

THE CITIZENS' FORUM ON MPS' PAY AND FUNDING

Report and
Recommendations

October 2025



IPSA
Independent Parliamentary
Standards Authority

New
Citizen
Project

Table of Contents

Foreword from IPSA's Chief Executive, Karen Walker

A message from IPSA's Chief Executive introducing the report.

Page 1

Executive Summary

A concise overview of the forum's key findings, recommendations, and impact.

Page 4

Background and Purpose of the Forum -

Understanding why the forum was convened, its challenges, and goals.

Page 10

The Process

Details on the methodology and structure of the forum and member engagement.

Page 14

Forum Recommendations

The key proposals and principles developed by the forum members for future action.

Page 21

Evaluation and Response

Assessment of the Forum's impact, participant feedback, and official response.

Page 50

Learnings and Reflections

Learnings and reflections from the recommendations and the process

Page 50

Where Do We Go From Here?

Suggestions for next steps

Page 54

Afterword from New Citizen Project

A message from the NCP team to conclude the report.

Page 56

Delivery Team and Appendices

Additional supporting documents and information.

Page 57

Foreword from IPSA's Chief Executive, Karen Walker

What's Democracy Worth? IPSA's approach to consulting on MPs' pay and funding for this Parliament

IPSA has a clear remit. We set MPs' pay and provide the funding they need to carry out their parliamentary duties, while ensuring public funds are spent on the right things, in the right way. We do this work on behalf of taxpayers.

Under the Parliamentary Standards Act, IPSA is required to review MPs' salaries early in a new Parliament and we hold a public consultation to gather evidence. However, until now our direct engagement with the public has been limited. As a result, there is a lack of knowledge over our role as a regulator, and a lack of awareness of how pay is set and what MPs do.

For this Parliament, we wanted to do things differently. We commissioned New Citizen Project to deliver our first ever Citizens' Forum on MPs' Pay and Funding. The aim of the Forum was to provide us with recommendations that IPSA's Board could consider as part of the wide-ranging evidence at its disposal.

Over six sessions in September, 23 people from all walks of life and from across the UK learned about what MPs do and discussed the future of how we fund democracy.

I feel privileged to have observed the Forum's closing session. The Forum was enlightening - for us, at IPSA and NCP, and for the Forum members and has shown us the impact we can have by educating people and aiding their understanding of the importance of democracy. We have taken the first steps towards more participatory decision-making.

The Forum's desire for change is outlined in this report, and is clear:

Citizens mostly think the level of pay MPs receive is right, but there is work to be done to increase accountability and transparency.


There is a real desire from people for more information - on what MPs do and how they spend their IPSA funds; as well as on how IPSA looks after those funds. Overall, citizens want to be listened to by the people and institutions that serve them.

Some of the Forum's recommendations have already fed into IPSA's public consultation on MPs' pay and others support proposals we have for a consultation on improvements to staffing in MPs' offices. There is a lot for us to reflect on in this report and there are some ambitious ideas for change. We will consider and address each recommendation and provide Forum members with a full response on how we will act on them.

Not every recommendation is within IPSA's gift to make a reality. But we will ensure the Forum's voice is heard. We will work with other regulators and institutions to demonstrate how public bodies can give a voice - and listen - to people.

On behalf of IPSA, I would like to thank each member of the Citizens' Forum on MPs' Pay and Funding for their commitment and dedication and for coming together so respectfully to help shape the way we fund democracy.

We would also like to thank the team at NCP for creating the space for people to engage in this way and for their work in bringing the Citizens' Forum to life.



How should MPs be paid and funded to best support our democracy?

“We, as members of the Citizens' Forum on MPs' Pay and Funding, are **ordinary people from all walks of life and political persuasions**. We have collaborated, debated and learned together. Everyone has been **respectful and considerate** of each other.

The forum has been **informative, transformative and enlightening**. Many of us came in with little knowledge of how MPs are paid and funded. This process has been eye-opening and we have learnt a lot, often being shocked or surprised by what we have found. For some of us, this Forum has **totally changed our understanding of pay and funding**, and we now see how this system can be used to encourage more democratic behaviours.

We see a need for more engagement and more accessible information about our democratic system. **Education is essential**. We have learned so much and we feel that other people deserve the opportunity to be better informed and share their opinions.

We now recognise this is a **complex topic**. We were surprised to learn of the amount that goes on behind the scenes and it's clear that MPs have a challenging role. As a result of our deliberations we now **mostly believe that MPs' pay is fair** but that it should remain grounded in the context of the wider social and economic realities facing ordinary working people.

We have determined that there is a **crucial role for appropriate funding to support MPs' work**. We believe that this should be the priority area for change.

Funding must be allocated in a fair and transparent manner to ensure the public perceive MPs as looking after and listening to their constituents. We envision a system where MPs' pay and funding enable them to **focus entirely on their democratic role**, with minimum job requirements and restrictions on second jobs.

The current lack of **accountability** of how MPs spend their time impacts on our trust in democracy. **Our ultimate vision is for genuine transparency and accessible ways for the public to engage**. Decisions need to be clearer on what's been done and why. People deserve to understand how their tax money is spent and to have a voice in these decisions.

Technology can transform how democracy works and allow us to break free from traditions that no longer serve us well.

We urge IPSA to listen to us, to hear us loud and clear and not to dilute our recommendations. We want them to **open up more participation opportunities** in the future. And to build public awareness of how pay and funding works.

Ultimately, **bringing citizens together in Forums like these will rebuild trust**. It provides an opportunity to learn, explore, question and to have a voice. We know that there is disengagement in the political system - we need forums like these to show that **the average person can come together with others, look at something complex and reach useful conclusions**."

Executive Summary

This report describes the outcomes of the Citizens' Forum on MP's Pay and Funding. In September 2025, 23 people from all walks of life and from all over the UK came together over six online sessions to deliberate this question:

How should our MPs be paid and funded to best support our democracy?

The Challenge and Scope

Trust in UK politics and democratic institutions is at historic lows. The question of how we pay and fund our MPs reflects not just concerns about value for money, but deeper frustrations about whether our political system works for the people it represents. For IPSA, this presented both a challenge and an opportunity: how to have a genuinely informed public conversation about a topic on which people often have strong but often misinformed opinions.

It was acknowledged that citizens don't experience the topic of MPs' pay and funding in isolation but as part of the wider democratic system. Artificially restricting the discussion to IPSA's remit alone would have felt constraining and disconnected from how people actually think about these issues. Following best practice in deliberation, the Forum allowed discussions to flow naturally, while gently guiding them back to the core focus of the topic when needed. This approach captured links between pay and broader democratic concerns, ensured members' priorities were reflected, and recorded all outputs for transparency.

The Approach

IPSA commissioned New Citizen Project (NCP) to run the first Citizens' Forum of its kind: bringing together a demographically representative group of citizens, selected by sortition, to learn from experts, deliberate together and develop recommendations.

The convening question, *How should MPs be paid and funded to best support our democracy?*, deliberately brought together pay, funding and our democracy. The intention was not to discuss a figure or a formula but rather to encourage Forum members to think about MPs' roles in supporting the democracy they want to see, and to consider how pay and funding could help enable that.

A key part of this question was the distinction between pay and funding, which is often misunderstood or not considered. When we talk about 'pay and funding', it is important to distinguish between MPs' remuneration (their salary and pension), and MPs' funding (their budgets, staffing and business costs).




IPSA is the independent body that regulates and administers MPs' business costs and decides the pay and pensions of the 650 elected MPs and their staff in the UK. As part of a wider piece of work on the theme of 'What's Democracy Worth?', IPSA wanted to try a new way of engaging with citizens, beyond its regular public consultations.

The Process

The process was independently designed and facilitated by NCP with oversight from an Advisory Group. From speaker selection to facilitation methods, every element was crafted to support informed, reflective discussion and ensure Forum members' views on this complex topic were captured faithfully.

25	18	12
Initial Participants	Total Hours	Expert Speakers
Selected using stratified random sampling, 23 completed the process	Of collective learning and further deliberation in smaller groups	Providing diverse perspectives across key content areas

The Outcomes

 Funding emerged as the key lever for change, not pay levels. <p>Members focused on how funding could better support MPs' work, increase accountability, and enable the democracy they want to see.</p>	 Opinion on pay shifted significantly. <p>Before the Forum, 65% of Members thought MPs were paid too much. After deliberation, 67% viewed MP pay as about right - reflecting deeper understanding of the role's demands and complexities.</p>	 Citizens want more participation. <p>Forum members expressed a clear desire for a more participatory democracy, with ongoing ways to engage both with MPs and wider decision-making, and saw a role for IPSA in enabling this.</p>
---	---	---

The Recommendations

Members developed a set of recommendations comprising:

1. A Forum Statement

Expressing their learnings and their messages to decision-makers at the end of the process

2. Nine Principles

For how IPSA should approach pay and funding decisions

3. A Vision

For future democracy that is more participatory, accessible, and transparent with MPs supported by skilled staff, empowered by technology, and accountable.

4. Six Areas for Change

Spanning MPs' staffing, use of technology, more participation, greater accountability, independence from party politics and representation.

Principles for Pay

MPs' pay and funding should allow all MPs to fulfil their role effectively and safely, ensuring the position is accessible to people from all income backgrounds and that factors such as disability or gender are not barriers.

MPs' pay should reflect the demanding nature of the role. Fair pay, rest, and holidays are essential to prevent burnout and ensure Parliament functions effectively for democracy.

MPs' pay should be tied to clear minimum performance standards, independently assessed and publicly reviewed, with opportunities for communities to provide feedback and hold their representatives accountable.

MPs' pay should be benchmarked against comparable roles in the public service and similar democracies, reflecting the skills needed and responsibilities they take on.

MPs' pay should be linked in part to national average household income, making it more representative, fair, and connected to the realities faced by the people they serve.

MPs' primary duty should be to their constituents, with second jobs capped in hours and never allowed to undermine their minimum requirements and responsibility as MPs.

Principles for Funding

MPs' office funding should be flexible and reflect both constituency and parliamentary needs, with expenditure reviewed to ensure it delivers real impact for constituents rather than being based on a fixed, one-size-fits-all amount.

There should be support for MPs and their offices in how to make effective use of funding and resources - including things like inductions, refresher training, and information sharing between MPs' offices enabled via central IPSA resources.

MPs should openly share how funding is spent, with an integrated, consistent and transparent system for public discussion, suggestions and scrutiny. This openness is important to build trust, bring communities closer to their MPs, and engage younger constituents.

Six Areas for Change

The areas and ideas for change emerged from the same visioning exercise that produced the Vision Statement (see detailed report). After imagining their ideal future democracy, Members discussed practical steps toward that vision - focusing on how pay and funding could enable change.



MPs' Staffing

- Skilled and supported staff for MPs
- Clear roles and proper funding
- Structures for continuity, independence, and effectiveness



Use of Technology

- Modernised Parliament
- Efficient, transparent, and participatory work



More Participation

- Far more participatory and accessible democracy
- Diverse ways for constituents to engage with MPs



Greater Accountability

- Stronger accountability for MPs
- MPs who are open, responsive, and fully focused on their role



More Independent and Informed

- MPs more independent from party politics
- Freedom and resources to focus on representing constituents



A More Representative Parliament

- Parliament that breaks barriers to be more representative of the whole country
- Diverse in background and experience, closely connected to constituents

Key themes across all recommendations

Accountability

Constituents need better ways to understand and challenge how MPs spend time and money.

Transparency

Information about MPs' work and funding must be accessible.

Participation

Democracy should offer more ways for citizens to engage beyond voting.

Modernisation

The system should embrace new ways of working, enabled by technology and not prioritise tradition over effectiveness.

Funding as enabler

Appropriate funding can support the democratic behaviors and culture members want to see.

Overall reflections and next steps

This was a powerful opportunity. Forum members valued the opportunity to learn, deliberate and reach considered conclusions on a complex topic. Some said that the experience had been transformative and enlightening and that they were proud and grateful to have taken part.

Forum members want more of this. 100% of members would participate again. A consistent message throughout was the importance of citizen participation in rebuilding democratic trust.

*"Bringing citizens together in Forums like these will **rebuild trust...the average person can come together with others, look at something complex and reach useful conclusions.**"*

For IPSA. The recommendations will form part of the evidence that the Board has at its disposal to decide on MPs' pay and funding from 2026 onwards but also provide a mandate for IPSA, and indeed other bodies, to continue to explore how to engage with the public in a more participatory way.

For democracy more broadly. This Forum adds to growing evidence that deliberative processes can bridge the gap between institutions and citizens, acting as a way to build trust on both sides.

Part One

About the Forum

This section explains the context of the Forum, including its background and purpose; the roles and responsibilities of different parties; and the design and process of running the Forum.

Background and Purpose of the Forum

At a time when trust in UK politics and democracy is low, the question of how much we pay and fund our MPs takes on added weight. It reflects not only concerns about fairness and the responsible use of public resources, but also wider frustrations about whether our political system is working for the people it represents.

The Citizens' Forum on MPs' Pay and Funding was created to explore this issue with a representative group of the public. Commissioned by the [Independent Parliamentary Standards Authority](#) (IPSA) in mid-2025, the Forum is the first of its kind and part of a broader consultation on MPs' pay and office funding, which also draws on insights from academics, journalists, and other experts under the theme 'What's Democracy Worth?'. The Forum's recommendations will directly inform IPSA Board decisions on MPs' pay and funding from 2026 onwards.

Who is IPSA?

IPSA was created in 2009 and was given three main responsibilities:

- To regulate MPs' business costs
- To determine MPs' pay and pension arrangements
- To provide financial support to MPs in carrying out their parliamentary functions

IPSA is independent of Parliament and the Government. This allows it to make decisions about the rules on business costs and on MPs' pay without interference.

Why a Citizens' Forum?

IPSA regularly engages the public through consultations, but wanted a deeper, more deliberative conversation on this emotive and heavily scrutinised topic. This was their first experience of deliberative and participatory democracy and was intended to be a first conversation rather than an end in itself.

Unlike focus groups or surveys, citizens' forums are **deliberative** and **representative** - creating time and space for participants to learn together, understand trade-offs, and reach considered conclusions through structured discussion with experts and peers.

IPSA's aims for the Forum were:

To hear from a representative group of citizens on what is important when deciding the pay and funding of MPs.

To promote trust and confidence amongst members of the public in the way MPs are paid and funded and to build an understanding of what an MP does.

What was the scope?

Framing the right convening question was crucial. Rather than asking 'how much should MPs be paid?', the scope was broadened to generate discussion and recommendations that looked to the future as well as the present. The question that we landed on was:

"How should MPs be paid and funded to best support our democracy?"

This framing was deliberate. IPSA's regulatory role is to set, administer and regulate MPs' pay and business costs; a complex technical process involving benchmarking, formulas and detailed analysis. As such, it would not have been useful or appropriate to ask citizens to debate specific mechanisms or exact salary figures. Instead, IPSA wanted to understand citizens' values and priorities: what matters to them about how MPs are supported, and what kind of democracy they want that support to enable.

It was also important to recognise that citizens don't experience the topic of MPs' pay and funding in isolation. Most people are unaware of the various regulators and institutions involved in democratic governance and see it as one interconnected system. Artificially restricting the discussion to IPSA's remit alone would have felt constraining and disconnected from how people actually think about these issues.

As a result, some of the Forum's recommendations and discussions extend beyond what IPSA can directly control. This was not a flaw in the process, but a feature - capturing the full breadth of citizen priorities, even where action would require other institutions or regulators to respond.

That said, certain boundaries were clear from the outset. For example, the principle that MPs should be paid for their work was not up for debate. The Forum focused on how that payment and funding should work, not whether it should exist at all.

Roles and Responsibilities

There were a number of organisations and individuals responsible for the delivery of the Citizens' Forum. Each of their roles is set out below:

IPSA: Commissioner

IPSA was the commissioning body and funder of this process.

IPSA did not take part in the sessions themselves, except for sessions where NCP asked specific staff to be expert speakers on particular topics. Staff from IPSA also attended some of the sessions as 'Observers' during the speaker presentations and Q&A.

New Citizen Project: Designers and Facilitators

New Citizen Project (NCP) is an independent organisation specialising in participatory strategy, design and delivery.

NCP were commissioned as independent designers and facilitators of the Forum through a competitive tender process. We were responsible for shaping the process by which members developed their recommendations, including designing the structure, content, and materials of the sessions and facilitating the discussions. NCP also prepared members for participation, maintained ongoing liaison with them, and oversaw surveying, analysis of results, and the drafting of this report.

Advisory Group: Advisors

NCP and IPSA recruited an independent Advisory Group to ensure the integrity, inclusivity and effectiveness of the process. The Advisory Group was responsible for oversight and guidance, particularly in the selection of a diverse range of speakers to ensure a balanced and representative discussion.

The Advisory Group represented the following key stakeholder groups:

- Remuneration Boards
- Former MP and Former MPs' Staff Member
- Civil Society and Transparency Advocate
- House of Commons
- Deliberative Democracy Specialist

A full list of members of the Advisory Group can be found in Appendix 1

Sortition Foundation: Recruiters

Sortition Foundation runs bespoke representative recruitment of members of the public for deliberative processes.

Sortition Foundation conducted the process of recruiting Forum members, sending out invitation letters to randomly chosen UK household addresses, selecting a representative sample from those who replied and making initial telephone contact with potential recruits.

Speakers: Information and content

NCP worked with the Advisory Group and IPSA to recruit 12 expert speakers covering the Forum's key content areas. Speakers were selected to ensure Forum members heard diverse perspectives and comprehensive information on each topic.

Each speaker was interviewed by NCP in advance to confirm their understanding of the deliberative process and clarify their specific contribution to the sessions. This ensured presentations were accessible, balanced and complemented each other to give members a full picture of the different parts to the topic of MPs' pay and funding.

The complete list of speakers and their areas of expertise can be found on p16-17 of this report.

Observers: Transparency

Observers attended the sessions to support transparency of the Citizens' Forum. Observers did not take part in any of the discussions but were there to watch the main sessions when the group was in plenary, listen and learn from the process.

The Process

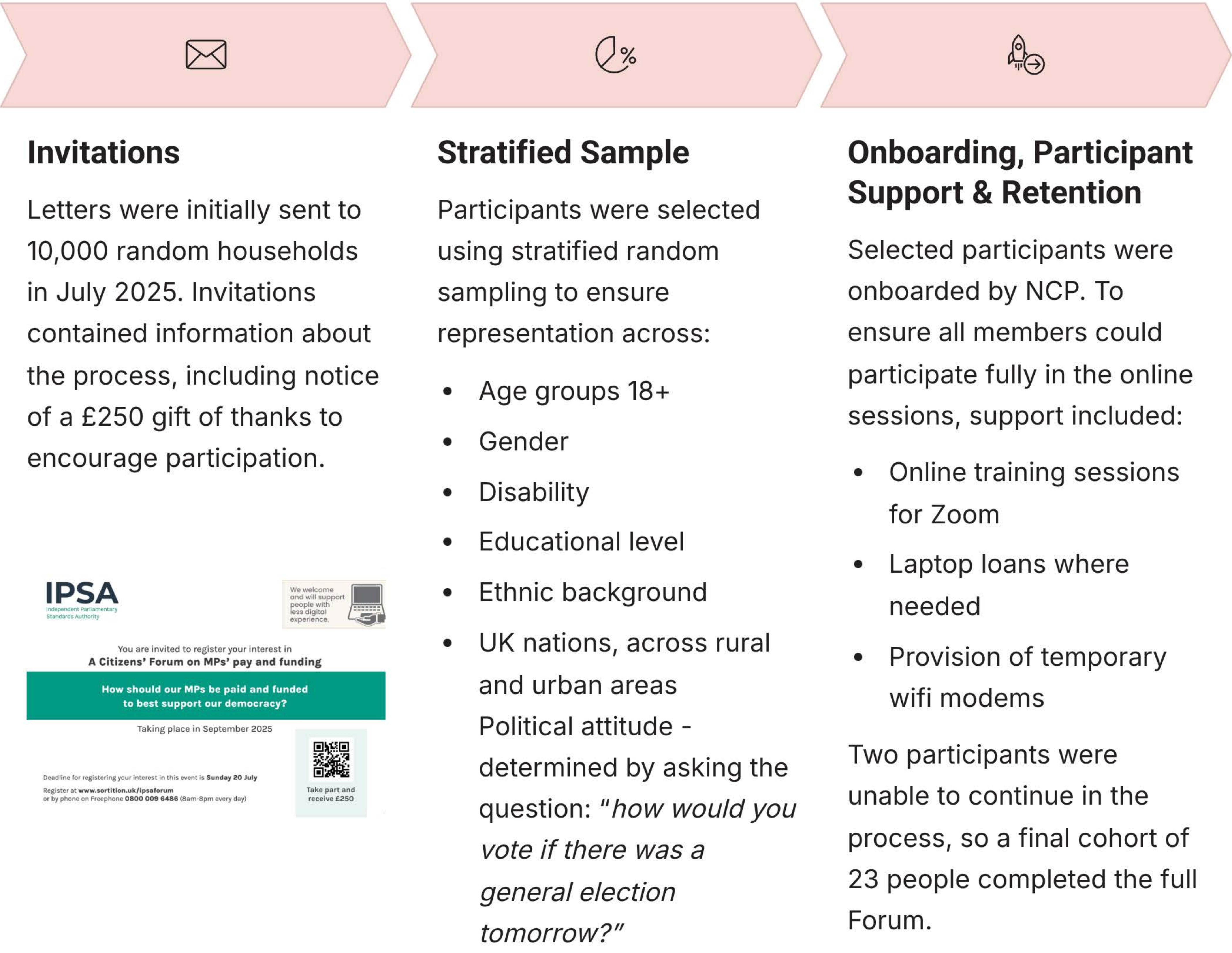
The Forum ran over 6 sessions over evenings and weekends from Wednesday 3rd September - Saturday 13th September, totalling 18 hours. It took place entirely online via Zoom.

Recruitment of Forum Members

Forum Members were recruited in partnership with Sortition Foundation to ensure a **demographically representative** group from across the UK.



Pre-Forum



Designing the Content

The overarching question for the Forum was:

How should MPs be paid and funded to best support our democracy?

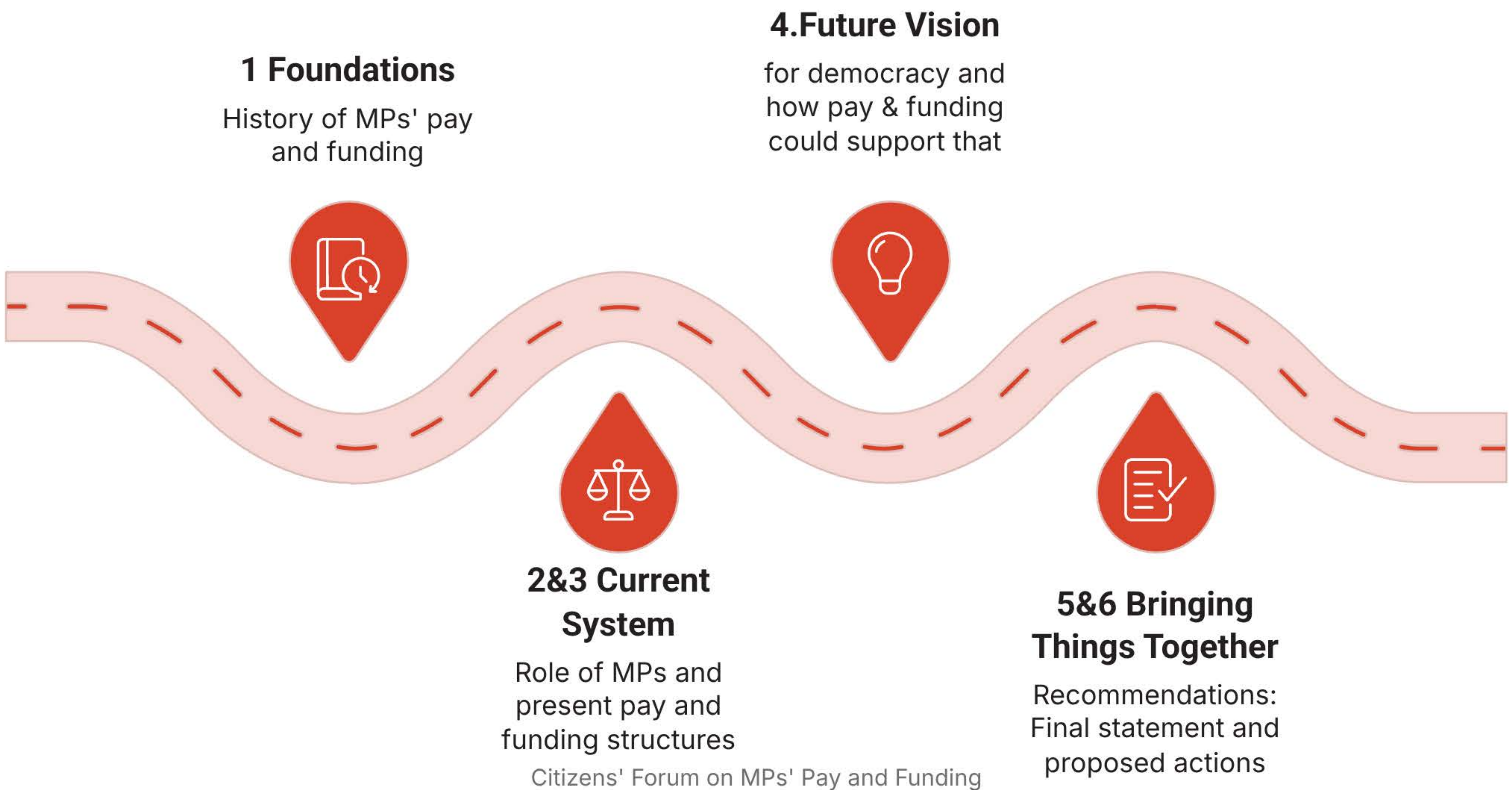
The content of the sessions was designed by NCP with input from the speakers and from the Advisory Group. We held individual meetings with all prospective speakers which helped to shape the content plan; informing key questions and perspectives needed. We were conscious that the Forum should not be an exercise in defending the status quo and we actively sought a variety of speakers: those who could speak to the role of an MP, including the challenges Forum members may be unaware of, those who were critical of current aspects of an MP’s role, pay and funding and a wide array of academics and experts to give perspectives and practical examples rooted in research.

The questions asked by members during the sessions helped to shape the briefings provided to upcoming speakers.

We frequently updated briefs and arranged meetings with speakers to cover where members felt more information was needed. Participants could also request further information and clarifications which were provided via a live FAQ page and over email between sessions.

The first three sessions were designed to give Forum members appropriate context about how the UK has come to have the representative democratic system that it has, as well as an understanding of what MPs and their offices currently do and how they are paid and funded.

The fourth session was deliberately designed to be more exploratory and focused on the second half of the question, thinking about what Forum members wanted for “our democracy in the future”. The fifth and sixth sessions brought everything together.



Process overview

The table below outlines what was covered in each meeting.

<div><div>Meeting 1, Session 1 (PM)</div><div>Welcome & Introductions</div><div>Our democratic system and the history of MPs' pay</div><div>3rd September, Online</div><div>Speakers for Session 1:</div><div>Martin Spychal, Historian: A history of the UK electoral system</div><div>Helen Pankhurst, Women's Rights Activist: Creating a representative Parliament</div><div>Serena Barker-Singh, Political Journalist: Our Democracy Now</div></div>
<div><div>Meeting 2, Session 2 (AM)</div><div>What do MPs do, and how are they currently paid and funded?</div><div>6th September, Online</div><div>Speakers for Session 2:</div><div>Marion Fellows, Former MP: The role of an MP</div><div>Art Conaghan, Former MP Office Manager: The role of an MP's Office</div><div>Lee Bridges, Director of Policy & Engagement at IPSA: The current process for deciding MPs' pay and funding</div></div>
<div><div>Meeting 2, Session 3 (PM)</div><div>What's distinct about being an MP?</div><div>6th September, Online</div><div>Speakers for Session 3:</div><div>Mark D'Arcy, Political Journalist: The lived experience of being an MP</div><div>Tom Brake, Former MP, Director of Unlock Democracy: What the public can find challenging about MPs' pay and funding</div><div>Hannah Phillips, Jo Cox Foundation: What's less understood or an increasingly important consideration to being an MP</div></div>

Process overview

Meeting 3, Session 4 (PM)

What's the future we want to see for MPs' role and how might pay and funding support that?

10th September, Online

Speakers for Session 4:

Professor Meg Russell, Professor of Democratic Politics at UCL: How are Parliament and expectations around MPs and democracy changing?

Dr Alexandra Meakin, Lecturer in British Politics at University of Leeds: What do we want or expect from our MPs going forward?

Dr Nick Dickinson, Lecturer in Politics at University of Exeter: Modernising MPs' roles and offices, what's being discussed and the role of pay and funding to support that

Meeting 4, Sessions 5 and 6 (All Day)

Finalising Recommendations

13th September, Online

- Deliberating and finalising the outputs of the Forum:
- Forum Statement
- Principles
- Vision
- Ideas for Change

Key Design Features

In our Forum design, the New Citizen Project team used a range of strategies and tactics to create the right conditions for deliberation. This included helping members with varying levels of familiarity and understanding of the topic to learn about the issue, to consider it from a range of perspectives and to deliberate with their fellow Forum members.



Member Briefings

Briefing documents were the first exposure Forum members had to the topics they would learn about and deliberate on. These 4-5 page briefings were shared in advance of meetings so that members could reflect ahead of live discussions if they wanted to, and time was provided in each meeting for members to read their briefings too.

Briefings were produced in consultation with the expert speakers and were written in plain language, aiming to provide members with an introduction to the topic and an overview of key concepts, phrases and surrounding questions. Briefings incorporated a mix of factual information from IPSA and NCP's independent research.



Online Sessions

The entire Forum took place online via Zoom, allowing participation from across the UK without the requirement for people to travel.

This format proved inclusive - members gave an average score of 9.1/10 for ease of using the technology, and 100% of participants either needed no technical support or received adequate assistance to participate fully



Speakers presentations + Q&A

Each session featured three expert speakers offering different perspectives on the topic. Speakers had five minutes each to present their information, some using slides and others not. The 15 minutes of presentations were followed by 25 minutes of Q&A, moderated by a member of the facilitation team. In two sessions, members first discussed in small groups the questions they wanted to ask, while in the other two sessions the Q&A followed immediately. The information presented by speakers shaped members' discussions by highlighting key issues, prompting questions, and influencing the areas of greatest interest and concern during deliberations.

Key Design Features



Deliberative breakout sessions

Small group discussions were central to the process, giving members space to process expert input, share their own perspectives and work through areas of disagreement. These breakouts were where much of the real deliberation happened, allowing members to move beyond initial positions.



Visioning and perspective taking

Rather than focusing solely on current problems, members spent time envisioning their ideal future democracy. This forward-looking approach helped generate more creative recommendations and moved discussions beyond incremental reforms to consider transformational changes.

They also had the opportunity to do a perspective taking exercise where they considered the question *"Imagine you are listening to this Forum - what would you hope is being talked about?"* from various perspectives. This was intended to build empathy and to encourage Forum members to think beyond their own opinions on the topic.



Human sensemaking supported by AI

Facilitators used live 'harvest documents' throughout each session to capture the discussions, ideas and thoughts of members. AI tools helped manage and synthesise the large volume of discussions and ideas generated throughout the process, enabling facilitators to quickly organise member input and feedback during and between sessions while maintaining the authentic voice and intent of participants' contributions. The record kept in the harvest documents meant that members' voices could be preserved and incorporated into all written outputs.

Part Two

Results and Recommendations

This section lays out each of the Forum recommendations in detail, alongside some facilitator commentary. It also includes an evaluation of the process based on the survey responses of Forum members.

Forum Recommendations

Structure of the recommendations

The central question of the Forum was:

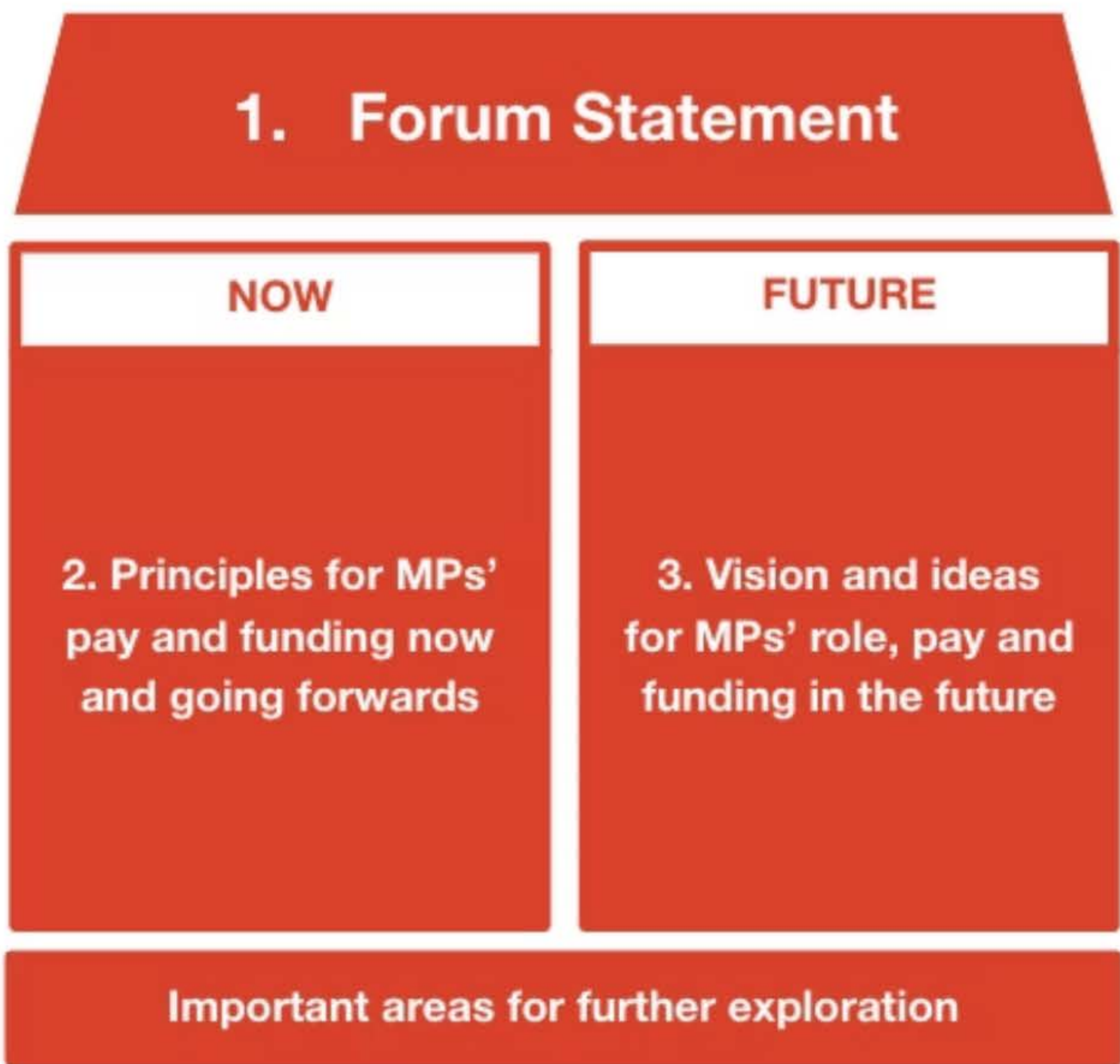
How should MPs be paid and funded to best support our democracy?

The recommendations of the Forum in response to this question came in four key forms:

- A Forum Statement
- Principles for MPs’ pay and funding now and going forwards
- Vision and ideas for change for MPs’ role, pay and funding in the future
- Important areas for further exploration

Throughout this section, we include explanatory narratives drawn from facilitator notes during breakout sessions, along with illustrative quotes from Forum members to demonstrate the range of perspectives heard.

These outputs emerged through a structured deliberative process: members first explored what matters most when thinking about MPs’ pay and funding (Principles), then envisioned an ideal future (Vision) and finally identified practical steps toward that future (Ideas for Change). They also considered important areas that were out of scope for this process but that should be explored further.



Overarching message: a reflection of the Forum’s experience.

Principles: things we believe matter when it comes to deciding MPs’ pay and funding now and going forwards.

Vision & Ideas for change: The future we want to see and practical steps towards that vision.

Areas out of scope but that feel important to our democracy and future processes like these.

Outputs of the Forum

What follows is an introduction to each of the Forum's outputs, explaining how they were developed and the process members went through to reach them. Each introduction is followed by the final version as agreed by Forum members and then any supporting information or context.

1. Forum Statement

The Forum Statement serves as the members' collective voice - expressing what the experience meant to them, what they learned and what they want decision-makers and other stakeholders to understand about their conclusions. It frames the more detailed recommendations that follow.

The Forum Statement was crafted on the final Saturday. Members began by discussing in breakout groups:

- *What has it felt like to be part of this Forum? Where have your opinions changed or stayed the same?*
- *What would you say to IPSA? To wider decision-makers? To the public?*
- *What do you want people to understand about this Forum and what it represents?*

Facilitators drafted the statement during the session (with AI support for speed), using members' own words wherever possible. The draft was presented back to members that afternoon for review and refinement.

It reached **100% consensus** on first reading, with only two minor wording suggestions.



“We, as members of the Citizens’ Forum on MPs’ Pay and Funding, are ordinary people from all walks of life and political persuasions...”

...We have collaborated, debated and learned together. Everyone has been **respectful and considerate** of each other.

The forum has been **informative, transformative and enlightening**. Many of us came in with little knowledge of how MPs are paid and funded. This process has been eye-opening and we have learnt a lot, often being shocked or surprised by what we have found. For some of us, this Forum has **totally changed our understanding of pay and funding**, and we now see how this system can be used to encourage more democratic behaviours.

We see a need for more engagement and more accessible information about our democratic system. **Education is essential**. We have learned so much and we feel that other people deserve the opportunity to be better informed and share their opinions.

We now recognise this is a **complex topic**. We were surprised to learn of the amount that goes on behind the scenes and it’s clear that MPs have a challenging role. As a result of our deliberations we now **mostly believe that MPs’ pay is fair** but that it should remain grounded in the context of the wider social and economic realities facing ordinary working people.

We have determined that there is a **crucial role for appropriate funding to support MPs’ work**. We believe that this should be the priority area for change.

Funding must be allocated in a fair and transparent manner to ensure the public perceive MPs as looking after and listening to their constituents.

We envision a system where MPs' pay and funding enable them to **focus entirely on their democratic role**, with minimum job requirements and restrictions on second jobs.

The current lack of **accountability** of how MPs spend their time impacts on our trust in democracy. **Our ultimate vision is for genuine transparency and accessible ways for the public to engage**. Decisions need to be clearer on what’s been done and why. People deserve to understand how their tax money is spent and to have a voice in these decisions.

Technology can transform how democracy works and allow us to break free from traditions that no longer serve us well.

We urge IPSA to listen to us, to hear us loud and clear and not to dilute our recommendations. We want them to **open up more participation opportunities** in the future. And to build public awareness of how pay and funding works.

Ultimately, **bringing citizens together in Forums like these will rebuild trust**. It provides an opportunity to learn, explore, question and to have a voice. We know that there is disengagement in the political system - we need forums like these to show that **the average person can come together with others, look at something complex and reach useful conclusions.**

Forum Statement: Facilitator Commentary

The Forum Statement amalgamates perspectives from the breakout discussions, using members' own language wherever possible.

The statement captures the breadth of what members wanted to communicate: their learning journey, their evolving views on pay, their focus on funding and accountability and their conviction that processes like this can rebuild trust. Rather than attempting to summarise these themes, we let the statement speak for itself.

However, there was some nuance that deserves clarification:

On MPs' pay

The statement says members "mostly believe MPs' pay is fair" - this reflects a genuine and relatively dramatic shift (65% viewed it as too high before the Forum; 67% viewed it as about right afterward). But "mostly" is important. Not everyone agrees, and the statement shouldn't be read as wholesale endorsement of how and what MPs are currently paid. Here are some quotes that reflect some of the different views:

*"I'm very concerned that **IPSA have moved away from average earnings** - especially when the country is in such a bad state"*

*"**MPs' pay is pretty good** compared to most people."*

*"I would like to say my opinion has changed about MP funding - **I do agree with their current wage**. I think it's fair. I would like to see more guidelines for MP roles."*

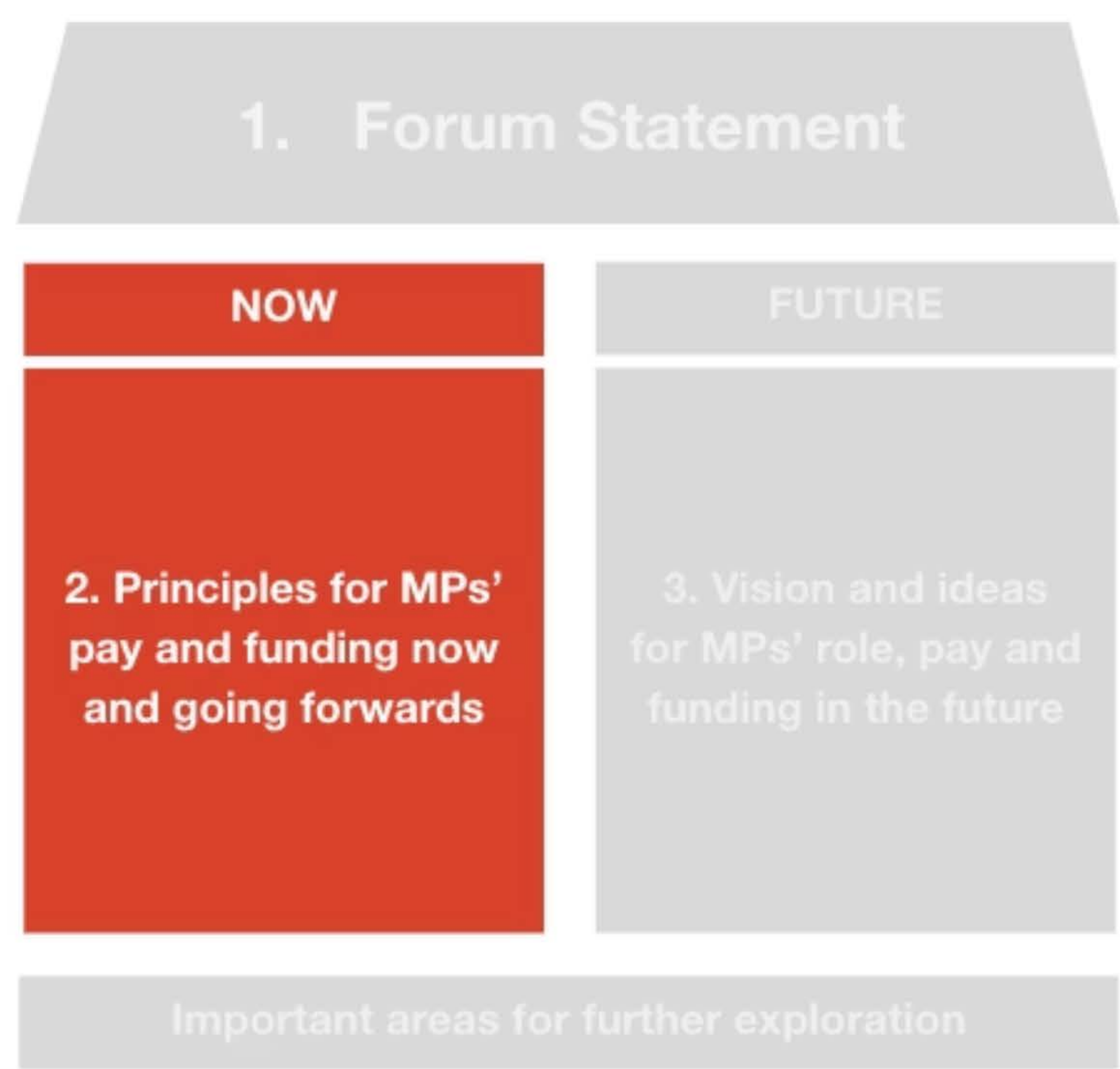
*"No second jobs should be a big message - **how can you fully listen** and be present if holding too many roles."*

*"I was initially convinced that an MP should have no other job whatsoever but the forum showed me **I should be a little more relaxed about this conviction**."*

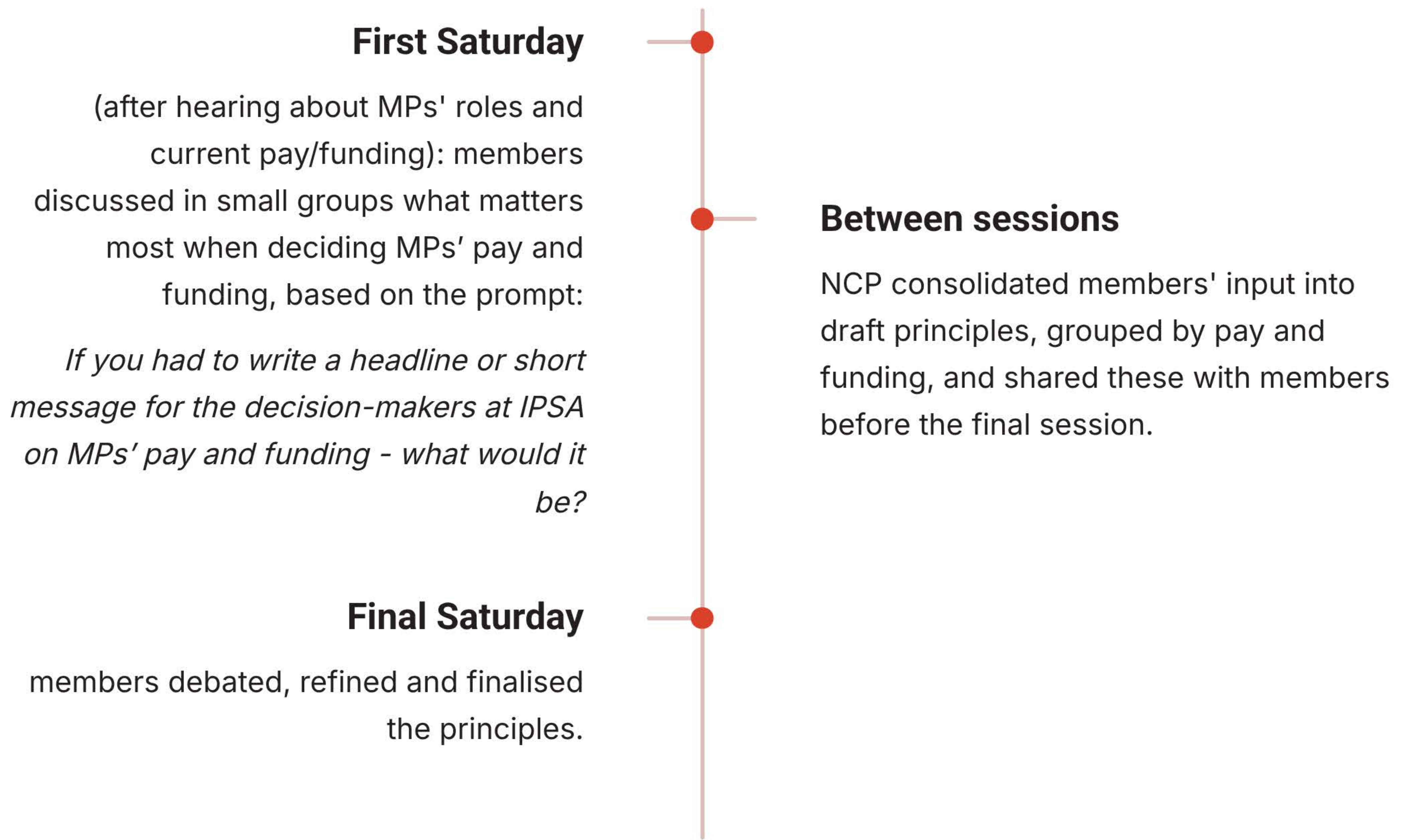
On second jobs

This was the most contentious point in the statement (and this was reflected throughout the final day of deliberation). The language around minimum job requirements and restrictions on second jobs represents negotiated positions where members found common ground despite differing views on specifics.

2. Principles



The recommendations for principles were intended to be crucial and lasting considerations that IPSA should hold when they are deciding on MPs' pay and funding, both now and in the future. What follows is the final list of unprioritised principles that Forum members reached. The principles were developed over two sessions:



Principles for Pay

MPs' pay and funding should allow all MPs to fulfil their role effectively and safely, ensuring the position is accessible to people from all income backgrounds and that factors such as disability or gender are not barriers.

MPs' pay should reflect the demanding nature of the role. Fair pay, rest, and holidays are essential to prevent burnout and ensure Parliament functions effectively for democracy.

MPs' pay should be tied to clear minimum performance standards, independently assessed and publicly reviewed, with opportunities for communities to provide feedback and hold their representatives accountable.

MPs' pay should be benchmarked against comparable roles in the public service and similar democracies, reflecting the skills needed and responsibilities they take on.

MPs' pay should be linked in part to national average household income, making it more representative, fair, and connected to the realities faced by the people they serve.

MPs' primary duty should be to their constituents, with second jobs capped in hours and never allowed to undermine their minimum requirements and responsibility as MPs.

Principles for Pay: Facilitator Commentary

These six principles reflect extensive deliberation. Often this was centred on the detail of the principles and how they would work in practice.

Second jobs caused significant debate.

Some members initially favoured outright bans, concerned about conflicts of interest and divided attention. Others felt blanket bans were too restrictive and might deter talented people from serving. The final principle - "capped in hours and never allowed to undermine minimum requirements" - represents a negotiated middle ground that gained broad support.

Minimum performance standards were put forward as an idea to address the complexities of implementing performance reviews against set job descriptions - people recognised that MPs are not 'employees' but rather independent, elected representatives who wear many hats. They also understood that setting 'targets' raised practical challenges around what could realistically be measured and who would assess it. Many felt that having 'minimum requirements' for an MP's role could create more accountability and consistency. Forum members were clear they wanted independent assessment, not self-policing, but grappled with how this would work in practice.

Accountability had universal support with members consistently emphasising that constituents need better ways to understand, question and challenge how MPs spend their time and money beyond general elections.

Linking pay to **average household income** emerged as crucial for many members - a way to ensure MPs remain connected to the economic realities their constituents face.

Principles for Funding

MPs' office funding should be flexible and reflect both constituency and parliamentary needs, with expenditure reviewed to ensure it delivers real impact for constituents rather than being based on a fixed, one-size-fits-all amount.

There should be support for MPs and their offices in how to make effective use of funding and resources - including things like inductions, refresher training, and information sharing between MPs' offices enabled via central IPSA resources.

MPs should openly share how funding is spent, with an integrated, consistent and transparent system for public discussion, suggestions and scrutiny. This openness is important to build trust, bring communities closer to their MPs, and engage younger constituents.

Principles for Funding: Facilitator Commentary

Flexibility - Members recognised that different constituencies have very different requirements of their MP. Taking this into account together with the varying geographies, demographic profiles and unique local priorities, a 'one size fits all' approach did not feel workable. There was consistent support amongst Forum members for a flexible but accountable system of reimbursement of appropriate business costs, and an acknowledgement that costs would relate to both MPs' work at Westminster and MPs' work in their constituency.

Support for effective use of resources - Members underlined the importance of MPs and their staff being provided with training and support to enable them to be as effective as possible at the outset of their time in office. They considered whether established offices of re-elected MPs could share information, guidance and support to those newly elected and just setting up, but also acknowledged the party system might limit this to some extent. Members saw IPSA as having an important role in enabling and facilitating information-sharing between offices and MPs to enable efficiency and appropriate use of resources

Transparency - Members felt it was essential for MPs and their offices to have transparent, accountable systems for sharing how funding is spent, discussing various mechanisms by which this already happens with some MPs and via IPSA. Members felt it important that constituents are able to input into spending decisions in various ways. Members felt a consistent approach for all MPs would help build trust and the accountability that Forum members feel is currently lacking in our system.

Prioritised List

In the post-Forum survey we asked members to rank which principles they felt were the most important. This ranking reflects the priorities that emerged through the discussions in the Forum. This is how they ranked them:

01	02	03
MPs' primary duty should be to their constituents, with second jobs capped in hours and never allowed to undermine their minimum requirements and responsibility as MPs.	MPs' pay should be tied to clear minimum performance standards, independently assessed and publicly reviewed, with opportunities for communities to provide feedback and hold their representatives accountable.	MPs' pay and funding should allow all MPs to fulfil their role effectively and safely, ensuring the position is accessible to people from all income backgrounds and that factors such as disability or gender are not barriers.
04	05	06
MPs should openly share how funding is spent, with an integrated, consistent and transparent system for public discussion, suggestions and scrutiny. This openness is important to build trust, bring communities closer to MPs and engage younger constituents.	MPs' office funding should be flexible and reflect both constituency and parliamentary needs, with expenditure reviewed to ensure it delivers real impact for constituents rather than being based on a fixed, one-size-fits-all amount.	MPs' pay should be benchmarked against comparable roles in the public service and similar democracies, reflecting the skills needed and responsibilities they take on.
07	08	09
There should be support for MPs and their offices in how to make effective use of funding and resources - including things like inductions, refresher training and information sharing between MPs' offices enabled via central IPSA resources.	MPs' pay should be linked in part to national average household income, making it more representative, fair and connected to the realities faced by the people they serve.	MPs' pay should reflect the demanding nature of the role. Fair pay, rest and holidays are essential to prevent burnout and ensure Parliament functions effectively for democracy.

"The right MPs must demonstrate genuine skill, competency, resilience, determination and a deep understanding of the issues facing their constituencies."

Vision for MPs’ role, pay and funding in the future

The Vision Statement articulates the democracy Forum members want to see and how pay and funding should support it.

The Process

The vision emerged from a two-part activity in **Session 4**, focused on the future of MPs’ pay and funding. Members were first invited to look beyond current issues and imagine their ideal future democracy. Once a shared vision was agreed, they were prompted to develop creative, transformational recommendations for how to achieve it.

Session 4, Part 1:

Members considered: *“Where do I think change is needed when it comes to MPs, their offices and how they support our democracy?”*

Between sessions:

NCP consolidated members' input into a draft vision statement using members' language wherever possible (with AI support).

Session 4, Part 2:

Members imagined “The Better Democracy Project: MPs of the future” and completed these prompts:

- Our future democracy will be more...
- To support our democracy our MPs will be...
- People will be able to engage and shape the work of their MP through...
- MPs will spend their time on...

Members then discussed emerging themes in small groups and identified concrete actions toward this vision.

Final Saturday:

Members debated, refined and agreed on the final vision.

The Vision gained 100% consensus by the end of Saturday’s session.

THE BETTER DEMOCRACY PROJECT: MPs OF THE FUTURE

OUR FUTURE DEMOCRACY WILL BE MORE...

What’s written here? What would we like our democracy to look like in the future?



THE BETTER DEMOCRACY PROJECT: MPs OF THE FUTURE

TO SUPPORT OUR DEMOCRACY OUR MPS WILL BE...

What skills and experience should MPs and their offices bring to the role?



Vision for the Future

"Our future democracy will be **more participatory, accessible and transparent**. Our democratic system will be **appropriately funded, modernised** and genuinely representative of our society.

There will be **more ways for people to share problems and shape solutions** in ways that work for them: from digital platforms to local forums to citizens' assemblies. Everyone will have the chance to participate and be heard.

To support this democracy, MPs will be **competent and capable individuals who are deeply committed to the job and rooted in their constituency**. They will be well-rounded people who come from all walks of life.

There will be **clear, transparent expectations for their job** and **visible ways** to regularly hold them to account when they do not meet these expectations - not limited to general elections alone.

Rather than being led by party politics, our MPs **will be guided by their constituency and willing to collaborate** across the House to get things done. They will be well-informed and have conviction but be prepared to compromise.

Their priority will be to understand the needs and interests of the local people they represent, to influence the creation of national policy.

These MPs will be **supported by experienced, qualified and dedicated staff who can prioritise and delegate work effectively**, freeing up time for MPs to focus on the important work of representation. Parliament and MPs will become **more efficient, adopting modern ways of working and technology** in a way that enables rather than excludes - including things like local votes and open decision making.

Our MPs will be **responsive and accountable** on local and national issues, sharing back what they are doing and **how it is making a difference**."

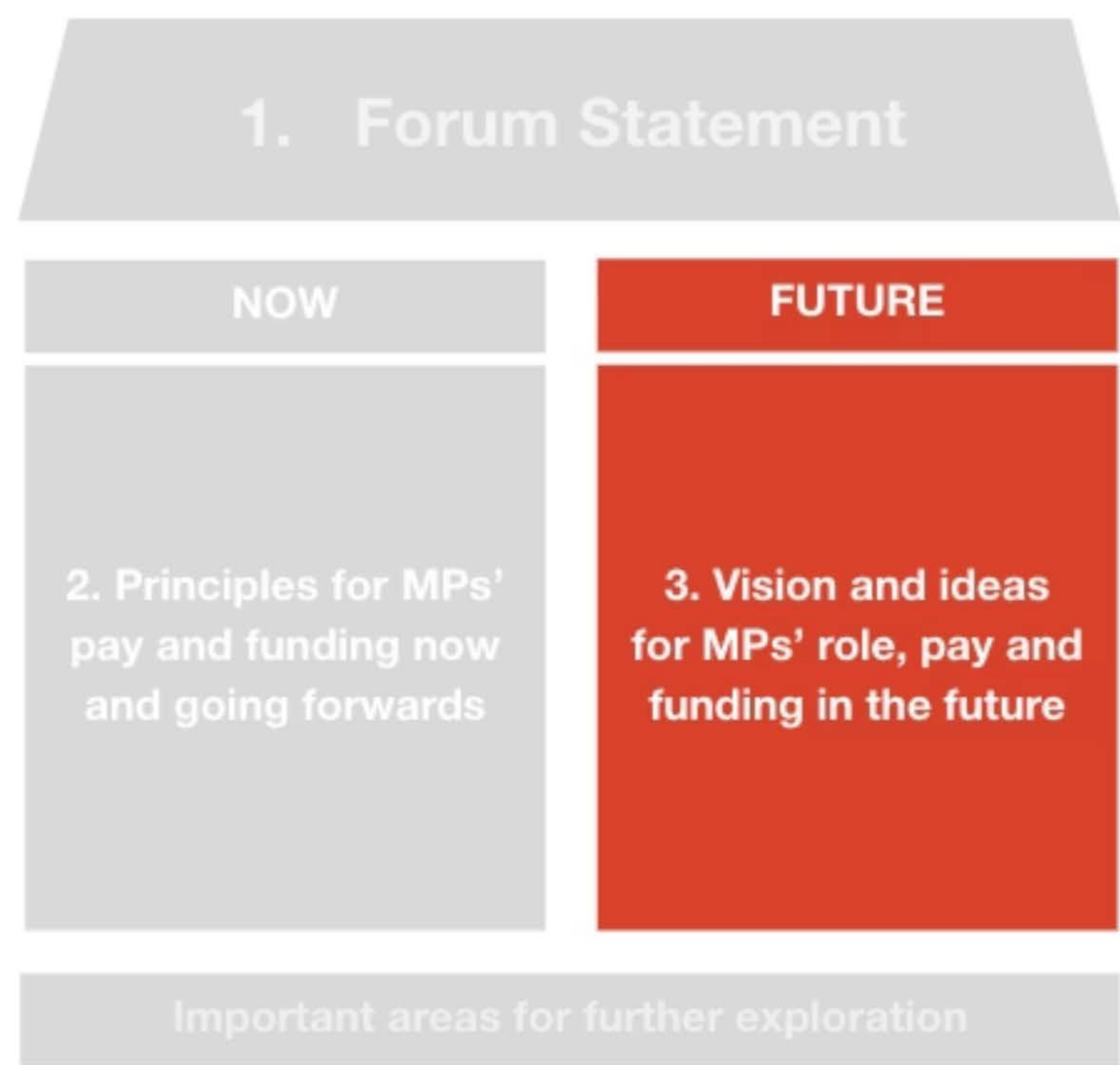
Vision for MPs' roles, pay and funding in the future: Facilitator Commentary

As with the Forum Statement, it would be impossible to capture all of the hopes and aspirations for the future that members had. This Vision brings together the common themes that came through in the visioning exercise.

There was healthy debate about the language in NCP's draft, with members pushing for greater precision and clarity. The version above reflects those refinements.

Areas and Ideas for Change

The areas and ideas for change emerged from the same visioning exercise that produced the Vision Statement. After imagining their ideal future democracy, members discussed practical steps toward that vision - focusing on how pay and funding could enable change.



The Process

NCP consolidated members' ideas into six thematic areas, each containing specific recommendations for what could change. These draft areas were shared with members before the final Saturday session.

On the final Saturday, members worked through each area, discussing, refining and amending the proposals. They then voted on whether they supported each recommendation.

What follows are the six areas for change as agreed by Forum members. They have not been prioritised - all received strong support and members did not rank them in order of importance.



MPs' Staffing

Skilled, supported staff for MPs, with clear roles, proper funding and structures to promote greater continuity, independence and effectiveness.

What this means for MPs' pay and funding:

- Increase staff pay scales and wider benefits such as incremental pay rises and increased holiday allowance to improve calibre, reduce turnover and make parliamentary work an attractive career.
- Funding to equip staff with training in areas such as ethics, digital literacy (including digital security) and communications.
- Funding for dedicated staff leads in the constituency and Westminster enabling MPs to concentrate on complex issues and people-facing tasks.

And more broadly:

- Explore central staffing arrangements that are less politicised, more independent and draw on parliamentary expertise to provide a counterbalance to MPs' political perspectives.
- More permanent roles to reduce turnover, ensure consistency and strengthen trust with constituents.
- Recruitment of staff locally to support local economies and build community connections.

MPs' Staffing: Facilitator Commentary

All members agreed that skilled, supported, independent MPs' staff are of great importance to the functioning of our democracy. The focus was on how increased funding could improve skills, better dedicate resources to parliamentary and constituency duties and make the role more attractive and less transient.

"Better funding for the staff that MPs employ - they seem to do lots of the work for a fraction of the salary."

Given the challenging economic climate, one amendment made was to include 'wider benefits' such as increased holiday allowances to increase the attractiveness of this career rather than just focusing on improvements to pay scales alone.



Use of Technology

A modernised Parliament where technology makes MPs' work more efficient, transparent and participatory.

What this means for MPs' pay and funding:

- Investment in shared information management systems for constituency offices to enable efficiencies and learnings between MPs' offices.
- MPs and staff becoming more digitally competent, with dedicated funding for digital literacy and tech training.
- Adoption of AI-enabled tools, and more online practices across Parliament to replace archaic procedures and reduce some of the need for travel.

And more broadly:

- Houses of Parliament to adopt more digital tools and ways of working to improve efficiency and collaboration between other MPs and the wider public.
- More digital opportunities for people to safely share views and participate, to share challenges and shape solutions through open-sourced platforms, referendums and secure online voting.

Use of Technology: Facilitator Commentary

All members supported using technology to better enable the work of MPs. They considered there to be a number of ways that funding and wider provision from IPSA (e.g. use of shared information management systems) could support the greater use of technology.

Members were at times struck by what they felt were 'archaic' practices of Parliament, and felt that technology was a crucial ingredient to supporting things like a more representative Parliament, greater accountability and participation.

*"Technology has been a big message - we should **change tradition if it is detrimental.**"*

In our final session some members were keen to highlight the importance of digital security within any training provided to MPs and their offices so that technology-enabled participation felt safe for constituents and for our democracy as a whole.



More Participation

A future democracy that is far more participatory and accessible - giving constituents diverse ways to engage with MPs, to feed into solutions, and hold representatives to account.

What this means for MPs' pay and funding:

- Ring-fenced funding set aside for additional engagement activities such as drop-ins, and group sessions and participatory processes like Citizen Assemblies or open-sourced policy making.
- MPs demonstrating how they are consulting the public on local and national issues in a way that's comparable with other MPs (league tables).
- Set expectations for MP participation and with clear guidance on what is considered meaningful participation.

And more broadly:

- Exploration of new voting methods, such as proportional voting, where voting numbers reflect the number of MPs, to ensure every vote counts.
- More in-person, hybrid, and digital options - including podcasts, live Q&As, local forums, citizens' assemblies and dedicated initiatives for young people.

More Participation: Facilitator Commentary

Supporting MPs to work with the constituents and community groups in ways that went beyond just surgeries, emails and messages was seen as a big opportunity for change and was supported unanimously.

*"[We imagine being able to engage with MPs in] a way that works for local people - **a variety of options** - surgeries won't be open to all, zoom won't work for everybody, different ways for different people."*

Members built upon this area in the final session by including additional points on the need for guidance on what is meant by meaningful participation and encouraging change through the sharing of more examples of how MPs are working with citizens on local and national issues.



Greater Accountability

Stronger accountability where MPs are open, responsive and fully focussed on their role and constituents better equipped to understand, compare and feedback on performance.

What this means for MPs' pay and funding:

- Setting minimum standards for performance, and financial penalties if they fall short. This will be maintained through annual regular appraisals.
- Stronger limits on second jobs, with caps on outside earnings and strong restrictions on conflicts of interest, to ensure MPs' time and efforts are dedicated to their role.
- Funding for more forums and engagement that ensure MPs listen to constituents and provide feedback on progress.
- Consider whether Ministers should see their baseline MPs' pay reduced when they are appointed to reflect reduced time in role as an MP.

And more broadly:

- Clearer, more accessible information about MPs' work and finances, 'league tables' or 'dashboards' to compare activity and use of funding, and safeguards to prevent misuse.
- Creating easier ways to complain, greater awareness of recall processes and potential mechanisms to revoke and reallocate votes.

Greater Accountability: Facilitator Commentary

The call for stronger accountability was unanimous across members. There was debate on how this could best be achieved, with initial interest in job descriptions being refined into 'minimum standards for performance' after hearing about the differences across constituencies and diversity of the role.

Creating greater clarity and restriction around second jobs was a priority for a large number of members. Again this was refined from an initial appetite for a complete ban into capping outside earnings and clear restrictions on possible conflicts of interest.

"[I'm] quite shocked about accountability - that doesn't feel right and needs to change."



More Independent and Informed

MPs who are more independent from party politics, with the freedom and resources to focus on representing their constituents first and foremost.

What this means for MPs' pay and funding:

- MPs having access to an existing bank of experts (consultants, academic experts) to inform their work and decision-making - with accountability set up to ensure that this provides value for money for MPs.

And more broadly:

- Exploring centralised staffing - having a pool of skilled, impartial staff with parliamentary experience to provide independent support and act as a counterbalance to party influence.
- MPs being empowered to convey their constituents' views more strongly, rather than being constrained by party ideology.
- Consider new models to promote greater depth of knowledge and independence such as having two MPs or a deputy MP per constituency working together; one more focussed on local constituency matters, one on legislating and scrutiny.

More Independent and Informed: Facilitator Commentary

The importance of independent scrutiny, freed from party politics, was a big theme through the Forum. All members agreed on the importance of supporting MPs to be informed and more independent.

Members supported the idea of MPs having funding or a greater ability to access independent expertise. There was some discussion about how this would work in practice with concerns that a standing bank of experts could be an inefficient use of money. This recommendation was refined with that in mind to move away from employing experts as a dedicated instrument of Parliament, more towards providing funding for MPs to draw upon experts as and when needed.

On hearing about the complexity of balancing and bringing together their role in the constituency and their role in Parliament, members wanted to explore the idea of how there might be dedicated leads in Parliament and the constituency to allow sufficient depth of knowledge and focus. Ideas for this included having two MPs per constituency or a deputy MP. A number of members had concerns about the idea of two MPs; around how practically this would work with elections and party politics and how you would manage conflicts of interest.

"[To support our democracy our MPs will be] independent, less tied to party politics, and hold more nuance."



A More Representative Parliament

A Parliament that breaks barriers to be more representative of the whole country - diverse in background and experience, closely connected to constituents.

What this means for MPs' pay and funding:

- More modern and flexible ways of working to attract and support MPs including those with accessibility needs and caring responsibilities (e.g. hybrid ways of working).
- Provision to support childcare and caring responsibilities (e.g. childcare settings within or close to Parliament).
- Funding to support accessibility needs.

And more broadly:

- MPs drawn from all walks of life, with a mix of age, experience and background.
- Expectation that MPs have served in public services or similar roles, bringing practical understanding of people's lives and values.

A More Representative Parliament: Facilitator Commentary

Forum members unanimously wanted to see a more representative Parliament and were struck by information from speakers on where there were still significant gaps between the general population and the make-up of MPs (e.g. the significant disparity between the number of disabled people in the general population and the number of disabled MPs).

They saw several ways that funding MPs could support this goal including by making more flexible ways of working possible and supporting accessibility needs.

While members thought it was a good idea to enable the work of MPs by making provision for childcare and wider caring responsibilities, they were clear that this should not extend to additional money to pay for these things. For example, members thought it sensible to have (and potentially expand) a childcare setting within Parliament but they thought MPs should pay for that childcare as is the case in other comparable roles (e.g. in universities).

Members expressed a desire for MPs to come from 'all walks of life' with experience of public services such as teaching, social care, healthcare provision etc. highly desirable. One member expressed concerns that while experience of public service delivery might be desirable, potential MPs lacking this experience should not be excluded. More important was to have a variety of experiences. Another wanted to highlight that this was about both making the role attractive and possible for all people, not just about ensuring accessibility for all.

Areas outside of scope for further exploration

Given the nature of this topic, many discussions touched on broader democratic questions beyond the Forum's scope and beyond IPSA's remit. What follows are areas Forum members identified as important for wider democratic reform and worthy of further exploration to support a better understanding and come to informed conclusions. In line with best practice for deliberative processes, space was intentionally created for members to raise these broader issues.

Electoral and Representation Reform

Members raised questions about how we elect our representatives and whether the current system serves democracy well:

- Should the UK consider proportional representation to ensure votes translate more directly into parliamentary seats?
- What might a more direct people-led form of democracy look like?
- Could citizens have mechanisms to revoke their votes between elections if they feel their MP is not representing them adequately?
- How might greater devolution support more local decision-making while maintaining national coordination?

Parliamentary Operations

Members questioned some traditional practices and structures in both Parliament and government:

- Why does Parliament close for extended summer recess when important work could continue?
- How do frequent ministerial reshuffles affect continuity and effectiveness, and are they always justified?
- Royal Assent - should every bill require the Monarch's formal approval?

The House of Lords

The unelected nature of the House of Lords generated considerable discussion. Members noted the tension between its role as a valuable check on legislation and its lack of democratic accountability:

- The appointment process, led by the Prime Minister and approved by the Monarch, can seem opaque
- Some suggested alternatives, such as a "House of Tradespeople" offering non-partisan professional perspectives
- Its composition brings expertise (bishops, judges, life peers) but often from privileged backgrounds
- Others valued its role as a "brake" on hasty legislation, even while questioning its democratic legitimacy

Accountability

One suggestion emerged: could Ministers conduct appraisals for MPs during recess periods, creating structured accountability even when Parliament is not sitting?

Evaluation and Response

This section presents feedback from Forum members on their experience, the impact on their views, and suggestions for improving future processes. To assess this impact, we surveyed members before, during and after the Forum, and compared their views with those of the general public through YouGov polling. Facilitators also captured insights from group discussions and the final 'closing circle' where members shared reflections. Of the 23 participants, 21 completed the final evaluation survey; the following insights are based on their responses.

Forum members overwhelmingly valued the process itself

100% of Forum members who responded to the evaluation survey said that, based on their experience of the Citizens' Forum, they would participate in a similar process again. The enthusiasm for future participation suggests the process felt meaningful rather than tokenistic - members believed their input mattered and the time was well spent.

Members referenced that the experience had kick-started a desire to continue learning about and engaging with the democratic system; people spoke of a renewed sense of civic agency and intentions to connect with others over what they had learned.

*Thanks so much for this experience, I have personally found this so valuable and insightful. I have always taken an interest in my local community and I work in the public sector. This **forum has validated my intentions to make my community a better place** - no matter how small or large the part I play."*

"I might actually start going to do a course on politics or something like that, because I just thought it was so interesting."

Others spoke of initial scepticism they had felt coming into the process but had **left with a sense of optimism and hope** of what can be achieved when coming together in this way.

*"I used to think there was no pioneering done by committee. But **this little pioneering committee has done us all well** and I've now changed my view about that."*

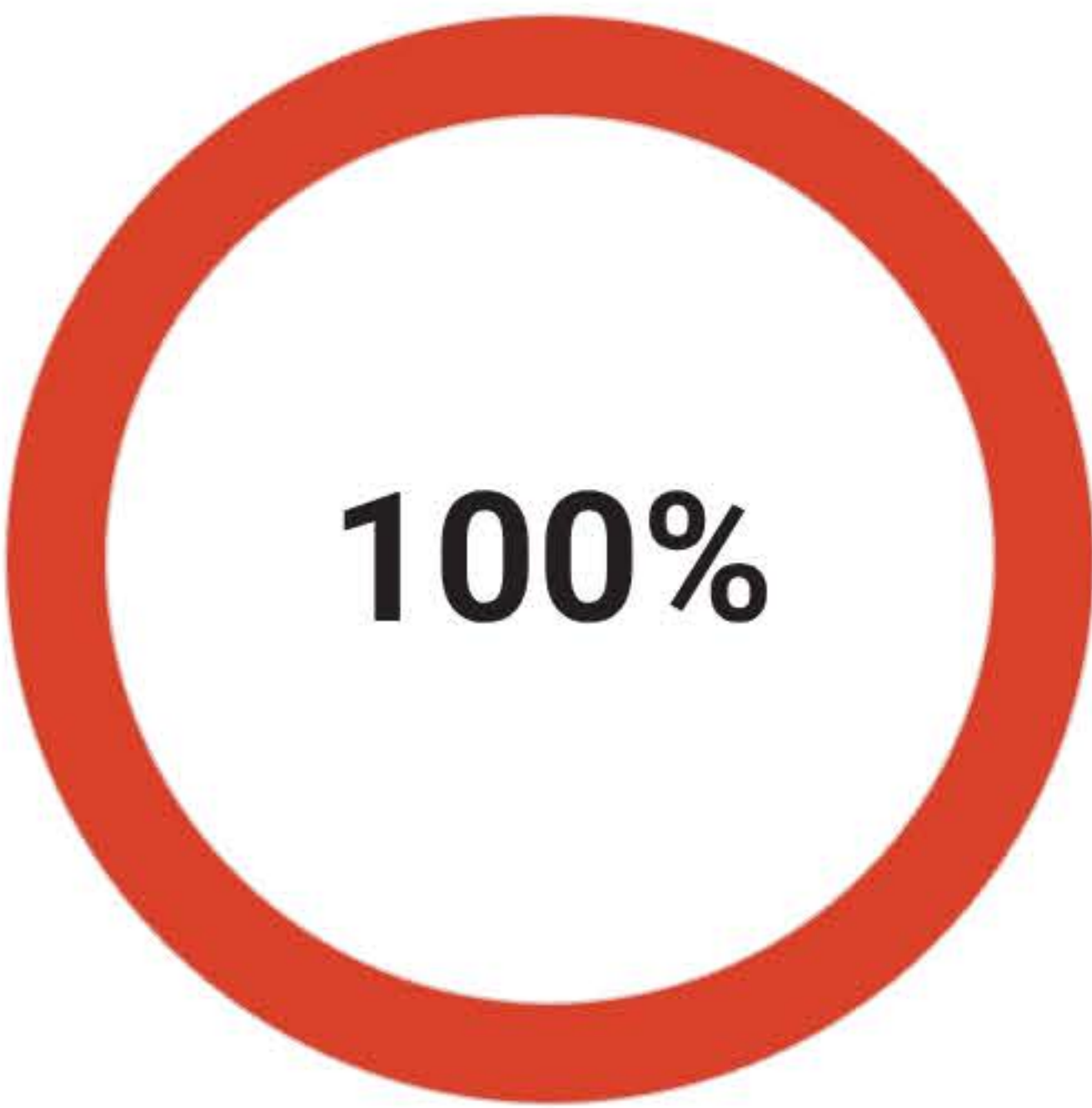
Members also appreciated **the chance to connect with people from different backgrounds and perspectives** - individuals they might not ordinarily converse with in everyday life. Many felt they were able to share their views and be listened to in a respectful way.

"I've felt heard amongst a diverse group - I feel like I have the chance to shape the future."

*"It's been fantastic. Especially for me, I'm quite young and **I've never really had a chance to voice a political opinion or be involved in the discussion** - it's so great to be heard."*

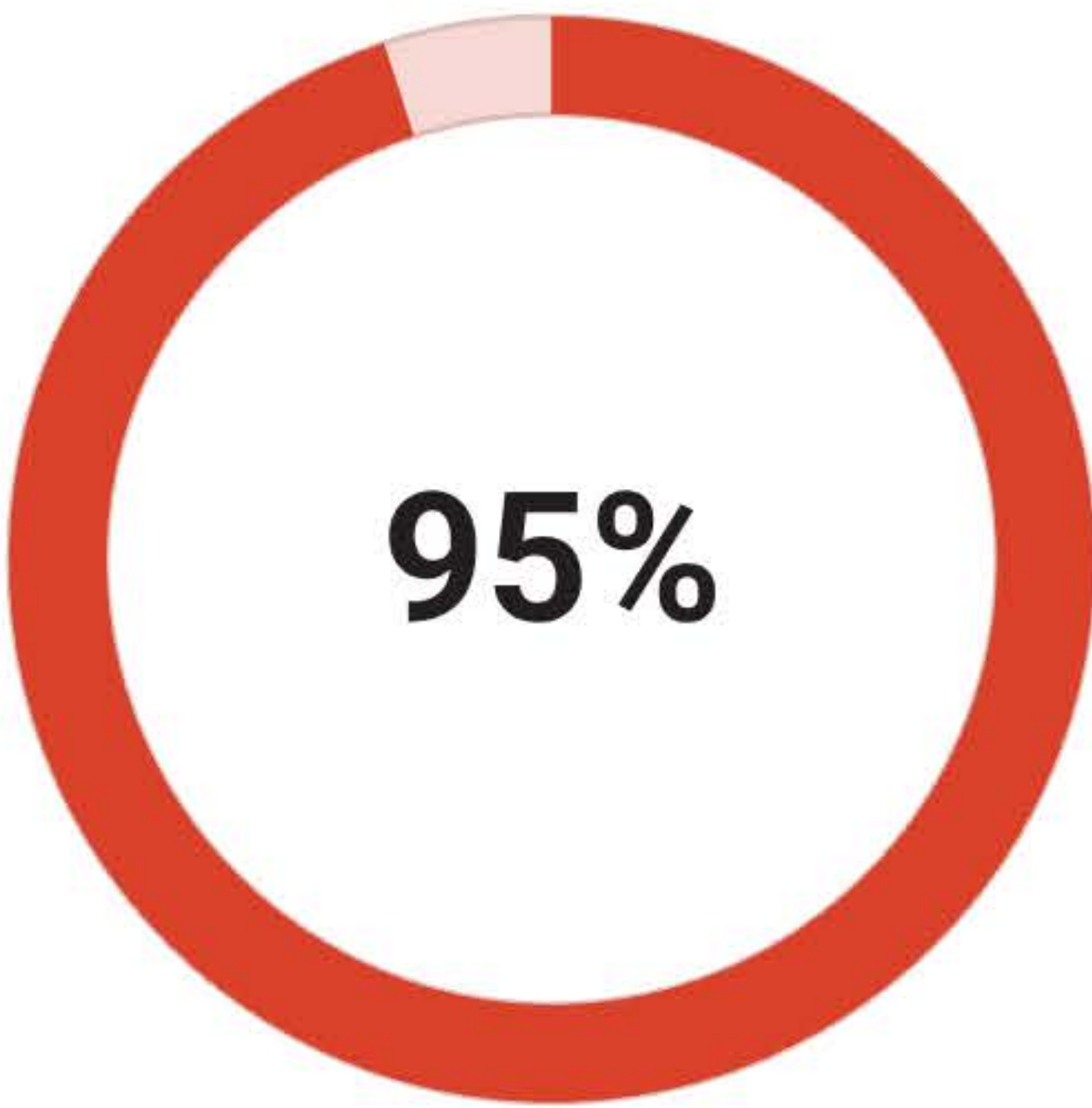
Structure, design and accessibility

Forum members generally praised the **structure and design of the process**. Small group discussions were described by participants as *"extremely enlightening and encouraging."* The combination of expert input with peer deliberation was seen to work well, striking a balance that supported both learning and dialogue.



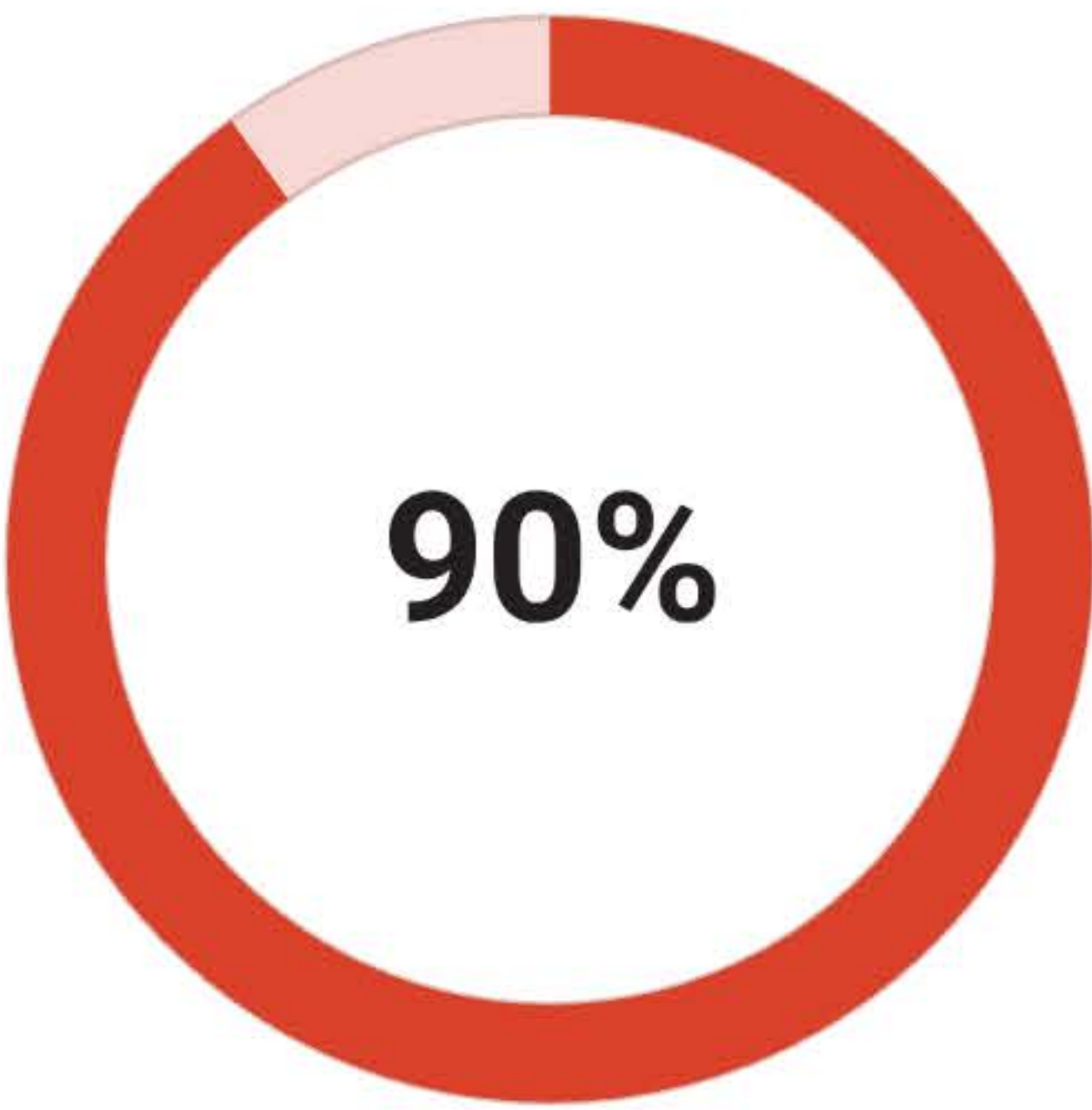
Would Participate Again

Based on their experience of the Citizens' Forum



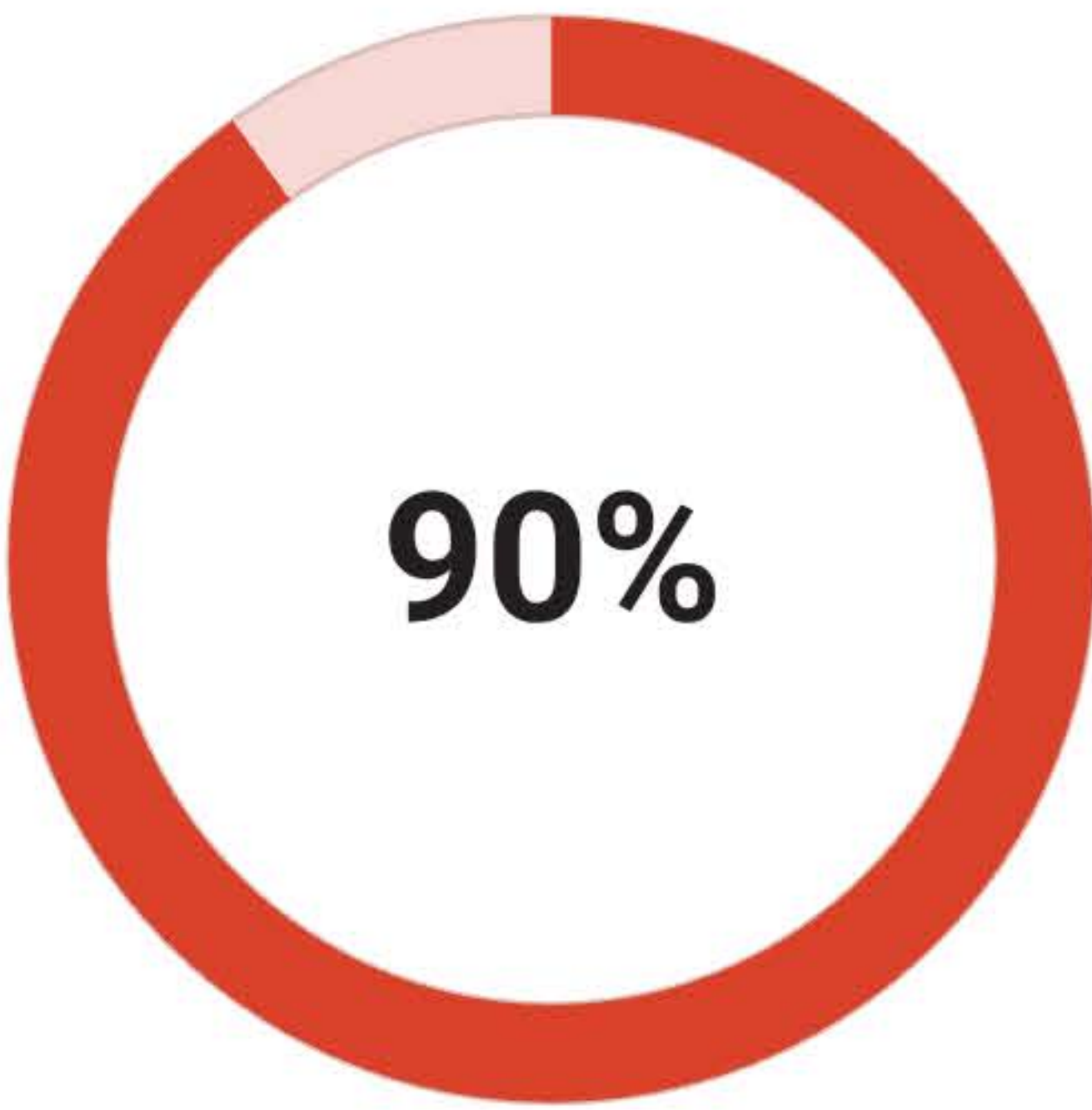
Felt Information Was Balanced and clear

Agreed information was diverse and from variety of perspectives



Found Balance Just Right

Between hearing from speakers and small group discussions



Felt different views represented

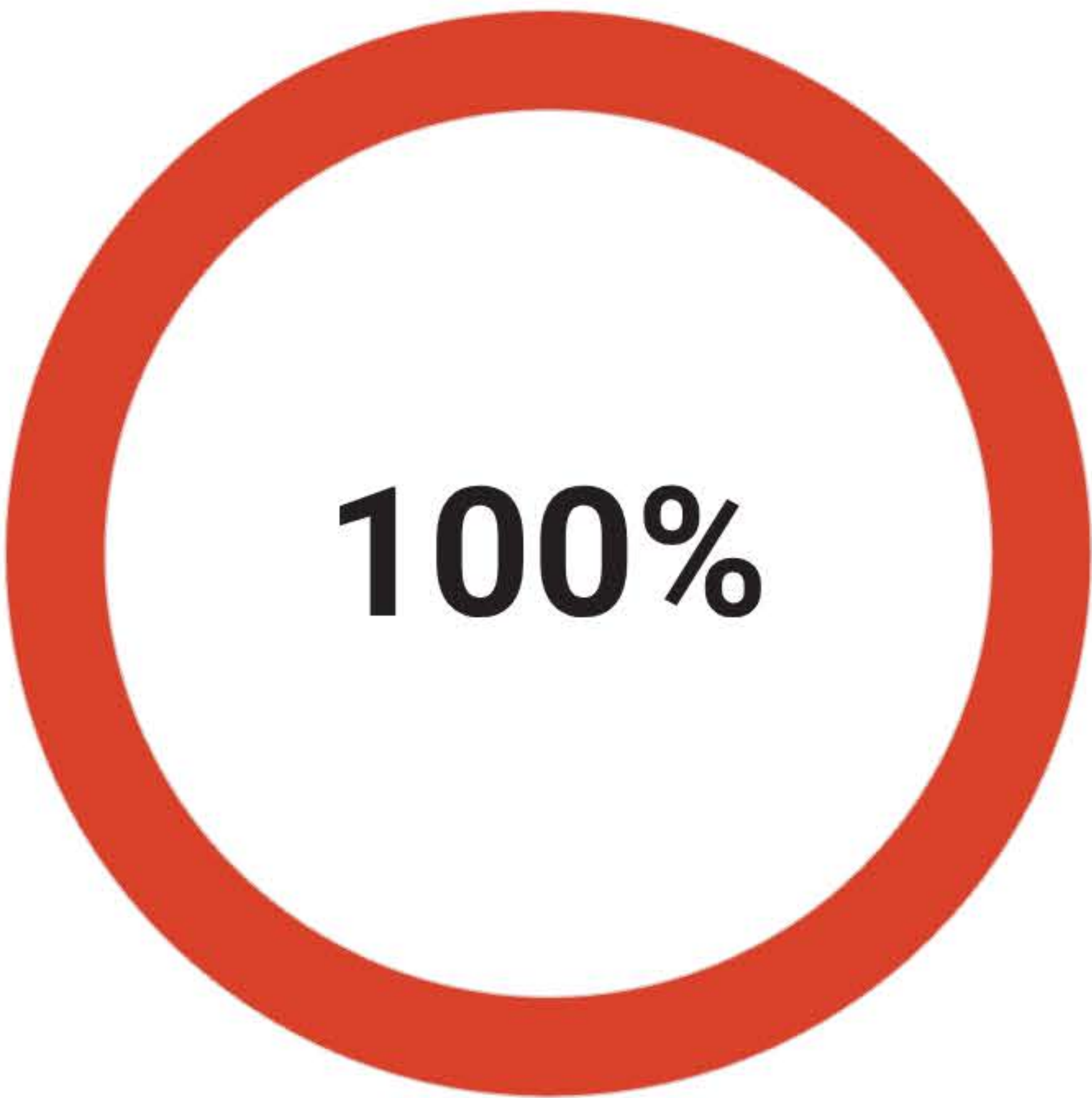
Participants believed there were other members who held different opinions to their own

- 90% of members felt the balance was 'just right' between hearing from speakers and small group discussions. One member wanted to hear more from speakers.
- 90% of members either strongly (71%) or somewhat (19%) agreed that the information provided as a whole was neutral and diverse, 95% either strongly (76%) or somewhat (19%) agreed that the topic was discussed from a variety of perspectives. 95% either strongly (67%) or somewhat (28%) agreed that the information presented by speakers was easy to understand.
- With the exception of 3 survey respondents who were 'not sure', all participants believed there were other members who held different opinions to their own. 90% felt the Forum recommendations 'reflected the different views and judgements of members'.

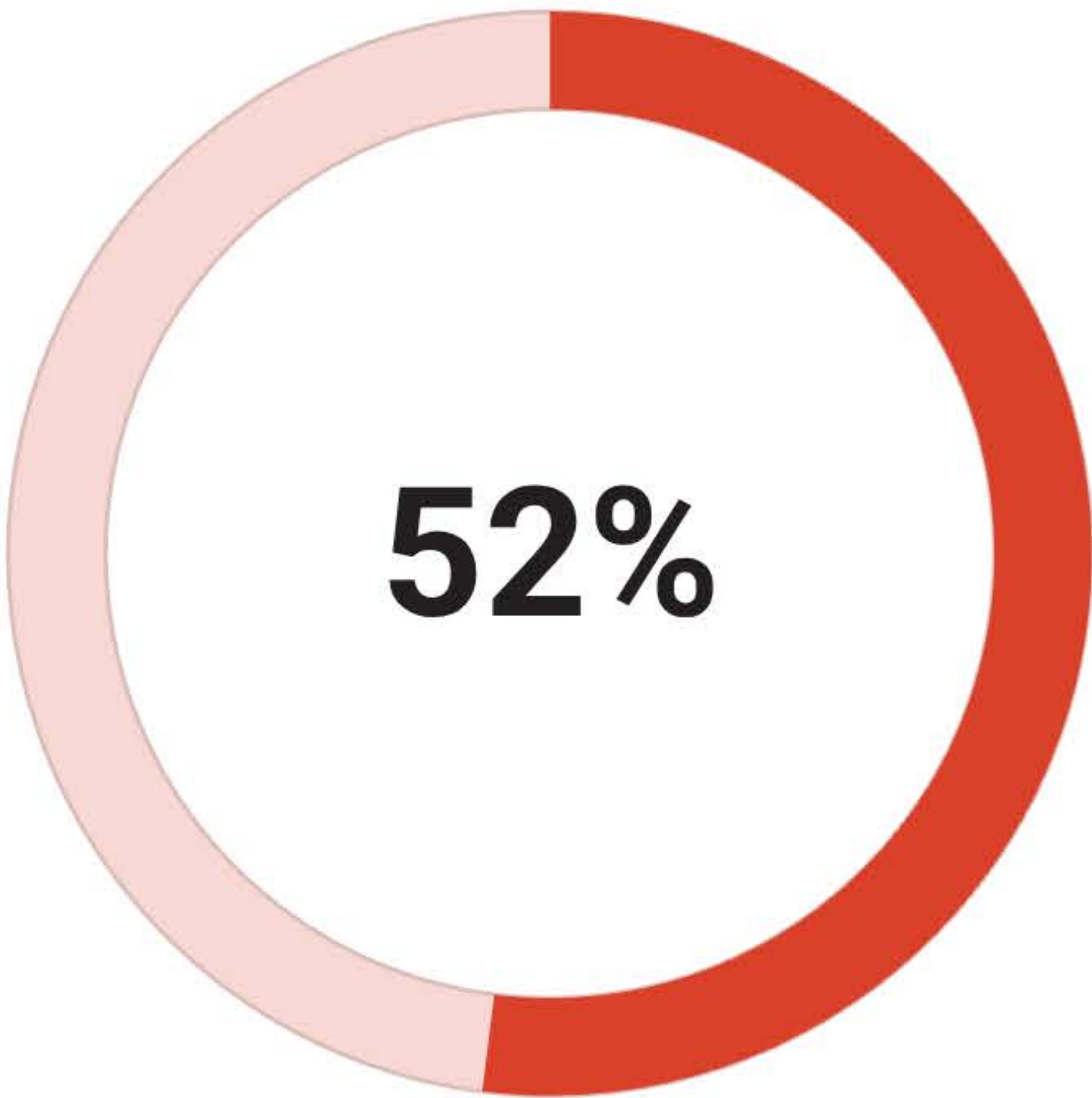
Structure, design and accessibility

When asked to what extent they found Zoom easy or difficult to use on a scale of 1-10 where 10 is extremely easy, members gave an average score of 9.1. All members who had requested tech support felt like they 'had received all the technical support and equipment they needed'.

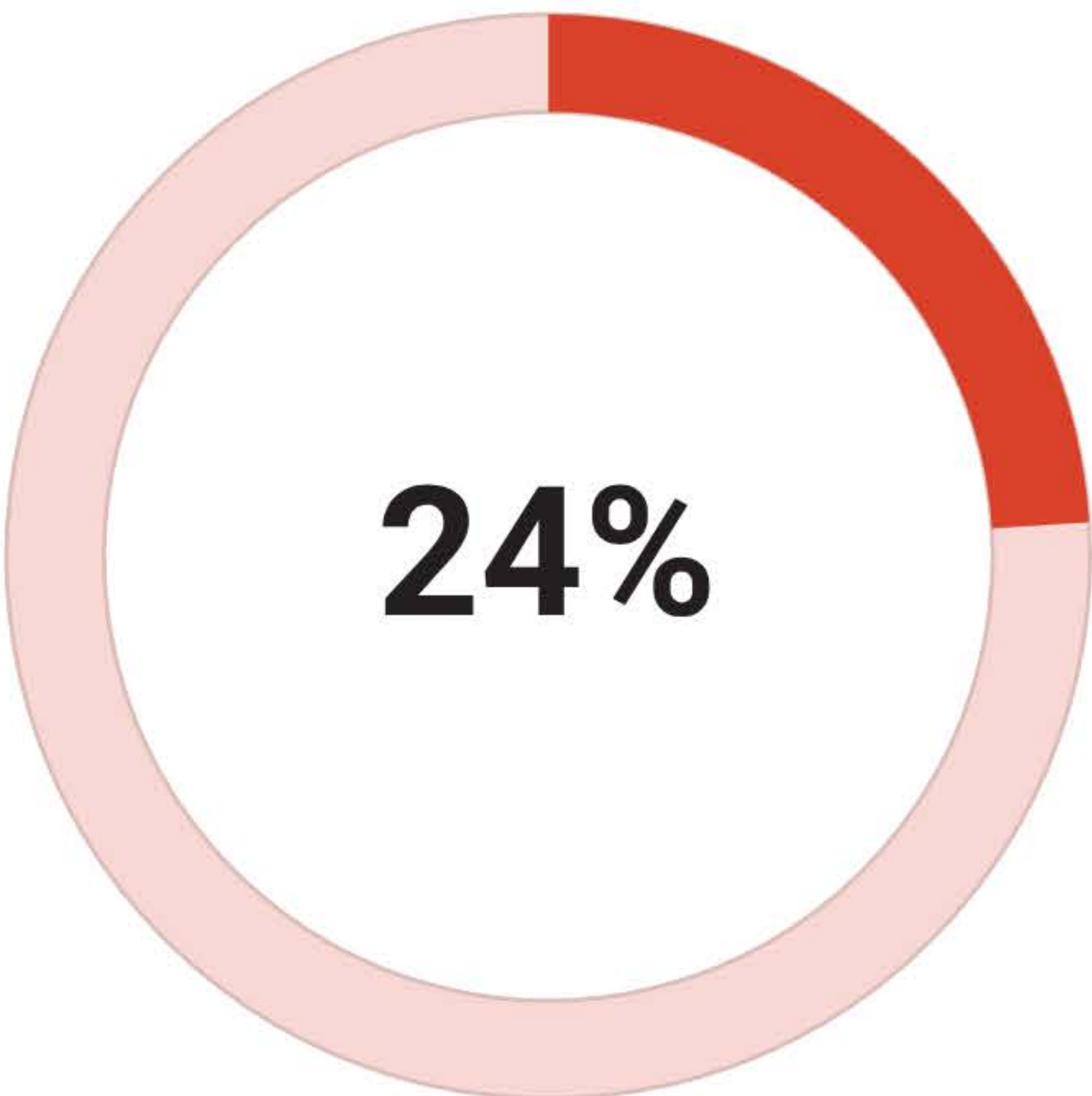
Views on the **length of the process** were more mixed:



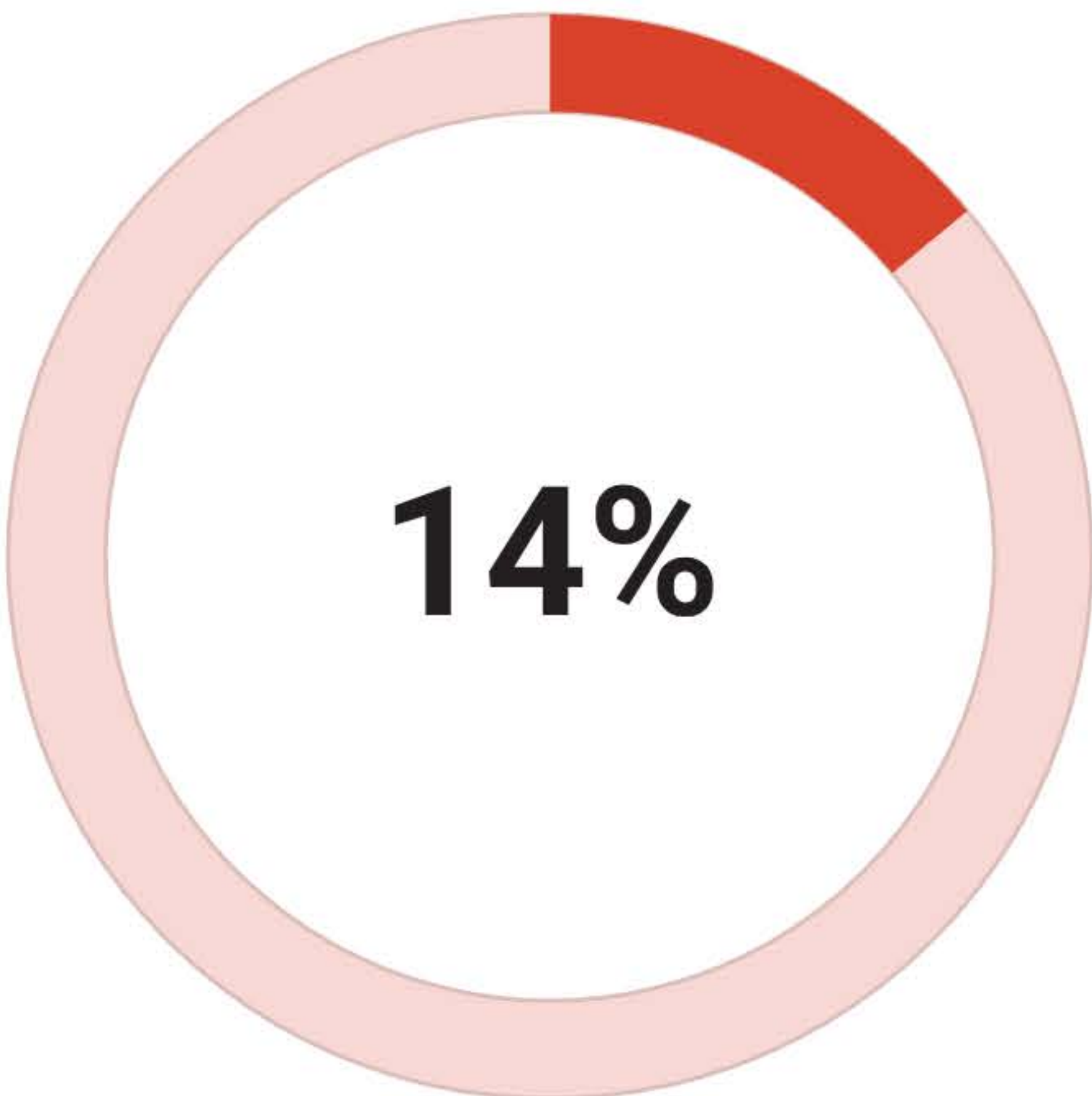
Received the tech supported needed



Appropriate Length



Needed More Time



Too Long

Those that felt more time was needed wanted to spend it with speakers and in discussion, with members saying:

*"MPs' pay is bigger than just that, **we need to look at the bigger picture to fairly assess.**"*

*"Appreciate how nuanced the Forum has been but **still feel more detail is needed on the complexity of the role and how time is spent.**"*

When asked what would make it easier for people to participate in processes like these, 5 members mentioned the challenge of weeknight sessions for working people and a desire for more, shorter weekend sessions.

Facilitation and quality of debate

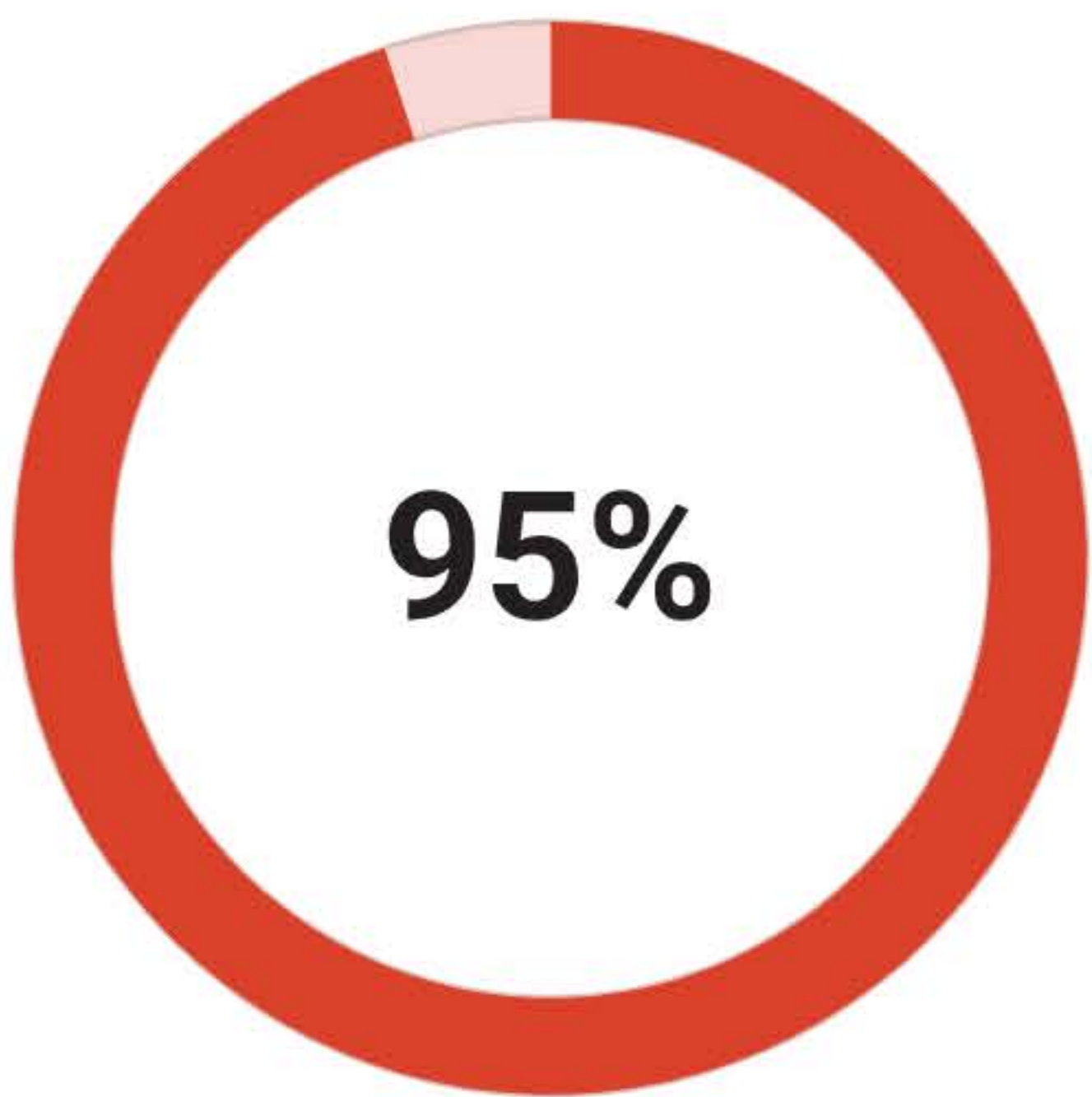
Forum members consistently highlighted the respectful and inclusive tone of discussions. Members largely felt they had chances to speak and felt heard through the process.

*"Everyone has been really **respectful and considerate**"*

*"It has been an **enriching opportunity**. To be able to talk to other people with different opinions, because sometimes you are biased, and you surround yourself with people that think like you. So I think it's always good to link with other people - to see that they're going to still be respectful conversations and get to useful points and conclusions."*

Structured deliberation gave members the opportunity to hear diverse perspectives and reflect on their own views. When asked what most contributed to changes in their opinions, participants highlighted the value of listening to others.

Crucially, 95% agreed the process helped them understand others' viewpoints better.



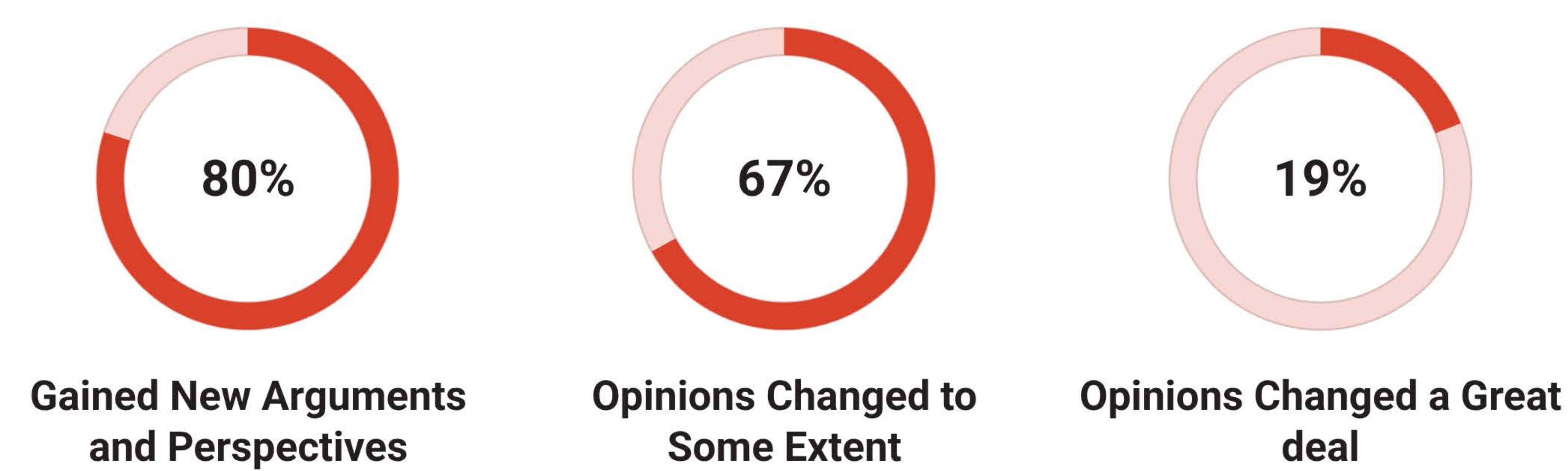
Understood Others' Viewpoints Better

*"Talking to others in the Forum who sometimes projected **different ways that they looked at certain viewpoints**."*

*"In the Forum **the structure gave everyone space to listen and reflect on what each other was saying** and to understand why they thought that."*

Facilitation and quality of debate

The Forum clearly influenced participants' knowledge and opinions.



Some participants remained sceptical. While others reflected more significant shifts:

"I recognised that some of my views were either incorrect or biased"

However, there is room for improvement in ensuring voices are heard more evenly. While 100% of members felt they were heard through the process, only 57% strongly agreed that "no members dominated the discussion", with 19% somewhat agreeing, 14% neither agreeing nor disagreeing and 9% somewhat disagreeing. This suggests the need to strengthen facilitation techniques to ensure greater equality of voice.



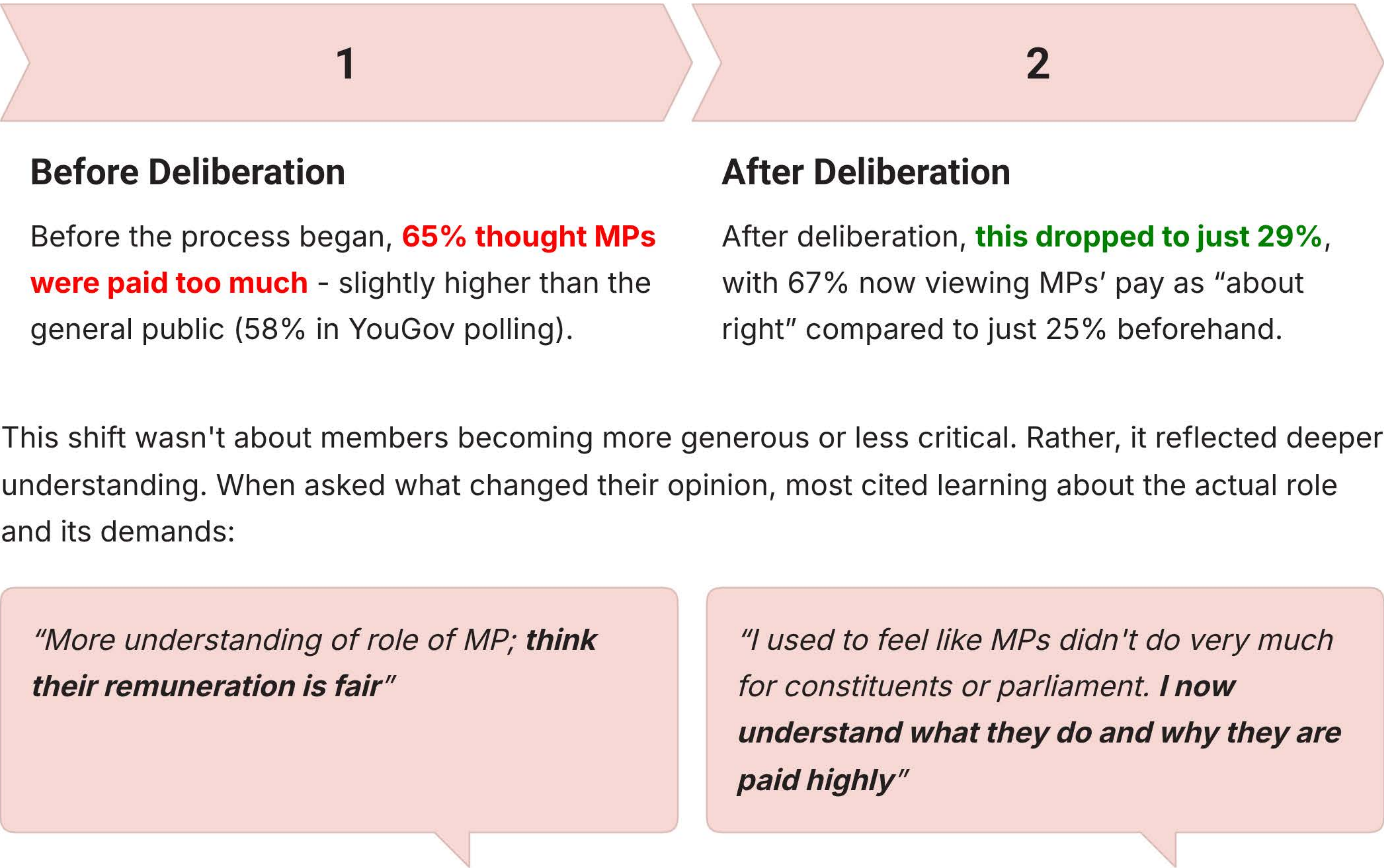
Furthermore, there is some indication that more might have been needed to prompt interaction within small group discussions with a couple of members feeling:

"Sometimes the discussions weren't full of discussion, and were just people sharing views with little interaction."

Shifts in Opinion on MPs' Pay

A YouGov survey conducted before the Forum found that 64% of the general public either thought MPs themselves or the government set MPs' pay, or answered "don't know." This highlighted the importance of providing clear foundational information at the outset of the Forum.

Although changing opinions on pay was not the Forum's primary aim, it produced a notable shift in how Forum members viewed MPs' salaries.






However, not everyone's view shifted. Some members remained sceptical:

"To be honest, I think MPs have been and are still rated too highly, compared to similarly complex roles requiring long hours and very challenging decision making."

What Matters When Setting Pay

The process also changed what Forum members thought should determine MPs' pay. Before the Forum, half of participants (like 31% of the general public) mentioned GDP, the economy or inflation as key factors. After deliberation, none mentioned these.

		
Transparency and accountability A theme that barely featured before but became central	Performance and standards Linking pay to how well MPs do their job, not general economic performance or government success	Comparable roles Benchmarking against jobs with similar responsibility levels

As one participant explained:

*"After learning about the history of MPs' pay and funding from the first session, and the MPs' expenses scandal, **greater accountability and transparency for how their funding is used and ensuring that public money is spent to ensure MPs are doing their job.**"*

Forum members’ hopes for what comes next

When asked about their hopes for what happens next with the recommendations, participants felt strongly that their contributions should be taken seriously, acted upon and responded to by IPSA. They wanted the outputs to be visible to the public to help foster trust and engagement on these issues. Many also highlighted the value of more participatory processes to strengthen confidence in political systems, and hoped the Forum might inspire fresh thinking in policy and democratic practice.

"To be seriously considered by the IPSA board, and hopefully the public can see them and engage with other opportunities to contribute"

"More citizen assemblies to reeducate and build back trust in our political system"

"That IPSA considers them and publishes a public response."

"They are carefully considered and used in shaping decisions going forward."

Key Takeaways from the Evaluation of the Forum Process

The evaluation data indicates that the Citizens’ Forum was a highly valued experience that deepened members’ knowledge, broadened their perspectives and in many cases shifted their views - particularly on MPs’ pay and the complexity of the role. Participants appreciated the structured deliberation, expert input and opportunity to engage respectfully across diverse perspectives. The process demonstrated the power of informed, inclusive dialogue to strengthen trust and civic agency.

At the same time, the evaluation highlighted areas for improvement: ensuring all voices are heard equally, creating more opportunities for interaction and providing further detail on MPs’ day-to-day responsibilities. Taken together, the Forum showed both the strong potential of citizen deliberation and practical lessons for making future processes even more impactful.

Part Three

Learnings and Next Steps

This section explores the learnings from the Forum, including what the recommendations tell us about public priorities (some of which went beyond IPSA's remit); what worked in the process and what could be improved; and how IPSA and others might build on this first conversation.

Learning from the recommendations themselves

Not a Wholesale Rejection

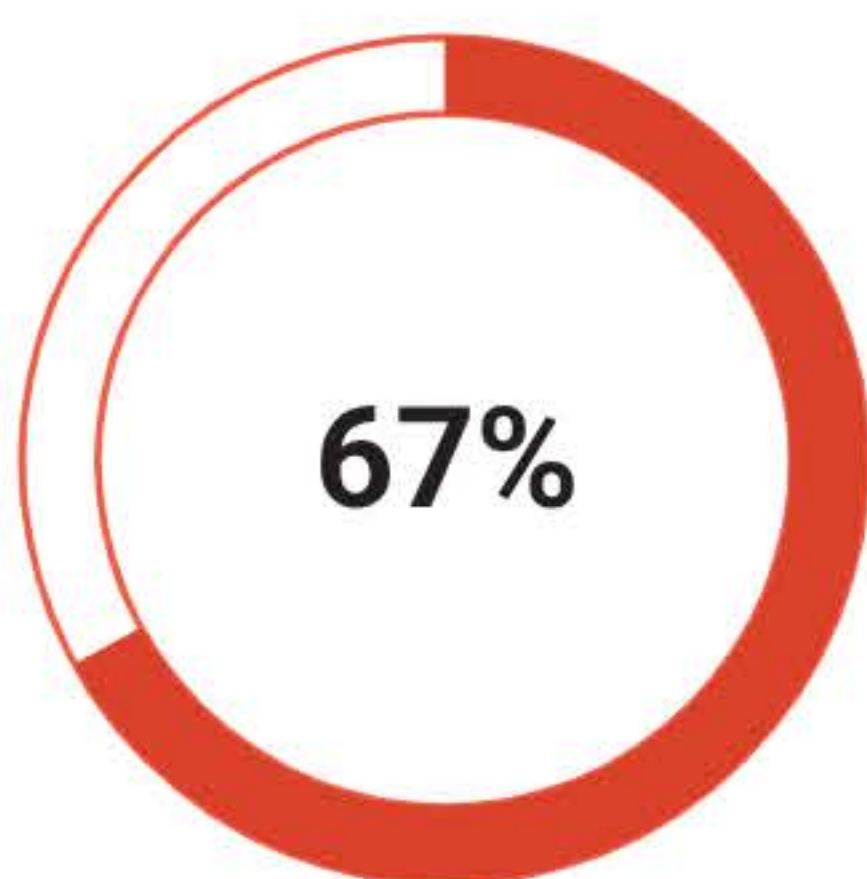
Members did not reject wholesale the current process for deciding MPs’ pay and funding. The third most prioritised principle recognises the importance of pay and funding in enabling an MP to fulfill their role ‘effectively and safely’, and in making the role accessible to people regardless of background, gender or disability. In places members endorse and encourage further funding such as towards MPs’ staff - recommending that these roles be better incentivised and supported.

Belief in Necessary Change

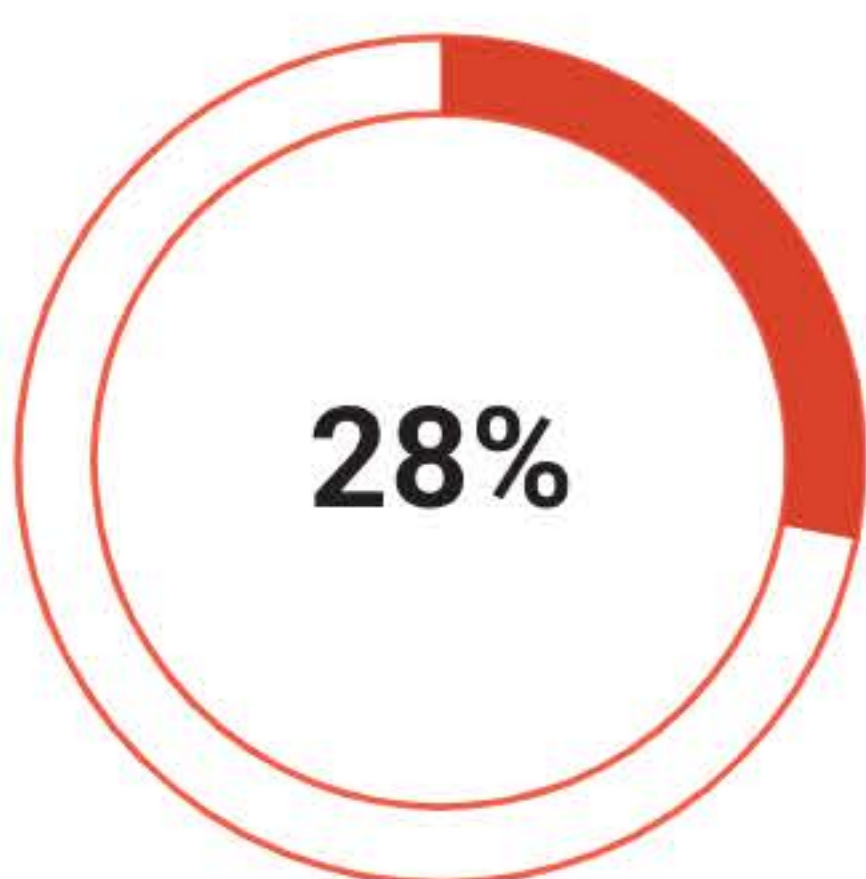
However, they do believe that change is needed. Especially when it comes to increasing accountability of how MPs spend their time and funding. The first and second most prioritised principles relate to creating ‘minimum performance standards’ for MPs to enable a clearer expectation of both how time is spent, and what is permitted around ‘second jobs’. The fourth most prioritised principle relates to the openness and accessibility of information on how funding is spent. All these principles seek to give a greater ability for constituents to understand, shape and challenge the actions of their MP beyond their vote in general elections.

Change is Possible

They also believe that change is possible. Members refined their recommendations on hearing international comparisons and on how MPs’ roles might need to differ based on their constituency. They moved away from recommending job descriptions or an outright ban on second jobs. However, there was a rejection of the idea that greater accountability and dialogue between MPs and constituents was too complex to achieve. The overwhelming majority of Forum members believe there should be mechanisms in place that mirror other jobs such as ‘minimum performance standards’ and a form of ‘annual appraisal’. That, having understood the challenges and engaged with the complexity, members still unanimously felt that change was needed and possible is arguably one of the great strengths of these processes - to challenge and push at the status quo despite the complexity of change.



Post-Forum Pay Opinion: About Right
Compared to 25% before the process began. Members cited a greater awareness of MPs’ roles as the main way in which their opinions changed through the process.



Still Considered Too High
This reflects understanding the challenges and complexity of being an MP, while still holding this next to challenges in their own lives regarding abuse, job insecurity, and challenging hours.

Funding as a Lever

Funding is the main lever for change. Learning more about the role of MPs' offices and that this was the primary use of MPs' funding was eye-opening for many members. What we saw over the process was a movement away from pay as the focus of discussion and towards funding as the greater lever to supporting a well informed, independent, accountable and representative Parliament. This is reflected in the ideas for change which predominantly focus on how funding could evolve to better support the democracy Forum members would like to see.

A Shared Vision for a Modern Democracy

There is a shared vision for the future of MPs' roles and a belief that funding can play a significant role in getting there. Every member supported a vision for a democracy that is more participatory, modern and accessible. Members want to see more ways to 'share problems and shape solutions' - using methods and technology beyond just surgeries and writing to MPs. They also envision more ways to understand how MPs are representing their constituencies including how time and money is spent. To achieve this, Forum members strongly recognise the importance of the staff supporting MPs and of providing funding to enable the participation, modernisation and accountability they want to see.

'Education is Essential'

Civic education and accessible information are essential. In their Forum Statement, members point to how 'eye opening' and in some cases 'transformative' this process has been, and how more people need to have the opportunity to become informed about our democratic system and share their opinions. An overarching theme has been the importance of civic education and 'accessible information' on the role of MPs and the wider workings of Parliament in helping people reach opinions beyond what they might see and hear in the media.

Learning from the process

Process Endorsement

The intention, legitimacy and efficacy of the process were largely endorsed by members. That the Forum met (24%) or exceeded (76%) the expectations of all members and that 100% would participate in a process like this again is a good testament to the Forum feeling like a worthwhile and meaningful use of time. Every member who responded to the final survey felt like there were at least a few people that held different views to their own, and that their views were heard through the process.

Diverse Engagement Strategies

Designing a variety of ways into the topic supported the reaching of recommendations. There were a variety of ways included to help members reach conclusions on MPs' pay and funding including: briefing notes, speakers' presentations, speaker Q&As, small group discussions, perspective taking exercises and a visioning activity imagining the future of MPs' roles. Members were asked to rank how helpful they found each and while 'traditional' parts of deliberative democratic processes such as small group discussions and speaker presentations scored highly, every method was ranked top by at least one member showing different members found value in different aspects of the process.

Online Deliberation

A fully online process can be inclusive and support deliberation. Due to the time of year (the end of the summer holidays) the process was held completely online. There was concern this might make the process less engaging and less inclusive for some members. This largely didn't prove to be the case.

- Of the 23 members who attended the first session, all stayed in the process until the end, and all attended each of the six sessions.
- When asked to what extent they found Zoom easy or difficult to use on a scale of 1-10 (where 10 is very easy) members gave an average score of 9.1%.
- 100% of members either didn't need (33%) or received all the technical support and equipment they needed to participate (67%).

However, a couple of members mentioned that while everyone had the opportunity to speak, sometimes the conversation in small rooms was less interactive than they hoped. This perhaps might have been improved through an in person meeting(s) to strengthen the rapport between participants and give the benefit of in person conversation where it is more possible to read body language.

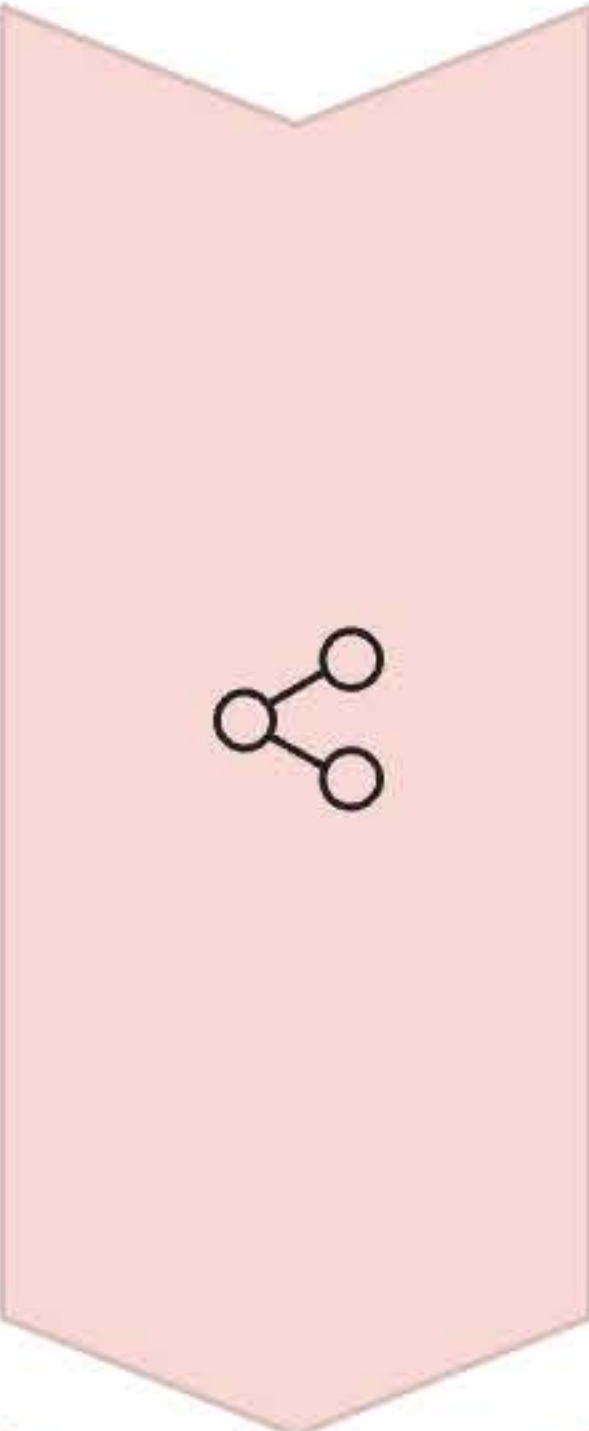
Demystifying the MP Role

Starting in the right place. The first session of the Forum began by introducing members to the process and by members agreeing guidelines for how they wanted to work together. It also included an introduction to, and discussion around, how we came to have MPs, how representation has changed over time and why MPs began to be paid and funded at the start of the 20th century. While these were important foundations for the topic, our reflection is that members needed to quickly hear more about what being an MP entails and ideally this would have been brought more clearly into the first session (it was the focus of the second and third session). An important lesson from this Forum is that, for many people, what MPs do on a daily basis is not at all clear, and this needs to be the starting place for meaningful discussion on MPs' role, pay and funding.

Addressing Timing and Seasonal Challenges

The tight timings and time of year. The Forum took place following the summer holidays, which presented an organisational challenge. While we feel we achieved a balanced group of speakers presenting a variety of perspectives (supported by members' feedback), a longer lead in and avoiding a clash with the summer holidays might have enabled an even greater variety and more responsiveness to the information Forum members most wanted. We responded to members' desire to know more about the work of MPs through FAQs, and resources such as 'a week in the life' game shared between sessions. However, more time for the running of the Forum might have enabled the bringing in of additional speakers or for members to have a greater say in the design of the later parts of the process.

Where do we go from here?



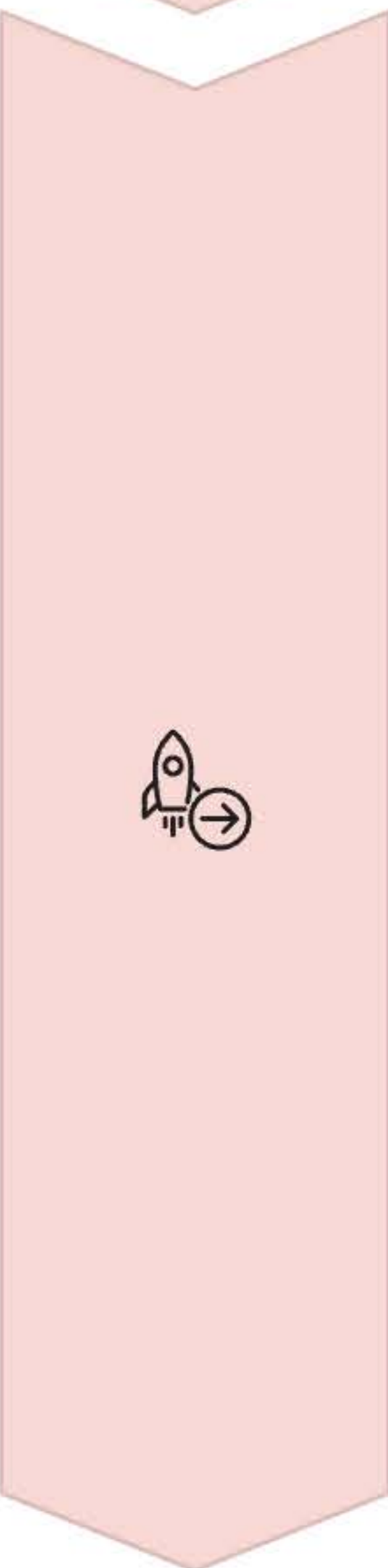
Wider Consultation

In addition to publishing this report, IPSA's Board will hear directly from Forum members on the recommendations. IPSA will bring together the recommendations from the Forum with a wider programme of work exploring 'What's Democracy Worth?'. The recommendations that are relevant to MPs' pay have been incorporated into a wider consultation on the method for deciding MPs' pay for this Parliament.



Acting on Findings

Some of the Forum's conclusions offer support for IPSA's existing principles and plans, other parts call for further action around pay and funding - some of which sits directly within IPSA's role and remit and some which goes beyond their responsibility alone.

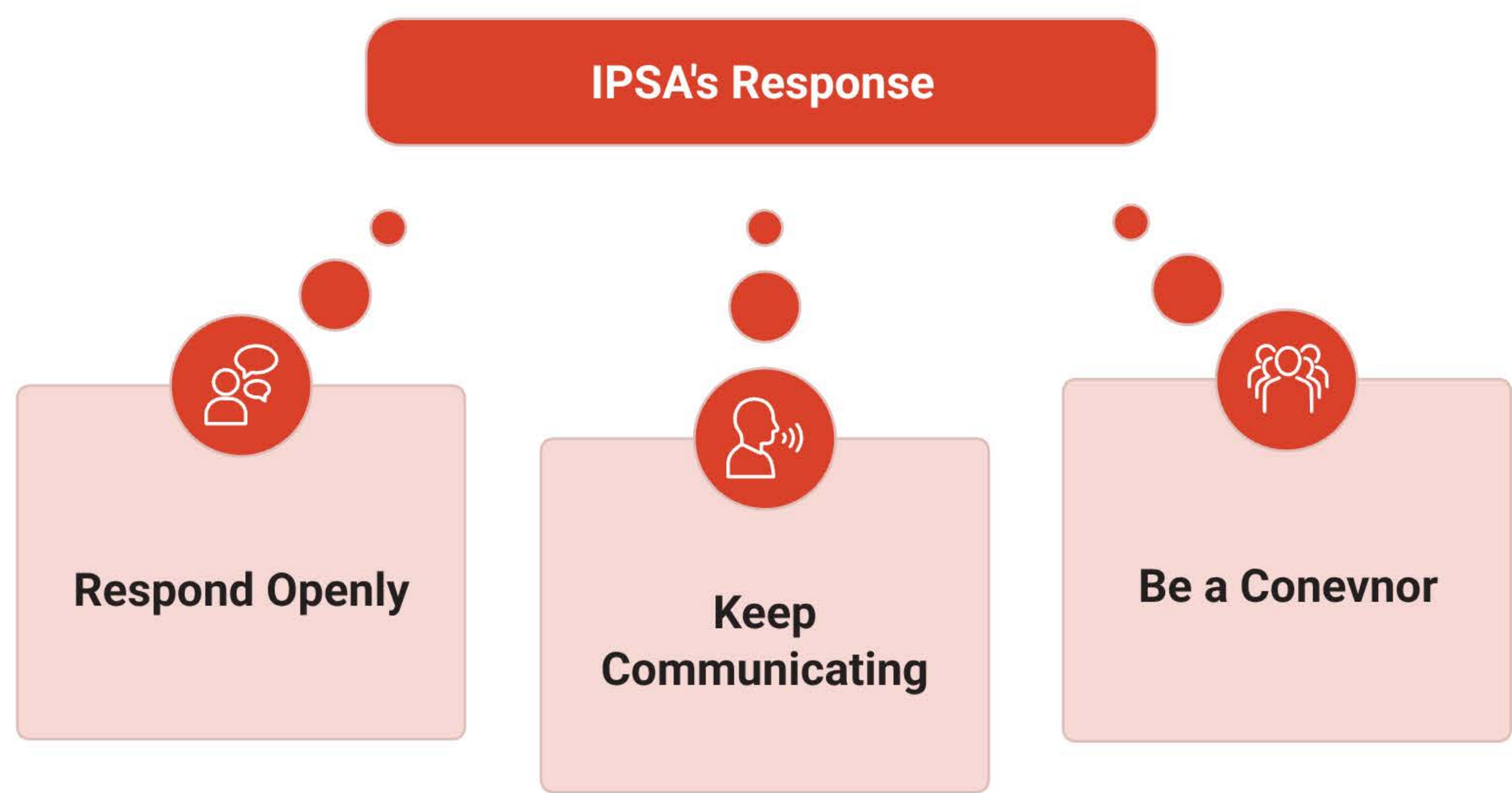


Building on This Conversation

In commissioning this Citizens' Forum on MPs' pay and funding, IPSA have looked to bring the public even closer to their decision making, seeking new formats in which to consult the public on pay. A success of this process would be IPSA continuing to seek more ways of involving the public on issues related to MPs' pay and funding, including areas we touched upon in this process such as communications funding, increasing transparency and accessibility of information and exploring practical measures for accountability around pay and funding. This does not need to be limited to Citizen Forums alone, which are large undertakings, there are also lighter touch methods of engaging citizens, of sharing ideas and gaining perspectives that can meaningfully shape more aspects of IPSA's work.

How IPSA Could Respond

We see a number of opportunities for IPSA in responding to the Forum’s recommendations:



- **To respond openly to all elements:** IPSA intends to publish their response to all parts of the recommendations. This is the first deliberative process like this they have run since taking on the responsibility for deciding MPs’ pay and funding in 2009; their response is an opportunity to both address and act upon the potential people see for positive change, and to recognise what parts of the process they have established are working well and they can have confidence in.
- **To keep communicating what will happen as a result:** where calls for change sit squarely or partially within IPSA’s role and remit, there is a need to say what will happen as a result. Change takes time and so rather than a one-off response there is an opportunity to see this as an ongoing conversation; taking time to develop realistic action plans and to share progress along the way
- **To be a convener:** where recommendations touch upon decisions or responsibilities that sit outside of IPSA, there is an opportunity for IPSA to bring other bodies into this conversation. Big themes from the recommendations such as accountability, modernisation, greater participation and creating an even more representative Parliament are big issues that go across a wide number of institutions, including the House of Commons itself. The recommendations from this Forum could be used to help push for progress and greater partnership on these longstanding issues, and the process itself could encourage formats for directly engaging citizens in finding solutions.

*“[I hope the recommendations are] seriously considered by the IPSA board, and hopefully can see implementation, but furthermore **that the public can see them and engage with other opportunities to be able to contribute.**”*

Afterword from New Citizen Project

At NCP we have been working in the field of participation and deliberative democracy for the last 10 years, but it's not often we have the chance to work on a project that so directly touches upon the heart of our democracy itself.

By deliberating on the question: *How should MPs be paid and funded to best support our democracy?*, we were asking members to really consider what an MP does and, by extension, how our democracy works.

What we heard is that despite our differences in age, background and politics, there is a remarkably shared view of what people would like to see from our MPs and our wider democracy. All members agreed that they would like to see MPs working towards and within a system that was more modern, accountable and participatory.

Through their recommendations, members endorsed how pay and funding already supports this vision: including the role pay and funding can play in creating a representative Parliament, the importance of funding for effective MPs' staff, the value in transparency and of the need to tether pay to similar public sector roles and average household income.

They also saw many ways that pay and funding could play a greater role in supporting the democracy they would like to see. From dedicated funding for MPs to work with their constituents in ways that go beyond traditional surgeries and greater funding to enable MPs and their offices to make the best use of technology, to 'annual appraisals' and more ways to support MPs in learning from each other in establishing their offices and making the best use of funding.

For us, the big take away from this process and the recommendations is the need to bring citizens closer to decision making. Members' clear desire for greater accountability and

participation speaks to the strong sense that they don't want their voice to be limited to a vote cast every 5 years or an email sent out into the ether. As one member said:

"If we are to build trust in our democracy we need more opportunities like this."

The theme of trust was in many ways a constant presence in this process. How do we consider MPs' pay and funding at a time when many are increasingly losing trust in their representatives and, some, their faith in democracy itself? What this process, and others like it, show is that when institutions make the brave decision to open themselves up for scrutiny and challenge they are often rewarded, not just with constructive recommendations, but also with the increased trust of citizens.

It has been a privilege to design and deliver this Forum. We want to thank the Forum members for their commitment to the process - giving up their weekends, birthdays and holidays to participate in creating these powerful recommendations together!

We want to thank the speakers and Advisory Group for all their support in making the Forum happen.

And we want to thank IPSA for 'sticking their head above the parapet' and commissioning this process. We're delighted to see their commitment to carrying on involving more people in more ways in decisions around the future of MPs' pay and funding.

Finally, we'd love to encourage all institutions, especially those at the heart of our democracy, to consider how we might act upon these recommendations; to consider how they can help to restore trust by placing more trust in citizens.

Delivery Team

New Citizen Project led on the design and delivery of *The Citizens' Forum on MPs' Pay and Funding*.

We are a participation strategy and innovation consultancy with a belief that, given the right opportunity, people can and will shape the things that matter to them for the better. We are a team of experienced facilitators, creative strategists and project managers, supporting organisations to involve people in their work and impact.

We would also like to thank the project coordination team at IPSA for all of their support.

Project Direction	Strategy & Design	Member Support
Olivia Stamp	Anna Maria Hosford	Josie Harris
Polly Keane		Nicola Morris
Irenie Ekkeshis		

Appendix 1: Advisory Group Composition

The IPSA Citizens’ Forum Advisory Group has served as a cornerstone of the process, ensuring its integrity, inclusivity, and effectiveness. The group’s stated purposes at the outset of the Forum were:

Oversight and Guidance: The Advisory Group will ensure that the process is fair, rigorous, and inclusive, with a strong emphasis on robust deliberation and meaningful outcomes. This includes upholding the independence of the Forum and ensuring it remains a genuine platform for public deliberation, reflecting the diverse perspectives and priorities of citizens.

Stakeholder Representation: The group will bring together a diverse range of stakeholders to foster a balanced and representative discussion. This may include individuals and organisations with varying priorities.

Expertise and Insight: Provide informed input on the design of the assembly, including participant recruitment, topic framing, and the selection of expert commentators. This includes both content experts and at least one process expert (i.e., deliberative democracy practitioners).

Activation and Dissemination: Support the implementation and promotion of the Forum’s recommendations by leveraging their networks and expertise to drive action and awareness.

Advisory Group Members

Zoe Backhouse	Head of MP Liaison, House of Commons <i>Expertise: Parliamentary institutional and cultural knowledge and advocacy</i>
Dr Elizabeth Haywood	Chair of the Independent Remuneration Board of the Senedd <i>Expertise: Institutional knowledge and current practice in remuneration</i>
Sohail Khan	City Council Member at City of Wolverhampton Council. Former Chief of Staff to a Member of Parliament. <i>Expertise: Lived experience of working in an MP’s office and direct experience of constituents concerns</i>
Mara Livermore	Writer, artist and participatory and deliberative democracy expert <i>Expertise: Methodology and citizen engagement</i>
Tom Turner	Masters’ Student and Youth Ambassador at My Life My Say <i>Expertise: Civil society representative, public interest and accountability</i>
Sir Charles Walker	Former MP and former chair of the House of Commons Procedure Committee <i>Expertise: Lived experience of parliamentary life</i>

Appendix 2: Recruitment and Selection in Detail

Recruitment

Recruitment was carried out by [Sortition Foundation](#).

To ensure a **demographically representative** group across the UK, letters were initially sent to 10,000 random households in July 2025. Invitations contained information about the process, including notice of a **£250 gift of thanks** to encourage participation.

This resulted in a pool of **202** interested individuals, from which **25** participants were selected using stratified random sampling based on **age, gender, disability, education, location, and politics**.



Onboarding

Selected participants were handed over to New Citizen Project to begin onboarding. **25** members were successfully onboarded and confirmed to begin the process.

Two participants were unable to continue the process. Therefore, the final Forum cohort was made up of **23 people**. This group was broadly representative of the United Kingdom, though there was:

- Slight **underrepresentation** of people with **no qualifications** and who **wouldn't vote**.
- Slight **overrepresentation** of people with **higher education levels** and would **vote "other"**.
- Slight intentional **overrepresentation** of people aged **below 35**.

Demographics

The tables below show the demographic that recruitment was based on. Each table presents, from left to right:

- The target % based on the adult populations of the United Kingdom
- The % breakdown for everyone who expressed interest in taking part (202 people)
- The % breakdown for the cohort that was originally chosen (25 people)
- The % breakdown for the final, confirmed group (23 Forum members)

Gender

Gender	Target %	All %	Original %	Confirmed %
Female	50.8	48.0	48.0	47.8
Male	48.8	51.5	52.0	52.2
Non-binary or other	0.5	0.5	0.0	0.0

Age

Age	Target %	All %	Original %	Confirmed %
18-24	10.4	6.4	12.0	13.0
25-34	17.0	12.9	20.0	21.7
35-50	26.0	26.7	24.0	26.1
51-64	23.0	26.2	20.0	13.0
65+	23.6	27.7	24.0	26.1

Geography

Geography	Target %	All %	Original %	Confirmed %
North East	3.9	2.0	4.0	4.4
North West	11.1	5.4	8.0	8.7
Yorkshire and The Humber	8.2	7.9	12.0	4.4
East Midlands	7.3	5.4	4.0	8.7
West Midlands	8.9	11.9	12.0	8.7
East of England	9.5	5.9	8.0	13.0
London	13.1	10.4	12.0	13.0
South East	13.9	8.4	12.0	8.7
South West	8.5	7.4	12.0	13.0
Wales	4.6	3.0	4.0	4.4
Scotland	8.2	5.9	8.0	8.7
Northern Ireland	2.8	6.9	4.0	4.4
Unknown	-	19.3	-	-

Disability

Disability	Target %	All %	Original %	Confirmed %
Yes	24.0	21.3	24.0	26.1
No	76.0	78.8	76.0	73.9

Ethnicity

Ethnicity	Target %	All %	Original %	Confirmed %
Asian or Asian British	8.5	11.4	8.0	4.4
Black or African or Caribbean or Black British	3.7	5.4	4.0	4.4
Mixed or Multiple ethnic groups	2.6	4.0	4.0	4.4
White or White British	83.2	77.7	80.0	82.6
Other ethnic group	1.9	1.5	4.0	4.4

Education

Education	Target %	All %	Original %	Confirmed %
No qualification, or none yet	19.1	6.9	16.0	8.7
Level 1	14.0	8.4	16.0	13.0
Level 2	15.4	7.9	12.0	13.0
Level 3, Apprenticeship, Other	17.7	21.8	20.0	17.4
Level 4 and above	33.9	55.0	36.0	47.8

Politics

Politics	Target %	All %	Original %	Confirmed %
Conservative	10.1	8.9	12.0	4.4
Green	5.4	5.4	8.0	4.4
Labour	13.7	19.8	16.0	17.4
Liberal Democrat	8.4	5.9	12.0	8.7
Reform	17.3	13.9	20.0	21.7
Other	4.8	43.6	20.0	34.8
I wouldn't vote	40.3	2.5	12.0	8.7

For more information contact us:
newcitizenproject.com

IPSA
Independent Parliamentary
Standards Authority

**New
Citizen
Project**