

## CHANGES TO THE 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 changes to the Independent Complaints and Grievance Scheme (ICGS), for the House of Commons: Administration Estimate. Further information on the proposals can be found in the Report from the House of Commons Commission, *Extending the Independent Complaints and Grievance Scheme* (HC 2554), laid on 15 July 2019.
3. The motion asks the House to approve the Report of the House of Commons Commission and its proposals. It is proposed to implement the recommendation made by Dame Laura Cox QC in her report of 25 October 2018, that non-recent cases of bullying, harassment and sexual misconduct be admissible under the Independent Complaints and Grievance Scheme. It is also proposed to implement the recommendation of Gemma White QC in her report of 11 July 2019, that former members of the parliamentary community should be able to have their complaints heard under the ICGS. Paragraph 8 of the Report of the House of Commons Commission sets out the steps necessary to implement both of these recommendations, including changes to the ICGS, endorsed under the resolution of 19 July 2018.
4. If approved, the financial consequences for the Administration Estimate arise from broadening the scope of the ICGS. This includes a communications campaign to inform former members of the parliamentary community of their inclusion within the ICGS, an anticipated increase in the use of existing helplines, and a consequent anticipated increase in the number of cases raised and subsequently investigated. I estimate the cost to the House of Commons to be £250,000 each financial year. The actual expenditure by the House of Commons will depend on the take up of the services, which makes the estimation of the financial consequences difficult at this point.
5. 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 extension of the services has been established the cost will be factored into future financial plans.

Dr John Benger  
Accounting Officer  
15 July 2019