

Appointment of Chair of IPSA

January 2026



Saxton Bampfylde

Welcome from the Speaker of the House of Commons



Thank you for your interest in the role of Chair of the Independent Parliamentary Standards Authority (IPSA).

IPSA was created by the Parliamentary Standards Act 2009, as the world's first fully independent regulator of MPs' financial remuneration.

Today, it regulates and administers the business costs and determines the pay of the 650 elected MPs in the UK and administers the payroll of their 3,500 staff.

It has three principal aims: to resource and support MPs appropriately to carry out their parliamentary functions; to assure the public that MPs' use of taxpayers' money is well regulated; and to enable IPSA's people to be a high-performing, professional team.

In recent years, IPSA has embarked on a programme of change, focusing on providing a higher-quality, more responsive service and a simpler regulatory framework which helps MPs, and their staff do their work, while commanding public confidence. Getting this right is crucial for a well-functioning Parliament and healthy democracy.

Under the Parliamentary Standards Act 2009, the IPSA Board has a Chair and four other members, some of whom are required to have particular professional backgrounds.

We are seeking an exceptional individual who will bring strategic leadership, professional expertise, sound judgment, and a deep commitment to public service. This is a pivotal role at a time of significant development for IPSA, and the Chair plays a central role in ensuring IPSA continues to operate with integrity, independence, and transparency, while maintaining public confidence in its work.

The Chair will lead the Board in shaping IPSA's long-term vision, including on matters such as pay and pensions, corporate strategy, and organisational transformation, and will foster effective governance, while supporting the executive team to deliver lasting change. This is a demanding and high-profile appointment, offering a unique opportunity to contribute personally to the future of our democracy.

I hope that a diverse range of people with the right mix of experience, skills, and ambition will apply to take on this important role at this important phase of IPSA's development.

A handwritten signature in black ink, appearing to read "Rt Hon Sir Lindsay Hoyle".

Rt Hon Sir Lindsay Hoyle MP, Speaker of the House of Commons

Summary

We are looking to recruit an experienced senior leader with Board-level experience, to serve as Chair of the Independent Parliamentary Standards Authority (IPSA).

IPSA is the independent body that regulates and administers public funding in support of MPs' parliamentary duties. It was set up by the Parliamentary Standards Act 2009, which provides that its Board should be made up of a Chair and four members. The Chair must not have been a Member of Parliament in the past five years.

IPSA's statutory framework places the organisation at a sensitive constitutional intersection between Parliament, public trust, and independent regulation, making the role of Chair both uniquely demanding and uniquely important.

This is a part-time position, requiring approximately 2 days' work per week, remunerated at a rate of £800 per day. Board members are expected to attend meetings of the Board in London once every two months and sub-committee meetings, as required. As Chair, you will have oversight of sub-committee membership.

This role is an opportunity to contribute personally to the future of our parliamentary democracy by influencing the future direction of IPSA and building public trust in Parliament and democracy by assuring the integrity, transparency, and effectiveness of IPSA's strategic decision-making.

The key requirements of the post are a track record of operating at a senior leadership level in a complex organisation at board level, with a proven ability to set direction, ensure delivery, and engage stakeholders; an ability to work collaboratively and effectively with a senior non-executive team in a high-profile environment using persuasion and influence to further develop and improve board performance; and the skillset to support and hold to account an executive team.

This recruitment is being managed by an independent panel on behalf of the Speaker of the House of Commons, with the assistance of the executive search company, Saxton Bampfylde. The panel will submit a list of appointable candidates to the Speaker who will make the final selection, after consulting the Speaker's Committee on the IPSA (SCIPSA). The recommended candidate will then be subject to approval by the House of Commons and to appointment by His Majesty the King.

The selection panel is committed to attracting a diverse range of candidates and would welcome applicants from all backgrounds, communities and regions of the United Kingdom, particularly from groups who are currently under-represented on the IPSA Board.

The deadline for applications is **Friday 13 February 2026**.

About IPSA

IPSA is the independent body that regulates and administers public funding in support of MPs' parliamentary duties. Created by the Parliamentary Standards Act 2009, we make fair and impartial decisions about MPs' pay, pensions and business costs.

Our purpose

Our purpose is to support trust in democracy with great service, fair rules and wise spending.

Our vision

We want to enable MPs to focus on what really matters by providing an exemplary, seamless regulatory service.

Our values

Our values are deeply ingrained principles that guide all that we do: they are a fundamental part of our identity, cornerstones of our culture, and are never compromised.

They are:

- **Staying connected** – we're connected to each other and our customers by a common purpose.
- **Seeing the bigger picture** – we have foresight and always try to see the bigger picture. We anticipate needs to ensure the service we deliver is seamless.
- **Being open** – we listen to understand, and we act with tact and empathy.
- **Doing the right thing** – we make independent decisions based on balanced and fair judgments. If we make a mistake, we fix it quickly.
- **Making a difference** – we are knowledgeable, friendly and helpful. We understand our customers and deliver exemplary service.

Our background

IPSA is independent of Parliament, the Government and of political parties.

We started operations at the General Election in May 2010. Since 2011, we have also had responsibility for setting MPs' pay and pensions, on which we must consult and announce a determination within the first year of a Parliament, and at other times as may be appropriate.

Our oversight of MPs' expenditure represented a clean break from the old system of 'allowances'. The principles which we set in relation to MPs' business costs need to be clear, proportionate and fair. We take a risk-based approach to reviewing MPs' expenditure, ensuring fast reimbursement alongside value for money and assurance for the UK taxpayer.

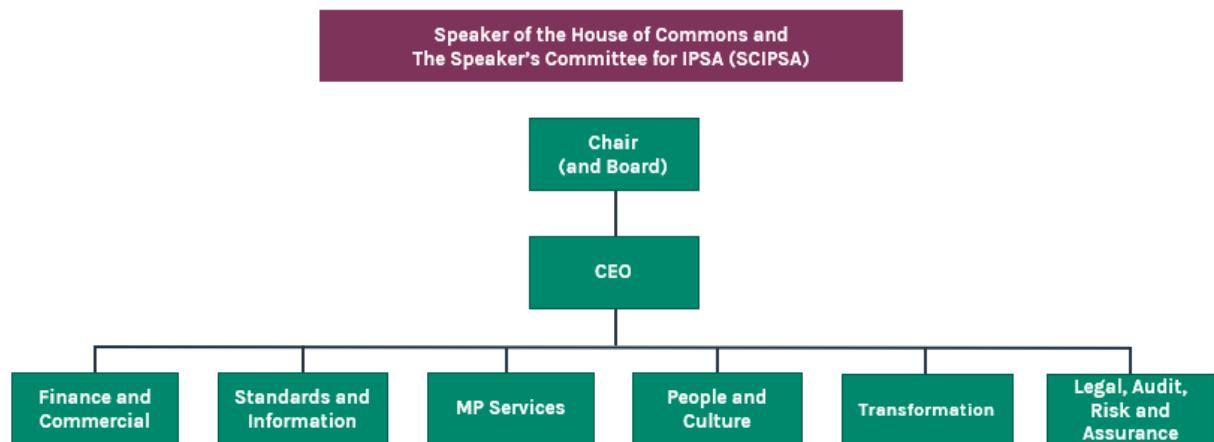
We are in the process of implementing a new regulatory approach which will provide MPs with greater flexibility to make decisions about what to spend money on to best service their constituents within a framework of clear expected standards of behaviour and action.

In 2025-26, IPSA has an annual budget for MPs' staffing and businesses costs of c£280m, and an operational budget of £11.8m.

We process almost 4,800 MPs' staff contract changes every year, alongside 450 office and accommodation registrations, answer hundreds of calls and emails every day whilst supporting MPs and their staff to self-serve online.

Our structure

IPSA's work is organised around six main functions: Finance and Commercial, Standards and Information, MP Services, People and Culture, Transformation, and Legal, Audit, Risk and Assurance. There are currently around 100 members of the IPSA team.





The Speaker's Committee for IPSA

IPSA's work is overseen by the [Speaker's Committee for the IPSA \(SCIPSA\)](#). SCIPSA has a responsibility to ensure that IPSA's estimate is consistent with the efficient and cost-effective discharge of its functions.

The Committee has eleven members - the Speaker of the House of Commons, the Leader of the House of Commons, the Shadow Leader of the House of Commons, the Chair of the Committee on Standards, three further MPs from the governing party, one MP from the third largest party, and three lay members. Lay members are defined as individuals who have never served as Members of Parliament; they each serve five-year terms, and their appointment is agreed by the House of Commons.

SCIPSA also considers the candidates proposed by the Speaker for the posts of IPSA's Chair and Board members when vacancies arise, following an open competition. The candidates for these posts are then approved by the House of Commons and appointed by His Majesty The King.

The role of IPSA's Board

The Board provides the strategic leadership of IPSA, safeguarding its independence, acting as an advocate for its values and delivering its objectives: meeting its statutory duties; helping to maintain confidence in Parliament; and providing efficient and cost-effective administration of services which meet the needs of taxpayers, MPs and their staff.

The Board ensures that IPSA exercises its statutory obligations, including:

- The review and setting of MPs' salaries;
- The review and development of the MPs' pensions scheme; and
- The operation and review of the Scheme of MPs' business costs ('[the Scheme](#)').

The Board sets the strategic priorities for IPSA as an organisation ensuring it is efficient, cost-effective and fit-for-purpose and delivers its objectives. In doing so, the Board:

- Contributes to the development and articulation of IPSA's vision, values, strategies and plans, and shares, champions and demonstrably lives the values;
- Sets the policy framework for MPs' business costs;
- Oversees the development of, and approves, a Corporate Plan, Annual Report and Estimate of IPSA's use of resources; and
- Sets the risk appetite and approves the framework of internal controls in support of the achievement of IPSA's strategic objectives.

The Board also:

- Reviews and approves the Scheme for MPs' business costs and assesses and ensures compliance with Scheme rules;
- Determines the salaries to be paid to MPs, including mechanisms for review and up-rating of salaries;
- Scrutinises the performance of the organisation in meeting its objectives and holds the Executive to account for their delivery;
- Determines and reviews the procedures used by the Compliance Officer;
- Proposes and, from time to time, revises a Code of Conduct for members of IPSA's Board; and
- Appoints and determines the terms and conditions of the Chief Executive.

The Board meets normally once every two months, either in person at IPSA's offices or occasionally via virtual meeting platforms, with notice given well in advance. The Board currently has three subcommittees: the Audit and Risk Assurance Committee, the People Committee, and the Improving IPSA Assurance Group.

The respective remits of the subcommittees are detailed in the [Board's Standing Orders](#).



The role of IPSA Chair

Statutory requirements

The [Parliamentary Standards Act 2009](#) requires that:

- The Board of IPSA is made up of a Chair and four members
- At least one member must have held, but no longer hold, high judicial office;
- At least one member must be eligible for appointment as a statutory auditor by virtue of Chapter 2 of Part 42 of the Companies Act 2006; and
- At least one of the members (the ‘Parliamentary Member’) has been (but is no longer) a member of the House of Commons.
- Apart from the Parliamentary Member, no one who has been an MP at any time within the last five years may be a member of the Board of IPSA.

Role description

IPSA requires a Chair with the professional experience and diverse skillset to provide exemplary leadership, articulate a clear strategic vision, and guide the Board in delivering its statutory role. This is especially important as IPSA makes further progress on its exciting but challenging journey in which media interest is never far away and stakeholders need careful, tailored engagement.

The Chair will need to apply strong leadership expertise in the context of IPSA’s service transformation and fundamental review of its regulatory model which puts principles at the heart of their operation.



Key responsibilities

Working with other members of the Board, the Chair will:

- Provide leadership for the Independent Parliamentary Standards Authority, helping to build confidence and trust in democracy through the Authorities' independence, integrity, and effective stewardship of public resources;
- Establish with the Board the strategic direction of IPSA and ensure compliance with IPSA's statutory duties;
- Chair meetings of IPSA's Board;
- Work closely with the Chief Executive to maintain strategic direction and monitor performance;
- Play an active role in the appointment, management, and review of performance of other Board Members, including periodic review of committee membership;
- Represent IPSA in public, in the media, and before Parliamentary Committees;
- Develop and maintain a constructive, professional and effective relationship with the Speaker's Committee on the IPSA, the House of Commons service and other relevant bodies;
- Support the Board and executive leadership of the Independent Parliamentary Standards Authority in developing its Corporate Plan, approving its Annual Report and Accounts, Business Plan, and Budget Estimate;
- Commit to IPSA's values, abide by the Board's code of conduct, and support equality, diversity, and inclusion, ensuring fair treatment for all;
- Work with other members of the Board to help fulfil its statutory function as outlined in more detail above and in the terms and conditions;
- Be a member of the People Committee and the Improving IPSA Assurance Group; and
- Play a leading role in the appointment of the Compliance Officer and the Chief Executive (Board members collectively make the senior executive appointments to IPSA).

Essential criteria

- An experienced, senior leader, credible at board level, with a proven ability to set direction, ensure delivery and engage stakeholders, whilst maintaining personal integrity, independence of judgement and resilience in the face of conflicting demands and sustained public pressure.
- Awareness of the UK's political environment and a demonstrable understanding of regulation, within either the public or the private sector.
- The ability to strategically lead a customer-focused organisation through organisational change, in an operationally intense environment, without compromising independence and through embracing new digital solutions.
- The ability to work collaboratively and effectively with a senior non-executive team in a high-profile environment using persuasion and influence to further develop and improve board performance, hold to account an executive team, and develop a strong working relationship with the Chief Executive.
- Demonstrable understanding of governance and corporate best practice, with an ability to challenge and advise on financial and budgetary information and on pay and pensions issues, and the capacity to consider multi-faceted regulatory and policy issues with an open mind.
- The ability to think clearly and exercise sound judgement, grasping complex issues quickly together with the ability to communicate and explain decisions clearly, calmly and effectively to the public through the media, including during periods of heightened scrutiny.
- An appreciation of the challenges of supporting diverse and geographically dispersed employers (MPs) and their workforce and IPSA's team who are UK-wide, and a demonstrable commitment to equality, diversity and inclusion, IPSA's values and [The Seven Principles of Public Life](#).

Desirable criterion

- Commercial awareness and the ability to scrutinise value-for-money, procurement assurance and financial stewardship at Board level.

Terms of appointment

Remuneration: £800 per day.

Length of term: up to five years (with the possibility of reappointment subject to open competition).

Time commitment: this role requires a commitment of approximately 2 days a week. Board meetings are held in London to an agreed schedule, no less frequently than once every two months.

Independence and political activity

The [IPSA Board's Code of Conduct](#) requires that Board members must observe the highest standards of impartiality, integrity and objectivity in carrying out their duties and responsibilities. IPSA operates in a political environment and must maintain the confidence of MPs of all parties and their staff as well as the public. Political restrictions are set out in statute, and the IPSA Board's Code of Conduct.

There is no bar on the successful candidate being a member of a political party. However, they may not occupy paid party-political posts or hold particularly sensitive or high-level roles in a political party, nor engage in specific political activities or matters directly affecting the work of IPSA and they must be able to demonstrate independence at all times. Further details are included in the IPSA Board's Code of Conduct.

In the interests of transparency, applicants will be asked to declare any past political activity; all disclosures will be considered proportionately and in context.

Standards in Public Life

Although the appointment does not come within the remit of the Commissioner for Public Appointments, it is being made using a process which takes into account the relevant guidance in the Government's Governance Code. [The Seven Principles of Public Life](#) must be upheld by all those taking up Public Appointments.

Security clearance and checks

Successful candidates will be required to complete pre-employment checks. They will be required to have, or be willing to obtain, a Counter-Terrorism Check (CTC). This involves successful completion of the Baseline Personnel Security Standard (BPSS) and a security questionnaire, a check of both spent and unspent criminal records, a check of Security Service (MI5) records, and of company records (e.g. personal files, staff reports, sick leave returns and security records).

The process will also be subject to standard employment reference checks, and social media footprints will be reviewed as part of the recruitment process.

About the appointment process

SAXTON BAMPFYLDE

Saxton Bampfylde has been engaged as an executive search firm to support the recruitment panel in the appointment of a candidate to the role.

Applications

Applications should be made no later than Friday 13 February 2026. Candidates should apply for this role using code: **QETP**

As part of the application process, you will also be asked to complete the following:

- The names and contact details for **two referees**. These must be people who know you in a professional capacity to comment on your suitability for the post and will be expected to have authoritative and personal knowledge of your achievements. References will be taken by telephone for all candidates selected for final interview as soon as the interview arrangements have been made. Referees should be advised accordingly. Please include their details on your application.
- **Diversity Monitoring** form.
- Candidates will be asked to complete a **Conflicts of interest, political activity and statutory eligibility declaration** form. This may include:
 - Any personal or financial interests which may reasonably have a bearing – or have the potential to be perceived to have a bearing – on your impartiality or objectivity. These will include both pecuniary and non-pecuniary interests which members of the public might reasonably think could influence the judgement of the Chair and Board Members of IPSA.
 - Paid and unpaid appointments, consultancy, trusteeships, directorships, advisory and voluntary roles;
 - Any financial connection that you or your close family members or associates have that may be connected to the work of the IPSA. (For these purposes an associate is defined as someone who is not a family member but with whom you have frequent or significant contact, or shared interests, and where a connection which is not disclosed might give rise to perceptions of a conflict of interest);
 - Any political activity undertaken – all disclosures will be considered proportionately and in context; and

- a confirmation that you meet the statutory eligibility requirements of the role.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your sensitive personal data (such as racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply. Please do not include any sensitive personal data in your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Indicative timeline

We will offer as much flexibility as we can, but it may not be possible to offer alternative dates for interviews. We ask you to note the below timetable and exercise flexibility throughout the recruitment and selection process to meet the dates given.

- Applications close: **13 February 2026**
- Longlist interviews with Saxton Bampfylde: **between w/c 23 February 2026 and w/c 9 March 2026**
- Shortlisting: **w/c 27 March 2026**
- Opportunity for informal meetings with senior stakeholders for shortlisted candidates: **Early/mid April**
- In-person panel interviews: **w/c 20 April 2026**

At the interview stage, Saxton Bampfylde will take up references for all short-listed candidates. These will be sought in advance of the final panel interview. Due diligence and social media checks will be conducted at this stage for candidates progressing to final panel interview. The Speaker may wish to meet with shortlisted candidates.

Candidates will be briefed and kept fully informed throughout the process.

Feedback will be available only to those candidates who are longlisted. Feedback will also be provided at subsequent stages.

Appointment process

This appointment is made in accordance with the process set out in the Parliamentary Standards Act 2009. The Act provides that a preferred candidate is selected by the Speaker on merit, on the basis of a fair and open competition, and with the agreement of the Speaker's Committee for the IPSA (SCIPSA). The Board member is to be appointed by His Majesty the King following an address by the House of Commons.

The Speaker has appointed a panel to manage the recruitment process and to make recommendations in respect of the proposed appointment. The panel will interview the shortlisted candidates and report to the Speaker the candidates whom they consider appointable. In forming its recommendations, the panel will take into account all relevant evidence gathered throughout the recruitment process. The Speaker will consult SCIPSA and make the final selection from the panel's list of appointable candidates. An appointment motion will then be debated in the House of Commons. If approved by the House of Commons, His Majesty the King will then be asked to make the appointment.

The selection panel will be as follows:

- Cindy Butts, Independent Chair and former Lay Member, SCIPSA;
- Isabel Doverty, independent member;
- Tina Fahm, lay member of SCIPSA; and
- Kevin Foster, former MP.

Commitment to equality, diversity and inclusion

The selection panel is committed to attracting a diverse range of candidates and would welcome applicants from all backgrounds, communities and regions of the United Kingdom, particularly from groups who are currently under-represented on the IPSA Board.

If you have a disability or any kind of access requirement, please let us know if we can make any reasonable adjustments to enable you to apply for and participate fully in the recruitment process.

The panel is committed to progressing all applicants who make a claim under the Disability Confident Scheme to the next stage of the recruitment process, where sufficient evidence of meeting the person specification has been provided.

To be eligible, your disability must be within the definition laid down in the Equality Act 2010. A disabled person is defined by the Equality Act 2010 as someone who has a physical or mental impairment, which has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities. For the purposes of this policy, these words have the following meanings:

- ‘substantial’ means more than minor or trivial;
- ‘long-term’ means that the effect of the impairment has lasted, or is likely to last, 12 months (there are special rules covering recurring or fluctuating conditions); and
- ‘normal day-to-day activities’ include everyday things like eating, washing, walking and going shopping.

Should you consider yourself eligible to apply for this post under the Disability Confident Scheme, you will be able to indicate this in the online application portal.

Similarly, a veteran or reservist can apply under the Armed Forces and Veteran Scheme. If you apply under this scheme and meet the minimum criteria for the role, you’ll progress to the next stage of our application process.

If you are a veteran or reservist, please make sure you indicate that you would like to be considered for the scheme when you are applying for a role.



Complaints

If at any point you are dissatisfied with the recruitment process for this role, please contact the Secretary to SCIPSA at scipsa@parliament.uk