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## INFORMATION NOTE

### Eligibility of Legislators for Pension Benefits in Selected Overseas Places

#### 1. Background

1.1 The Subcommittee on Members' Remuneration and Operating Expenses Reimbursement at its meeting on 1 November 2003 requested the Research and Library Services Division (RLSD) to conduct a study on the eligibility of legislators for pension benefits in selected overseas places. The scope of study covers the following aspects:

- (a) whether the selected overseas legislatures require legislators to serve on a full-time basis; if so, how they define a full-time legislator;
- (b) whether there are any criteria/guidelines adopted by the selected overseas legislatures for the classification of full-time and part-time legislators; and
- (c) whether there are any restrictions/declaration requirements governing the eligibility of a legislator for pension benefits, particularly in relation to his/her status of being a full-time or part-time legislator.

1.2 RLSD selected the following overseas places for the study:

- (a) Canada;
- (b) the United Kingdom (UK);
- (c) Australia;
- (d) the United States of America (US); and
- (e) Singapore.

1.3 The study originally intended to include South Korea as well, in order to cover exactly the same overseas countries studied in the *Report on the Review of Remuneration Package for LegCo Members in the Third Term* prepared by the Independent Commission on Remuneration for Members of the Executive Council and the Legislature of the Hong Kong Special Administrative Region. However, information on the parliamentary pension scheme of the National Assembly of South Korea is not available as at the publication of this note.

## 2. Canada

2.1 The Parliament of Canada consists of the House of Commons and the Senate. The House of Commons has 301 members elected for a term of five years. The Senate consists of members appointed by the Governor General on the advice of the Prime Minister, and the appointees serve until they reach the age of 75. To be comparable to the situation in Hong Kong, only the House of Commons is studied for the eligibility of legislators for parliamentary pension in Canada.

### Definition of a full-time legislator

2.2 The Parliament of Canada does not require legislators to serve on a full-time basis. There is no definition of what constitutes a full-time legislator, nor are there any criteria/guidelines adopted by Parliament to classify members of the House of Commons as full-time or part-time legislators.

2.3 Nevertheless, in the light of the workload of the House of Commons, the Parliament of Canada considers the membership of the House as a full-time job. In particular, many members of the Commons have taken the membership as their main occupation, although there are no restrictions on assuming any outside employment (see paragraph 2.11). For those members with outside employment, these other occupations are considered by Parliament as part-time jobs and their parliamentary role as full-time.

2.4 According to the Parliament of Canada, salaries paid to the Members of the House of Commons are essentially commensurate with those for full-time comparable jobs.

### Job duties of members of the House of Commons

2.5 The job duties of members of the House of Commons include:

#### *Law-making*

2.6 While the public servants and cabinet members have direct responsibility for drafting new legislation, members of the House of Commons participate in the legislative process by taking part in debates and voting in the Chamber sitting and during committee meetings to examine legislation, as well as introducing legislation of their own.

### *Watchdogs on government*

2.7 Members can influence government policies by participating in the House of Commons committees which review activities and spending of government departments, as well as legislation.

### *Representing constituents in Parliament*

2.8 Members represent the regional and local concerns of the constituents in their electoral districts in the House of Commons.

2.9 Members solve problems for the constituents on a wide variety of federal government matters, ranging from checking on individual problems with federal government departments to providing information on federal government programmes and policies. In addition, members also attend a multitude of events and functions in their constituencies and elsewhere in the country.

2.10 The House of Commons sits for about 27 weeks a year. Even when the House is not sitting, there are parliamentary committee meetings, as well as the aforementioned constituency work, and other travel and work-related duties for being a member of Parliament. According to the Parliament of Canada, "*[a]necdotal evidence would seem to indicate that the vast majority of [members of parliament] spend far more time than any full-time employee[s] at their jobs*".

### Outside employment

2.11 In Canada, there are no restrictions imposed on outside employment undertaken by members of the House of Commons<sup>1</sup>. In practice, the workload required of members of the Commons allows only a few of them to engage in any paid work or occupations outside the legislature. While it is possible for some members who are professionals, such as doctors and lawyers, to continue their practices, they can only do so on a very limited scale. The same constraint applies to those members who have private or family businesses.

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<sup>1</sup> Nevertheless, there are restrictions on the outside activities of "public office holders", i.e. cabinet ministers and parliamentary secretaries. These restrictions are imposed due to their capacity as members of the executive, not as members of the legislature.

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### Restrictions/declaration requirements governing the eligibility for pension benefits

2.12 All members of the House of Commons are eligible to receive pension benefits under the Members of Parliament Retiring Allowances Act. Under the Act, a retirement allowance is paid to a former member who has contributed to the retiring allowances accounts for a period of at least six years and reaches 55 years of age. The amount of the allowance is based on the total number of years of pensionable service, and the average annual salary received during any five consecutive years of service selected by the member concerned.

2.13 There are no general restrictions/declaration requirements governing the eligibility for pension benefits. However, those members of the House of Commons who are also ministers or parliamentary secretaries are subject to specific restrictions/declaration requirements<sup>2</sup>. In addition, the retirement allowance or other benefit payable to a former member is suspended in respect of any period during which that person subsequently becomes a Senator or a member of the House of Commons again. Similarly, there are provisions for a reduction of the member's pension allowances in certain cases<sup>3</sup>.

## **3. The United Kingdom**

3.1 The UK Parliament consists of the House of Commons and the House of Lords. The House of Commons has 659 members elected by geographical constituencies for a term of five years. Members of the House of Lords consist of archbishops and bishops, hereditary peers and life peers. The public does not elect members of the House of Lords, as hereditary peers inherit their titles and life peers are appointed by the Queen on the advice of the Prime Minister. The House of Commons is studied for the eligibility of elected legislators for pension benefits in the UK.

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<sup>2</sup> These public service holders are subject to the Prime Minister's Conflict of Interest and Post-Employment Code for Public Office Holders, which contains restrictions on outside activities and extensive confidential and public disclosure requirements. For example, the Code prohibits a public service holder from engaging in the practice of a profession, actively managing or operating a business or commercial activity, accepting any directorships or offices in a financial or commercial corporation, holding office in a union or professional association, or serving as a paid consultant.

<sup>3</sup> For example, according to section 59.1(5) of the Members of Parliament Retiring Allowances Act, "*where a former member...receives remuneration of \$5,000 or more in any year beginning on the day on which the former member commenced holding the federal position or entered into the federal service contract, or on any anniversary of that day, the aggregate of the allowances or other benefits...payable to that former member in that year shall be reduced by one dollar for each dollar of the remuneration received in that year.*"

### Definition of a full-time legislator

3.2 In the UK, there is no legal requirement for members of the House of Commons to work on a full-time basis. As such, the UK Parliament does not set out any definition of what constitutes a full-time legislator, nor does it adopt any criteria/guidelines to classify members of the House of Commons as full-time or part-time legislators.

3.3 Members of the Commons are not required to relinquish outside profession or financial interest. In practice, their workload allows them little time to take on outside activities. The estimated average time spent by a member on outside work is about eight hours a week<sup>4</sup>. Indeed, the UK Parliament considers the membership of the House of Commons as a full-time job, as many members have taken the membership as their main occupation in terms of the time spent on their parliamentary duties. For those members with outside employment, those occupations are considered by Parliament as part-time and their parliamentary role as full-time.

3.4 In the UK, the Senior Salaries Review Body (SSRB) is responsible for providing independent advice to the Prime Minister on the pay and pensions of members of Parliament and their allowances<sup>5</sup>. When conducting the salary review, SSRB treats the membership of the House of Commons as a full-time job and compares their salary with those of comparable full-time jobs in the private and public sectors.

### Job duties of members of the House of Commons

3.5 The job duties of members of the House of Commons include:

#### *Law-making*

3.6 Members of the Commons participate in activities related to the passage of legislation. In particular, they initiate, amend and review legislation so as to help maintain a continually relevant and appropriate body of law.

#### *Watchdogs on government*

3.7 Members monitor the government in order to influence and where possible change government action in ways which are considered desirable.

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<sup>4</sup> See Blackburn (2003).

<sup>5</sup> The Senior Salaries Review Body also advises the Prime Minister, the Lord Chancellor and the Secretary of State for Defence on the remuneration of holders of judicial office, senior civil servants, senior officers of the armed forces, and other such public appointments as may from time to time be specified.

### *Committee work*

3.8 Members sit on the parliamentary committees which review bills, examine government policies and expenditure, and investigate policy issues.

### *Working for the constituency*

3.9 Another job area of members of the Commons is to work for the constituency. Related activities include promoting and defending the interests of the constituency as a whole, and providing appropriate assistance to individual constituents to help solve their problems.

3.10 SSRB has designed a job description for members of the Commons for the purpose of assessing their salary levels. The job description is premised upon the number of working hours being well above 40 hours a week.

### Outside employment

3.11 There are no statutory restrictions on outside employment of members of the House of Commons, apart from those offices which disqualify the eligibility of their holders from parliamentary candidature.

3.12 The House of Commons (Disqualification) Act 1975 disqualifies a large number of public office holders from membership of the House of Commons. They are (i) holders of certain judicial offices, including High Court and Court of Appeal judges; (ii) full-time or part-time civil servants; (iii) members of the regular armed forces; (iv) police officers; (v) members of the legislature of any country outside the Commonwealth; and (vi) holders of any of the offices listed in the Act.

3.13 According to the UK Parliament, there is no easy way to identify the number of members of the Commons undertaking outside employment. The Register of Members' Interests only records those occupations which are required to be registered. For example, some members receive remuneration from speaking engagements, but they are not required to register honoraria so received.

### Restrictions/declaration requirements governing the eligibility for pension benefits

3.14 Members of the Commons are entitled to the Parliamentary Contributory Pension Fund contributed by both the members and the Exchequer. The Fund provides a pension to members who leave the House of Commons at or after reaching the normal retirement age. The pension is calculated at the rate of 1/40<sup>th</sup> of relevant terminal salary for each year of reckonable service.

3.15 According to the UK Parliament, no distinction is made between full-time and part-time membership of the House of Commons for the purpose of pension. All members of the Commons are eligible to join on the same terms and subject to the requirement of making declaration on any retained pension benefits. Members of the House of Commons are also required to declare their pecuniary interests in the Register of Members' Interests.

#### **4. Australia**

4.1 The Parliament of Australia consists of the House of Representatives and the Senate. The House of Representatives has 150 members, each of whom represents an electoral division and is elected for a term of three years. The Senate has 76 Senators, each of whom is elected by proportional representation for a term of six years.

##### House of Representatives

##### *Definition of a full-time legislator*

4.2 In Australia, there is no statutory requirement for members of the House of Representatives to serve on a full-time basis, in terms of taking no outside paid employment or serving a specified minimum period of time per week. As such, the Parliament of Australia does not set out any definition for a full-time legislator, nor does it adopt any criteria/guidelines to classify members as full-time or part-time legislators.

4.3 In practice, the Parliament of Australia considers membership of the House of Representatives as a full-time job. As stated in a parliamentary research note, "*[w]hen the Constitution was written, it was taken for granted that ordinary Members of Parliament would earn a living outside of parliament...By the 1950s, it was widely acknowledged that the role of a parliamentarian had evolved in such a way to make it difficult for them to engage in outside work and fulfil their parliamentary duties.*"<sup>6</sup> Hence, the changing role of a parliamentarian and the ensuing increased workload have brought about the perception that a legislator's work requires full-time commitment.

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<sup>6</sup> "Parliamentarians, Outside Employment and Outside Income", Research Note 50 1995-96, the Department of the Parliamentary Library, the Parliament of Australia.

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### *Job duties of members of the House of Representatives*

- 4.4 The job duties of members of the House of Representatives include:
- (a) attending sittings of the legislature;
  - (b) participating in parliamentary committee meetings, inspections and hearings, even when the legislature is not sitting; and
  - (c) making themselves available to constituents, especially when the legislature is not sitting, which may require a considerable amount of travel within non-metropolitan electoral divisions.

4.5 As stated in a fact sheet of the House of Representatives<sup>7</sup>, "[m]embers work long hours in the House, on parliamentary committee work and in their electorates. Generally when the House is sitting, it meets for between 7 1/2 and 10 1/2 hours a day and sometimes even longer. It is not unusual for a Member's day to begin with a breakfast meeting at about 7.30 am and to end with House rise at 11 pm or later".

4.6 The many demands on a member of the House of Representatives can easily fill days and evenings for seven days a week. This is especially the case when the House is sitting and members have to get in and out of the national capital to take care of electorate responsibilities during the weekends.

### *Outside employment*

4.7 There are minimal restrictions on outside employment undertaken by members of Parliament in Australia. Sections 44 (iv) and (v) of the Constitution stipulate that parliamentarians should be prohibited from holding offices of profit under the Crown<sup>8</sup> and from acting as government contractors respectively.

4.8 Furthermore, section 45(iii) of the Constitution provides that if a member of Parliament directly takes a fee or honorarium for services rendered to the Commonwealth, or for services rendered in Parliament to any person or State, the member has to vacate his/her place.

4.9 According to the House of Representatives' Committee of Members' Interests, there are no statistics available for the number of members taking on outside employment.

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<sup>7</sup> "The work of a member of Parliament", Infosheet No. 15 April 2002, the House of Representatives, Parliament of Australia.

<sup>8</sup> Subsection 44(iv) of the Constitution embodies the principles that the executive and the legislature should be separated and the executive should not be in a position to influence unduly the legislature. The provision also seeks to prevent persons from simultaneously holding two offices which give rise to a conflict of duties. This subsection does not apply to ministers and members of armed forces.

*Restrictions/declaration requirements governing the eligibility for pension benefits*

4.10 All legislators contribute to the Parliamentary Contributory Superannuation Scheme under which benefits are paid to former members, their widows or widowers, and their orphan children. The Parliamentary Contributory Superannuation Act provides, among other things, for the administration of the scheme, the rate of contributions and the level of benefits.

4.11 The Parliamentary Contributory Superannuation Scheme is financed through a combination of contributions from members of the House of Representatives and the Australian government. To qualify for pension, members have to serve not less than eight years or for three Parliaments if retirement is involuntary (e.g. loss at election); or 12 years or four Parliaments if retirement is voluntary. The rate of pension depends on the member's length of service, and ranges from 50% to 75% of the basic parliamentary salary payable.

4.12 In general, there are no restrictions on retirement benefits associated with outside employment except those mentioned in paragraphs 4.7-4.8. However, if a former member of the House of Representatives becomes a member of a state or territory parliament, or serves as a civil servant in another jurisdiction, his/her pension benefits will be reduced.

4.13 Members of the House of Representatives are required to declare their pecuniary interests in a register administered by an officer of the House under the supervision of the Committee of Members' Interests.

Senate*Definition of a full-time legislator*

4.14 Similar to the situation in the House of Representatives, there is no definition of what constitutes a full-time Senator in Australia, nor are there any criteria/guidelines to classify Senators as full-time or part-time legislators.

4.15 According to the Senate of Australia, being a Senator is, in practice, a full-time job in view of the heavy workload of the Senate and expectations of Senators themselves and the public. Considering the heavy workload, Senators have limited time to devote to activities outside their parliamentary role. In addition, any extensive outside work undertaken by a Senator may arouse adverse comments from the public.

*Job duties of members of the Senate*

- 4.16 The job duties of Senators include:
- (a) examining proposed new laws and regulations by way of procedures utilised in the Senate chamber and through the operation of the Senate committee system;
  - (b) participating in the investigative work of parliamentary committees;
  - (c) attending to submissions from individuals and organizations who are seeking information or presenting a point of view;
  - (d) meeting with delegations, visiting community groups and receiving petitions; and
  - (e) studying parliamentary and government reports.

4.17 According to the Senate of Australia, it is not aware of any study on the amount of time spent by Senators on their daily activities. However, it suspects that any such study, if ever exists, would show that Senators spend nearly all of their working time on parliamentary and party work.

*Outside employment*

4.18 Senators are subject to the same restrictions on outside employment as those for members of the House of Representatives stipulated in paragraphs 4.7-4.8.

4.19 According to the Senate, only one of the 76 Senators is currently engaging in outside employment, albeit in a minor way.

*Restrictions/declaration requirements governing the eligibility for pension benefits*

4.20 Senators are subject to the same restrictions/declaration requirements as those imposed on members of the House of Representatives. In particular, Senators are required to declare their pecuniary interests in a register administered by an officer of the Senate under the supervision of the Committee of Senators' Interests.

## 5. The United States of America

5.1 The US Congress consists of two chambers - the House of Representatives and the Senate. The House of Representatives consists of 435 members elected from individual voting districts for a term of two years. The Senate is composed of 100 members, with two members being elected from each state for a term of six years.

5.2 As at the publication of this information note, the Senate has not provided any information on the eligibility of Senators for pension benefits. Hence, only the House of Representatives is studied in this note.

### Definition of a full-time legislator

5.3 There is neither definition of full-time legislators nor criteria/guidelines for classifying members of the House of Representatives as full-time or part-time legislators.

5.4 According to the House of Representatives, the membership of the House is considered as a full-time job in view of the workload of a House member.

5.5 Compared with the other overseas legislatures studied in this information note, the US Congress has laid down the most stringent restrictions on outside employment undertaken by members. These restrictions, as discussed in paragraph 5.13, have made the membership of the House of Representatives more like a full-time job.

### Job duties of members of the House of Representatives

5.6 The job duties of members of the House of Representatives include:

#### *Floor work*

5.7 Members take part in floor work, which includes offering amendment to bills and debating the substance of amendments offered by other members. They also cast floor votes on motions, amendments and the final passage of legislation.

#### *Committee work*

5.8 On average, a member serves on two committees. Committee work is diverse and includes such tasks as attending meetings, questioning witnesses, preparing amendments to bills, voting and writing committee reports.

### *Local representation*

5.9 Each member represents about 650,000 people. They act as the liaison between their individual constituents and the federal government. In particular, members alert their constituents to federal government actions and programmes, and answer requests for information about federal activities. They also provide assistance to their constituents in obtaining federal benefits and grants, and seek federal funds for local projects and programmes.

### *Watchdogs on government agencies*

5.10 Members supervise the efficiency and activities of government agencies. They also investigate serious matters of various natures, including scandals and crises, by serving on investigative panels.

5.11 According to the House of Representatives, there have been no surveys on the amount of time spent by members on their daily activities. Nevertheless, the US Congress has published some statistics on the legislative workload of House members. During the 107th Congress (3 January 2001 - 22 November 2002), the House of Representatives spent 265 days in session and the number of bills introduced per member averaged 13.5.

### Outside employment

5.12 Rule XXV of the Rules of the House of Representatives stipulates the restrictions on outside paid employment of members.

5.13 The restrictions on outside employment include:

- (a) no outside earned income exceeding 15% of the annual rate of basic pay for Level II of the Executive Schedule, which means a limit of US\$23,205 in 2003;
- (b) no honorarium received for any speech, appearance or article;
- (c) with the exception of the practice of medicine, no paid professional services involving a fiduciary relationship, including law, real estate or insurance sales, financial services, consulting or advising;
- (d) no affiliation for compensation with any firm that provides such professional services;
- (e) no use of name by any firm that provides such professional services;
- (f) no paid service as officer or board member of any organization;

- (g) no paid teaching without advance written approval of the Committee on Standards of Official Conduct; and
- (h) no advances on copyright royalties in book contracts. Royalties may be accepted only if the contract is with an established publisher on customary terms and is approved by the Committee on Standards of Official Conduct.

#### Restrictions/declaration requirements governing the eligibility for pension benefits

5.14 Members receive retirement benefits under the same plan available to other federal employees. Congressional pensions, like those of other federal employees, are financed through a combination of employee and employer contributions.

5.15 Members are entitled for pension at age 62 if they have completed at least five years of service. Members are eligible for pension at age 50 if they have completed 20 years of service, or at any age after completing 25 years of service. The amount of pension depends on years of services and the average salary of the highest three years of salary. By law, the starting amount of a member's retirement annuity may not exceed 80% of his/her final salary.

5.16 For eligibility to congressional pension, members are subject to the same restrictions as those governing their outside employment. In addition, they are required to declare outside employment and earning.

## **6. Singapore**

6.1 Singapore has a unicameral Parliament, which comprises three categories of members, namely elected members, non-constituency members<sup>9</sup> and nominated members.

#### Definition of a full-time legislator

6.2 According to the Parliament of Singapore, there are no requirements in the Constitution or any legislation for members of Parliament (MPs) to serve on a full-time basis. As such, there is no definition of full-time legislator.

6.3 The Parliament of Singapore also does not adopt any criteria/guidelines to classify MPs as full-time or part-time legislators. Nevertheless, Parliament uses the term "part-time MPs" as a colloquial description depicting those MPs who have a principal occupation as their main livelihood apart from being a legislator.

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<sup>9</sup> Non-constituency members may be appointed from among unsuccessful opposition candidates who have had the highest percentage of votes in their respective constituencies.

6.4 The Parliament of Singapore is unable to comment on whether the workload required of an MP renders being a legislator a full-time job.

#### Job duties of members of Parliament

6.5 The job duties of MPs include:

- (a) law-making;
- (b) taking up a critical/inquisitorial role to check on the actions of the governing party and the ministries; and
- (c) acting as a bridge between the community and the government by ensuring that the concerns of their constituents are heard in Parliament.

#### Outside employment

6.6 The Parliament of Singapore has not provided any information on whether there are any restrictions on MPs accepting outside employment during their tenure. It has only stated that "*the Parliament (Privileges, Immunities and Powers) Act and the Standing Orders provide for the disclosure of a Member's direct personal pecuniary interest in a proceeding that the Member is participating before Parliament. Additionally, other laws like the Prevention of Corruption Act ha[ve] provision[s] governing the acceptance of gratification by a Member*".

#### Restrictions/declaration requirements governing the eligibility for pension benefits

6.7 MPs are entitled to the Parliamentary Pension Scheme<sup>10</sup> only if they were first-elected or appointed before 1 January 1995; otherwise, they are not eligible for the Scheme and can only enrol in the Central Provident Fund.

6.8 The Parliament of Singapore has stated that the declaration requirements discussed in paragraph 6.6 apply to the parliamentary pension scheme as well.

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<sup>10</sup> For details of Singapore's Parliamentary Pension Scheme, please refer to Appendix II of the Information Note *Parliamentary retirement schemes of Singapore* (2001).

## Appendix

## Comparison of pension eligibility in selected legislatures

	<b>CANADA</b> House of Representatives	<b>UNITED KINGDOM</b> House of Commons	<b>AUSTRALIA</b> House of Representatives	<b>AUSTRALIA</b> Senate	<b>UNITED STATES</b> House of Representatives	<b>SINGAPORE</b> Parliament
No requirement for legislators to work full-time	Applicable to all					
No definition of a full-time legislator	Applicable to all					
Absence of criteria/guidelines to classify legislators as full-time or part-time	Applicable to all					
Legislators' job status being considered as full-time	Applicable to all					• Not available <sup>(1)</sup>
Justifications for legislators' full-time job status	<ul style="list-style-type: none"> <li>• Heavy workload</li> <li>• Majority of members spend far more time than any full-time employees at their jobs</li> </ul>	<ul style="list-style-type: none"> <li>• Heavy workload</li> <li>• Members working for more than 40 hours a week on their work</li> <li>• Members spend only about 8 hours a week on outside work</li> </ul>	<ul style="list-style-type: none"> <li>• Role of a parliamentarian makes it difficult to engage in outside work</li> <li>• Long working hours</li> </ul>	<ul style="list-style-type: none"> <li>• Heavy workload</li> <li>• Senators spend nearly all of their working time on parliamentary and party work</li> <li>• Expectations of Senators themselves and the public</li> <li>• Only 1 out of the 76 Senators takes on outside employment and only in a minor way</li> </ul>	<ul style="list-style-type: none"> <li>• Workload of a member is a full-time job</li> <li>• A large number of bills introduced per member (averaged 13.5 in 2001-2002)</li> <li>• Stringent restrictions on outside employment and earning<sup>(2)</sup></li> </ul>	• Not available <sup>(1)</sup>

## Appendix (cont'd)

## Comparison of pension eligibility in selected legislatures

	<b>CANADA</b> House of Representatives	<b>UNITED KINGDOM</b> House of Commons	<b>AUSTRALIA</b> House of Representatives	<b>AUSTRALIA</b> Senate	<b>UNITED STATES</b> House of Representatives	<b>SINGAPORE</b> Parliament
Restrictions/declaration requirements related to the eligibility for pension benefits	<ul style="list-style-type: none"> <li>• No restrictions/declaration requirements except on those members holding public offices</li> <li>• Parliamentary pension may be reduced under circumstances such as a former member receiving remuneration from the government for holding a federal position or entering into a federal service contract</li> </ul>	<ul style="list-style-type: none"> <li>• Required to declare any retained pension benefits and relevant pecuniary interests</li> </ul>	<ul style="list-style-type: none"> <li>• No general restrictions on outside employment of legislators</li> <li>• Members are required to declare pecuniary interests</li> <li>• Parliamentary pension may be reduced if a retired member is appointed to a public office</li> </ul>	<ul style="list-style-type: none"> <li>• Subject to the same restrictions/declaration requirements governing members of the House of Representatives</li> </ul>	<ul style="list-style-type: none"> <li>• Subject to the same restrictions as those governing outside employment and earning</li> <li>• Required to declare outside employment and earning</li> </ul>	<ul style="list-style-type: none"> <li>• Required to declare relevant pecuniary interests</li> </ul>

- Notes: (1) The Parliament of Singapore is unable to comment on whether the workload required of a member of Parliament renders being a legislator a full-time job.
- (2) The restrictions include:
- (a) no paid professional services involving a fiduciary relationship;
  - (b) no affiliation for compensation with any firm that provides such professional services;
  - (c) no use of name by any firm that provides such professional services;
  - (d) no paid service as an officer or a board member of any organizations;
  - (e) no paid teaching without prior approval of the Committee on Standards of Official Conduct;
  - (f) no advances on copyright royalties in book contracts; royalties may be accepted only if contract has been approved by the Committee on Standards of Official Conduct;
  - (g) a cap of US\$23,205 (HK\$180,999) per annum for income from outside salaried job; and
  - (h) no honorarium received for any speech, appearance or article.

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