

Karen Walker
Chief Executive & Accounting Officer



**Independent Parliamentary
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Alberto Costa MP
Chair of the House of Commons Committee on Standards
By email to COMMITTEESTANDARD@parliament.uk

Ref: CEO-2026-004

13 February 2026

Dear Alberto,

Re: Reward and Recognition Payments

Thank you for your follow-up letter of 30 January.

As I outlined in my previous letter, MPs have the discretion to determine how and if they choose to make reward and recognition payments to their staff, provided they can be funded within the budget provided. Unite's summary on the purpose of these payments - acknowledging the demanding workloads, tight deadlines, and sustained pressure faced by MPs' staff, who frequently go beyond their contracted duties in support of the MP and their constituents - is fair and reasonable. IPSA's intent is that these payments help to ensure that staff feel valued and appreciated.

An MP may choose to award higher payments to lower-paid staff to help address cost-of-living pressures. However, they may also want to consider individual performance and conduct to ensure the payments appropriately recognise all those who have earned them.

I hope this clarifies IPSA's position. I would be happy to discuss this further at our meeting on 24 February.

With best wishes,

A handwritten signature in dark ink, appearing to be 'KW', written over a light blue rectangular background.

Karen Walker
Chief Executive & Accounting Officer