

**House of Assembly Management Commission
Agenda**

Date: November 7, 2018

Time: 5:15 pm

In Camera Meeting – Speaker’s Boardroom

Televised Meeting – House of Assembly Chamber

Tab 2 Approval of Minutes – September 27, 2018

Budget Transfer Request

Tab 3 Financial Reports – September 30, 2018

Tab 4 Request from Member for Fortune Bay-Cape La Hune

Tab 5 Political Support Staff Severance



**House of Assembly
Newfoundland and Labrador**

**Minutes of the House of Assembly
Management Commission**

Date: September 27, 2018

Location: House of Assembly Chamber

Time: 3:55 pm

Members Present:

Hon. Perry Trimper, Speaker (Chair)
Mr. Mark Browne, MHA (Lib) Placentia West-Bellevue
Hon. Siobhan Coady, MHA (Lib), St. John's West
Mr. Paul Davis, MHA (PC), Topsail-Paradise
Mr. Keith Hutchings, Opposition House Leader
Hon. Andrew Parsons, Government House Leader
Ms. Sandra Barnes, Clerk of the House of Assembly

Other

Ms. Bobbi Russell, Policy & Communications Officer

Regrets

Ms. Lorraine Michael, MHA (NDP), St. John's East-Quidi Vidi

CM 2018-032 The Minutes of the Management Commission meeting held on May 30, 2018 were approved as read.

CM 2018-033 The Commission approved the following meeting schedule for Fall 2018:

- Wednesday, November 7
- Wednesday, November 21
- Wednesday, December 5

As required under the *House of Assembly Accountability, Integrity and Administration Act*, the Speaker reported rulings on allowance use for the period ended September 24, 2018. The expenditure of \$78.00 for the Member for Placentia-St. Mary's was rejected for payment because it was not submitting within 60 days of being made; however, it was a permitted expense and complied with all other provisions of the *Members' Resources and Allowances Rules*.

Pursuant to paragraph 23(8)(c) of the *House of Assembly, Accountability, Integrity and Administration Act*, the 11th Report of the Audit Committee was provided to the Commission for review.

The report of all budget transfers processed during the period of April 1, 2017 to March 31, 2018 were provided to the Commission for review.

CM 2018-034 The Commission approved the following transfer of funds:

From:

Subdivision 1.1.04.09 Members' Resources – Allowances and Assistance
\$ 25,000

To:

Subdivision 3.1.01.02 Office of the Chief Electoral Officer – Professional
Services
\$ 25,000

The financial reports for the Legislature for the periods April 1, 2017 to March 31, 2018; and April 1, 2018 to June 30, 2018 were provided to the Commission for review. The Members' Accountability and Disclosure Reports were provided for the same periods.

CM 2018-035 Pursuant to subsections 15(5) and 20(7) of the *House of Assembly Accountability, Integrity and Administration Act*, the Commission approved the following proposed amendment, subject to final wording by the Office of the Legislative Counsel:

Section 22 of the *House of Assembly Accountability, Integrity and Administration Act* is amended by adding immediately after subsection (2) the following:

(2.1) A member shall attend or otherwise avail of the orientation and training programs referred to in subsections (1) and (2).

CM 2018-036 The Commission approved the audited financial information for April 1, 2017 to March 31, 2018 for the House of Assembly and its Statutory Offices as recommended by the Audit Committee.

Pursuant to subsection 32(3) of the *Auditor General Act*, the audited financial information for the Office of the Auditor General for the fiscal year ended 31 March 2018 was provided to the Commission for review.

CM 2018-037 Pursuant to subsection 43(2) of the *House of Assembly, Accountability, Integrity and Administration Act*, the Commission appointed the Auditor General as auditor of the House of Assembly and Statutory Offices for the year ending 31 March 2018.

The Caucus Operational Funding Expenditure Reports for the period April 1, 2017- March 31, 2018 for the Office of the Speaker; Government Members' Caucus; Official Opposition Caucus; Third Party Caucus; and the Independent Member were submitted to the Commission for review.

Adjournment: 4:19 pm

Hon. Perry Trimper, MHA
Speaker (Chair)

Sandra Barnes
Clerk and Secretary to the Commission

**House of Assembly Management Commission
Briefing Note**

Title: **Budget Transfer Request**

Issue: **Approval of a Transfer of Funds – Members’ Resources**

Background:

- The Transfer of Funds Policy, April 2008 requires the House of Assembly Management Commission approval to transfer funds to or from the Grants and Subsidies Main Object of expenditure. Section 4.2.1 of the Transfer of Funds Policy, states:

“ House of Assembly Management Commission approval is required to transfer funds to or from the following Main Objects of Current Account Expenditure of an Activity:

- *Loans, Advances and Investments;*
 - *Allowances and Assistance;*
 - *Grants and Subsidies; and*
 - *Debt Expenses.*
- A transfer of funds is required from Members’ Resources – Allowances and Assistance to Members’ Resources – Grants and Subsidies to provide additional operational funding for Independent Members.

Analysis:

Legal Consultation:

Not applicable

Internal Consultation(s):

Not applicable

External Consultation(s):

Not applicable

Comparison to Government Policy:

Not applicable

Financial Impact:

Not applicable

Legislative Impact:

Not applicable

Options:

- Not applicable

Status:

- Not applicable

Action Required:

The Commission's approval of the following transfer of funds is required:

From:

Subdivision 1.1.04.09 Members' Resources – Allowances and Assistance \$2,700

To:

Subdivision 1.1.04.10 Members' Resources – Grants and Subsidies \$2,700

Drafted by: Wanda Strowbridge
Date: October 25, 2018

Approved by: Sandra Barnes

Attachments:

1. Budget Transfer No. HOABT2019-006

LEGISLATURE

Budget Adjustment No.: HOABT2019-006

TRANSFER TO:

Accounting Distribution					Description	Amount
RC	ACAT	ACEL	LOBJ	DTC		
0206	130	0410	1061	000000	1.1.04.10 Members' Resources – Grants and Subsidies	\$2,700

FUNDS REQUIRED FOR:

Additional funds are required to provide operational funding for Independent Members.

TRANSFER FROM:

Accounting Distribution					Description	Amount
RC	ACAT	ACEL	LOBJ	DTC		
0206	130	0410	0910	000000	1.1.04.09 Members' Resources – Allowances and Assistance	\$2,700

REASON FUNDS ARE AVAILABLE:

Expenditures are less than anticipated and it is estimated that Members will not avail of the maximum allowable funds.

<p>VERIFIED BY:</p> <p>_____</p> <p>Chief Financial Officer</p> <p>Date: _____</p>	<p>APPROVED BY:</p> <p>_____</p> <p>House of Assembly Management Commission</p> <p>Date: _____</p>
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**House of Assembly Management Commission
Briefing Note**

Title: **Financial Reports – April 1, 2018 to September 30, 2018**

Issue: **Review of:**

- 1. Financial Performance of the Legislature; and**
- 2. Approved Allocations and Actual Expenditures of Members of the House of Assembly.**

Background:

- Paragraph 20(5)(a) of the *House of Assembly Accountability, Integrity and Administration Act* (the Act) states that the House of Assembly Management Commission shall “regularly, and at least quarterly, review the financial performance of the House of Assembly as well as the actual expenditures of members compared with approved allocations.”
- The details of the financial performance of the Legislature (excluding the Office of the Auditor General) are included in the attached Statement of Revenue and Expenditure for the six-month period ended September 30, 2018. The reports show the actual expenditures and revenues for the fiscal year. All known savings or overruns over budgeted amounts are identified in the report and explanations are provided for significant amounts.
- The details of the financial performance of the Office of the Auditor General are shown on a separate Statement of Revenue and Expenditure for the six-month period ended September 30, 2018. The reports show the actual expenditures and revenues for the fiscal year. All known savings or overruns over budgeted amounts are identified in the report and explanations are provided for any significant amounts.
- The actual expenditures compared with the approved allocations for each Member are included in the Members’ Expenditures Summarized by Category reports for the period April 1, 2018 to September 30, 2018. The Reports include the expenditures for September in the columns entitled “Expenditures Processed 01-Sept-18 to 30-Sept-18 (Net of HST)” and the expenditures for the second quarter of the year in the column entitled “Expenditures Year to Date 01-Apr-18 to 30-Sept-18 (Net of HST)”.

Analysis:

Legal Consultation:
Not applicable

Internal Consultation(s):
Not applicable

External Consultation(s):

Not applicable

Comparison to Government Policy:

Not applicable

Financial Impact:

Not applicable

Legislative Impact:

Not applicable

Options:

- Not applicable

Status:

- Not applicable

Action Required:

- For review purposes

Drafted by: Wanda Strowbridge
Date: October 31, 2018

Approved by: Sandra Barnes

Attachments:

1. Statement of Revenue and Expenditure – Legislature (excluding the Office of the Auditor General)
2. Statement of Revenue and Expenditure – Office of the Auditor General
3. Member Accountability and Disclosure Reports



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
1.1.01. ADMINISTRATIVE SUPPORT						
01. Salaries	1,854,800	1,854,800	800,641	1,854,800	-	-
Operating Accounts:						
<i>Employee Benefits</i>	4,500	4,500	2,843	4,500	-	-
<i>Transportation and Communications</i>	61,300	61,300	72,261	61,300	-	-
<i>Supplies</i>	36,200	36,200	9,906	36,200	-	-
<i>Professional Services</i>	61,100	61,100	34,734	61,100	-	-
<i>Purchased Services</i>	62,000	62,000	44,648	62,000	-	-
<i>Property, Furnishings and Equipment</i>	92,500	92,500	11,093	92,500	-	-
02. Operating Accounts	317,600	317,600	175,485	317,600	-	-
	2,172,400	2,172,400	976,126	2,172,400	-	-
02. Revenue - Provincial	-	-	(2,738)	(2,800)	2,800	2,800
Total: Administrative Support	2,172,400	2,172,400	973,388	2,169,600	2,800	2,800

1. Revenues mainly related to repayment of paid leave overpayment in prior fiscal year.



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
1.1.02. LEGISLATIVE LIBRARY AND RECORDS MANAGEMENT						
01. Salaries	660,500	660,500	318,179	660,500	(0)	(0)
Operating Accounts:						
<i>Employee Benefits</i>	900	2,000	1,942	2,000	(1,100) ¹	-
<i>Transportation and Communications</i>	10,200	9,100	6,248	9,100	1,100 ²	-
<i>Supplies</i>	47,000	47,000	43,024	47,000	-	-
<i>Purchased Services</i>	8,500	8,500	3,472	8,500	-	-
02. Operating Accounts	66,600	66,600	54,686	66,600	-	-
Total: Legislative Library and Records Management	727,100	727,100	372,865	727,100	(0)	(0)

1. Projected overrun as conference registration fees higher than anticipated.

2. Projected savings as travel costs less than anticipated.



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
1.1.03. HANSARD AND THE BROADCAST CENTRE						
01. Salaries	638,000	638,000	427,691	638,000	-	-
Operating Accounts:						
<i>Employee Benefits</i>	600	600	663	700	(100)	(100)
<i>Transportation and Communications</i>	7,300	7,300	6,335	7,300	-	-
<i>Supplies</i>	21,900	21,900	17,521	21,900	-	-
<i>Purchased Services</i>	194,500	194,500	71,115	194,500	-	-
<i>Property, Furnishings and Equipment</i>	10,000	10,000	1,589	10,000	-	-
02. Operating Accounts	234,300	234,300	97,223	234,400	(100)	(100)
	872,300	872,300	524,914	872,400	(100)	(100)
02. Revenue - Provincial			-		-	-
Total: Hansard and the Broadcast Centre	872,300	872,300	524,914	872,400	(100)	(100)



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
1.1.04. MEMBERS' RESOURCES						
01. Salaries	6,463,600	6,463,600	3,101,547	6,463,600	-	-
Operating Accounts:						
<i>Transportation and Communications</i>	5,200	5,200	-	5,200	(0)	(0)
<i>Professional Services</i>	-	-	-	(0)		
<i>Purchased Services</i>	10,000	10,000	1,124	10,000	0	0
02. Operating Accounts	15,200	15,200	1,124	15,200	0	0
09. Allowances and Assistance	2,362,500	2,362,500	962,557	2,146,300	216,200	216,200 ¹
10. Grants and Subsidies	1,500	1,500	1,340	1,500	-	-
	8,842,800	8,842,800	4,066,567	8,626,600	216,200	216,200
02. Revenue - Provincial	-	-	(88,630)	(94,700)	94,700	94,700 ²
Total: Members' Resources	8,842,800	8,842,800	3,977,937	8,531,900	310,900	310,900

1. Projected savings as expenditures are anticipated to be less as it is expected that Members will not avail of maximum allowable funds.

2. Revenues mainly related to repayment of excess constituency allowance.



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
1.1.05. HOUSE OPERATIONS						
01. Salaries	193,700	193,700	91,856	193,700	-	-
Operating Accounts:						
<i>Employee Benefits</i>	5,900	6,900	6,850	6,900	(1,000) ¹	-
<i>Transportation and Communications</i>	125,700	124,700	42,935	124,700	1,000 ²	-
<i>Supplies</i>	14,500	14,500	6,250	14,500	-	-
<i>Professional Services</i>	3,900	3,900	480	3,900	-	-
<i>Purchased Services</i>	91,500	91,500	17,969	91,500	-	-
<i>Property, Furnishings and Equipment</i>	1,700	1,700	-	1,700	-	-
02. Operating Accounts	243,200	243,200	74,484	243,200	-	-
10. Grants and Subsidies	11,500	11,500	728	11,500	-	-
	448,400	448,400	167,068	448,400	-	-
02. Revenue - Provincial	(15,000)	(15,000)	-	(15,000)	-	-
Total: House Operations	433,400	433,400	167,068	433,400	-	-

1. Projected overrun as conference registration fees higher than anticipated.

2. Projected savings as travel costs less than anticipated.



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
1.1.06. GOVERNMENT MEMBERS CAUCUS						
01. Salaries	567,200	567,200	263,582	567,200	0	0
Operating Accounts:						
<i>Employee Benefits</i>	1,700	1,700	-	1,700	0	0
<i>Transportation and Communications</i>	23,000	23,000	16,597	23,000	-	-
<i>Supplies</i>	13,200	13,200	4,183	13,200	-	-
<i>Purchased Services</i>	10,000	10,000	9,190	10,000	-	-
<i>Property, Furnishings and Equipment</i>	3,200	3,200	110	3,200	-	-
02. Operating Accounts	51,100	51,100	30,080	51,100	0	0
10. Grants and Subsidies	42,300	42,300	21,125	42,300	-	-
Total: Government Members Caucus	660,600	660,600	314,787	660,600	0	0



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
1.1.07. OFFICIAL OPPOSITION CAUCUS						
01. Salaries	927,700	927,700	822,429	1,129,000	(201,300) ¹	(201,300)
Operating Accounts:						
<i>Employee Benefits</i>	2,500	2,500	646	2,500	-	-
<i>Transportation and Communications</i>	75,900	75,600	17,512	75,600	300	-
<i>Supplies</i>	19,900	19,900	5,730	19,900	-	-
<i>Purchased Services</i>	18,700	18,700	13,964	18,700	-	-
<i>Property, Furnishings and Equipment</i>	4,700	5,000	4,936	5,000	(300)	-
02. Operating Accounts	121,700	121,700	42,788	121,700	-	-
10. Grants and Subsidies	11,700	11,700	5,827	11,700	-	-
Total: Official Opposition Caucus	1,061,100	1,061,100	871,044	1,262,400	(201,300)	(201,300)

1. Projected overrun due to unbudgeted costs of severance and paid leave payouts.



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
1.1.08. THIRD PARTY CAUCUS						
01. Salaries	391,800	391,800	177,635	391,800	-	-
Operating Accounts:						
<i>Employee Benefits</i>	1,000	1,000	-	1,000	(0)	(0)
<i>Transportation and Communications</i>	21,100	21,100	8,131	21,100	-	-
<i>Supplies</i>	7,800	7,800	3,130	7,800	-	-
<i>Purchased Services</i>	8,400	8,400	7,855	8,400	-	-
<i>Property, Furnishings and Equipment</i>	1,900	1,900	1,169	1,900	-	-
02. Operating Accounts	40,200	40,200	20,285	40,200	(0)	(0)
10. Grants and Subsidies	11,700	11,700	5,827	11,700	-	-
Total: Third Party Caucus	443,700	443,700	203,747	443,700	(0)	(0)
TOTAL HOUSE OF ASSEMBLY	15,213,400	15,213,400	7,405,750	15,101,100	112,300	112,300



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget		Projected Savings (Over- runs) from Operating Budget
3.1.01. OFFICE OF THE CHIEF ELECTORAL OFFICER							
01. Salaries	989,800	989,800	416,032	1,077,900	(88,100)	1	(88,100)
Operating Accounts:							
<i>Employee Benefits</i>	4,500	4,500	675	4,500	-		-
<i>Transportation and Communications</i>	56,900	56,900	25,253	68,100	(11,200)	2	(11,200)
<i>Supplies</i>	15,000	15,000	6,413	21,000	(6,000)	3	(6,000)
<i>Professional Services</i>	33,000	33,000	45,219	113,000	(80,000)	4	(80,000)
<i>Purchased Services</i>	246,800	246,800	200,520	280,900	(34,100)	5	(34,100)
<i>Property, Furnishings and Equipment</i>	73,800	73,800	299	73,800	-		-
02. Operating Accounts	430,000	430,000	278,379	561,300	(131,300)		(131,300)
10. Grants and Subsidies	46,900	46,900	31,716	93,700	(46,800)	6	(46,800)
	1,466,700	1,466,700	726,127	1,732,900	(266,200)		(266,200)
02. Revenue - Provincial	(30,800)	(30,800)	(21,783)	(30,800)	-		-
Total: Office of the Chief Electoral Officer	1,435,900	1,435,900	704,344	1,702,100	(266,200)		(266,200)

1. Projected overrun due to unbudgeted costs of Windsor Lake By-Election.

2. Projected overrun due to unbudgeted costs of Windsor Lake By-Election.

3. Projected overrun due to unbudgeted costs of Windsor Lake By-Election.

4. Projected overrun due to unbudgeted costs of Windsor Lake By-Election & unbudgeted costs of Members' Code of Conduct Reviews.

5. Projected overrun due to unbudgeted costs of Windsor Lake By-Election.

6. Projected overrun due to unbudgeted costs of Windsor Lake By-Election.



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
4.1.01. OFFICE OF THE CITIZENS' REPRESENTATIVE						
01. Salaries	677,000	677,000	333,614	677,000	-	-
Operating Accounts:						
<i>Employee Benefits</i>	8,000	8,000	1,980	8,000	-	-
<i>Transportation and Communications</i>	34,800	34,800	11,056	34,800	-	-
<i>Supplies</i>	5,000	5,000	639	5,000	0	0
<i>Professional Services</i>	12,000	12,000	-	12,000	0	0
<i>Purchased Services</i>	85,400	85,400	37,420	85,400	-	-
<i>Property, Furnishings and Equipment</i>	4,000	4,000	1,708	4,000	-	-
02. Operating Accounts	149,200	149,200	52,803	149,200	0	0
Total: Office of the Citizens' Representative	826,200	826,200	386,417	826,200	0	0



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
5.1.01. OFFICE OF THE CHILD AND YOUTH ADVOCATE						
01. Salaries	1,215,100	1,215,100	561,437	1,215,100	-	-
Operating Accounts:						
<i>Employee Benefits</i>	3,500	3,500	430	3,500	-	-
<i>Transportation and Communications</i>	141,100	141,100	75,171	141,100	-	-
<i>Supplies</i>	14,000	14,000	3,004	14,000	-	-
<i>Professional Services</i>	184,000	184,000	32,640	184,000	-	-
<i>Purchased Services</i>	244,900	244,900	173,602	244,900	-	-
<i>Property, Furnishings and Equipment</i>	19,300	19,300	7,743	19,300	-	-
02. Operating Accounts	606,800	606,800	292,590	606,800	-	-
Total: Office of the Child and Youth Advocate	1,821,900	1,821,900	854,027	1,821,900	-	-



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
6.1.01. OFFICE OF THE INFORMATION AND PRIVACY COMMISSIONER						
01. Salaries	1,116,800	1,116,800	495,938	1,116,800	-	-
Operating Accounts:						
<i>Employee Benefits</i>	6,500	6,500	3,622	6,500	-	-
<i>Transportation and Communications</i>	32,800	32,800	20,109	32,800	-	-
<i>Supplies</i>	7,700	7,700	3,355	7,700	0	0
<i>Professional Services</i>	50,000	50,000	10,965	50,000	-	-
<i>Purchased Services</i>	122,400	122,400	118,273	122,400	-	-
<i>Property, Furnishings and Equipment</i>	1,000	1,000	311	1,000	(0)	(0)
02. Operating Accounts	220,400	220,400	156,635	220,400	(0)	(0)
Total: Office of the Information and Privacy Commissioner	1,337,200	1,337,200	652,573	1,337,200	(0)	(0)



LEGISLATURE (excluding The Office of the Auditor General)
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited

	Original Estimates	Operating Budget	Expenditures Plus Encumbrances & Revenues	Projected Total Expenditures & Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
7.1.01. OFFICE OF THE SENIORS' ADVOCATE						
01. Salaries	386,400	386,400	169,049	386,400	-	-
Operating Accounts:						
<i>Employee Benefits</i>	5,700	5,700	500	5,700	-	-
<i>Transportation and Communications</i>	48,900	48,900	9,461	48,900	-	-
<i>Supplies</i>	5,000	5,000	1,488	5,000	-	-
<i>Professional Services</i>	9,000	9,000	-	9,000	-	-
<i>Purchased Services</i>	44,000	44,000	35,176	44,000	-	-
<i>Property, Furnishings and Equipment</i>	1,000	1,000	396	1,000	-	-
	113,600	113,600	47,021	113,600	-	-
02. Operating Accounts						
	113,600	113,600	47,021	113,600	-	-
Total: Office of the Seniors' Advocate	500,000	500,000	216,070	500,000	-	-
TOTAL LEGISLATURE (Excluding the Office of the Auditor General)	21,134,600	21,134,600	10,219,181	21,288,500	-	(153,900)
					-	(153,900)



**OFFICE OF THE AUDITOR GENERAL
STATEMENT OF REVENUE AND EXPENDITURE
For the Period 1 April 2018 to 30 September 2018
Unaudited**

	Original Estimates	Operating Budget	Actual Expenditures and Revenue	Projected Total Expenditures and Revenue	Projected Savings (Over- runs) from Original Budget	Projected Savings (Over- runs) from Operating Budget
2.1.012. Office of the Auditor General						
01. Salaries	3,234,800	3,234,800	1,465,172	3,156,600	78,200 ¹	78,200
02. Employee Benefits	94,800	94,800	26,697	94,800	- ²	-
03. Transportation and Communications	80,000	80,000	32,607	80,000	- ³	-
04. Supplies	55,000	55,000	24,264	55,000	- ⁴	-
05. Professional Services	99,000	99,000	123,929	150,300	(51,300) ⁵	(51,300)
06. Purchased Services	250,000	250,000	123,459	250,000	- ⁶	-
07. Property, Furnishings and Equipment	21,100	21,100	2,292	48,000	(26,900) ⁷	(26,900)
Total: Office of the Auditor General	3,834,700	3,834,700	1,798,420	3,834,700	-	-

1 Savings from maternity leaves of absence, vacant positions

2

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House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

BALL, DWIGHT, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	12,300.00	1,025.00	6,150.00	6,150.00	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	0.87	1,045.49	9,389.51	10.0%
Total Office Allowances		1,025.87	7,195.49		
Operational Resources					
Operational Resources	--	284.84	4,295.53	--	--
Total Operational Resources		284.84	4,295.53		
Travel & Living Allowances					
House in Session	--	0.00	2,093.20	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	10,957.00	0.00	0.00	10,957.00	0.0%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	2,093.20		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	0.00	2,609.00	0.0%
Total Constituency Allowance		0.00	0.00		
Total Expenditures		1,310.71	13,584.22		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Warr, Brian, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	9,987.00	832.25	4,993.50	4,993.50	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	339.00	0.00	0.00	339.00	0.0%
Office Operations	10,435.00	15.99	921.99	9,513.01	8.8%
Total Office Allowances		848.24	5,915.49		
Operational Resources					
Operational Resources	--	323.37	5,525.56	--	--
Total Operational Resources		323.37	5,525.56		
Travel & Living Allowances					
House in Session	--	0.00	4,223.32	--	--
House Not in Session	--	611.47	1,856.62	--	--
Intra & Extra-Constituency Travel	10,957.00	608.90	3,493.37	7,463.63	31.9%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		1,220.37	9,573.31		
Constituency Allowance					
Constituency Allowance	2,609.00	55.26	762.95	1,846.05	29.2%
Total Constituency Allowance		55.26	762.95		
Total Expenditures					
		2,447.24	21,777.31		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Trimper, Perry, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	574.00	0.00	0.00	574.00	0.0%
Office Operations	10,435.00	422.69	1,757.96	8,677.04	16.8%
Total Office Allowances		422.69	1,757.96		
Operational Resources					
Operational Resources	--	271.73	2,332.73	--	--
Total Operational Resources		271.73	2,332.73		
Travel & Living Allowances					
House in Session	--	0.00	7,057.88	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	6,957.00	65.79	65.79	6,891.21	0.9%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		65.79	7,123.67		
Constituency Allowance					
Constituency Allowance	2,609.00	115.69	755.69	1,853.31	29.0%
Total Constituency Allowance		115.69	755.69		
Total Expenditures					
		875.90	11,970.05		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

ROGERS, GERRY, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	0.00	1,454.49	8,980.51	13.9%
Total Office Allowances		0.00	1,454.49		
Operational Resources					
Operational Resources	--	160.19	834.80	--	--
Total Operational Resources		160.19	834.80		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	5,217.00	19.74	349.13	4,867.87	6.7%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		19.74	349.13		
Constituency Allowance					
Constituency Allowance	2,609.00	23.64	264.87	2,344.13	10.2%
Total Constituency Allowance		23.64	264.87		
Total Expenditures					
		203.57	2,903.29		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

REID, SCOTT, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	569.95	3,522.38	6,912.62	33.8%
Total Office Allowances		569.95	3,522.38		
Operational Resources					
Operational Resources	--	622.36	6,252.28	--	--
Total Operational Resources		622.36	6,252.28		
Travel & Living Allowances					
House in Session	--	0.00	6,460.39	--	--
House Not in Session	--	1,758.81	2,106.41	--	--
Intra & Extra-Constituency Travel	7,304.00	841.90	3,343.26	3,960.74	45.8%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		2,600.71	11,910.06		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	209.42	2,399.58	8.0%
Total Constituency Allowance		0.00	209.42		
Total Expenditures					
		3,793.02	21,894.14		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Petten, Barry, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	14,280.00	1,190.00	7,140.00	7,140.00	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	266.00	0.00	0.00	266.00	0.0%
Office Operations	10,435.00	160.00	5,091.50	5,343.50	48.8%
Total Office Allowances		1,350.00	12,231.50		
Operational Resources					
Operational Resources	--	500.90	2,536.97	--	--
Total Operational Resources		500.90	2,536.97		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	5,304.00	0.00	2,400.00	2,904.00	45.2%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	2,400.00		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	178.95	2,430.05	6.9%
Total Constituency Allowance		0.00	178.95		
Total Expenditures					
		1,850.90	17,347.42		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

PERRY, TRACEY, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	9,492.00	791.00	4,746.00	4,746.00	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	499.23	1,955.23	8,479.77	18.7%
Total Office Allowances		1,290.23	6,701.23		
Operational Resources					
Operational Resources	--	469.81	2,678.25	--	--
Total Operational Resources		469.81	2,678.25		
Travel & Living Allowances					
House in Session	--	0.00	8,025.17	--	--
House Not in Session	--	0.00	736.43	--	--
Intra & Extra-Constituency Travel	14,174.00	308.13	1,018.97	13,155.03	7.2%
Helicopter Travel	21,391.00	0.00	0.00	21,391.00	0.0%
Total Travel & Living Allowances		308.13	9,780.57		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	336.98	2,272.02	12.9%
Total Constituency Allowance		0.00	336.98		
Total Expenditures					
		2,068.17	19,497.03		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Parsons, Pam, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	12,132.00	942.79	5,656.74	6,475.26	46.6%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	182.00	0.00	0.00	182.00	0.0%
Office Operations	10,435.00	10.60	328.28	10,106.72	3.1%
Total Office Allowances		953.39	5,985.02		
Operational Resources					
Operational Resources	--	444.10	2,968.80	--	--
Total Operational Resources		444.10	2,968.80		
Travel & Living Allowances					
House in Session	--	0.00	2,900.57	--	--
House Not in Session	--	242.42	453.41	--	--
Intra & Extra-Constituency Travel	6,696.00	246.23	968.53	5,727.47	14.5%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		488.65	4,322.51		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	75.00	2,534.00	2.9%
Total Constituency Allowance		0.00	75.00		
Total Expenditures		1,886.14	13,351.33		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

PARSONS, KEVIN, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	75.00	1,765.00	8,670.00	16.9%
Total Office Allowances		75.00	1,765.00		
Operational Resources					
Operational Resources	--	174.56	965.96	--	--
Total Operational Resources		174.56	965.96		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	6,261.00	0.00	0.00	6,261.00	0.0%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	0.00		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	0.00	2,609.00	0.0%
Total Constituency Allowance		0.00	0.00		
Total Expenditures		249.56	2,730.96		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

PARSONS, ANDREW, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	12,000.00	1,000.00	6,000.00	6,000.00	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	52.50	1,915.24	8,519.76	18.4%
Total Office Allowances		1,052.50	7,915.24		
Operational Resources					
Operational Resources	--	453.02	7,042.26	--	--
Total Operational Resources		453.02	7,042.26		
Travel & Living Allowances					
House in Session	--	0.00	8,866.65	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	9,826.00	0.00	1,861.15	7,964.85	18.9%
Helicopter Travel	18,261.00	0.00	0.00	18,261.00	0.0%
Total Travel & Living Allowances		0.00	10,727.80		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	200.00	2,409.00	7.7%
Total Constituency Allowance		0.00	200.00		
Total Expenditures					
		1,505.52	25,885.30		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Parsley, Betty, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	19,800.00	1,650.00	9,900.00	9,900.00	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	837.00	0.00	0.00	837.00	0.0%
Office Operations	10,435.00	220.00	3,883.85	6,551.15	37.2%
Total Office Allowances		1,870.00	13,783.85		
Operational Resources					
Operational Resources	--	425.38	3,940.91	--	--
Total Operational Resources		425.38	3,940.91		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	6,609.00	362.74	2,301.77	4,307.23	34.8%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		362.74	2,301.77		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	216.00	2,393.00	8.3%
Total Constituency Allowance		0.00	216.00		
Total Expenditures		2,658.12	20,242.53		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

OSBORNE, TOM, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	1.68	229.45	10,205.55	2.2%
Total Office Allowances		1.68	229.45		
Operational Resources					
Operational Resources	--	156.37	875.79	--	--
Total Operational Resources		156.37	875.79		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	5,217.00	0.00	0.00	5,217.00	0.0%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	0.00		
Constituency Allowance					
Constituency Allowance	2,609.00	562.78	597.87	2,011.13	22.9%
Total Constituency Allowance		562.78	597.87		
Total Expenditures					
		720.83	1,703.11		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

MITCHELMORE, CHRISTOPHER, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	200.00	1,304.08	9,130.92	12.5%
Total Office Allowances		200.00	1,304.08		
Operational Resources					
Operational Resources	--	318.12	6,729.38	--	--
Total Operational Resources		318.12	6,729.38		
Travel & Living Allowances					
House in Session	--	0.00	11,699.26	--	--
House Not in Session	--	0.00	39.47	--	--
Intra & Extra-Constituency Travel	10,609.00	1,968.79	6,934.33	3,674.67	65.4%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		1,968.79	18,673.06		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	326.82	2,282.18	12.5%
Total Constituency Allowance		0.00	326.82		
Total Expenditures					
		2,486.91	27,033.34		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

MICHAEL, LORRAINE, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	3.47	2,131.48	8,303.52	20.4%
Total Office Allowances		3.47	2,131.48		
Operational Resources					
Operational Resources	--	139.01	699.31	--	--
Total Operational Resources		139.01	699.31		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	5,217.00	28.15	55.97	5,161.03	1.1%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		28.15	55.97		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	81.35	2,527.65	3.1%
Total Constituency Allowance		0.00	81.35		
Total Expenditures					
		170.63	2,968.11		

---- End of Report ----



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Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Letto, Graham, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	636.00	0.00	0.00	636.00	0.0%
Office Operations	10,435.00	26.22	118.52	10,316.48	1.1%
Total Office Allowances		26.22	118.52		
Operational Resources					
Operational Resources	--	237.03	2,307.83	--	--
Total Operational Resources		237.03	2,307.83		
Travel & Living Allowances					
House in Session	--	0.00	7,569.23	--	--
House Not in Session	--	2,767.94	15,564.43	--	--
Intra & Extra-Constituency Travel	5,739.00	0.00	1,652.80	4,086.20	28.8%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		2,767.94	24,786.46		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	678.18	1,930.82	26.0%
Total Constituency Allowance		0.00	678.18		
Total Expenditures					
		3,031.19	27,890.99		

---- End of Report ----



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LESTER, JIM, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	645.00	0.00	0.00	645.00	0.0%
Office Operations	10,435.00	52.44	1,236.33	9,198.67	11.8%
Total Office Allowances		52.44	1,236.33		
Operational Resources					
Operational Resources	--	225.72	876.39	--	--
Total Operational Resources		225.72	876.39		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	5,217.00	0.00	2,400.00	2,817.00	46.0%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	2,400.00		
Constituency Allowance					
Constituency Allowance	2,609.00	100.88	260.88	2,348.12	10.0%
Total Constituency Allowance		100.88	260.88		
Total Expenditures		379.04	4,773.60		

---- End of Report ----



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01-Sep-18 to 30-Sep-18

LANE, PAUL, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	25.53	4,456.61	5,978.39	42.7%
Total Office Allowances		25.53	4,456.61		
Operational Resources					
Operational Resources	--	185.28	837.30	--	--
Total Operational Resources		185.28	837.30		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	5,217.00	0.00	3,002.84	2,214.16	57.6%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	3,002.84		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	478.30	2,130.70	18.3%
Total Constituency Allowance		0.00	478.30		
Total Expenditures					
		210.81	8,775.05		

---- End of Report ----



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01-Sep-18 to 30-Sep-18

KIRBY, DALE, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	61.32	3,116.22	7,318.78	29.9%
Total Office Allowances		61.32	3,116.22		
Operational Resources					
Operational Resources	--	222.08	2,917.38	--	--
Total Operational Resources		222.08	2,917.38		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	5,217.00	0.00	0.00	5,217.00	0.0%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	0.00		
Constituency Allowance					
Constituency Allowance	2,609.00	145.26	495.43	2,113.57	19.0%
Total Constituency Allowance		145.26	495.43		
Total Expenditures		428.66	6,529.03		

---- End of Report ----



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01-Sep-18 to 30-Sep-18

King, Neil, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	17,820.00	1,485.00	8,910.00	8,910.00	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	653.00	0.00	0.00	653.00	0.0%
Office Operations	10,435.00	243.17	842.57	9,592.43	8.1%
Total Office Allowances		1,728.17	9,752.57		
Operational Resources					
Operational Resources	--	431.08	2,273.66	--	--
Total Operational Resources		431.08	2,273.66		
Travel & Living Allowances					
House in Session	--	0.00	6,547.02	--	--
House Not in Session	--	3,020.33	3,951.35	--	--
Intra & Extra-Constituency Travel	9,739.00	1,443.76	3,087.48	6,651.52	31.7%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		4,464.09	13,585.85		
Constituency Allowance					
Constituency Allowance	2,609.00	299.33	299.33	2,309.67	11.5%
Total Constituency Allowance		299.33	299.33		
Total Expenditures					
		6,922.67	25,911.41		

---- End of Report ----



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01-Sep-18 to 30-Sep-18

JOYCE, EDDIE, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	1,083.54	2,203.72	8,231.28	21.1%
Total Office Allowances		1,083.54	2,203.72		
Operational Resources					
Operational Resources	--	283.01	1,379.20	--	--
Total Operational Resources		283.01	1,379.20		
Travel & Living Allowances					
House in Session	--	0.00	2,666.46	--	--
House Not in Session	--	808.01	5,989.79	--	--
Intra & Extra-Constituency Travel	10,870.00	99.73	1,977.06	8,892.94	18.2%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		907.74	10,633.31		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	201.15	2,407.85	7.7%
Total Constituency Allowance		0.00	201.15		
Total Expenditures					
		2,274.29	14,417.38		

---- End of Report ----



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Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

HUTCHINGS, KEITH, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	27.64	632.40	9,802.60	6.1%
Total Office Allowances		27.64	632.40		
Operational Resources					
Operational Resources	--	165.16	811.74	--	--
Total Operational Resources		165.16	811.74		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	8,783.00	753.22	4,532.93	4,250.07	51.6%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		753.22	4,532.93		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	200.00	2,409.00	7.7%
Total Constituency Allowance		0.00	200.00		
Total Expenditures					
		946.02	6,177.07		

---- End of Report ----



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Holloway, Colin, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	10,960.00	913.33	5,479.98	5,480.02	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	153.00	0.00	0.00	153.00	0.0%
Office Operations	10,435.00	2,372.24	4,620.03	5,814.97	44.3%
Total Office Allowances		3,285.57	10,100.01		
Operational Resources					
Operational Resources	--	277.52	4,317.69	--	--
Total Operational Resources		277.52	4,317.69		
Travel & Living Allowances					
House in Session	--	0.00	2,619.14	--	--
House Not in Session	--	155.17	596.05	--	--
Intra & Extra-Constituency Travel	11,043.00	1,097.97	4,918.16	6,124.84	44.5%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		1,253.14	8,133.35		
Constituency Allowance					
Constituency Allowance	2,609.00	6.39	85.65	2,523.35	3.3%
Total Constituency Allowance		6.39	85.65		
Total Expenditures					
		4,822.62	22,636.70		

---- End of Report ----



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01-Sep-18 to 30-Sep-18

Hawkins, Allan, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	870.00	0.00	0.00	870.00	0.0%
Office Operations	10,435.00	1,214.63	1,556.01	8,878.99	14.9%
Total Office Allowances		1,214.63	1,556.01		
Operational Resources					
Operational Resources	--	276.29	1,596.37	--	--
Total Operational Resources		276.29	1,596.37		
Travel & Living Allowances					
House in Session	--	0.00	6,468.46	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	7,913.00	215.71	1,761.25	6,151.75	22.3%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		215.71	8,229.71		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	171.75	2,437.25	6.6%
Total Constituency Allowance		0.00	171.75		
Total Expenditures					
		1,706.63	11,553.84		

---- End of Report ----



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01-Sep-18 to 30-Sep-18

Haley, Carol Anne, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	15,545.00	1,295.36	7,772.16	7,772.84	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	676.00	0.00	0.00	676.00	0.0%
Office Operations	10,435.00	889.89	2,325.73	8,109.27	22.3%
Total Office Allowances		2,185.25	10,097.89		
Operational Resources					
Operational Resources	--	429.94	5,077.39	--	--
Total Operational Resources		429.94	5,077.39		
Travel & Living Allowances					
House in Session	--	0.00	6,952.59	--	--
House Not in Session	--	0.00	3,887.08	--	--
Intra & Extra-Constituency Travel	11,043.00	0.00	3,467.43	7,575.57	31.4%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	14,307.10		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	0.00	2,609.00	0.0%
Total Constituency Allowance		0.00	0.00		
Total Expenditures		2,615.19	29,482.38		

---- End of Report ----



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01-Sep-18 to 30-Sep-18

Haggie, John, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	79.96	1,479.96	8,955.04	14.2%
Total Office Allowances		79.96	1,479.96		
Operational Resources					
Operational Resources	--	1,002.02	3,131.66	--	--
Total Operational Resources		1,002.02	3,131.66		
Travel & Living Allowances					
House in Session	--	0.00	5,871.47	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	6,696.00	48.59	388.96	6,307.04	5.8%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		48.59	6,260.43		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	751.82	1,857.18	28.8%
Total Constituency Allowance		0.00	751.82		
Total Expenditures		1,130.57	11,623.87		

---- End of Report ----



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Gambin - Walsh, Sherry, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	19,000.00	1,583.33	9,499.98	9,500.02	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	92.00	0.00	0.00	92.00	0.0%
Office Operations	10,435.00	331.49	2,155.10	8,279.90	20.7%
Total Office Allowances		1,914.82	11,655.08		
Operational Resources					
Operational Resources	--	656.95	8,154.83	--	--
Total Operational Resources		656.95	8,154.83		
Travel & Living Allowances					
House in Session	--	0.00	3,131.32	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	10,000.00	849.59	2,466.00	7,534.00	24.7%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		849.59	5,597.32		
Constituency Allowance					
Constituency Allowance	2,609.00	580.00	1,361.35	1,247.65	52.2%
Total Constituency Allowance		580.00	1,361.35		
Total Expenditures					
		4,001.36	26,768.58		

---- End of Report ----



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01-Sep-18 to 30-Sep-18

Finn, John, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	8,963.00	746.90	4,481.40	4,481.60	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	152.00	0.00	0.00	152.00	0.0%
Office Operations	10,435.00	365.20	2,523.02	7,911.98	24.2%
Total Office Allowances		1,112.10	7,004.42		
Operational Resources					
Operational Resources	--	459.57	4,866.03	--	--
Total Operational Resources		459.57	4,866.03		
Travel & Living Allowances					
House in Session	--	0.00	7,305.43	--	--
House Not in Session	--	2,618.87	5,076.08	--	--
Intra & Extra-Constituency Travel	5,913.00	209.51	1,648.20	4,264.80	27.9%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		2,828.38	14,029.71		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	40.00	2,569.00	1.5%
Total Constituency Allowance		0.00	40.00		
Total Expenditures		4,400.05	25,940.16		

---- End of Report ----



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EDMUNDS, RANDY, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	30.00	358.50	10,076.50	3.4%
Total Office Allowances		30.00	358.50		
Operational Resources					
Operational Resources	--	1,051.41	3,460.50	--	--
Total Operational Resources		1,051.41	3,460.50		
Travel & Living Allowances					
House in Session	--	0.00	12,139.03	--	--
House Not in Session	--	2,188.96	5,386.48	--	--
Intra & Extra-Constituency Travel	18,000.00	727.24	3,857.22	14,142.78	21.4%
Helicopter Travel	9,130.00	0.00	0.00	9,130.00	0.0%
Total Travel & Living Allowances		2,916.20	21,382.73		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	758.94	1,850.06	29.1%
Total Constituency Allowance		0.00	758.94		
Total Expenditures					
		3,997.61	25,960.67		

---- End of Report ----



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DEMPSTER, LISA, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	13,860.00	1,155.00	6,930.00	6,930.00	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	155.00	1,902.81	8,532.19	18.2%
Total Office Allowances		1,310.00	8,832.81		
Operational Resources					
Operational Resources	--	654.07	5,227.58	--	--
Total Operational Resources		654.07	5,227.58		
Travel & Living Allowances					
House in Session	--	0.00	9,807.78	--	--
House Not in Session	--	0.00	523.30	--	--
Intra & Extra-Constituency Travel	22,261.00	0.00	8,109.05	14,151.95	36.4%
Helicopter Travel	18,261.00	0.00	0.00	18,261.00	0.0%
Total Travel & Living Allowances		0.00	18,440.13		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	178.59	2,430.41	6.8%
Total Constituency Allowance		0.00	178.59		
Total Expenditures					
		1,964.07	32,679.11		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Dean, Jerry, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	19,200.00	1,600.00	9,600.00	9,600.00	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	412.00	0.00	0.00	412.00	0.0%
Office Operations	10,435.00	0.00	21.77	10,413.23	0.2%
Total Office Allowances		1,600.00	9,621.77		
Operational Resources					
Operational Resources	--	626.38	3,116.40	--	--
Total Operational Resources		626.38	3,116.40		
Travel & Living Allowances					
House in Session	--	0.00	6,524.66	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	9,391.00	0.00	2,261.48	7,129.52	24.1%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	8,786.14		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	0.00	2,609.00	0.0%
Total Constituency Allowance		0.00	0.00		
Total Expenditures		2,226.38	21,524.31		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

DAVIS, PAUL, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	8,000.00	0.00	0.00	8,000.00	0.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	522.63	2,862.77	7,572.23	27.4%
Total Office Allowances		522.63	2,862.77		
Operational Resources					
Operational Resources	--	161.46	11,442.46	--	--
Total Operational Resources		161.46	11,442.46		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	5,217.00	0.00	0.00	5,217.00	0.0%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	0.00		
Constituency Allowance					
Constituency Allowance	2,609.00	78.95	128.95	2,480.05	4.9%
Total Constituency Allowance		78.95	128.95		
Total Expenditures		763.04	14,434.18		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Davis, Bernard, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	278.00	0.00	0.00	278.00	0.0%
Office Operations	10,435.00	328.82	1,115.35	9,319.65	10.7%
Total Office Allowances		328.82	1,115.35		
Operational Resources					
Operational Resources	--	206.98	1,073.23	--	--
Total Operational Resources		206.98	1,073.23		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	5,217.00	27.18	2,431.79	2,785.21	46.6%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		27.18	2,431.79		
Constituency Allowance					
Constituency Allowance	2,609.00	425.50	1,652.16	956.84	63.3%
Total Constituency Allowance		425.50	1,652.16		
Total Expenditures					
		988.48	6,272.53		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

CROSBIE, CHES, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	870.00	0.00	0.00	870.00	0.0%
Office Operations	5,518.00	0.00	0.00	5,518.00	0.0%
Total Office Allowances		0.00	0.00		
Operational Resources					
Operational Resources	--	0.00	0.00	--	--
Total Operational Resources		0.00	0.00		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	2,759.00	0.00	0.00	2,759.00	0.0%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	0.00		
Constituency Allowance					
Constituency Allowance	1,380.00	0.00	0.00	1,380.00	0.0%
Total Constituency Allowance		0.00	0.00		
Total Expenditures		0.00	0.00		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

CROCKER, STEVE, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	13,101.00	1,091.67	6,550.02	6,550.98	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	0.00	21.70	10,413.30	0.2%
Total Office Allowances		1,091.67	6,571.72		
Operational Resources					
Operational Resources	--	590.89	7,404.89	--	--
Total Operational Resources		590.89	7,404.89		
Travel & Living Allowances					
House in Session	--	0.00	3,118.11	--	--
House Not in Session	--	0.00	97.03	--	--
Intra & Extra-Constituency Travel	7,478.00	422.73	662.07	6,815.93	8.9%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		422.73	3,877.21		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	352.00	2,257.00	13.5%
Total Constituency Allowance		0.00	352.00		
Total Expenditures					
		2,105.29	18,205.82		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Coady, Siobhan, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	691.00	0.00	0.00	691.00	0.0%
Office Operations	10,435.00	58.80	2,581.05	7,853.95	24.7%
Total Office Allowances		58.80	2,581.05		
Operational Resources					
Operational Resources	--	129.70	1,315.43	--	--
Total Operational Resources		129.70	1,315.43		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	5,217.00	0.00	0.00	5,217.00	0.0%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	0.00		
Constituency Allowance					
Constituency Allowance	2,609.00	45.97	624.50	1,984.50	23.9%
Total Constituency Allowance		45.97	624.50		
Total Expenditures					
		234.47	4,520.98		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Byrne, Gerry, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	300.00	0.00	0.00	300.00	0.0%
Office Operations	10,435.00	88.02	733.03	9,701.97	7.0%
Total Office Allowances		88.02	733.03		
Operational Resources					
Operational Resources	--	236.19	1,245.90	--	--
Total Operational Resources		236.19	1,245.90		
Travel & Living Allowances					
House in Session	--	0.00	9,243.50	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	5,217.00	0.00	0.00	5,217.00	0.0%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		0.00	9,243.50		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	125.00	2,484.00	4.8%
Total Constituency Allowance		0.00	125.00		
Total Expenditures					
		324.21	11,347.43		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Browne, Mark, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	16,000.00	1,333.33	7,999.98	8,000.02	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	67.00	0.00	0.00	67.00	0.0%
Office Operations	10,435.00	132.49	2,408.67	8,026.33	23.1%
Total Office Allowances		1,465.82	10,408.65		
Operational Resources					
Operational Resources	--	512.92	5,431.37	--	--
Total Operational Resources		512.92	5,431.37		
Travel & Living Allowances					
House in Session	--	0.00	3,529.97	--	--
House Not in Session	--	402.15	1,142.31	--	--
Intra & Extra-Constituency Travel	12,000.00	1,181.83	5,626.42	6,373.58	46.9%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		1,583.98	10,298.70		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	382.64	2,226.36	14.7%
Total Constituency Allowance		0.00	382.64		
Total Expenditures					
		3,562.72	26,521.36		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

BRAZIL, DAVID, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	517.07	4,128.07	6,306.93	39.6%
Total Office Allowances		517.07	4,128.07		
Operational Resources					
Operational Resources	--	177.10	882.09	--	--
Total Operational Resources		177.10	882.09		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	6,696.00	761.72	2,139.69	4,556.31	32.0%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		761.72	2,139.69		
Constituency Allowance					
Constituency Allowance	2,609.00	84.83	601.87	2,007.13	23.1%
Total Constituency Allowance		84.83	601.87		
Total Expenditures		1,540.72	7,751.72		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Bragg, Derrick, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	14,400.00	1,200.00	7,200.00	7,200.00	50.0%
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	455.00	0.00	0.00	455.00	0.0%
Office Operations	10,435.00	82.20	132.20	10,302.80	1.3%
Total Office Allowances		1,282.20	7,332.20		
Operational Resources					
Operational Resources	--	388.96	4,377.40	--	--
Total Operational Resources		388.96	4,377.40		
Travel & Living Allowances					
House in Session	--	0.00	5,572.77	--	--
House Not in Session	--	1,665.20	3,614.16	--	--
Intra & Extra-Constituency Travel	11,043.00	1,969.48	5,080.56	5,962.44	46.0%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		3,634.68	14,267.49		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	185.15	2,423.85	7.1%
Total Constituency Allowance		0.00	185.15		
Total Expenditures					
		5,305.84	26,162.24		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

Bennett, Derek, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	580.00	0.00	0.00	580.00	0.0%
Office Operations	10,435.00	235.56	1,757.98	8,677.02	16.8%
Total Office Allowances		235.56	1,757.98		
Operational Resources					
Operational Resources	--	428.17	2,219.82	--	--
Total Operational Resources		428.17	2,219.82		
Travel & Living Allowances					
House in Session	--	0.00	5,733.72	--	--
House Not in Session	--	715.10	2,221.59	--	--
Intra & Extra-Constituency Travel	8,000.00	1,442.05	3,227.68	4,772.32	40.3%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		2,157.15	11,182.99		
Constituency Allowance					
Constituency Allowance	2,609.00	103.05	373.27	2,235.73	14.3%
Total Constituency Allowance		103.05	373.27		
Total Expenditures					
		2,923.93	15,534.06		

---- End of Report ----



House of Assembly
Newfoundland and Labrador
Member Accountability and Disclosure Report
Expenditures Summarized by Category
01-Sep-18 to 30-Sep-18

BENNETT, CATHY, MHA

Allowance Category	Expenditure Limit for Fiscal Year 2018/19 (Net of HST)	Expenditures Processed 01-Sep-18 to 30-Sep-18 (Net of HST)	Expenditures Year to Date 01-Apr-18 to 30-Sep-18 (Net of HST)	Funds Available (Net of HST)	Percent Expended to Date
Office Allowances					
Office Accommodations	--	0.00	0.00	--	--
Rental of Short-term Accommodations	--	0.00	0.00	--	--
Office Start-up Costs	--	0.00	0.00	--	--
Office Operations	10,435.00	0.00	778.11	9,656.89	7.5%
Total Office Allowances		0.00	778.11		
Operational Resources					
Operational Resources	--	128.38	704.03	--	--
Total Operational Resources		128.38	704.03		
Travel & Living Allowances					
House in Session	--	0.00	0.00	--	--
House Not in Session	--	0.00	0.00	--	--
Intra & Extra-Constituency Travel	5,217.00	-1,464.52	935.48	4,281.52	17.9%
Helicopter Travel	--	0.00	0.00	--	--
Total Travel & Living Allowances		-1,464.52	935.48		
Constituency Allowance					
Constituency Allowance	2,609.00	0.00	0.00	2,609.00	0.0%
Total Constituency Allowance		0.00	0.00		
Total Expenditures					
		-1,336.14	2,417.62		

---- End of Report ----

House of Assembly Management Commission

Briefing Note

Title: Request from the Member for Fortune Bay-Cape La Hune

Issue: Request to provide financial assistance toward legal fees and other associated costs as a result of participating in a review process under the Code of Conduct for Members.

Background:

- In correspondence to the Speaker dated September 28, 2018, the Member for Fortune Bay-Cape La Hune requested the Management Commission to consider providing financial assistance for legal fees and other expenses incurred as a result of her participation in a review process initiated under the Code of Conduct for Members (**Attachment 1 refers**).
- The House of Assembly does not currently have policies or guidelines in place related to the reimbursement of and/or financial assistance towards legal fees.
- A jurisdictional scan shows that the House of Commons recently adopted a policy related to reimbursement and/or financial support for legal fees incurred by Members. The policy (**Attachment 2 refers**) includes eligibility criteria; the process for making a request; pre-established rates of reimbursement; and specific guidelines related to additional financial support in cases involving allegations of harassment. The House of Commons Board of Internal Economy has the final authority in determining whether to grant requests related to reimbursement/financial support for legal fees.
- The Management Commission may wish to consider directing the development of a policy and/or guidelines related to reimbursement of, and/or financial support toward legal fees, to ensure this request and any future requests are dealt with in a consistent manner.

Analysis:

Legal Consultation:

Law Clerk

Internal Consultation(s):

Not applicable.

External Consultation(s):

Not applicable.

Comparison to Government Policy:

The Employee Liability Policy provides for the employer to defend, negotiate or settle: (i) civil claims, suits or prosecutions; (ii) Criminal claims, suits or prosecutions; or (iii) disciplinary proceedings of a professional organization (conditions apply) arising out of acts performed by employees in the course of their duties, provided it is determined that the employees were acting in good faith and within the scope of their duties. Attachment 3 provides the details of that policy.

Financial Impact:

Not yet known.

Legislative Impact:

Not applicable.

Options:

1. Direct the development of a policy and/or guidelines related to reimbursement of, and/or financial support toward legal fees, with the request from the Member for Fortune Bay-Cape La Hune to be deferred until a policy/guidelines are developed and approved by the Commission.
2. Consider the request from the Member from the Member for Fortune Bay-Cape La Hune immediately, without the development of a policy and/or guidelines related to reimbursement of, and/or financial support toward legal fees.

Status:

- The request from the Member for Fortune Bay-Cape La Hune remains outstanding. There are no policies and/or guidelines in place related to reimbursement of, and/or financial support toward legal fees.

Action Required:

- The direction of the Commission is requested.

Prepared by: Bobbi Russell
Date: October 29, 2018

Approved by: Sandra Barnes

Attachments:

1. Correspondence dated September 28, 2018 from the Member for Fortune Bay-Cape La Hune to the Speaker.
2. Legal Fees Policy of the Board of Internal Economy – House of Commons
3. Government of Newfoundland and Labrador Employee Liability Policy



HOUSE OF ASSEMBLY
Newfoundland and Labrador
Tracey Perry MHA
District of Fortune Bay-Cape La Hune

OFFICE OF THE SPEAKER

House of Assembly
P.O. Box 8700
St. John's, NL
A1B 4J6

OCT 03 2018

September 28, 2018

Attention: HOA Management Committee

Dear Honourable Mr. Speaker:

I write in relation to a matter currently before the Commissioner for Legislative Standards in relation to Mr. Edward Joyce, MHA, pursuant to subsection 36(1) of the *House of Assembly Accountability, Integrity and Administration Act*, SNL 2007, c. H-10.1, following upon a complaint I filed on or about Tuesday, May 29, 2018.

Having attempted to navigate the above-referenced complaint process in the absence of any legal advice or other professional assistance, I received a copy of certain correspondence from the Commissioner for Legislative Standards on or about August 17, 2018, which prompted me to immediately seek to retain legal counsel.

Given that the events giving rise to my complaint occurred during the execution of my duties as a Member of the House of Assembly and, furthermore, given that my participation in this process may give rise to amendments to the Code of Conduct governing Members' behavior and overall improvements to the working environment of the House of Assembly, I respectfully request that the House of Assembly provide financial assistance to me for legal fees and other expenses incurred by me as a result of my involvement in this process.

If you have any questions or would like further information, please do not hesitate to contact me via telephone at 709-538-3112 or via email at traceyperry@gov.nl.ca. I thank you in advance for your consideration of this request, and look forward to hearing from you.

Sincerely,

MHA Tracey Perry

"Working for The People of Fortune Bay-Cape La Hune"



HOUSE OF COMMONS
CHAMBRE DES COMMUNES
CANADA

LEGAL FEES POLICY OF THE BOARD OF INTERNAL ECONOMY



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Effective Date

This policy, approved by the Board of Internal Economy (Board) on March 1, 2018, comes into effect immediately.

Introduction

OFFICE OF THE LAW CLERK AND PARLIAMENTARY COUNSEL

The Office of the Law Clerk and Parliamentary Counsel (OLCPC) provides in-house legal services to the Speaker, the Board, committees of the House, its Members, the Clerk, and the officials of the House Administration. Under the [Parliament of Canada Act](#) and the Board's By-laws, funds, goods, services and premises provided to Members of Parliament may be used only for carrying out their parliamentary functions.

If a legal issue arises while Members of Parliament are carrying out their parliamentary functions, they are required to first consult with OLCPC pursuant to the Speaker's Communiqué to Members dated October 19, 2016 (see [Appendix A](#)). Depending on the situation, OLCPC may refer Members to outside counsel for representation. In such cases, Members may ask the Board to reimburse their legal fees.

EXCLUSIVE AUTHORITY OF THE BOARD

Reimbursement of legal fees is at the sole discretion of the Board. In coming to a decision, the Board considers the [Eligibility Criteria](#) listed below, as well as the recommendation of the Law Clerk and Parliamentary Counsel.

If the Board grants a Member's request for reimbursement of legal fees, the actual fees claimed are subject to review by the Law Clerk and Parliamentary Counsel, and are reimbursed at rates pre-established by the Board (see [Appendix B](#)). If the Board denies a request for reimbursement of legal fees, Members are required to personally assume the payment of legal fees. Any legal fees paid by Members that are greater than the rates allowed by the Board are the personal responsibility of the Member.

Purpose

The purpose of this policy is to:

- Update and expand on the criteria for the reimbursement of legal fees by the Board; and
- Provide additional measures to ensure a harassment-free workplace for employees and Members.

Application

This policy applies to Members of Parliament, including House Officers and Members responsible for Research Offices. It also applies to employees, as defined in this policy, involved in cases of harassment.

Requirements

ELIGIBILITY CRITERIA

Legal fees incurred by Members of Parliament are only reimbursed by the Board if:

- a) The Member of Parliament has not initiated the legal proceedings;
- b) The legal fees are incurred for a matter arising in the discharge of the Member's "parliamentary functions" as defined in the [Members By-law](#);
- c) The request for reimbursement is made at the conclusion of the matter once all applicable recourse mechanisms have been exhausted;
- d) The allegations against the Member have not been substantiated at the conclusion of the matter;
- e) The Member has complied with this policy; and
- f) The Board determines that reimbursement is appropriate in the circumstances.

The Board may, at its discretion, grant an exception if it determines that reimbursement of legal fees is appropriate and in the public interest. The decision to grant an exception and the amount reimbursed are reported in the minutes of the Board.

PROCESS

i. Making a Request

To make a request that the Board reimburse their legal fees, Members must write a letter to the Speaker of the House of Commons describing the circumstances and demonstrating the basis for the request, including how the matter arose in the exercise of their parliamentary functions.

The Speaker then provides the request to OLCPC, which prepares a submission to the Board for presentation at one of its upcoming meetings. In preparing the Board submission, OLCPC considers the [Eligibility Criteria](#) above, and may request additional information from the Member in order to ensure that the Board has all of the necessary information before coming to a decision. The submission will also include a recommendation to the Board from the Law Clerk and Parliamentary Counsel about whether a request should be granted in the circumstances. The identity of the parties is kept strictly confidential.

The Board has final authority in determining whether to grant a request for reimbursement of legal fees.

ii. If the Request is Granted

If the Board grants a request for reimbursement of legal fees, the fees are reimbursed at rates pre-established by the Board (see [Appendix B](#)), subject to a review by OLCPC.

Following the Board meeting at which their request is considered, OLCPC informs the Member of the Board's decision. OLCPC then liaises with the Member to ensure that all invoices are provided to OLCPC.

The amounts claimed are reviewed by OLCPC to verify that they align with the rates pre-established by the Board (see [Appendix B](#)), and are reasonable in the circumstances.

Any legal fees paid by the Member that are greater than the rates allowed by the Board are the personal responsibility of the Member. If the payment of legal costs forms part of any order or award to the Member from a court or tribunal, that amount is also deducted from the total amount reimbursed to the Member by the Board.

Board Rates of Reimbursement

Legal fees are reimbursed at rates pre-established by the Board (see [Appendix B](#)). The Board will review these rates periodically to ensure that they are no greater than those provided by the Department of Justice and the Senate of Canada.

In exceptional circumstances, the Board may exercise its discretion to reimburse legal fees at rates greater than those pre-established by the Board.

Reporting of Legal Fees

All reimbursed legal fees are included in the amounts published annually in the Public Accounts of Canada. The most recent information is available in the [2017 Public Accounts](#). When payments of more than \$100,000 are made to an individual or organization, the name and location of the payee, and the amount paid to him or her, is published. The purpose of the expense is not disclosed, as the Board does not disclose the amount paid for any given legal matter.

In addition, the Board will publish the aggregate amount of legal fees reimbursed to Members and employees under this policy each quarter, and report the number of requests for reimbursement of legal fees it has received during that time.

Harassment

In cases involving allegations of harassment against Members of Parliament, the Board offers the following additional support to employees and Members involved:

PART A: FINANCIAL SUPPORT

Employees and Members involved in a case of harassment may write to the Speaker, as Chair of the Board, requesting financial support up to a maximum amount of \$5,000 for the purpose of obtaining independent legal advice at the outset.

The Speaker sends the request to the Law Clerk and Parliamentary Counsel, who reviews the matter and approves the appropriate financial support up to the maximum amount of \$5,000. Either the Member or employee may appeal the Law Clerk's decision to the Board.

Any amount of financial support provided under this Part is deducted from the total amount of legal fees that may be reimbursed to the Member or employee by the Board pursuant to this policy.

PART B: REIMBURSEMENT OF LEGAL FEES

If a complainant's allegations of harassment are found to be substantiated at the end of the matter, or if the matter is resolved, the complainant may write to the Speaker, as Chair of the Board, requesting that the Board reimburse the complainant's legal fees, subject to the relevant [Eligibility Criteria](#), above.

The Speaker sends the request to OLCPC, which prepares a submission to the Board for presentation at one of its upcoming meetings. The identity of the parties is kept strictly confidential. Ultimately, it is up to the Board to determine whether to grant such a request.

If the Board grants a request for reimbursement of legal fees, the fees are reimbursed at rates pre-established by the Board (see [Appendix B](#)), subject to a review of the invoices by OLCPC. Following the Board meeting at which their request is considered, OLCPC informs the complainant of the Board's decision. OLCPC then liaises with the complainant to ensure that all invoices are provided to OLCPC.

The amounts claimed are reviewed by OLCPC to verify that they align with the rates pre-established by the Board (see [Appendix B](#)) and are reasonable in the circumstances. In exceptional circumstances, the Board may exercise its discretion to reimburse legal fees at rates greater than those pre-established by the Board.

Any legal fees paid by the complainant that are greater than the rates allowed by the Board are the personal responsibility of the complainant. Any amount of financial support previously provided to the complainant under Part A above, is deducted from the total amount reimbursed to the complainant by the Board. If the payment of legal costs forms part of any order or award to the complainant from a court or tribunal, that amount is also deducted from the total amount reimbursed to the complainant by the Board.

Definitions

Employee: For the purposes of this policy, an employee is a person employed by a Member of Parliament, including a House Officer or Member responsible for a National Caucus Research Office, as well as an intern (paid or unpaid) or a volunteer who carry out duties for a Member.

Harassment and Sexual Harassment: As defined in the [*House of Commons Policy on Preventing and Addressing Harassment*](#) and the [*Code of Conduct for Members of the House of Commons: Sexual Harassment*](#).

Parliamentary Functions: As defined in the [*Members By-law*](#).

Contacts

For further information on this policy, please contact the Office of the Law Clerk and Parliamentary Counsel by telephone at 613-996-6063, or by e-mail at LC-BL@parl.gc.ca.

APPENDIX A

Speaker's Communiqué to Members dated October 19, 2016



HOUSE OF COMMONS
CHAMBRE DES COMMUNES
CANADA

BOARD OF INTERNAL ECONOMY
BUREAU DE RÉGIE INTERNE

Legal Services provided by the Office of the Law Clerk and Parliamentary Counsel

At its Meeting of May 12, 2016, the Board of Internal Economy reviewed the circumstances under which Members can ask for the reimbursement of legal fees paid to outside counsel in certain legal matters relating to the exercise of their parliamentary functions.

I would first like to remind Members of the long standing policy of the Board of Internal Economy regarding the use of the legal services offered by the Office of the Law Clerk and Parliamentary Counsel (OLCPC).

The Law Clerk and Parliamentary Counsel is the in-house counsel for the House of Commons and its committees, the Board of Internal Economy, Members of Parliament and the House Administration. Counsel in the OLCPC provide legal advice on a broad range of issues including employment law, contracting matters and the application of statutes to the business of the House. Further, they provide expert advice with regard to constitutional law and the law of Parliament, parliamentary privilege, and the legal powers of the House and its committees.

In the event that legal issues arise in the discharge of their parliamentary functions, Members should always consult the OLCPC.

In certain circumstances, Members may be referred to outside counsel. In such cases, they may seek from the Board the reimbursement of the legal fees incurred, but the Board will always expect that the Member first consulted the OLCPC before retaining outside counsel. Each request for reimbursement is reviewed by the Board on a case-by-case basis, and if a request is not granted, Members may be required to personally assume the payment of the legal fees.

Finally, the rates allowed for reimbursement of legal fees of outside counsel are set by the Board. Any legal fees paid by Members that are greater than the rates allowed by the Board become the personal responsibility of the Member.

On behalf of the Board, I ask that all Members make use of the services offered to them by the Office of the Law Clerk and Parliamentary Counsel. Members seeking further information may contact the office at 613-996-6063.

Hon. Geoff Regan, P.C., M.P.

APPENDIX B

Remuneration for Outside Counsel as Approved by the Board of Internal Economy on December 9, 2014

Years at Bar	Hourly Rate
Student / paralegal	\$50
First 2 years of Call	\$100
3 rd and 4 th year of Call	\$120
5 th and 6 th year of Call	\$140
7 th and 8 th year of Call	\$160
9 th and 10 th year of Call	\$180
11 th and 12 th year of Call	\$200
13 th and 14 th year of Call	\$220
15 th and 16 th year of Call	\$240
17 th and 18 th year of Call	\$260
19 th and 20 th year of Call	\$280
21 st year of Call and more	\$350

Employee Liability Policy

- [Policy Statement](#)
- [Application](#)
- [Definitions](#)
- [Responsibilities](#)
- [Legal Representation](#)
- [Associated Costs](#)
- [Continuation of Salary and Benefits](#)
- [Discipline](#)

Policy Statement

The employer will defend, negotiate or settle the following actions arising out of acts performed by employees in the course of their duties, provided it is determined that the employees were acting in good faith and within the scope of their duties:

- civil claims, suits or prosecutions
- criminal claims, suits or prosecutions
- disciplinary proceedings of a professional organization recognized in provincial legislation. Representation for professional disciplinary proceedings will only be extended for issues related to professional conduct when performing duties required by the employer. The employer will not provide representation for disciplinary proceedings of a professional organization related to professional conduct in external employment / consulting, actions in the workplace that are outside the scope of duties required by the employer, or alleged violations of basic administrative or membership requirements of a professional association.

Application

This Policy applies to all employees and former employees of Government departments.

Bargaining unit employees should also consult their respective collective agreements and the provisions of the collective agreement shall prevail.

Definitions

Employees: Individuals currently or previously employed in government departments.

Responsibilities

Departments

It is the responsibility of departments to:

- notify the Department of Justice and Public Safety where it is believed that there may be a claim, suit, prosecution or professional disciplinary action or where notice of a claim, suit, prosecution or professional disciplinary action has been received as a result of an act performed or any alleged failure to act by an employee or former employee; and

- determine whether or not employees were acting in good faith, within the scope of their assigned duties and within the scope of established departmental, divisional or program practices.

Employees

It is the responsibility of employees to:

- immediately notify the Deputy Minister where employees believe there may be a claim, suit, prosecution or professional disciplinary action or where notice of a claim, suit, prosecution professional disciplinary action has been received;
- co-operate with the employer in all matters relating to the employer's defence of a claim, suit, prosecution or professional disciplinary action; and
- not assume any obligation or liability, or take any steps to jeopardize the defence of a claim, suit, prosecution or professional disciplinary action, without the prior written approval of the Minister of Justice and Public Safety or delegate.

Legal Representation

The Department of Justice and Public Safety may appoint a lawyer to represent employees where such representation is required as a result of a claim, suit, prosecution or professional disciplinary action. Before appointing a lawyer, the employee(s) involved will be consulted by either their home department or the Department of Justice and Public Safety, but the Department of Justice and Public Safety will make the final decision on the selection of a lawyer.

Where outside legal counsel is appointed by the Department of Justice and Public Safety, payment will be made subject to the following fee schedule to a maximum of 10 hours per day:

Years at Bar	Hourly Rate	
	Appearance Time	Research / Preparation Time
1 - 5	\$ 85	\$ 60
6 - 9	\$100	\$ 75
10 - 14	\$125	\$100
15 or more	\$150	\$120

Hourly rates in excess of \$150.00 require the approval of Treasury Board and will only apply in exceptional circumstances as determined by the Deputy Minister of the Department of Justice and Public Safety.

Travel expenses incurred by outside legal counsel will be as per the travel policies, [Human Resources Policy Manual](#).

Employees may elect, in lieu of a Department of Justice and Public Safety appointed lawyer, to retain their own legal counsel. Where this occurs, employees will be solely responsible for the conduct of their defence as well as costs, including damages.

The employer may opt not to provide legal representation where employees have been dismissed with cause, and subsequently become the focus of a claim, suit, prosecution or professional disciplinary action related to the reason(s) for dismissal.

Associated Costs

Where a lawyer is appointed by the Minister of Justice and Public Safety to represent employees in a claim, suit, prosecution or professional disciplinary action:

- all costs of legal representation, including damages or settlements will be paid by the employer;

- the employer will not seek to recover any portion of the costs from employees.
- any costs recovered in the defence of the employee will be returned to the employer.

The employer will not pay the legal fees or damages on behalf of employees where the employer is of the view, or where the courts or professional associations rule, that employees were not acting in good faith or within the scope of their required duties.

Continuation of Salary and Benefits

Employees' salaries and benefits will continue where time away from work is required during a claim, suit, prosecution or professional disciplinary action or to give evidence in a work-related matter.

Discipline

The employer may, where appropriate, discipline an employee with respect to the incident that is the subject of the claim, suit, prosecution or professional disciplinary action.

Last Policy Update: July 25, 2014

Last Updated: July 24, 2018

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House of Assembly Management Commission

Briefing Note

Title: Severance/Termination Benefits for Political Support Staff

Issue: Whether the Management Commission should adopt the Executive Branch decision to extinguish severance entitlements and implement a termination benefit for political support staff.

Background:

- In correspondence to the Speaker dated October 18, 2018, the Government House Leader requested that the Management Commission meet as soon as possible to consider adopting Government's direction with respect to extinguishment of severance entitlement and implementation of a termination benefit for political support staff employed by the Legislature (**Attachment 1 refers**). Adoption of the Executive Branch policy would align the termination benefits provided to political support staff of both branches.
- Currently, upon termination of employment, political support staff employed by the Legislature are provided a severance benefit in accordance with the direction provided in a 1989 Order-in-Council and specified in their employment contracts. The provisions are as follows:
 - 1 month severance for every full year of service to a maximum of 12 months if the employee is released from their contract (there is also a minimum of 3 months if the employee has between 1 – 2 years of service).
 - 1 week severance for every full year of service to a maximum of 12 weeks if the employee resigns (there is also a minimum of 3 weeks if the employee has between 1 – 2 years of service).

NOTE: There is a lifetime cap on these benefits. As an example, a political support employee released from their contract after 4 years of service would receive 4 months severance. If the employee returned, served another 12 years and was then released from their contract, they would receive 8 months severance.

- The new Executive Branch policy will provide the following termination benefits for political support staff upon release from their contracts, regardless of their length of service:
 - Political supportive staff paid on PS salary scales PS01- PS05: 30 calendar days
 - Political support staff paid on PS salary scales PS06 - PS12: six weeks

NOTE: Political support employees who resign from their positions, and those dismissed during the probationary period (first three months service) will not receive any termination benefit.

- As the entitlement to severance benefits for political support staff is provided in their employment contracts, in order to extinguish the current severance entitlement and implement the new termination benefit, the following steps are necessary:
 - Terminate all existing contracts triggering the payout of each employee's severance entitlement as of the termination date. The entitlement is a lump sum payment of one month salary for each **full** year of political service employment up to a maximum of 12 months. Partial years of service do not count towards severance.
 - Execute new contracts with political support staff. The new contract is essentially a new offer of employment that provides the new termination benefit.
- The Executive Branch decision is being implemented as of October 31, 2018. Employees are provided with three options for the payout of their severance entitlement:
 - Lump sum payout of severance entitlement as of October 31, 2018 on December 12, 2018;
 - Lump sum payout of severance entitlement as of October 31, 2018 on March 20, 2019;
 - Deferral payout of severance to a later date. The severance entitlement is calculated as of October 31, 2018 and frozen until the deferral date.
- There are approximately 65 political support staff (i.e. constituency assistants of MHAs and employees in the caucus offices) employed by the Legislature. If severance for these staff were to be paid out as of October 31, 2018 under the same terms and conditions used in the Executive Branch, the cost would be approximately \$1.2 million.
- Under subsection 21(3) of the *House of Assembly Accountability, Integrity and Administration Act*, the financial and management policies of the Executive Branch apply to the House of Assembly and its statutory offices unless the Management Commission establishes its own policies.
- Should the Management Commission decide to adopt the Executive Branch Policy, it would need to provide direction respecting an implementation date. The HR unit of Corporate and Members' Services would require sufficient time to update severance due to employees as of the implementation date; process requests for payout of severance and prepare, terminate and reissue contracts for all political support staff.
- Should the Management Commission not adopt the Executive Branch policy, it will need to provide direction to continue with the current Legislature policy.
- Alternatively, the Management Commission could direct development of a legislature-specific policy and continue with the current Legislature policy in the interim.

Legal Consultation:

Law Clerk

Internal Consultation(s):

Not applicable.

External Consultation(s):

Severance provisions for political support staff vary significantly across Canadian jurisdictions. Information on a number of jurisdictions is attached as Attachment 2.

Comparison to Government Policy:

As noted in “Background” section.

Financial Impact:

Estimated cost to payout severance for political support staff in the Legislature as of October 31, 2018 (under the same terms and conditions used in the Executive Branch) is \$1.2 million.

Legislative Impact:

Not applicable.

Options:

1. Adopt the direction of the Executive Branch with respect to the extinguishment of severance entitlements and implementation of a termination benefit for political support staff, with the Commission to determine an implementation date for the Legislature.
2. Do not adopt the direction of the Executive Branch with respect to the extinguishment of severance entitlements and implementation of a termination benefit for political support staff, with the severance benefit for political support staff of the Legislature to continue under the direction provided in a 1989 Order-in-Council and specified in their employment contracts.
3. Direct development of a legislature-specific policy, and continue in the interim with the current policy (under the direction provided in a 1989 Order-in-Council and specified in their employment contracts) with respect to severance entitlements for political support staff.

Status:

- Political support staff in the Legislature continue to accrue severance under terms and conditions of their current employment contract.

Action Required:

- The direction of the Commission is requested.

Prepared by: Sandra Barnes
Date: October 30, 2018

Attachments:

1. Correspondence dated October 18, 2018 from the Government House Leader.
2. Jurisdictional scan – Severance Benefits Provided to Political Support Staff



HOUSE OF ASSEMBLY
NEWFOUNDLAND AND LABRADOR

Government Members Office

OFFICE OF THE SPEAKER

October 18, 2018

OCT 18 2018

The Honourable Perry Trimper
The Speaker
House of Assembly

Dear Mr. Speaker:

Through enactment of the Salary Restraint and Extinguishment of Severance Pay Act (the "Act"), Government has taken measures to prevent the further accrual of severance benefits for non-bargaining unit employees. The Act replicates a process to extinguish the severance benefit in a manner that was negotiated with the Newfoundland and Labrador Association of Public and Private Employees and which is currently being negotiated with other public service unions. Political support staff are not captured by either such initiative and, as a result, different measures are required to achieve the same result, namely, the payout and extinguishment of severance pay.

The entitlement to severance benefits for political support staff arises solely from the terms of their employment contracts. As a result, it is legally necessary to terminate such contracts to bring an end to the accrual of any further severance benefit entitlement and trigger the payout of the accrued benefit to date of termination. The termination of these employment contracts would be effected simultaneously with an offer of employment on revised terms that exclude any future severance benefit. Cabinet has given direction to take such action for political support staff employed by the Executive Branch effective October 31, 2018. This would have the effect of aligning the treatment of political support staff of the Executive Branch with that of public service employees as it relates to the payout and extinguishment of severance benefits.

As Government House Leader, I have been directed to request that the Management Commission meet as soon as possible to consider adopting Government's direction for political support staff employed by the Legislature. This would then align the treatment of the Legislature's political support staff with the Executive Branch's political support staff as it relates to the payout and extinguishment of severance benefits.

Officials of Cabinet Secretariat are available to brief House of Assembly staff as may be needed.

Yours truly,


Andrew Parsons, QC
Government House Leader

Attachment 2

Political Staff Termination/Severance Benefits – Jurisdictional Information

Jurisdiction	Benefit Provided
PEI	For every 5 years of service, severance of 10 days provided for every year worked to a maximum of 150 days.
Ontario	<p>One week for each year of employment to a maximum of eight weeks.</p> <p>Additional notice granted (amounts over and above 8 weeks) by the Member for Members' staff will be funded from the Member's Global Budget and by the Caucus through Caucus appropriation.</p> <p>When an employee is terminated for cause, notice period and severance pay do not apply.</p> <p>Members' support staff and Caucus staff are entitled to receive severance pay calculated according to the formula used throughout the Office of the Assembly. One year of service is required for entitlement to this benefit. Severance pay consists of one week's pay for each year of service with a maximum of 26 weeks' pay, prorated for part-time staff.</p> <p>Enhanced Severance</p> <p>A Member or Caucus can elect to grant an allowance over and above the Legislated Notice period and Legislated Severance. This would be termed Enhanced Severance and treated as such for payroll/tax purposes. The cost would be charged to the Members' global budget or Caucus appropriation, as applicable.</p> <p>Note: When an employee is terminated for cause, notice period and severance pay do not apply.</p>
Manitoba	<p>Four weeks for regular caucus staff and constituency assistant.</p> <p>No notice for political staff hired on a term contract or for a specified job</p> <p>Two weeks for term CAs with up to one year of service. After that, 4 weeks.</p> <p>RETIREMENT SEVERANCE (Caucus)</p> <p>One week for every year of service after nine years of service to a maximum of 15 weeks. (prorating applies). As a result of retirement or death in the ninth year, one week for every year with prorating in the ninth year.</p> <p>An employee who is entitled to 15 weeks' severance is entitled to additional severance pay equal to two weeks' pay for every five years of accumulated service in excess of 15 years, but the total additional severance pay shall not exceed eight weeks' pay.</p> <p>Termination without cause</p> <p>After one or more year's service, one week's pay for each complete year of accumulated service or portion thereof, but the total amount of severance pay shall not exceed 26 weeks' pay. Less than one year, prorated.</p> <p>SEVERANCE AS A RESULT OF A GENERAL ELECTION OR BY-ELECTION OR CHANGE IN PARTY LEADERSHIP – retirement severance applies</p> <p>SEVERANCE PAY DUE TO TERMINATION - NON-DICISPLINARY - CAs</p> <p>one week's pay for each complete year of service, or portion thereof, to a maximum of eight weeks' pay.</p> <p>Does not apply to a Constituency Assistant who is terminated at the end of the term for which he or she was hired; or upon completion of the specific task for which he or she was hired; or if he or she was dismissed for cause.</p>
Saskatchewan	<p>The transition allowance shall be based upon the constituency assistant's years of eligible service as follows:</p> <p>(a) two weeks of pay per year of service to a maximum of twenty-four weeks for twelve years or more of service; transition allowance will be prorated for less than full years of service;</p> <p>(b) service shall be calculated based on actual hours worked, adjusted for periods of mandatory definite leaves, with one year of service equaling 1872 hours.</p> <p>Eligible service for the purposes of this provision includes continuous employment with a Member or Members of the Legislative Assembly without a break in service. For the purposes of this provision, a break in service means any:</p> <p>(i) dismissal;</p> <p>(ii) resignation; or</p> <p>(iii) previous receipt of a severance or transition allowance payment as a constituency assistant.</p> <p><u>Caucus Employees</u></p>

Jurisdiction	Benefit Provided										
	<p>If a caucus employee is terminated without cause, they are eligible for severance. The severance amount cannot be less than what they would have been entitled to for pay in lieu of notice under <i>The Saskatchewan Employment Act</i>. The amount of money that is paid as severance to the employee is determined by guidelines approved by the Board of Internal Economy.</p> <p>The Board guidelines are below:</p> <p>Senior Staff Eligibility: (Chief of Staff and Director level positions within the caucus office) - one (1) month of pay, for each year of service in the caucus office and within the public service of Saskatchewan to a maximum of twelve (12) months of pay.</p> <p>Junior Staff Eligibility:(clerical, secretarial, research, communications, and all other staff who do not fall within the senior staff classification.) one (1) month of pay, for each year of service in the caucus office and within the public service of Saskatchewan to a maximum of nine (9) months.</p> <p>In those cases where the caucus office has a collective bargaining agreement with a union, the amount for the years of service calculation for the severance payment for junior staff can fall within the provisions of the respective collective agreement. However, under no circumstances can the total amount exceed nine (9) months of pay.</p>										
New Brunswick	<p>Political support staff: paid in the form of salary continuance, one month pay per year of service (to a maximum of eight months), or pro-rated if employed less than a year. May continue insured benefits (with the exception of Long Term Disability) with no change in cost sharing arrangement, until severance benefits are exhausted.</p> <p>Constituency office staff are recruited directly by the Member. An assistant hired by the Member is an employee of the Member, not a Legislative Assembly or government employee. Such matters as working conditions, hours of work, severance pay and other fringe benefits remain the responsibility of each Member. It is up to the individual Member to advise his or her constituency staff that upon the Member's defeat or resignation their employment ceases unless they are rehired by the newly elected Member.</p> <p>Constituency office staff are required to sign an employment agreement with the Member, outlining the terms and conditions of employment. The agreement will include a provision for termination of employment in the event of the Member's defeat, resignation or death. A copy of the agreement will be provided to the Clerk's Office prior to payroll initiation.</p>										
Nunavut	<p>Whether the employee is release or resigns, the following severance is provided:</p> <p>Less than 1 Year: 2 Weeks 1 Year 2 Weeks 2 Years 3 Weeks 3 Years 4 Weeks 4 Years 5 Weeks 5 Years 6 Weeks</p>										
British Columbia	<p>In BC, one of the caucuses are unionized and bound by a collective agreement which stipulates severance which is working notice toward the end of a parliament (generally speaking). Other caucuses generally follows the BC Public Service Agency guidelines which amounts to 1 month for every year of service to a maximum of 18 month's severance (sometimes more).</p>										
House of Commons	<ul style="list-style-type: none"> Members: Regular employees who have their employment terminated by the Member, for reasons other than for cause or because the Member ceases to be a Member, will be given the following number of weeks of notice of termination, or the equivalent salary in lieu of notice, or a combination thereof. If a Member chooses to give pay in lieu of notice, the first two weeks will be charged to the Member's Office Budget. The remaining entitlement will be paid out of the House Administration central budget. <table border="0" data-bbox="349 1876 1414 2042"> <thead> <tr> <th data-bbox="349 1876 933 1911">Employee's Length of Continuous Employment</th> <th data-bbox="933 1876 1414 1911">Advance Notice of Termination</th> </tr> </thead> <tbody> <tr> <td data-bbox="349 1911 933 1946">Less than 3 months</td> <td data-bbox="933 1911 1414 1946">Nil</td> </tr> <tr> <td data-bbox="349 1946 933 1981">3 months to 3 years</td> <td data-bbox="933 1946 1414 1981">2 weeks</td> </tr> <tr> <td data-bbox="349 1981 933 2016">Over 3 years</td> <td data-bbox="933 1981 1414 2016">3 weeks</td> </tr> <tr> <td data-bbox="349 2016 933 2050">For every additional year</td> <td data-bbox="933 2016 1414 2050">1 additional week</td> </tr> </tbody> </table> <ul style="list-style-type: none"> House Officers or Research Offices: Regular employees who have their employment terminated by the House Officer or the Member responsible for the Research Office, for any reasons other than for cause or because the House Officer or Member ceases in that role, will be given a minimum of two weeks up to a maximum of eight weeks of notice of termination, or the equivalent salary in lieu of notice, or a combination thereof, at the salary to which the employee was entitled immediately prior to the termination of employment. The actual determination of the entitlement within the above range is at the sole discretion of the House Officer or the Member responsible for the Research Office, regardless of the employee's length of service, and is subject to the availability of funds within the House Officer's Office Budget or the Research Office Budget. <p>Upon termination of employment, in addition to termination or separation entitlements, Members' regular employees receive severance pay under the following circumstances only:</p> <ul style="list-style-type: none"> Release: A regular employee who is released and who has completed at least one year of continuous employment is entitled to two weeks' pay for the first completed year of continuous employment and one week's pay for each succeeding completed year of continuous employment. 	Employee's Length of Continuous Employment	Advance Notice of Termination	Less than 3 months	Nil	3 months to 3 years	2 weeks	Over 3 years	3 weeks	For every additional year	1 additional week
Employee's Length of Continuous Employment	Advance Notice of Termination										
Less than 3 months	Nil										
3 months to 3 years	2 weeks										
Over 3 years	3 weeks										
For every additional year	1 additional week										

Jurisdiction	Benefit Provided
	<ul style="list-style-type: none"> • Member ceases to be a Member: A regular employee is entitled to two weeks' pay for the first completed year of continuous employment and one week's pay for each succeeding completed year of continuous employment, to a maximum of 28 weeks, when the Member resigns, is not re-elected, does not seek re-election, or dies while in office. • Resignation: A regular employee who resigns and who has 10 or more years of continuous employment is entitled to severance equal to half of one week's pay for each completed year of continuous employment to a maximum of 26 years, which represents a maximum benefit of 13 weeks' pay. • Retirement: A regular employee who retires will be paid severance equal to one week's pay for each completed year of continuous employment, to a maximum benefit of 30 weeks' pay. • Death of the employee: If a regular employee dies, the employee's estate will be paid one week's pay for each completed year of continuous employment, to a maximum benefit of 30 weeks' pay. <p>Severance is calculated on the basis of the employee's current salary. It will be reduced by any period in respect of which the employee was previously granted severance pay, retiring leave or a cash gratuity in lieu thereof. Time spent on maternity or parental leave counts as continuous employment for the calculation of severance pay. Severance payments are prorated for part-time employees.</p>
Yukon	<p>Members of the Yukon Legislative Assembly do not have publicly-funded constituency offices, so they do not have publicly-funded constituency assistants. However, caucus staff in full-time established positions are paid a severance when they leave their employment. The amounts are individually determined and are tied to length of service. Individuals hired into part-time or casual positions do not receive severance or transitional allowances.</p>
Quebec	<p>Severance pay is equal to one month's salary for each six-month period of continuous service as staff of a Member, a Cabinet Minister or an office of the National Assembly. If the service accumulated is not a fractional whole multiple of six months, the severance pay corresponding to the fraction is calculated on a prorated basis of the staff members' days of service.</p> <p>One month's salary is equal to 1/12 of the annual salary the staff members would have received at the time of their departure.</p> <p>In no case may severance pay exceed 12 months' salary.</p>
Alberta	<p>Legislated Notice Period:</p> <p><i>One week's notice in writing if period of employment is less than one year.</i></p> <p><i>Two weeks' notice in writing if period of employment is one year or more, but less than three years.</i></p> <p><i>Three weeks' notice in writing if period of employment is three years or more, but less than four years.</i></p> <p><i>Four weeks' notice in writing if period of employment is four years or more but less than five years.</i></p> <p><i>Five weeks' notice in writing if period of employment is five years or more but less than six years.</i></p> <p><i>Six weeks' notice in writing if period of employment is six years or more but less than seven years</i></p> <p><i>Seven weeks' notice in writing if period of employment is seven years or more but less than eight years, and</i></p> <p><i>Eight weeks' notice in writing if period of employment is eight years or more.</i></p> <p>Notice period of up to 8 weeks for Members' support staff is funded by the Legislative Assembly outside the Member's global budget and for Caucus staff it is funded by the Caucus appropriation.</p> <p>NOTE: Additional notice granted (amounts over and above 8 weeks) by the Member for Members' staff will be funded from the Member's Global Budget and by the Caucus through Caucus appropriation.</p> <p>In addition to Legislated Notice, the staff person is entitled to:</p> <p>Legislated Severance</p> <p>Members' support staff and Caucus staff are entitled to receive severance pay calculated according to the formula used throughout the Office of the Assembly, with the exception that</p> <ul style="list-style-type: none"> - One year of service is required for entitlement to this benefit. Severance pay consists of one week's pay for each year of service with a maximum of 26 weeks' pay, prorated for part-time staff. - Severance pay, within the above guidelines, for Members' staff is funded by the Legislative Assembly and for Caucus staff through Caucus appropriation. <p>Enhanced Severance</p> <p>A Member or Caucus can elect to grant an allowance over and above the Legislated Notice period and Legislated Severance. This would be termed Enhanced Severance and treated as such for payroll/tax purposes. The cost would be charged to the Members' global budget or Caucus appropriation, as applicable.</p>

