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The 36th Report
of
The Central Stipends Authority

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CONTENTS

Report of the Central Stipends Authority to the General Synod for the year 2008	1
<i>Annex 1</i> The role and functions of the Central Stipends Authority (CSA)	8
<i>Annex 2</i> Diocesan Basic Stipends and Regional Stipends Benchmarks 2008/09	10
<i>Annex 3</i> Assistant staff and archdeacons' stipends 2008/09	11
<i>Annex 4</i> The method of rounding down the stipends of dignitaries and residentiary canons from 1 April 2004, agreed by the Archbishops' Council	12
<i>Annex 5</i> National Average and National Minimum Stipend for incumbents 1984-2008	14
<i>Annex 6</i> Change in value of National Average Stipend of incumbent status clergy against Retail Price Index and Average Earnings from 1984	15
<i>Annex 7</i> Estimated value of provided housing – July 2008	16
<i>Annex 8</i> CSA recommendations for 2009/10	18

1. Summary

Key recommendations for 2008/09

The Central Stipends Authority (CSA) recommended a **National Minimum Stipend (NMS)** of **£19,640** (paragraph 4), a 3% increase over last year. The CSA also recommended a **National Stipend Benchmark (NSB)** of **£21,600**. This was a 3% increase over last year. (paragraph 3)

Estimated value of provided housing July 2008

£12,380 (paragraph 17, and Annex 7)

Diocesan stipends levels in 2008/09 The gap between the National Average and the NSB increased from £80 in 2007/08 to £100 in 2008/09 (paragraph 12).

CSA's recommendations for 2009/10 (Annex 8) The CSA recommends an increase of 3.0% in both the NSB and the NMS, against forecast increases of 3.1% in the Retail Price Index (RPI) and 4.2% in average earnings.

2. Under the Central Stipends Authority Regulation 1998, the Archbishops' Council is required to make an annual report to the General Synod. For further information on the role and functions of the CSA, see Annex 1.

The Central Stipends Authority's recommendations to dioceses for 2008/09

Incumbents and clergy of incumbent status

3. The CSA recommended a National Stipends Benchmark for the stipends year beginning 1 April 2008 of £21,600, which represented an increase of 3% on the NSB for 2007/08 of £20,980. The NSB is usually increased each year by the same percentage as the National Minimum Stipend.
4. The CSA also recommended a National Minimum Stipend of £19,640, an increase of 3% on the previous year's figure of £19,070.
5. Regional Stipend Benchmarks (RSB) for each diocese for 2008/09 are shown at Annex 2. Each diocese is asked to use this figure as a guide in reaching its own stipend decisions.

Diocesan Basic Stipends 2008/09

6. In every diocese the Diocesan Basic Stipend (DBS) (see Annex 1 for the definition) is the minimum stipend paid to incumbents in the diocese.

Annex 2 shows DBS for the 2008/09 stipend year together with the RSB for each diocese.

Assistant staff

7. Dioceses are encouraged to pay assistant staff between the NMS and the level for incumbents in the diocese, as appropriate. See Annex 3.

Archdeacons

8. The CSA recommended a stipend of £29,460 from 1 April 2008 for archdeacons appointed on or after 1 April 2004¹, Annex 3 gives details of stipend levels that dioceses paid archdeacons, including those appointed before 1 April 2004.

Bishops and cathedral clergy

9. The CSA recommended that stipends for bishops and cathedral clergy who were appointed on or after 1 April 2004 should be paid levels of stipend in accordance with the arrangements agreed by the Archbishops' Council for implementing the decision of the General Synod in November 2002 (see Annex 4).
10. The recommended stipends for 2008/09 are shown below, including those for clergy appointed before 1 April 2004.

Recommended stipends for bishops and cathedral clergy 2008/09

	ratio to NMS	clergy starting on or after 1 April 2004	clergy in post before 1 April 2004
Archbishop of Canterbury	3.5	£68,740	£69,820
Archbishop of York	3.0	£58,920	-
Bishop of London	2.75	£54,010	£57,040
Diocesan bishops	1.9	£37,320	£37,890
Suffragan bishops	1.55	£30,440	£31,110
Assistant bishops (full-time)	1.5	£29,460	£29,860
Deans	1.55	£30,440	£31,110
Residentiary canons	1.2	£23,570 regionally adjusted	£25,340

¹ unless the person was receiving more in the previous appointment, when a receiving diocese should have discretion to enhance the person's stipend initially but then reduce it in equal steps during a maximum period of three years to 1.5 of the NMS (see Annex 4).

The National Average Stipend in 2008/09

11. The National Average Stipend is an average of all clergy receiving the diocesan basic stipend (weighted by the number of clergy receiving it in each diocese). As at July 2008, the national average stipend was £21,700. This compared with a figure of £21,060 in 2007/08, an increase of a little over 3%.
12. The National Average Stipend has always been slightly more than the NSB, as shown in the table below. In 2008/09, the gap between the NSB and the National Average Stipend increased from £80 to £100.

	National Average Stipend £	NSB £	Gap between NSB and Average £
2001/02	17,030	16,910	120
2002/03	17,560	17,420	140
2003/04	18,110	17,940	170
2004/05	18,680	18,480	200
2005/06	19,550	19,420	130
2006/07	20,510	20,460	50
2007/08	21,060	20,980	80
2008/09	21,700	21,600	100

Implementation of the recommendations of the Stipends Review Group

13. In its report *Generosity and Sacrifice GS1408*, the Stipends Review Group set three ‘aspirations’ for increasing clergy stipends. The first aspiration, to apply the National Minimum Stipend to all clergy and licensed lay workers, was implemented by dioceses from 1 April 2004. The second aspiration, to raise the National Stipend Benchmark from 1.054 times the NMS to 1.1 times the NMS, has been achieved. The third aspiration, to raise the NSB to the current real value equivalent of £20,000 in 2001/02 values, has not been implemented.

Use of Retail Price Index and Average Earnings Index

14. So as to assess how clergy stipends compare with prices and wages, the CSA monitors increases in clergy stipends against those in the Retail Prices Index (RPI) and Average Earnings Index (AEI). Inevitably, these figures can only provide a broad guide, but during the 2008/09 stipends year, RPI is forecast to increase by 4.5% and AEI by 4%.

15. Annexes 5 and 6 compare increases in the National Average Stipend and the CSA's stipend recommendations, with movements in RPI and average earnings since 1984.

Estimated value of the clergy remuneration package as at July 2008

16. Apart from the stipend, the main elements of the clergy remuneration package are the provision of housing (including the payment of Council Tax, water charges, maintenance, external decorations and insurance) (see next paragraph) and a non-contributory Church Pension (from April 2008 the contribution paid by the diocese or parish has been at an annual rate of £7,571). Clergy are also eligible for removal grants, subsidised motor and household contents insurance in high-risk areas, and car loans at a concessionary rate of interest. It is possible to provide only a very general indication of the costs that clergy do not incur because their accommodation is provided.

Estimated value of provided housing

17. The CSA's estimate of the additional amount clergy would have to earn, if they were to have to provide and maintain domestic accommodation (excluding office space) for themselves and their families is about **£12,380** p.a. Further details are provided at **Annex 7**.

Reimbursement of parochial expenses for the year 2007/08

18. The CSA's recommendations for stipends are based on the expectation that parochial expenses will be reimbursed in full. Accordingly, clergy whose working expenses are not fully reimbursed are receiving less than their full stipend. Returns from clergy for 2007/08 indicate that the average sum incurred in expenses during the year by parochial clergy and licensed lay workers was £1,850 of which an average of £160 was not reimbursed. This was 8.7% of incurred expenses.

Expenses of parochial clergy and licensed lay workers 2001/02–2007/08

Year	Average expenses incurred	Average expenses not reimbursed	% Unrounded expenses not reimbursed	Average expenses claimed but not reimbursed	% Unrounded expenses claimed but not reimbursed
	£	£	%	£	%
2001/02	1,750	150	8.6	55	3.0
2002/03	1,745	135	7.7	45	2.6
2003/04	1,795	150	8.4	45	2.4
2004/05	1,820	160	8.8	45	2.4
2005/06	1,840	170	9.2	50	2.8
2006/07	1,845	150	8.2	45	2.6
2007/08	1,850	160	8.7	50	2.6

Note: the percentages in columns 4 and 6 have been calculated using the unrounded actual figures produced by the analysis of the returns. This figure will not necessarily be the percentage of the figures in columns 3 and 5 in relation to the figure in column 2, which have all been rounded to the nearest £5 for presentational purposes.

19. The booklet *The Parochial Expenses of the Clergy – a Guide to their Reimbursement*, is available on the Church of England website at www.cofe.anglican.org/info/clergypay. Printed copies are also available, from the CSA, address; Ministry Division, Church House, Great Smith Street, London SW1P 3AZ.

Funding for stipends 2008/09

20. The 2008/09 stipends bill² for all clergy and licensed lay workers on the central payroll is estimated at £203m, a 2% increase on the 2007/08 figure of £199m. This increase was less than the 3% increase in the national average stipend for incumbents because there had been a fall in the number of clergy and lay workers on the central payroll from 9,074 to 8,965 (about 1.2%). This fall in the numbers of stipendiary payees was due to the number of retirements and deaths exceeding the number of those entering stipendiary ministry.
21. The stipends bill for the year 2008/09 is expected to be funded from the following sources.

² including Employers' National Insurance, but not pension contributions

Source	Amount
Church Commissioners ³	£44.1m
Cathedrals	£0.4m
Dioceses and Parishes	£141.7m
Parochial Fees (incumbents' fees)	£16.2m
Other Local Income	£0.6m
Total	£203.0m

Level of support for 2008/09

22. In the year from April 2008 to March 2009 the total made available by the Archbishops' Council and the Church Commissioners for parish mission and ministry support was £44.1m. Of this sum, the Archbishops' Council distributed £29.0m (£4.1m of which had to be used for stipends) as parish mission and ministry support to the least resourced dioceses and £7.4m to dioceses based on stipendiary clergy numbers. A further £4.8m was distributed as Parish Mission Funding: dioceses may use this money for either specific mission projects or stipend support.

The CSA's recommendations for 2009/10

23. The CSA's recommendations for 2009/10 include a National Stipend Benchmark of £22,250 and a National Minimum Stipend of £20,230, representing an increase of 3% on the 2008/09 recommendations. The recommendations for dignitaries and residentiary canons continue with the system introduced from 1 April 2004 (see Annex 4). Further details of the 2009/10 recommendations are provided at Annex 8.

Pensions

24. On retirement at or after age 65, clergy who have achieved full service receive a full Church pension of two-thirds of the previous year's National Minimum Stipend plus a lump sum. From 1 January 1998, the cost of pension contributions for parochial clergy in respect of pensionable service

³ The amount of the stipends bill funded from the Church Commissioners' fund excludes the £4.8m distributed by the Archbishops' Council on parish ministry and mission funding in the year ending 31 March 2009. All English dioceses are entitled to a share of this money and can use the money towards the cost of clergy stipends as well as to help develop new Church ministry whether in an existing or new community. For the purposes of the above table it has been assumed that all dioceses receiving an allocation via the 'Darlow formula' have applied it for stipends. From 1 January 2005, they have been free to use it for some other specified purposes.

after that date has been progressively met from local sources, and collected by the Pensions Board via dioceses.

25. As a result of the three-yearly actuarial reviews which were carried out during 2001, 2004, and 2007, the contribution rate has increased from 21.9% of the previous year's National Minimum Stipend in 1998 to 39.7% now.

On behalf of the Archbishops' Council as Central
Stipends Authority

✘ ROWAN CANTUAR
✘ SENTAMU EBOR

November 2008

ANNEX 1

The role and functions of the Central Stipends Authority

1. The CSA works in partnership with dioceses and the Church Commissioners to produce recommendations for forms and levels of pay for clergy, deaconesses and licensed lay workers⁴. The main principles behind the CSA's recommendations are that stipends should be:
 - adequate** for clergy to discharge their duties without undue financial anxiety;
 - flexible** enough to allow the Church to pay its clergy where they can best be deployed;
 - equitable**, with stipend levels being broadly convergent and not acting as an impediment to clergy mobility.
2. The principal recommendations made by the CSA each year are as follows:
 - (i) a **National Minimum Stipend (NMS)** for all clergy and licensed lay workers. This is the stipend below which no full-time minister should be paid;
 - (ii) a **National Stipend Benchmark (NSB)** for incumbents and other clergy of incumbent status. This is the stipend at which most full-time incumbent status clergy should be paid;
 - (iii) **Regional Stipend Benchmarks (RSB)** which adjust the NSB for regional variations in the cost of living (excluding housing and travel) and provide general indications of the level of stipend required for each diocesan stipend to have the same purchasing power as the NSB;
 - (iv) recommended stipend levels for **archdeacons**;
 - (v) recommendations to the **Church Commissioners** about stipends for **bishops and cathedral clergy**.
3. Dioceses and the Church Commissioners are free to determine the stipends of individual clergy. Dioceses are asked to use their RSB as a guide in reaching their own stipend decisions, taking local factors into account. They are asked to set their Diocesan Basic Stipends – defined as the stipend paid to the greatest number of clergy of incumbent status within the

⁴ Central Stipend Authority Regulation 1998 GS1310

diocese - at a level not less than 1.5% below or more than 2.5% above their RSB.

4. Dioceses are also strongly encouraged to ensure that no full-time stipendiary minister is paid below the National Minimum Stipend. The NMS is also a link to pensions because the rate of new pensions each year is set at 2/3 of the previous year's NMS.
5. In addition to its stipend recommendations, the CSA also gives general advice on a range of matters connected with the pay of clergy and licensed lay workers, such as parochial expenses, Council Tax, and 'family friendly' matters, e.g. maternity and paternity leave.

ANNEX 2

Diocesan Basic Stipends and Regional Stipends Benchmarks 2008/09

	Diocesan Basic Stipend 2008 £	Regional Stipend Benchmark 2008 £	Difference between Basic Stipend and RSB	
	£	£	£	%
Bath & Wells	21,860	21,860	0	0.0%
Birmingham	21,220	21,540	(320)	-1.5%
Blackburn	21,270	20,780	490	2.4%
Bradford	21,496	21,310	186	0.9%
Bristol	21,700	21,700	0	0.0%
Canterbury	22,153	21,840	313	1.4%
Carlisle	21,020	20,780	240	1.2%
Chelmsford	21,740	21,740	0	0.0%
Chester	21,250	20,780	470	2.3%
Chichester	21,840	21,840	0	0.0%
Coventry	21,880	21,880	0	0.0%
Derby	21,880	21,880	0	0.0%
Durham	20,800	20,800	0	0.0%
Ely	21,420	21,420	0	0.0%
Exeter	21,860	21,860	0	0.0%
Gloucester	21,860	21,860	0	0.0%
Guildford	23,760	21,840	1,920	8.8%
Hereford	21,070 +	21,390	(320)	-1.5%
Leicester	21,880	21,880	0	0.0%
Lichfield	21,455	21,540	(85)	-0.4%
Lincoln	21,680	21,680	0	0.0%
Liverpool	20,780	20,780	0	0.0%
London	21,464	22,240	(776)	-3.5%
Manchester	21,605	20,780	825	4.0%
Newcastle	20,800	20,800	0	0.0%
Norwich	21,420	21,420	0	0.0%
Oxford	22,270	21,840	430	2.0%
Peterborough	21,800	21,800	0	0.0%
Portsmouth	21,840	21,840	0	0.0%
Ripon & Leeds	21,358	21,310	48	0.2%
Rochester	21,990	21,990	0	0.0%
St Albans	21,900	21,840	60	0.3%
St Edmundsbury & Ipswich	20,760 \$	21,420	(660)	-3.1%
Salisbury	21,890	21,860	30	0.1%
Sheffield	21,310	21,310	0	0.0%
Southwark	22,465	22,200	265	1.2%
Southwell & Nottingham	21,880	21,880	0	0.0%
Truro	21,860	21,860	0	0.0%
Wakefield	21,785	21,310	475	2.2%
Winchester	21,840	21,840	0	0.0%
Worcester	21,540	21,540	0	0.0%
York	22,019	21,310	709	3.3%
Sodor & Man	21,568 *			
National Stipend Benchmark		21,600		

+ An allowance of £325 per child is paid **in addition** to the Basic stipend in Hereford.

\$ In St Edmundsbury and Ipswich all clergy receive insurance benefits worth approximately £250 in addition to the basic stipend, and up to 15% receive a responsibility allowance of £950 per year.

*Clergy receive Easter Offering in addition to this figure in Sodor and Man, and, in 2008 a travel allowance of £350. The cost of living data does not cover the Isle of Man. Accordingly, no RSB is given for Sodor and Man.

The Diocesan Basic Stipend is the stipend paid to most clergy of incumbent status in the diocese.

Assistant staff and archdeacons' stipends 2008/09

Assistant staff

In 2008/09 dioceses paid assistant staff as follows. (2007/08 numbers in brackets)

- 10 (11) dioceses paid assistant staff at the National Minimum Stipend (NMS).
- 7 (8) dioceses paid assistant staff at the same rate, higher than the NMS, but less than the rate for incumbents in the diocese.
- 2 (2) dioceses paid assistant staff at the basic rate for incumbents.
- 7 (9) dioceses had a scale ranging from the NMS to the basic rate for incumbents in the diocese.
- 7 (5) dioceses had a scale ranging from the NMS to a point lower than the basic rate for incumbents in the diocese.
- 3 (0) dioceses had a scale ranging from above the NMS to the basic rate for incumbents in the diocese.
- 7 (8) dioceses had a scale ranging from above the NMS to a point lower than the basic rate for incumbents in the diocese.

Archdeacons' stipends

Dioceses paid the CSA's recommended figure for archdeacons appointed before 1 April 2004 (£30,890), with the exception of Leicester, which paid £31,800, and London which paid £30,806.

Dioceses paid the CSA's recommended figure for archdeacons appointed after 1 April 2004 (£29,460), with the exception of Leicester, which paid £31,800, London which paid £30,806, and Salisbury, which paid £30,890.

The method of rounding down the stipends of dignitaries and residentiary canons from 1 April 2004, agreed by the Archbishops' Council

The General Synod decided in November 2002 that the differentials paid to dignitaries and residentiary canons, expressed as multiples of the National Minimum Stipend (NMS), should be rounded down from their then levels. The extent of the rounding down and the way in which the new differentials should be introduced were discussed by the Deployment, Remuneration and Conditions of Service Committee and by the Board of Governors of the Church Commissioners. The Archbishops' Council agreed to recommend to the Church Commissioners, cathedral chapters and dioceses the following arrangements for dignitaries and residentiary canons from April 2004.

- i) differentials for bishops, deans and archdeacons should be rounded down as follows:

Archdeacons from 1.58 of NMS to 1.5 times NMS

Assistant bishops from 1.53 of NMS to 1.5 times NMS

Suffragan bishops and deans from 1.59 of NMS to 1.55 times NMS

Diocesan bishops from 1.94 of NMS to 1.9 times NMS

Bishop of London from 2.92 of NMS to 2.75 times NMS

Archbishop of York from 3.13 of NMS to 3.0 times NMS

Archbishop of Canterbury from 3.57 of NMS to 3.5 times NMS

- ii) these new multiples of the NMS should be applied to post holders appointed on or after 1 April 2004, unless immediately before their appointment, they were in receipt of a stipend at a higher level. In this case, the Council recommended that a receiving diocese or cathedral should have discretion to enhance a person's stipend initially but then reduce it in equal steps during a maximum period of three years until it reached equivalence with the lower stipend attached to the new post. This means that a person in this position would receive the first reduction in stipend on appointment and two subsequent reductions in the second and third years dated from the time of appointment. Members of the senior clergy who move to posts with lower differentials should have as their target stipends the new levels of differential that have applied to those posts since 1 April 2004 except for those clergy moving within the same 'pay band' (diocesan bishops, deans, suffragan

bishops, archdeacons and residentiary canons) who should retain their pre-1 April 2004 differential.

- iii) From 2004/5, stipends for existing bishops, deans, and archdeacons should be increased by the increase in the Retail Prices Index (RPI) (or the increase in the NMS, whichever is lower) only, until they reach equivalence with the new multiple of the NMS applicable for their post.
- iv) Residentiary canons appointed on or after 1 April 2004 should receive stipends of 1.2 of the NMS, adjusted for those regional variations in the cost of living that already apply to the stipends for clergy of incumbent status in the dioceses in which the canons will hold office.
- v) From 2004/5, stipends for existing residentiary canons should be increased by RPI (or the increase in the NMS, whichever is lower) only, until they reach equivalence with the new multiple of the NMS.

The measure of RPI to be used in calculating annual increases in stipends for existing post-holders should be the actual RPI for the twelve months to the previous September.

National Average and National Minimum Stipend for Incumbents 1984-2008

Year beginning 1 April	National Minimum Stipend £	Increase in NMS	National Average Stipend £	Increase in National Average	Increase in Retail Price Index	Increase in average earnings
1984	6,500	7.4%	6,838	6.7%	5.1%	6.3%
1985	6,900	6.2%	7,259	6.2%	5.9%	8.6%
1986	7,400	7.2%	7,783	7.2%	3.2%	7.7%
1987	8,000	8.1%	8,366	7.5%	4.0%	8.2%
1988	8,500	6.3%	8,881	6.2%	6.0%	8.7%
1989	9,100	7.1%	9,526	7.3%	7.8%	9.5%
1990+	9,560	5.1%	10,368	8.8%	9.7%	10.9%
1991+	10,958	14.6%	11,668	12.5%	4.7%	7.4%
1992+	11,674	6.5%	12,304	5.5%	3.2%	4.8%
1993	12,200	4.5%	12,830	4.3%	1.7%	3.1%
1994	12,600	3.3%	13,170	2.7%	2.7%	3.6%
1995	12,800	1.6%	13,450	2.1%	3.3%	3.0%
1996	13,250	3.5%	13,940	3.6%	2.4%	3.8%
1997	13,760	3.83%	14,510	4.1%	3.3%	4.5%
1998	14,340	4.2%	15,210	4.8%	3.1%	5.0%
1999	14,940	4.2%	15,810	3.9%	1.6%	5.0%
2000	15,570	4.2%	16,480	4.2%	3.0%	4.3%
2001	16,040	3.0%	17,030	3.3%	1.5%	3.9%
2002	16,520	3.0%	17,560	3.1%	2.1%	4.0%
2003	17,020	3.0%	18,110	3.1%	2.8%	3.8%
2004	17,530	3.0%	18,680	3.1%	3.1%	4.4%
2005	18,060	3.0%	19,550	4.7%	2.6%	3.9%
2006	18,600	3.0%	20,510	4.9%	3.7%	4.2%
2007	19,070	2.5%	21,060	2.7%	4.1%	3.9%
2008	19,640	3.0%	21,700	3.0%	4.5% *	4.0% *
1984-2008		202.2%		217.3%	141.1% *	252.4% *

* estimated

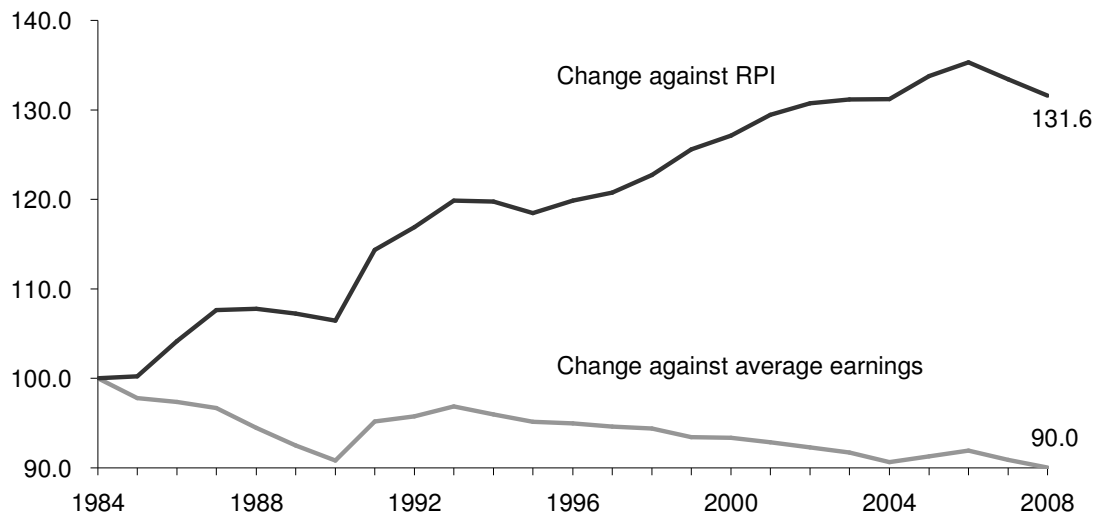
+ During 1990 - 1992, clergy were personally liable for the Community Charge and received additional stipend until the introduction of the Council Tax, for which they are not liable. This additional stipend is not shown in the table. If included, it produces the following figures for the National Minimum Stipend: £10,500 (1990), £11,400 (1991), £12,200 (1992)

The figures for RPI and average earnings in this table are based on averages for the whole year and may differ slightly from those in previous reports.

It was decided to use 1984 as the base date in the 1998 Report and subsequent Reports so that changes in future years can be compared from the same starting point. Stipend increases failed to keep up with RPI during the

ANNEX 6

Change in value of National Average Stipend of Incumbent Status Clergy against the Retail Price Index (RPI) and Average Earnings from 1984



The graph shows how increases in stipends levels from 1984 compare with movements in the RPI and average earnings. For example, in 2004 the national average stipend was 31.2% more than it would have been if increases since 1984 had been in line with RPI and 9.4% less than it would have been if increases had been in line with average earnings.

It was decided to use 1984 as the base date in the 1998 Report and subsequent Reports so that changes in future years can be compared from the same starting point. Stipend increases failed to keep up with RPI during the high inflation of the 1970s, and 1984 was chosen because this was the point at which the lost ground was recovered.

Note: figures are net of Community Charge uplift (1990–1992). The Government's Average Earnings Index figures since 1990 were recalculated in 1998 and reports from 1999 onwards have contained the recalculated figures.

Estimated value of provided housing - July 2008

The Central Stipends Authority (CSA) has provided a figure for the estimated value of provided housing since 1980. The intention is to provide a general indication of the amount of additional gross income which clergy of incumbent status would require in order to provide basic domestic accommodation (excluding office space) for themselves and their families. This figure is intended to be used for the purpose of national benchmarking, and not for local negotiations, which should be based on figures appropriate to individual circumstances.

This year a revised methodology has been used, based on the national average interest cost of the average outstanding mortgage at the end of July, rather than the latest average typical capital value. The CSA feels that the new method is more realistic, as clergy do not move house every year.

The calculation is not intended to produce an indication of the cost of providing accommodation for clergy.

	£	
Mortgage Interest	5,917	(1)
Water charges	347	(2)
Council Tax	1,512	(3)
Maintenance and external decorations	678	(4)
Insurance	285	(5)
Sub total	8,739	
Tax and NI adjustment	3,639	(6)
Total	12,378	
Say	12,380	

- (1) Average outstanding interest rate of 5.76% on average outstanding mortgage of £102,554 (figures from Credit Action 1 August 2008)
- (2) The Water Services Regulation Authority (OFWAT) figures for average unmetered water and sewerage charges.
- (3) Average clergy Council Tax from the 1997 questionnaire, increased in line with estimates from the Department for Communities and Local Government.
- (4) Last year's figure (based on government statistics for average household expenditure in respect of repairs, maintenance and decorations derived from the Family Expenditure Survey) increased by RPI (repairs and maintenance charges element).
- (5) Average premium rate for houses in England, excluding Church discount and including 5% Insurance Premium Tax. (Data provided by the Ecclesiastical Insurance Group).
- (6) Tax at basic rate of 20% and National Insurance at the marginal rate of 9.4%.

Central Stipends Authority recommendations for 2009/10

The Archbishops' Council, as Central Stipends Authority, makes the following recommendations **with effect from 1 April 2009**.

Recommendations to dioceses

- (a) A National Minimum Stipend (NMS) for all full-time clergy and licensed lay-workers of £20,230 per annum. No full-time clergy and licensed lay workers should be paid below this figure. Dioceses are encouraged to pay assistant staff between the NMS and the level for incumbents in the diocese, as seems appropriate. Assistant Curates, Deacons, and Licensed Lay Workers (including Church Army Evangelists engaged in the parochial ministry) are all regarded as assistant staff for the purposes of stipends.
- (b) A National Stipend Benchmark for incumbents and clergy of incumbent status of £22,250.
- (c) Regional Stipend Benchmarks for incumbents and clergy of incumbent status in each diocese: see table below.
- (d) A stipend for archdeacons appointed on or after 1 April 2004 of £30,350 or £31,820 for archdeacons appointed before 1 April 2004. In cases where the archdeacon was receiving more in his or her previous appointment, a receiving diocese has discretion to pay an enhanced stipend initially. However, it should reduce during a maximum period of three years until it reaches 1.5 of the NMS. This means that an archdeacon in this position would receive the first reduction in stipend on appointment and subsequent reductions in the second and third years dated from the time of appointment.

If an archdeacon appointed before 1 April 2004 moves to another archdeacon's post, he/she should continue to receive the stipend for an appointment before 1 April 2004.

Related conditions

1. Definition of Income: stipends are to be calculated in accordance with the method of computing income for augmentation purposes approved by the General Synod at its February Group of Sessions 1975. (See Annex 1 of the 2005 Report) Accordingly, the calculation of stipend should include Guaranteed Annuities and Personal Grants (where still payable); parochial giving direct for stipend (including contributions towards the cost of heating, lighting and cleaning the parsonage house); Easter Offering (or Whitsun Offering where appropriate); fees (both parochial and non-parochial); income net of expenses from chaplaincies; income net of expenses from public and education appointments; income from local trusts. It should **not** include spare-time earnings; spouse's earnings; private income; income from the informal letting of parsonage house rooms. (It will, however, be open to dioceses to make arrangements as regards the commercial letting of rooms on a significant scale (for example, in holiday areas)).

2. **Accommodation:** this should be provided free of rent, water charges, repairs and insurance and the Council tax; or an adequate allowance should be paid instead.

3. **Approved parochial expenses:** these should be fully reimbursed.

Removal Grants : The Central Stipends Authority recommends that when moving to a new appointment, every minister should be fully reimbursed for the cost of the removal.

Resettlement Grants : The Central Stipends Authority recommends that the minimum Resettlement Grant payable in addition to the removal grant, for all moves should be £2,020.

First Appointment Grants : The CSA recommends that all stipendiary ministers should receive a First Appointment Grant of at least £2,020, in addition to the Resettlement Grant when

1/ taking up a full-time stipendiary post as assistant curate, deacon, deaconess or licensed layworker for the first time and

2/ taking up an appointment as an incumbent or minister of incumbent status for the first time. An archdeacon should receive the grant only if he or she had not previously received a First Appointment Grant as an incumbent or minister of incumbent status.

The recommended minimum grants represent 10% of the National Minimum Stipend.

Recommendations to the Church Commissioners for 2009/10

	ratio to NMS Clergy appointed from 1 April 2004	Senior Clergy appointed from 1 April 2004	Senior Clergy in equivalent or higher paid post before 1 April 2004
Archbishop of Canterbury	3.5	£70,810	£71,910
Archbishop of York	3.0	£60,690	-
Bishop of London	2.75	£55,630	£58,750
Diocesan Bishops	1.9	£38,440	£39,030
Suffragan Bishops	1.55	£31,360	£32,040
Assistant Bishops (full-time)	1.5	£30,350	£30,760
Deans	1.55	£31,360	£32,040
Residentiary Canons	1.2	£24,280 regionally adjusted See table below	£26,100

The recommendations to the Commissioners in the table above have been set by the Archbishops' Council, acting as the Central Stipends Authority, following a decision of the General Synod in November 2002 that the differentials paid to senior clergy and residentiary canons, expressed as multiples of the National Minimum Stipend (NMS), should be rounded down. Following discussions between the Deployment Remuneration and Conditions of Service Committee, the Church Commissioners' Bishops and Cathedrals Committee and the Management Advisory Committee, the CSA recommends that the multiples above should be applied to those appointed from 1 April 2004 and that clergy in post before 1 April 2004 should receive increases at the lower of the increase in the Retail Prices Index and the increase in the NMS until their level of stipend reaches equivalence with the new multiple of the NMS applicable for their post.

Recommendations regarding clergy who move to lower stipends or within the same 'pay band'

The new multiples of the NMS should be applied to the stipends of post holders appointed on or after 1 April 2004, unless immediately before their appointment, they were in receipt of a stipend at a higher level. In this case, the CSA recommends that a receiving diocese or cathedral should have discretion to pay an enhanced stipend which reduces to the level appropriate to the new post over a maximum of three years. This means, for example, that a person in this position could receive the first reduction in stipend on appointment and subsequent reductions in the second and third years dated from the time of appointment so that stipend reaches equivalence with the lower stipend attached to the new post at the end of the third year after appointment.

The CSA also recommends that clergy in post before 1 April 2004 who move to new posts within the same 'pay band' should continue to receive the stipend for an appointment before 1 April 2004. The 'pay bands' are as follows: (i) diocesan bishops; (ii) deans and suffragan bishops; (iii) archdeacons; (iv) residentiary canons.

(Advice on how this would be applied in a particular case can be obtained from the Bishops and Cathedrals Department of the Church Commissioners or the Ministry Division of the Archbishops' Council.)

**Regional Stipends Benchmarks for incumbents and clergy of incumbent status
and regionally adjusted stipends for residentiary canons.**

	2009/10	range		2009/10
	Regional Stipend Benchmark	1.5% below RSB	2.5% above RSB	residentiary canons starting on or after 1 April 2004
	£	£	£	£
1 Bath & Wells	22,630	22,290	23,200	24,690
2 Birmingham	22,250	21,920	22,810	24,280
3 Blackburn	21,380	21,060	21,910	23,330
4 Bradford	21,890	21,560	22,440	23,890
5 Bristol	22,460 *	22,120	23,020	24,690
6 Canterbury	22,520	22,180	23,080	24,570
7 Carlisle	21,380	21,060	21,910	23,330
8 Chelmsford	22,410	22,070	22,970	24,450
9 Chester	21,380	21,060	21,910	23,330
10 Chichester	22,520	22,180	23,080	24,570
11 Coventry	22,560	22,220	23,120	24,620
12 Derby	22,560	22,220	23,120	24,620
13 Durham	21,560	21,240	22,100	23,530
14 Ely	22,050	21,720	22,600	24,060
15 Exeter	22,630	22,290	23,200	24,690
16 Gloucester	22,630	22,290	23,200	24,690
17 Guildford	22,520	22,180	23,080	24,570
18 Hereford	22,090 *	21,760	22,640	24,280
19 Leicester	22,560	22,220	23,120	24,620
20 Lichfield	22,250	21,920	22,810	24,280
21 Lincoln	22,340	22,000	22,900	24,380
22 Liverpool	21,380	21,060	21,910	23,330
23 London	22,940	22,600	23,510	25,030
24 Manchester	21,380	21,060	21,910	23,330
25 Newcastle	21,560	21,240	22,100	23,530
26 Norwich	22,050	21,720	22,600	24,060
27 Oxford	22,520	22,180	23,080	24,570
28 Peterborough	22,470	22,130	23,030	24,520
29 Portsmouth	22,520	22,180	23,080	24,570
30 Ripon & Leeds	21,890	21,560	22,440	23,890
31 Rochester	22,670	22,330	23,240	24,740
32 St Albans	22,520	22,180	23,080	24,570
33 St Edmundsbury & Ipswich	22,050	21,720	22,600	24,060
34 Salisbury	22,630	22,290	23,200	24,690
35 Sheffield	21,890	21,560	22,440	23,890
37 South wark	22,900	22,560	23,470	24,980
38 South well	22,560	22,220	23,120	24,620
39 Truro	22,630	22,290	23,200	24,690
40 Wakefield	21,890	21,560	22,440	23,890
41 Winchester	22,520	22,180	23,080	24,570
42 Worcester	22,250	21,920	22,810	24,280
43 York	21,890	21,560	22,440	23,890
National Stipend Benchmark	22,250			

* from 1 January