



GENERAL SYNOD

PAROCHIAL FEES FOLLOW-UP

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## GENERAL SYNOD

### PAROCHIAL FEES FOLLOW-UP

#### Report by the Standing Committee

1. At the beginning of 1980 the Standing Committee appointed a Working Group of four, under the Chairmanship of Mr D E S Webster, to review the Synod's debate in November 1979 on the Report of the Parochial Fees Commission (GS 385) and to see what could be salvaged from the Commission's work in regard to parochial, as distinct from legal officers' fees. Separate follow-up action was envisaged for legal officers fees to which reference is made in para 7 below. Other members of the Working Group were Mr O W H Clark, the Rev J B Hall, and Canon H B Marlow.
2. The Report of the Working Group (Appendix A) is now brought before the Synod for debate in February. The Committee give general endorsement to its recommendations as a basis for decision and record their gratitude to Mr Webster and his colleagues for their work. There are only four points which the Committee wish to make by way of additional explanation or comment:
3. It is the Committee's understanding that in July, subject to the decisions of the Synod when it considers this Report, the Church Commissioners intend to submit to the Synod a new fees order dealing solely with the establishment of search fees on the new time basis proposed and, if the progress of inflation appears to warrant it, a separate order up-dating other fees. The opportunity might be taken to incorporate in this separate order certain changes suggested to bring about more uniform burial service fees if in February the Synod gives approval to these proposals also.
4. Secondly, it can be reported that the Policy Sub-Committee, on the Committee's behalf, have already agreed to implement the Working Group's recommendation (viii) regarding the choice of clergy to officiate at cemeteries and crematoria. The three Church of England members of the Bishop of Dorchester's Joint Group on Funeral Services at Cemeteries and Crematoria (the Bishop, the Rev J B Hall and Canon K Unwin), together with Professor J D McClean, have been requested to investigate this matter in consultation with the Standing Committee of the House of Bishops. In view of this, it is unnecessary to invite the Synod to endorse recommendation (viii).
5. Thirdly, with reference to the Group's recommendation (xii) and the Parochial Fees Commission's recommendation (18), the Commissioners have taken a neutral stance on whether the amount of search fees in respect of ecclesiastical records other than registers of baptisms, deaths and marriages should be prescribed by fees order or merely recommended in the Commissioners' explanatory note. The Committee are content to recommend the latter course, accepting the argument that even were such fees to be prescribed, the gain in clarity would only

be partial since it would still be necessary to give non-statutory guidance on fees for postal searches, 'general' searches and searches in civil records held by parishes; it is not proposed that these should be prescribed by Fees Order.

6. The fourth point relates to Annex III of the Group's Report (which contains the Commissioners' provisional draft of future guidance to the clergy on waiver of fees). The Committee record their approval of this draft and of the Commissioners' intention to amplify the second paragraph in order to emphasise that any shortfall in resources which has to be made up because fees have been waived will be a cost borne by the laity of the diocese concerned.
7. Fifthly, for members' convenience, there is reproduced at the end of this booklet (as Appendix B) the whole of that part of the recommendations (para 220) of GS 385 which concerned parochial fees alone. (New members who have joined the Synod since 1979 will receive copies of GS 385 in addition to this Report.)
8. As regards legal officers' fees, which were the subject of Part II of GS 385, members will wish to know that the Committee have plans to report separately on this subject at the York Sessions in July and have appointed another Working Group under the Bishop of Rochester's Chairmanship to prepare their report.

On behalf of the Committee,

Robert Cantuar;

Chairman

Church House, Dean's Yard, SW1

13th January, 1981.

## APPENDIX A

### Report of the Working Group on Parochial Fees

#### INTRODUCTION

1. At the Policy Sub-Committee's request this Working Group, which first met in March 1980, has examined the implications of the abortive debate in November 1979 on the Parochial Fees Commission's Report GS 385, and now makes recommendations for further action. The Group noted that it was not expected to consider matters arising from Part II of GS 385, which concerned the constitution of the Legal Officers' Fees Committee, and accordingly that subject is omitted from the Group's report. As the Policy Sub-Committee were aware when commissioning the report the Church Commissioners' Pastoral Committee, early in 1980, appointed a Sub-Committee under the Chairmanship of the Rt Hon E S Bishop to prepare concurrently the Parochial Fees Order 1980, which is now due to come into operation on 1 January 1981. The Policy Sub-Committee's Group has worked closely with the Commissioners' Sub-Committee, meeting with them on two occasions. The Group has seen its own role as being restricted to policy matters, whereas it regarded the setting of particular fee levels as the Commissioners' function entirely.
2. For the sake of economy every effort has been made to avoid reproducing the text of GS 385 in this report. It is therefore assumed that the reader has a copy of GS 385 nearby for reference and can treat the Group's report as a commentary upon it. It is understood that sufficient copies of GS 385 are available to make this possible. Exceptionally, the Commissioners' latest Table of Fees which shows all rates current as from 1 January 1981, is annexed to the present report and so far as incumbents' fees are concerned should be read in place of Table A in Appendix IV of GS 385.

#### THE 1979 DEBATE

3. Those who were present at the debate in November 1979 will remember that the Parochial Fees Commission sought general approval for their recommendations in a single all-embracing motion which was finally put to the vote in the following amended form (in which the words omitted refer to Legal Officers' fees only:

'That the Commission's recommendations in respect of parochial fees set out in Part I and Part III, paragraphs 1-41 .....be generally approved, with the exception of:

recommendation (40) for which there should be substituted the following:

'(40) As a simplification of the synodical procedure it is, however, proposed that parochial fees orders be laid before the General Synod and deemed to be approved unless a member of the Synod gives notice in accordance with Standing Orders that he wishes such an order to be debated, and only in that event should the order require an affirmative resolution of the Synod';

recommendation (41) (which proposes that a parochial fees order must continue to be approved or rejected en bloc only); ....'

The amended motion was lost owing to a majority against it within the House of Clergy. The voting was as follows:

Bishops	10 for,	0 against;
Clergy	48 for,	55 against;
Laity	79 for,	16 against.

4. From the voting on the amendments that were not carried certain conclusions could be drawn:
- (a) Prebendary J H B Andrew's proposal that legally recoverable fees for marriages should be abolished was rejected by a large majority without either a count or a division. The Group therefore assumes that the guiding principles laid down by the Commission in recommendations (1) to (8) of GS 385, paragraph 220, are generally acceptable and do not need to be the subject of a further vote in the General Synod.
  - (b) Canon H B Marlow's amendment, which was lost (109 for, 149 against), would have retained the present system of separate fees for the parochial church council and the incumbent but in other respects would have given general approval to the Commission's recommendations. The Archdeacon of Ely's more specific proposal to exclude recommendation (12), which concerns funeral fees at cemeteries and crematoria, and (20) to (30), which relate to the destinations of fees, from the scope of the motion was defeated by nearly the same margin (107 for, 142 against). The Group takes the view that it was the recommendations against which these two amendments were directed that mainly contributed to the fall of the main motion at the end of the debate. Since the majority opposed to these recommendations in the House of Clergy was unable to secure their deletion by means of an amendment, they had no option but to bring down the whole motion - including those parts which it was prepared to endorse - on a vote by Houses.
  - (c) Dr O Wright Holmes failed with an amendment to exclude recommendation (40) on the ground that as drafted it would result in an annulment motion lapsing, although tabled in due time, if for any reason it were crowded out. The Group

noted that this proposal had been rendered otiose by Mr Chandler's successful amendment to recommendation (40) and therefore it had no bearing on the final vote.

5. Reviewing other speeches in the debate, the Group also formed the opinion that other causes of the rejection of the main motion may have been general unease at the legalistic character of Fees Orders, exemplified by the failure of the Legal Officers Fees Order 1980 in its original form at the February 1980 sessions; a feeling of insecurity among some clergy at any erosion of their traditional rights; and a feeling of anti-climax after the long delay since the publication of the report in October 1978.
6. It is therefore now necessary to consider what steps should be taken to ensure, first, that any uncontroversial recommendations in GS 385 are salvaged; and, secondly, that all those which, though controversial, deserve further study, are followed up with due care in order to see whether any of the problems which they were designed to solve are capable of some other solution. The remainder of this report is devoted to a commentary on recommendations (9) to (41) in GS 385, para 220, with these two objects in view.

#### FUNERALS: RECOMMENDATIONS (9) - (12)

##### The Uniform Funeral Fee

7. In the opinion of both the Group and the Church Commissioners' Sub-Committee, recommendation (9) which calls for a uniform fee for a funeral service, wherever held, exclusive of interment, should be re-submitted to the Synod for general approval so that the first steps can be taken as soon as possible to implement it by stages. The Group agrees with GS 385, para 62, that it is unrealistic to make elaborate distinctions of cost between the places where funerals (exclusive of burial) take place, and that it is a real obstacle to the pastoral ministry if the surplice fees for performing part of a funeral service at a parish church before proceeding to a cemetery or crematorium make the cost of the funeral greater than it would be if the entire service took place at the cemetery or crematorium.
8. The recommendation in GS 385, para 63, that a separate fee should be retained for interment in a churchyard should, in the opinion of the Group, be pursued, but with the proviso that, in view of the heavy cost to PCCs of maintaining churchyards, it should be made to represent a considerably higher proportion of the total fees for a church and churchyard funeral than it does at present.
9. To illustrate the effect of these proposals in terms of fees under the P.F.O. 1980 the total fees for a church and churchyard funeral would remain at £26.50 but the burial element might rise from £6.50 to £14 so that the service fee was reduced from £20 to £12.50. The fee for a cemetery service without a prior service in church would then increase from £10.50 to £12.50, but against this there would be no additional fee for a cemetery service following a service in church.
10. Many burials in churchyards do not follow a service in the adjacent church; for example, the burial of cremated remains after a service

at a crematorium, or where the first part of the service has been held at another church. For these circumstances the Group recommends the adoption of an interment fee approximately one-third higher than the normal interment fee since a burial in a churchyard on a separate occasion is not essential and involves the clergy in additional expenditure of time. Thought has been given to whether a reduced fee should be charged for the burial of cremated remains. However, experience shows that the problems of churchyard upkeep (which include subsidence etc.) do not significantly differ in either case. A uniform fee is accordingly recommended for both kinds of burial. An appropriate amount on the basis of the P.F.O. 1980 might be £18.50 of which £14.00 would represent the basic interment fee, and £4.50 the extra charge for burial on a separate occasion.

11. Since the Parochial Fees Commission proposed that no separate incumbents' fees would be charged in future, there are no recommendations in GS 385 as to the apportionment of the uniform funeral fee between incumbent and PCC. In the Group's discussion with the Church Commissioners' Sub-Committee it was therefore agreed that for services in churches a ratio of 3:2 should be proposed, with the incumbent receiving the larger share. With decimal currency the ratio is simple to operate. Fees for services in the consecrated ground of cemeteries would, on the other hand, belong to the incumbent alone, as would non-statutory fees for services in other parts of cemeteries or in crematoria. It is appreciated that in certain circumstances this will result in a loss of income by the PCC.
12. Attached as Annex II to this report is a table showing the effect of the proposals in paras 7 to 11 above.
13. The proposals of the Parochial Fees Commission in GS 385, paragraphs 115 - 122, which relate to fees for funeral services in the unconsecrated parts of public cemeteries and at crematoria are also commended to the Policy Sub-Committee by the Group and have the support of the Commissioners' Sub-Committee. It is therefore urged that the Standing Committee in consultation with the Church Commissioners should put in hand with as little delay as possible: (a) the necessary approach to the Department of the Environment as to an appropriate amendment of the Cremation Act 1902 and the Local Authorities Cemeteries Order 1977, and (b), if (a) is successful, the preparation of Church legislation to widen the possible scope of Fees Orders under the Ecclesiastical Fees Measure 1962.

#### Pastoral Duty at Cemeteries and Crematoria

14. Recommendations (10) - (12) in GS 385 seek to remedy a serious pastoral consequence of the inclusion of church fees received for officiating at cemeteries and crematoria within the definition of benefice income for stipend purposes: 'As a result, funeral directors and others have in many instances . . . had recourse to employing non-parochial and retired clergy whose incomes directly benefit from such work and even, in a few cases, exceed parochial stipends by large amounts'. The Group views this as essentially a pastoral problem affecting particular dioceses and the Anglican and non-Anglican clergy in those areas. It is therefore recommended that the Policy Sub-Committee should pursue the subject on a confidential basis in consultation with the House of Bishops Standing Committee and the Joint Group on Funerals at Cemeteries and Crematoria, which is the permanent ecumenical body now established

under the chairmanship of the Bishop of Dorchester to maintain closer Church links with the associations of funeral directors and cemetery and crematorium operators.

#### TRAVELLING EXPENSES - RECOMMENDATION (13)

15. The Group has agreed with the Commissioners' Sub-Committee to advise the Policy Sub-Committee that it is unnecessary to provide for these expenses to be statutorily payable as are Legal Officers' fees, since the circumstances differ significantly (see GS 385, paragraph 138). The notes accompanying each PFO will, however, continue to make it clear that reasonable travelling expenses or transport will be provided to and from a cemetery. The only action which is therefore proposed is that the Commissioners be requested to extend this advice to cover those services at cemeteries to which the statutory fee does not strictly apply and all services at crematoria.

#### SEARCHES AND CERTIFICATES - RECOMMENDATIONS (14) - (18)

16. The Synod agreed in 1976 to retain search fees for searching parochial registers and to introduce a time basis for calculating them, but nevertheless the Group considers that it would be desirable to invite the new Synod to re-affirm both these commitments by endorsing recommendations (14) and (16) which embody them. Similarly, the Group feels that recommendations (15) and (17), which effectively repeat two requests made by the House of Clergy in 1972, are sufficiently uncontroversial to be included among those which are re-submitted to the Synod for endorsement. As to (15), however, the Group understands that recent informal soundings by the Commissioners' staff have indicated that the Registrar-General would almost certainly refuse to agree to restore the search fee for the marriage register until, at the earliest, the next occasion when the Marriage Act 1949 requires amendment for some other more pressing reason. It must, therefore, be accepted that the endorsement of recommendation (15) will not produce any quick result.
17. A constructive suggestion which has been made to the Church Commissioners by the General Register Office would effectively safeguard incumbents from casual browsing and the Group consequently puts it forward as a rider to (15). The G.R.O. advise that, although the abolition of this search fee in 1968 now precludes the charging of a search for a post-1836 entry specified by the searcher, i.e. a 'particular' search, it does not prevent a fee being negotiated where no such entry is specified, i.e. for a 'general' search, because in that instance the public have no right to search. The Group welcomes this helpful suggestion and recommends that the Church Commissioners be asked, after consultation with the G.R.O., to include in their notes accompanying future fees orders (a) the appropriate guidance to this effect, together with a definition of what constitutes a general, as distinct from a particular, search; and (b) a recommendation that the fee charged for a general search in post-1836 marriage register entries should be at the same rate as for searching in pre-1837 entries in that register.
18. The Group also supports the principle of recommendation (18) which

recommends the creation of a fee for searching records other than the three main registers. The Standing Committee's Guide to the Parochial Registers and Records Measure 1978, para 44(a), contains the advice that custodians of any parochial records

'should be prepared to allow bona fide searchers, who may be genealogists, population historians (demographers) or local historians to consult the records on request . . . '.

If not a statutory fee, at least some guidance that the same rates as for registers should be charged for this service, where it is voluntarily provided would, in the Group's opinion, be a help to all concerned provided that concessionary rates are recommended for certain categories of searcher, as is mentioned in recommendation (35) and later in this report (see para 26 below). The Group understands that the Church Commissioners already have the statutory power to prescribe such a fee and that they have the matter currently under consideration. In view of this the Group does not think it appropriate to recommend any follow-up action on this proposal whilst the Commissioners' final view is still not known.

19. As with funeral fees, the Group noted that the Synod's rejection of the consolidated fee proposal leaves open the question whether search and certificate fees should continue to belong exclusively to the custodian of the register (or other record) as under existing Fees Orders or should be shared between incumbent and parochial church council. The joint view of the Group and the Commissioners' Sub-Committee is that there is weight in the argument that part of this fee income should go towards the cost of maintaining registers and records and providing certificates. The recommendation is therefore made that three-fifths of the fees for searches and certificates should be payable to the incumbent or other custodian and two-fifths to the parochial church council. It is also proposed : (a) that the fee for the first hour of a search (inclusive of one certificate if requested) should be one and a half the amount of the fee for subsequent hours, and (b) that additional certificates after the first should be charged at the rate prescribed by the Registrar General for marriage certificates (currently £3.50).

#### MISCELLANEOUS FACILITIES - RECOMMENDATION (19)

20. This requires no action.

#### DESTINATION OF FEES - RECOMMENDATIONS (20) - (30)

21. The Group does not advise the Policy Sub-Committee to initiate a reopening of the controversial policy issue which underlies recommendations (20) - (30), and also (12) which refers to them. From the debate in 1979 it is obvious that a substantial body of opinion, mainly in the House of Clergy, was against the consolidation of fees into single amounts payable only to the parochial church council or, in certain circumstances, to diocesan boards of finance.
22. The Policy Sub-Committee are nevertheless recommended to invite the Synod to approve in principle the action now being taken by the Church

Commissioners towards finding a satisfactory alternative solution to one of the more serious problems which the consolidated fee was intended to cure. In GS 385, paragraph 155, it was pointed out that fees are 'non-reckonable' earnings of 'employed persons' for National Insurance purposes whereas stipend grants paid to clergy by the Church Commissioners are 'reckonable'. Since National Insurance contributions and benefits (including the inflation proofing of part of the church pension) are related solely to 'reckonable' earnings, it follows that the position of individual clergymen varies according to the incidence of fees in their particular parochial ministry. Furthermore, even for 'reckonable' earnings there is a lower earnings limit, currently £1,196, below which no earner qualifies as an 'employed person', either as a contributor or beneficiary, under the National Insurance scheme. This would have resulted in about 100 clergy, the bulk of whose income derives from 'non-reckonable' earnings, including parochial fees, being wholly excluded from the National Insurance scheme for 'employed persons', had no effective remedy been found.

23. In fact, however, to overcome the problem of clergy whose earnings were below the lower reckonable earnings limit, the Church Commissioners in 1978 entered into a special arrangement with the Inland Revenue and the Department of Health and Social Security whereby those relatively few persons concerned, subject to the observance of certain public formalities, voluntarily renounce their fees in toto and forward such fees as might voluntarily be paid to them to the diocesan board of finance, receiving in exchange a balancing stipend grant which would properly qualify as 'reckonable' earnings.
24. Following the Synod's rejection of the consolidated fee proposal a number of dioceses asked that arrangements be made for fees to be generally centralised on a voluntary basis. As renunciation could leave the Church without the fees at all if the 'customer' did not voluntarily pay, the Church Commissioners have approached the Inland Revenue and the Department of Health and Social Security with a suggested deed of assignment in favour of the diocesan board of finance. The Group warmly welcomes this initiative, particularly since the D.H.S.S. has already indicated that it sees no objection. It therefore remains to await a decision from the Inland Revenue.
25. Assuming that full Government approval is forthcoming, the Commissioners' Sub-Committee and the Group would propose that the proposed arrangements be recommended for approval by the Synod, provided that every assignment should be
  - (a) on a voluntary basis only,
  - (b) to the diocesan board of finance only, and
  - (c) in respect of all fees due to the clergy, whether parochial in the stricter sense, or cemetery, crematorium, surrogate, etc.

#### WAIVER OR REDUCTION OF FEES - RECOMMENDATION (31) - (35)

26. The Parochial Fees Commission's conclusion was that this is an area in which recommendations or guidelines are more appropriate than legislation and that view is fully endorsed by the Group and the

Commissioners' Sub-Committee. Both would concur with recommendations (31) - (33) and (35), but would extend them where necessary to incumbents as well as parochial church councils, and recommend that the Synod should be invited to request the Commissioners to include the general guidance which is contained in recommendations (33) and (35) in their explanatory notes on the appropriate Fees Orders. To some extent this guidance is already given in the Commissioners' circular letter to incumbents of November 1976 (quoted in GS 385, para 170) the wording of which was agreed by the Standing Committee. Despite this, the Group endorses the view of the Parochial Fees Commission that additional advice is now needed, and it therefore recommends that the following points should be incorporated in any revised version of the Commissioners' explanatory notes:

- (a) The term 'waiver' in the context of fees applies not only to statutory fees but also to crematorium funeral fees, postal searches, etc., which are not at present prescribed by statute but for which it is normally right and proper to charge.
- (b) Where the interests of both are involved, the joint agreement of the incumbent and the PCC should be required to any waiver of fees, subject to the possibility of delegation by the PCC to the incumbent on the basis of recommendation (35)(a).
- (c) Where a diocesan books and documents committee, or any other body with similar functions, has been established to advise the bishop concerned and his staff in respect of the Parochial Registers and Records Measure 1978 (see the Guide to the Measure, para 25), this committee, or its equivalent, should be consulted as to diocesan policy with regard to any search fees at concessionary rates to bona fide students and scholars.
- (d) Non statutory fees, though otherwise recommended, should not normally be charged (nor statutory fees if these are created - see para 18 above) for searching any civil records which for historical reasons are still in parochial custody; but they may properly be collected where the appropriate civil record office in which the civil parish is entitled to request their deposit has been invited to take responsibility for them but has refused.
- (e) The attention of custodians of parish registers and records should be drawn to the new procedure under section 16 of the Parochial Registers and Records Measure 1978 whereby, with the agreement of the PCC, they may temporarily deposit in the diocesan record office any documents in their custody which a searcher requires for an extended period of study or for copying; since nearly all record offices make no charge for searches the costs to the searcher can in this way be restricted to the transit and insurance expenses of the temporary deposit.

Draft paragraphs on these lines which have been suggested by the Church Commissioners' Pastoral Department for use in any future explanatory notes are set out in Annex III.

27. Finally, under this heading, the Group considers that for practical purposes recommendation (34) has been overtaken by the rejection of the consolidated fee.

## METHOD OF REVISION - RECOMMENDATIONS (36) - (41)

28. The Group recommends that the Synod should be asked to endorse recommendations (36) to (39) as they stand and recommendation (40) as it appeared in the amended form of the general approval motion which the Synod rejected in 1979 (and set out in para 3 of this report).
29. So far as (41) is concerned, the Group fully appreciates that the substantive motion put to the vote in 1979 was not carried by the Synod and therefore neither the Synod nor the Standing Committee is bound by the amended wording which excluded approval of (41). An answer on these lines was, as the Policy Sub-Committee will remember, given by the Secretary-General to a Question by Dr Wright Holmes at the last November session. The Group notes equally the Sub-Committee's unease at the Synod's desire to repeal the requirement as to voting on Fees Orders en bloc; this unease was indeed brought to the Group's notice at its first meeting. The Group feels on the other hand that the strong pressure for some flexibility in the mode of handling these statutory instruments in the Synod cannot and should not be underestimated. The voting on Dr Wright Holmes' amendment was 129 for and 73 against, almost a two-thirds majority. The advice which the Group would therefore give is that the Synod's authority should be sought to relax the absolute rigidity of the present statutory rule in such a way that the choice whether a Fees Order is approved (a) en bloc, or (b) after a Revision Stage only, or (c) after going through all the stages of a Measure, would be left to the discretion of the Standing Committee under Standing Order 78(a). The Group would recommend that the Synod be invited to give its approval to this proposition instead of recommendation (41) as it stands in GS 385.

## SUMMARY OF RECOMMENDATIONS

30. The following is a summary of the Group's recommendations which it is intended should provide the basis of not one general approval motion but a set of separate motions, to be laid before the Synod next February. If the approval of the Synod is forthcoming, the way will then be open for the Church Commissioners to submit revised Fees Orders founded upon them at the earliest subsequent opportunity. In the case of search fees, which have not been revised since 1972, it is understood that the Commissioners have it in mind to present a new Fees Order in July:

### Funerals

- (i) Recommendation (9) in GS 385 should be resubmitted to the General Synod (para 7).
- (ii) A separate fee, payable to the parochial church council, should be retained for interment in a churchyard but it should represent a higher proportion of the total fees for a funeral in church and churchyard (para 8).
- (iii) For burials where there is no service in church the interment fee should be approximately one-third higher than that for a burial which follows a service in church (para 10).

- (iv) The fee for burial of a body should be the same as for the burial of cremated remains (para 10).
- (v) For services in churches the uniform fee should be apportioned between incumbent and parochial church council in a ration of 3:2, the incumbent receiving the larger share (para 11).
- (vi) For services elsewhere than in churches the fee, statutory or non-statutory, should belong to the incumbent alone (para 11).
- (vii) The Standing Committee are urged in consultation with the Church Commissioners to put in hand the necessary approach to the Department of the Environment and, if this is successful, the preparation of Church legislation, to enable fees orders to extend to funerals in unconsecrated parts of cemeteries and at crematoria (para 13).
- (viii) The Policy Sub-Committee are recommended to pursue the problems connected with the choice of clergy for pastoral duty at cemeteries and crematoria on a confidential basis with the House of Bishops Standing Committee and the Bishop of Dorchester's Joint Group on Funerals (para 14).

#### Travelling Expenses

- (ix) The Church Commissioners should be requested in their explanatory notes to extend their advice on this subject to funerals in unconsecrated parts of cemeteries and at crematoria (para 15).

#### Searches and Certificates

- (x) Recommendations (14) to (17) should be re-submitted to the General Synod (para 16).
- (xi) The Church Commissioners should be asked, after consultation with the General Register Office, to include in their explanatory notes the advice that although no statutory search fee is prescribed for a particular search in post-1836 entries in the marriage register a non-statutory fee may be negotiated for a general search in such entries for which the same rate is recommended as for searching pre-1837 entries (para 17).
- (xii) Whether recommendation (18) be re-submitted to the General Synod should not be decided until the Church Commissioners' final view on the matter is known (para 18).
- (xiii) Even if it is agreed not to propose the creation of a statutory fee for allowing searches in records other than registers, the Church Commissioners' explanatory notes should recommend that non-statutory fees should be charged at the same rates as for registers for this voluntary service (para 18).
- (xiv) Fees for searches and certificates should be apportioned between incumbent and parochial church council in a 3:2 ratio, the incumbent receiving three-fifths (para 19).

- (xv) The fee for the first hour of a search (inclusive of one certificate if requested) should be one and a half the amount of the fee for subsequent hours (para 19).
- (xvi) The fee for additional certificates of baptism or burial after the first should be at the rate prescribed by the Registrar-General for marriage certificates (para 19).

#### Destination of Fees

- (xvii) The General Synod should be invited to approve in principle the proposed arrangements now under consideration by the Church Commissioners, the Inland Revenue and the Department of Health and Social Security for enabling clergy to assign all their fees voluntarily to the diocesan board of finance (para 25).

#### Waiver or Reduction of Fees

- (xix) The General Synod should be invited to request the Church Commissioners to include in their explanatory notes the general guidance on this subject contained in recommendations (33) and (35) in GS 385 and in para 26(a) to (e) of this report (para 26).

#### Method of Revision

- (xx) The General Synod should be invited to endorse recommendations (36) to (39) (para 28).
- (xxi) The General Synod should be invited to endorse recommendation (40) as it appeared in the amended form of the motion which the Synod did not carry in 1979 (para 28).
- (xxii) The General Synod should be invited to approve the proposal in para 29 of this report that the present statutory rule requiring parochial fees orders to be approved en bloc should be amended so as to leave the choice of procedure for approving them to the discretion of the Standing Committee under Standing Order 78(a) (para 29).

December 1980  
Church House, Dean's Yard, SW1

D. E. S. Webster (Chairman)  
O. W. H. Clark  
H. B. Marlow  
J. B. Hall



Telephone  
01-222-7010

CHURCH COMMISSIONERS,  
1 MILLBANK,  
LONDON,  
SW1P 3JZ.

20 October 1980

To Incumbents, Full-time Priests-in-Charge  
of vacant benefices and Sequestrators  
(Copies sent also to Bishops, Archdeacons and Team Vicars)

Dear Incumbent/Priest-in-Charge/Sequestrators

**ECCLESIASTICAL FEES MEASURE 1962  
PAROCHIAL FEES ORDER 1980 – NEW TABLE OF PAROCHIAL FEES**

This note and the table overleaf give particulars of the revised parochial fees which will become payable from 1 January 1981, as a result of the coming into operation of the Parochial Fees Order 1980 (SI 1980 No. 948).

2. The fees established by the new Fees Order supersede all those established by the Parochial Fees Order 1979. The fees which were established by the Parochial Fees Order 1972 for searches in the registers of baptisms, marriages and burials continue to be payable. The Commissioners are considering, however, in consultation with a Working Group set up by the Policy Sub-Committee of the Standing Committee of the General Synod, what action should now be taken in connection with Search fees and certain other matters which were referred to in the report of the Parochial Fees Commission (GS 385), the recommendations in which failed to secure the Synod's general approval in November 1979.
3. If this note and table are sent to you as an incumbent or as sequestrators, two additional copies are enclosed. Will you kindly pass one copy to the treasurer to the parochial church council. The other copy is intended for keeping in the vestry for reference if desired. If this note and table are sent to you as a priest-in-charge, a third additional copy is enclosed and I shall be grateful if you will kindly pass this to the sequestrators. Further copies which may be required, eg for the parochial church councils or churches of additional parishes for which you may be responsible, will gladly be sent if a request is made to the Commissioners' Pastoral Secretary at the above address. A limited number of copies of the Explanatory Memorandum (GS 454X) which accompanied the Order when it was submitted to the General Synod are also available.
4. When in November 1976, the Commissioners published details of the fees established by the Parochial Fees Order 1976, they published also (a) some Explanatory Notes for the guidance of incumbents, parochial church councils and others, and (b) a note (416 CC) about fees payable in connection with Services in cemeteries and crematoria. The greater part of these papers has not been affected either by the 1979 Order or by the new Order and amended editions are not, therefore, being issued at the present time. Could I, however, please trouble you to note the following:—

In the Explanatory Notes


- (i) References to the Parochial Fees Order 1976 in paragraphs 1 and 16 should now be read as referring to the Parochial Fees Order 1980.
- (ii) Paragraph 17 should be disregarded. Up-to-date figures for the fees payable to the incumbent under various Acts of Parliament are shown in Note (e) on the Table overleaf.

In Note 416 CC

- (i) References to the Parochial Fees Order 1976 should be read also as referring to the Parochial Fees Order 1980.
- (ii) The fees of £2 and £7 referred to in the second paragraph are altered from 1 January 1981 to £3 and £10.50.

If you do not have copies of either of these papers, further copies will gladly be sent on request to the Pastoral Secretary.

Yours sincerely,



KENNETH LAMB  
Secretary

ECCLESIASTICAL FEES MEASURE 1962 — PAROCHIAL FEES AUTHORIZED BY THE PAROCHIAL FEES ORDERS 1972, 1976 AND 1980

ANNEX I

PART I	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5
	Fee payable to Incumbent	Fee payable to Parochial Church Council	TOTAL FEES PAYABLE	See Part II, para. 1 below	See Part II, para. 1 below					
<b>BAPTISMS</b>										
Certificate of baptism ... ..	£ 1.50	£ —	£ 1.50	£ —	£ —	1.50	—	1.50	—	—
Short certificate of baptism given under Section 2 of Baptismal Registers Measure 1961 ... ..	0.75	—	0.75	—	—	0.75	—	0.75	—	—
<b>MARRIAGES</b>										
Publication of banns of marriage ... ..	2.25	0.75	3.00	0.75	—	3.00	4.00	7.00	—	—
Certificate of banns ... ..	1.50	0.75	2.25	0.75	—	2.25	—	2.25	—	—
Marriage service ... ..	12.50	12.50	25.00	6.25	—	6.25	—	12.50	—	—
<b>FUNERALS</b>										
Service in church before burial or cremation ... ..	7.50	12.50	20.00	3.00	3.00	6.50	15.00	29.00	—	—
Burial of body or of cremated remains in churchyard immediately following service in church of same parish ... ..	—	6.50	6.50	—	—	6.50	—	6.50	—	—
Burial of body or of cremated remains in churchyard at a time subsequent to but not immediately following that of service in church of same parish ... ..	4.50	6.50	11.00	—	—	0.30	—	0.30	—	—
Burial of body or of cremated remains in churchyard where no service previously held in church of same parish ... ..	4.50	12.50	17.00	3.00	3.00	0.15	—	0.15	—	—
Performing service in consecrated part of cemetery in church of same parish immediately following service in church of same parish ... ..	3.00	—	3.00	—	—	0.75	—	0.75	—	—
Performing service in consecrated part of cemetery immediately before in church of same parish ... ..	10.50	—	10.50	—	—	0.75	—	0.75	—	—
Certificate of burial ... ..	1.50	—	1.50	—	—	—	—	—	—	—

**MONUMENTS IN CHURCHYARDS**  
Erected with consent of incumbent under chancellor's general directions—  
Small cross of wood(\*)  
Small vase not exceeding 12" x 8" x 8" (approx.)  
300mm x 200mm x 200mm(\*) ... ..  
Tablet, erected horizontally or vertically and not exceeding 18" x 18" (approx. 450mm x 450mm), commemorating person cremated(\*)  
Any other monument(\*)  
Additional inscription on any monument ... ..

**SEARCHES IN CHURCH REGISTERS**  
Searching register of marriages for period before 1837, register of baptisms or register of burials (for the first year) ... ..  
(for every year after the first) ... ..

**MISCELLANEOUS**  
Inspection of instrument of appointment or agreement for exchange of land for tithes deposited under The Act 1836 ... ..  
Furnishing copies of above (for every 72 words) ... ..  
(\*) See Part II, para. 4

**PART II**

**1. Clerks and Sextons**  
Any of the persons specified below shall in relation to a particular parish be entitled to be paid the sum specified in column 4 for performing a clerk's duties or in column 5 for performing a sexton's duties, and the sum shown in column 2 as payable to the parochial church council shall be reduced accordingly:  
(i) any clerk or sexton employed in that parish immediately before 1 January 1977;  
(ii) any other church servant employed in that parish immediately before that date who under the terms of his employment carried out the duties of a clerk or a sexton and was entitled to fees payable in respect of such duties.

Where there is no person entitled as above to the sum specified in column 4 or column 5 or either of them such sum or sums shall be payable to the incumbent of that parish if he was incumbent thereof immediately before 1 January 1977.

**2. Burial of still-born infant**  
No fee shall be payable in respect of the burial of a still-born infant.

**3. Cremated remains in churches or closed churchyards**  
Where cremated remains are buried in or under a church or in a closed churchyard, the fees payable to the incumbent and the parochial church council shall be—  
(i) where burial authorized by a general faculty, the same as those laid down in Part I of this table for burial of cremated remains in churchyard;  
(ii) where burial authorized by a particular faculty, such sums as may be determined by the chancellor.

**4. Monuments in churchyards**  
The fees marked (\*) include fees for the original inscription. Where a monument in a churchyard is erected, or an additional inscription on a monument is made, under the authority of a particular faculty, the fees payable to the incumbent and the parochial church council or either of them shall be such sums as may be determined by the chancellor who shall specify the persons entitled to receive them.

**5. Monuments in churches**  
Where a faculty is granted in connection with the erection of a monument or tablet in a church or any additional inscription thereon, such fees shall be payable as may be determined by the chancellor who shall specify the persons entitled to receive them.

**6. The incumbent's fees**  
The incumbent may direct either generally or in particular cases that any fee which would otherwise be payable to him shall be payable to the minister performing the service or duty.

**7. Reservation of grave space: vaults**  
Payment of any of the fees prescribed by this table does not confer any right to construct a new vault or an exclusive right to a grave or vault. Where a faculty is granted conferring rights for a period specified in the faculty, such fees shall be payable as may be determined by the chancellor who shall specify the persons entitled to receive them.

**NOTES**

(a) In the table set out above the fees for Baptisms, Marriages, Funerals, Monuments in Churchyards and Miscellaneous matters are those established by the Parochial Fees Orders 1976 and 1980 and are effective from 1 January 1981. The fees for Searches in Church Registers are those established by the Parochial Fees Order 1972 which were not altered by the Parochial Fees Orders 1976, 1979 or 1980.

(b) In the table:  
"burial" includes burial in a vault and the interment or deposit of cremated remains;  
"chancellor" means the judge of the consistory or commissary court of the bishop or archbishop of the diocese;  
"incumbent" means the incumbent of any benefice as defined by the Interpretation Measure 1975;  
"churchyard" includes the curtilage of a church and a burial ground of a church whether or not immediately adjoining such church;  
"monument" includes headstones, crosses, kerbs, borders, vases, chains, railings, tablets, flatstones, tombstones or monuments or tombs of any other kind.

(c) Payments for Music  
Payments to Organist, Choristers and Bell-ringers  
Payments for Furnishings, Flowers and Heating  
Payments in connection with Television and Sound Recordings, Photographs and Films taken in Church (if permitted)  
Postal Searches or other searches undertaken on behalf of an enquirer by Incumbent or Parochial Officer  
Special services (e.g. Memorial Services)  
The above items are not covered by the table of fees. Any payments under these heads are matters for agreement between the incumbent and the parties concerned. In this connection "heating" means heating in the church over and above the amount (if any) which would have been present in the church if the particular service had not been arranged.

(d) Public Cemeteries and Crematoria  
Fees are prescribed in the table for funeral services performed by or on behalf of the incumbent for a partitioner in a consecrated part of a public cemetery serving the parish because an incumbent is under an obligation to perform these services if he is requested to do so. It is assumed that the persons in charge of the funeral will normally make suitable arrangements for the transport of the clergyman to and from the cemetery, or will repay any travelling expenses that he may necessarily and reasonably incur. The table of fees does not extend to other services, e.g. cremations and burials in unconsecrated land. Fees for such services may be prescribed in a table prepared by the burial authority under statutory authority.  
(e) Fees Payable to the Incumbent under various Acts of Parliament in accordance with the Registration of Births, Deaths and Marriages (Fees) Order 1980 (SI 1980 No. 265)  
Certificate of marriage—  
—at registration ... ..  
—subsequently ... ..  
For each entry in the incumbent's quarterly return to the superintendent registrar of entries made in the marriage register (Section 57(4), Marriage Act 1949) ... ..  
Certificate of marriage for certain purposes (Section 10, Savings Bank Act 1877 and Section 160(2), Social Security Act 1975) ... ..  
Certificate of name altered or given in baptism (Section 13(2), Births and Deaths Registration Act 1953) ... ..

EFFECT OF PROPOSALS SET OUT IN PARAS. 7 - 11 OF DRAFT REPORT OF WORKING GROUP

Present position (from 1 January 1981)		Proposed position			
		Incbt.	PCC.	Total	
(A) <u>Where a service held in church</u> Service in church before burial or cremation Subsequent burial in churchyard Subsequent burial in consecrated * [or unconsecrated] part of cemetery * [or cremation at crematorium] Burial of cremated remains in churchyard		7.50	12.50	20.00	
		-	6.50	6.50	7.50
		3.00	-	3.00	-
		4.50	6.50	11.00	5.00
					14.00
(B) <u>Where no service held in church</u> Service in consecrated [or unconsecrated] part of cemetery * [or cremation at crematorium] Burial in churchyard Burial of cremated remains in churchyard		10.50	-	10.50	
		4.50	12.50	17.00	4.50
		4.50	12.50	17.00	-
					14.00
					18.50
		*Service to which Parochial Fees Orders do not at present strictly apply.			

Suggested Paragraphs on Waiver or Reduction of Fees for use in the Church Commissioners' Explanatory Notes

While it is recognised that from time to time there may be cases where incumbents or PCCs feel that all or part of a fee should be waived, it is pointed out that fees established by Parochial Fees Order have been approved by the General Synod and have satisfied Parliamentary procedure. The fees prescribed are, therefore, legally chargeable and any departure from the practice as a general rule of collecting these statutorily authorised fees would be undesirable.

Non-acceptance of fees may affect not only the individual clergyman or council concerned but also other clergy and parishes in the diocese. If, because fees have been waived, the revenue so lost has to be found from central or diocesan sources to bring clergy stipends to an agreed level, less money is available to provide financial assistance elsewhere. This consideration applies equally to fees, such as those in respect of services at crematoria, which are not prescribed by Parochial Fees Order and to the charges recommended for postal or general searches in parish registers and records.

If, for any reason, it is felt that a particular fee or charge should on a particular occasion perhaps be waived or reduced regard should be had to any guidelines laid down by the diocese, and the agreement of both the incumbent and the PCC should be required where both are entitled to receive a part of the sum in question. It is recommended that Parochial Church Councils should delegate their rights of waiver generally to incumbents, but on the understanding that the amounts waived on their behalf are reported to them.

In connection with the searching of parish registers and records it would be appropriate to seek advice from the Diocesan Books and Documents Committee, where one has been established in accordance with the recommendation contained in the Guide to the Parochial Registers and Records Measure 1978, on any question of the application of concessionary rates for bona fide students or persons carrying out academic research for a motive other than personal gain.

### *Part III – Summary of Conclusions and Recommendations*

#### A. PAROCHIAL FEES

##### Principles

220. (1) All who receive the ministrations of the Church at its occasional offices should be encouraged to give whatever offering they can reasonably afford at such times as part of their proper contribution towards the Church's general expenses and towards the cost of those particular occasions (paragraph 35).

(2) There is no conclusive theological or moral objection to the present policy of the Church in requiring that at least part of any such contribution should take the form of a fee or charge recoverable at law, but no one should be refused any spiritual ministration of the Church on the grounds of non-payment (paragraphs 50, 84).

(3) The Church of England has inherited from the past a system of legally recoverable fees and charges, some fixed by statute. It cannot now abolish this system without legislation which would be likely result in a substantial permanent reduction in the level of Church income (paragraphs 38, 80, 106, 107).

(4) The Church of England, also for historical reasons, has a relatively low proportion of regular worshippers and contributors compared with the total number of those who are entitled to ask for its occasional offices. As long as such circumstances remain it is only fair to the regular contributor that part of the Church's income should derive from all those who avail themselves of the benefit of occasional offices or other special services for individuals (paragraph 36).

(5) Although, in other circumstances, it would be possible to prefer a system of voluntary contributions instead of the present system, the Commission recognises that while certain occasional offices and certain church facilities remain accessible to all, the fees for these and similar services should continue to be legally recoverable (paragraph 80).

(6) In equity and to preserve the interests of the Church on the one hand and the public on the other, it is desirable that the Commissioners, the General Synod and Parliament should continue to be involved in the process of fixing fees on a standard basis (paragraphs 111, 136).

(7) When fixing these statutory amounts the Church Commissioners should have regard *inter alia* to any general or particular considerations that the General Synod may from time to time request them to take into account (paragraph 130).

(8) The Commissioners and representatives of the Churches represented on the Churches Main Committee should periodically consult together and with representatives of other persons and bodies involved (e.g. local authorities, crematorium and cemetery companies, funeral directors, the Registrar-General and the Department of the Environment) on the question of levels of Church and other fees (paragraph 130).

##### Funerals

(9) A uniform amount should be prescribed for the performance of any funeral or burial service according to Anglican rites, wherever held (i.e. whether in church or churchyard, in cemetery or crematorium, in consecrated or unconsecrated ground) and wherever the deceased lived or died. Such a fee would be exclusive of any fee for interment (paragraphs 62, 63, 118, 121, 122).

(10) Every diocesan bishop should be recommended to make special arrangements, if he has not already done so, to ensure effective pastoral supervision of Anglican services at public or private cemeteries and crematoria. Such arrangements should always include the appointment of a panel of rota-duty Anglican clergy to be on call during their duty period to serve those who wish an Anglican service and who have not made other arrangements. So far as may be practicable the incumbent of the parish where the deceased was on the electoral roll or normally lived should be consulted before the funeral takes place (paragraph 41).

(11) The co-operation of non-Anglican clergy should be sought in any negotiations concerning rota-duty (paragraph 41).

(12) Clergy and other authorised persons who conduct funerals at cemeteries and crematoria should be accountable for any fees which they receive for such ministrations in accordance with the proposals made by the Commission in paragraph 21 below (paragraph 43).

### Travelling Expenses and Subsistence

(13) Parochial fees orders should provide that reasonable travelling expenses and subsistence be recoverable in the same manner as Legal Officer's expenses. Such expenses might be related to the public service rates but individual dioceses should be left free to adopt variant rates if they so desire (paragraphs 46, 138).

### Searches and Certificates

(14) Search and certificate fees should continue to be charged for baptism, marriage and burial registers retained in parochial custody, of whatever age, as a safeguard against irresponsible use of the incumbent's time and as a modest source of income to meet the cost of supervising searches, maintaining the registers in good condition and providing the certificates (paragraphs 95, 103).

(15) The Secretary of State for Social Services should be requested to restore as soon as possible the fee payable for searching a parochial marriage register under S. 63 of the Marriage Act 1949 (paragraph 126).

(16) Search fees should be assessed on a time basis rather than on the number of years searched (paragraph 100).

(17) The charge for a search should include one certificate where this is requested (paragraph 104).

(18) Search fees should also be fixed on the same basis for church registers *other than* those for baptism, marriage and burial and for other church records in parochial custody but not so that any legal obligation is laid on their custodians to produce them for public inspection on request. It should be made clear that church records in this context do not include civil records which, for historical reasons, are in the custody of the Church (paragraphs 127, 128).

### Miscellaneous Facilities

(19) Other fees now fixed by parochial fees order (namely, fees for churchyard monuments and for inspecting and supplying copies of certain tithe records) should continue to be so prescribed (paragraph 110).

### Destinations for Fees

(20) The right to payments, other than chaplaincy fees and spare time earnings, which are due in respect of services rendered by a clergyman or layman by virtue of a parochial office or employment and performed in a parish and on parochial property, should in future vest solely in the parochial church council of the parish for which those services are performed (paragraph 148).

(21) The right to such payments as are mentioned in (20) above which are due in respect of services rendered by a clergyman and performed either in a parish but *not* on Church property (e.g. in a crematorium chapel), or in an extra-parochial place, should, as existing arrangements terminate, vest in the appropriate Church authority, namely,

- (a) if he is a *parochial* clergyman, in the parochial church council of the parish where he is beneficed or licensed; or  
(b) if he is *non-parochial* (e.g. retired), in the Diocesan Board of Finance for the diocese in which he has authority to minister  
(paragraph 43).

(22) Dioceses should determine the manner in which payments due under (21) above should be shared between more than one parochial church council in cases where a parochial minister is beneficed or licensed to more than one parish (paragraph 43).

(23) Parochial church councils and Diocesan Boards of Finance entitled to receive fees in respect of ministrations by non-parochial clergy and others under paragraphs 20 and 21 above should ensure that those concerned are properly remunerated and should determine the manner of their payment (paragraph 44).

(24) Reasonable travelling expenses and subsistence incurred by any individual in the performance of services referred to in paragraphs 20 and 21 should be met by the parochial church council or Diocesan Board of Finance which is entitled to receive the fees for such services (paragraph 46).

(25) The rights of sitting incumbents should be preserved by one of the two following methods: —

- either* (1) they should be awarded an annual personal grant which would remain payable so long as they remained in the same benefice and be equal in amount to the highest annual amount derived by them from all fees in the three years preceding an appointed day;  
*or* (2) future parochial fees tables should indicate an amount that should be payable to a sitting incumbent, the new fee payable to the parochial church council being reduced by the same amount (c.f. the arrangements made in the 1976 Order with respect to existing clerks and sextons).

We favour the first method (paragraphs 161 – 163).

(26) When the amounts of statutory fees are revised upon the 'single fee' system taking effect, the level of total fee income in real terms should be maintained (paragraph 148).

(27) Subject to (25) above and (28) below, new income of parochial church councils resulting from the proposed system should be treated as part of their general funds and not be required to be used for any particular purpose (paragraphs 97, 154).

(28) Diocesan Boards of Finance should be recommended to have regard to income receivable by parochial church councils in respect of fees when determining their methods of assessing funds available, or potentially available, within the diocese for the improvement of clergy stipends. At the outset they should also consider asking parochial church councils to subscribe extra sums comparable to those previously derived by their incumbents from fees (paragraphs 149 – 153).

(29) Parochial church councils should submit written accounts for sums due to them in respect of occasional offices and arrange for such accounts to be paid, where practicable, by cheque. The Commission feels that cash transactions should be avoided if possible, especially on the day itself (paragraphs 51, 144).

(30) Parochial church councils should keep separate records of amounts of fees received and disbursements made by them in respect of matters included in parochial fees orders (paragraph 148).

### Waiver or Reduction of Fees

(31) There is no statutory obligation which compels a parochial church council or incumbent to collect a fee due and therefore no statutory right of waiver is necessary as authority either for concessionary rates or for the giving of services free of charge if the parochial church council or incumbent so chooses (paragraph 166).

(32) No particular class of persons should be statutorily exempt from the general liability of the public to pay Church fees at the full rate. In normal circumstances fees should not be waived (paragraph 174).

(33) In view of the importance of fees and offerings for services rendered to finance clergy stipends and Church expenses generally, dioceses should be requested to lay down guidelines recommending parochial church councils to waive such income only in clearly defined and exceptional circumstances (paragraph 174).

(34) Dioceses should be advised to require parochial church councils to report amounts of fees waived to the Diocesan Board of Finance at the same time as they submit their annual accounts (paragraph 175).

(35) Diocesan guidelines should recommend parochial church councils  
(a) to delegate their right of waiver (e.g. to the incumbent) but only on the understanding that the amounts so waived on their behalf are reported to them; and  
(b) to charge search fees at concessionary rates to *bona fide* students and scholars carrying out academic research for a motive other than personal monetary gain (paragraphs 101, 174, 177).

### Method of Revision

(36) The Church Commissioners should be requested to review current parochial fees orders annually during their regular annual stipends reviews as Central Stipends Authority (paragraph 185).

(37) In carrying out their review, the Commissioners should not normally undertake a full-scale investigation but usually need only have regard to movements in national indexes of prices and incomes (paragraph 185).

(38) Because the legal rights of members of the general public are affected, it is not practicable to recommend that parochial fees orders should no longer be subject to Parliamentary approval under the statutory instrument procedure (paragraph 192).

(39) Similarly, having regard to both their pastoral and their financial implications, it is not desirable that parochial fees orders should become operative without the approval of the General Synod (paragraphs 111, 195).

(40) As a simplification of the synodical procedure it is, however, proposed that parochial fees orders be laid before the General Synod and deemed to be approved if no motion for their annulment is carried by a specified time (paragraph 187).

(41) It is not proposed to alter the existing statutory requirement that a parochial fees order be approved or rejected *en bloc* and not amended on the floor of the Synod (paragraph 189).