

## INDEPENDENT COMPLAINTS AND GRIEVANCE SCHEME

### FINANCIAL CONSEQUENCES

*Memorandum by the Accounting Officer*

1. Under Standing Order No 22C, a motion which if agreed would have a direct consequence of additional expenditure under the House of Commons: Administration Estimate estimated to be £50,000 or more shall not be considered by the House unless a memorandum setting out its expected financial consequences has been made available to the House by the Accounting Officer.
2. This memorandum therefore seeks to set out the expected financial consequences of the motion in the name of the Leader of the House, on the Independent Complaints and Grievance Scheme, for the House of Commons: Administration Estimate. Further information on the proposals can be found in the Independent Complaints and Grievance Scheme Delivery Report.
3. The motion asks the House to approve the Independent Complaints and Grievance Scheme Delivery Report and its proposals for ensuring clear standards for all who work in or visit Parliament. It also seeks the House's endorsement of the Behaviour Code and the policies and procedures relating to bullying and harassment and sexual harassment. If approved, the financial consequences for the Administration Estimate will include the introduction and operation of these new policies and procedures. The cost of the services procured to deliver the proposed procedures will be shared with the House of Lords on a 70:30 ratio. This includes the provision of the bullying and harassment helpline; the Independent Sexual Misconduct Advice Service; external investigators to investigate formal complaints and make recommendations; and the Members, and Peers' staff HR service. I estimate the cost to the House of Commons to be £250,000 this financial year, and up to £500,000 in future years. The actual expenditure by the House of Commons will depend on the take up of the new services, which makes the estimation of the financial consequences difficult at this point.
4. A system of training to support the introduction of the Behaviour Code is also proposed. This includes workshops to address the specifics of bullying, harassment and sexual misconduct; sanctioned training required as part of the outcome to a complaint; and management practice training, linked to the Good Employer Standard. I estimate the provision of this training to cost the House of Commons £100,000 this financial year, and £200,000 in future years.
5. The motion proposes changes to Standing Order No. 150 (Parliamentary Commissioner for Standards). The expansion envisaged in the role of the Parliamentary Commissioner for Standards is likely to lead to increased support for her office.
6. The motion seeks the House's agreement that an independent inquiry be established, in similar terms to that currently being conducted by Dame Laura Cox QC. It is proposed that the independent inquiry will consider the experiences of those individuals, including MPs, peers and their staff, not in scope of the Cox inquiry. It also asks the House to direct the Accounting Officer to meet the cost of the inquiry. Given the expenditure of the current Cox inquiry, I estimate an inquiry established in similar terms to cost the House £200,000.
7. The motion seeks the House's endorsement of a proposal that a review of the new arrangements take place after 6 months and after 18 months. Dependent on how the reviews are conducted and by whom, I estimate these reviews to cost £50,000 each. Expenditure on the first review will be incurred within the 2018-19 financial year, and 2019-20 for the second review.

8. In the current financial year the costs will be met from contingency, and could potentially contribute to the need for a Supplementary Estimate. Once the services are established the cost will be factored into future financial plans.

Sir David Natzler KCB

Accounting Officer

18 July 2018