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PARLIAMENTARY SERVICE ACT, 2023

Arrangement of Sections

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No. 40 of 2023

PARLIAMENTARY SERVICE ACT, 2023

AN ACT TO ESTABLISH A PARLIAMENTARY SERVICE FOR THE COMMONWEALTH OF THE BAHAMAS; TO PROVIDE FOR A PARLIAMENTARY SERVICE COMMISSION; ITS MEMBERSHIP; FUNCTIONS, PROCEDURES, AND RESPONSIBILITIES; TO PROVIDE FOR THE TRANSFER OF PUBLIC SERVICE OFFICERS TO THE PARLIAMENTARY SERVICE AND FOR THE CONTINUATION OF THEIR SERVICE ON THE SAME TERMS AND CONDITIONS; AND FOR MATTERS CONNECTED THEREWITH, OR, INCIDENTAL THERETO

[Date of Assent - 11th August, 2023]

Enacted by the Parliament of The Bahamas

PART I – PRELIMINARY

1. Short title and commencement.

- (1) This Act may be cited as the Parliamentary Service Act, 2023.
- (2) This Act shall come into force on such date to be appointed by the Minister by Notice in the *Gazette*.

2. Interpretation.

In this Act, unless the context otherwise requires —

“**Commission**” means the Parliamentary Service Commission established by section 7 of this Act;

“**Chairman**” means the Chairman of the Commission who shall be the Speaker of the House of Assembly;

“**Clerk**” means the Clerk of the House of Assembly appointed in accordance with section 11;

“**emoluments**” means the salaries and allowances of Parliamentarians set forth in the Schedule to the Parliamentarians (Salaries and Allowances) Act (*Ch.10*);

“**financial year**” has the meaning assigned to it in section 2 of the Public Finance Management Act, 2023 (*No. 4 of 2023*);

“**Hansard**” means the official record of debates and proceedings of the Senate and the House of Assembly;

“**the House**” means the House of Assembly constituted by Article 46 of the Constitution and includes the number of members added by the provisions of any Order made by the Governor-General pursuant to that Article;

“**Leader of Government Business**” means the Minister in either House so appointed by the Prime Minister;

“**Leader of Opposition Business**” means the opposition Member in either House so appointed by the Leader of the Opposition;

“**Leader of the Opposition**” has the meaning assigned to it by Article 82 of the Constitution;

“**officer**” means the Clerk, any other person employed to carry out functions and duties in the Parliamentary Service, and includes a member of the Police, or Defence, force acting under the orders of the President of the Senate in proceedings of the Senate or the Speaker with respect to proceedings of the House;

“**Parliament**” has the meaning assigned to it by Article 38 of the Constitution;

“**Parliamentary Channel**” means the television channel which televises live broadcasts of the debates and proceedings of the Senate and the House of Assembly;

“**Parliamentary Service**” means the service established under section 4;

“**Secretary**” means the Clerk;

“**Sergeant-At-Arms**” means the person charged with responsibility for the security of the precincts of the Senate and House of Assembly;

“**the Senate**” has the meaning assigned to it by Article 39 of the Constitution.

3. Objectives of Act.

The objectives of this Act are —

- (a) establish a service to the Senate and House of Assembly to enable them to perform their functions, and duties, and to exercise their powers under the Constitution (hereinafter “the Parliamentary Service”);

- (b) establish an autonomous body independent of the executive branch of Government and the civil service, and to place the responsibility for the Parliamentary Service under the control and management of that body;
- (c) enable the Senate and the House of Assembly to generate revenue, and to receive grants for use by the body referred to in paragraph (b), for the purpose of controlling and managing the Parliamentary Service;
- (d) promote accountability and transparency of the Parliamentary Service through, *inter alia*, the standing committees of Parliament; and
- (e) promote education, technology, and citizen participation in the democratic process of the Senate and House of Assembly.

PART II – PARLIAMENTARY SERVICE

4. Establishment and functions of the Parliamentary Service.

- (1) The Parliamentary Service is hereby established for the purpose of enabling the Senate and House of Assembly to impartially and efficiently perform their functions, duties, and obligations, and exercise the powers, conferred upon them by the Constitution.
- (2) The Parliamentary Service shall be subject to the direction and control of the Commission.
- (3) The Parliamentary Service shall consist of —
 - (a) the Clerk; and
 - (b) the officers and staff of the Parliamentary Service.
- (4) The Parliamentary Service is a separate service and shall not be deemed to be a department of the public service as defined in Article 137 of the Constitution.
- (5) The Parliamentary Service shall have —
 - (a) clerical staff to enable the Senate and House of Assembly to operate efficiently;
 - (b) maintenance staff to enable the facilities of the Senate and House of Assembly to be properly maintained;
 - (c) security staff to maintain proper security for the Members of the Senate and the House of Assembly and for facilities within the precincts of both Houses of Parliament;
 - (d) advisory services for the —
 - (i) President of the Senate;

- (ii) Speaker of the House of Assembly;
- (iii) Committees of the Senate and House of Assembly;
- (iv) Members of the Senate and House of Assembly, other than Ministers;
- (e) a Parliamentary reporting division, comprising Hansard and the Parliamentary Channel; and
- (f) such other staff and facilities as are required to ensure the efficient operation of the Senate and House of Assembly.

5. Officers in the Parliamentary Service.

- (1) The Parliamentary Service shall be carried out under the superintendence of the Clerk, who has the functions and duties prescribed by this Act.
- (2) There shall be—
 - (a) such title and number of other officers appointed by the Commission to the Parliamentary Service and such emoluments paid to the holders of such offices as are set out in the *First Schedule* respectively;
 - (b) such qualifications required for the offices referred to in paragraph (a) as are prescribed in regulations by the Commission.
- (3) Subject to this Act, the terms, and conditions of service of the holders of the offices referred to in subsection (1), shall be as determined by the Commission.
- (4) Nothing done by the holder of an office under this Act shall be invalid by reason only that the person has attained the age at which he is required to retire from such office.

6. Independence of officers and staff of Parliamentary Service.

The officers and staff of the Parliamentary Service shall be independent, apolitical and non-partisan and every member of the Senate and House of Assembly shall promote, respect, and honour the independent, non-partisan and apolitical nature of the Parliamentary Service, and shall not seek to influence employees thereof in discharge of their duties or functions.

PART III – PARLIAMENTARY SERVICE COMMISSION

7. Establishment of Parliamentary Service Commission.

- (1) There is hereby established, an autonomous and independent body to be known as the Parliamentary Service Commission (hereinafter “the

Commission”) which shall be responsible for the control and management of the Parliamentary Service.

- (2) Nothing in subsection (1) shall be construed as affecting any power conferred on the President of the Senate or the Speaker of the House of Assembly by the Constitution, or by any law in force in The Bahamas or any Standing Order of the Senate or of the House of Assembly.
- (3) The Commission shall be a body corporate with perpetual succession and a common seal (hereinafter “seal”), and shall have all the rights, powers, and privileges of an individual of full capacity.
- (4) The design of the seal of the Commission shall be determined by the Commission after consultation with the Clerk and shall be kept in the custody of the Clerk and shall only be used on the instructions of the Commission.
- (5) The seal of the Commission shall be affixed to documents by the Speaker and authenticated by the Clerk or the deputy Clerk in the absence of the Clerk.
- (6) The provisions of sections 15 and 16 shall have effect with respect to the constitution and procedure of the Commission and otherwise in relation thereto.
- (7) Any document under the seal of the Commission shall be received in evidence without further proof of execution or issue, unless the contrary is proved.
- (8) Any contract or instrument of the Commission which if entered into, or executed by an individual, is not required to be under seal, such contract or instrument may be entered into or executed without Seal on behalf of the Commission by the Speaker, or the Deputy Speaker.

8. Functions of the Commission.

- (1) The Commission shall —
 - (a) provide the financial resources and the necessary administrative, technical, and support services to the Parliamentary Service, to ensure the impartial and efficient performance of the functions, duties and obligations, and of the exercise of the powers of the Senate and the House of Assembly;
 - (b) review, and propose to the Minister of Finance, amendments to the Schedules to the Parliamentarians (Salaries and Allowances) Act (*Ch. 10*);
 - (c) determine and hire the staff necessary for the proper carrying out of the functions of the Commission under this Act, and subject to section 6, shall be responsible for the training and discipline, and control of the staff of the Parliamentary Service;

- (d) determine and establish a contributory pension scheme for the staff of the Parliamentary Service;
 - (e) provide such other services and do such acts and things as may be necessary for the well-being of the staff of the Parliamentary Service;
 - (f) provide such other parliamentary services to the Senate and the House of Assembly as it may determine after consultation with the Clerk;
 - (g) undertake, in cooperation with other relevant organizations, programs to promote the ideals of parliamentary democracy;
 - (h) exercise such other functions as may be provided by, or under this Act, or any other written law;
 - (i) manage its financial and administrative affairs while promoting the principles of good governance, the separation of powers and the rule of law.
- (2) Pursuant to subsection (1)(c), the Commission shall determine and make provision for the remuneration and other terms and conditions of service of staff of the Parliamentary Service employed by the Commission, and shall ensure that such remuneration, terms, and conditions of service, are the same or similar to those of officers employed in the public service.
- (3) In the performance of their functions under this Act, officers and staff of the Parliamentary Service shall not seek, receive, or follow directions from any source or authority external to the Commission.

9. Emoluments and gratuities.

- (1) There shall be paid to members of the Commission, or a committee of the Commission, such reasonable emoluments and or gratuities as may be determined on the recommendation of the Commission and where warranted, after consultation with the Minister of Finance.
- (2) Any expenditure required to be made by virtue of the provisions of subsection (1) or any other provisions of this Act, shall be charged on and paid out of the Consolidated Fund.

10. Delegation of Functions of Commission.

- (1) The Commission may delegate to —
- (a) the Chairman, any of its functions under this Act;
 - (b) the Clerk, any of its functions other than the employment and discipline of the staff of the Parliamentary Service.

- (2) Anything done in the discharge of the functions of the Commission delegated under this section shall have the same effect as if done by the Commission.
- (3) Notwithstanding any delegation under this section, the Commission shall retain the ultimate responsibility for considering representations made by trade unions in respect of employment of staff and for the conduct of consultations and negotiations with unions on such matters.
- (4) A delegation under this section—
 - (a) may at any time be revoked by the Commission; and
 - (b) shall not prevent the discharge by the Commission of any delegated function.

11. Appointment and functions of Clerk, Deputy Clerk, etc.

- (1) For the exercise of its functions under this Act, the Commission shall appoint a person to the office of Clerk who, in addition to the function mandated by Articles 44(4) and 50(2) of the Constitution, shall be responsible for —
 - (a) the administration and superintendence of the Parliamentary Service;
 - (b) the preparation of Hansard, edited transcripts of parliamentary debates and making the transcripts available online;
 - (c) maintaining the Parliamentary Channel for the live broadcast of debates in the Senate and in the House of Assembly;
 - (d) preparing the annual estimates of revenue and expenditure of the Senate and the House of Assembly.
- (2) The Clerk shall be —
 - (a) the Chief Executive Officer of the Commission, responsible for the day-to-day management of the Commission and accountable to the Commission for the management of the Parliamentary Service; and
 - (b) the Accounting Officer of the Parliamentary Service and the Commission.
- (3) The Clerk shall report to the Commission, whenever the necessity arises on —
 - (a) any alterations in the organization, staffing or management of the Parliamentary Service, that are in his opinion, necessary or expedient for the more economical, efficient or convenient working of the Parliamentary Service; or
 - (b) any alterations which in his opinion, are necessary in the salaries or allowances or any officers or employees in the Parliamentary Service;

- (c) any personnel matter.
- (4) The Commission shall also appoint a Deputy Clerk and such other Deputy Clerks, or such other persons as it deems necessary to assist the Clerk in the execution of his duties.
- (5) Persons appointed by the Commission under this section, shall not enter upon the duties of office unless they have taken and subscribed the oath of allegiance in accordance with the Oaths Act (*Ch. 60*).
- (6) Subject to subsection (7), the Commission shall have power to exercise disciplinary control over the Clerk, and Deputy Clerk, and to remove them from office.
- (7) The power to remove the Clerk or Deputy Clerk from office shall not be exercised by the Commission except for inability to discharge the functions of his office, whether because of physical or mental illness, or for misbehaviour including insubordination, or the commission of an act of dishonesty, or other conduct amounting to gross misconduct.
- (8) Before removing the Clerk or a Deputy Clerk from office, the Commission shall investigate the matter, shall give the officer an opportunity to be heard, and shall be satisfied that a ground for removal is made out before removing officer.

12. Qualifications for appointment as Clerk.

A person shall be qualified for appointment as Clerk, if that person —

- (a) has a minimum of ten years' experience in parliamentary procedure;
or
- (b) is a counsel and attorney under the Legal Profession Act (*Ch. 64*);
and
- (c) is mentally and physically able to perform the duties of Clerk;
- (d) is not an undischarged bankrupt;
- (e) has not in the preceding five years before appointment —
 - (i) served a sentence on conviction of a criminal offence, exceeding six months;
 - (ii) contested an election for political office.

13. Clerk as Accounting Officer.

- (1) As the Accounting Officer of the Parliamentary Service and the Commission, the Clerk shall be responsible for —
 - (a) all moneys voted by Parliament for the work of the Commission, the Parliamentary Service and payment of salaries of Members of Parliament;
 - (b) all fees and other sums paid to the Commission; and

- (c) the payment into the Consolidated Fund of all sums paid under paragraph (b).
- (2) The Clerk shall prepare in each financial year an estimate, and if necessary, a supplementary estimate of —
 - (a) the expenditure of the Commission; and
 - (b) any other expenditure incurred for services rendered to Parliament or to Members of Parliament for which the Commission is responsible.

14. Composition of the Commission.

- (1) The Commission shall comprise the following Members —
 - (a) the Speaker of the House of Assembly as Chairman;
 - (b) the President of the Senate;
 - (c) the Deputy Speaker;
 - (d) the Minister responsible for Finance, or a Member of the Cabinet appointed by the Prime Minister;
 - (e) the Leader of Government Business in the House of Assembly;
 - (f) the Leader of the Opposition or a member of the Opposition appointed by the Leader of the Opposition;
 - (g) the Leader of Government Business in the Senate;
 - (h) the Leader of Opposition Business in the Senate;
 - (i) two members of the House of Assembly nominated by the Government;
 - (j) one member of the House of Assembly nominated by the Opposition;
 - (k) one member of the Senate nominated by the Government;
 - (l) one member of the Senate nominated by the Opposition; and
 - (m) the Clerk as Secretary to the Commission *ex officio*.
- (2) A member of the Commission shall, subject to the other provisions of this Act, hold office for a term of five years.
- (3) Where the office of a member of the Commission becomes vacant before expiry of the term of office as a member of the Senate or the House of Assembly, the member appointed to fill the vacancy shall hold office only for the unexpired part of the term.
- (4) A member of the Commission shall vacate office upon ceasing to be a Member of the Senate or the House of Assembly —
 - (a) upon the dissolution of Parliament;
 - (b) for any reason prescribed by the Constitution as determining the member's tenure of the Senate or the House of Assembly;

- (c) inability to discharge the functions of a member of the Commission, whether arising from infirmity of body or mind, or for misconduct; or
- (d) upon resignation, by notice in writing to the Speaker.

15. Proceedings of the Commission.

- (1) Subject to the provisions of this Act, the Commission may regulate its own proceedings.
- (2) The Commission shall meet for the transaction of its business at least once in each quarter of the year at such places and times as the Chairman may determine.
- (3) The Chairman may, upon giving notice of not less than seven days, cause an extraordinary meeting to be held within ten days of receipt of a written request to him by at least three members of the Commission.
- (4) All notices for meetings of the Commission shall be issued by the Secretary.
- (5) The Chairman may, if the urgency of any matter does not permit the giving of the notice required by subsection (3), call a special meeting of the Commission on giving shorter notice.
- (6) The Commission may endorse, or revoke, decisions made by the Chairman to hold a special meeting pursuant to subsection (5).
- (7) The quorum at a meeting of the Commission shall be five.
- (8) The following person shall preside at any meeting of the Commission —
 - (a) the Chairman;
 - (b) in the absence of the Chairman, the President of the Senate; and
 - (c) in the absence of both the Chairman and the President of the Senate, such member as the members present shall elect for the purpose of presiding over that meeting.
- (9) The Commission may invite any other parliamentarian, not being a member of the Commission, to attend and participate in the deliberations of a meeting of the Commission, but that person shall have no vote.
- (10) The Commission shall cause minutes to be kept of the proceedings of every meeting of the Commission and of the proceedings of any committee established by the Commission.

16. Decisions of the Commission.

- (1) A decision of the Commission shall be made by a majority of the members present and voting at the meeting, and in the event of an equality of votes, the Chairman shall have a casting vote, in addition to a deliberative vote.
- (2) A decision of the Commission may be made without a meeting, by circulating an agenda, the proposed decision, and any other relevant documents, among the members, who may endorse the proposed decision in writing.
- (3) A member of the Commission is entitled to request that a decision be deferred until the subject matter is considered at a meeting of the Commission, in which case, the matter shall be deferred accordingly.
- (4) A member may dissent from a decision of the Commission and have that dissent and reasons for the decision set out in the record of the meeting at which the decision is made.
- (5) The validity of the proceedings, or the validity of the acts or decisions of the Commission shall not be affected by a vacancy in the membership of the Commission or by a defect in the appointment of any member or because a person not entitled to do so, took part in the proceedings.

17. Committees of Commission.

- (1) The Commission may, for the purpose of performing its functions under this Act, constitute committees, and may delegate to a committee part of its functions as the Commission considers appropriate.
- (2) The Commission may appoint as members of a committee constituted under subsection (1), persons who are not members of the Commission, but are members of the Senate or the House of Assembly, and such persons shall hold office for such period as the Commission determines.
- (3) A committee of the Commission may regulate its own proceedings.

18. Secretary of Commission.

The Clerk shall be Secretary to the Commission.

19. Disclosure of interest.

- (1) A person who is present at a meeting of the Commission, or a committee of the Commission at which any matter is the subject of consideration, and in matter the person or that person's relative or associate is directly or indirectly interested in a private capacity shall, pursuant to Article 49 of the Constitution, as soon as is practicable after the commencement of the meeting, disclose the interest and shall not, unless the Commission or the

committee otherwise directs, take part in any consideration or discussion of, or vote on, any question relating to that matter.

- (2) A disclosure of interest made under subsection (1) shall be recorded in the minutes of the meeting at which it is made.

20. Prohibition of publication or disclosure of information to unauthorized persons.

- (1) A person shall not, without the consent in writing given by, or on behalf of the Commission, publish or disclose to an unauthorized person, otherwise than in the course of his duty, the contents of any document, communication or information which relates to, or which has come to the knowledge of, that person in the course of his duty under this Act.
- (2) A person who contravenes subsection (1) commits an offence and is liable, upon summary conviction, to a fine not exceeding fifty thousand dollars or to imprisonment for a period not exceeding one year, or to both such fine and imprisonment.
- (3) A person who, having any information which to the knowledge of that person has been published or disclosed in contravention of subsection (1), unlawfully publishes, or communicates the information to another person, commits an offence and is liable, upon summary conviction, to a fine not exceeding fifty thousand dollars or to imprisonment for a period not exceeding one year, or to both such fine and imprisonment.

21. Immunity of Members.

An action or other proceeding shall not lie or be instituted against a member of the Commission or a committee of the Commission, for or in respect of an act or thing done or omitted to be done in good faith in the exercise or performance of any of the functions or duties conferred by this Act.

22. Oath on appointment.

A member of the Commission shall, on appointment, take an oath in accordance with the Oaths Act (*Ch. 60*).

23. Annual report of the Commission.

The Commission shall as soon as possible after the expiration of each financial year and in any case not later than October in each year, submit to Parliament—

- (a) a report on the exercise of its functions in that year;
- (b) a statement of its audited accounts.

PART IV - FINANCIAL PROVISIONS

24. Funds of Commission and parliamentary service.

- (1) The funds of the Commission and the Parliamentary Service shall consist of such monies as may —
 - (a) be appropriated to the Commission and the Parliamentary Service by Parliament;
 - (b) be paid to the Commission and the Parliamentary Service by way of grants or donations;
 - (c) be raised through the provision of services;
 - (d) vest in or accrue to the Commission and the Parliamentary Service.
- (2) The Parliamentary Service may, subject to the approval of the Commission, accept monies by way of grants or donations from any legitimate source within or outside the Commonwealth of The Bahamas.
- (3) The Commission may authorize the Parliamentary Service to open and maintain such bank accounts as are necessary for the exercise of its functions.
- (4) At least three months before the commencement of each financial year, the Clerk shall cause to be prepared, estimates of revenue and expenditure required for the purposes of this Act for the financial year, and shall present such estimates to the Commission for review, which shall thereafter be submitted to the Minister of Finance.

25. Accounts and audits.

- (1) The Parliamentary Service and the Commission shall cause the Clerk to keep proper books of accounts and other records relating to such accounts.
- (2) The accounts of the Parliamentary Service and the Commission shall be audited annually by the Auditor-General or an auditor appointed by the Auditor-General and such report shall be tabled by the Speaker.
- (3) The Auditor-General may at any time carry out an investigation into, or a special audit of, the accounts of the Commission.

26. Annual reports.

- (1) As soon as practicable, but not later than ninety days after the end of the financial year, the Parliamentary Service and the Commission shall submit to the Chairman a report concerning its activities during the financial year.

- (2) The report referred to in subsection (1) shall include information on the financial affairs of the Parliamentary Service and the Commission and there shall be appended to the report —
 - (a) an audited balance sheet;
 - (b) an audited statement of income and expenditure; and
 - (c) such other information as the Chairman may require.
- (3) The Chairman in consultation with the Minister of Finance shall cause the financial statements referred to in subsection (2) above to be tabled in Parliament.
- (4) The Chairman shall cause the financial statements referred to in subsection (2) to be tabled in the Senate and the House of Assembly.

PART V - GENERAL PROVISIONS

27. Hansard in the Senate and the House.

- (1) The Clerk shall be responsible for the reporting of what is said in the Senate and the House by —
 - (a) live recording and broadcasting of debates via the Parliamentary Channel;
 - (b) the electronic recording and publication of debates digitally within two hours of the suspension or adjournment of the debate;
 - (c) directing such number of reporters to —
 - (i) attend every debate, and other proceedings of the Senate and the House, and every meeting of the committees of the Senate and the House;
 - (ii) record verbatim, such debate, proceeding and meeting including the divisions taken and the number and names of the members on each side present; and
 - (iii) direct the delivery, within six days of the debate, proceeding, or meeting, legible hard, and digital, copies of the edited transcripts of such debate, proceeding or meeting to the Deputy Clerk, who shall certify copies thereof and deliver them to the Clerk.
- (2) Notwithstanding subsection (1)(c)(iii), the Speaker of the House of Assembly, or President of the Senate may, if he thinks fit, extend the period of six days prescribed in that subsection for the delivery of the written transcripts to the Deputy Clerk.

28. Hansard, printing and publishing of debates, proceedings and meetings of the Senate and the House.

- (1) The Clerk shall, as soon as may be after the receipt by him of the certified edited transcripts referred to in section 27, but in any case, not later than three days thereafter, deliver or cause to be delivered the said transcripts to the printers contracted for such printing, and where no such printer has been contracted, the certified edited transcripts of the debates, proceedings or meetings of the Senate and the House shall be printed by the Government Printer.
- (2) Within twelve days of the receipt by the printer of the certified edited copies, the printer shall —
 - (a) print the Hansard and cause the same to be published in the *Official Gazette*, in the order in which the debates, proceedings and meetings occurred;
 - (b) print the Hansard in such form as the Commission directs;
 - (c) furnish the required copies to the Clerk for distribution.
- (3) The Clerk shall distribute the printed copies furnished to him among the Members of the Senate and the House, as the case may be and otherwise as the Commission directs.

29. Transition of employees of the Senate and the House.

- (1) Any person holding an office in the Senate or House of Assembly at the date of commencement of this Act, may at his option exercisable in accordance with subsection (2), state whether he desires to be employed by the Commission.
- (2) The option referred to in subsection (1) may be exercisable by a person referred to in that subsection by giving notice in writing of his option to the Clerk within one month of the commencement of this Act, or within such further period as the Minister with responsibility for the Public Service in any special case approves.
- (3) A person referred to in subsection (1) who exercises the option to be employed by the Commission, shall from the commencement of this Act, be deemed to be employed by the Commission, and that person's service with the Commission shall be —
 - (a) abridged and deemed to be continuous with his former service in the Senate or the House of Assembly, as the case may be;
 - (b) on terms and conditions no less favourable as to salary, pension, gratuity or allowance as those applicable to persons employed in the Public Service.
- (4) A person who —

- (a) exercises his option not to be employed by the Commission; or
- (b) fails to exercise his option to be employed by the Commission, shall continue to be a member of the public service and shall be deployed elsewhere in the Public Service.

30. Recruitment of staff by the Commission.

- (1) The Parliamentary Service Commission is hereby empowered to recruit persons from the public service or from elsewhere, to serve in the Parliamentary Service.
- (2) Section 29 shall apply *mutatis mutandis* to a person recruited from the public service and transferring to the Parliamentary Service.
- (3) The terms and conditions of employment, of all persons recruited by the Commission, including salaries, pensions, gratuities and allowances, shall be no less favourable than those granted to members of the public service.

31. Regulations.

- (1) The Commission may make regulations to provide for the better carrying out of the provisions of this Act.
- (2) Without prejudice to the generality of subsection (1), the Commission may make regulations for the better administration of the Parliamentary Service.

SCHEDULE

(section 5(2)(a))

OFFICERS

First Column	Second Column	Third Column
Offices	No. of Offices	Emoluments from 1st July, 2023
House of Assembly		
Clerk of Parliament	1	\$80,750 - \$97, 750 (\$1,000)
Deputy Clerk	1	\$65,650 - \$79, 250 (\$800)
Assistant Clerk	1	\$45,350 - \$58, 150 (\$800)
Accountant	1	\$43,350 - \$58, 150 (\$800)
Assistant Accountant	1	\$40,950 - \$53,550 (\$700)
Human Resources Manager	1	\$45,350 - \$58,150 (\$800)

First Column	Second Column	Third Column
Offices	No. of Offices	Emoluments from 1st July, 2023
Asst. Human Resources Manager	1	\$40,950 - \$53,550 (\$700)
Sergeant-At-Arms	1	\$47,350 - \$59,350 (\$800)
Secretary to the Clerk of the Parliament	1	\$31,550-\$42,050 (\$700)
Librarian	1	\$29,750 - \$40,050 (\$700)
Library Research Assistant	1	\$24,150 - \$36, 050 (\$700)
Receptionist	2	\$17,550 - \$28, 350 (\$600)
Chaplain of Parliament	1	\$9,000 p/a
Handyman (general service worker)	2	
Messenger	1	\$17,750 - \$29, 250 (\$450)
Janitor	4	\$15,200 - \$28,250 (\$450)
Presiding Officer Driver	1	Contractual
Personal Assistant (Speaker)	1	Contractual
HANSARD		
Editor of the Hansard	1	\$45, 350 - \$58,150 (\$800)
Deputy editor of the Hansard	1	\$40, 950 - \$53,550 (\$700)
Assistant Editor of the Hansard	1	\$33,750 - \$43,550 (\$700)
Transcriber/Typist	6	\$20,400 - \$30,600 (\$600)
SENATE		
Deputy Clerk	1	\$60,650 - \$74,250 (\$800)
Assistant Clerk	1	\$40,350 - \$53,150 (\$800)
Secretary	1	\$26,550 - \$37,050 (\$700)
Personal Assistant (President)	1	Contractual
President Officer Driver	1	Contractual
Chaplain of the Senate	1	\$7,000 p/a
Janitor	2	\$15,200 - \$28,250 (\$450)
ELECTRONIC		

First Column	Second Column	Third Column
Offices	No. of Offices	Emoluments from 1st July, 2023
HANSARD		
Director of the Electronic 1 Hansard		\$40,950 - \$53,550 (\$700)
Assistant Director		\$33,750 - \$43,550 (\$700)
Technical Assistant		\$18,950 - \$33,950 (\$600)
Camera Operator		\$17,150 - \$30,650 (\$450)