

The 42nd Report
of the
Central Stipends Authority

Published by the
Archbishops' Council

2014

Contents

Report of the Central Stipends Authority to the General Synod for the year 2014	3
<i>Annex 1</i> The role and functions of the Central Stipends Authority (CSA)	9
<i>Annex 2</i> Diocesan Basic Stipends and Regional Stipends Benchmarks 2013/14	10
<i>Annex 3</i> Assistant staff and archdeacons' stipends 2014/15	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 1998-2014	13
<i>Annex 6</i> Change in value of National Average Stipend of Incumbent Status Clergy against RPI and Average Earnings from 1998	14
<i>Annex 7</i> Estimated value of provided housing as at July 2014	15
<i>Annex 8</i> Stipends for 2015/16	16

The Role and Functions of the Central Stipends Authority

1. Under the Central Stipends Authority Regulation, 1998, the Archbishops' Council is required to make an annual report to the General Synod. Further information on the role and functions of the CSA can be found at Annex 1.

Summary

Key Recommendations for 2014/15

2. The Central Stipends Authority (CSA) recommended:
 - a **National Minimum Stipend** (NMS) of **£22,790** which constitutes a 2% increase over last year (paragraph 6);
 - a **National Stipend Benchmark** (NSB) of **£24,210** which also constitutes a 2% increase over last year (paragraph 5);
 - an **estimated value of provided housing**, as at July 2014 of **£9,910** (paragraph 21, and Annex 7).

Diocesan Stipends Levels in 2014/15

3. The National Average Stipend (NAS), as at previous years, is higher than the National Stipend Benchmark (NSB). The gap between the NAS and the NSB increased from £280 in 2013/14 to £310 in 2014/15 (paragraph 16).

CSA's Recommendations for 2015/16 (Annex 8)

4. The CSA recommends:
 - an increase of 2% in the National Stipend Benchmark;
 - an increase of 2% in the National Minimum Stipend, against forecast increases of 3.2% in the Retail Price Index (RPI), 2% in the Consumer Prices Index (CPI) and 2.7% in Average Weekly Earnings (Annex 5 and 6).

The CSA's Recommendations to Dioceses for 2014/15 Incumbents and Clergy of Incumbent Status

5. The CSA set a National Stipend Benchmark for the stipends year beginning 1 April 2014 of £24,210, which represented an increase of 2% on the NSB for 2013/14 of £23,740.
6. The CSA set a National Minimum Stipend of £22,790, an increase of 2% on the previous year's figure of £22,340. From 31 January 2011 common tenure has applied to all full-time office-holders. This means that it is unlawful to pay full-time clergy below the NMS. For details of what dioceses are paying in 2014/15 see Annex 3.
7. Regional Stipend Benchmarks (RSBs) for each diocese for 2014/15 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 2014/15

8. In every diocese the Diocesan Basic Stipend (DBS) is defined as the stipend paid to the greatest number of clergy of incumbent status within the diocese and in practice, this year as it was last year, is also the minimum stipend paid to incumbents in the diocese. Annex 2 shows DBS for the 2014/15 stipend year together with the RSB for each diocese.

Assistant Staff

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

Archdeacons

10. The CSA recommended a stipend of £33,010 from 1 April 2014 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.

Grants from 1 April 2014

11. (a) Removal and Resettlement 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 and that the minimum Resettlement Grant payable in addition to the removal grant for all moves, should be £2,280.

(b) First Appointment Grants: The CSA recommends that all stipendiary ministers should receive a First Appointment Grant of at least £2,280, in addition to the Resettlement Grant on the following two occasions: 1) when taking up a full-time stipendiary post as assistant curate, deacon, deaconess or licensed lay worker for the first time, and 2) when 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.

Bishops and Cathedral Clergy

12. 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 2004. (see Annex 4).
13. Stipends paid by the Church Commissioners for 2014/15 are shown below, including those for clergy appointed before 1 April 2004.
14. The CSA and the Church Commissioners have agreed that, in future, the stipends of dignitaries and cathedral clergy will be increased in line with the increase in the NSB

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).

(except that stipends for residentiary canons appointed from 1 April 2004 will continue to be regionally adjusted in the same way as RSBs).

Stipends for Bishops and Cathedral Clergy 2014/15

	Senior Clergy starting on or after 1 April 2004 £	Senior Clergy in equivalent or higher paid post before 1 April 2004 £
Archbishop of Canterbury	76,280	-
Archbishop of York	65,370	-
Bishop of London	59,920	63,280
Diocesan Bishops	41,410	42,040
Suffragan Bishops	33,780	34,510
Assistant Bishops (full-time)	32,700	33,130
Deans	33,780	34,510
Residentiary Canons	26,140 Regionally adjusted	28,110

The National Average Stipend in 2014/15

15. The National Average Stipend is calculated from the DBS in each diocese, weighted by the number of clergy receiving the DBS. As at July 2014, the National Average Stipend was £24,520. This compared with a figure of £24,020 in 2013/14, an increase of 2.1%.
16. The National Average Stipend has historically been slightly higher than the National Stipend Benchmark, with the gap between the NSB and the National Average Stipend reaching its widest gap of £310 in 2012/13 (see table below) before decreasing slightly in 2013/14. The increase to £310 noted in 2014/15 can be attributed to the harmonization of stipends in the newly created diocese of West Yorkshire & the Dales, where previous differences in stipend levels between dioceses meant that stipends in the former dioceses of Bradford and Ripon & Leeds increased by over 5%.

	National Average Stipend (NAS) £	National Stipend Benchmark (NSB) £	Gap between NSB and NAS £
2007/08	21,060	20,980	80
2008/09	21,700	21,600	100
2009/10	22,360	22,250	110
2010/11	22,570	22,470	100
2011/12	23,100	22,810	290
2012/13	23,580	23,270	310
2013/14	24,020	23,740	280
2014/15	24,520	24,210	310

Use of Retail Price Index and Average Earnings Index

17. 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. Inevitably, these figures can only provide a broad guide, but during the 2014/15 stipends year forecasts for these key economic indicators are as follows:
- **RPI** is forecast to increase by 2.6% **CPI** by 1.5%, and **Average Earnings** by 1.4%.
18. 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 1998.

The Clergy Remuneration Package

19. Apart from the stipend, the main elements of the clergy remuneration package are the provision of housing (including the cost of rent, Council Tax, water charges, maintenance, and building insurance) and a non-contributory Church Pension.

Clergy Housing

20. The CSA's stipends levels are set on the basis that housing is provided, and that costs relating to the provided housing (including rent, Council Tax, water charges, maintenance, and building insurance) are paid on behalf of clergy.

Estimated Value of Provided Housing Using National Average Figures

21. It is possible to provide only a very general indication of the costs that clergy do not incur because their accommodation is provided. 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, using national average figures, is about **£9,910** p.a. Further details are provided at **Annex 7**. The actual level of the value of housing varies from diocese to diocese, and from house to house.

Expenses of Parochial Clergy and Licensed Lay Workers

22. The CSA, from time to time, issues guidance in relation to expenses. For current information please refer to the booklet *The Parochial Expenses of the Clergy – a Guide to their Reimbursement*, which is available on the Church of England website at: www.churchofengland.org/clergy-office-holders/remuneration-and-conditions-of-service-committee/the-parochial-expenses-of-the-clergy.

Funding for Stipends 2014/15

23. The 2014/15 stipends bill² for all clergy and licensed lay workers on the central payroll is estimated at £207.9m, just under one half of one % increase on the 2013/14 figure of £207.8m.
24. The fall of 1.9% in the number of clergy and lay workers on the central payroll was less than the increase in the National Average Stipend for incumbents which is 2.1% (paragraph 15). The fall in the number of stipendiary payees was mostly due to the number of retirements, deaths in service, and clergy taking up other roles (including chaplaincy) exceeding the number of those entering stipendiary ministry, but also

² including Employers' National Insurance, but not pension contributions.

because some clergy and lay workers who have traditionally been paid through the Central Payroll have been moved to other payrolls (some to diocesan payrolls).

25. The stipends bill for the year 2014/15 is expected to be funded from the following sources:

Source	Amount £m
Church Commissioners ³	42.0
Cathedrals	0.5
Dioceses and Parishes (including DBF fees)	165.4
Total	207.9

Level of Support for 2014/15

26. In the year from April 2014 to March 2015 the Archbishops' Council and the Church Commissioners made £34.6m available for parish mission and ministry support to the least resourced dioceses. A further £6.0m was distributed as Mission Development Funding: dioceses may use this money for either specific mission projects or stipend support.
27. In the 2014 – 2016 triennium, a further sum of £15.0m has been earmarked for Strategic Development Funding. Dioceses have been invited to apply for a share of these funds to support projects which have the ability to make a significant difference to their long-term mission and financial health.

Stipends for 2015/16

28. For 2015/16 the CSA has set a National Stipend Benchmark of £24,690 and a National Minimum Stipend of £23,250, representing an increase of 2% in the NSB and the NMS on the 2014/15 levels. Recommendations for dignitaries and residentiary canons are based on the stipend levels they received in 2014/15 increased by the same increase as in the NSB.

Pensions

29. For most members entering service from 1 January 2011, the maximum pension, at age 68 years, will be half of the previous year's National Minimum Stipend plus a lump sum. The scheme also ceased to contract out from January 2011, which means stipendiary Clergy started to earn State Second Pension (S2P) from that date. Members will not earn any additional S2P from April 2016 when S2P closes to future accrual.

³ The amount of the stipends bill funded from the Church Commissioners' fund excludes the £6.0m distributed by the Archbishops' Council on mission funding in the year ending 31 March 2015. 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, although they are free to use it for some other specified purposes in line with section 67 of the Ecclesiastical Commissioners Act 1840.

30. S2P and the Basic State Pension will be replaced by the new single tier State Pension from April 2016. The new State Pension is payable at an increased level in comparison with the existing Basic State Pension.
31. The maximum pension that could usually be earned in the Clergy scheme before 31 December 2010 for full service was 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 has been progressively met from local sources, and collected by the Pensions Board via dioceses.
32. The joint pension contribution rate in respect of past and future pensionable service has been 38.2% of the previous year's National Minimum Stipend since 1 January 2011. Following the actuarial valuation at 31st December 2012, the Pensions Board announced that from 1st January 2015, the pension contribution rate in respect of future service will increase from 23.5% to 25.8%. The past service rate will reduce from 14.7% to 14.1% from the same date. The total contribution for past and future service will be 39.9% of pensionable stipend. The deficit recovery period was extended to 12 years from 1st January 2014.

On behalf of the Archbishops' Council as
Central Stipends Authority

✘ JUSTIN CANTUAR

✘ SENTAMU EBOR

November 2014

The role and functions of the Central Stipends Authority

1. The CSA works in partnership with dioceses and the Church Commissioners to carry out its functions. These are to:
 - ‘keep under review and recommend appropriate levels for the stipends of diocesan and suffragan bishops, deans, residentiary canons and archdeacons;
 - establish and publish recommended forms and levels of pay for clergy, deaconesses and licensed lay workers’⁴.
2. 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.
3. Each year the CSA sets the following:
 - (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;
 - (iii) **Regional Stipend Benchmarks (RSBs)** 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, bishops and cathedral** clergy.
4. Dioceses, Cathedral Chapters, 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.
5. Under Regulation 11 of the Ecclesiastical Offices (Terms of Service) Regulations 2009, no full-time stipendiary officeholder on common tenure should be paid at a rate below the National Minimum Stipend. The NMS is also a link to pensions because the rate of new pensions each year is linked to the previous year’s NMS.

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 and Council Tax.

⁴ Central Stipend Regulation 1998 GS1310

ANNEX 2

Diocesan Basic Stipends and Regional Stipends Benchmarks 2014/15

	Diocesan Basic Stipend 2014 £	Regional Stipend Benchmark 2014 £	Difference between Basic Stipend and RSB	
			£	
Bath & Wells	24,900	24,550	350	1.4%
Birmingham	24,140	24,140	0	0.0%
Blackburn	23,788	23,240	548	2.4%
Bristol*	24,430	24,430	0	0.0%
Canterbury	24,000	24,690	(690)	-2.8%
Carlisle	24,150	23,240	910	3.9%
Chelmsford	24,570	24,230	340	1.4%
Chester	23,815	23,240	575	2.5%
Chichester	24,760	24,690	70	0.3%
Coventry	24,530	24,140	390	1.6%
Derby	25,290	24,620	670	2.7%
Durham	23,690	24,210	(520)	-2.1%
Ely	24,179	24,060	119	0.5%
Exeter	24,550	24,550	0	0.0%
Gloucester	24,380	24,550	(170)	-0.7%
Guildford	26,600	24,690	1,910	7.7%
Hereford*	23,660 +	24,020	(360)	-1.5%
Leicester	24,745	24,620	125	0.5%
Lichfield	24,175	24,140	35	0.1%
Lincoln	24,520	24,520	0	0.0%
Liverpool	23,655	23,240	415	1.8%
London	24,522	24,480	42	0.2%
Manchester	23,729	23,240	489	2.1%
Newcastle	23,685	24,210	(525)	-2.2%
Norwich	24,060	24,060	0	0.0%
Oxford	24,830	24,690	140	0.6%
Peterborough	24,520	24,520	0	0.0%
Portsmouth	24,880	24,690	190	0.8%
Rochester	25,170	24,620	550	2.2%
St Albans	25,097	24,690	407	1.6%
St Edmundsbury & Ipswich	23,830	24,060	(230)	-1.0%
Salisbury	24,780	24,550	230	0.9%
Sheffield	24,251	24,330	(79)	-0.3%
Southwark*	24,610	24,480	130	0.5%
Southwell & Nottingham	24,420	24,620	(200)	-0.8%
Truro	25,034	24,550	484	2.0%
Winchester	24,725	24,690	35	0.1%
Worcester	24,235	24,140	95	0.4%
York	24,410	24,330	80	0.3%
West Yorks and Dales	25,115	24,330	785	3.2%
Sodor and Man*	25,748 !			
National Stipend Benchmark		24,210		

* stipend from 1 January

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

! In 2014 Clergy receive Easter Offering in addition to this figure in Sodor and Man, and it includes a travel grant of £600.

The cost of living data does not cover the Isle of Man, and so no RSB is given for Sodor and Man.

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

Assistant Staff and Archdeacons' Stipends 2014/15

In 2014/15 dioceses paid assistant staff as follows. (2013/14 numbers in brackets)

- 13 (14) paid at the NMS.
- 5 (5) had a scale ranging from the NMS to a point lower than the basic rate for incumbents in the diocese.
- 5 (5) had a scale ranging from higher than the NMS to a point lower than the basic rate for incumbents in the diocese.
- 13 (12) had a scale ranging from the NMS to the basic rate for incumbents in the diocese.
- 3 (5) had a scale ranging from above the NMS to the basic rate for incumbents in the diocese.
- 2 (2) paid at the basic rate for incumbents.

Since 31 January 2011, when the Ecclesiastical Offices (Terms of Service) Regulations 2009 came into effect, it has been unlawful to pay stipend to full-time office-holders on common tenure at a rate less than the National Minimum Stipend (£22,790 for 2014/15), or at a rate which, together with any income received by the office holder from other sources which is related to or derived from the duties of the office, is less than the National Minimum Stipend (Regulation 11(1)). This includes assistant curates.

Office-holders who are paid at an unlawful rate can take action against the DBF under the grievance procedure. They may even have recourse to the Employment Tribunal.

Archdeacons' Stipends

Dioceses paid the CSA's recommended figure for clergy appointed before 1 April 2004 (£34,280), and from 1 April 2004 (£33,010), with the exceptions in the table below.

Diocese	Stipend of clergy appointed before 1 April 2004 £	Stipend of clergy appointed from 1 April 2004 £
Bath and Wells	34,940	33,330
Bristol		32,848
Chelmsford	34,460	33,170
Chichester	34,510	
Derby		33,920
Ely		33,605
Leicester		33,007
Manchester		33,007
Southwark	33,613	32,368

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 and the Council agreed to recommend to the Church Commissioners, cathedral chapters and dioceses arrangements for dignitaries and residentiary canons from April 2004.

In 2010 the Archbishops' Council and the Commissioners decided to adopt a new approach, by linking increases in the stipends for dignitaries and residentiary canons to increases in the National Stipends Benchmark. There would be two levels for each post, one for clergy appointed on or after 1 April 2004, and one for those appointed before 1 April 2004.

a) Newly appointed clergy would be paid at the level for clergy 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 stipends should have as their target stipends the levels of stipend 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 stipend level.

b) Stipends for bishops, deans, and archdeacons who were in post before 1 April 2004 should, from 2010, be increased by the lower of the Retail Price Index (RPI) or the increase in the NSB, until they reach the stipend of clergy who were appointed on or after 1 April 2004.

c) Residentiary canons appointed on or after 1 April 2004 should receive stipends based on a basic level (which will be increased each year in line with increases in the NSB), which is then adjusted for each cathedral 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.

d) Stipends for residentiary canons who were in post before 1 April 2004 should be increased by Retail Price Index (RPI) ,or the increase in the NSB (whichever is lower) only, until they reach the stipend of clergy who were appointed on or after 1 April 2004 .

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.

(Advice on how this would be applied in a particular case can be obtained from the Human Resources Department.)

National Stipend Benchmark and National Minimum Stipend 1998-2014

Year beginning 1 April	National Minimum Stipend £	Increase in NMS	National Stipend Benchmark £	Increase in National Stipend Benchmark	Increase in Retail Price Index	Increase in average earnings
1998	14,340	4.2%	15,120		3.1%	5.0%
1999	14,940	4.2%	15,760	4.2%	1.6%	5.0%
2000	15,570	4.2%	16,420	4.2%	3.0%	4.3%
2001	16,040	3.0%	16,910	3.0%	1.5%	3.9%
2002	16,520	3.0%	17,420	3.0%	2.1%	4.0%
2003	17,020	3.0%	17,940	3.0%	2.8%	3.8%
2004	17,530	3.0%	18,480	3.0%	3.1%	4.4%
2005	18,060	3.0%	19,420	5.1%	2.6%	3.9%
2006	18,600	3.0%	20,460	5.4%	3.7%	4.2%
2007	19,070	2.5%	20,980	2.5%	4.1%	3.9%
2008	19,640	3.0%	21,600	3.0%	3.0%	2.3%
2009	20,230	3.0%	22,250	3.0%	0.5%	2.3%
2010	20,430	1.0%	22,470	1.0%	5.0%	2.0%
2011	21,370	4.6%	22,810	1.5%	4.8%	2.0%
2012	21,900	2.5%	23,270	2.0%	3.1%	1.3%
2013	22,340	2.0%	23,740	2.0%	2.9%	1.9%
2014	22,790	2.0%	24,210	2.0%	2.6% *	1.4% *
1998-2014		58.9%		60.1%	57.7% *	63.8% *

* estimated

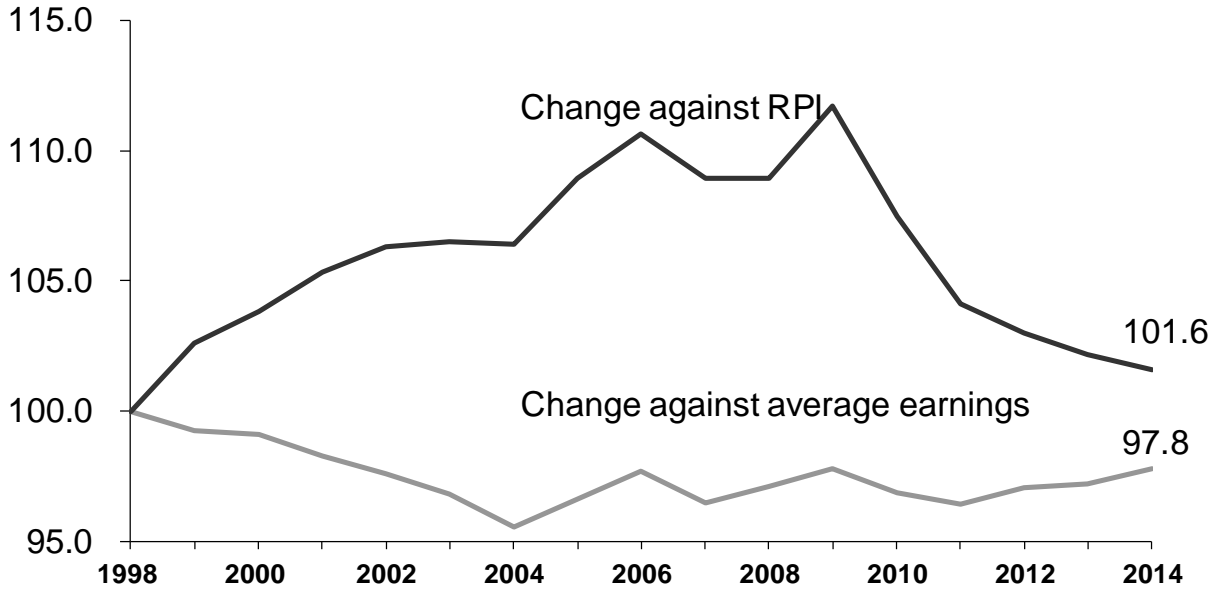
The figures for RPI and average earnings in this table are based on averages for the whole year and may differ slightly from those in previous reports. Average Earnings figures from 2010 have been calculated using published Average Weekly Earnings data.

It was decided to use 1998 as the base date from this Report because 1998 was the first year of the current stipends arrangements, with a National Stipends Benchmark and Regional Stipends Benchmarks.

Until 2004 the National Minimum Stipend was the minimum for incumbents. Since 2004 it has been the minimum for all stipendiary clergy. From 31 January 2011 the NMS has been the statutory minimum for stipendiary office-holders on common tenure.

ANNEX 6

Change in Value of National Stipend Benchmark against Retail Price Index (RPI) and Average Earnings from 1998 to 2014



2014 figures are estimates.

The graph shows how increases in stipends levels from 1998 compare with movements in the RPI and average earnings. For example, in 2014 the NSB was 1.6% more than it would have been if increases since 1998 had been in line with RPI and 2.7% less than it would have been if increases had been in line with average earnings.

It was decided to use 1998 as the base date from this Report because 1998 was the first year of the current stipends arrangements, with a National Stipends Benchmark and Regional Stipends Benchmarks

Average earnings from 2010 have been calculated using published Average Weekly Earnings figures.

Estimated Value of Provided Housing, Using National Average Figures – July 2014

The Central Stipends Authority 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.**

From 2008 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 this 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	3,703	(1)
Water charges	393	(2)
Council Tax	1,617	(3)
Maintenance and external decorations	713	(4)
Insurance	310	(5)
Sub total	6,737	
Tax and NI adjustment	3,170	(6)
Total	9,907	
Say	9,910	

- (1) Average outstanding interest rate of 3.22% on average outstanding mortgage of £115,006 (figures from the Money Charity website July 2014. N.B. previously called Credit Action).
- (2) From Water.org (was 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 of 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, including 6% Insurance Premium Tax.
- (6) Tax at basic rate of 20% and National Insurance at the July 2014 marginal rate of 12%.

ANNEX 8

Stipends for 2015/16

The Archbishops' Council, as Central Stipends Authority, has set the National Minimum Stipend at £23,250 **with effect from 1 April 2015**. Under common tenure all full-time office-holders must receive stipend, or stipend together with other income related to their office, of at least this amount.

Stipends are set on the basis that accommodation is provided free of rent, water charges, repairs and insurance and the Council Tax, and approved parochial expenses are fully reimbursed.

The Archbishops' Council, as Central Stipends Authority, also makes the following recommendations **with effect from 1 April 2015**.

Recommendations to dioceses: Stipends⁵

- (a) As stated above all full-time office holders must receive stipend or stipend together with other income related to their office of at least the National Minimum Stipend. Dioceses are encouraged to pay assistant staff (including those who are not office-holders) between the National Minimum Stipend 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 £24,690.
- (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 £33,670 or £34,970 for archdeacons appointed before 1 April 2004. In cases where the archdeacon was receiving more than £33,670 in his or her previous appointment, a receiving diocese has discretion to pay an enhanced stipend initially. However, it should reduce in a maximum period of three years until it reaches £33,670.

⁵ Stipends are to be calculated in accordance with the method set out in *The Remuneration of the Clergy GS 243* as updated by the CSA and last shown as Annex 1 in the 2005 CSA Report (GS Misc 811). 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, if the clergy person has opted to continue to retain fees, 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).

- (e) 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.
- (f) 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.

Grants from 1 April 2015

(a) Removal and Resettlement 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 and that the minimum Resettlement Grant payable in addition to the removal grant, for all moves, should be £2,325.

(b) First Appointment Grants: The CSA recommends that all stipendiary ministers should receive a First Appointment Grant of at least £2,325, in addition to the Resettlement Grant on the following two occasions: 1) when taking up a full-time stipendiary post as assistant curate, deacon, deaconess or licensed lay worker for the first time, and 2) when 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.

Stipends for bishops and cathedral clergy for the year from April 2015

	Senior Clergy starting on or after 1 April 2004 £	Senior Clergy in equivalent or higher paid post before 1 April 2004 £
Archbishop of Canterbury	77,810	-
Archbishop of York	66,680	-
Bishop of London	61,120	64,550
Diocesan Bishops	42,240	42,880
Suffragan Bishops	34,460	35,200
Assistant Bishops (full-time)	33,350	33,790
Deans	34,460	35,200
Residentiary Canons	26,660 Regionally adjusted- see below	28,670

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

	2015/16 Regional Stipend Benchmark	2015/16 residentiary canons starting on or after 1 April 2004
	£	£
Bath & Wells	25,040	27,030
Birmingham	24,590	26,550
Blackburn	23,650	25,540
Bristol\$	24,910 *	27,030
Canterbury	25,180	27,190
Carlisle	23,650	25,540
Chelmsford	24,840	26,820
Chester	23,650	25,540
Chichester	25,180	27,190
Coventry	24,590	26,550 +
Derby	25,110	27,110
Durham	24,690	26,660
Ely	24,620	26,580
Exeter	25,040	27,030
Gloucester	25,040	27,030
Guildford	25,180	27,190
Hereford\$	24,470 *	26,550
Leicester	25,110	27,110
Lichfield	24,590	26,550
Lincoln	25,010	27,010
Liverpool	23,650	25,540
London	25,040	27,030
Manchester	23,650	25,540
Newcastle	24,690	26,660
Norwich	24,620	26,580
Oxford	25,180	27,190
Peterborough	25,040	27,030
Portsmouth	25,180	27,190
Rochester	25,130	27,140
St Albans	25,180	27,190
St Edmundsbury & Ipswich	24,620	26,580
Salisbury	25,040	27,030
Sheffield	24,810	26,790
Southwark\$	25,040	27,030
Southwell & Nottingham	25,110	27,110
Truro	25,040	27,030
Winchester	25,180	27,190
Worcester	24,590	26,550
York	24,810	26,790
West Yorkshire and the Dales	24,810	26,790
National Stipend Benchmark	24,690	

* from 1 January

+ rate for new clergy. Transitional rates apply to some clergy in post -
contact Bishops and Cathedrals Department for details

\$ diocese increases stipends from 1 January

Published by the General Synod of the Church of England

31 Great Smith Street London SW1P 3BN

© The Archbishops' Council 2015

All rights reserved. No part of this publication may be reproduced in any form or by any means, electronic or mechanical, including photocopying, recording or any information storage and retrieval system, without written permission which should be sought from the Copyright Administrator, The Archbishops' Council, Church House, Great Smith Street, LONDON. SW1P 3AZ

£3