledges made	Staff expenses	Contractor expenses	No. of contractors	Future rollover	Unused allocation	Total unspent
Braddock	209,922	13,483	40,867	176,136	-	-	20,992	454	21,446
Burch	281,241	-	-	236,510	-	-	28,124	44,116	72,240
Cain	195,881	30,846	-	204,550	21,480	3	19,588	268	19,856
Castley	195,881	3,655	-	194,597	-	-	19,588	4,510	24,098
Clay	195,881	33,048	12,661	206,270	-	-	19,588	1,901	21,489
Cocks	195,881	-	-	175,029	-	-	19,588	1,706	21,294
Davis	195,881	14,256	7,260	200,112	-	-	19,588	2,337	21,925
Hanson	228,899	8,196	-	244,096	-	-	14,295	-	14,295
Kikkert	195,881	-	-	192,858	-	-	19,588	2,594	22,182
Lawder	209,922	-	-	199,576	4,800	1	20,992	412	21,404
Lee	867,866	-	59,550	715,177	67,802	6	86,787	23,436	110,223
Milligan	195,881	3,353	-	198,343	-	-	19,588	462	20,050
Orr	209,922	-	-	182,761	-	-	20,992	21,770	42,762
Parton	195,881	13,500	-	173,612	34,500	2	19,588	841	20,429
Paterson	195,881	-	-	181,286	-	-	19,588	7,325	26,913
Pettersson	195,881	-	-	184,442	-	-	19,588	9,622	29,210
Total	3,966,582	120,338	120,338	3,665,355	128,582	12	388,062	121,754	509,816

From time to time, non-executive members will seek to engage volunteers in their offices. The Office assesses volunteer agreements for compliance with the relevant guidelines, which includes ensuring that there is an appropriate volunteer agreement in place and that there is appropriate insurance coverage. During the reporting period, one volunteer agreement was processed, which was a decrease from three volunteer agreements in 2021-2022.

Learning and development

In recognition of the need to develop and maintain a skilled and flexible workforce, the Office's Executive Management Committee endorsed the annual learning and development program for the 2022-2023 year. The program was guided by performance discussion feedback and included: team fundamentals for ASO 2-5, essential writing skills for ASO 6s, and a team building exercise for Committee Support.

The Office actively encourages all staff to participate in development activities, both internal and external, through agreed learning and development plans. Opportunities include interparliamentary conferences and seminars, other specific training activities, and lateral and temporary transfers within and outside the Office.

Appendix 14: Non-executive members' staff

Table 37: Legislative Assembly members' staff (LAMS) employment agreements

Year	# of LAMS contracts	# of non-executive members	Average contracts per member
2002-2003	149	12.5	11.92
2003-2004	144	12	12.00
<i>(prior to new staff structure)</i>	61	12	5.08
<i>(translation to new structure)</i>	33	12	2.75
<i>(following new staff structure)</i>	50	12	4.17
2005-2006	87	12	7.25
2006-2007	120	12	10.00
2007-2008	102	12	8.50
2008-2009	114	12	9.50
<i>(pre election)</i>	16	12	1.33
<i>(post election)</i>	98	12	8.17
2009-2010	71	12	5.91
2010-2011	79	13 ¹	6.08
2011-2012	59	12 ¹	4.92
2012-2013	103	12	8.58
<i>(pre election)</i>	12	12	1.00
<i>(post election)</i>	91	12	7.58
2013-2014	66	12	5.50
2014-2015	77	11	7.00
2015-2016	62	10 ²	5.17
2016-2017 total	118	4	4
<i>(pre election)</i>	17	11	1.55
<i>(post election)</i>	101	18	5.61
2017-2018	109	173	6.06
2018-2019	125	17	7.35
2019-2020	120	17	7.10
2020-2021 total	151	16.5	9.15
<i>(pre election)</i>	13	17	0.76
<i>(post election)</i>	138	16	8.63
2021-2022	62	16	3.88
2022-2023	100	16	6.25

Table 17: Use of staff salary allocation by non-executive members, including pledges made or received in the Tenth Assembly

Member	Allocation	Pledges received	Pledges made	Staff expenses	Contractor expenses	No. of contractors	Future rollover	Unused allocation	Total unspent
Braddock	205,326		59,352	142,488			15,043		15,043
Burch	275,085			256,494			27,508	9,009	36,517
Cain	191,593	10,000		171,068	23,000	1	19,159	917	20,076
Castley	191,593	3,000		187,924			19,159	61	19,220
Clay	191,593	32,316	27,036	197,934			11,491		11,491
Cocks	4,421						442	3,979	4,421
Davis	191,593	54,071		229,742			19,159	9,314	28,473
Hanson	212,694	5,500		210,316			21,296	292	21,588
Jones	195,740			206,102				4,304	4,304
Kikkert	191,593	19,500		187,819			19,159	16,666	35,825
Lawder	197,244	20,000		174,272	35,000	2	15,858		15,858
Lee	848,867		92,000	609,321	41,800	3	84,887	69,441	154,328
Milligan	191,593	15,000		168,941			19,159	23,370	42,529
Orr	205,326			202,943			15,600		15,600
Parton	191,593	19,000		195,482	6,000	1	19,159	2,502	21,661
Paterson	191,593			191,826			12,318		12,318
Pettersson	191,593			186,372			17,772		17,772
Total	3,869,310	178,387	178,387	3,519,047	105,800	7	337,169	139,855	477,024

From time to time, non-executive members will seek to engage volunteers in their offices, in accordance with guidelines that are in place for such arrangements. The Office assesses volunteer agreements for compliance with the relevant guidelines, which includes ensuring that there is an appropriate volunteer agreement in place and that there is appropriate insurance coverage. During the reporting period, three volunteer agreement were processed, which was an increase from one volunteer agreement in 2020-2021.

Learning and development

In recognition of the need to develop and maintain a skilled and flexible workforce, the Office endorsed the annual learning and development program for the 2021-2022 year that included a six-month Emerging Leader Development program for staff at the Administrative Services Officer 6 and Senior Officer Grade C classifications.

The Office actively encourages all staff to participate in development activities, both internal and external, through agreed learning and development plans. Opportunities include interparliamentary conferences and seminars, other specific training activities, and lateral and temporary transfers within and outside the Office.

Appendix 14: Non-executive members' staff

Table 43: Legislative Assembly members' staff (LAMS) employment agreements

Year	# of LAMS contracts	# of non-executive members	Average contracts per member
2001-2002	114	12.5	9.12
<i>(pre-election)</i>	47	12	3.92
<i>(post-election)</i>	67	13	5.15
2002-2003	149	12.5	11.92
2003-2004	144	12	12.00
<i>(prior to new staff structure)</i>	61	12	5.08
<i>(translation to new structure)</i>	33	12	2.75
<i>(following new staff structure)</i>	50	12	4.17
2005-2006	87	12	7.25
2006-2007	120	12	10.00
2007-2008	102	12	8.50
2008-2009	114	12	9.50
<i>(pre-election)</i>	16	12	1.33
<i>(post-election)</i>	98	12	8.17
2009-2010	71	12	5.91
2010-2011	79	13 ¹	6.08
2011-2012	59	12 ¹	4.92
2012-2013	103	12	8.58
<i>(pre-election)</i>	12	12	1.00
<i>(post-election)</i>	91	12	7.58
2013-2014	66	12	5.50
2014-2015	77	11	7.00
2015-2016	62	10 ²	5.17
2016-2017 total	118	4	4
<i>(pre-election)</i>	17	11	1.55
<i>(post-election)</i>	101	18	5.61
2017-2018	109	173	6.06
2018-2019	125	17	7.35
2019-2020	120	17	7.10

Table 14: Use of staff salary allocation by non-executive members, including pledges made or received in the Ninth Assembly

Member	Rollover	Allocation	Pledges received	Pledges made	Staff expenses	Contractor expenses	No of contractors	Unused allocation	Total unspent
Burch C	16,800	55,941	-	-	68,712	-	-	4,029	4,029
Burch J	7,927	80,319	-	-	77,399	-	-	10,847	10,847
Cheyne	8,835	59,951	-	-	63,273	-	-	5,513	5,513
Cody	18,221	55,941	-	-	59,129	-	-	15,033	15,033
Coe	66,727	207,656	202	11,954	215,935	15,000	1	31,696	31,696
Dunne	-	55,941	11,954	202	51,552	-	-	6,140	6,140
Gupta	17,170	55,941	-	-	72,417	-	-	694	694
Hanson	249	55,941	-	-	56,013	-	-	178	178
Jones	18,221	55,941	-	-	70,539	-	-	3,623	3,623
Kikkert	2,648	55,941	-	-	58,371	-	-	218	218
Lawder	13,170	62,254	-	-	74,366	-	-	1,058	1,058
Le Couteur	16,219	112,114	-	-	119,632	-	-	8,700	8,700
Lee	18,221	55,941	-	-	73,709	-	-	453	453
Milligan	2,249	55,941	-	-	55,035	-	-	3,154	3,154
Parton	18,221	55,941	-	-	34,490	24,000	1	15,672	15,672
Pettersson	9,944	55,941	-	-	64,081	-	-	1,804	1,804
Wall	1,612	59,951	-	-	61,210	-	-	353	353
TOTAL	236,434	1,197,596	12,156	12,156	1,275,863	39,000	2	109,165	109,165

Appendix 14: Non-executive members' staff

Table 43: Legislative Assembly members' staff (LAMS) employment agreements

Year	Number of LAMS contracts	Number of non-executive members	Average contracts per member
2000-2001	50	12	4.17
2001-2002 (pre-election)	47	12	3.92
2001-2002 (post-election)	67	13	5.15
2001-2002 total	114	12.5	9.12
2002-2003	149	12.5	11.92
2003-2004 (prior to new staff structure)	61	12	5.08
2003-2004 (translation to new staff structure)	33	12	2.75
2003-2004 (following new staff structure)	50	12	4.17
2003-2004 total	144	12	12.00
2005-2006	87	12	7.25
2006-2007	120	12	10.00
2007-2008	102	12	8.50
2008-2009 (pre-election)	16	12	1.33
2008-2009 (post-election)	98	12	8.17
2008-2009 total	114	12	9.50
2009-2010	71	12	5.91
2010-2011	79	13 ¹	6.08
2011-2012	59	12 ¹	4.92
2012-2013 (pre-election)	12	12	1.00
2012-2013 (post-election)	91	12	7.58
2012-2013 total	103	12	8.58
2013-2014	66	12	5.50
2014-2015	77	11	7.00
2015-2016	62	10 ²	5.17
2016-2017 (pre-election)	17	11	1.55
2016-2017 (post-election)	101	18	5.61
2016-2017 total	118	4	4